



سوق أبوظبي للأوراق المالية
Abu Dhabi Securities Exchange



SUSTAINABILITY REPORT 2024

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01 OVERVIEW





About this Report

Welcome to the Abu Dhabi Securities Exchange (ADX) Group Sustainability Report 2024. This marks the sixth consecutive year of ADX disclosing its annual progress in advancing responsible and sustainable growth in the financial markets.



As a proud member of the United Nations Sustainable Stock Exchanges (SSE) Initiative, ADX continues to transparently disclose its performance across a range of Environmental, Social, and Governance (ESG) topics for the year ending 31 December 2024. By outlining achievements and challenges across material ESG issues identified in consultation with stakeholders, this report demonstrates ADX's ongoing commitment to support the goals of the Abu Dhabi Economic Vision 2030, the UAE's "Towards the Next 50" agenda, and the United Nations Sustainable Development Goals (SDGs).

The report is structured around the three strategic pillars of ADX's sustainability framework and has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 as well as the International Financial Reporting Standards (IFRS) S1 and S2 on sustainability and climate-related disclosures. Unless otherwise stated, the scope of

information covers ADX's operations in Abu Dhabi, United Arab Emirates (UAE). For detailed disclosures on ESG data, please refer to the Appendix: Data and Disclosures.

Beyond its own reporting, ADX also supports listed companies on their ESG journey. Under the governance rules issued by the Securities and

Commodities Authority (SCA) - which regulates listed companies onshore in the UAE - all public joint stock companies listed on ADX are required to publish sustainability reports. To actively support issuers herein, ADX has published voluntary ESG Disclosure Guidance and makes listed companies' sustainability reports available through its website.



Disclosures

The information contained in this Sustainability Report is intended for general informational purposes only and should not be construed as an offer or recommendation to invest in any securities listed on ADX. While every effort has been made to ensure the accuracy and completeness of the data and materials presented, ADX cannot guarantee that the report is free from error or omission. Therefore, ADX accepts no liability for any loss or damage arising directly or indirectly from the use of the information contained herein. All content and data remain the property of ADX.



Letter from Our Group Chief Executive Officer



Abdulla Salem Al Nuaimi
Group Chief Executive Officer

The year 2024 marked another step forward in ADX's journey to shape a more sustainable, innovative, and globally connected marketplace. As the UAE advances toward its Net Zero 2050 ambitions and the "We the UAE 2031" vision, ADX continues to play a central role in aligning financial growth with environmental and social progress.

In 2024, ADX reinforced its position as one of the world's fastest-growing exchanges, maintaining its place among the top 20 global stock exchanges and the top five globally in IPO proceeds. This growth reflects market confidence and the success of our strategy to build an efficient, transparent, and resilient financial ecosystem. Our Digital Transformation Program achieved major milestones with the launch of the new ADX website, mobile application, and advanced CRM and data platforms - enhancing user experience and enabling real-time decision-making. Alongside the expansion of our product portfolio, including the Chimera J.P. Morgan Global Sukuk ETF, these developments strengthened ADX's role as a hub for sustainable investment and innovation.

We also continued to empower our people and promote an inclusive, high-performance culture. Employee training hours grew by 37%, and ESG-related learning deepened across departments, ensuring our teams are equipped to advance ADX's sustainability agenda. We further strengthened our governance systems, integrating ESG risks more deeply into enterprise risk management and ensuring continued compliance with national and international standards. Through our ESG Disclosure Guidelines and

engagement initiatives, ADX supported issuers and investors in embedding ESG into decision-making. Our recognition as Best Arab Stock Exchange - ESG reflects our regional leadership and commitment to responsible market growth.

ADX also took meaningful steps to reduce its environmental footprint, achieving a 45% reduction in electricity consumption and a corresponding decline in indirect greenhouse gas emissions (Scope 2). These achievements were driven by improved energy management, enhanced data center efficiency, and the development of an internal ESG Policy that will formalize measurable targets in 2025. As a signatory to the UN Sustainable Stock Exchanges Initiative, ADX remains committed to fostering resilience within our operations and across the market.

Our achievements in 2024 reflect strong collaboration across all teams, partners, and stakeholders. I extend my sincere appreciation to our Board of Directors, employees, listed companies, and the wider investment community for their continued trust and engagement. As we look ahead, we will build on this momentum - leveraging technology, integrity, and innovation to create long-term value and contribute to a more sustainable and inclusive global economy.



ADX Achievements 2024

Elevating Business Integrity

Zero incidents of non-compliance recorded

Client satisfaction rose to 93%, up from 89% in 2023

0 breaches, leaks, or loss of stakeholder data

Launched new ADX Mobile App & Website

Enabled digital IPOs via Al Hilal Bank partnership

Maintained 100% independent Board oversight

Empowering Sustainable Growth

Named Best Arab Stock Exchange – ESG 2024

Recorded 37% rise in training hours compared to 2023

Workforce grew by 13%, reaching 161 employees in 2024

20% of our Board of Directors and 38.7% of our total workforce are female representatives

95% of our supplier spending was directed to UAE vendors

Creating a Path to Resilience

Maintained zero injuries or fatalities

100% workforce covered by ISO 45001-certified HSE system

Cut 56% of Scope 2 emissions

Maintained zero hazardous waste generation

Embedded climate & ESG risks in our ERM framework





About ADX

The Abu Dhabi Securities Exchange (ADX) Group is one of the leading financial marketplaces in the Middle East, providing a platform for trading securities that include shares of public and private joint stock companies, government and corporate bonds, Exchange-traded funds, and other financial instruments approved by the Securities and Commodities Authority (SCA). Today, ADX is the second-largest market in the region, reflecting its rapid growth and central role in supporting the UAE's financial and economic ecosystem.

Established in 2000, ADX operates as a legal entity with autonomous status, independent finances, and management. In 2020, the Exchange was transformed into a Public Joint Stock Company (PJSC) pursuant to Law No. (8) of 2020. ADX is part of Abu Dhabi Developmental Holding Company PJSC (ADQ), a regional investment and holding company committed to accelerating Abu Dhabi's sustainable economic growth.

Through its market operations, ADX channels savings and funds into productive investments, fostering transparency, integrity, and fairness in transactions. It safeguards investor interests through stringent controls and ethical practices while strengthening market efficiency, enhancing liquidity, and ensuring stability in securities pricing. Beyond its role as a market operator, ADX also promotes financial literacy and investment awareness, contributing to the broader socio-economic development of the UAE.

Vision and Strategy

Our vision is to be a leading financial marketplace fueling sustainable economic growth. Our mission is to drive opportunity and growth through an innovative, dynamic, and transparent marketplace, offering best-in-class financial products and services while promoting sound corporate governance. These ambitions are grounded in ADX's values: innovation, accountability, teamwork, trust, and continuous excellence.

Our corporate strategy is designed to strengthen core capabilities, expand market presence, and increase liquidity, with all efforts aligned to the Abu Dhabi Economic Vision 2030. This ensures that ADX's growth complements the Emirate's broader objectives of building an efficient, globally integrated business environment, adopting disciplined fiscal policy, and ensuring a resilient financial system.

We have advanced our medium-term strategy through the approval of a Target Operating Model, setting a 3-to-5-year focus on scaling existing business areas before diversifying into new opportunities. Enhancements to the Project Management Office (PMO) transformed it into a more strategic function, introducing streamlined processes, onboarding subject matter experts, and improving reporting mechanisms. Today, the PMO is integral in aligning projects with ADX's Transformation Pillars and long-term goals.



Collaborations and Memberships

Collaboration and collective action are at the heart of ADX's approach. We are a proud signatory of the Abu Dhabi Sustainable Finance Declaration and an active member of the United Nations Sustainable Stock Exchanges (SSE) Initiative, through which we promote sustainability and transparency across global capital markets.

ADX also holds memberships in key regional and international bodies, including the World Federation of Exchanges (WFE), the Gulf Cooperation Council (GCC) Exchanges Committee, the Arab Federation of Capital Markets (AFCM), the Africa & Middle East Depositories Association (AMEDA), and the International Securities Services Association (ISSA). Through these affiliations, we contribute to shaping international standards, promoting alignment on ESG disclosure metrics, and strengthening the role of capital markets in sustainable finance.



Contributions to the National Agenda

ADX plays a vital role in advancing the UAE's long-term strategies. We are aligned with the Abu Dhabi Economic Vision 2030 and the national "Towards the Next 50" agenda, supporting the transition to a future-ready economy based on knowledge, innovation, and entrepreneurship. We also contribute to the UAE Green Agenda 2015–2030, ensuring our work as a market operator and corporate citizen supports both national priorities and global frameworks such as the UN Sustainable Development Goals (SDGs).



Our Approach to Sustainability

Sustainability is central to ADX's strategy and operations. We recognize the importance of Environmental, Social, and Governance (ESG) factors in shaping resilient financial markets, strengthening investor confidence, and driving inclusive growth. By working closely with our stakeholders, we aim to create a responsible financial ecosystem that accelerates Abu Dhabi's transition into a sustainable, knowledge-based economy.

In 2024, we took further steps to formalize our commitment by preparing a dedicated ESG Internal Policy, scheduled for launch in 2025. This will ensure sustainability considerations are further embedded into decision-making processes across the organization.

Our Materiality Process

Understanding and prioritizing the issues most relevant to ADX and our sector is central to our sustainability journey. In 2024, we conducted a comprehensive refresh of our material topics, driven by peer benchmarking, national priorities such as “Abu Dhabi 2030 Vision” and “We the UAE 2031”, and developments in international standards including the GRI Standards, IFRS S1 and S2, SASB, and the TCFD. We also reviewed sectoral initiatives such as the SSE and WFE and considered expectations and methodologies of leading ESG rating agencies, all to ensure our approach reflects international best practices.

This process resulted in a re-prioritization of topics to better reflect areas where ADX can create the greatest impact, as well as the addition of ‘Sustainable Products and Services’ as a distinct material topic. Recognizing the growing importance of instruments / products such

as green bonds, sukuks, and SME-focused offerings, this inclusion strengthens our focus on sustainable finance. The refreshed set of topics provides a more balanced coverage across the Environmental, Social, and Governance dimensions, sharpening ADX's ability to align reporting and strategy with both national priorities and global sustainability objectives.

Stakeholder Engagement

Our stakeholders are at the core of everything we do. We engage regularly through consultations, forums, and feedback channels to ensure our governance, services, and sustainability practices reflect their expectations. Internationally, we contribute through the UN SSE Initiative, while regionally we co-founded the Sustainable Finance Working Group and chair the ESG GCC Financial Markets Committee - fostering collaboration and harmonization on ESG standards across markets.





	Individual Stakeholders	Engagement Methods	Channel
Internal Stakeholders	ADX Staff	Updating employees about news and events HR updates, including rules and policies Employee recognition scheme	Intranet Internal newsletter Memos Town hall meetings Teambuilding events
Strategic Partners	Securities Commodities Authority UAE Central Bank Department of Finance Ministry of Economy Abu Dhabi Department of Economic Development Abu Dhabi Media Office Abu Dhabi Executive Council Abu Dhabi Executive Office Abu Dhabi Investment Office Abu Dhabi Holding Company International organizations and associations UAE embassies and commercial/economic attaches	New initiatives New products/services ADX reports ADX activities ADX media coverage analysis Recognitions Attending/Partaking in events Organizing events (Annual Conference)	External newsletter Website updates News (through App) Regular meetings on executive updates
Government	Federal government institutions Abu Dhabi government entities	New initiatives New products/services ADX reports ADX activities	External newsletter Website updates News (through App)



	Individual Stakeholders	Engagement Methods	Channel
Local Community	UAE nationals Residents	New initiatives New products/services ADX reports ADX activities Awards	Website Media (newspapers, social media and other media outlets)
Clients	Individual investors Institutional investors Listed companies Custodians Brokers Foreign institutional investors	Market updates New initiatives New products/services ADX reports ADX activities Roadshows ADX media coverage analysis	External newsletter Website updates News (through App) SMS Digital/VNRs Awards For Excellence Personalized emails
Media	Domestic and regional media International media	ADX new initiatives ADX new products/services ADX reports ADX activities Recognition scheme Roundtable meetings	Press releases Roundtable One-to-one meetings Conferences, TV and radio interviews Website/media section

AMMAN STOCK EXCHANGE JOINING TABADUL EXCHANGE HUB



WWW.ADX.AE



Our Sustainability Framework

ADX's sustainability framework provides the structure for advancing our commitments and embedding ESG considerations across the organization. The framework is designed around three dimensions, each of which clusters material topics that guide our actions, reporting, and stakeholder engagement:



Elevating Business Integrity

Ensuring strong governance, robust risk management, and high ethical standards are the foundation of ADX's work. This dimension covers material topics such as governance and business ethics, transparency, cyber security, digitalization, and innovative solutions.



Empowering Sustainable Growth

Driving inclusivity and resilience through a focus on people and society. This includes talent attraction and development, diversity and equality, employee well-being and safety, ESG activity promotion, sustainable products and services, and community engagement.



Creating a Path to Environmental Resilience

Supporting the transition to a low-carbon and resource-efficient economy by focusing on environmental management and climate change.





Elevating Business Integrity

Material Topics

- Governance, Risk Management and Business Ethics
- Transparency, Credibility and Investor Security
- Information Security and Data Privacy
- Digitalization and Innovative Solution

Vision 2030

Economic Development - Government Efficiency and Governance

UN SDGs



Empowering Sustainable Growth

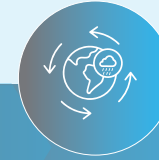
Material Topics

- Talent Attraction and Development
- Diversity and Equality
- Well-Being and Safety
- ESG Activity Promotion
- Sustainable Products and Services
- Community Engagement and Development

Vision 2030

Social and Human Resources Development
- Economic Development
- Social Welfare and Quality of Life

UN SDGs



Creating a Path to Environmental Resilience

Material Topics

- Environmental Management
- Climate Change

Vision 2030

Environmental Sustainability

UN SDGs



Through this framework, we ensure that our role as a market operator and corporate citizen is fully aligned with the Abu Dhabi Economic Vision 2030, and the UN SDGs.



02 ELEVATING BUSINESS INTEGRITY

At ADX, we believe that integrity is the foundation of a trusted and thriving marketplace. Acting with transparency, accountability, and fairness is essential to protecting investor confidence, attracting sustainable investment, and driving the UAE's long-term economic vision. We set high standards for governance, data protection, and innovation, ensuring our practices meet or exceed global benchmarks.

In 2024, we continued to strengthen the systems, policies, and culture that uphold this commitment. Across governance, risk management, information security, transparency, and innovation, we applied rigorous oversight, adopted forward-looking solutions, and ensured that every action we take reflects the trust placed in us by our stakeholders. This work supports the UAE Vision 2030 pillars of Economic Development and Government Efficiency and Governance and reinforces our role as a leading regional Exchange known for credibility, resilience, and innovation.

Material Topics

Governance, Risk Management and Business Ethics

Transparency, Credibility and Investor Security

Information Security and Data Privacy

Digitalization and Innovative Solution

Vision 2030

Economic Development - Government Efficiency and Governance

UN SDGs





Governance, Risk Management, and Business Ethics Framework

Strong governance is central to the way we operate. Our governance structure ensures that decisions are made with strategic foresight, rigorous oversight, and a deep commitment to ethical conduct. It safeguards market integrity, manages risks effectively, and aligns our operations with national regulations and international best practices.

At the top of this structure is our [Board of Directors](#), which is ultimately responsible for overseeing ADX’s performance, strategic direction, and long-term sustainability. Supporting the Board are four specialized committees, each with a clearly defined mandate:



Audit and Risk Committee

monitors the integrity of our financial reporting, oversees internal controls, and ensures that risks – including operational, market, and emerging sustainability-related risks – are identified, assessed, and mitigated.



Nomination and Remuneration Committee

manages the appointment process for Board members and senior executives, oversees executive compensation and performance evaluation, and ensures leadership succession supports ADX’s long-term goals.



Strategy and Investment Committee

drives strategic planning and investment decision-making, ensuring that every major initiative supports ADX’s growth, market competitiveness, and sustainability objectives.



Senior Leadership Team

comprised of C-Level executives, the SLT manages day-to-day operations, translates the Board’s strategic vision into action, and ensures that our governance principles are embedded across all functions.

Alongside this structure, our [Corporate Governance Manual](#) and [Code of Conduct](#) provide a clear framework for compliance, ethical behavior, and transparency. They guide how we report, audit, and continuously improve our internal processes – from financial disclosures to stakeholder engagement – ensuring we meet the highest standards of integrity.

In 2024, this governance system allowed us to act decisively, manage risks proactively, and remain agile in a fast-evolving market environment. By embedding ethical standards across all levels of the organization and holding ourselves accountable to clear policies and controls, we ensure that our governance system not only meets regulatory requirements but actively supports the sustainable growth and stability of the Exchange.



Board of Directors

Our Board of Directors is the highest authority at ADX, guiding our strategic direction, overseeing performance, and safeguarding the long-term sustainability of the Exchange. In line with governance best practice, the roles of Chairman and Group CEO are separate, with the Chairman serving as an independent member. This ensures clear lines of responsibility, strong checks and balances, and independent oversight of management.

In 2024, our Board was composed of five independent, non-executive members, reflecting our commitment to impartial oversight and decision-making. This structure exceeds the widely recognized good practice threshold of 50% independence. Board members bring complementary skills and diverse expertise, including finance, governance, technology, and sustainability – enabling informed, future-focused decision-making.

Board composition in 2024 included four male members and one female member, maintaining female representation at 20% of the Board. We also saw a refinement in leadership roles within the Board, with three Committee Chairs appointed during the year – two male and one female – further embedding gender diversity into our governance structures.

All Board members are appointed by ADQ, our parent company, under a transparent process defined by ADQ’s internal policies, which outline the tenure, selection criteria, and competencies required for these positions.

Sustainability matters form a core component of our strategic oversight, reflecting our recognition that sustainability is integral to market leadership and resilience. Our governance model ensures that environmental, social, and governance (ESG) considerations are embedded in strategic decision-making across all committees.

Board of Directors	2022	2023	2024
Total number of Board Members	6	6	5
Total number of independent members	5	5	5
Total number of non-independent members	1	1	0
Total number of executive members	1	1	0
Total number of non-executive members	5	5	5
Total Board Seats occupied by males	6	5	4
Total Board Seats occupied by females	0	1	1

Risk Management

We take a proactive and organization-wide approach to risk management to protect market integrity, maintain operational resilience, and sustain stakeholder trust. Our [Enterprise Risk Management \(ERM\) framework](#) enables us to identify, assess, and address risks across all aspects of our business, ensuring they are managed in line with our tolerance thresholds and strategic objectives.

We demonstrate our commitment to effective risk management through an established and dedicated Risk Division that promotes a strong risk culture across the organization. From the top, our Executive Risk Committee (ERC) receives quarterly updates on priority risk areas aligned with ADX's strategic objectives, as well as reports on emerging risks that may impact on the business. The Audit and Risk Committee also review comprehensive enterprise-wide risk reports on a quarterly basis, including updates on emerging risks. Risk Champions and Risk Owners ensure mitigation plans are executed effectively, reinforcing accountability and embedding risk awareness throughout the organization.

In 2024, we monitored and managed a wide spectrum of risks:

Risks

Risk Landscape

Corporate Risks



Corporate Risks are those that could significantly affect the organization's strategic direction, governance framework, and overall reputation. These risks are critical because they can influence long-term sustainability, stakeholder confidence, and the achievement of corporate objectives. They include strategy, governance, and project-related risks, as well as compliance and legal exposures. We also monitor communication and reputational risks, macroeconomic factors, competitive pressures, and market development challenges. To mitigate these risks, we apply proactive measures such as robust governance structures, continuous compliance monitoring, strong stakeholder communication, scenario planning, and alignment of projects with strategic priorities. This integrated approach ensures that corporate risks are identified early, managed effectively, and kept within acceptable tolerance levels.

Operational Risks



Operational Risks arise from day-to-day activities related to issuers, members, and market operations, as well as from clearing and settlement processes. These risks are critical as they can directly affect business continuity, operational efficiency, and service quality. They also encompass HR risks, physical asset risks, supplier dependencies, and data vendor exposures. To mitigate these risks, we maintain robust internal controls, implement business continuity and disaster recovery plans, conduct regular vendor assessments, and ensure strong oversight of operational processes. This comprehensive approach safeguards reliability, minimizes disruptions, and ensures consistent delivery of services to stakeholders.



Risks

Risk Landscape

Financial Risk



Financial Risks encompass liquidity, credit, investment, and market risks, as well as exposures related to financial reporting, insurance coverage, fraud, and revenue performance. These risks are critical because they directly impact the organization’s financial stability, resilience, and ability to achieve sustainable growth. To mitigate them, we apply prudent financial management practices, maintain strong internal controls over financial reporting, monitor liquidity and capital adequacy, diversify investment exposures, secure appropriate insurance coverage, and enforce rigorous fraud prevention measures. This disciplined approach ensures financial integrity, protects stakeholder confidence, and supports long-term value creation.

Information Technology and Security Risks



Information Technology and Security Risks arise from failures or weaknesses in IT infrastructure, including inadequate backup, recovery, or system resilience, as well as from information security incidents such as data leakage, data theft, hacking, or phishing attacks. These risks are critical because they can disrupt business operations, compromise sensitive information and damage organizational reputation. To address these risks, we implement proactive and multi layered approaches that include implementing a robust security framework, implementing security controls — such as access management, logging and monitoring, cloud and data security, third party risk management, and incident responses — conducting regular audits and vulnerability assessments, maintaining comprehensive business continuity and backup management, and delivering employee awareness and training. This holistic and adaptive strategy ensures business and operational continuity, data integrity, regulatory compliance and continued stakeholder trust.



ESG and Sustainability Risk Management

ADX recognizes that effective risk management underpins market integrity, business continuity, and long-term resilience. Our Enterprise Risk Management (ERM) framework integrates environmental, social, and governance (ESG) considerations alongside financial, operational, and strategic risks, ensuring that sustainability-related issues are managed with the same rigor and oversight as any other material risk.

Within our [Corporate Risks Universe](#), ESG risks are incorporated under the Compliance and Legal category. This includes potential losses or reputational impacts resulting from non-compliance with laws, regulations, or internal policies governing ADX's operations and contractual obligations, both in the UAE and internationally. Beyond regulatory compliance, this category captures broader ESG risks — such as ethical conduct, sustainability performance, climate impact, diversity and inclusion, and stakeholder expectations — reflecting our commitment to responsible and transparent operations.

To mitigate these risks, ADX maintains robust compliance programs, ESG policies and reporting

frameworks, continuous employee training, and active monitoring of regulatory and market developments. These controls ensure full alignment with national and international standards, reinforce stakeholder trust, and embed ethical and sustainability principles into strategic and operational decision-making. As a result of these systematic efforts, all open risk and audit items for 2024 were effectively closed.

Climate Risk Integration

Climate change is recognized as a material factor that could influence ADX's performance and the stability of the wider market ecosystem. While ADX's direct exposure is relatively limited —primarily linked to the energy and water used for its data centers, headquarters, and reliance on third-party technology providers — climate risks can significantly affect listed companies, particularly in sectors such as energy, real estate, and infrastructure.

For this reason, sustainability and climate risks are treated as strategic priorities within our ERM framework. In 2024, we continued to monitor macroeconomic, environmental, regulatory, and technological trends to anticipate potential impacts on ADX's operations and on the broader UAE

economy. Through scenario analysis and Key Risk Indicator (KRI) monitoring, these risks were assessed, prioritized, and reviewed quarterly by both the Executive Risk Committee and the Audit and Risk Committee.

By embedding sustainability and climate considerations into our governance and risk processes, ADX enhances its agility in responding to emerging ESG challenges, reinforces investor confidence, and strengthens its position as a leading regional Exchange committed to long-term value creation.





Compliance



We operate within a robust compliance framework supported by clear policies, detailed procedures, advanced systems, and strict controls that ensure we meet all applicable laws and regulations – both locally and internationally.

Our Compliance Department plays a central role in this framework, conducting continuous monitoring and surveillance – including anti-money laundering (AML) oversight – to identify and address potential issues before they escalate. All policies and operational manuals are reviewed and updated annually, ensuring alignment with evolving best practices and regulatory requirements. Regular compliance reports are submitted to the Board, enabling informed governance and timely decision-making.

In recent years, we have strengthened our processes by revising and streamlining our Exchange Operation Processes and Procedures Manuals, further enhancing operational efficiency and regulatory alignment. This proactive approach ensures that our compliance function remains adaptive to changing market and legal environments.

In 2024, we are proud to report zero non-compliance incidents, reflecting the effectiveness of our monitoring systems, the diligence of our teams, and our strong compliance culture.



Internal Audit

Our Internal Audit function is a cornerstone of our governance framework, providing independent assurance to the Board that our controls are effective, our risks are managed, and our operations align with best practice. Acting as both an assurance provider and a strategic partner, Internal Audit supports executive management in strengthening processes, improving efficiency, and upholding stakeholder trust.

We follow a risk-based internal audit cycle, operating on a three-year rotation that focuses on areas of highest significance. This includes internal policies, risk management processes, environmental management systems, labor practices, and stakeholder engagement. Our internal control system spans financial, operational, legal, and sustainability-related risks, ensuring comprehensive oversight.

Audit findings are discussed with senior stakeholders and followed up at every stage, ensuring that improvements are implemented promptly and effectively. In 2024, as in previous years, our Audit and Risk Committee remained closely involved in the process, meeting regularly to review audit results and address topics including governance, financial reporting, regulation, enterprise risk management, and compliance.



Transparency, Credibility, and Investor Security

We view transparency and credibility as the cornerstones of investor confidence and long-term market resilience. Our role extends beyond facilitating transactions, as we safeguard trust in the UAE's financial markets by embedding ethical practices, strengthening disclosure, and ensuring our infrastructure is robust, future-ready, and aligned with global best practice. In doing so, we provide investors and issuers with a marketplace that is efficient, secure, and reliable.

Robust Market Infrastructure



A resilient and trusted market infrastructure is fundamental to protecting investors and maintaining market integrity. Our [Central](#)

[Counterparty Clearing \(CCP\) framework](#) plays a vital role in ensuring risk management practices are effective and efficient. By allowing daily mark-to-market profits and losses to be offset against margin collateral, the CCP reduces operational complexities and settlement risks for participants.

In 2024, the CCP department maintained a stable regulatory environment, demonstrating the strength of our systems and controls. As requirements evolve, we remain proactive in updating our framework to ensure compliance and reinforce resilience. Looking ahead, our priority is to enhance the [Custodian Delivery versus Payment \(DvP\)](#) trade model, which will attract more custodians, boost market participation, and further strengthen liquidity.

Fair and Transparent Trading Practices

We are committed to ensuring that every transaction reflects the highest standards of fairness, integrity, and transparency. By maintaining stringent controls over securities trading, we safeguard investors from misconduct and create fair competition where prices are determined accurately through the balance of supply and demand.

Beyond compliance, ADX plays a broader economic role by promoting financial literacy and investment awareness, encouraging the flow of savings into productive sectors of the economy. By doing so, we strengthen investor confidence, support market liquidity, and contribute to the long-term stability and growth of the UAE's financial system. Integrity is embedded in our culture through our [Code of Conduct](#), which all employees are required to sign. It reinforces our commitment to act ethically, disclose insider information timely and responsibly, and prevent market irregularities. Through these practices, we uphold the trust of our investors and stakeholders while advancing the UAE's broader economic development goals.





Anti-Fraud, Bribery and Corruption



Integrity is further safeguarded through our zero-tolerance approach to fraud, bribery, and corruption. Every employee, board member, and business partner is required to acknowledge and comply with ADX’s [Anti-Bribery and Corruption Policy](#) and [Whistleblowing Policy](#), which promote a speak-up culture where concerns are reported and addressed transparently.

Our approach combines robust prevention, monitoring, and enforcement mechanisms. We take a proactive stance by conducting annual fraud risk assessments across all business functions, with results captured in a fraud risk register. High-priority risks are escalated to the Compliance Officer, who provides justification for their acceptance or mitigation, before seeking approval from the Board Audit and Risk Committee. To complement this, ADX deploys advanced monitoring and automated surveillance systems such as Smart Online, which analyzes trading behavior to flag abnormal or potentially manipulative activities. These tools are supported by an assurance map created by our Internal Audit, Risk, and Compliance teams to ensure

effective risk coverage – strengthening our ability to protect the integrity of the market and detect risks early.

To reinforce awareness on these matters, we provide ongoing training on ethical conduct, compliance, and anti-fraud practices through digital channels, building on past in-person sessions. By doing so, we empower employees and stakeholders alike to uphold the highest standards of business transparency. As a result of these combined efforts, ADX recorded again [zero incidents of corruption, bribery, or ethical breaches in](#) - with no legal cases, contract terminations, or disciplinary actions related to corruption.

Cases of Corruption	2022	2023	2024
Total number of confirmed incidents of corruption	0	0	0
Total reported incidences of bribery, corruption or ethical breaches	0	0	0
Percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to	100%	100%	100%
Percentage of governance body members that have received training on anti-corruption	100%	100%	100%
Percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to	100%	100%	100%
Percentage of employees that have received training on anti-corruption	100%	100%	100%



Mitigating Conflicts of Interest



Mitigating conflicts of interest is essential to preserving fairness in financial markets. At ADX, all employees, board members, and stakeholders are required to disclose any actual or potential conflicts to ensure transparency and accountability. New employees also undergo a mandatory screening process to minimize risks of misconduct or misrepresentation.

As a licensed stock Exchange, we enforce clear rules through our [Employee Trading Policy](#), which sets strict guidelines and monitoring procedures for staff with access to confidential trading information. Meanwhile, the Surveillance Department oversees investor trading activities to ensure that confidential information is never misused for personal gain. These measures are complemented by regular training to strengthen awareness, reinforce ethical behavior, and uphold the highest standards of governance. In this way, ADX safeguards investor trust and ensures that conflicts of interest are managed with rigor and integrity.

Tax Transparency

A transparent and responsible tax strategy is another foundation of credibility. ADX's tax practices are fully aligned with the requirements of the Federal Tax Authority (FTA) and the policies of our parent company, ADQ. Oversight of tax compliance and reporting rests with the Chief Financial Officer, supported by robust monitoring and review mechanisms.

To ensure accuracy and compliance, we engage an independent consultant to conduct a comprehensive tax "health check" every three years. Any deficiencies identified are promptly corrected and embedded into our processes to prevent recurrence. In addition to this, both the independent consultant and external auditors review all tax reports to the FTA, as well as any disclosures found in our financial statements. In 2024, following other recent years, no tax-related deficiencies have been identified - underscoring the strength of our internal controls and the diligence of our Finance team. By embedding rigorous oversight and external verification, ADX upholds the highest standards of tax transparency, ensures full compliance with UAE regulations, and maintains the trust of investors and regulators alike.





Information Security and Data Privacy

We recognize that trust in financial markets depends not only on transparency and governance, but also on the security of data and resilience of digital infrastructure. As a leading Exchange, we manage highly sensitive information spanning investors, brokers, issuers, custodians, and employees, alongside thousands of daily trading transactions. Protecting this information from misuse, breaches, or disruption is central to our license to operate, to investor confidence, and to the stability of the wider financial system.

Therefore, cybersecurity and data privacy are fundamental to ADX's operations. Through robust policies, internationally recognized certifications, advanced technologies, and continuous monitoring, we safeguard against emerging risks while maintaining full compliance with local and international data protection laws. Our efforts are therefore not merely about defense, but also about building stakeholder assurance that ADX is a secure, reliable, and future-ready marketplace where every transaction and every piece of data is confidently protected.

Data Governance

Guided by our [Data Governance Charter](#), we ensure full compliance with UAE Federal Law No. 45 on Data Protection as well as international frameworks such as the General Data Protection Regulation (GDPR).

Responsibility for implementation rests with our Information Security Department, which defines strategy, monitors risks, and drives continuous improvement across the organization. Our [Data Privacy Policy](#) further establishes clear rules for how information is safeguarded across all market participants and employees. It is supported by our ambition to become a truly data-driven organization through the Data-Driven Organization Project, which creates a single enterprise-wide point of control while devolving certain decisions to local business units.



We underpin these commitments with a robust system of international certifications under our [Integrated Management System \(IMS\)](#), including [ISO/IEC 27001:2022](#) for Information Security Management, [ISO 22301:2019](#)

for Business Continuity, [ISO/IEC 20000-1:2018](#) for IT Service Management, and [ISO 31000:2018](#) for Enterprise Risk Management. Together, these certifications ensure that our approach is aligned with global best practice and embedded into daily operations.

To validate effectiveness, regular internal and external audits are conducted at least annually, and often more frequently. These audits review risk assessments, compliance checks, and policy implementation. In 2024, they confirmed that [no material risks or](#)

[deficiencies were identified](#). Our approach is further reinforced through public-private partnerships with entities such as the Abu Dhabi Digital Authority and specialized technology providers, helping us anticipate and respond to evolving risks.

Finally, ADX maintains a comprehensive information security framework covering data minimization, access controls, vulnerability assessments, penetration testing, secure information transfer, incident response, and compliance monitoring. In 2024, we further enhanced this framework with policy updates, strengthened risk management, advanced security technologies, and expanded employee awareness initiatives. These improvements reflect our commitment to maintaining a secure environment that protects customer data and strengthens stakeholder confidence.



Information security

While governance provides the foundation, information security is the frontline defense of ADX's digital infrastructure. With threats growing in scale and sophistication, we adopt a proactive approach that combines technology, monitoring, and awareness to safeguard our systems.

ADX has a dedicated Information Security department that works closely with external experts to conduct vulnerability assessments, penetration tests, and architecture reviews before applications go live or undergo significant changes. These activities are reinforced by security audits benchmarked against international standards such as ISO/IEC 27001. In addition, continuous scanning and real-time monitoring of systems and networks are performed to detect and respond promptly to potential threats, ensuring ongoing compliance, operational resilience, and the protection of sensitive data.

In 2024, ADX systems successfully blocked all attempted cyberattacks without a single breach, leak, or loss of stakeholder data. No substantiated complaints related to data privacy were received from external parties or regulators. These results reflect both the robustness of our technology and the

vigilance of our teams.

To maintain this strong posture, we continue to advance our Information Security Engineering Initiative, which drives upgrades in application and endpoint security, replaces outdated technologies, and introduces new monitoring tools to address emerging threats. Progress is closely tracked through detailed weekly and monthly reports, ensuring accountability and continuous improvement.

Information security at ADX also relies on people. All employees receive mandatory annual training, supported by bi-annual awareness sessions on policies, risks, and best practices. This ensures that staff remain vigilant and prepared to mitigate human-related vulnerabilities. By integrating advanced technologies, rigorous audits, and continuous employee engagement, ADX maintains a resilient information security framework that protects the integrity of the market and reinforces stakeholder trust in our digital infrastructure.



ADX systems successfully blocked all attempted cyberattacks without a single breach, leak, or loss of stakeholder data.





Digitalization and Innovative Solutions

For us, digitalization and innovation are core drivers for how we create value, deliver seamless investor experiences, and strengthen Abu Dhabi's position as a global investment hub. By embracing cutting-edge technologies, forging forward-looking partnerships, and continually upgrading our digital infrastructure, we ensure that our stakeholders benefit from faster, smarter, and more secure access to capital markets. Our approach is anchored in a commitment to making investing more accessible, transparent, and efficient while preparing our Exchange for the future of finance.

Innovative Market Solutions



In 2024, we continued to expand our digital ecosystem through strategic collaborations and new market platforms. A notable milestone was the agreement with Al Hilal Bank, a subsidiary of ADCB Group and one of the UAE's leading digital Islamic banks. The partnership enabled instant subscriptions to Shariah-compliant IPOs directly through the Al Hilal Digital Banking App. This initiative eliminated the need for physical forms or in-person authentication, making IPO participation simpler, faster, and more accessible for investors. With just a National Investor Number (NIN) – which itself can be created online through the ADX website – customers can seamlessly subscribe to IPOs in a fully digital process. This collaboration reflects ADX's strategy of working with innovative partners to broaden investor participation and boost market liquidity.

We also strengthened our role as a regional leader in market connectivity through Tabadul Hub, the region's first digital Exchange center based on a mutual market access model. Launched in 2022 and further developed in 2024, Tabadul enables cross-border trading between member Exchanges, enhancing cooperation and increasing liquidity across participating markets. Through this platform, investors can trade in foreign markets directly via their local brokers, supported by straightforward registration and KYC procedures. Tabadul provides a practical pathway toward a more connected, liquid, and sustainable regional economy, positioning Abu Dhabi as a financial bridge between local and global markets.

Beyond infrastructure, ADX actively fosters a culture of innovation and financial literacy. In February 2024, we partnered with the Higher Colleges of Technology (Al Ain campus) to host the "We Innovate for a Better

Tomorrow" Hackathon. The competition challenged students to develop forward-looking solutions for the financial sector, with the winning teams receiving recognition at ADX's Trading Hall. This initiative reflects our belief that innovation is not only about technology, but also about empowering the next generation of financial leaders.





Digital Infrastructure and Client Experience

Alongside external partnerships, ADX continued to strengthen its digital backbone in 2024, advancing a multi-year Digital Transformation Program designed to deliver a seamless investor journey, enhance operational efficiency, and future-proof market infrastructure. Building on the launch of our Call Center in 2023, this year marked the introduction of several new digital platforms and supporting systems that together redefine how investors interact with the Exchange.

Launch of New Digital Platforms

New ADX Website:

Redesigned with a more intuitive and user-friendly interface, providing improved access to market data, trading tools, and investor services.

ADX Mobile Application:

Offers investors real-time market updates, trading functionalities, and personalized notifications, ensuring access to ADX services anytime and anywhere.

Supporting Systems for Enhanced Experience

Advanced CRM System on Microsoft D365:

Streamlines customer interactions, improves service delivery, and ensures more personalized engagement.

Enterprise Integration Platform (EIP):

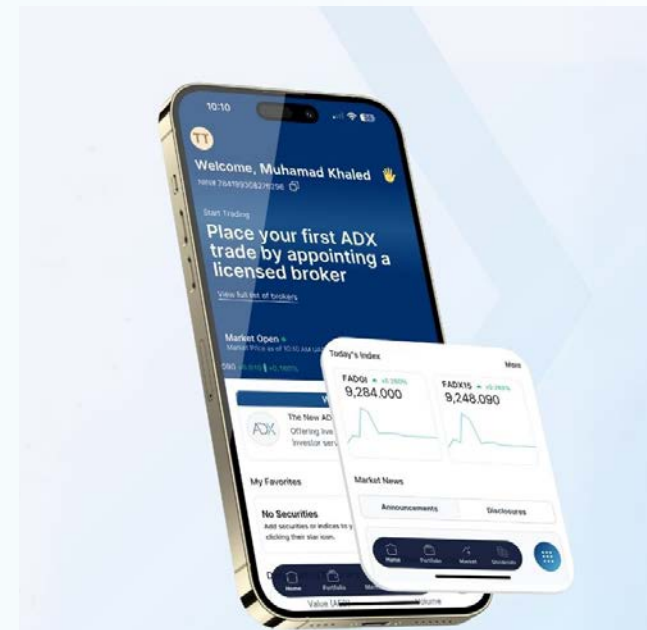
Connects ADX services and data sources in one unified environment, ensuring seamless operations across the Exchange.

Comprehensive Data Platform:

Enables stronger analytics, insights, and governance, supporting our investors and stakeholders.

Our Call Center has already improved response times and user experience, while plans are underway for a next-generation contact center with AI-powered voice analytics and chatbot functionality. Together, these channels expand the reach and accessibility of ADX, complementing our on-ground engagement activities such as the Global Investor Roadshow.

These digital advancements form a core pillar of ADX's strategy to strengthen its position as a leading global financial market. They have already contributed to international recognition, with ADX ranking among the top 20 global stock Exchanges and top five globally in IPO proceeds in 2024. As these projects progress toward full rollout in 2025, ADX will continue to redefine investor access, making the market more intuitive, data-driven, and globally competitive.





Client Satisfaction

In 2024, ADX achieved a customer satisfaction score of 93%, up from 89% in both 2022 and 2023. This improvement confirms the successful delivery of our 2022 target to increase satisfaction by 3% and highlights the tangible impact of our digital transformation and service excellence efforts.

Client satisfaction has been mainly driven by the expansion of customer-facing platforms and support systems. The SAHMI Digital Platform and enhanced e-services portal simplified access for investors, brokers, custodians, and listed companies, while innovations such as the ADX chatbot and user-friendly service guides improved transparency and ease of use. At the same time, ADX strengthened employee capabilities through specialized customer service training and maintained accountability through annual satisfaction surveys, mystery shopper activities, and robust grievance mechanisms. By combining advanced digital solutions with a focus on service quality and direct investor dialogue, ADX ensures that its offerings remain relevant, responsive, and aligned with the evolving expectations of its stakeholders. The steady rise in satisfaction scores confirms the effectiveness of this approach and reinforces ADX's commitment to building trusted, long-term relationships with its clients.



93% In 2024, we reached a customer satisfaction score of 93 %





03 EMPOWERING SUSTAINABLE GROWTH

As a market leader, ADX recognizes that sustainable growth depends not only on robust governance and financial performance, but also on the strength of our people, the inclusivity of our workplace, and the value we create for society. Our role extends beyond enabling transactions, as we contribute to building a more resilient and sustainable economy for the region by fostering talent, advancing diversity, ensuring employee well-being, promoting ESG awareness, introducing sustainable products and services, and engaging meaningfully with the community.

This Social Pillar supports Abu Dhabi Vision 2030 and the UN Sustainable Development Goals, integrating human capital growth and social advancement into our core strategy. By empowering our workforce, promoting equality, and advancing financial literacy, we ensure ADX grows in step with the wider society it serves, reinforcing investor confidence, and supporting the long-term stability of our markets.

Material Topics

Talent Attraction and Development

Diversity and Equality

Well-Being and Safety

ESG Activity Promotion

Sustainable Products and Services

Community Engagement and Development

Vision 2030

Social and Human Resources
Development

Economic Development

Social Welfare and Quality of Life

UN SDGs





Talent Attraction and Development



Attracting, developing, and retaining skilled employees is fundamental to ADX’s long-term success and its ability to operate as a trusted financial market infrastructure. Guided by a comprehensive Human Capital Policy, we ensure consistent, fair, and transparent practices across all aspects of workforce management. This includes recruitment, training, career development, and succession planning, all designed to build a motivated, capable, and future-ready workforce.

Our approach emphasizes continuous learning and professional development, ensuring employees are equipped with the knowledge and skills needed to meet evolving industry standards and contribute effectively to ADX’s strategic objectives. To support informed decision-making, we rely on robust human capital reporting, covering headcount, turnover, demographics, training participation, and other workforce indicators. These reports are generated through advanced HR systems and regularly updated to align with changes in labor law and global best practices, ensuring that our workforce management remains responsive and transparent.

Workforce trends in recent years reflect both growth and transformation. After a slight decrease in 2023, the total workforce increased by 7.3% in 2024, reaching 161 employees compared to 150 in the previous year. Full-time employees rose to 151 in 2024, while part-time roles also expanded. These developments underscore our commitment to adapting workforce structures to organizational needs while continuing to provide employees with clear opportunities for career progression and professional growth.

Workforce Overview	2022	2023	2024
Total number of employees	155	150	161
Total number of fulltime employees	148	142	151
Total number of part-time employees	7	8	10
Total number of temporary employees	0	0	0
Fulltime employees in senior management (L1)	1	1	1
Fulltime employees in middle management (L2)	8	7	9
Fulltime employees in staff / other levels (L3 and below)	139	134	141
Total number of new hires	30	22	31
Voluntary turnover rate (%)	81.8 %	88.9 %	75.0 %
Involuntary turnover rate (%)	18.2 %	11.1 %	25.0%

*Note: Selected 2023 figures have been refined to align with enhanced data verification methods, ensuring improved accuracy and year-on-year consistency.



Empowering People to Reach their Full Potential



We are committed to empowering our workforce through a structured and strategic approach to training and development. Our [Training and Development Policy](#) formally recognizes that continuous learning is critical to enhancing work quality, building employee capabilities, and supporting long-term career progression. We have set a clear target to train [100% of eligible employees annually](#), ensuring that every member of the workforce benefits from development opportunities aligned with ADX's strategic objectives and individual growth goals.

Training needs are identified through close collaboration between line managers and the Human Capital Department, using tools such as performance reviews, assessment center reports, and feedback loops. These insights enable us to tailor development programs to individual and organizational requirements. Training is delivered through a combination of in-house programs and access to external certifications, supported by partnerships with institutions such as the Abu Dhabi School of Government, which provides employees with access to world-class online courses and university-led sessions.

Our training framework covers a broad range of skills, from professional competencies to personal growth. Courses include customer service excellence, digital transformation, and technical proficiency, as well as targeted modules on creativity, innovation, time management, problem-solving, and team building. Specialized training in customer service systems, quality management, and succession planning further ensures that employees are prepared to meet evolving business needs. All programs are continuously evaluated for effectiveness through internal and external audits, stakeholder feedback, and training impact assessments, ensuring measurable value and continuous improvement.

In 2024, the workforce underwent training for a record [3,449.5 conducted hours](#), which is a 37% increase compared to 2023 and more than double the amount of training hours in 2022. Female employees consistently received slightly more training than male colleagues, underscoring ADX's commitment to equitable access to learning opportunities. Again, 100% of employees participated in regular performance and career development reviews, reinforcing our culture of accountability and growth.

Through this comprehensive and future-focused approach, ADX continues to equip its people with the

tools, skills, and confidence to excel in their roles, drive innovation, and contribute meaningfully to the Exchange's long-term success.





Training and Development	2022	2023	2024
Total number of training hours for total workforce	1,426	2,509	3,449.5
Total number of training hours for males	832	1,383.5	1,859.5
Total number of training hours for females	594	1,125.5	1,590
Average hours of training per year per employee	9.6	19.0	22.8
Average hours of training per year per male employee	9.2	16.5	20.0
Average hours of training per year per female employee	10.2	19.4	27.4
Total number of training hours for senior management	0	30.0	55.5
Total number of training hours for middle management	139	520.5	1,234.5
Total number of training hours for staff / other levels	1,078	1,985.5	2,159.3
Total percentage of employees who received a regular performance and career development review	100%	100%	100%

*Note: Selected 2022 and 2023 figures have been refined to align with enhanced data verification methods, ensuring improved accuracy and year-on-year consistency.

ESG Training



Building on the foundation of earlier ESG programs, ADX expanded its efforts in 2024 to strengthen organizational capacity and ensure employees remain equipped to navigate the fast-evolving sustainability landscape. Staff across multiple divisions participated in sessions that combined theoretical knowledge with practical application, emphasizing the integration of ESG factors into investment analysis, disclosure practices, and market engagement.

Participants developed stronger familiarity with sustainable financial instruments — including green and social bonds as well as sustainability-linked loans — while gaining practical skills to apply ESG considerations in their day-to-day responsibilities. By embedding ESG awareness more firmly across the organization, ADX enhances transparency, market integrity, and its ability to support issuers, investors, and other stakeholders in aligning with global standards — reinforcing its position as a forward-looking Exchange committed to sustainable growth.





Diversity and Equality



We believe that diversity and equality are fundamental to building a resilient, innovative, and high-performing organization. Our workforce reflects a wide range of backgrounds, nationalities, religions, and genders, and we are committed to creating an environment where every employee has the opportunity to succeed. This commitment is embedded in our Non-Discrimination Policy, Code of Conduct, and Human Capital Policies and Procedures, which are designed to safeguard fairness, respect, and equal opportunity across all aspects of employment.

By ensuring that diversity and equality are not just formal policies but part of our organizational culture, ADX provides a workplace where people are valued for their talent and contribution. This approach strengthens employee engagement, enhances collaboration, and supports our broader mission of sustainable growth for the UAE's capital markets.

Investing in Gender Equality and Youth

Gender balance and youth empowerment are essential drivers of innovation, inclusivity, and sustainable growth. Guided by Abu Dhabi Vision 2030, we remain committed to fostering equal opportunities and

ensuring that both women and young professionals play a central role in shaping the future of the financial sector.

In 2024, ADX continued to celebrate and amplify the role of women in finance. On August 28, we marked Emirati Women's Day with a bell-ringing ceremony under the national theme "We Collaborate for Tomorrow." The event highlighted pioneering female leaders and entrepreneurs, including nine-year-old Al Dhabi Al Mehairi, the youngest person ever to ring the opening bell at ADX. These symbolic moments reflect our broader commitment to gender equality in capital markets, where Emirati women have emerged as highly active investors. By mid-2024, the number of UAE female investors on ADX surpassed 309,000, representing 77% of all female investors on the Exchange. Their trading value reached AED 7.6 billion in the first seven months of the year - nearly 80% of total female trading activity - while Emirati women accounted for around 91% of female shareholdings on ADX.

Within our own workforce, women comprised 38.7% of employees in 2024, slightly lower than 40.8% in 2023. This was primarily due to a decrease among female new hires, which fell from 29.4%. At the same time, female turnover rates also declined to 27.6%, reflecting improved retention and engagement.

Women continue to play key roles across the organization, particularly at operational levels, and represent 20% of our Board membership. ADX remains committed to fostering a supportive and inclusive workplace through targeted training programs, structured career development pathways, and policies that promote equal opportunities for all employees.





Workforce Composition by Gender	2022	2023	2024
Total number of female fulltime employees	58	58	58
Female fulltime employees across the workforce (%)	39.2 %	40.8 %	38.7 %
Female parttime employees across the workforce (%)	0.0 %	N/A	20.0 %
Total share of women in the workforce (%)	37.4 %	40.8 %	38.7 %
Percentage of females in senior management (L1)	0.0 %	0.0 %	0.0 %
Percentage of females in middle management (L2)	14.3 %	14.3 %	0.0 %
Percentage of females in other levels (L3 and below)	39.9 %	43.3 %	38.7 %
Percentage of female new employee hires	30.0 %	29.4 %	27.6 %
Percentage of female employee turnover	36.4 %	29.6 %	27.6 %

*Note: Selected 2022 and 2023 figures have been refined to align with enhanced data verification methods, ensuring improved accuracy and year-on-year consistency.





At the same time, ADX is working to strengthen youth participation in the workforce. In 2024, new hires in the age group between 18 and 30 almost doubled to 10.4%. However, employees under the age of 30 still represented a small part of the total workforce, highlighting the need to accelerate our efforts to attract and retain young talent. Recognizing this trend, ADX is developing initiatives to create career entry points, mentorship programs, and training opportunities tailored to young professionals, ensuring they are equipped to contribute to the Exchange’s long-term success.

Workforce Composition by Youth	2022	2023	2024
Percentage of employees between ages 18-30	8.1 %	6.3 %	4.7 %
Percentage of employees between ages 31-50	82.4 %	81.7 %	82.1 %
Percentage of employees over the age of 51	9.5 %	12.0 %	13.2 %
Percentage of new employee hires between age 18-30	16.7 %	5.9 %	10.4 %
Percentage of new employee hires between age 31-50	76.6 %	88.2 %	86.2 %
Percentage of new employee hires with age > 51	6.7 %	5.9 %	3.4 %

By championing both gender equality and youth empowerment, ADX is working to build a dynamic, diverse, and future-ready workforce while setting an example for inclusivity in the UAE’s financial sector.

Investing in UAE National Talent



Supporting the development of UAE national talent is another key pillar of ADX’s human capital strategy and a core contribution to the nation’s long-term economic vision. Aligned with the government’s Emiratization agenda, we are committed to creating rewarding career pathways for Emiratis, ensuring they are equipped with the skills, experience, and leadership opportunities needed to drive both ADX’s success and the UAE’s sustainable growth.

Our policies - including the [Human Capital Policy](#), [Recruitment Policy](#), and [Employment Rules and Regulations](#) - formally embed nationalization objectives, making them a cornerstone of recruitment, training, and succession planning. Emiratization is also a key focus within our Succession Planning Program, which ensures that Emirati employees are identified, mentored, and promoted into permanent roles and leadership positions across the Exchange. These efforts are closely monitored and reported through quantitative indicators, reflecting both accountability and progress in building a resilient Emirati talent base.

To attract and retain Emirati talent, ADX provides tailored training and development opportunities that go beyond technical expertise. Programs emphasize leadership skills, innovation, and sector-specific knowledge, enabling Emiratis to play a pivotal role in strengthening the financial sector. We also place strong emphasis on workplace culture. As highlighted on our career’s platform, ADX values its people and fosters a supportive, inclusive environment where Emirati employees are empowered to contribute their best work. Emiratization is therefore not treated as a compliance requirement, but as a long-term investment in the nation’s human capital. Through continuous improvement of our policies, training initiatives, and succession planning, ADX reaffirms its commitment to building an experienced, future-ready Emirati workforce that reflects the UAE’s ambition and vision.

Workforce Composition by Nationalization	2022	2023	2024
Nationals among full-time workforce	100	84	77
Male national employees	50	38	33
Female national employees	50	46	44
General nationalization rate (%)	67.6 %	59.2 %	50.9 %
Nationalization rate senior management positions (%)	67.6 %	62.2 %	44.0 %

Promoting a Speak-Out Culture

Building on our commitment to diversity and equal opportunity, ADX ensures that all employees feel safe, respected, and empowered to speak up. Our [Whistleblowing Policy](#) provides multiple safe and confidential channels to raise concerns, including an online platform, a dedicated internal email address, and a Compliance Officer hotline. Employees can submit reports anonymously, with full assurance of protection against retaliation.

Complementing this, the [Employee Grievance Committee](#) offers a formal and transparent platform to raise employment-related concerns. Each case is examined thoroughly and resolved fairly, with the Committee working alongside the Human Capital Department to ensure alignment with UAE labor laws and international best practices. To reinforce awareness, the [Grievance Committee Charter](#) and process are circulated annually, while awareness videos and internal communications encourage employees to use these mechanisms with confidence.

By promoting a strong speak-out culture, ADX ensures employees are empowered to voice concerns without fear, reinforcing a workplace culture built on fairness, integrity, and respect for human rights.

Grievances	2022	2023	2024
Number of grievances filed during the reporting period	2	11	0
Number of grievances addressed during the reporting period	2	11	0
Number of grievances resolved during the reporting period	2	11	0
Human rights incidents	0	0	0
Incidents of discrimination reported	0	0	0



Well-Being and Safety



The well-being and safety of our people is a top priority. Our approach is anchored in a comprehensive Environment, Health, and Safety (EHS) Policy, fully aligned with ISO 45001 and the Abu Dhabi Occupational Safety and Health System Framework (ADOSH SF). Oversight is provided by the Health, Safety, and Environment Committee, which ensures that our policies and practices meet international best standards and comply with all applicable UAE regulations.

All employees and controlled workers are covered by a formal occupational health and safety management system, subject to both internal and external audits. Through regular reviews, hazard identification, and risk assessments of routine and non-routine activities, ADX ensures that safety risks are minimized, and corrective actions are implemented effectively. This systematic approach underpins a strong safety culture where every employee is encouraged to take responsibility for their own well-being and that of their colleagues.

Safety Culture

ADX has cultivated a strong safety culture built on international standards, rigorous oversight, and continuous employee engagement. Our [EHS](#)

[management system](#) is aligned with [ISO 45001](#) and ADOSH SF, supported by internal audits on a three-year cycle covering policies, labor practices, and environmental systems, as well as external audits by the Abu Dhabi Public Health Center. This dual audit framework guarantees alignment with both legal requirements and international best practice.

Oversight is provided by the [Health, Safety, and Environment Committee](#), which is responsible for reviewing risks, monitoring incidents, and enforcing corrective actions. The EHS team, reporting directly to the Chief Risk Officer, conducts routine inspections and risk assessments. Employees can also report hazards directly via a dedicated EHS email channel. Importantly, 100% of ADX's workforce is covered by the occupational health and safety management system, which is both internally audited and externally certified.

Beyond governance, ADX works to make safety a visible and lived practice for employees and visitors alike. Onboarding training introduces all new staff to evacuation and emergency procedures, fire safety, first aid, and hazard identification responsibilities. This is reinforced through regular workshops, health and safety awareness emails, and targeted campaigns throughout the year.

In 2024, we continued to execute initiatives such as fire drill evacuation tests, certified Emergency Response Team (ERT) training, and the distribution of first-aid boxes across facilities. Health promotion remained a strong focus, with awareness campaigns on nutrition and occupational health, routine medical check-ups, and a Repetitive Strain Injury (RSI) program designed to support office-based staff. ADX also maintains comprehensive emergency management procedures, covering medical incidents, fire safety, natural disasters, and evacuation scenarios ensuring preparedness for a wide range of contingencies.

This combined framework of strong governance and proactive initiatives has consistently delivered excellent results. Across 2024, as in previous years, ADX recorded zero fatalities, lost-time injuries, or occupational diseases among both employees and contractors – underlining the strength of our safety culture.



100%

of ADX's workforce is covered by the occupational health and safety management system



Health and Safety	2022	2023	2024
Total employee manhours	244,760	278,320	244,354
Employee total lost-time injuries	0	0	0
Contractor total lost-time injuries	0	0	0
Employees and controlled workers covered by an occupational health and safety management system (%)	100 %	100 %	100 %
Employees and controlled workers covered by an occupational health and safety management system and internally audited (%)	100 %	100 %	100 %
Employees and controlled workers covered by an occupational health and safety management system and externally audited or certified (%)	100 %	100 %	100 %

Employee Well-being

Guided by our [Human Capital Policy](#), we prioritize the physical, social, emotional, and financial well-being of our workforce. Our policies are regularly updated in line with labor law and international best practices, with transparent communication ensuring that employees are aware of their rights and benefits.

We offer a comprehensive package of benefits tailored to diverse workforce needs, including full health and life insurance, children's education assistance, and an annual performance bonus subject to Board approval. Full-time employees are also entitled to leave under the [Human Capital Leave Policy](#), while Emirati employees are enrolled in the statutory pension scheme in accordance with Abu Dhabi Law No. (2) of 2000. Together, these measures ensure that both Emirati and expatriate employees feel supported throughout their professional and personal journey.

Family support remains another cornerstone of ADX's well-being agenda. Our [Parental Leave Policy](#) is accessible to all employees, with high return-to-work and retention outcomes. In 2024, seven employees took parental leave — all of whom successfully returned and remained

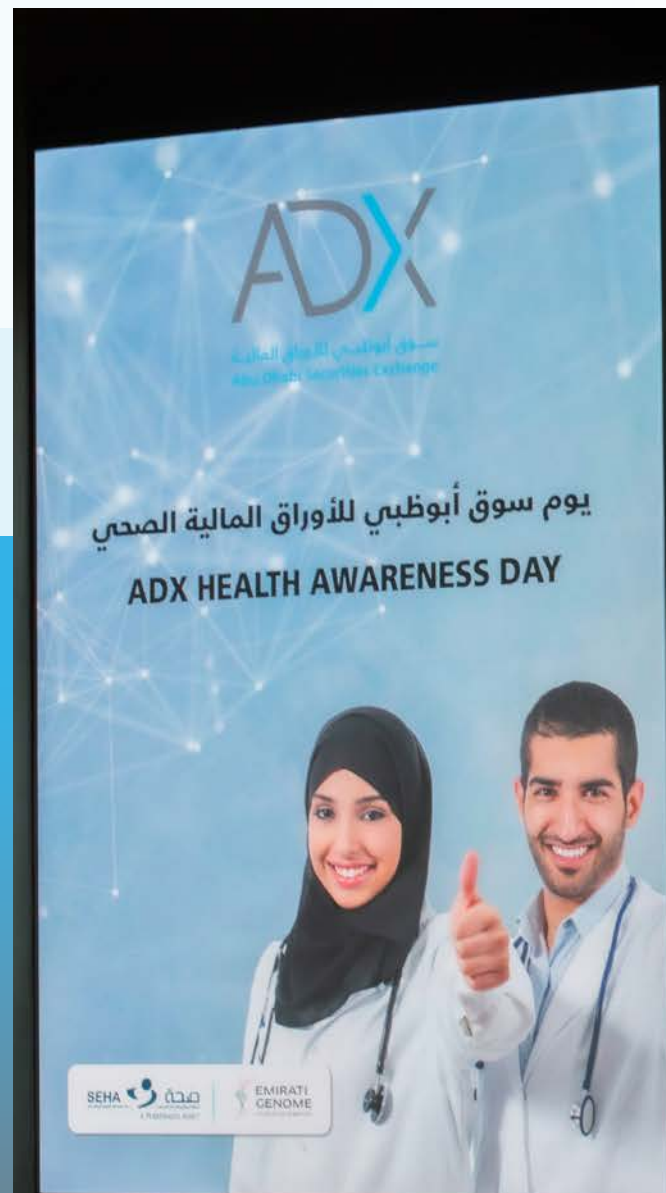




employed 12 months later - with 100% retention rates across for both male and female employees. This continues the strong track record of recent years, where ADX consistently achieved return-to-work and retention rates of over 90%.

Well-being at ADX also extends beyond benefits to professional growth and development. By providing ongoing training aligned with organizational strategy, industry developments, and succession planning, we enable our workforce to build skills and remain resilient in a fast-changing business environment. This integrated approach strengthens engagement, fosters loyalty, and ensures ADX remains a workplace where people can thrive both professionally and personally.

Parental Leave	2022	2023	2024
Total number of employees that were entitled to parental leave	106	98	109
Total number of employees that took parental leave	10	11	7
Total number of employees that returned to work after parental leave ended	10	11	7
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	10	10	7
Return to work and retention rates of employees that took parental leave (%)	100 %	90 %	100 %
Return to work and retention rates of employees that took parental leave (male) (%)	100 %	80 %	100 %
Return to work and retention rates of employees that took parental leave (female) (%)	100 %	100 %	100 %



ESG Activity Promotion

Each year, sustainability continues to rise on the agenda for investors, regulators, and wider stakeholders. At ADX, we leverage our position as one of the world’s fastest-growing Exchanges to promote ESG integration across capital markets. Through dialogue, collaboration, and transparency, we encourage listed companies and investors alike to adopt responsible practices that advance long-term value creation and align with global sustainability goals.

Investor and Client Engagement



A central part of this effort is advancing sustainability reporting. ESG disclosures provide investors with critical insights into companies’ performance on material sustainability issues, enabling more informed decision-making and strengthening market confidence. While ESG reporting is mandatory for local public joint stock companies under Securities and Commodities Authority (SCA) requirements, ADX also actively encourages voluntary disclosure from all other listed entities, including those on the Growth Market.

To support issuers, ADX has issued [ESG Disclosure Guidelines for Listed Companies](#), which outline 38 ESG metrics and 76 corresponding ESG indicators aligned with leading international frameworks, including GRI,

IFRS/ISSB, SASB, UNGC, and GCC ESG Metrics, and mapped against the UN Sustainable Development Goals (SDGs). This unified approach enhances comparability, transparency, and accountability, while providing issuers with a practical pathway to strengthen their reporting practices over time.

At the end of 2024, 78 companies listed on ADX published sustainability reports, reflecting steady progress in transparency. To complement disclosure efforts, ADX also organizes ESG-focused webinars, workshops, and conferences, providing issuers and market participants with tools and case studies to integrate sustainability into business and investment strategies.

In recent years, ADX has also introduced innovative products to expand sustainable finance opportunities. Notably, in 2024 ADX welcomed the Chimera J.P. Morgan Global Sukuk ETF, a Shariah-compliant

product offering investors access to a diversified portfolio of investment-grade sukuku across sovereign, quasi-sovereign, and corporate issuers. This product supports the growth of Islamic finance and broadens the range of ethical, asset-backed investment options available to global and regional investors.



In 2024, ADX was named Best Arab Stock Exchange – ESG

Recognition of these efforts has come from across the industry. [In 2024, ADX was named Best Arab Stock Exchange – ESG](#), a reflection of our leadership in disclosure guidance and active engagement through the UN Sustainable Stock Exchanges (SSE) Initiative. These milestones underscore our commitment to building a market that is both competitive and aligned with global sustainability imperatives.

ESG Activity Promotion	2022	2023	2024
Number of sustainability reporters amongst listed companies	66	48	78

Supply Chain ESG Engagement



Beyond our capital market role, ADX also promotes sustainability through responsible supply chain management. Our [Procurement Policy](#) and [Supplier Code of Conduct](#) set out clear ESG expectations for all vendors, requiring compliance with UAE labor laws, fair labor standards, and environmental regulations. Vendors must provide all required legal documentation prior to onboarding, with renewals conducted annually.

In line with our commitment to national development, ADX prioritizes local sourcing. In 2024, 95.0% of total supplier spending was directed to UAE-based vendors, up from 86.0% in 2023. Overall, 88.9% of our suppliers are local to the UAE, supporting both economic diversification and national employment objectives.

ADX also monitors supplier compliance with the Supplier Code of Conduct. In 2024, 10% of suppliers were formally certified in line with the Code, and we continue to work toward increasing this figure year on year. The Code prohibits child and forced labor and requires adherence to ethical standards throughout operations. Oversight of supply chain sustainability is further managed by ADX’s dedicated Procurement and

Administration section, supported by the use of Microsoft Dynamics 365 ERP to monitor supplier performance and service quality. Vendors are regularly evaluated through structured performance assessments, and stakeholders can raise concerns anonymously via ADX’s whistleblowing mechanism.



Sustainable Supply Chain Management	2022	2023	2024
Total number of suppliers	322	395	217
Total number of locally based suppliers	262	323	193
Percentage of locally based suppliers (%)	81.4 %	81.8 %	88.9%
Total spending on suppliers and contractors (AED)	114,000,000	107,000,000	72,747,882
Total spending on locally based suppliers (AED)	86,000,000	92,000,000	69,108,128
Percentage of spending on locally based suppliers	75.4 %	86.0 %	95.0 %



Sustainable Products and Services



As part of its commitment to advancing sustainable finance, ADX is expanding its product and service offerings to provide investors with practical, high-quality opportunities to support the transition to a sustainable and low-carbon economy. By introducing innovative ESG-linked products, indices, and green debt instruments, ADX strengthens Abu Dhabi's position as a hub for sustainable investment and aligns capital markets with the UAE's long-term vision for sustainable growth.

Expanding ESG Investment Opportunities

In partnership with FTSE Russell, ADX launched the [FTSE ADX ESG Screened Index](#), the first of its kind in the region, offering investors a benchmark to track the ESG performance of leading Abu Dhabi-listed companies. Constituents are screened and scored based on Refinitiv ESG data, ensuring transparency, comparability, and alignment with global best practice. This milestone, achieved in the run-up to COP28, marked a significant step in integrating ESG into the region's financial infrastructure and in directing capital toward companies demonstrating strong sustainability performance.

Alongside index development, ADX continues to build depth in the sustainable finance market by supporting

the listing of [green bonds, sukuk, and ESG-linked debt instruments](#). By the end of 2024, ADX had listed 14 green bonds and sukuk, reflecting ongoing investor interest in sustainable investment opportunities. Key highlights of the year include Masdar's US\$1 billion green bonds — a two-tranche issuance listed in the second half of the year — and Mubadala Investment Company's dual-currency bond listing, which incorporated its debut green bond. These milestones demonstrate ADX's role in channeling capital toward projects that advance clean energy, low-carbon infrastructure, and long-term economic resilience, contributing to the UAE's sustainability agenda and the Net Zero 2050 vision.

Supporting a Thriving Sustainable Finance Ecosystem

These developments are part of ADX's broader efforts to embed sustainability into the financial ecosystem. Through collaboration with regulators, Exchanges, and market participants across the MENAT region, ADX is actively shaping frameworks to scale sustainable finance. At high-profile events such as the HSBC MENAT Future Forum and the Arab Federation of Capital Markets (AFCM) Conference, ADX leaders highlighted the role of Exchanges in mobilizing capital for the energy transition, expanding ESG disclosure,

and advancing innovative products such as green securities indices.

The growth of ADX's sustainable product portfolio not only responds to investor demand but also positions Abu Dhabi as a key player in the rapidly expanding global green and sustainability sukuk market. This market reached USD 11 billion in issuance by the third quarter of 2024, yet still represents only a fraction of total ESG-linked debt worldwide - underlining the opportunity for ADX to scale offerings and attract new classes of responsible investors.

As investor appetite for ESG-focused products continues to accelerate, ADX will remain committed to expanding its suite of sustainable indices, bonds, and sukuk. By providing the tools and infrastructure needed to connect global capital with regional sustainability priorities, ADX is not only responding to today's market demand but also shaping the future of sustainable finance in Abu Dhabi and beyond.





Community Engagement and Development

We view community engagement as an essential part of our responsibility as a financial anchor of Abu Dhabi and as a driver of sustainable development in the UAE. Guided by our Code of Conduct, all community sponsorships and donations are carried out transparently and ethically, ensuring alignment with national priorities and ADX's commitment to creating positive societal impact.

Partnerships for Social Impact



Collaboration is at the heart of ADX's approach to community development. As an active participant in the CSR Committee of the Abu Dhabi Department of Community Development, ADX works with public and private sector partners to advance initiatives that promote societal welfare, inclusion, and innovation. Our partnerships span leading organizations such as ADNOC, the Department of Health, and the Department of Economic Development, through which we provide investment-focused training programs to professionals. We also maintain strong ties with educational institutions including the Higher Colleges of Technology and Liwa College, supporting innovation and academic excellence through sponsorships, research awards, and student competitions.

Beyond education and training, ADX demonstrates its commitment to inclusion by sponsoring classrooms for children of determination, ensuring equal opportunities for learning and social integration. These collaborations reflect our belief that empowering people with knowledge and skills creates shared value and supports Abu Dhabi's long-term vision for a knowledge-based economy.

Advancing Financial Literacy and Investor Education



In 2024, ADX launched a wide-reaching program, "Understanding Financial Investment and How to Invest in the Securities Market", designed to strengthen financial and investment knowledge across Abu Dhabi's business ecosystem. Conducted in collaboration with broker members such as BHM Capital, the program included workshops with ADNOC Distribution and the Department of Economic Development, covering key topics such as securities markets, investment strategies, and risk management. These initiatives were amplified through ADX's participation in the World Federation of Exchanges' "Ring the Bell for Financial Literacy" campaign, part of IOSCO's World Investor Week, which highlighted the importance of investor education and protection.

Building on earlier efforts, such as the Zayed Centre of Excellence for Financial Research established with the Higher Colleges of Technology, ADX continues to embed financial education into schools, universities, and professional settings. By fostering a culture of informed investing, we contribute to building a more inclusive and resilient financial market.



Community Investment and Broader Engagement



ADX’s community engagement extends beyond education to a wide range of social and cultural initiatives. In 2024, we supported activities such as the ADQ Carnival, environmental clean-ups, and charitable initiatives during Ramadan, reinforcing our commitment as a responsible and engaged corporate citizen. A notable highlight was the June 2024 listing of Alef Education, the UAE’s first EdTech company to go public, which underscored ADX’s role in supporting innovative businesses that advance youth empowerment, technology, and academic excellence, while reflecting the market’s confidence in education as a pillar of sustainable economic growth.

In 2024, ADX invested AED 70,555 in community initiatives, maintaining our consistent financial commitment. While donations and sponsorships amounted to AED 508,619, another visible trend was the increase in employee engagement - with 10 staff volunteering for community initiatives for the first time. This growing participation reflects ADX’s focus on fostering a culture of active citizenship and hands-on involvement.

Through these combined efforts, ADX continues to strengthen its reputation as a responsible corporate citizen. By prioritizing financial literacy, youth empowerment, inclusion, and social responsibility, our community investments go beyond philanthropy to create long-term value for society and support the UAE’s broader vision for sustainable economic diversification.



Community Spending	2022	2023	2024
Community Investment (AED)	37,327	70,000	70,555
Total spending on donations and sponsorships (AED)	474,000	979,000	508,619
Total number of employee volunteers	0	0	10



04 CREATING A PATH TO ENVIRONMENTAL RESILIENCE

As part of its commitment to building a future-focused Emirati economy grounded in sustainable growth and integrity, ADX is actively working to enhance its environmental resilience. This Pillar reflects our recognition that long-term business success is inseparable from environmental stewardship and the responsible use of natural resources. Guided by Abu Dhabi Vision 2030 and aligned with the United Nations Sustainable Development Goals, ADX strives to lead by example in managing our own environmental footprint, while also supporting listed companies in advancing climate action and sustainable practices.

We focus on two overarching areas: Environmental Management - covering how we oversee waste, water, and broader resource use in our operations - and Climate Change - addressing our approach to energy management and greenhouse gas emissions. Together, these efforts ensure that ADX not only minimizes its direct impact but also contributes to the resilience of the wider financial ecosystem and the communities we serve.

Material Topics

Environmental Management

Climate Change

Vision 2030

Environmental Sustainability

UN SDGs





Environmental Management



While ADX's direct environmental footprint is relatively modest due to the nature of our operations, we acknowledge the importance of leading by example and upholding the

highest standards of environmental governance. Our approach is anchored in a robust Environment, Health, and Safety (EHS) Policy, aligned with ISO 45001, which reflects our organizational commitment to effective resource management, risk assessment, and compliance with regulatory requirements. The EHS framework is supported by dedicated oversight structures, including a management-level EHS Committee and an EHS Representative responsible for monitoring federal and emirate-level legislation, conducting audits, and ensuring full compliance with environmental regulations.

No significant related fines or sanctions were recorded in recent years, underscoring our adherence to legal and regulatory standards. Importantly, our oversight extends beyond internal operations. Through our ESG Disclosure Guidance for listed companies, we promote best practices and transparency by requiring reporting on ten key environmental metrics aligned with UN SDGs 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 12 (Responsible Consumption and Production), and 13 (Climate Action).

By combining internal governance with external stewardship, ADX advances a culture of accountability and environmental responsibility that sets the stage for specific initiatives in waste and water management.

Waste Management



Waste management at ADX is guided by our [Environment, Health and Safety \(EHS\) Policy](#), which underscores our commitment to minimizing waste generation and promoting efficient use of resources. Given the nature of our activities, ADX has not generated any hazardous waste in recent years and continues to maintain a low overall environmental footprint. Nevertheless, we recognize the importance of embedding resource efficiency and circularity principles into our workplace culture.

In 2024, ADX continued advancing its transition to digital solutions that minimize reliance on physical documentation. The rollout of Smart Online, alongside the automation of eight internal workflows such as digital approvals and signature processes, has significantly limited reliance on printed documentation. A print management system was also expanded to monitor usage across departments and

support ongoing paper-reduction efforts. In addition, targeted awareness campaigns encouraged employees to minimize unnecessary printing and adopt more sustainable office practices.

Physical interventions also support our broader waste-reduction agenda. Waste segregation bins for paper, plastic, and general waste have been expanded across ADX facilities, creating a structured approach to recycling. To reduce plastic use, water dispensers have replaced single-use bottles, and employees are encouraged to use refillable containers. Furthermore, the deployment of ENERGY STAR® 6.1 standard laptops, with 98% recyclable packaging, demonstrates how technology choices contribute to reducing waste at source.

In 2024, ADX generated 200,118 kilograms of non-hazardous waste, consisting primarily of paper waste (172,052 kg) and other non-hazardous materials (28,066 kg). This data reflects more comprehensive tracking and monitoring efforts under the EHS framework. The EHS Committee continues to oversee waste performance indicators, ensuring full regulatory compliance and continuous progress toward improved waste efficiency and reduction.

Waste Management	2022	2023	2024
Total of hazardous waste generated (kilograms)	0	0	0
Total of non-hazardous waste generated (kilograms)	N/A	N/A	200,118
Total paper consumption (kilograms)	N/A	141,847	172,052
Total paper directed to disposal/recycled (kilograms)	N/A	141,847	172,052

*Note: Selected 2022 and 2023 figures have been refined to align with enhanced data verification methods, ensuring improved accuracy and year-on-year consistency.



Water Management



Operating in a region facing acute water scarcity, ADX recognizes the vital importance of efficient water use. While our direct water consumption is modest, we remain committed to aligning with Abu Dhabi’s broader sustainability agenda. Our approach to water management is anchored in both conservation practices within our operations and active participation in regulatory initiatives designed to rationalize water use.

Oversight of water management rests with the EHS Management Committee, which monitors compliance with UAE federal and emirate-level environmental requirements and drives continuous improvement. Next to the installation of water dispensers throughout the workplace, replacing plastic bottles with refillable options, old taps have been retrofitted with sensory electronic taps to minimize unnecessary water flow. These steps are complemented by awareness-raising efforts to encourage responsible water consumption among our employees.

In 2024, ADX recorded an increase in total water consumption and consumption intensity. This increase reflects operational and occupancy dynamics during the year, including higher in-office presence compared to pandemic-adjusted levels of previous years. Despite the rise, ADX maintained zero recorded water discharges, signaling efficient use and management of available resources.



Water Management	2022	2023	2024
Total water withdrawal (cubic meters)	1,133	605	1,531
Total water discharge (cubic meters)	0	0	0
Total water consumption (cubic meters)	1,133	605	1,531
Water consumption intensity m3 / total employees	7.3	4.3	9.5

*Note: Selected 2022 and 2023 figures have been refined to align with enhanced data verification methods, ensuring improved accuracy and year-on-year consistency.

Climate Change

ADX identifies climate change as a material issue that directly affects our operations, stakeholders, and the broader financial ecosystem. We align our efforts with the UAE’s Net Zero by 2050 Strategic Initiative, recognizing our responsibility both to reduce our own operational footprint and to mobilize capital markets toward climate solutions.

In 2024, ADX also participated in Ring the Bell for Climate - a World Federation of Exchanges initiative held on 11 November - underscoring the role of financial markets in advancing collective action to address the climate crisis. Oversight is provided by the Environment, Health and Safety (EHS) Management Committee, which ensures compliance with regulatory expectations and drives continuous improvement across energy and emissions management.

Energy Management



As our operations rely primarily on electricity, energy efficiency remains central to our climate strategy. We continuously seek ways to optimize usage, conserve resources, and minimize emissions. Operational practices such as switching off air conditioning units and lights after working hours are complemented by security safeguards to ensure compliance.

Technology is central to our efforts. In recent years, ADX has replaced on-premises servers with cloud solutions - significantly lowering energy demand, while digital tools such as the APM Dynatrace monitoring system, network performance optimization, and process automation have further reduced consumption. The rollout of ENERGY STAR® 6.1 standard laptops, LED lighting with motion sensors, and energy-efficient cooling systems - alongside office redesigns to maximize natural sunlight and air

circulation, all contribute to measurable energy savings.

During 2024, the ESG team advanced the drafting of a new internal ESG policy, set for launch in 2025, that includes dedicated energy management provisions. This policy will embed measurable reduction targets, promote green procurement, and ensure systematic monitoring of energy-related risks. ADX also contributes to national efforts through participation in the Abu Dhabi Emirate Demand Side Management Strategy and by aligning with Department of Energy (DoE) guidelines.

These combined actions led to a notable decline in electricity consumption in 2024. Total usage decreased to 2,029 GJ, almost 55% lower than in 2023. Energy intensity also continues to be closely monitored to ensure efficiency gains are sustained across operations.

Energy Management	2022	2023	2024
Electricity consumption (GJ)	2,263	3,693	2,029
Total electricity consumption within the organization (GJ)	2,587	3,772	3,631
Total fuel consumption (liters)	N/A	1,352.6	1,693
Energy intensity ratio (GJ/employee)	16.69	26.56	22.55

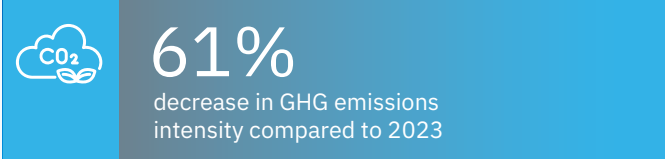
GHG Emissions

Reducing greenhouse gas (GHG) emissions is a priority embedded in ADX’s [Environment, Health and Safety \(EHS\) Policy](#). Progress is guided by systematic monitoring and reporting of Scope 1 and Scope 2 emissions, supported by measures such as server migration to cloud systems, upgrades to energy-efficient technologies, and awareness-raising among employees to promote low-carbon practices.

These efforts delivered tangible results in 2024. Scope 2 emissions fell by more than 56%, from 512 tCO₂e in 2023 to 215 - reflecting lower electricity consumption and the impact of efficiency measures. Scope 1 emissions, primarily linked to fuel use, reached 4 tCO₂e, bringing total emissions to 229 tCO₂e. On a per-employee basis, emissions intensity declined from 3.64 tCO₂e in 2023 to 1.42 tCO₂e in 2024, further demonstrating progress in decoupling emissions from business growth.

Through these initiatives, ADX continues to build the foundations for long-term climate resilience while contributing to national net-zero ambitions and reinforcing its role as a catalyst for sustainable finance in the UAE and beyond.

GHG Emissions	2022	2023	2024
Direct GHG emissions - Scope1 (metric tonnes CO2eq)	12	5	4
Indirect GHG emissions - Scope 2 (metric tonnes CO2eq)	425	512	225
Total GHG emissions (metric tonnes CO2eq)	437	517	229
GHG emissions intensity (metric tonnes CO2eq / employee)	2.81	3.64	1.42





05 APPENDICES





Appendix A. ESG Data Disclosure

Governance

Board of Directors	2022	2023	2024
Total number of Board Members	6	6	5
Total number of independent members	5	5	5
Total number of non-independent members	1	1	0
Total number of executive members	1	1	0
Total number of non-executive members	5	5	5
Total Board Seats occupied by males	6	5	4
Total Board Seats occupied by females	0	1	1
Total number of Committee Chairs	N/A	N/A	3
Total Committee Chairs occupied by males	N/A	N/A	2
Total Committee Chairs occupied by females	N/A	N/A	1
Percentage of non-audit fees out of total audit fees	3%	3%	0%



Cases of Corruption	2022	2023	2024
Total number of confirmed incidents of corruption	0	0	0
Total number of public legal cases related to corruption brought against the organization or its employees	0	0	0
Total reported incidences of bribery, corruption or ethical breaches	0	0	0
Incidents in which employees were dismissed or disciplined for corruption	0	0	0
Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	6	6	5
Percentage of operations/units assessed for risk related to corruption	25%	25%	25%
Percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	100%	100%	100%
Percentage of governance body members that have received training on anti-corruption	100%	100%	100%
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to	155	142	161
Percentage of employees that the organization's anti-corruption policies have been communicated to	100%	100%	100%
Percentage of employees that have received training on anti-corruption	100%	100%	100%
Incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
Percentage of business partners that the organization's anticorruption policies and procedures have been communicated to	N/A	N/A	N/A



Cybersecurity

Data Privacy	2022	2023	2024
Attempted cyberattacks	N/A	252	254
Actual cyberattacks	0	0	0
Identified leaks, thefts, or losses of stakeholder data	0	0	0
Substantiated complaints received about branches of privacy from outside parties	0	0	0
Substantiated complaints received about branches of privacy from regulatory bodies	0	0	0

Customer satisfaction

Overview	2022	2023	2024
Customer Satisfaction Score (%)	89 %	89 %	93 %

Social

Workforce Overview	2022	2023	2024
Total number of employees	155	150	161
Total number of full-time employees	148	142	151
Total number of part-time employees	7	8	10
Total number of temporary employees	0	0	0



Workforce Overview	2022	2023	2024
Fulltime employees in senior management (L1)	1	1	1
Fulltime employees in middle management (L2)	8	7	9
Fulltime employees in staff / other levels (L3 and below)	139	134	141
Total number of employees who joined the organization	30	22	31
Total number of employees who left the organization	11	27	24
Number of full-time employees who left the workforce (voluntary)	9	24	18
Number of full-time employees who left the workforce (involuntary)	2	3	6

Training and Development

Training Hours	2022	2023	2024
Total number of training hours for total workforce	1,426	2,509	3,449.5
Total number of training hours for senior management	0	30.0	55.5
Total number of training hours for middle management	139	520.5	1,234.5
Total number of training hours for staff / other levels	1,087	1,958.5	2,159.3
Average hours of training per year for senior management	0	30.0	55.5
Average hours of training per year for middle management	17.4	74.4	137.2
Average hours of training per year for staff / other levels	7.8	14.8	15.3
Total number of training hours for males	832	1,383.5	1,859.5
Total number of training hours for females	594	1,125.5	1,590



Training Hours	2022	2023	2024
Average hours of training per year per employee	9.6	19.0	22.8
Average hours of training per year per male employee	9.2	16.5	20.0
Average hours of training per year per female employee	10.2	19.4	27.4
Total percentage of employees who received a regular performance and career development review	100%	100%	100%
Senior management (L1)	100%	100%	100%
Middle management (L2)	100%	100%	100%
Staff / other levels (L3 and below)	100%	100%	100%

Diversity and Equality

Workforce Composition by Gender	2022	2023	2024
Total number of full-time employees	148	142	151
Total number of male full-time employees	90	84	93
Total number of female full-time employees	58	58	58
Percentage of female full-time employees	39.2%	40.8%	38.4%
Total number of part-time employees	7	8	10
Total number of male part-time employees	7	6	8
Total number of female part-time employees	0	2	2
Percentage of female part-time employees	0%	0%	20%
Total share of women in the workforce (%)	37.4%	40.8%	37.3%



Workforce Composition by Gender	2022	2023	2024
Total number of employees in senior management (L1)	1	1	1
Female employees in senior management (L1)	0	0	0
Male employees in senior management (L1)	1	1	1
Total number of employees in middle management (L2)	8	7	9
Female employees in middle management (L2)	2	1	0
Male employees in middle management (L2)	6	6	9
Total number employees in staff / other levels (L3 and below)	139	134	141
Female employees in staff / other levels (L3 below)	56	57	58
Male employees in staff / other levels (L3 and below)	83	77	83
Total number of employees who joined the organization	30	17	29
Female new employees who joined the organization	9	5	8
Male new employees who joined the organization	21	12	21
Total number of employees who left the organization	11	27	24
Female employees who left the organization	4	8	8
Male employees who left the organization	7	19	16
Total number of FTE who left the workforce (voluntary)	9	24	18
Female FTE who left the workforce (voluntary)	4	5	5
Male FTE who left the workforce (voluntary)	5	19	13
Total number of FTE who left the workforce (involuntary)	2	3	6
Number of female FTE who left the workforce (involuntary)	0	3	3
Number of male FTE who left the workforce (involuntary)	2	0	3



Workforce Composition by Age Group	2022	2023	2024
Total number of full-time employees	148	142	151
Total number of employees between ages 18-30	12	9	7
Total number of employees between ages 31-50	122	116	124
Total number of employees over the age of 51	14	17	20
Total number of new employee hires between age 18-30	5	1	3
Total number of new employee hires between age 31-50	23	15	25
Total number of new employee hires over the age of 51	2	1	1

Workforce Composition by Nationalization	2022	2023	2024
Total number of full-time employees	148	142	151
National employees across the full-time workforce	100	84	77
General nationalization rate	67.6 %	59.2 %	51.0 %
Female nationals per employment level	50	46	44
Female UAE nationals in senior management (L1)	1	0	0
Female UAE nationals in middle management (L2)	0	0	0
Female UAE nationals in L3 and below	49	46	44



Workforce Composition by Nationalization	2022	2023	2024
Male nationals per employment level	50	38	33
Male UAE nationals in senior management (L1)	1	1	1
Male UAE nationals in middle management (L2)	1	1	3
Male UAE nationals in L3 and below	48	36	29
Nationalization rate senior management positions	33.3 %	25.0 %	30.0 %

Human Rights

Grievances	2022	2023	2024
Total number of grievances filed during the reporting period	2	11	0
Total number of grievances addressed during the reporting period	2	11	0
Total number of grievances resolved during the reporting period	2	11	0
Human rights incidents	0	0	0
Total number of incidents of discrimination reported	0	0	0
Total number of incidents of abusive behaviour reported	0	0	0
Total number of incidents of harassments reported	0	0	0



Well-Being and Safety

Health and Safety	2022	2023	2024
Total employee manhours	244,760	258,904	244,354
Employee total recordable injuries	0	0	0
Employee total fatalities as a result of work-related injury	0	0	0
Employee total lost-time injuries	0	0	0
Total contractor manhours	79,872	14,068	-
Contractor total recordable injuries	0	0	0
Contractor total fatalities as a result of work-related injury	0	0	0
Contractor total lost-time injuries	0	0	0
Injury Rate	0	0	0
Total Recordable Injury Rate	0	0	0
Total Lost Time Injury Frequency Rate	0	0	0
Total number of workdays (full time employees)	N/A	34,790	30,544
Total number of missed workdays (full time employees)	N/A	2,672	-
Absenteeism rate	N/A	7.7%	-
Percentage of employees and workers covered by an occupational health and safety management system	100 %	100 %	100 %
Percentage of employees and workers covered by an occupational health and safety management system and internally audited	100 %	100 %	100 %
Percentage of employees and workers covered by an occupational health and safety management system and externally audited or certified	100 %	100 %	100 %



Parental Leaves	2022	2023	2024
Total number of employees that were entitled to parental leave	106	98	109
Total number of employees that were entitled to parental leave (male)	74	69	81
Total number of employees that were entitled to parental leave (female)	32	29	28
Total number of employees that took parental leave	10	11	7
Total number of employees that took parental leave (male)	8	5	5
Total number of employees that took parental leave (female)	2	6	2
Total number of employees that returned to work after parental leave ended	10	11	7
Total number of employees that returned to work after parental leave ended (male)	8	5	5
Total number of employees that returned to work after parental leave ended (female)	2	6	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	10	10	7
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (male)	8	4	5
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (female)	2	6	2
Return to work and retention rates of employees that took parental leave (%)	100 %	90 %	100 %
Return to work and retention rates of employees that took parental leave (male) (%)	100 %	80 %	100 %
Return to work and retention rates of employees that took parental leave (female) (%)	100 %	100 %	100 %



ESG Activity Promotion

Published Sustainability Reports	2022	2023	2024
Number of sustainability reporters amongst listed companies	66	48	78
Sustainable Supply Chain Management	2022	2023	2024
Total number of suppliers	322	395	217
Total number of locally based suppliers	262	323	193
Percentage of locally based suppliers (%)	81.4 %	81.8 %	88.9 %
Total spending on suppliers and contractors (AED)	114,000,000	107,000,000	72,747,882
Total spending on locally based suppliers (AED)	86,000,000	92,000,000	69,108,128
Percentage of spending on locally-based suppliers	75.4 %	86.0 %	95.0 %

Community Investment

Community Spending	2022	2023	2024
Community Investment (AED)	37,327	70,000	579,174
Community investment as a % of company revenue	0.03 %	0.05 %	0.25 %
Total spending on donations and sponsorships (AED)	474,000	979,000	508,619
Number of beneficiaries exposed to financial literacy programs	19	N/A	N/A
Total number of employee volunteers	0	0	10



Environment

Waste Management	2022	2023	2024
Total of hazardous waste generated (kilograms)	0	0	0
Total of non-hazardous waste generated (kilograms)	N/A	N/A	200,118
Total paper consumption (kilograms)	N/A	141,847	172,052
Total paper directed to disposal/recycled (kilograms)	N/A	141,847	172,052
Percentage of recycled non-hazardous waste	N/A	N/A	N/A

Water Management	2022	2023	2024
Total water withdrawal (cubic meters)	1,133	605	1,531
Total water discharge (cubic meters)	0	0	0
Total water consumption (cubic meters)	1,133	605	1,531
Water consumption intensity (m3 / total employees)	7.3	4.3	9.5

Climate Change

Energy Management	2022	2023	2024
Electricity consumption (GJ)	2,263	3,693	2,029
Total electricity consumption within the organization (GJ)	2,587	3,772	3,631
Total fuel consumption (liters)	N/A	1,352.6	1,734
Energy intensity ratio (GJ / employee)	16.69	26.56	22.55

GHG Emissions	2022	2023	2024
Direct GHG emissions - Scope1 (metric tonnes CO2eq)	12	5	4
Indirect GHG emissions - Scope 2 (metric tonnes CO2eq)	42	512	225
Total GHG emissions (metric tonnes CO2eq)	437	517	229
GHG emissions intensity (metric tonnes CO2eq / employee)	2.81	3.64	1.42





Appendix B. GRI Content Index

Statement of use	Abu Dhabi Securities Exchange (ADX) Group has reported in accordance with the GRI Standards for the period 2024/12/31 - 2024/01/01
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	6
	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	32, 34, 36, 50, 51
	2-5 External assurance	ADX does not seek external assurance
	2-6 Activities, value chain and other business relationships	6-7
	2-7 Employees	32, 57-58
	2-8 Workers who are not employees	N/A
	2-9 Governance structure and composition	17-22
	2-10 Nomination and selection of the highest governance body	17
	2-11 Chair of the highest governance body	18



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	17-18
	2-13 Delegation of responsibility for managing impacts	17-22
	2-14 Role of the highest governance body in sustainability reporting	N/A
	2-15 Conflicts of interest	25
	2-16 Communication of critical concerns	24, 38, 44
	2-17 Collective knowledge of the highest governance body	18
	2-18 Evaluation of the performance of the highest governance body	N/A
	2-19 Remuneration policies	N/A
	2-20 Process to determine remuneration	N/A
	2-21 Annual total compensation ratio	N/A
	2-22 Statement on sustainable development strategy	8
	2-23 Policy commitments	8, 24-26, 32-33, 35, 37-38, 40-41, 44, 49, 53
	2-24 Embedding policy commitments	21, 23, 25-26, 34-35, 37, 45-46, 49
	2-25 Processes to remediate negative impacts	N/A
	2-26 Mechanisms for seeking advice and raising concerns	38, 44
	2-27 Compliance with laws and regulations	17, 19-27, 44, 49, 51-52
	2-28 Membership associations	7
	2-29 Approach to stakeholder engagement	8-10
	2-30 Collective bargaining agreements	N/A



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8
	3-2 List of material topics	12
Governance, Risk Management, and Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	17
GRI 417: Marketing and Labeling 2016	2-417 Incidents of non-compliance concerning product and service information and labeling	N/A
Transparency, Credibility, and Investor Security		
GRI 3: Material Topics 2021	3-3 Management of material topics	23
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	24, 56
	205-2 Communication and training about anti-corruption policies and procedures	24, 56
	205-3 Confirmed incidents of corruption and actions taken	24, 56
GRI 206: Anti-competitive Behavior 2016	207-1 Approach to tax	25
	207-2 Tax governance, control, and risk management	25
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	25
	207-4 Country-by-country reporting	N/A



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
Cybersecurity and Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	26-27
GRI 418: Customer Privacy 2016	1-418 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27, 57
Talent Attraction and Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	32
GRI 3: Material Topics 2021	1-404 Average hours of training per year per employee	34, 58-59
GRI 404: Training and Education 2016	2-404 Programs for upgrading employee skills and transition assistance programs	32-33
	3-404 Percentage of employees receiving regular performance and career development reviews	34, 59
GRI 401: Employment 2016	1-401 New employee hires and employee turnover	32, 58
	2-401 Benefits provided to full-time employees that are not provided to temporary or part-time employees	41
	3-401 Parental leave	42, 64
Diversity and Equality		
GRI 3: Material Topics 2021	3-3 Management of material topics	35



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18, 36-38, 55, 59-62
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	38, 61-62
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	38-39, 62
Well-being and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	40
	403-2 Hazard identification, risk assessment, and incident investigation	40
	403-3 Occupational health services	40-41
	403-4 Worker participation, consultation, and communication on occupational health and safety	40-41
	403-5 Worker training on occupational health and safety	40
	403-6 Promotion of worker health	40-41
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	N/A
	403-8 Workers covered by an occupational health and safety management system	40-41, 63
	403-9 Work-related injuries	41, 63



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	41
ESG Activity Promotion		
GRI 3: Material Topics 2021	3-3 Management of material topics	43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	44, 65
Community Engagement and Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	46
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	46-47, 65
Environmental Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	49
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	49
	306-2 Management of significant waste-related impacts	49
	306-3 Waste generated	50, 66



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
GRI 306: Waste 2020	306-5 Waste directed to disposal	50, 66
	303-1 Interactions with water as a shared resource	51, 66
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	51, 66
	303-4 Water discharge	51, 66
	303-5 Water consumption	51, 66
Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	52
GRI 103: Energy 2025	103-1 Energy policies and commitments	52
	103-2 Energy consumption and self-generation within the organization	52, 66
	103-3 Upstream and downstream energy consumption	52, 66
	103-4 Energy intensity	52, 66
	103-5 Reduction in energy consumption	52, 66
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53, 67
	305-2 Energy indirect (Scope 2) GHG emissions	53, 67
	305-4 GHG emissions intensity	53, 67
	305-5 Reduction of GHG emissions	53, 67

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER
GRI 102: Climate Change 2025	102-5 Scope 1 GHG emissions	53, 67
	102-6 Scope 2 GHG emissions	53, 67





Appendix C. GCC Disclosure Index

GCC ESG Metrics			
CATEGORY	METRIC	CALCULATION	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)	53, 67
	E2. Emissions	E2.1) Total GHG emissions per output scaling factor E2.2) Total non-GHG emissions per output scaling factor	53,67
	E3. Energy Usage	E3.1) Total amount of energy directly consumed E3.2) Total amount of energy indirectly consumed	52, 66
	E4. Energy Intensity	Total direct energy usage per output scaling factor	52, 66
	E5. Energy Mix	Percentage: Energy usage by generation type	52, 66
	E6. Water Usage	E6.1) Total amount of water consumed E6.2) Total amount of water reclaimed	51, 66
	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?	49, 51
	E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	Yes – 17-18



CATEGORY	METRIC	CALCULATION	PAGE NUMBER
	E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	Yes – 17-18
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	N/A
	S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	N/A
	S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees S3.2) Percentage: Year-over-year change for part-time employees S3.3) Percentage: Year-over-year change for contractors/consultants	32, 57-58
	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 positions held by men and women	36, 59-60
	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	36, 59
	S6. Non-Discrimination	Does your company follow non-discrimination policy? Yes/No	Yes - 35
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	41,63
	S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Yes - 40



CATEGORY	METRIC	CALCULATION	PAGE NUMBER
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	Yes - 44
		S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	
	S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	38, 44
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	
Governance	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	18, 55
		G1.2) Percentage: Committee chairs occupied by men and women	Yes – 18
	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 member	
	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	Yes – 44
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	
	G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	Yes – 24, 56
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	
	G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	Yes - 26
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	



CATEGORY	METRIC	CALCULATION	PAGE NUMBER
	G7. Sustainability Reporting	G7.1) Does your company publish a sustainability report? Yes/No	Yes
	G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	Yes – 3, 12
		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	
	G9. External Assurance	Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	ADX does not seek external assurance at the moment





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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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