

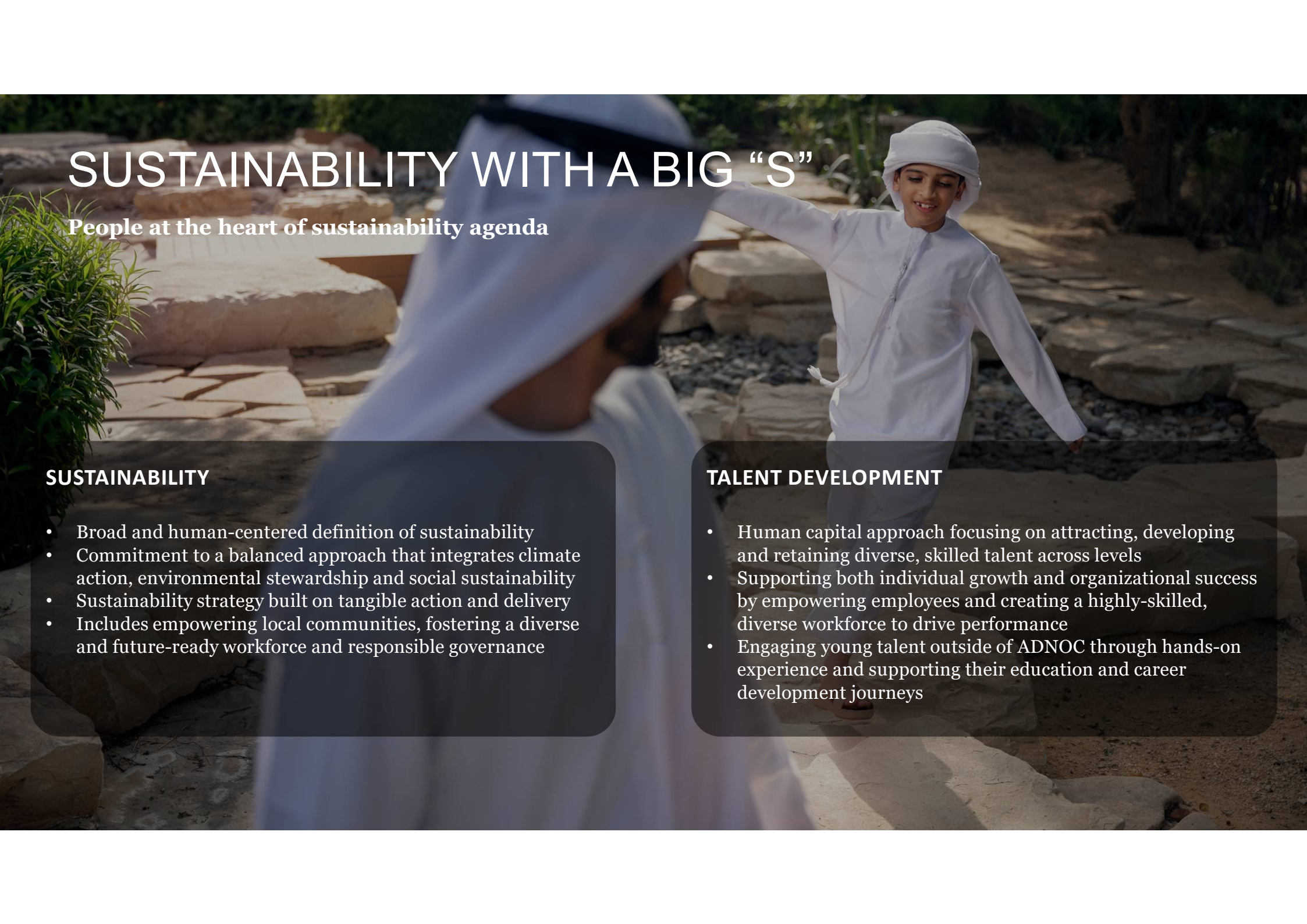
SUSTAINABILITY

FROM
COMMITMENTS
TO IMPACT



CONTENTS

- Sustainability at ADNOC
- CSR and community engagement initiatives
- Talent development programs



SUSTAINABILITY WITH A BIG “S”

People at the heart of sustainability agenda

SUSTAINABILITY

- Broad and human-centered definition of sustainability
- Commitment to a balanced approach that integrates climate action, environmental stewardship and social sustainability
- Sustainability strategy built on tangible action and delivery
- Includes empowering local communities, fostering a diverse and future-ready workforce and responsible governance

TALENT DEVELOPMENT

- Human capital approach focusing on attracting, developing and retaining diverse, skilled talent across levels
- Supporting both individual growth and organizational success by empowering employees and creating a highly-skilled, diverse workforce to drive performance
- Engaging young talent outside of ADNOC through hands-on experience and supporting their education and career development journeys

SUSTAINABILITY AT ADNOC

ADNOC is an advanced and progressive international energy company taking transformative steps, in collaboration with our partners, to responsibly provide energy that people and economies need to thrive.



Protecting Nature and Biodiversity

Driving development whilst protecting the environment for future generations



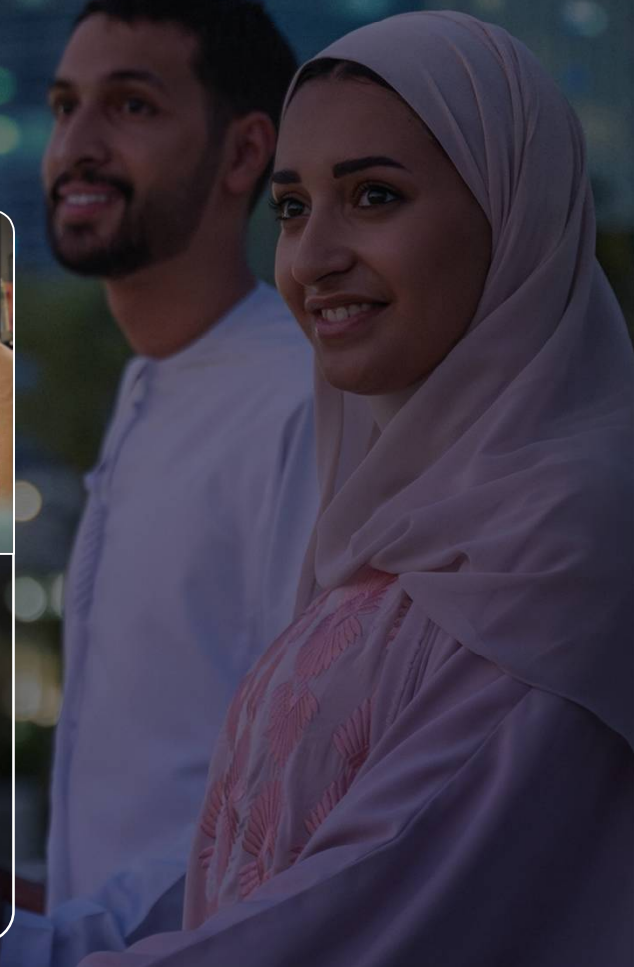
Scaling Energy Solutions Responsibly

Scaling diverse energy sources to meet growing global demand while decarbonizing our operations



Empowering Thriving Communities

Investing in people and communities – developing talent, promoting wellbeing and strengthening local supply chains



HAIL & GHASHA

Advancing the world's first of its kind Gas Mega Project

Project Overview

Supporting UAE gas self-sufficiency and growing export demand

World-first gas project designed for net-zero emissions

Powered by clean energy from nuclear and renewables

Integrating advanced decarbonization technologies in one solution

Capturing 1.5 MTPA CO₂ and produces low-carbon hydrogen to cut emissions

Marine Conservation

Protecting marine habitats and biodiversity

Delivering an integrated biodiversity strategy

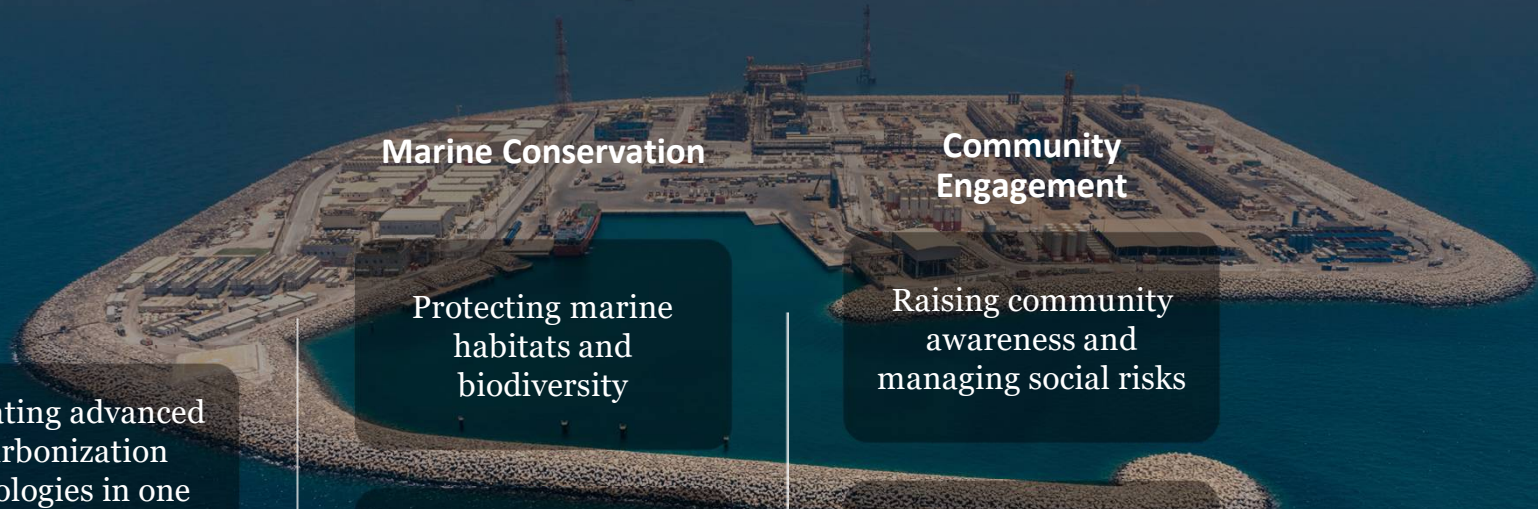
Minimizing environmental impacts

Community Engagement

Raising community awareness and managing social risks

Promoting environmental awareness in Al Dhafra schools

Hands-on learning on local species and biodiversity



EMPOWERING LIVES

Our CSR impact

Fostering a knowledge-based economy

~17,000

students engaged through the STEM for Life education program in 2024

>40,000

employees completed foundational AI training

Social investment and volunteering

64,500

ADNOC employee volunteering hours in 2024

>1.3 million

benefited from our CSR programs in 2024



MANGROVE RESTORATION INITIATIVE

ADNOC is committed to planting 10 million mangroves by 2030

To date, more than **5 million mangroves** have been planted aerially using home-grown drone technology since 2023.

Our efforts support:

- The UAE's aim to plant 100 million mangroves by 2030
- The United Nations conventions on conserving biodiversity
- One Trillion Trees Initiative of the World Economic Forum
- The United Nations Sustainable Development Goals (SDGs)



MANGROVE RESTORATION INITIATIVE

ADNOC is committed to planting
10 million mangroves by 2030

>6,000

Engagement
opportunities
from 2023-2025



BUILDING A THRIVING COMMUNITY

Al Dannah City, Al Dhafra

Diverse Community Growth

45,000+ residents from 70 nationalities, transformed over four decades into a thriving, diverse city

Strategic Industrial Hub

Home to one of the world's largest integrated refining and petrochemicals complexes, including TA'ZIZ

Healthcare Advancements

Launched the first People of Determination assessment center in Al Dhafra, in partnership with ZHO

Healthcare Advancements

Expanded healthcare access through Al Dhannah Hospital, serving employees, families and the wider community

Improving Quality of Life

7% improvement in residents' perceived quality of life (2024 community survey with DCD)

Environmental & Community Initiatives

Delivered community and environmental initiatives, including mangrove & ghaf tree planting, Tadweer recycling, and sustainability-focused events

DRIVING VALUE INTO THE UAE ECONOMY

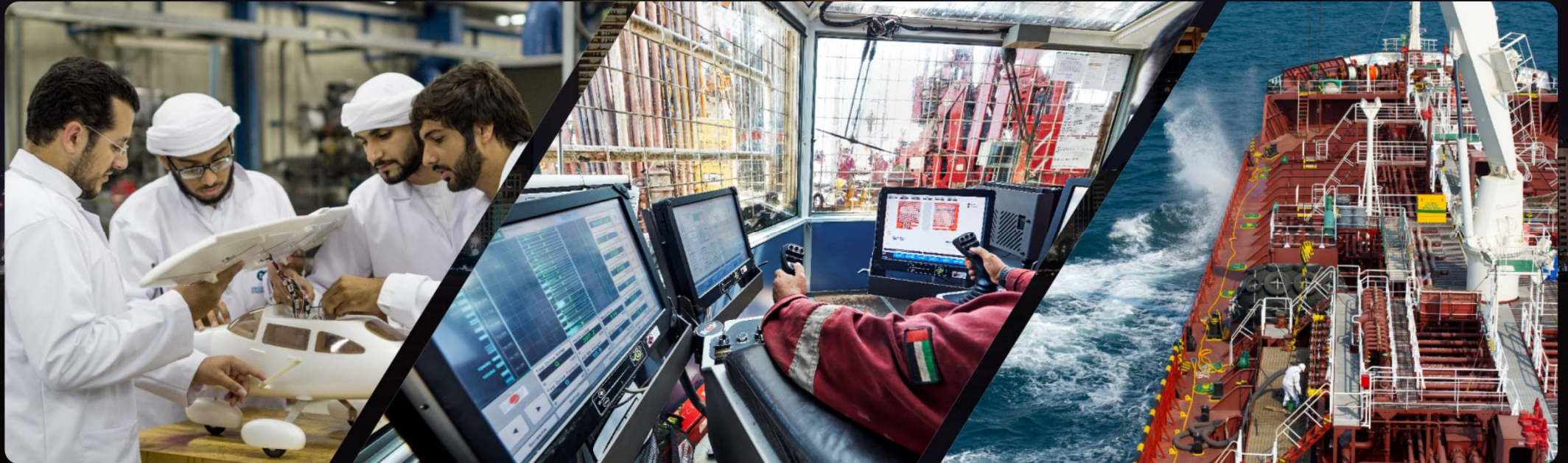


We are deepening our socioeconomic impact and boosting value creation for the nation through our hugely successful In-Country Value program.

Create job opportunities for UAE nationals

Localize supply chain

GDP diversification



DRIVING VALUE INTO THE UAE ECONOMY



We are deepening our socioeconomic impact and boosting value creation for the nation through our hugely successful In-Country Value program.

Targets:

- USD 54.5 billion (AED 200 billion) to be returned to the UAE economy between 2025–2029.
- 25,000 jobs new private-sector jobs for UAE Nationals by 2028.

\$ 83.7 Bn

retained in the country since 2018

23,000 JOBS

for UAE Nationals created since the program inception

\$ 80 Bn

Offtake agreements with local manufacturers

continue to enable **FDI** and **DIVERSIFICATION** for the UAE

foster a **KNOWLEDGE-BASED** workforce

DRIVING VALUE FOR ABU DHABI

ICV
برنامج المحتوى الوطني

اصنع في الإمارات
MAKE IT
IN THE EMIRATES



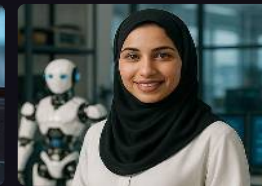
ADNOC is successfully empowering UAE talent across strategic specializations within Its supply chain

23k

Emiratis Hired in
ADNOC Supply Chain



Computer
Sciences



Advanced
Manufacturing



Data & Analytics



Emerging
Technologies



Engineering Fields



Financial Auditing



Software
Development



Professional
accounting

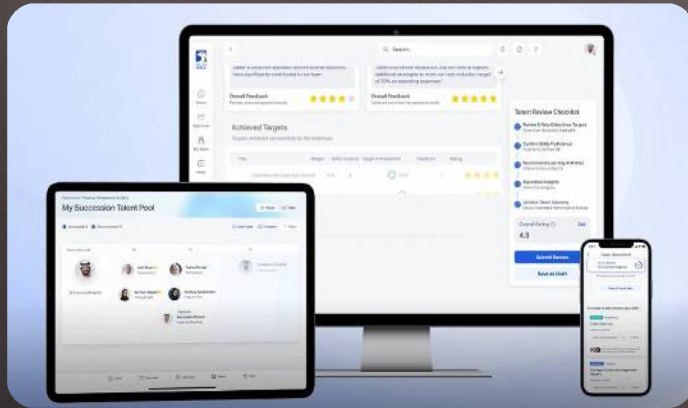


Vocational Roles

INTERNAL TALENT DEVELOPMENT

One Talent

A unified platform that empowers employees to drive their career growth. The platform centralizes performance, career development and skills management across all Group Companies, offering AI-powered opportunities and seamless access to unified talent data.



Sustainability Majlis

Facilitate discussion, knowledge sharing with GC sustainability SMEs and stakeholders; support 2030 sustainability strategy and ESG requirements.

Technical workshops

Organize and conduct sessions on various sustainability topics with relevant teams, enhancing understanding of alignment with the organization's sustainability goals.

Sustainability Webcast

Feature ADNOC executives and global sustainability experts to build capacity in various sustainability topics (including, ESG, circular economy, CSR, nature and biodiversity).

Sustainability Newsletter

Provide updates and trends on sustainability, climate, ESG, and carbon markets to all ADNOC employees.



EXTERNAL TALENT DEVELOPMENT

The UAE CSO Network

We are building a sustainable future through education, innovation, collaboration, and purpose-driven leadership



Responsible Sourcing Program

ADNOC's strategic initiative to further embed sustainability, ethics, and governance into our procurement practices and supply chain.



Collaborate with suppliers

- Establish strategic partnerships with suppliers to co-create ESG improvements.
- Conducted 130+ engagement sessions with strategic suppliers.
- Collaborate with mature suppliers on co-innovation initiatives to integrate additional sustainability dimensions into the supply chain.



Embed ESG within procurement

- Integrate ESG principles into procurement processes to embed sustainability from planning to performance management.
- Updated contracts and standards to include ESG principles.
- Working to enhance end-to-end procurement processes to integrate sustainability principles.



Leverage technology to better manage ESG risks & opportunities

- Use technology to capture ESG KPIs, create risk profiles, and monitor actions for improved supplier performance.
- Partner with technology provider to assess and monitor suppliers' ESG performance.
- Achieved visibility into ESG predictive risk profiles for over 2,000 registered active suppliers.



Promote sustainability leading practices & build capabilities

- Foster a culture of sustainability through training and recognition programs that enhance ESG awareness and incentivize innovation across the value chain.
- >90% ADNOC procurement workforce completed ESG and sustainability training.
- Completed a total of 8 responsible sourcing awareness sessions in 2025.

DISCOVER MORE IN OUR 2024 SUSTAINABILITY REPORT

