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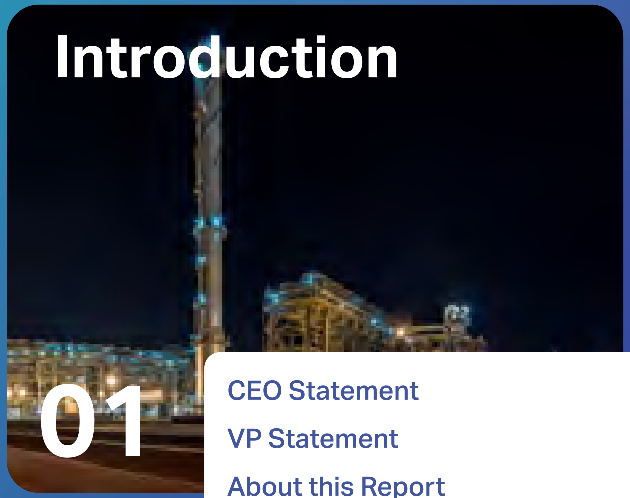
ADNOC GAS

SUSTAINABILITY REPORT 2025

Responsible Energy
Resilient Growth

adnocgas.ae



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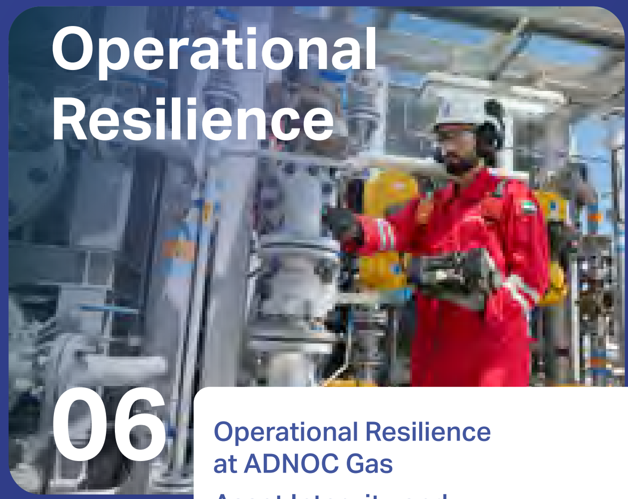

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01

INTRODUCTION

ADNOC GAS | SUSTAINABILITY REPORT 2025

CEO Statement

At ADNOC Gas, sustainability is at the core of who we are. It underpins how we deliver reliable energy that powers economic growth in the UAE and around the world, while protecting our people and the environment, creating lasting value for our communities and building a more resilient future.

Our role is first and foremost to deliver gas and LNG reliably as demand continues to grow, while doing so responsibly — strengthening environmental performance, social impact, and business excellence across our operations. As one of the world's largest integrated gas processing companies, my priority is to lead our company toward becoming a globally competitive low carbon natural gas producer, supported by a clear and credible decarbonization roadmap.

Our sustainability approach is a core part of our overall business strategy and defines how we deliver on this ambition. It integrates environmental, social, and governance principles across our operations, decision making, and long-term planning. Our corporate strategy is built on three reinforcing pillars — growth, decarbonization, and future proofing — and is designed to deliver reliable gas and LNG to domestic and global markets while progressively reducing emissions intensity and strengthening long-term value for shareholders.

In a year marked by market volatility, we demonstrated the resilience of our business — delivering growth while maintaining a disciplined approach to expanding capacity and decarbonizing our asset base. This progress is reflected in our operational performance.

Scope 1 and 2 greenhouse gas emissions intensity was reduced by 1.9% compared to the previous year. Clean power use increased to approximately 56% of total power import, resulting in around 800,000 tons of CO_2e abated.

As part of our long-term decarbonization roadmap, we are targeting an operational greenhouse gas emissions intensity reduction of up to 25% by 2030 from Business-As-Usual, supporting the UAE's broader decarbonization objectives and ADNOC Group's Net Zero ambition by 2045. This target is supported by a combination of large scale projects and operational initiatives across our portfolio.

A cornerstone of this roadmap is the Habshan Carbon Capture and Storage (CCUS) project, one of the largest of its kind in the region, designed to capture around 1.5 million tons of CO_2 per year, once it is operational. At the same time, we continued to advance Ruwais LNG, which will operate on clean power and is expected to be among the lowest carbon-intensity LNG facilities globally, reinforcing our role as a responsible supplier to international markets.

In parallel with these large-scale projects, methane management remains a critical priority for us. We are enhancing monitoring, control, and operational practices across our facilities in line with the Oil and Gas Methane Partnership (OGMP) 2.0 and international best practice. In parallel, we continued initiatives to minimize routine flaring in support of ADNOC Group's commitment to achieving zero routine flaring by 2030.

Alongside emissions reduction, we continued to improve how resources are managed across our operations, strengthening our circular economy practices. During the year, hazardous waste diversion from landfill increased by 16% compared to the previous year, while water reuse initiatives further reduced environmental impact and enhanced operational efficiency and resilience.

For us, technology is a key enabler of both sustainability and performance. In 2025, we further integrated AI systems across our operations. AI-powered drones and autonomous robots are supporting methane management through enhanced monitoring of pipelines and critical equipment, allowing earlier detection of leaks and fugitive emissions while strengthening safety and environmental performance.

Our sustainability performance is built on an uncompromising commitment to safety and our people. Nothing is more important to me than ensuring that every colleague and contractor returns home safely. In 2025, we maintained zero fatalities across our operations, achieved a top-quartile Total Recordable Injury Rate, reflecting a resilient safety culture and strong operational discipline.

Emiratization remains a strategic priority for us, supported by targeted development, leadership, and technical capability programs. We are equally committed to fostering a diverse and inclusive workplace, strengthening female representation, and bringing together colleagues from a wide range of nationalities and backgrounds. Investment in workforce capability continued in 2025, with approximately 20,600 additional training hours delivered to equip our people to operate safely, responsibly, and at scale.

We play a critical role in delivering national value and supplying energy to global markets. ADNOC Gas provides around 60% of the UAE's gas demand, supporting power generation, industry, and economic development. In 2025, we contributed over USD 3.88 billion to the UAE economy through local procurement, in-country value, and employment. At the same time, our LNG and gas portfolio, reaching more than 20 markets, continues to support energy security and lower-carbon transitions worldwide.

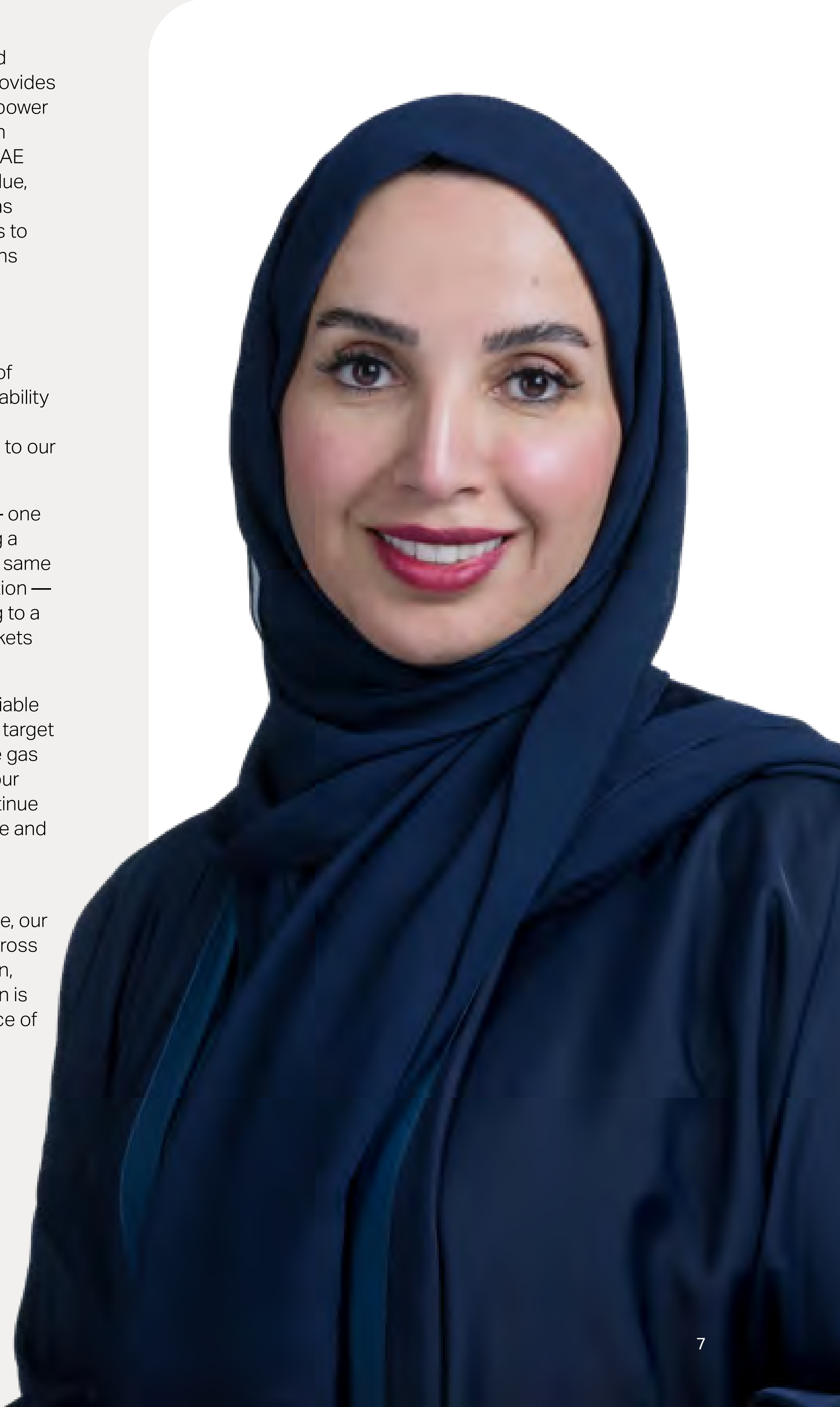
Strong governance underpins our approach to sustainability and long-term value creation. The Sustainability Steering Committee leads oversight of ESG priorities, supporting the integration of sustainability considerations into strategy, risk management, and business performance, while reinforcing adherence to our policies, Code of Conduct, and ethical standards.

I am proud of the strong foundation we have built — one that allows us to grow our business while advancing a clear and credible decarbonization roadmap. At the same time, we are helping to drive the energy transformation — supporting energy security today while contributing to a lower-carbon future for the UAE and the global markets we serve.

Looking ahead, we remain focused on delivering reliable gas and LNG, while steadily progressing toward our target of up to a 25% reduction in operational greenhouse gas emissions intensity by 2030. Working closely with our employees, partners, and stakeholders, we will continue to deliver long-term value and support a responsible and resilient energy future.

I would like to thank our Board of Directors and management team for their leadership and guidance, our shareholders for their trust, and all our people — across our sites, projects, and offices — for their dedication, professionalism, and commitment. Your contribution is essential to the continued strength and performance of ADNOC Gas.

Fatema Mohamed Al Nuaimi
Chief Executive Officer



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VP Statement

I am pleased to share ADNOC Gas' Sustainability Report for 2025, which sets out our approach, commitments, and performance in integrating environmental, social, and governance (ESG) considerations across the business. The report provides transparent insight into how sustainability supports ADNOC Gas in delivering secure and responsible energy, enabling the energy transformation and creating long-term value for our stakeholders, society, and the environment.

As global challenges continue to evolve, our responsibility is clear: to minimize environmental impact while supporting a pragmatic and credible transition to a lower-carbon economy. Guided by ADNOC Group's Net Zero by 2045 ambition and 2030 sustainability targets, along with the UAE's 2050 strategic target, our Sustainability Strategy integrates ESG principles across our operations to deliver long-term value for society and the environment. These principles are further embedded into our planning, governance, and decision-making processes. Our approach remains aligned with the UN Sustainable Development Goals (SDGs), with a focus on 14 priority goals derived from our material ESG topics.

This year marked a major milestone as we aligned with new ADX sustainability and climate-related disclosure requirements. Among other initiatives, we undertook a Double Materiality Assessment to evaluate both the financial implications of sustainability matters on ADNOC Gas and the impacts of our operations on society and the environment. This assessment strengthened engagement with internal and external stakeholders and provided an updated view of the material ESG topics that will guide the next phase of our sustainability strategy.

As part of our sustainability governance, the Sustainability Steering Committee focused on strengthening disclosures and performance indicators to ensure consistency, transparency, and accountability. Our decarbonization initiatives continued to advance low-carbon energy solutions, including progress in clean power adoption and methane management. At the same time, operational excellence remained a priority, supported by the deployment of advanced technologies and artificial intelligence. Together, these efforts are enabling us to operate smarter, safer, and more efficiently.

Beyond operations, we engaged our workforce through community programs, wellbeing initiatives, and social responsibility efforts that strengthen the positive impact we create. These actions, combined with strong ethics and governance, helped safeguard our people, our communities, and the environment.

As we move forward, discipline, integrity, and purpose will continue to guide our approach. We remain committed to building environmental resilience, empowering our people, and delivering sustainable energy solutions that support future generations. By scaling low-carbon initiatives, increasing clean power use, and harnessing advanced technologies and AI, we will continue to embed sustainability across how we work and how we deliver value.

We thank our stakeholders for their continued partnership and trust as we advance our sustainability priorities.

Dr. Aaesha Ali Hashem
Vice President of Sustainability and ESG

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About this Report

GRI 2-2, 2-3, 2-5, ADX G10, G11, I1

Reporting Standards
This report has been prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021, including the GRI 11: Oil and Gas Sector Standard.

As a publicly listed company on the Abu Dhabi Securities Exchange (ADX), our Sustainability Report is also aligned with the ADX ESG Disclosure Guidelines 2025. For full details, please refer to the GRI and ADX content index included in this report.

Reporting Boundaries and Scope
The data disclosed in this report represents the consolidated performance of ADNOC Gas PLC, covering the operations of ADNOC Gas Processing (AGP), ADNOC LNG (ALNG), and ADNOC Industrial Gases (AIG), all operating within the UAE.

Internal controls and Data validation
The data presented in this report covers the period from January 1, 2025, to December 31, 2025. Financial figures are reported in US dollars ($) and UAE dirhams (AED). Some of the totalities presented may reflect the rounding-down or rounding-up of subtotals. The graphs are for visual representation purposes and are not to scale. All data underwent internal validation processes, including comprehensive reviews by the Sustainability Report project team and subject matter experts, supporting accuracy and reliability.

Assurance
We followed an internal assurance process on key sustainability performance data and disclosures. In addition, we are in the process of considering external assurance for upcoming reporting periods.

Forward Looking Statements
This Report includes forward-looking statements that are not historical facts, including statements about our financial and market position, strategy, plans, goals and future performance. Words such as "anticipates," "expects," "will," and similar expressions identify such statements. These statements reflect our current views and reasonable assumptions, and are subject to risks, uncertainties and external factors that could cause actual results to differ, possibly materially, from those expressed or implied. Readers should not regard forward-looking statements as guarantees of future performance and are cautioned against undue reliance on them. We do not undertake to update any forward-looking statements, except as required by applicable law.

Feedback
We highly value stakeholder feedback on our Sustainability Report and encourage you to share your insights and suggestions. Open and transparent communication is essential to advancing our sustainability journey.

For any comments or inquiries regarding this report, please contact us at:
esgcommunications.adg@adnoc.ae

Our History

The ADNOC Gas journey is one of strength, growth, and diversification. As the UAE advances, we remain committed to powering progress while advancing in our sustainability journey.

ADNOC

H. H. Sheikh Zayed issued a directive to cease non-technical flaring.

1970

1973

ALNG

Established as a joint venture company between ADNOC (70%), Mitsui & Co (15%), BP (10%) and TotalEnergies (5%).

ALNG

First ever gas production in UAE and first LNG shipment delivered to TEPCO.

1977

1978

AGP

Established as a 30-year joint venture between ADNOC (68%) and shareholders Shell (15%), TotalEnergies (15%) and PTTEP (2%).

AGP

Asab, Bab and Bu Hasa processing plants start up (associated gas).

1980

1981

AGP

Start of operations and first NGL shipment.

AGP

GASCO merged with ATHEER, adding three gas processing plants: Habshan 0, 1, 2 with a 3,000 MMSCFD processing capacity and pipeline network. The merger more than doubled the size of AGP, making it one of the world's largest gas processing companies.

2001

2010

AGP

Offshore Associated Gas Project commissioned with low pressure offshore gas export capacity of 200 MMSCFD.

AGP

Habshan 3, Asab 2, Ruwais Train 3 start up.

2011

2018

AGP

Taweelah Gas Compression Project commissioned, providing uninterrupted gas supplies to major Abu Dhabi industries and the UAE Northern Emirates.

ADNOC

Clean Energy Agreement with EWEC for supply of power to ADNOC from clean sources, with net-zero emissions

2021

2022

ADNOC Gas Ltd.

ADNOC Gas Ltd established as a private company limited by shares.

ADNOC Gas PLC

ALNG and AGP reorganized to create ADNOC Gas PLC listed on the Abu Dhabi Securities Exchange and was the largest IPO on ADX in 2023.

2023

2024

ADNOC Gas

ADNOC Gas announced a Strategy Update focused on three key pillars: Growth, Decarbonization and Future Proofing, expected to drive a +40% growth in EBITDA by 2029 versus 2023.

2025

Final investment decision (FID) taken on Phase 1 of the Rich Gas Development Project

Joined the MSCI Emerging Markets Index and FTSE Emerging Index

In 2025, we marked key progress in our sustainability journey by developing the ADNOC Gas ESG Governance Framework, completing a double materiality assessment to identify priority ESG topics from impact and financial perspectives, and holding two sustainability steering committee meetings.

For each historical event that occurred prior to the 2023 reorganization, we have indicated the entity at which such event occurred or to which such event related.

Highlights – 2025

Environmental highlights

1.9%
Reduction in Greenhouse Gas (GHGs) emissions intensity from 2024

63%
hazardous waste diverted from landfills

~56%
of power import from clean energy sources

More than
1 million m^3
of water reclaimed

ADNOC Gas strengthened its decarbonization efforts by exploring groundbreaking technology that **converts methane into graphene and clean hydrogen**

Habshan CCUS Project
awarded CCUS Project of the Year at the Carbon Capture MENA Summit 2025

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Social highlights

~22%
Female Representation in our Executive Management

Total of **247** new employees hired

168 university students joined the ADNOC Gas internship program

84%
Employee Experience Index score achieved

~193,897
hours of training were delivered to 6,109 employees

0.11
Total Recordable Injury Rate (TRIR per million man-hours worked) and zero fatalities

900
volunteers participated in Corporate Social Responsibility (CSR) initiatives, contributing to nearly 2,200 volunteering hours and impacting over 25,880 people

Highlights – 2025

Financial Highlights

$3.584 billion
dividend for full year 2025, +5% year-on-year

1st
Marketed offering in the UAE

$2.84 billion
Deal size (4.4x oversubscribed)

MSCI, FTSE
Index inclusion

$750 million
Inflows from passive funds

$10 billion agreement with EWEC to support UAE's energy transformation through flexible gas supply

$4 billion agreement with EMSTEEL, for a 20-Year Natural Gas Supply Agreement to Power UAE's Industrial Growth

$7–$9 billion
14-year agreement with Indian Oil Corporation Ltd for up to **1.2 MTPA of LNG**, starting in 2026

$5 billion contracts awarded for Phase 1 of
Rich Gas Development (RGD) Project
after FID approval largest investment in ADNOC Gas history

~$2.5–3.0 billion
10-year LNG sales and purchase agreement with Hindustan Petroleum Corporation Limited (HPCL), reinforcing its role as a reliable LNG supplier

$2.1 billion
awarded contracts to enhance LNG supply infrastructure

$450 million
new LNG supply agreement with Japan's Energy for a new Era (JERA) Global Markets over three years, reinforcing its role as a reliable LNG partner in the lower-carbon energy transition

$400 million
three-year LNG supply agreement with a German energy partner reinforcing its position as a reliable partner

55.58% In-Country Value (ICV)
achieved to support local economic development

+4% YoY domestic gas sales volume supported by strong UAE demand

Additional gas sales for electricity generation in the GCC boosted margins further

Highlights – 2025

Governance Highlights

Led by **His Highness Sheikh Mohamed bin Zayed Al Nahyan**, ADNOC Gas hosted the ADNOC Board of Directors (BoD), at Habshan 5, demonstrating operational resilience and reaffirming its role in supplying 60% of the UAE's gas demand

Development of ADNOC Gas **ESG Governance Framework**

Two **Sustainability Steering Committee meetings** held, while assigning responsibilities to divisional focal points, to meet Sustainability and ESG ambitions

Zero cases of discrimination reported

Our Operational Journey

GRI 2-1, 2-6

ADNOC Gas is a world class, large-scale integrated gas processing company operating across the gas value chain, from receipt of raw gas feedstock from ADNOC through our large, long-life operations for gas processing and fractionation to the sale of our products to domestic and international customers. Our products serve customers in over twenty countries spanning multiple continents. The Company's integrated platform is currently the only pathway for the monetization of Abu Dhabi's vast gas resources. We are also critical to the Abu Dhabi and wider UAE economies, as we provide the UAE with more than 60% of its sales gas needs to power homes, businesses, industries and other commercial establishments overall supporting the UAE's goal of gas self-sufficiency.

Our Operations

ADNOC Gas' operations represent a highly integrated and comprehensive gas management platform, covering the full range of processing, transmission, transportation and marketing activities, with eight sites located across the UAE.

Gas Processing

Operating at the heart of the UAE's hydrocarbon value chain, we receive raw gas from ADNOC's onshore and offshore production operations, and produce a mixture of domestic gas, natural gas liquids (NGLs) and Sulphur for our diversified customer base.

LNG Operations

Our liquefaction facilities supply liquefied natural gas (LNG) from gas produced in ADNOC's offshore operations for export to customers around the globe.

Pipeline Network

Our extensive gas pipeline network enables delivery of domestic gas to customers across Abu Dhabi, Dubai and the Northern Emirates, meeting ~ 60% of the UAE's gas requirements.

Industrial Gases

We are one of the UAE's major suppliers of industrial gases, primarily nitrogen and oxygen industries.

Note: As we do not operate any offshore wells, offshore well management is not applicable to our perations.

The Journey

On January 1, 2023, ADNOC Group, a trusted provider of lower-carbon energy, announced the formation of ADNOC Gas. Emerging as a flagship company through the consolidation of ADNOC Gas Processing, ADNOC LNG, and ADNOC Industrial Gas, this strategic merger strengthened our financial and operational capabilities, enabling us to meet evolving market demands and unlock new growth opportunities.

The formation of ADNOC Gas marks a major milestone in unlocking the full potential of the UAE's vast natural gas resources, building on ADNOC's more than 40 years of leadership in gas production. Natural gas remains a cornerstone of the global energy transition, and ADNOC Gas, through its world-scale operations and significant expansion plans, is well-positioned to meet growing demand both locally and internationally. In addition to supporting the development of local industry and manufacturing, we play a pivotal role in ADNOC's broader LNG growth strategy, including international market expansion.

Our foundation is built on over five decades of ADNOC Group's expertise as a leading gas producer. ADNOC Gas became a publicly listed company in March 2023 following one of the largest IPOs in the region, a milestone that unlocked significant financial and operational opportunities and reinforced our position as a key player in the global energy landscape.

In 2025, ADNOC Gas advanced several strategic LNG growth initiatives, progressing major infrastructure developments and securing new long-term international supply agreements. These achievements further strengthened our global presence and enhanced the UAE's position as a reliable supplier in the evolving energy landscape.

2025 also marked substantial progress in delivering our decarbonization roadmap. ADNOC Gas implemented new emission-reduction technologies across its processing facilities and expanded investments in energy-efficiency programs, making measurable strides toward supporting the UAE's Net Zero by 2050 ambition.

Today, ADNOC Gas meets approximately 60% of the UAE's gas requirements, serves customers in over 20 countries, and operates with access to the UAE's natural gas reserves, ranked among the seven largest globally. As a core enabler of ADNOC Group's growth and decarbonization strategy, we are committed to advancing the UAE's Net Zero by 2050 ambition through a robust decarbonization roadmap and sustainable operations.

Our future-ready approach is anchored in delivering critical capital growth projects that will enhance gas processing capacity and accelerate our ambitions in liquefied natural gas (LNG).

Our Presence

GRI 2-6

We are strategically positioned to serve global markets and have established a reputation as a reliable and competitive supplier. In recent years, we diversified our customer base by capitalizing on opportunities in emerging economies. Our location along the East-West trade corridor provides direct access to high-growth markets in Asia. Today, we export to more than 20 countries, and as global demand for gas and gas products continues to rise, we are expanding our processing and export capacity to meet this growing need.

In 2025, ADNOC Gas further strengthened its global footprint by expanding supply reach into new high growth markets and enhancing long-term partnerships with key international customers. This progress was supported by increased processing capacity and improved export flexibility, reinforcing our position as a trusted supplier across a broader geographic landscape.

A portfolio with scale

10 BSCFD
Gas Processing Capacity

29 MTPA
Liquids Processing Capacity

20 KM²
in area

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Our Global Partnerships

GRI 2-6

Our markets are both domestic and international. Our partners and customers include the leading players in the industry.

Our Marketed Products

GRI 2-6

Natural Gas
Primary gas produced after processing raw feed gas, mainly distributed as sales gas through our UAE pipeline network to support power generation and industrial demand.

Paraffinic Naphtha
A product of NGL fractionation, composed of pentane and slightly heavier hydrocarbons, used primarily as a petrochemical feedstock.

Sulphur
A byproduct processed into granulated Sulphur, used as a feedstock in the manufacture of fertilizers, pharmaceuticals and a wide range of everyday products.

Ethane
Derived from NGL fractionation and supplied as a key petrochemical feedstock for the production of polymers.

Condensate
A light hydrocarbon liquid separated from the feed gas stream, used in refineries as feedstock to produce LPG, diesel, naphtha and jet fuel

Liquefied Petroleum Gas (LPG)
Consisting mainly of propane and butane from NGL fractionation, used for residential and commercial heating, cooking and as a petrochemical feedstock

Liquefied Natural Gas (LNG)
Liquified natural gas exported by LNG carriers, following regasification, used for power generation or supplied into national gas networks

Industrial gases
Oxygen, Nitrogen, Xenon and Krypton

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Memberships and Associations

GRI 2-28

IPIECA
International Petroleum Industry Environmental Conservation Association

WBCSD
World Business Council for Sustainable Development

IOGP International Association of Oil & Gas Producers

WEF
World Economic Forum

UNGC
United Nations Global Compact

GPA-GCC
Gas Processors Association-Gulf Council Chapter

Memberships and associations are maintained at the ADNOC Group level and include ADNOC Gas. While we do not control the positions taken by these trade associations and may not always fully agree with their views, we recognize the value they provide as platforms for engagement with industry experts and peer companies. Our participation enables constructive dialogue and the exchange of perspectives on key topics, even though complete alignment with any association's stance is rare.

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Awards, Certifications, and Nominations

As we aspire to maintain excellence in sustainability performance, ADNOC Gas received the following recognition in 2025:

- Global Artificial Intelligence ("AI") Award in the "Gold" category, by Dubai Quality Group under the patronage of HH Sheikh Ahmed bin Saeed Al Maktoum, in recognition of significant achievements and technology innovations in the field of AI
- Abu Dhabi Sustainability Group (ADSG) "Award of Recognition & Exceptional Achievement in Year of Community", demonstrating an outstanding record of accomplishment in sustainability
- Energy Transition Award — World LNG Summit & Awards, Istanbul, Türkiye, recognizing ADNOC Gas' leadership in advancing a lower-carbon future through initiatives such as Ruwais LNG (Middle East's first all-electric LNG facility), Habshan CCUS and operational efforts for energy efficiency improvement and emissions abatement
- Pipeline Open Data Standard (PODS) Leadership Award, honoring ADNOC Group's commitment to global data standards and pipeline safety for ADNOC Gas as the largest PODS user in the Middle East and a pioneer in pipeline data management, demonstrating leadership in digital transformation and operational safety
- CCUS Project of the Year — Carbon Capture MENA Summit 2025, ADNOC Group won this award for the Habshan CCUS Project, where ADNOC Gas is a core contributor through its gas-processing operations at Habshan, which will enable the capture and storage of 1.5 million tons of CO_2 annually and increasing ADNOC's total capacity to 2.3 million tons per year
- Shortlisted for "Outstanding Contribution to LNG Industry" — World LNG Summit & Awards, Istanbul, Türkiye
- Shortlisted for "Sheikh Hamdan Bin Zayed Environmental Award" in the "Corporate Initiatives" and "Environmental Changemaker" categories, recognizing exceptional achievements in environmental performance. We aspire to continue striving for excellence and recognition, as these honors reflect our dedication and commitment
- CHSE Excellence Award (ADNOC Group internal recognition), presented quarterly to ADNOC Gas employees who demonstrate exceptional dedication, innovation, and commitment to health, safety and environmental excellence, reinforcing a culture of collaboration and continuous improvement

Reflecting our efforts to adhere to leading practices, ADNOC Gas has maintained the below nine ISO certifications at the corporate level, covering 100% of its assets and operations. This achievement reflects our commitment to compliance and contributes to our sustainability agenda.

ISO 42001:2023	**Artificial Intelligence Management System (AIMS)**, harnessing artificial intelligence to drive sustainability and foster innovation across the organization
ISO 9001:2015	**Quality Management Systems (QMS)**, supporting ADNOC Gas in consistently delivering high-quality products that meet both customer expectations and regulatory standards
ISO 14001:2015	**Environmental Management Systems (EMS)**, enabling ADNOC Gas to effectively manage environmental responsibilities, comply with applicable laws and regulations, and drive continuous improvement in environmental performance
ISO 45001:2018	**Occupational Health and Safety Management System (OHSMS)**, providing ADNOC Gas with a structured framework to proactively manage workplace incidents and enhance overall occupational health and safety performance
ISO 50001:2018	**Energy Management Systems (EnMS)**, empowering ADNOC Gas to enhance energy efficiency, lower operational costs and reduce greenhouse gas emissions
ISO 55001:2014	**Asset Management Systems (AMS)**, providing ADNOC Gas with a robust framework to optimize asset management, maximize efficiency and sustain high performance across all lifecycle stages
ISO/IEC 20000-1:2018	**IT Service Management System (SMS)**, establishing a framework for delivering high-quality IT services that meet customer needs and expectations
ISO/IEC 27001:2022	**Information Security Management Systems (ISMS)**, implementing a systematic approach for ADNOC Gas to safeguard sensitive information, strengthen data security and maintain integrity across all digital assets
ISO/IEC 17025:2017	**General requirements for the competence of testing and calibration laboratories**, supporting the reliability of testing and calibration processes across ADNOC Gas onshore and offshore laboratories

02

SUSTAINABILITY STRATEGY AND OVERSIGHT

ADNOC Gas Strategy

Our Vision

We harness energy resources in the service of our nation.

Our Mission

Through partnerships, innovation, and a relentless focus on high-performance and efficiency, we maximize the value of energy resources.

Our Values

Collaborative

We work closely with our partners and peers, leveraging collective strengths to deliver mutually beneficial results. We strive to raise teamwork to a higher level, solve issues together and innovate faster. By recognizing efforts and results, we build trust–based relationships, encourage information sharing and deliver constructive feedback.

Progressive

We foster the UAE's spirit of innovation to keep our business at the forefront of the global energy industry. Daily, we go beyond 'business as usual', do things differently, and embrace new ways of thinking. Our culture empowers us to be change agents, to share creative ideas, overcome challenges together, and adapt to the evolving energy landscape quickly.

Responsible

We devote our efforts to making a positive difference in our community while maintaining an unwavering commitment to health, safety, and the environment. We take the initiative to identify new opportunities, honor our obligations and stay responsible for our contributions. By adopting a 'can do' approach, we motivate each other, demonstrate a spirit of excellence, and achieve amazing results.

Efficient

We are a performance – driven company dedicated to achieving gas self-sufficiency for the benefit of our people, our community, our partners, and our nation. We also strive for excellence while minimizing wastage of resources. We take an energetic approach towards carrying out our responsibilities, look for continuous improvement, see projects through to completion and inspire others to do the same.

Respectful

We encourage a culture of inclusivity and mutual respect and always operate to the very highest professional and ethical standards. We look out for each other and promote open communication that supports our development as individuals and as an organization. We support constructive dialogue and active listening while respecting cultural diversity.

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ADNOC Gas' growth strategy focuses on 3 key pillars

01 Growth

Optimize & expand asset base

Exercise capital discipline

Growth underpinned by balance sheet capacity

02 Decarbonization

Drive ADNOC net zero by 2045[1]

Complement new energies

03 Future Proofing

Energy for AI and AI for energy

Increase supply flexibility for customers

Positioned to Capture Highly Supportive Market Backdrop

Robust local demand	Exponential demand growth in Asia	Energy transition	AI revolution
4-5% 2023-2030 UAE projected gas demand	**1.5x** projected gas demand growth 2023-2040	**~3%** projected global LNG demand growth annually over 2023-2040	**~13%** driving projected AI data centers additional global LNG demand by 2030

Source: Company Information, Wood Mackenzie Global Gas Tool, IHS, FGE, FTI Consulting analysis 1 ADNOC Gas plays a key role in supporting ADNOC Group's strategy to achieve net zero by 2045

Core Growth Project

ADNOC Gas' refreshed core growth portfolio is central to delivering capacity expansion and product mix enhancement over the medium term. Since IPO, the Company has actively optimized its project pipeline, transferring certain projects to ADNOC Group, cancelling non-core developments and advancing high-value opportunities. ADNOC Gas is executing a disciplined and value focused investment strategy to support long-term growth, operational resilience and sustainable cash flow generation. Over the coming five years, the Company has already allocated approximately US$ 20 billion of capital expenditure, aligned with ADNOC Group's broader investment program, with spending expected to peak in 2028 before moderating as major developments are completed. Capital allocation is focused on capacity expansion, asset optimization, and product mix enhancement, underpinned by strict capital discipline and continuous portfolio re-evaluation to ensure attractive returns, financial resilience and long-term. shareholder value.

Our core growth projects include:

Ruwais LNG

Ruwais LNG is a transformative project that is expected to more than double ADNOC Gas' LNG gross production capacity to 15 mtpa by 2028. The facility is designed to be one of the lowest carbon intensity LNG plants globally, powered by clean electricity and advanced digital technologies. The project reached FID in 2024, has secured approximately 80% of volumes under long-term sales commitments, and is expected to be commissioned in 2028.

Rich Gas Development (RGD)

The RGD project is expected to debottleneck existing facilities and add processing capacity, benefiting from ADNOC's upstream oil production growth and downstream development.

Maximizing Ethane Recovery and Monetization (MERAM)

MERAM is a key component of ADNOC's petrochemical growth strategy, targeting ethane and NGL recovery to supply Borouge 4 and export markets. The project is expected to deliver approximately 3.4 mtpa of products, supported by new acid gas removal, dehydration and ethane recovery facilities. MERAM achieved FID in 2023 and is expected to be commissioning towards the end of 2026.

Bab Gas Cap (BGC)

The Bab Gas Cap project is expected to add over 1.8 billion standard cubic feet per day (BSCFD) of incremental gas processing capacity, materially enhancing ADNOC Gas' product mix and enabling effective monetization of condensate and Sulphur. The project is currently at the Front-End Engineering Design (FEED) stage.

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Sustainability Strategy

GRI 2-22, ADX G6

ADNOC Gas' Sustainability

Purpose	Vision
To forge an enduring path toward sustainable growth by embedding relevant environmental, social, and governance considerations into our business operations, decision-making, and strategic direction as appropriate.	To create long-lasting value for our stakeholders through cultivating a culture of responsible growth, ensuring social inclusivity, and enabling low-carbon transformations for a resilient and responsible energy future.

Our Sustainability Strategy is anchored in our corporate strategy, sustainability policy, and global sustainability priorities. It is designed to tackle critical global challenges while fostering long-term economic growth. We have identified key focus areas that reflect our current position and set a clear roadmap for future objectives. This strategy emphasizes issues that matter most to our stakeholders and have the potential to create meaningful, lasting benefits for our people, communities, and the environment.

The execution of this strategy is overseen by the Sustainability Steering Committee, which drives efforts to embed sustainability and ESG principles across our operations. Working closely with the Sustainability and ESG Division, the committee supports a structured approach to achieving our sustainability goals and advancing responsible practices throughout the organization. The committee also maintains oversight of sustainability-related risks and opportunities, supporting their effective management in line with our strategic objectives.

Rich Gas Development Project

This year, ADNOC Gas launched the Rich Gas Development (RGD) project, a strategic expansion initiative that strengthens our role in delivering ADNOC's ambition of achieving 5 MMBPD by 2027. RGD enhances the processing of associated and non associated gas across key assets — Das offshore, Asab/Buhasa onshore, and Habshan — optimizing capacity, improving energy efficiency, and unlocking additional value from the gas value chain. Through this multi asset program, delivered in collaboration with our contractors, ADNOC Gas reinforces its commitment to responsible resource development, operational excellence, and long-term sustainable growth for the UAE and its stakeholders.

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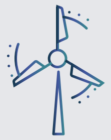
Sustainability at ADNOC Gas

We are accelerating initiatives in carbon capture, energy efficiency, renewable energy, and clean power to significantly reduce our carbon footprint. These efforts to minimize emissions, curb flaring, and expand low-carbon solutions are aligned with ADNOC Group's 2030 sustainability strategy, its Net Zero by 2045 ambition, and the UAE's 2050 target. Collectively, these actions support wider sustainability efforts.

Guided by our commitment to social responsibility and strong governance, we foster a culture of transparency, accountability, and ethical business practices across all operations. This approach underpins our efforts to advance diversity and inclusion, drive Emiratization, strengthen community engagement, and promote employee wellbeing, while maintaining robust governance frameworks. By embedding these principles into our business model, we aim to reinforce stakeholder trust and deliver positive societal outcomes.

As the energy landscape continues to evolve, we remain dedicated to integrating sustainability throughout our operations. By prioritizing our ESG pillars, we strive to accelerate the transformation of global energy systems, create long-term value for stakeholders, and contribute to building a more sustainable future.

Pillars		Objectives
 **Fostering Environmental Stewardship**	Energy & Emissions Management	Drive transition to low carbon operations, accomplishing Scope 1 & Scope 2 emissions reductions Retire low-efficiency captive power generation by 2030 for existing assets and utilize energy efficient solutions for growth projects where economically viable Support ADNOC Group's commitment of achieving zero routine flaring by 2030 Achieve near-zero methane emissions by 2030
	Climate Adaptation	Maximize clean energy utilization within ADNOC Gas operations
	Air Emissions	Strive to continually improve the ambient air quality by reducing emissions from our operations
	Environmental Compliance	Minimize potential impact on ecosystems surrounding our operations
 **Enhancing Social Impact**	Occupational Health & Safety	Uphold high standards of HSE excellence to prevent harm to people
	Community Engagement & CSR	Drive community engagement and CSR by aligning initiatives with core values to build trust and create sustainable social value
	Employee Training	Enhance a learning & development culture that promotes career progression opportunities within ADNOC Gas
	Employee Wellbeing	Enhance and protect the wellbeing of our workforce
	Workforce Diversity & Development	We are aligned with ADNOC Group's 2030 goals for Emiratization and Diversity & Inclusion
 **Embodying Business Excellence**	Asset Integrity & Critical Incident Management	Consolidate Asset Integrity and Process Safety (AIPS) risks across our operation to enable effective management and mitigation through reliable safety barriers and appropriate control measures
	Business Ethics	Drive compliance with the ADNOC Group Code of Conduct among our workforce
	ESG Governance	Integrate ESG considerations into decision-making as appropriate through a governance structure that facilitates sustainability strategy implementation in line with relevant ESG topics

ADNOC Gas strategic alignment with the SDGs

Create employment opportunities reflected by hiring 247employees in 2025.

A total of ~193,897 hours of training delivered to our employees including a mix of technical and non-technical seminars and conferences hosted worldwide.

Optimize water consumption and manage effluents responsibly, achieving more than 1 million m^3 of water reclaimed.

Support economic growth through job creation and fair employment practices.

Total investment in local communities is <1% of FY 2025 revenues.

Minimize marine ecosystem impact through responsible effluent management, maintaining 100% compliance with discharge standards.

Established a decarbonization roadmap aimed at transitioning to a low-carbon economy and contributing to UAE's broader decarbonization agenda, aligned with ADNOC Group's Net Zero 2045 ambition.

HSE performance in 2025, as measured by the Total Recordable Injury Rate (TRIR), places us in the top quartile of International Oil and Gas Producers (IOGP) performance.

Maintained median Gender Pay Ratio at 1:1, reflecting our commitment to gender equality in compensation practices.

Sourced approximately 56% of our 2025 power requirements from clean energy sources through a clean energy agreement with Emirates Water and Electricity Company (EWEC).

Advancing resilient energy infrastructure through digitalization, innovative technologies, and modern industrial systems that enhance efficiency, reliability, and long-term sustainability.

Through our waste recycling initiatives, we were able to divert from landfills 63% (i.e. 5,486 tons) of hazardous waste and 12% (i.e. 456 tons) of non-hazardous waste.

Protect terrestrial biodiversity and minimize ecological impact.

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Stakeholder Engagement and Materiality Assessment

GRI 2-29, 3-1, 3-3, ADX I3

Engaging with Our Stakeholders

ADNOC Gas recognizes that meaningful and transparent stakeholder engagement is essential to our sustainability journey. We actively work to build strong relationships with the diverse individuals and groups connected to, or impacted by, our operations. Through ongoing dialogue, we gain valuable insights into evolving expectations and address concerns collaboratively.

In 2025, we engaged both internal and external stakeholders to gather their insights as part of our double materiality assessment. Through a series of physical and virtual meetings, we facilitated these discussions and successfully updated our list of ESG material topics. During the assessment, we incorporated perspectives from a broad range of stakeholders, supporting the alignment of our priorities with both business relevance and societal expectations. In addition, during 2025 we expanded our engagement efforts by delivering more than 40 internal awareness sessions and conducting over 120 stakeholder surveys, alongside more than eight external engagement sessions. These activities further strengthened our engagement framework and supported responsible growth and long-term value creation for all stakeholders.

This engagement process supported informed decision-making, enhanced investor confidence, and embedded ESG risks into our strategic planning and enterprise risk management by translating stakeholder inputs into identified risks, priorities, and mitigation actions. It reaffirms our commitment to understanding and meeting stakeholder needs, fostering shared responsibility for a sustainable and resilient future.

As part of our annual sustainability reporting cycle, we will continue to revisit the materiality assessment to identify any significant updates and support ongoing alignment with evolving internal and external expectations.

Aligning Project Teams for Strategic Growth

ADNOC Gas recently convened key teams leading some of the Company's largest and most complex developments, including RGD, MERAM, Estidama, and IGD E2. The session outlined shared priorities and coordination focus, reaffirming the importance of collaboration, HSE excellence, and disciplined execution.

The discussions also highlighted ADNOC Gas' ambitious goal to increase processing capacity by one third within just four years. Achieving this objective requires strong coordination, consistent focus, and exceptional performance across all project teams. The engagement showcased the passion, resilience, and commitment of the teams contributing to the Company's continued progress.

Stakeholders	Communication Channels
Employees	• Surveys • Trainings and programs • Internal communications • Townhalls • Emails
Shareholders	• Annual General Meeting (AGM) • Website • Quarterly updates • Emails • Social media • Press releases
ADNOC HQ and Group Companies	• Engagement programs • Meetings • Emails • Events • Townhalls
Customers	• Website • Call center • Surveys • Social media • Conferences
Suppliers and Contractors	• Surveys • Emails • Bids and tenders • Meetings
Communities	• Engagement programs • Websites • Social media • Events • Community engagement • Social Impact Assessments

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ESG Double Materiality Assessment

GRI 3-2

In 2025, ADNOC Gas conducted an ESG double materiality assessment (DMA) to identify sustainability topics that are material from both an impact and financial perspective. This approach is consistent with leading ESG frameworks, including the Global Reporting Initiative (GRI) incorporates evolving global best practices and aligns with the ADX's latest sustainability reporting recommendations. Double materiality expands the traditional view of materiality by considering:

- **Impact materiality** – how our operations may affect the environment, society, and economy.
- **Financial materiality** – how sustainability-related risks and opportunities may influence our financial performance.

Our sustainability priorities will be defined through a rigorous and regularly updated DMA, with measurable targets tracked and disclosed in this report. We also refine our strategy to reflect scientific developments, regulatory changes, and evolving stakeholder needs, supporting a forward-looking and resilient organizational framework.

By embedding double materiality into our core business strategy, ADNOC Gas is strengthening resilience and reinforcing its role as a responsible energy leader.

Our Structured Approach

We followed a four-step process to conduct the ESG double materiality assessment:

Step-1

Understanding the Context:

- Analyzed ADNOC Gas' business value chain to capture the full spectrum of operations.
- Scanned ESG regulations across relevant jurisdictions to assess compliance requirements.
- Reviewed Global Sustainability frameworks (GRI and other global frameworks) to identify material trends and emerging sustainability priorities in Oil and Gas sector.

Step-2

Peer Benchmarking:

- Benchmarked global and regional peers for sustainability priorities and disclosures.
- Reviewed peers' materiality assessments to identify relevant material topics and emerging ESG trends.

Step-3

Initial list of topics and Impacts, Risks and Opportunities (IROs) development:

- Identified an initial list of sustainability topics aligned with relative standards (GRI and other global frameworks)
- Developed sustainability-related Impacts, Risks, and Opportunities (IROs) through an extensive internal and external literature review.
- Engaged divisional focal points to validate and consult on the relevance of identified IROs.
- Aligned scoring scales with ADNOC Gas' Enterprise Risk Management (ERM) framework to enable consistency in risk evaluation.

Step-4

Stakeholder Engagement and Validation:

- Conducted workshops, and stakeholder surveys to gather diverse perspectives.
- Shortlisted 14 material topics based on the final scoring of stakeholder responses.
- Validated the results with leadership and key stakeholders to finalize the materiality outcomes.

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ESG Material Topics

Through the double materiality assessment, 14 ESG material topics have been identified which are relevant to our stakeholders and business strategy. These topics are consistent with our strategic priorities and represent areas where we can deliver meaningful impact across our value chain.

The results of the assessment guide the selection of relevant reporting metrics, strengthen disclosures quality, and enhance transparency in line with evolving stakeholder expectations and regulatory requirements. We continue to revisit and refine these topics to reflect shifting priorities, emerging risks, and new opportunities for long-term value creation.

Environmental

1. GHG Emissions
2. Climate Adaptation, Resilience and Transition (including Energy)
3. Air Emissions
4. Biodiversity
5. Waste
6. Water and Effluents
7. Resource Use and Circular Economy

Social

8. Occupational Health and Safety
9. Employment Practices and Non-discrimination
10. Local Communities
11. Economic Impact

Governance

12. Technological Innovation and Digitalization
13. Asset Integrity and critical incident management
14. Corporate Governance and Business Ethics

Our stakeholders played a vital role in assessing the significance of each topic, which was key to setting priorities. This process was carried out through an ESG double materiality assessment workshop that engaged three stakeholder groups:

- **Senior Management:** Provided deep insights into ADNOC Gas' strategic priorities and long-term direction.
- **Middle Management:** Offered critical understanding of ADNOC Gas' day-to-day operations.
- **External Stakeholders:** Shared perspectives on the expectations and requirements of business partners toward ADNOC Gas.

03

DRIVING ENVIRONMENTAL EXCELLENCE

Environmental Sustainability

Natural gas is essential to meeting global energy demand, and at ADNOC Gas, we harness its potential to accelerate the transition to a lower-carbon future. Environmental stewardship is central to our operations we work to reduce carbon emissions, manage risks, and align with global and national sustainability goals.

We drive measurable progress through cleaner energy solutions, water conservation, waste reduction, emissions control, and ecosystem protection on land and at sea. These initiatives directly support the UN Sustainable Development Goals, contributing to a more resilient and sustainable future.

- GHG Emissions
- Air Emissions
- Climate Adaptation, Resilience and Transition (including Energy)
- Biodiversity
- Waste
- Resource use and Circular economy
- Water and effluents
- Environmental Compliance

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GHG and Non-GHG Emissions

GRI 305, GRI 11.1, GRI 11.3, ADX E7, E8

Tracking and Reporting

As part of our commitment to environmental stewardship, we apply robust monitoring, reporting, and verification (MRV) processes to track and report emissions across all operations. These systems enhance transparency, accuracy, and accountability, aligning with ADNOC Group's sustainability commitments.

GHG Emissions Monitoring

- Scope 1 emissions refer to the direct greenhouse gas (GHG) emissions generated from sources under our operational control. These include gas turbines, heaters, boilers, incinerators, flares, and fugitive emissions. Emissions are calculated using the API Compendium of GHG Emissions (2010/2022) or through direct monitoring. Fuel gas usage is tracked through metering systems, while Sulphur Recovery Units (SRUs) rely on Continuous Emissions Monitoring Systems (CEMS), supported by regular QA/QC procedures. To further improve accuracy and real-time visibility, we are deploying Predictive Emissions Monitoring Systems (PEMS) and Simplified PEMS (S-PEMS).
- Scope 2 emissions cover indirect GHG emissions resulting from the electricity, and steam imported for use across our operations. These emissions originate from imported power consumption by ADNOC Gas' electrically powered equipment and are measured through dedicated metering systems, with applicable emission factors. This approach supports more accurate tracking and effective management of our indirect emissions profile.
- ADNOC Gas is enhancing its methane emissions management by aligning it with the Oil and Gas Methane Partnership (OGMP) 2.0 Level 4 framework. This alignment strengthens transparency and reinforces our decarbonization efforts. By applying advanced monitoring tools and leading industry methodologies, we continue to improve the sustainability of our operations while reducing our environmental footprint.

Our operational (Scope 1 and 2) GHG emissions are calculated based on operational control boundaries.

Carbon Footprint

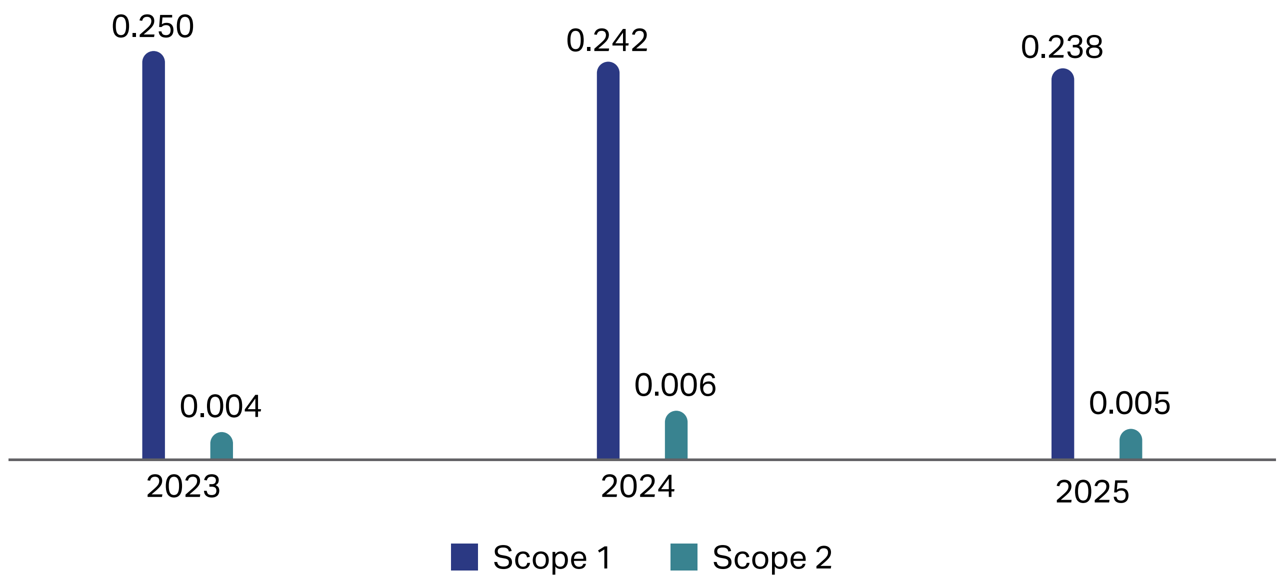
GHG emissions intensity improved for the second consecutive year, reflecting continued efforts to minimize environmental impact. Energy efficiency and GHG reduction initiatives delivered significant progress in 2025, reducing emissions intensity by ~1.9% from 0.247 to 0.243 tCO_2e/MT.

Emission Intensity Based on Production

	UOM**	2023	2024	2025
Total Emissions Intensity*	tCO_2e/ MT	0.253	0.247	0.243

*The emissions intensity figures presented cover Scope 1 and Scope 2 emissions
**UOM: Unit of Measurement

Emissions Intensity Breakdown (tCO_2e/MT of production)



Through our progress in energy efficiency and GHG reduction initiatives, we achieved approximately

1.9% reduction in GHG Emissions intensity from 2024

In 2025: Methane (CH4) Emissions represented 1% of the total Scope 1 GHG Emissions (tCO_2e)

Tracking Air Emissions (Non-GHG)

We aspire to minimize the impact of our operations on air quality by implementing measures to reduce non-GHG emissions. ADNOC Gas has introduced initiatives such as retrofitting conventional turbines with Dry Low NOx (DLN) burners, significantly lowering NOx emissions.

We are also deploying real-time air emissions monitoring systems across our plants to enhance transparency by sharing live data with regulators. One of the key tools, the PEMS, leverages AI and data-driven models to analytically predict site emissions.

Our onshore facilities equipped with SRUs utilize CEMS. We are implementing a data acquisition and handling system (DAHS) to enable streamlined emissions data transfer to the regulatory authorities.

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Air Emission by Pollutant

	UOM	2023	2024	2025
Volatile Organic Compounds (VOC excluding methane)	Tons	5,958	4,732	6,198
NOx	Tons	27,079	26,554	26,344
PM	Tons	76.5	78.0	80.0
CO	Tons	12,211	11,624	12,210
ODS (CFC 11 eq.)	Tons	0.403	0.193	0.180

Pioneering sustainable practices with Air Emission Measurement System (AEMS) for emission monitoring

ADNOC Gas is implementing the AEMS to strengthen emissions monitoring, improve data accuracy, and support compliance across its operations. In 2025, Predictive Emission Monitoring System (PEMS) in alignment with USEPA Performance Standard 16 have been installed across the 53 identified emission sources as part of phase 1, with 36 sources to be installed in phase 2. In parallel, simplified PEMS models have been developed for about 300 emission sources covering all ADNOC Gas existing emission sources. Once fully operational, the system will monitor 56 emission parameters and feed real-time data into the ADNOC Group Data Warehouse through the Data Acquisition and Handling System (DAHS) for all ADNOC Gas emission sources. This will enable real-time monitoring, automatic non-compliance alerts, and efficient reporting, reinforcing ADNOC Gas' commitment to environmental responsibility while enhancing operational efficiency.

Climate Adaptation, Resilience, and Transition (including Energy)

GRI 305, GRI 11.2, ADX E4, E5, E6, E9

Our Decarbonization Plan

As a leading energy provider, ADNOC Gas has established a decarbonization roadmap to support the transition toward a low-carbon economy. Our roadmap supports the UAE's broader decarbonization objectives and ADNOC Group's Net Zero ambition by 2045. Our key abatement levers include enhancing energy efficiency, deploying carbon capture technologies, importing clean power, and integrating renewables, alongside reducing flaring and methane emissions. By 2030, ADNOC Gas is aiming for operational GHG emissions intensity reduction of up to 25% from business as usual, through increased use of these abatement levers. We remain committed to accelerating cost-effective decarbonization while advancing sustainable business growth in parallel.

Clean Power

Clean power is a key driver of our decarbonization goals. We began importing clean power for existing assets in January 2022. The focus areas for clean power utilization include:

- Replacing current power imports from the grid.
- Phasing out low efficiency captive power generation where viable.
- Meeting power demand for growth projects.

Energy Efficiency

Our goal is to reduce energy losses and optimize processes by implementing energy-efficient technologies and deploying advanced energy management systems. Waste Heat Recovery (WHR) projects play a significant role as one of the key contributors to energy efficiency and related abatement initiatives.

Renewables

We aim to integrate renewable energy sources, such as solar, into our operations to diversify and strengthen the company's energy mix.

Flaring and Fugitives Importing

Our initiatives focus on recovering flare gas and mitigating fugitive emissions. Additionally, we have developed a monitoring plan aligned with the Oil and Gas Methane Partnership 2.0 (OGMP 2.0) to achieve the Gold Standard in methane reporting.

Carbon Capture

ADNOC Gas is actively pursuing Carbon Capture and Utilization (CCUS) for GHG emissions abatement.

Energy Transition Award at World LNG Summit

ADNOC Gas was honored with the prestigious Energy Transition Award at the World LNG Summit & Awards in Istanbul, Türkiye, recognizing its leadership in advancing a lower-carbon future while maintaining energy security. This achievement reflects significant progress in delivering cleaner energy solutions and reducing emissions across the value chain. Key milestones include the Ruwais LNG project—the Middle East's first all-electric LNG facility powered by clean grid electricity from nuclear and renewables, with a planned capacity of 9.6 MTPA; the Habshan CCUS project—one of the region's largest carbon-capture initiatives enabling substantial CO_2 reduction; and operational emissions reductions driven by energy-efficiency measures, clean power imports, renewable integration, and flaring mitigation. This global recognition underscores ADNOC Gas' commitment to shaping a sustainable energy future and the dedication of its workforce in turning ambition into reality.

Participation at Gastech 2025

At Gastech 2025 in Milan, ADNOC Gas reaffirmed its leadership in the global energy transition by highlighting its long-standing position as a reliable LNG supplier and its progress toward developing one of the lowest carbon LNG facilities in Ruwais. Our participation underscored ADNOC Gas' commitment to reducing emissions, advancing cleaner energy solutions, and contributing to a more sustainable and resilient global energy system. These efforts align directly with ADNOC's Net Zero by 2045 ambition and reinforce our role in shaping an energy future that is both secure and climate aligned.

GHG Emissions Abatement

Through the decarbonization levers, we were able to reduce our emissions. In 2025, we achieved 1.02 million tCO_2e in emissions reduction, an increase from the 0.89 million tCO_2e achieved in 2024. This progress was primarily driven by energy efficiency improvements and flaring reduction initiatives across our operating assets. A coordinated and structured approach enabled a significant acceleration in impact, doubling Scope 1 GHG emissions abatement in 2025 compared to the previous year.

Estimated GHG emissions reduction achieved in reported year as a result of abatement initiatives

	UOM	2023*	2024*	2025
Scope 1 GHG emissions reduced	million tCO_2e	0.12	0.11	0.21
Scope 2 GHG emissions reduced (including clean power import and internal solar power generation)	million tCO_2e	0.76	0.78	0.81
Total GHG emissions reduced	million tCO_2e	0.87	0.89	1.02

*The estimated GHG emission reduction for 2023 and 2024 have been revisited and adjusted during this reporting cycle.

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Aligned with our decarbonization levers, we have implemented the following strategic initiatives:

1. **Clean Power**

   By prioritizing clean power import, we are driving improvements in energy efficiency across our operations. In 2025, the use of clean power imports supported Scope 2 emissions reductions and enabled the redemption of Clean Energy Certificates.

~ 800,000 tCO_2e GHG emissions abated through clean power import

Approximately 56% of total power imports

Abatement realized is equivalent to removing over **180,000** gasoline powered cars from the road for one year.

2. **Operational Efficiency and Emission Reduction**

   In coordination with various site divisions for a unified and strategic approach, we undertook multiple sustainability initiatives aimed at enhancing energy efficiency and reducing operational GHG emissions in 2025. These initiatives included digitalization encompassing process control and optimization, proactive maintenance, and efforts to minimize flaring, and thereby lowered fuel gas and power consumption. Collectively, these measures resulted in the abatement of more than 210,000 tCO_2e from operational sources.

   - **Operational optimization through steam export at Asab Site**
     A reduction of ~13,000 tCO_2e of GHG emissions in fuel gas consumption was achieved by exporting steam generated from Waste Heat Recovery Boilers to an adjacent process plant, replacing the steam produced by utility boilers at the Asab site.
   - **Performance enhancement of heat exchangers and reboilers at Habshan**
     A reduction of ~16,000 tCO_2e of GHG emissions was achieved as result of ongoing performance monitoring and proactive cleaning of heat exchangers and reboilers during the scheduled turnaround. Following these cleaning activities, reboilers and heaters demonstrated notable improvement in energy efficiency.
   - **Fuel savings through reinstatement of HRSG coupled Gas injection compressors at Habshan**
     A reduction of ~38,000 tCO_2e of GHG emissions was achieved through the revamp of selected gas injection compressors. This enabled additional steam generation through heat recovery steam generators (HRSG) and replaced steam generation from auxiliary boiler, leading to reduced fuel consumption.
   - **Flaring reduction by rerouting pipeline depressurizing to process unit at Habshan-5**
     A reduction of ~12,000 tCO_2e of GHG emissions was achieved through modified design, enabling pipeline depressurization gas to upstream process unit instead of flaring.

Ruwais Capacity Enhancement with Energy Efficiency Improvement

ADNOC Gas delivered energy efficiency improvement through the Ruwais Capacity Enhancement project. The project focused on leveraging existing assets to accommodate future production growth while improving specific energy consumption across operations. Through targeted upgrades, including tower internals, process controls, and installing additional heat exchangers and molecular sieve beds, the NGL trains achieved capacity enhancement of more than 20% and reducing ~9,000 tCO_2e. These enhancements were realized without proportional increases in energy demand, resulting in fuel and power savings and improved energy intensity.

Habshan-5 Steam Generation Maximization from Waste Heat

Habshan-5 has marked an important milestone in its energy optimization journey by maximizing transitioning from auxiliary boiler-generated steam to Heat Recovery Steam Generators (HRSGs) enabled by digitalization-based performance monitoring and tracking. This strategic shift leverages waste heat from gas turbines, making steam generation substantially less energy-intensive compared to conventional boilers. This initiative stands out as one of the most impactful contributors to enhancing energy efficiency and reducing carbon intensity resulting in abatement of more than 20,000 tCO_2e.

3. **CCUS Project**
   The Habshan Carbon Capture, Utilization and Storage (CCUS) project is one of the largest in the MENA region, designed to capture 1.5 million tons of CO_2 annually and increase ADNOC's total carbon capture capacity to 2.3 million tons per year, equivalent to removing 500,000 cars from the road. Recognized as the CCUS Project of the Year at the Carbon Capture MENA Summit 2025, it supports low-carbon hydrogen production and reinforces ADNOC's leadership in sustainability.

4. **Flaring Reduction Initiatives**
   In 2025, ADNOC Gas advanced major initiatives to reduce flaring and emissions, reinforcing the Group's zero routine flaring target by 2030. At Habshan-3, the hydrocarbon flare was linked to Habshan-2's flare gas recovery system, enabling the recovery of ~2 MMSCFD of flare gas. Das LNG sustained reduced flaring through integrity and preventive maintenance, while a comprehensive study was launched to develop a roadmap aligned with global best practices.

5. **Methane Emission Reduction Initiatives OGMP 2.0**
   ADNOC has achieved and maintains the Oil and Gas Methane Partnership (OGMP 2.0) Gold Standard. ADNOC Gas maintains processes in place to monitor emissions from fugitive leaks, tanks, vents, combustion equipment and flares within its operations. In addition to that, methane emission reduction measures are periodically taken such as repairing identified leaks through continuous monitoring.

ADNOC Gas has awarded the FEED contract for Bab Gas Cap (BGC), a project that will boost processing capacity by 20% to over 1.8 billion SCFD and unlock 1.5 billion SCFD of gas and 80 MBD of condensate. Featuring advanced processing units, CO_2 capture, and new pipelines, BGC supports ADNOC's gas growth strategy and the UAE's drive for self-sufficiency and a sustainable energy future.

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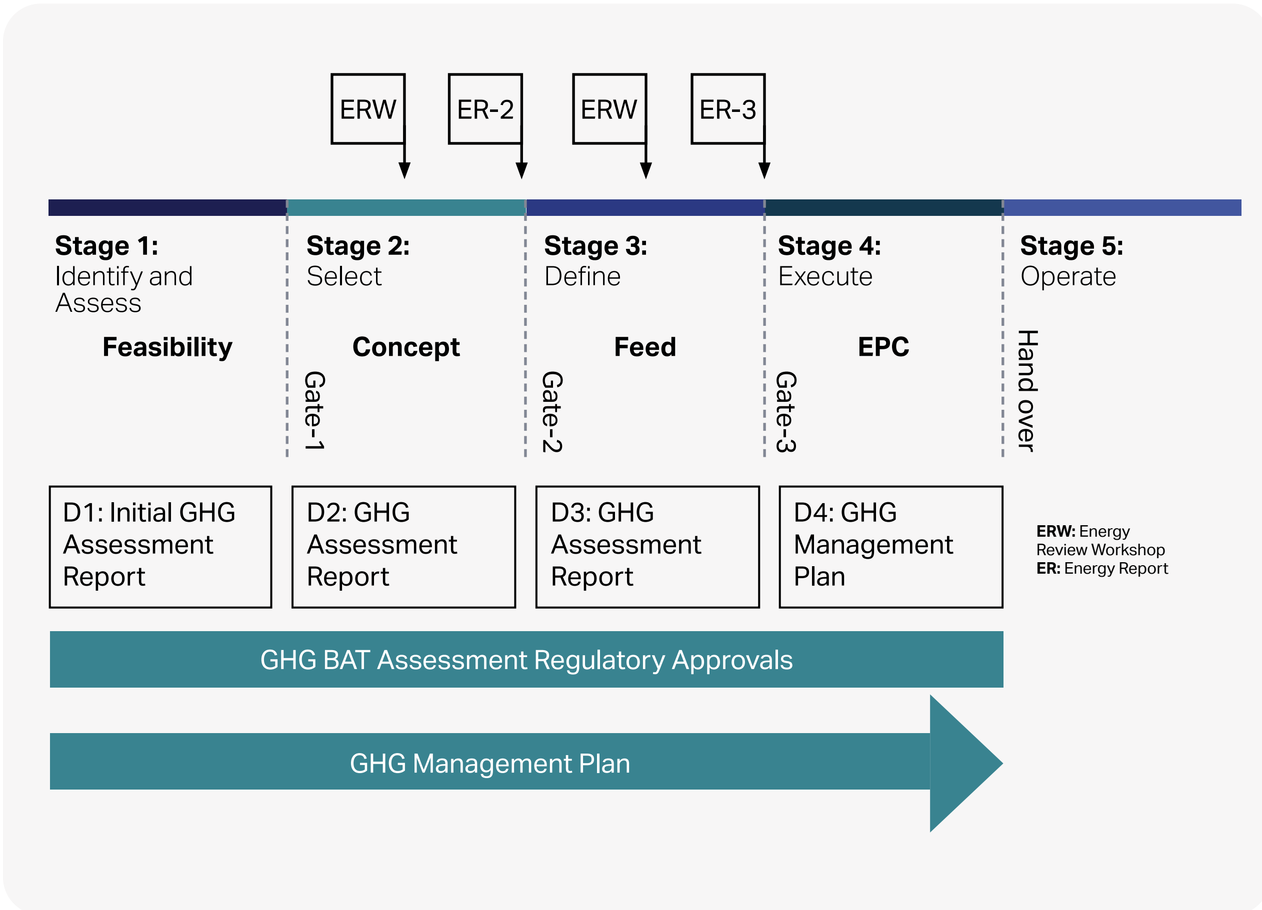
GHG Management in Projects

We are committed to reducing GHG emissions across our current operations and aim to prioritize minimizing emissions in future expansion projects. This proactive approach supports our overarching goal of achieving sustained GHG reductions while enabling responsible growth.

All projects undergo a GHG best available techniques (BAT) assessment starting as early as the feasibility and conceptual stages. Through this process, we evaluate viable technological options and their associated emissions, selecting solutions that deliver the lowest environmental impact.

The insights gained from these assessments guide our decision-making, helping us choose options that minimize our overall GHG footprint. In addition, we developed a comprehensive GHG management plan to effectively address and manage any residual emissions.



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Energy Transformation

GRI 302, ADX E3, E4, E5

ADNOC Gas is committed to prioritizing sustainability in alignment with the ADNOC Group's Energy Management Policy by integrating efficient energy use and responsible environmental practices into our operations. This policy serves as a cornerstone of our sustainability efforts, guiding initiatives that promote energy efficiency and environmental stewardship.

We strive to communicate this policy clearly across all levels and implement it consistently throughout the Group, reinforcing our commitment to long-term energy efficiency and sustainable growth.

The primary energy sources for ADNOC Gas are fuel gas and electricity imported from the grid. Fuel consumption is monitored daily at each site using fuel meters. For imported power, internal meters installed at multiple locations record consumption, and invoices are used as an additional reference to cross-check data across power import lines.

ADNOC Gas conducts annual internal and external audits focused on energy management. All our sites, including headquarters, maintain ISO 50001 certification for energy management systems. During these audits, auditors review key energy data such as baselines, targets, and the register of opportunities for efficiency improvements. This process supports compliance with ISO 50001 standards and drives continuous improvement in our energy management practices.

Energy Tracking and Monitoring

ADNOC Gas utilizes advanced monitoring tools, including the PI data historian system, to track operational performance data such as fuel consumption. We also monitor production data and leverage the Laboratory Information Management System (LIMS) for detailed analysis of fuel and NGL compositions. These systems provide critical insights into energy intensity, enabling us to enhance operational performance and efficiency.

Energy Usage by Generation Type

	UOM	2023	2024	2025
Compressed natural gas	MMSCF	235,346	235,721	232,887
Renewable energy — Solar	MWh	2,929	3,003	2,921
Electricity consumption (including clean power)	MWh	3,140,040	3,110,186	3,165,230
Total amount of energy directly and indirectly consumed within the organization	GJ	249,851,420	253,723,906	249,701,647

Energy Intensity Based on Production

	UOM	2023	2024	2025
Energy intensity	GJ/MT	3.31	3.31	3.22

ADNOC Gas achieved substantial reduction in energy intensity through a coordinated, cross-site comprehensive energy efficiency improvement initiative. The initiative focused on energy efficiency improvements through targeted and planned multiple sub-initiatives comprising equipment upgrades, waste heat recovery, efficient & smart capacity enhancement, employing efficient heat exchangers, and by transitioning from auxiliary boiler-generated steam to Heat Recovery Steam Generators (HRSGs) enabled by digitalization-based performance monitoring and tracking.

Clean Energy

In 2025, ADNOC Gas sourced approximately 56% of its total power import from clean energy sources, highlighting its strong commitment to sustainability and carbon footprint reduction. In addition to importing clean power from the grid, internal sources also contributed to renewable energy generation. A key example is the Al Maha Solar Camp, a 1.5 MW solar installation that supplies electricity to accommodation facilities at the Habshan site, along with other solar applications such as road lighting and site heaters.

Climate Resilience

ADNOC Gas recognizes the physical and transition risks and opportunities associated with climate change and is advancing efforts to establish a structured process for identifying and assessing these factors. This approach will enable informed decision-making to address potential challenges while capitalizing on future opportunities.

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Demonstrating Climate Resilience through climate-related scenario analysis:

Our Approach

ADNOC Gas aligns with ADNOC Group's strategic vision for responsible energy leadership by proactively managing climate-related risks and capitalizing on opportunities emerging from global energy transformation. ADNOC Gas embeds climate considerations into operations and strategic planning.

Climate Risk Assessment and Scenario Analysis form the core of ADNOC Gas' approach to identifying, evaluating, and managing climate-related exposures. ADNOC Gas integrates climate-related scenario analysis into operations following the ADNOC Group Climate Change Risk Framework (CCRF), which is embedded within ADNOC Gas' Enterprise Risk Management (ERM) framework. This structured, enterprise-wide methodology enables the systematic identification, assessment, prioritization, and management of climate-related risks and opportunities across operations, assets, and future investments.

The framework incorporates multiple scenario-based analyses highlighting how climate related risks could influence ADNOC Gas' strategic objectives, requiring the Company to enhance operational efficiency, strengthen decarbonization initiatives, adopt emerging low carbon technologies, and adjust long-term planning to maintain resilience and competitiveness in evolving climate transition pathways. Projects like Ruwais LNG and Habshan CCUS are designed to deliver long-term shareholder value, reduce operational costs through energy efficiency, reinforcing ADNOC Gas' competitive position in a decarbonizing market. Further commitments include:

- Supporting ADNOC Group's Net Zero 2045 ambition
- Supporting ADNOC Group's commitment of achieving zero routine flaring by 2030
- Achieve near-zero methane emissions by 2030

To ensure that the scenario-based climate risk assessment remains responsive to emerging conditions, ADNOC Gas conduct ongoing horizon scanning to identify signals that may indicate shifts in physical risk trajectories, or policy environments pathways beyond the current scenario boundaries.

Biodiversity Conservation

GRI 101, 11.4

Biodiversity Protection

We aim to strengthen biodiversity preservation across our operational sites. We completed terrestrial and marine ecological surveys as part of our EIA biodiversity baseline assessments at our operation sites. These ecological impact assessments are designed to systematically identify and evaluate potential impacts on biodiversity, using baseline studies that capture the current state of the local environment, including details on terrestrial and marine fauna and flora, habitats and ecosystems in the area.

Since ADNOC Gas facilities are located within designated industrial zones, impacts on biodiversity are generally expected to be minimal. Based on the outcomes of the surveys and assessments, no natural habitats or priority biodiversity features have been identified as significantly affected by our operations, including pipeline segments intersecting Al Houbara Protected Area and the AIG Mirfa site extending into the coastal section of the Marawah Marine Protected Area.

Biodiversity considerations are integrated into all new projects under our policies, with mitigation measures identified and implemented. For example, for one of our coastal projects, a Biodiversity Management Plan was developed in alignment with international best practices. Key measures include:

- Deployment of Marine Mammal and Reptile Observers authorized to halt operations to prevent marine mammals and reptiles from being impacted by underwater noise.

- Installation of bubble curtain systems to reduce the spread of underwater sound during construction activities, as well as the installation of silt curtains to limit suspended sediments and prevent them from dispersing into areas with sensitive marine biota.

These actions reflect ADNOC Gas' commitment to preserving marine ecosystems, reducing ecological impact and advancing our effort to support biodiversity conservation.

Turtles Rescue

ADNOC Gas teams successfully rescued and released two sea turtles trapped in the cooling water basins of Train 1 and 2 at Ruwais.

This effort reflects our strong commitment to environmental stewardship and biodiversity, supporting wildlife protection while maintaining 100% HSE compliance and uninterrupted production.

We commend the Ruwais team for their dedication to safeguarding marine life and reinforcing our pledge to operate responsibly and sustainably.

Water Management

GRI 303, 306, 11.6, ADX E1, E2

In alignment with ADNOC Group HSE Policy, we consider water management a vital aspect of operations. We remain ambitious to align with ADNOC's target of maintaining freshwater consumption below 0.5% of total water use by implementing recycling and monitoring practices and identify opportunities for process improvements. Additionally, ADNOC Gas treats domestic wastewater and reuses it within plant premises for landscaping, resulting in the recycling of approximately 1,078,527 m^3 of water in 2025.

One of our key initiatives focuses on advancing the rational and efficient use of resources. Recognizing the critical importance of water, particularly given the region's scarcity, we have launched a comprehensive study across our operations aimed at:

- Assessing exposure to water-related risks and their potential impact on operational resilience, as well as impact from our activities on the water resource.
- Evaluating current water management practices.
- Identifying and implement improvement measures to enhance resource efficiency and strengthen long-term sustainability.

We monitor water volumes at ADNOC Gas operations and volume reclaimed.

Type of Water

	UOM	2023	2024	2025
Groundwater withdrawal	m^3	44,322	86,736	120,987*
Municipal and third-party water withdrawal	m^3	7,019,945	7,008,486	7,175,602
Withdrawal from Produced Water sources (≤1,000 mg/L Total Dissolved Solids)	m^3	1,159,177	1,202,140	1,099,192**
Withdrawal from seawater sources	m^3	1,190,092,970	1,350,449,056	1,249,513,315***
Total Water Withdrawal	m^3	1,198,316,414	1,358,746,418	1,257,909,096
Total freshwater recycled/reclaimed	m^3	988,981	1,046,955	1,078,527

*The overall increase in 2025 is primarily driven by the Bu Hasa site, following the commissioning of new accommodation at the end of 2024 and a higher contractor presence supporting ongoing projects.

**The reduction in produced water in 2025 is attributable to the shutdown of Habshan 5 in April 2025.

***The reduction in water withdrawal is attributable to the full plant turnaround at Ruwais from April to June 2025.

Total Water Discharge to all Areas

	UOM	2023	2024	2025
Total water discharged to groundwater (Deep Well Injection)	m^3	2,341,306	2,432,148	2,444,629
Total water discharged to seawater	m^3	1,188,221,785	1,354,921,318	1,247,224,319
Total water discharged to third party (Municipal network)	m^3	52,966	32,358	19,759
Total water discharged	m^3	1,190,616,057	1,357,385,824	1,249,688,707

Note: In 2025, we did not discharge any water to the surface water.

The reduction in water discharge in 2025 compared to 2024 is primarily attributed to the increased recycling of sanitary wastewater for irrigation purposes. In Ruwais, a higher proportion of treated effluent from our sewage treatment plants) was diverted for reuse rather than being discharged to the municipal network. This shift reflects ongoing efforts to enhance water efficiency, optimize resource use, and support sustainable landscaping practices across operations. By maximizing treated wastewater reuse, the organization not only reduced overall discharge volumes but also strengthened its commitment to responsible water management and circularity.

Habshan successfully implemented an innovative solution to recycle Clean Sour Water (CSW) into the Demineralization Water unit, significantly reducing fresh desalinated water consumption and delivering substantial annual savings. The initiative also cuts CO_2 emissions on the EWEC side and optimizes chemical usage, generating additional yearly savings. This project exemplifies ADNOC's commitment to sustainability, operational efficiency, and decarbonization while maintaining full compliance with Asset Integrity and Process Safety standards.

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Waste Management

GRI 306, 11.5, ADX E1, E3

Our approach to reducing the impact of hazardous and non-hazardous waste focuses on improving recycling and waste minimization and recovery practices. We collaborate with external partners approved by The Centre of Waste Management, Abu Dhabi (Tadweer) for recycling or recovery of hazardous materials such as spent garnet, waste oil, spent catalysts, molecular sieves, e-waste among others to reduce the environmental impact.

ADNOC Gas continued to strengthen its waste management performance in 2025. Through our waste recycling initiatives, a total of 5,942 tons of waste were diverted from landfills, comprising 63% (5,486 tons) of the total hazardous waste and 12% (~456 tons) of the total non-hazardous waste. Our waste disposal is tracked through the Tadweer Bolisaty System (e-Manifest), a digital platform developed by Tadweer to monitor waste from collection through to final disposal. The system ensures regulatory compliance, full traceability, and proper documentation of all waste movements.

Waste Breakdown by Category

	UOM	2023	2024	2025
Total Hazardous & Non-Hazardous Waste	Tons	12,251	10,236	12,575
Total Hazardous Waste	Tons	9,203	7,487	8,739
Hazardous Waste diverted from disposal	Tons	3,499	3,543	5,486
Hazardous Waste directed to disposal	Tons	5,704	3,944	3,253
Total Non-Hazardous Waste	Tons	3,048	2,749	3,836
Non-Hazardous Waste diverted from disposal	Tons	557	561	456
Non-Hazardous Waste directed to disposal	Tons	2,491	2,188	3,380

Our hazardous waste diversion performance has been improved, driven by increased recycling of key hazardous waste streams, resulting in a reduction in hazardous waste sent to disposal (from 3,944 tons to 3,253 tons). Variations in hazardous waste generation year-on-year are primarily influenced by operational activities, including shutdowns. In contrast, non-hazardous waste increased (from 2,749 tons to 3,836 tons), mainly due to higher manpower during shutdown activities.

Resource Use and Circular Economy

GRI 301, 306,11.5, ADX E1, E2, E3

At ADNOC Gas, we are committed to the responsible and efficient use of resources across our operations. Guided by circular economy principles, we focus on extending the value of materials and optimizing their use throughout our processes. This approach supports our broader sustainability ambitions by promoting resource efficiency, reducing environmental impact, and strengthening long-term environmental stewardship across all our facilities.

Recycling and waste recovery are central to ADNOC Gas' sustainability strategy. To enhance resource efficiency and maximize waste diversion, through our integrated waste management contract, we bond with approved recycling facilities in Abu Dhabi and other emirates to recycle different wastes. Our recycling initiatives have delivered approximately USD 246,800 in hazardous waste valorization, reinforcing the business case for enhancing resource efficiency. This has been driven by targeted recycling streams, including:

- Spent garnet recycling: Approximately 1,000 tons recycled in 2025, generating ~USD 60,200 in waste valorization.
- Batteries and e-waste recycling: Around 300 tons recycled, resulting in ~USD 148,600 in waste valorization.
- Waste oil recycling: Approximately 130 tons recycled, delivering ~USD 38,000 in waste valorization.

In addition, ADNOC Gas has advanced further circular economy initiatives, including:

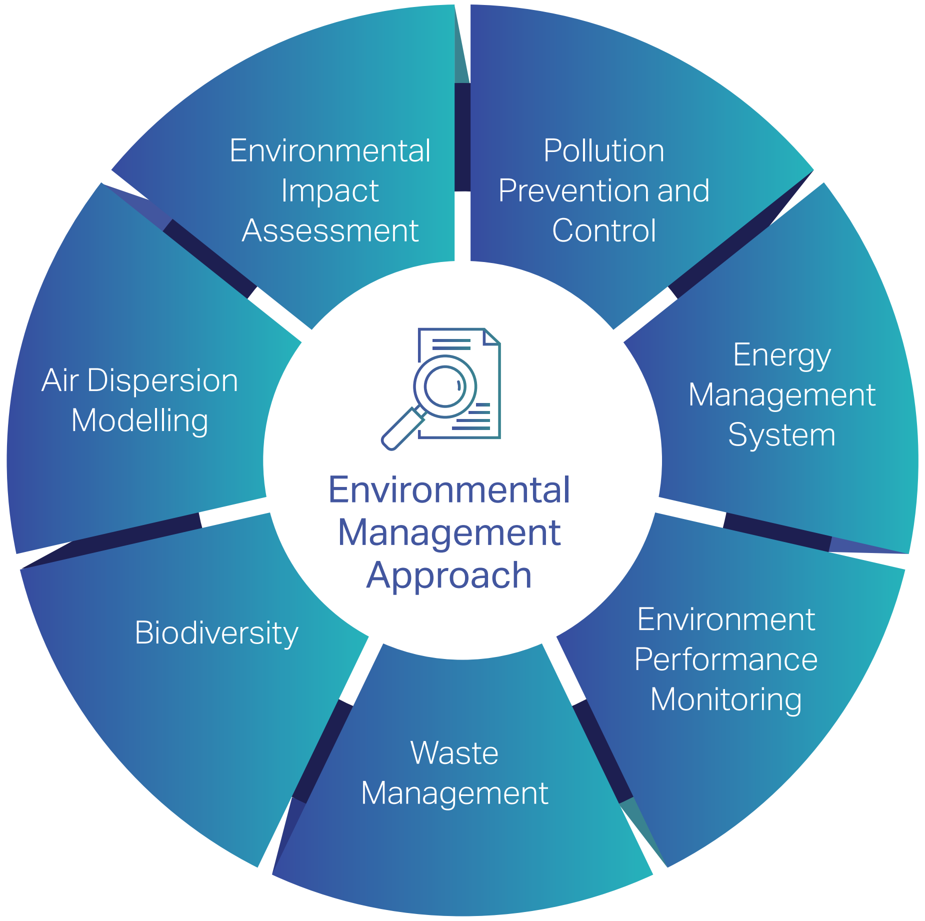
- Co-processing as a raw material and energy source: co-processing of waste such as molecular sieves, catalyst, activated carbon as an alternative energy source supporting circularity.
- Reverse Vending Machines as a pilot: In ADNOC Gas we promote a strong recycling culture, and as part of this effort, we installed a Reverse Vending Machine as a pilot at 2 sites. Following the positive feedback, we are now moving forward with extending the installation across other ADNOC Gas sites. The pilot has resulted in collecting and recycling 18 Tons of plastic bottles and aluminum cans.

Environmental Compliance

GRI 2-27, 3-3, ADX E1

Our commitment to environmental compliance is strengthened by ADNOC Group's Health, Safety, and Environment (HSE) Policy, which incorporates environmental principles and aligns with ISO 14001:2015 standards (further details are provided in the HSE Compliance section).

To manage environmental performance effectively, we have implemented an Environmental Management System (EMS) based on ADNOC Group Standards, providing a structured framework to govern our operations.



Zero oil spills >1 barrel reached the natural environment in 2023–2025.

04

STRENGTHENING SOCIAL IMPACT

Social Sustainability

At ADNOC Gas, we focus on the core principles of workforce empowerment, gender diversity, and the socio-economic wellbeing of our employees and the communities we serve. We are dedicated to embedding social sustainability into our decision-making processes. In line with this commitment, we uphold internationally recognized human rights standards, including the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption, to which ADNOC is a signatory.

We are dedicated to achieving compliance across our supply chain while fostering the long-term development and resilience of the communities we engage with. To uphold this commitment, we focus our efforts on several key areas.

- Occupational Health and Safety
- Local Communities
- Employment Practices and Non-discrimination
- Economic Impact

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Health, Safety, and Security

GRI 403, GRI 416, 11.9, ADX S8

At ADNOC Gas, Health, Safety, and Security is driven by strong leadership engagement and structured governance. Senior leadership, including the CEO and Board of Directors, actively oversee HSE performance, risks, and strategic initiatives through formal governance channels such as the HSE & Process Safety Steering Committee and Executive Leadership Team reviews. Executive management endorses HSE balanced scorecards and annual plans, reinforcing a culture of safety, accountability, and continuous improvement.

We are committed to achieving 100% HSE compliance, with a strong emphasis on the safety of our employees, contractors, and assets. ADNOC Gas monitors performance by tracking and reporting work-related injuries, fatalities, and health issues for both employees and contractors. In 2025, we maintained a low recordable injury rate and achieved zero fatalities, reaffirming our no-harm policy and dedication to providing a safe, healthy work environment for all.

CHSE Excellence Awards Program

ADNOC Gas introduced the CHSE Excellence Award as part of its commitment to fostering a strong safety culture and employee engagement. Presented quarterly, the award recognizes individuals and teams who demonstrate exceptional dedication, innovation, and leadership in health, safety, and environmental practices. By celebrating these achievements, ADNOC Gas reinforces its values of collaboration and continuous improvement, building a safer, more engaged, and sustainable workplace.

Occupational Health and Safety

GRI 403, 11.9, ADX S8

We seek to empower each employee and contractor to identify and address unsafe behaviors or conditions, take corrective action, and aspire to uphold adherence to our procedures. In alignment with ADNOC's HSE policy, we work to uphold the highest HSE standards across the operations to safeguard the health of our people, our business, and the environment. The ADNOC HSE Policy applies to both employees and our wider supply chain, including all contractors and suppliers, supporting consistent and rigorous safety expectations across all parties involved in our operations.

At the corporate level, Health and Safety matters are overseen by the HSE and Process Safety (PS) LEAP Steering Committee, chaired by the CEO and supported by the VP Corporate HSE as Secretary, with executive and senior leadership representation including the COO, CPEO, CFO, and SVPs/VPs across production and transmission, gas operations, projects, shared services, strategy and sustainability, technology and

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operations excellence, legal, audit, communications, and site HSE leadership. The Committee may invite subject-matter experts as needed, with the Deputy Chair (COO/CPEO) acting in the Chair's absence, and members are able to nominate alternates through prior written notice.

The Committee is responsible for setting and communicating organization-wide HSE targets and objectives. We prioritize the implementation of robust health and safety measures, in pursuit of "100% HSE" goal, which reflects ADNOC Gas' commitment to Zero Harm and full compliance with ADNOC Group Health, Safety, and Environment (HSE) policies and Life Saving Rules, applies to both employees and contractors. To support this, we utilize diverse communication channels and forums, fostering a culture where safety is a shared responsibility and a top priority for everyone.

ADNOC Gas maintains a dedicated, site-based HSE team responsible for overseeing all day-to-day health, safety, and environmental activities across our operations. This team conducts routine site inspections, leads and supports incident investigations, and oversees the effective implementation of HSE practices and procedures in alignment with corporate and regulatory requirements. Their continuous presence on site enables proactive risk management and reinforces a strong safety culture throughout our operations.

Our HSE Community Platform

Guided by our core value of responsibility, ADNOC Gas promotes active communication and collaboration on HSE matters. Through the internal platform, we offer an interactive space for employees to connect, share best practices, and explore the latest HSE trends. This initiative has played a key role in strengthening HSE awareness across the organization, fostering a culture that prioritizes safety and supports our commitment to achieving 100% HSE.

Fostering a Culture of Safety and Collaboration

Our Occupational Health and Safety Management System (OHSMS) align with international standards, reflecting our aspiration for robust safety practices. In 2025, we strengthened this commitment by progressing our HSE Culture Transformation Strategy and roadmap designed to strengthen assurance levels and enhance work management systems. This initiative focuses on embedding behavioral-based safety practices across all operations and launching targeted HSE campaigns to address critical risk areas. By driving these efforts, we aim to cultivate a proactive safety culture that safeguards our workforce and strengthens the integrity of our operations.

At the corporate level, we conduct Learning from Incidents (LFI) Triage Committee sessions and HSE Steering Committee meetings

At the site level, we organize HSE Majlis, daily meetings, and monthly management gatherings to reinforce safety practices.

We place strong emphasis on contractor workforce engagement by hosting dedicated forums to address safety concerns and promote employee wellbeing. Through these initiatives, we foster an inclusive environment where safety is a shared responsibility and a collective priority.

Recognizing that workplace wellbeing is a critical driver for maintaining high HSE performance, ADNOC Gas launched the Healthy Heart campaign. In collaboration with hospitals and key partners, over 3,500 contractors received medical screenings and awareness training, reinforcing our commitment to health and safety. This initiative will be scaled across all ADNOC Gas sites, targeting 5,000 contractors, as part of our broader strategy to safeguard workforce wellbeing and support sustainable growth.

In collaboration with Group Medical & Wellbeing, in 2025 we have completed the Mental Health First Aid Training program. This comprehensive initiative engaged 200 Contractor Line Supervisors, equipping them with essential skills to Understand, Identify, Respond.

HSE Governance

ADNOC Gas HSE & Process Safety (PS) Steering Committee brings together members from across the organization to champion safety excellence. The committee plays a pivotal role in upholding the ADNOC Group HSE Policy and driving the development of a generative HSE culture within ADNOC Gas.

Contractor HSE Management

Effective contractor HSE management is achieved through the integration of a robust HSE Assurance Program and the systematic use of Fieldglass as a digital governance platform. Fieldglass enables the submission and verification of pre screening medical reports and mandatory HSE training requirements prior to mobilization. The HSE Assurance Program provides a structured framework to reinforce consistent compliance with ADNOC Gas HSE requirements, embedding accountability, risk management, and continuous performance monitoring throughout the contract lifecycle.

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Regular contractor welfare meetings are conducted to provide an open forum for raising and addressing workforce concerns, facilitating the timely and effective management of welfare issues. HSE Majlis sessions further support open dialogue with contractors, enabling direct engagement with management on welfare and HSE-related matters. In addition, routine camp inspections and welfare audits are conducted to verify compliance with ADNOC Gas welfare requirements and to identify opportunities for continuous improvement.

To reinforce transparency, trust, and a strong speak up culture across all worksites, a confidential hotline is available to enable contractors to raise concerns anonymously.

ADNOC Gas aligns with ADNOC Group HSE Objectives and applies them through the following priorities:

HSE Control Framework: Full adoption and alignment with ADNOC Group HSE Risk, Domain Manuals and Corporate Practices, ensuring consistency and best practice integration.

Contractor HSE Management: Strengthening HSE Contractor Management process with enhanced onboarding processes such as "Fieldglass", and digital/AI-enabled tools and Healthy Heart Program, with the goal of reducing incidents and safeguarding worker welfare.

Process Safety Management: Continued implementation of Process Safety Competency assurance to enhance reliability and rationalize HSE Critical Equipment Systems (HSECES) to prevent incidents and embed learning.

Growth, Resilience & External Impact: Drive HSE improvement through implementation of AI solutions including HSE Cockpit, Virtual Reality safety training, hazard alert/recognition technology, Active Fatigue and Distraction Detection & Digital Twin as well as provide continued support on the pre-identified Business Continuity scenarios as included of the BC Simulation Platform.

Environmental Stewardship: Sustain OGMP 2.0 Gold Standard with 100% methane detection technologies deployed and validate flaring baseline and implementation of zero routine flaring policy to support techno-economic assessment study of "Zero Routine Flaring Roadmap".

HSE Performance: Driving improvements via scorecards, KPIs (fatality, permanent impairment, HiPO, near miss), and benchmarking against international standards to achieve measurable impact.

HSE Compliance

An organization-wide exercise to update operational Health, Safety, and Environmental Impact Assessment (HSEIA) across all sites, initiated in 2023, has been successfully completed this year. These assessments are conducted every five years. In addition, we remain committed to complying with UAE environmental standards and regulations while implementing industry's best practices. To support ongoing compliance, ADNOC Gas conducts annual internal and external audits covering environmental aspects across all operating sites, in alignment with the ADNOC HSE Management System and relevant ISO standards.

ADNOC Gas has implemented an Audit Management System to support compliance with environmental requirements. Any non-conformance identified during Environmental Management Audits, the five-year operational HSEIA reviews, or routine environmental monitoring studies, covering air, water, and waste, is systematically documented, tracked, and closed through this system. Additionally, our HSE Legal Register remains fully aligned with UAE federal laws, and its compliance status is reported to the authorities annually.

- ISO 14001 Internal and External Audit
- ISO 45001 Internal and External Audit
- Environmental Management Audit (Internal and External including by ADNOC)
- Internal Audit Department Audits (Internal)
- Joint Ventures Audits (External)
- HSE Audit

To further improve our HSE performance, we have invested in digitalizing and automating key safety processes. This includes the recent upgrade of our central command and control center, which enhances our ability to manage crises and aspires to maintain business continuity more effectively.

We have launched Realtime AI Safety Event Detection (RASED), an AI-powered safety monitoring platform designed to elevate HSE performance at Habshan-5 Site in ADNOC Gas. The AI model is currently being trained for better efficiency. Additionally, the same solution will be deployed in Ruwais & Habshan-Bab facility in 2026. By leveraging vision-based AI, Internet of Things (IoT) sensors, and edge computing, RASED enables real-time hazard detection, automated incident reporting and analysis, and intelligent-alerting transforming safety management across operational environments. Recognizing that workplace wellbeing is a critical driver for maintaining our high HSE performance, ADNOC Gas launched the Healthy Heart campaign. In collaboration with local hospitals and key partners, over 3,500 contractors received medical screenings and awareness training, reinforcing our commitment to health and safety. This initiative is planned to be scaled across all ADNOC Gas sites, targeting 5,000 contractors during 2025 and 2026, as part of our broader strategy to safeguard workforce wellbeing and support sustainable growth.

In collaboration with ADNOC Group's Medical and Wellbeing team, we have completed this year the Mental Health First Aid Training program. This comprehensive initiative engaged 200 contractor line supervisors, equipping them with essential skills to Understand, Identify, Respond to mental health-related incidents.

Moving forward, we remain committed to sustaining this momentum and embedding a strong safety culture across the organization.

Launching the ADNOC HSE Control Framework at ADNOC Gas

ADNOC Gas launched the ADNOC HSE Control Framework across our operational sites, reinforcing its commitment to safety, sustainability, and operational excellence. The framework integrates ADNOC's Group HSE Policy, nine specialized manuals, and mandatory Corporate Practices under the ONE ADNOC, ONE HSE philosophy. This initiative streamlines processes, strengthens accountability, and aligns operations with world-class standards-creating a safer, more resilient workplace and advancing ADNOC's sustainability objectives.

Our HSE Performance

ADX S9

ADNOC Gas maintains an OHSMS aligned with international standards to drive excellence across all operations. Our approach focuses on continuous improvement, integrating advanced technologies and proactive initiatives to strengthen safety culture and operational integrity.

HSE LEAP Culture Transformation Blueprint

As part of our HSE Culture Transformation journey, ADNOC Gas launched its comprehensive HSE LEAP Culture Transformation Blueprint in 2025, aligned with the ADNOC Group HSE LEAP Program, to strengthen Health, Safety, and Environmental performance across operations. The blueprint focuses on fostering HSE and process safety culture, embedding the AIPS framework, assuring organizational resilience through competency management and digital adoption, and addressing environmental and social risks, including GHG reduction and water stewardship. It also enhances contractor HSE management, standards compliance, and incident analysis. This strategic plan underscores ADNOC Gas' commitment to proactive risk management, sustainability, and safe, resilient growth.

Train-3 Turnaround — Safety and Efficiency Excellence

ADNOC Gas successfully completed the Train-3 Turnaround at Ruwais four days ahead of schedule, achieving 100% HSE compliance and zero LTI across 1.66 million safe manhours. This milestone delivered significant operational and financial benefits, including 20,000 tons of additional NGL worth $9 million, and further capacity enhancements across Trains 1, 2, and 4, enabling 480,000 tons of extra production and $219.5 million in revenue. The overall capacity enhancement project spanned 247 days, involved high-risk activities, and concluded with 6.27 million safe manhours, demonstrating ADNOC Gas' commitment to safety, operational excellence, and value creation.

Advancing Transportation Safety

ADNOC Gas deployed AI-enabled fatigue and distraction detection across its High Risk Transport Vehicle fleet, enhancing safety and operational efficiency. This initiative supports ADNOC's HSE Leap program and its vision to lead as the most AI-enabled energy company globally.

Leadership Oversight in a High Risk Turnaround

On April 2025, ADNOC Gas CEO Ms. Fatema Mohamed Al Nuaimi visited the Habshan 5 and Sulphur sites during one of the most critical turnarounds in our history. The visit included risk assessments, progress reviews, and site walkdowns, reinforcing governance oversight and the primacy of safety in risk decision making. Engagement with teams and contractors boosted morale and confidence, exemplifying how leadership actively assures control effectiveness during high risk operational windows.

MERAM Project — 10 million Safe Man-Hours Without LTI

The MERAM Project achieved an exceptional milestone of 10 million man-hours without an LTI, demonstrating ADNOC Gas' unwavering commitment to health, safety, and environmental excellence. With over 5,000 contractors on site, this success reflects a deeply embedded 100% HSE culture, proactive leadership, and collaborative contractor engagement. Safety is not just a priority-it is part of our DNA, supporting operational resilience and sustainable growth as we expand into larger, more complex projects.

To enhance efficiency and accessibility, we have centralized HSE processes through an Enterprise Resource Planning (ERP) system, enabling all safety-related data to be managed on a single platform. This integration streamlines operations and supports swift, effective responses to safety challenges.

The ERP approach allowed:

- Reduced communication overload
- Quicker resolution of HSE issues
- Empowered teams to make data-driven decisions and address safety concerns
- Enhanced operational efficiency

Our policies require that all incidents, regardless of severity, are promptly documented in our ERP system. Each incident undergoes thorough analysis and investigation, followed by the development of a detailed action plan that specifies responsibilities and target completion dates. Progress on these actions is closely monitored and tracked to support timely resolution. This systematic approach enables us to address safety concerns effectively and reinforces our commitment to protecting the wellbeing of our workforce and operations.

Overall TRIR and LTIR

In 2025, our TRIR and LTIR are 0.11 and 0.04, respectively, reflecting increased activity levels and exposure, while surpassing 135 million man-hours, with performance remaining within top quartile benchmarking.

	2023	2024	2025
TRIR	0.06	0.06	0.11
LTIR	0.05	0.04	0.04

Note: Our figures in 2024 have been revisited and adjusted during this reporting cycle.

We are proud to consistently maintain our status as a first quartile HSE performer, as recognized by the International Association of Oil and Gas Producers, setting us apart among industry peers.

	2023**		2024**		2025**	
	Employees	Contractors***	Employees	Contractors***	Employees	Contractors***
Total number of workforce fatalities because of work-related injury	0	0	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
Total number of recordable work-related injuries to workforce	2	2	2	3	1	14
Total number of work-related Lost Time Injuries* (LTI)	1	2	0	3	0	6
Total number of hours worked by workforce in million manhours	13.69	49.89	9.35	69.14	8.23	127.76
Lost Time Injury Rate (LTIR)	0.07	0.04	0	0.04	0	0.05
Total Recordable Injury Rate (TRIR)	0.15	0.04	0.21	0.04	0.12	0.11

*LTIs are part of the recordable injuries count.

**The HSE statistics include all employees (both direct and contractors) and do not exclude part-time, temporary, or any other employees.

***ADNOC reporting guidelines for contractors are following the IOGP definitions.

Note: Our figures in 2024 have been revisited and adjusted during this reporting cycle.

Occupational Health, Safety & Environment (HSE) Training

We conduct HSE training sessions throughout the year, guided by a comprehensive HSE Training Matrix that includes over 100 courses. These cover a wide range of domains, including HSE inductions and toxic gas safety, HSE governance, process safety, behavioral safety, permit to work systems, operations safety, logistics safety, environment, occupational health and industrial hygiene, crisis management and emergency response, sustainability, and business continuity. This framework enables us to tailor competency development plans to meet workforce needs while aligning with our competency requirements. All courses adhere to industry standards and are audited to maintain high standards of quality and delivery.

Strengthening Contractor HSE Collaboration at Bu Hasa

ADNOC Gas hosted a Contractors' HSE Forum at Bu Hasa to reinforce shared responsibility for safety and sustainability. The session recognized outstanding HSE contributions, promoted road safety practices, and addressed workforce health measures. By fostering collaboration and open dialogue, the forum strengthened partnerships and reaffirmed our collective commitment to everyone going home safe, every day.

Implementing Start Work Checks

Our successful rollout of safety guidelines for Start Work Checks (SWCs) reflects our commitment to continuous improvement. The pilot program was introduced at four key locations, ADNOC Industrial Gas, Asab, Bu Hasa, and Pipelines, with plans to extend its implementation to additional sites. These best practices empower employees and contractors to confirm that all required safeguards are in place and in function before work begins. This approach not only enhances operational efficiency but also significantly mitigates on-site safety risks.

Looking ahead, we will integrate SWCs into our electronic Work Management System and conduct training sessions to raise awareness of the guidelines and the use of the e-platform and digital tools developed for data recording. This initiative represents a major milestone in our pursuit of safe operations and reinforces our commitment to advancing HSE excellence.

Emergency Response

Emergency preparedness is a critical component of ADNOC Gas' HSE policy and training framework. The organization systematically addresses emergency response competency requirements across all employee levels to support effective preparedness and response capabilities. Key focus areas include fire and rescue operations, oil spill response, crisis management, toxic gas release response, cyber incident preparedness, and business continuity management.

In accordance with ADNOC Group HSE (GHSE) Emergency Preparedness requirements and the approved HSE Plan, ADNOC Gas conducts emergency response drills and exercises across operational sites and at the corporate level to validate readiness, test response arrangements, and reinforce coordination between Emergency Response and Crisis Management structures.

During the year, 120 drills and exercises were conducted across ADNOC Gas operational sites, in addition to four exercises conducted at the Crisis Management Team (CMT) level at Corporate HSE (CHSE). These exercises support continuous improvement in emergency preparedness and operational resilience.

In parallel, designated employees with defined emergency roles and responsibilities are provided with targeted emergency response training to build competency, role clarity, and effective performance during incident response. In 2025, six Incident Management Team (IMT) and Tactical Response Team (TRT) training sessions were conducted as part of a structured and ongoing training program, with continual enhancement to maintain preparedness and alignment with evolving operational and risk requirements.

To strengthen transparency and drive continuous improvement, ADNOC Gas has initiated site level reporting of emergency preparedness activities and is advancing the systematic tracking of drill outcomes to inform lessons learned and enhance response effectiveness.

In line with GHSE Emergency Preparedness requirements, ADNOC Gas has established dedicated emergency reporting and communication channels to support timely and effective response. These include a 24/7 emergency hotline supported by a designated Duty Manager on continuous standby, a secure digital incident reporting platform accessible to relevant internal stakeholders, and clearly defined mechanisms for community and third party reporting of urgent concerns.

All emergency communication channels operate under a formalized escalation and notification protocol, supporting prompt engagement of Emergency Response Teams, Crisis Management structures, senior management, and relevant external authorities, as required. These arrangements support a coordinated, transparent, and effective response to emergency and crisis situations across all operations.

To maintain a high level of readiness, ADNOC Gas performs risk based audits and develops structured crises and business continuity exercise plans. The organization is also advancing HSE performance through digitalization and automation, including the establishment of a central command and control center with clearly defined roles and responsibilities to enable efficient management of emergencies and continuity events.

To proactively prevent major incidents, ADNOC Gas applies a Red, Amber, Green (RAG) reporting system, with a strong focus on achieving zero road traffic incidents.

In addition, strict adherence to ADNOC Life Saving Rules across all operations reinforces the organization's commitment to protecting the safety and well being of its workforce, contractors, and communities.

Life-Saving Rules

Work authorization
Work with a valid permit when required

Safe Mechanical Lifting
Plan lifting operations and control the area

Confined space
Obtain authorization before entering a confined space

Toxic gas
Follow the rules for working in toxic gas environments

Energy isolation
Verify isolation and zero energy before work begins

Driving
Follow safe driving rules

Bypassing safety control
Obtain authorization before overriding or disabling safety controls

Line of fire
Keep yourself and others out of the line of fire

Working at height
Protect yourself against a fall when working at height

Hot work
Control flammables and ignition sources

ADNOC GAS | SUSTAINABILITY REPORT 2025

100% HSE Commitment

We believe our success depends on our unwavering commitment to **100% HSE** in everything we do. From daily tasks to strategic initiatives, we consistently demonstrate this commitment in alignment with the **ADNOC Group HSE Policy**.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Customer Health and Safety

GRI 416, GRI 417

Customer health and safety remain one of our highest priorities. We achieve this through stringent measures, strict compliance with international standards, and continuous monitoring of asset integrity, particularly pipelines, in alignment with American Petroleum Institute (API) guidelines. Our dedicated policy, supported by comprehensive safety documentation and clear communication, underscores our commitment to maintaining and enforcing robust safety protocols.

We maintain continuous monitoring programs that cover product integrity and customer impact, including regular consumer safety audits, customer feedback reviews, and community well being assessments. These measures help safeguard stakeholders across our operations.

Here are some of our key initiatives:

- **KPIs and Compliance**
  Set ambitious targets aligned with our commitment to achieving "100% HSE" and conduct audits every 1–3 years to comply with marketing and labeling standards.
- **Customer Access and Safety**
  Provide service areas that align with ADNOC Group's HSE policies and contractual obligations, for a safe environment for all.
- **Product Quality Transparency**
  Clearly communicate specifications, such as sulfur content, in contracts and keep our customers informed about projects that enhance production and quality.
- **Standardized Procedures**
  Implement a marketing procedure manual and safety data sheets to guide the safe usage, disposal and environmental impact management of our products.

Customer Health and Safety KPIs

0
customer health or safety incidents.

~100%
of significant product or service categories are covered by and assessed for compliance with product and service information and labeling procedures.

Sustainability and safety are central to ADNOC Gas' operations. In line with our procedures for product and service information and labeling, we provide customers with access to ADNOC Gas facilities while maintaining full compliance with ADNOC Group HSE policies and all legal or contractual obligations regarding information accuracy. This is supported through HSE Induction, toxic gas training and medical fitness certification, as applicable, prior to site access.

Location specific HSE induction and awareness is also conducted before commencing the visit for any nature of work. Our processes mandate the sharing of critical details, particularly about substances that may impact on customer safety. We remain committed to providing additional information whenever required to maintain compliance and uphold trust in our operations.

Security Practices

GRI 410

Security is a top priority for ADNOC Gas, We implement comprehensive measures to safeguard our employees, environment, assets, and reputation. Our protocols include strict access controls such as headcount verification and biometric authentication to prevent unauthorized entry.

We have established a detailed security plan to enable swift and effective responses to potential threats. This plan defines procedures for detecting, containing, mitigating, recovering from, and reporting security incidents. Our facilities are equipped with advanced surveillance systems that provide continuous monitoring, creating a secure environment for all stakeholders.

Our security framework complies with all relevant legal and regulatory standards, including those issued by NCEMA, the National Guard, and Abu Dhabi Police, as well as other recognized security operation standards. Periodic compliance audits are conducted to verify adherence to applicable regulatory requirements, corporate governance standards, and security related legal obligations. Internal audits are conducted twice annually to assess daily activities, HSE compliance, and alignment with ADNOC Gas security protocols, while external audits validate compliance with ISO standards, our business management system, and industry best practices.

To strengthen awareness and compliance, we regularly conduct training sessions for employees and security staff. These programs cover critical areas such as emergency response procedures, occupational health and safety, situational awareness, decision-making fundamentals, self-motivation, and ethical behavior.

We have also introduced initiatives to promote Emiratization within the security sector, resulting in enhanced coverage through in-house and third-party UAE national employees. Local employees from third-party vendors receive corporate-level training to reinforce quality and compliance. Additionally, our security teams have undergone specialized training in organizational safety and security protocols, focusing on improving operational safety and effectiveness.

Enabling Site Security Plans

This year, we conducted comprehensive site security surveys across all ADNOC Gas locations and developed security plans for all sites, with the remaining sites scheduled for next year. These plans provide a structured framework to safeguard our infrastructure, personnel, and assets against a wide range of security threats. The key objectives of these initiatives include:

- Protecting personnel and assets.
- Preventing theft and vandalism.
- Ensuring regulatory compliance.
- Mitigating operational disruptions.
- Enhancing emergency preparedness.

Our Site Security Risk Survey serves as a critical assessment tool to identify, evaluate, and mitigate potential security threats and vulnerabilities at ADNOC Gas sites.

The process focuses on:

- Identifying vulnerabilities in existing security measures to strengthen defenses.
- Evaluating potential threats to assess their impact on site safety.
- Ensuring compliance with relevant security regulations and industry standards.
- Enhancing emergency preparedness to effectively respond to security incidents.
- Developing and implementing strategies to mitigate identified risks.
- Fostering continuous improvements in security protocols to adapt to evolving threats.

ADNOC GAS | SUSTAINABILITY REPORT 2025

By implementing stringent measures to protect critical infrastructure, personnel, and assets from potential security threats, we align our efforts with the United Nations Sustainable Development Goals.

In line with our 2025 objectives for consistency and compliance, a comprehensive Security Operations Standard Operating Procedure was introduced and implemented across key sites to standardize security practices and enhance governance.

As a result of above surveys, we conducted a total of **27 security drills** as part of our site preparedness program.

Our People

GRI 2-7, 401, 402, 404, 405, 406, 11.10, 11.11, ADX S2, S3, S4, S6, S7

At the heart of our organization are exceptional individuals with industry-leading expertise across diverse areas of our business. Their excellence has been pivotal in delivering outstanding operations, sustaining performance, building a strong track record in project execution, and driving recent advancements in digital transformation.

Our Human Capital Division spearheads the design and implementation of programs that enable ADNOC Gas to achieve its business objectives through effective workforce management and development. Supporting this vision are three dedicated sub-committees, including Happiness and Wellbeing, Youth Development, and Gender Balance, which play a vital role in executing these initiatives.

Talent Acquisition

GRI 401

At ADNOC Gas, our employees are the foundation of our success. We attract both local and international talent while empowering Emiratis through opportunities for skill development, leadership growth, and meaningful contributions across our operations. Our commitment to growth is reflected in the hiring of 247 new employees. Additionally, we strive to foster a performance-driven culture built on deep industry expertise, which is evident in our operational excellence, successful project delivery, and ongoing digital transformation initiatives.

We foster a performance-driven culture built on deep industry expertise, which is essential for achieving operational excellence, successful project delivery, and advancing digital transformation. In alignment with ADNOC Group's recruitment policy, we uphold a fair, transparent, and merit-based hiring process that enables us to attract and retain exceptional talent as we continue to grow.

increase in hiring rate. Our focus on the growth of ADNOC Gas is reflected in our enhanced hiring efforts, onboarding 247 talented new employees.

Total New Hires by Gender

	2023	2024	2025
Male	129	145	214
Female	21	41	33

Total New Hires by Age Group

	2023	2024	2025
18–30	90	122	150
31–50	53	56	68
50+	7	8	29

Employee Turnover

ADX S3

Our overall turnover rate stood at approximately 5%, reflecting strong stability within the organization and a positive indicator of our ability to retain talent.

Employee Diversity and Inclusion

GRI 405, 406, 11.11, ADX S4

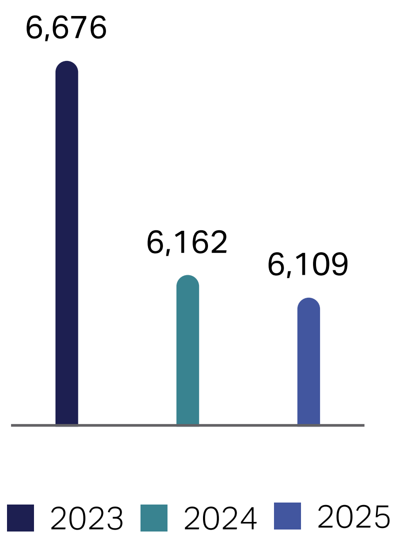
ADNOC Group strives to provide a working environment that respects diversity and looks after its people. At ADNOC Gas, we believe diversity is a catalyst for innovation, enabling us to achieve sustainability goals and drive organizational growth. We value a broad spectrum of perspectives, skills, and experiences, represented by over 2,211 expatriates from around 59 countries.

We maintain a strict zero-tolerance policy against any form of discrimination or harassment in the workplace, championing the essential principle of non-discrimination throughout our business activities and customer services. This commitment includes, but is not limited to, gender, race, ethnicity, disability, and sexual harassment, fostering a safe, respectful, and inclusive environment for all. Discrimination-related concerns can be raised confidentially through the Takallam platform, where cases are reviewed objectively, investigated through established compliance processes, and addressed appropriately, with protection against retaliation — fostering a safe, respectful, and inclusive environment for all.

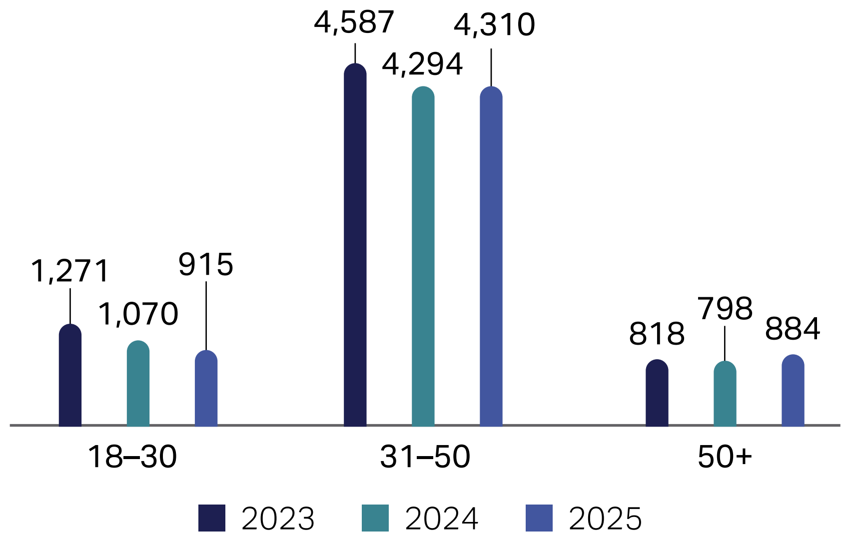
ADNOC GAS | SUSTAINABILITY REPORT 2025

Through initiatives such as the establishment of our Gender Balance Committee, we are actively promoting gender representation and to empowering women across the organization. Our investments in female-friendly amenities and targeted development programs further support leadership growth and increase female participation.

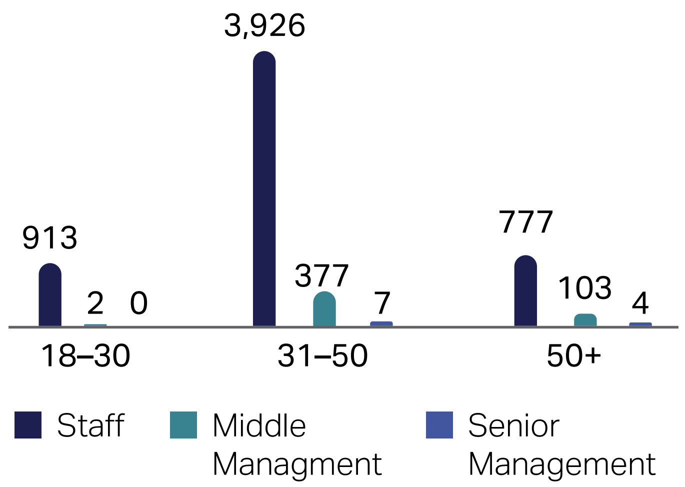
Our Workforce



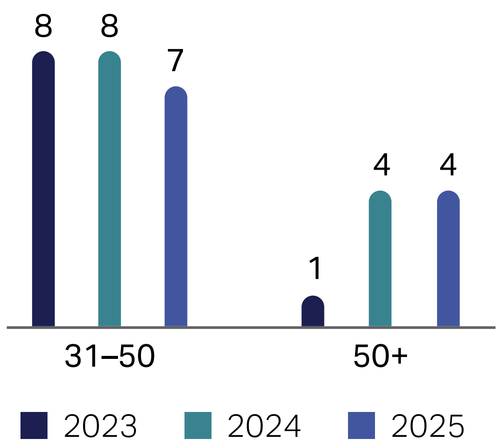
Employees Breakdown by Age Group



Management Level Breakdown by Age



Senior Management and Governance Bodies Members by Age Group



Emiratization

ADX S6

We are deeply committed to Emiratization, with UAE nationals comprising approximately 63.81% of our workforce. Our focus remains on nurturing and advancing local talent, strengthening community bonds, and supporting national goals for skill development. To drive continued progress, we have established annual KPIs that track Emiratization in key roles, reaffirming our dedication to the long-term growth of talent in the UAE.

Breakdown of Employees

	2023	2024	2025
Male UAE Nationals	3,452	3,278	3,306
Female UAE Nationals	730	599	592
Expatriates	2,494	2,285	2,211

Employee Engagement

Employee engagement is a key driver of ADNOC Gas' performance and long-term resilience. We aim to foster a workplace where employees feel informed, valued, and empowered to contribute to continuous improvement, innovation, and operational excellence. Our engagement approach is anchored in ongoing dialogue, structured listening mechanisms, and follow-through actions that strengthen culture and employee experience.

In 2025, we continued implementing our employee engagement efforts and achieved the following results: Employee Experience Index of 84%, survey effectiveness of 76%, and a participation rate of 90%. The increase in participation rate reflects continued focus on strengthening workplace experience and a culture of transparency, trust, and constructive feedback.

Survey results and recommendations were shared with VPs, managers, and focal points for action planning, with a clear emphasis on cascading the results to employees and actively involving employees in the development and co-creation of divisional action plans to ensure shared ownership and transparency and resulting in 34 divisional action plans demonstrating ownership and commitment. These efforts contribute to sustaining employee satisfaction, performance, and alignment with organizational priorities. An approximately 95% retention rate further reflects the positive impact of our approach to employee experience and long-term career growth.

Initiatives such as 'HC People Connect' provide valuable spaces for open dialogue and stronger connections across the organization. By regularly tracking engagement and acting on insights, we empower employees to make meaningful contributions to our collective success.

2025 ADNOC PULSE PEOPLE SURVEY Roadshow

To enhance awareness and encourage participation, we held the 2025 ADNOC PULSE PEOPLE SURVEY Roadshow, themed "YOU SPOKE, WE LISTENED, WE ACTED."

This initiative included 37 sessions at various onshore and offshore locations, outlining the actions taken in response to employee feedback and encouraging involvement in the upcoming survey. We greatly appreciate our employees' feedback, as their contributions are vital to enhancing our workplace.

HC People Connect Sessions

In alignment with our commitment to strengthening collaboration and employee engagement, we delivered more than 106 physical and virtual People Connect sessions across 25 onshore and offshore locations. These sessions were well received, attracting more than 5,437 participants. They provided a valuable platform for open dialogue, enabling employees to engage with leadership, share feedback, and offer suggestions. This initiative underscores our dedication to transparent communication and effective collaboration. By continually monitoring engagement levels and acting on employee insights, we empower our workforce to contribute meaningfully to the organization's success.

Additionally, the Employee Experience Department hosted a session to introduce the Culture Toolkit, an initiative designed to help divisions integrate practical activities that empower employees, build collaborative teams, foster a growth-oriented mindset, and create an inclusive environment, ultimately strengthening organizational culture and driving meaningful impact.

Employee engagement is strengthened through Human Capital–led initiatives that focus on employee experience, inclusion, capability development, and well being. These initiatives promote meaningful participation, support professional growth, and foster a sense of belonging and connection across the workforce, contributing to a collaborative culture aligned with ADNOC Gas' values and business objectives.

Engaging Our People in the Transformation Journey

ADNOC Gas hosted a town hall in Ruwais to share the 2025–2029 Transformation Journey, focusing on collaboration, operational efficiency, and growth opportunities. The session highlighted more than $15 billion in investments, 30+ new projects, and the creation of 2,000 new roles, including 650 in Ruwais. With people at the heart of this transition, the event emphasized safety, sustainability, and active workforce engagement. The interactive dialogue strengthened alignment and reinforced collective ownership of ADNOC Gas' ambitious future.

"From Imbalance to Impact" — Driving Collaborative Innovation in Ruwais

ADNOC Gas launched an innovative workshop format in Ruwais, From Imbalance to Impact, designed to break down hierarchy and empower leaders and frontline teams to co create solutions. Focused on operational agility and growth, the workshop generated 32 actionable initiatives, including AI powered optimization, unlocking redundant capacity, and accelerating Habshan 7 commissioning. The inclusive, solution driven model will be replicated across additional sites, reinforcing shared ownership, collaboration, and innovation as key drivers of ADNOC Gas' transformation.

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Empowering Site Ambassadors to Drive Transformation

ADNOC Gas hosted its Transformation Site Ambassadors at HQ to share progress and strengthen site-level engagement in the Company's growth journey. Initially appointed to challenge the status quo and provide feedback during the ideation phase, these ambassadors now play a vital role in implementation, supporting projects, HSE and Asset Integrity efforts, operational resilience, and people-and-culture initiatives. Discussions focused on talent development, linking growth projects to operational excellence, and enhancing contractor competency to meet HSE requirements. This initiative reflects ADNOC Gas' commitment to collaboration, transparency, and building a unified One ADNOC Gas culture.

Ramadan Iftar at Das Island – Strengthening Bonds

As part of ADNOC Gas' commitment to fostering unity and cultural values, a special Ramadan Iftar was held at Das Island, bringing together employees to celebrate reflection, gratitude, and togetherness. The gathering reinforced strong team connections, highlighted the dedication and resilience of our workforce, and underscored the spirit of ONE FAMILY that drives ADNOC Gas forward.

Celebrating Culture and Community

As part of ADNOC Gas' Year of Community and Ramadan celebrations, Ghatawi-an interactive Emirati quiz competition was launched to strengthen team connections and honor UAE heritage. This initiative fosters cultural awareness, engagement, and unity across the ADNOC Gas family, reinforcing our commitment to preserving traditions while promoting a collaborative and inclusive workplace.

Gender Balance

GRI 405, ADX S2, S4

This year, we successfully increased the representation of women from 16.6% in 2024 to 27.3% in 2025 in senior management and governance bodies positions, underscoring our commitment to women empowerment.

Gender diversity is a fundamental pillar of our organization, and ADNOC Gas is committed to promoting gender diversity and equality across the Company. At present, our workforce consists of approximately 90% male and 10% female employees. To advance a more balanced and inclusive workplace, we are proactively implementing initiatives to enhance representation and provide equal opportunities for career development, including the establishment of a Gender Balance Committee and dedicated female leadership initiatives.

Our continued investment in female-friendly facilities and targeted development programs underscores our commitment to nurturing leadership potential and expanding women's participation within the Company. Through these efforts, we aim to unlock the full potential of our workforce by fostering a culture rooted in diversity, equity, and inclusion.

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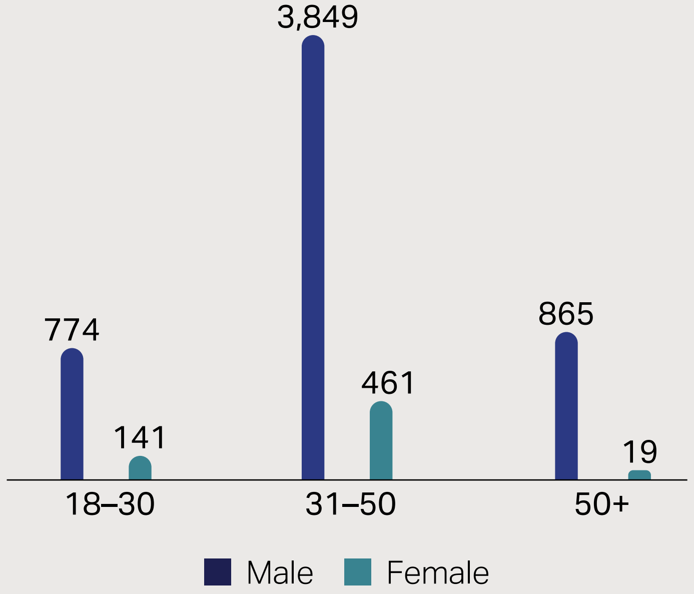
Gender Diversity

Employees Breakdown by Gender

	2023	2024	2025
Male	5,907	5,533	5,488
Female	769	629	621

Employees Breakdown by Age Group and Gender



Employee Breakdown by Seniority and Gender

We strive to diversify our gender representation at the Board of Directors level, maintaining the presence of at least one female member on our board.

The Gender Balance Committee initiated or participated in the following events in 2025:

- Father's Day celebration
- Breast Cancer awareness campaign
- International Women's Day
- Emirati Women's Day
- Mother's Day

About 95% of our female employees in technical roles are Emiratis, exemplifying our commitment to strengthening gender balance and advancing female representation in specialized positions across the organization.

Median Gender Pay ratio	Mean Gender Pay ratio
1:1	**1:1**

reflecting our commitment to gender equality in compensation practices. This ratio covers all employees occupying on-chart positions and includes both the bonus and the basic salary.

Celebrating the Strength and Impact of Mothers in Our Workforce

On Mother's Day, we recognized the invaluable role of mothers across our organization who exemplify strength, resilience, and commitment. These women balance building a better future for their families while contributing to our company's success — a true reflection of our values.

In the Year of Community, we reaffirm our support for working mothers and acknowledge their influence in shaping future generations through values of integrity, compassion, and respect.

Honoring the Impact of Women in Our Workforce on Women's Day

This year, we celebrated International Women's Day to recognize the remarkable contributions of women across our organization who exemplify bold ideas, innovation, and resilience, qualities that drive progress in the energy industry. Our women have made an impact in the following areas:

- **Operational and Strategic Leadership:** From our sites to the boardrooms, women are breaking barriers and leading initiatives that advance sustainability and operational excellence, fueling positive energy for a better tomorrow.

ADNOC GAS | SUSTAINABILITY REPORT 2025

- **Empowerment and Inclusion:** At ADNOC, empowering women is more than inclusion, it's about accelerating action to create a future where talent and leadership know no gender. Through platforms like the ADNOC Way Recognition, we continue to celebrate and appreciate the incredible women who inspire, innovate, and lead.

Empowering Women at ADNOC Gas: Driving Sustainability, Innovation, and Inclusive Growth

At ADNOC Gas, Emirati women are at the forefront of transformative change, driving innovation in sustainability and advancing artificial intelligence solutions that shape the future of energy. Their leadership reflects ADNOC Gas' unwavering commitment to gender balance and empowerment, positioning diversity as a catalyst for progress. Through strategic initiatives and inclusive policies, ADNOC Gas continues to foster an environment where women lead with impact — championing sustainable practices and digital transformation that align with global climate goals and the UAE's vision for a resilient, low-carbon future.

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Wellbeing Initiatives

We Do Care About You

In 2025, we introduced the "We Do Care About You" Employee Relations Initiative which aims to build a people-first culture by fostering open communication and collaboration. The initiative aims to strengthen engagement, enhance wellbeing, improve performance, and reduce grievances while creating a more caring and inclusive workplace.

Workers' Wellbeing

At ADNOC Gas, we prioritize employee wellbeing, recognizing that a healthy and engaged workforce is essential for organizational success. We work towards a workplace culture that supports physical, mental, and emotional health. We track the health status and potential exposure to hazards for both employees and contractors. This risk-based approach enables early identification of any health impacts, allowing us to continue implementing preventive measures to safeguard their wellbeing.

Energy for Life

In today's evolving business environment, sustainable growth depends on balancing strong financial performance with the wellbeing of employees. By investing in comprehensive wellbeing programs, ADNOC Gas aims to boost productivity, inspire innovation, and build the foundation for long-term success.

Good Health is Good Business

Regular health checkup programs play a vital role in identifying potential health issues early, enabling timely preventive action. By partnering with medical professionals to provide on site consultations, we make healthcare more accessible and encourage employees to take a proactive approach to managing their wellbeing.

Be Active and Fit

Given the sedentary nature of modern workplaces, encouraging physical activity is essential to maintaining a healthy and productive workforce. ADNOC Gas' programs such as nutrition guidance, healthier cafeteria options, and wellness workshops empower employees to make informed lifestyle choices and prioritize their long-term wellbeing.

Cancer Awareness

This awareness campaign supports national efforts to promote early detection and timely treatment of breast cancer, reinforcing the importance of preventive health education and regular screenings

Blood Donation Campaign

As part of the Company's social responsibility and sustainability commitments, annual blood donation drives are organized at headquarters and other key locations. These initiatives contribute to community health and strengthen ADNOC Gas' role as a socially responsible organization.

Beat the Heat Campaign

This is an annual campaign at all sites and projects aiming to prevent heat related illness and promote safety and performance of workers during summer. Extensive environmental monitoring is conducted along with mitigating measures that minimize the risk of heat-related illnesses.

Fatigue Management

Fatigue is a critical health and safety risk, particularly for HSE critical roles. Effective fatigue management is essential to reducing the likelihood of incidents and injuries. ADNOC Gas has introduced an advanced solution for shift workers that not only detects fatigue in real time but also predicts periods of high fatigue risk during a shift. This enables timely countermeasures, improves alertness, and enhances overall performance.

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Mental Wellbeing

Supporting employees' mental health is as vital as safeguarding their physical wellbeing. By prioritizing mental wellbeing, we foster an inclusive environment in which employees feel valued, supported, and motivated. This investment delivers lasting benefits, including:

- **Increased Productivity:** Employees with strong mental health are more focused, engaged, and able to perform optimally, contributing to improved organizational outcomes.
- **Enhanced Retention:** A workplace that prioritizes mental wellbeing builds loyalty and reduces turnover, as employees are more likely to stay with an organization that supports their overall health.
- **Attracting Top Talent:** Companies known for strong wellbeing programs appeal to high caliber candidates seeking supportive and progressive work environments.
- **Greater Innovation:** A mentally supportive environment encourages creativity, enabling employees to generate new ideas and contribute to sustainable, long-term growth.

Sun and Fun Summer Fair

The ADNOC Gas People Committee (Wellbeing Committee) successfully hosted the Sun and Fun Summer Fair, a vibrant travel showcase featuring leading agencies and service providers. The event offered exclusive vacation deals and family packages for ADNOC employees, alongside live demos and interactive sessions. This initiative reflects ADNOC Gas' commitment to employee wellbeing and engagement, creating opportunities for relaxation, cultural enrichment, and work-life balance.

Leadership Appreciation Strengthening Worker Wellbeing

ADNOC Gas leadership connected with frontline operations teams to honor their dedication and resilience. Despite the holiday, employees across operations, IT, and overseas offices continued to maintain seamless performance, reflecting their strong commitment to powering the nation. This gesture reinforced the Company's focus on worker wellbeing, recognition, and appreciation, celebrating the people who form the backbone of ADNOC Gas' success and contribute directly to the UAE's prosperity.

Youth Ambassadors Program Empowerment

Our youth workforce comprises 915 employees aged 18–30 years, supported through initiatives like the Youth Development Program (YDP) and the Youth Committee. The YDP is a competency-based program that provides structured guidance and practical training, enabling trainees to perform effectively and deliver measurable results.

Guided by the ADNOC Group YDP Policy, we aim to unlock their potential, integrate them into strategic planning and innovation forums, and equip them to lead transformation. As digital natives, our youth are driving AI pilots, shaping culture, and amplifying our vision across sites. By investing in their growth, we are building a future-ready workforce and embedding a culture of collaboration and progress.

University Students' Internship Program

Every year, university students in the UAE seek practical internship opportunities to fulfill academic requirements. To support this, ADNOC Gas offers the University Students Internship Program. Following a rigorous selection process, successful candidates receive hands-on training and a two-month orientation, gaining real-world experience under the guidance of company representatives. Upon completing all assigned tasks in line with company standards, students are awarded an internship completion certificate.

In 2025, we strengthened our commitment to community service and talent development by offering numerous internships through the ADNOC Internship Program. A total of 22 outstanding interns were subsequently hired as trainees, further enriching our pool of skilled talent.

Total Number of Students in the Internship Program

	2023	2024	2025
Students	152	141	168

Internship Program – Building Future Talent

ADNOC Gas celebrated the graduation of its interns, recognizing their valuable contributions throughout the program. During their internship, participants engaged in real work activities, gaining practical experience and enhancing professional skills. Appreciation was extended to all mentors who provided guidance and support, reflecting ADNOC Gas' commitment to developing future talent and fostering a culture of learning and mentorship.

The RISE Program

The RISE Program is an ADNOC Gas initiative designed to foster professional growth and prepare trainees for seamless workplace integration. To date, six impactful sessions have been delivered to 100 trainees, with 50 more planned this year. Leveraging the KHEBRA initiative, sessions covered critical topics such as behavioral skills, communication techniques, emotional intelligence, and career development. Positive feedback reflects the program's success in building capabilities and supporting a skilled, future-ready workforce.

Catalyzing Change: Youth Initiatives

We see youth as essential changemakers and we are committed to empowering them by creating opportunities to collaborate, grow, and inspire others through their skills and knowledge. Our initiatives connect young professionals to the wider company and youth network, encouraging reflection on wellbeing and personal development.

As part of the ADNOC Gas Youth Program, we launched several initiatives in 2025 designed to strengthen youth engagement, develop leadership capability and empower contribution:

- **Youth Star:** A recognition program dedicated to recognizing the exceptional contributions of our youth employees. We spotlight 37 individuals out of 70 who have demonstrated excellence in areas such as innovation, technology, leadership, and sustainability.
- **Executive Youth:** 12 youths participated as observers in senior management meetings (strategic meetings), contributing ideas and gaining exposure to leadership decision-making processes.
- **Youth Majlis:** An initiative that enabled trainees to share ideas, challenges, and aspirations, resulting in 9 feedback driven action points to inform improvements to the Youth Development Program (YDP) to build future ready capabilities and leadership skills.
- **Youth to Youth:** A collaborative platform for young professionals across ADNOC Group companies, supporting knowledge exchange, networking, and professional development.

International Youth Day

On International Youth Day, ADNOC Gas celebrated the energy, innovation, and leadership of youth who are creating real impact by localizing the SDGs. Their vision and creativity are shaping a more sustainable future for generations to come.

Youth potential is limitless and their impact is transformative. At ADNOC Gas, we recognize that youth are not only the future-they are the driving force of change today, accelerating progress toward a cleaner, more inclusive energy landscape.

Training and Development

GRI 404-1

Employee Training

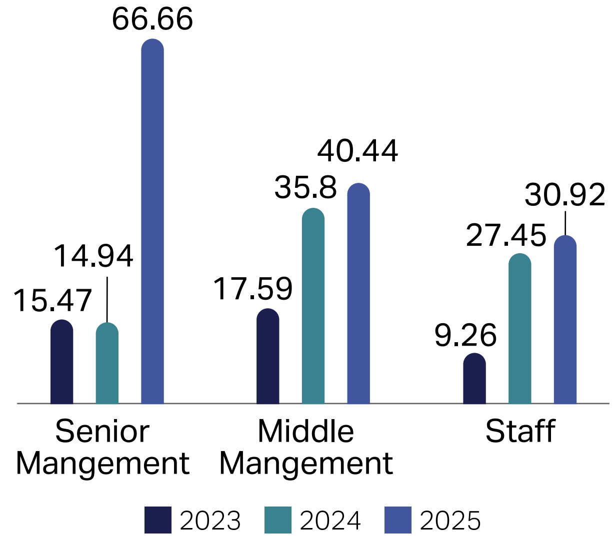
In line with the ADNOC Gas Training Policy, all employees are required to develop and enhance their skills, knowledge, and abilities through structured learning and development activities. Training and capability building efforts are guided by employees' Personal Development Plans (PDPs), allowing development needs to be addressed in a consistent and equitable manner, aligned with individual roles, performance objectives, and organizational priorities.

ADNOC Gas invest in its people to unlock their potential and accelerate growth through a diverse range of programs that foster continuous learning and skill enhancement.

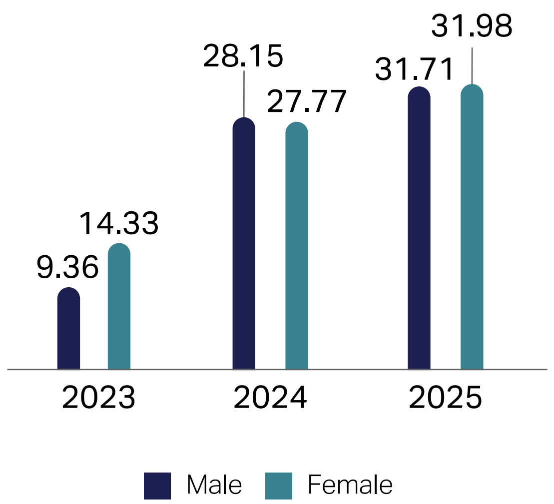
Learning delivery is supported by a Learning Management System (LMS) and Computer-Based Training (CBT) platforms, which provide flexible e-learning options, complemented by technical courses ranging from one-day sessions to comprehensive programs.

~193,897 hours of training were delivered to active 6,109 employees including a mix of technical and non-technical seminars and conferences hosted worldwide.

Average Training Hours by Employee Category



Average Training Hours by Gender



Notes:

- The increase in leadership training hours reflects the delivery of additional training sessions aimed at enhancing management capabilities and awareness of evolving business considerations.
- For 2023 and 2024, average training hours were recalculated during the preparation of this report, resulting in revisions to figures disclosed in the previous Sustainability Report.

To further support professional growth and leadership capability, several key initiatives were implemented during the year. The RISE Program focused on building behavioral, communication, and emotional intelligence skills, complemented by career coaching to support effective workplace integration. The program empowered over 100 participants, equipping them with essential capabilities for personal and professional success.

Leadership development continued to be strengthened through targeted programs designed for supervisors, team leaders, and managers. The ADNOC Lead Forward – Supervisor Coaching & Feedback Excellence program enhanced supervisors' ability to provide constructive feedback, coach junior employees, and manage teams effectively in operational environments, with over 90% of participants rating the sessions as excellent. In parallel, the Lead to Aspire program provided an immersive leadership experience for line managers through 18–25 structured sessions, equipping them with practical leadership tools and a purpose driven mindset to drive performance and engagement. In total, 366 Team Leaders and 77 Managers completed the program, achieving 97% satisfaction in the strategic stream and a 92% completion rate in the operational stream.

To advance career development, ADNOC Gas offers a range of programs, including panel assessments, personal development plans, and globally recognized tools such as the 9-box grid. This is a grid-based system that can be used to assess employee performance levels and growth potential to place them in nine segments. One axis represents performance and the other potential. Based on these insights, employees participate in tailored leadership programs designed to enhance skills and support succession planning.

Lead to Aspire

ADNOC Gas launched Lead to Aspire, an immersive leadership development program designed to empower managers and team leaders with the tools, confidence, and mindset to lead with purpose. Unlike traditional training, this experience is hands-on and challenge-driven, focusing on practical leadership behaviors that deliver results. By equipping leaders to inspire, engage, and drive transformation, ADNOC Gas is building a future-ready leadership pipeline aligned with its vision of becoming an AI-native organization.

Project Management Professional certification

ADNOC Gas celebrated the successful completion of the Project Management Professional certification course by 11 project engineers from various sites. This achievement marks a significant step in enhancing project management expertise, supporting operational excellence and efficient delivery of strategic projects. By investing in professional development, ADNOC Gas reinforces its commitment to building a skilled, future-ready workforce and fostering a culture of continuous learning and growth.

Performance Evaluation and Management

GRI 404-2, 3

We maintain a consistent, merit-based, and structured performance management system designed to foster a high-performance culture through continuous feedback and alignment with organizational and individual goals.

To strengthen career development, ADNOC Gas continues to implement advanced programs, including panel assessments, personalized development plans, and globally recognized tools such as the 9-box grid. This framework evaluates both performance and growth potential, categorizing employees into nine segments for targeted development. One axis reflects current performance, while the other represents future potential. Based on these insights, employees are enrolled in tailored leadership and capability-building programs that support skill enhancement, succession planning, and long-term career progression.

100%
of eligible employees received their performance and career development reviews in 2025.

Employees that Received Continuous Performance Management Reviews

	2023	2024	2025
Male employees	5,858	5,411	5,413
Female employees	721	565	575
Senior management members	10	37	37
Middle management members	471	407	421
Staff (professional, operational, and administrative)	6,098	5,533	5,530

We foster a collaborative environment where employees share knowledge, inspire creativity, and continuously improve the quality of work. To support this, ADNOC Gas promotes the use of the ADNOC Group Talent Hub — a dedicated platform that enables employees to showcase their skills and hidden talents. Through these initiatives, we empower individuals to unlock their potential, driving personal growth and career development while contributing to the organization's long-term success.

Employee Benefits

Our employees remain one of our most valuable assets, and we are committed to prioritizing their health, safety, and overall wellbeing. We offer a comprehensive range of benefits for all full-time employees, including life insurance, healthcare coverage, disability and invalidity insurance, parental leave, and retirement provisions.

In 2025, we continued to enhance our health insurance packages to meet evolving employee needs. These improvements included extended support for individuals with autism and congenital conditions for UAE nationals, increased rehabilitation limits, reduced co-payments, and expanded coverage for Applied Behavior Analysis therapy and speech therapy for non-national employees.

To further strengthen employee wellbeing, our Employee Assistance Program (EAP) provides personalized services such as psychological counseling, diet and fitness plans, life coaching, and financial and legal consultations—all at no cost to employees and their immediate family members over the age of 18. Additionally, ADNOC Group contractors can access EAP services free of charge, available 24/7 in multiple languages.

We firmly believe these enhancements to employee benefits help maintain a motivated workforce and enable us to attract and retain top talent, reinforcing ADNOC Gas as an employer of choice.

ADNOC GAS | SUSTAINABILITY REPORT 2025

All full-time employees at ADNOC Gas are covered by comprehensive life insurance and healthcare benefits, providing essential medical support and financial protection for them and their families. In addition to these core benefits, the Company provides disability and invalidity coverage to 4 employees, offering critical support in the event of unforeseen health challenges that may impact their ability to work. Furthermore, in 2025, 215 employees have received retirement benefits, supporting their long-term financial security beyond active employment.

Employee Benefits Overview

	2023	2024	2025
Full-time employees who are provided with life insurance	5,458	5,676	6,393
Full-time employees who are provided with healthcare	6,009	5,954	5,973
Full-time employees who are provided with disability and invalidity coverage	4	1	4
Full-time employees who are provided with retirement provisions*	239	271	215

*During the preparation of this report, we have refreshed the number of full-time employees who are provided with retirement provisions for 2023 and 2024 years.

Parental Leave

At ADNOC Gas, we are committed to fostering a supportive and inclusive workplace that promotes a healthy work–life balance. All employees are eligible for parental leave, maternity leave and child custody leave. In 2025, 84 employees availed child custody leaves, totaling 623 leave days, and 499 employees utilized parental leave, all of whom returned to work, resulting in a 100 percent retention rate. We continue to review and strengthen our policies to reflect best practices and to support the wellbeing of our people and their families.

Total Number of Employees that Took Parental Leave

	2023	2024	2025
Male	476	441	460
Female	12	24	39

Employees that Returned to Work After Parental Leave Ended

	2023	2024	2025
Male	476	441	460
Female	12	24	39

Employee Mobility

Operational changes are essential across our organization to address evolving business needs and expansion, in alignment with the ADNOC Group. These changes include adjustments to approved positions and job hierarchies, helping the Company remain resilient and future ready.

To communicate these changes effectively and raise employee awareness, we have implemented a comprehensive Change Management Program that provides support throughout transitional phases.

Additionally, we launched an internal platform called Talent Marketplace to prioritize internal growth, which lists all open career opportunities to promote internal employee mobility. Alongside this, we run several reskilling programs to prepare employees for new roles and enhance their skill sets.

In 2025, ADNOC Gas continued to leverage internal mobility mechanisms to support organizational needs. During the year, 283 positions (~ 32% out of the total vacant positions) were filled by existing ADNOC Gas employees, and 35 positions through transfers from other ADNOC Group companies, complementing external recruitment activities.

Internal Career Progression

In 2025, ADNOC Gas continued to support merit-based internal progression as part of its broader employee mobility and talent development approach. During the year, 334 employees advanced into higher roles across leadership, management, and individual contributor levels. These movements reflect outcomes of structured performance evaluations, talent reviews, and development planning processes.

Employee Promotions by Role Level

	Number of Employees
Vice President	12
Department Manager	19
Team Leader	34
Individual	269
Total	334

Minimum Notice Period

1 to 3 months' notice period depending on the changes.

Minimum number of weeks' notice typically provided to employees and their representatives prior to implementation of significant operational changes that could substantially affect them.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Supplier and Partner Labor Practices

We are committed to maintaining the highest standards in labor management, guided by the ADNOC Code of Conduct and the ADNOC Supplier and Partner Code of Ethics.

The **ADNOC Code of Conduct** explicitly affirms our commitment to not tolerating discrimination, harassment, or violence of any kind. This Code applies to everyone who works for or represents any part of the ADNOC Group, including employees, contracted staff, and secondees. We expect our contractors, suppliers, and business partners to align with these principles and to comply with the ADNOC Group Supplier and Partner Code of Ethics.

We uphold internationally recognized human rights principles, including the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption, to which we are a signatory. These principles form the foundation for improving labor practices across our supply chain. Our supplier registration and HSE contract management processes are designed to promote compliance with applicable labor and environmental laws.

We actively support suppliers and partners in meeting these standards and adhering to industry benchmarks related to labor rights, working and living conditions, standard working hours, minimum wage, overtime pay, and leave entitlements.

To promote transparency, we have implemented Takallam, an anonymous reporting system managed by an independent third party. Takallam maintains confidentiality and supports effective reporting across ADNOC Gas.

As part of our Supplier Registration and HSE Contract Management we review labor practices of our suppliers and partners and assess their potential impact on our working relationships.

Our Social Responsibility

GRI 413, 11.7, 11.15, 11.17, ADX S12

ADNOC Gas continued to build a culture of giving back by driving sustainability through impactful initiatives that benefit both society and the environment. Our CSR strategy emphasizes creating positive change through local community engagement, economic development, and embedding sustainable practices across our operations. Under this commitment, the Company continued to invest in initiatives supporting local communities during FY 2025.

This year has been designated as the Year of Community in the UAE, reflecting our continued commitment to strengthening relationships with the people and stakeholders who live and work around our operations. Throughout the year, we remained focused on delivering activities that create meaningful social value, support local priorities, and contribute positively to community wellbeing.

Under the **Year of Community theme**, ADNOC Gas placed strong emphasis on initiatives that address real community needs, enhance social development, and promote environmental responsibility. Our programs focused on supporting worker welfare, advancing digital access for underserved groups, encouraging learning opportunities, and fostering environmental stewardship. These efforts were complemented by the active engagement of our employees, who contributed significant volunteer hours across a diverse range of CSR activities aligned with our pillars: Growth and Learning, Sports, Health and Welbeing, Community, Natural Heritage, and Environment.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Local Community Engagement

Rahma Campaign

In partnership with the Ministry of Human Resources (MoHRE), ADNOC Gas organized two Rahma Campaigns in Al Ain and Abu Dhabi, engaging 71 volunteers to acknowledge and thank construction site workers for their hard work and dedication. Volunteers distributed 1,000 water flasks and 2,000 cold refreshments during the campaign and delivered an HSE awareness session to approximately 1,000 construction workers across both locations. The participating volunteers contributed a total of 568 volunteer hours. These efforts reinforced safety standards, especially during the summer, and highlighted the UAE's commitment to prioritizing worker safety and physical wellbeing.

IT Equipment Donation Initiative

ADNOC Gas also advanced its commitment to digital empowerment and educational opportunity through its IT Equipment Donation Initiative. Through its CSR pillar Growth and Learning, the Company collaborated with Emirates Red Crescent (ERC) to donate company laptops, supporting the education of orphans and foster families as part of ERC's "With Knowledge We Empower" campaign. Notably, 30 volunteers joined us in this initiative, contributing their time and effort to help achieve the success of the program. By donating refurbished IT equipment, ADNOC Gas supported digital inclusion and enhanced access to learning resources for vulnerable communities, ultimately benefiting 120 families and further strengthening its role in driving community development and wellbeing.

Lifesaving Blood Donation Campaign

This year, we continued our ongoing support for the ADNOC Group's Blood Donation Campaign, with 303 employees donating blood that impacted the lives of 759 individuals. We foster a culture of care by encouraging health initiatives and demonstrating a commitment to the wellbeing of both our employees and the community.

Desert and Shoreline Clean-up Campaigns

ADNOC Gas launched a series of clean-up campaigns at strategic locations including more than 241 volunteers who dedicated their time and effort hours to environmental stewardship. The campaigns were timed to coincide with global events such as World Environment Day, amplifying their impact and visibility. By fostering a culture of volunteerism and community engagement, ADNOC Gas not only improved the immediate environment, but also reinforced its commitment to corporate social responsibility and the UNSDGs.

CSR Volunteering Involvement

Beyond these CSR initiatives, ADNOC Gas employees also engaged in a range of ADNOC Group-led and national volunteering programs, demonstrating their strong commitment and contribution to ADNOC Group's CSR Pillars: Growth and learning, Sports, Health and Wellbeing, Community, Natural Heritage and Environment. Their participation included involvement in the following key initiatives:

- Ramadan Boxes Initiative
- Make it in the Emirates
- ADNOC AI Challenge
- Fujairah Marine Life Preserver initiative, part of the "7 Volunteering Opportunities Across 7 Emirates"

Our CSR Impact

	2023	2024	2025
Number of Volunteers	799	600	900
Volunteering Hours	1,896	1,197	2,200
People Impacted	1,846	3,000	25,880

ADNOC GAS | SUSTAINABILITY REPORT 2025

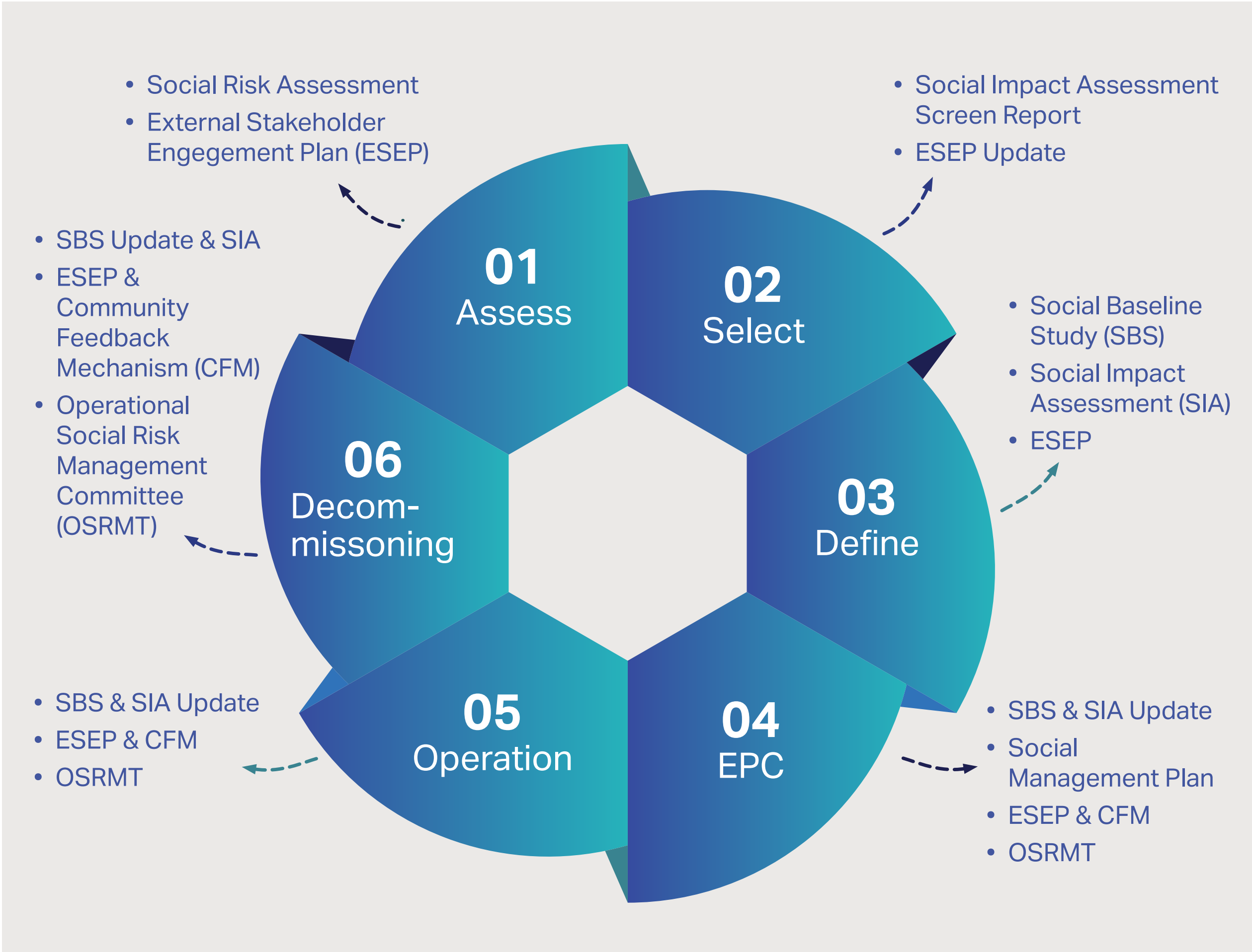
Social Impact Assessment

Social Risk Management (SRM)

Social risks can significantly impact our employees, stakeholders, and the wider community, making SRM an integral part of our HSEIA process.

Our SRM standard is aligned with the best international practices and national requirements. It is applied across the stages of the project lifecycle, from conceptual design to construction, operation, and decommissioning. Actions are designed based on identified risks and impacts associated with projects and activities.

We focus on identifying, assessing, monitoring, and addressing potential social impacts on communities where we operate and on stakeholders connected to our activities. To achieve this, we conduct social impact assessments, the outcomes of which are translated into social management plans that include social risk mitigation measures and stakeholder engagement strategies.



Social Risk Management Committee

Our social performance governance framework supports the involvement of all stakeholders, from site operators to senior management. To provide clear direction, alignment, and consistency in social performance, we have established a Social Risk Management Committee (SRMC), chaired by the ADNOC Gas CEO.

When necessary, operational SRM teams are established at the division, asset, or project level.

The SRMC is designed to provide the following:

- Support the timely execution of social studies and social risk assessments by projects and operations as per ADNOC Group SRM Standard.
- Advice on planning, executing, monitoring, and reporting of social risks, community engagement activities, Community Feedback Mechanism (CFM) and opportunity enhancement activities carried out by SRM operational committees.
- Reviews, analysis and advice on community incidents in projects and facilities.
- Monitoring social performance of projects and facilities, whilst tracking and reporting social KPIs.

SRM Assurance and Audits

In 2025, a health-check audit of SRM activities was conducted by Group HSE to assess the effectiveness and maturity of SRM implementation. In addition, audits of SRM activities for projects are regularly carried out as part of the Corporate HSE audit program, providing independent assurance on compliance with ADNOC Group SRM requirements and continuous improvement of social performance.

Social Performance Reviews and Stakeholder Engagement

In 2025, ADNOC Gas further strengthened its Social Risk Management (SRM) framework through the completion of social risk studies across various projects and operational sites. These assessments supported the identification of potential social risks and impacts and informed the development and implementation of targeted mitigation measures to enhance social performance.

Stakeholder Engagement Session for the Ruwais LNG Project

A stakeholder engagement session for the Ruwais LNG project was held in Ruwais, involving representatives from the Municipality, Police, Civil Defense, and Dhafra Beach Hotel. The session aimed to communicate project details, outline potential impacts and corresponding mitigation measures, and solicit feedback from stakeholders.

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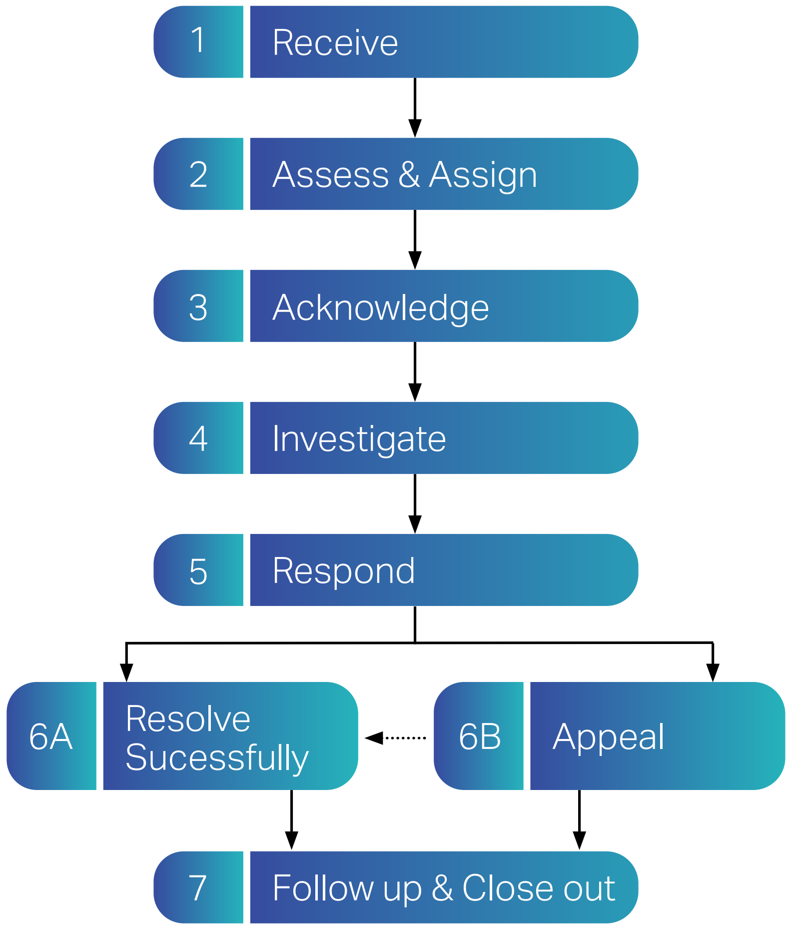
Oversight of social risks remained embedded within ADNOC Gas' governance structure. The SRMC continued to track and report social performance indicators, provide guidance on mitigation actions, and oversee the management of social risks across projects and operations. In addition, Operational Social Risk Management Team meetings for the Estidama project contributed to ongoing monitoring and coordination at the project implementation level. Stakeholder engagement remains a core component of ADNOC Gas' SRM approach, centered on proactive communication and responsiveness to stakeholder needs and concerns throughout the project lifecycle—from early design through construction, operations, and decommissioning.

Further, to support effective and inclusive engagement, ADNOC Gas developed a bilingual (English and Arabic) community awareness brochure, enhancing engagement readiness and reinforcing transparent communication. This approach is supported by a formal CFM, which provides a structured and transparent process for receiving, assessing, and responding to stakeholder feedback and concerns. Through continuous risk assessment, structured governance oversight, and engagement preparedness, ADNOC Gas continues to demonstrate its commitment to social responsibility and to fostering long-term, sustainable relationships with local communities and other external stakeholders.

Community Engagement

ADNOC Gas prioritizes health, safety and security, early social risk assessments, and positive impact on communities. Through CSR programs and transparent stakeholder engagement, the Company supports local communities while collaborating with UAE authorities. To further strengthen community relations, a CFM provides structured grievance resolution, fostering transparency and trust. Community Liaison Officers have been assigned to all ADNOC Gas sites with the objective of effectively interacting with communities and addressing their feedback in a timely manner. The CFM guided by ADNOC Gas CFM Guideline, allows stakeholders to raise questions or concerns and have them addressed promptly and respectfully. We aim to address all complaints received. Any stakeholders who consider themselves impacted by ADNOC's activities can access this mechanism at no cost. Based on records maintained through the CFM, no cases were reported during 2025. The overall CFM process is shown below.



This transparent, structured approach helps us to handle any questions or concerns raised promptly and effectively, reinforcing our commitment to maintaining open channels of communication and continued improvement in our community engagement efforts.

Contractor Welfare Management

ADNOC's internal Human Rights due diligence framework largely consists of the Contractor Welfare Management and Social Risk Management standards which are embedded within the HSE Management System. This helps identify risks, effectively manage them, and continuously monitor them in a structured, transparent, and accountable manner.

The Contractor Welfare Management system prioritizes the wellbeing of contractors and subcontractor workers by encouraging fair recruitment practices, safe and decent working and living conditions, access to healthcare, effective grievance mechanisms, and systematic audits and monitoring throughout the project lifecycle.

05

CORPORATE GOVERNANCE

Governance at ADNOC Gas

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-16, 2-18, 2-19, 2-26, 2-27, ADX G1, G2

Strong governance is essential to ADNOC Gas' ability to deliver sustainable long-term value. As a responsible and reliable energy provider, ADNOC Gas is committed to maintaining high standards of transparency, accountability, and ethical conduct, supported by a structured governance framework and effective oversight mechanism that safeguard stakeholder interests while maintaining operational excellence. As a listed entity, ADNOC Gas is committed to timely, accurate, and transparent disclosures in accordance with applicable regulatory requirements, supporting market integrity and investor confidence.

Corporate Governance and Business Ethics

ADNOC Gas maintains a structured Corporate Governance framework that establishes a clear decision making authorities, defined roles and responsibilities, and governs interactions with stakeholders by outlining their respective rights, duties, and obligations. This framework supports effective oversight, transparency, and compliance with applicable UAE regulations, ADNOC Group requirements, and recognized international best practices.

Shareholders' rights are protected through transparent governance practices, ensuring equitable treatment and effective participation in key decision-making processes in accordance with applicable regulations.

Sustainability considerations are embedded within ADNOC Gas' governance structure and decision making processes, ensuring alignment between strategic objectives, risk management, and long-term value creation. The governance framework supports continuous improvement across environmental, social, and economic performance in line with the best global practices, UAE regulatory requirements, and ADNOC Group's sustainability strategy.

Effective governance is the foundation of responsible and sustainable business practices. Our governance structure reflects integrity and efficiency through well-defined policies, robust risk management strategies, and clear decision-making protocols. The Board of Directors and Executive Committee play a critical role in overseeing compliance and driving progress on sustainability plans and performance. Through this framework, we uphold our commitments to shareholders and stakeholders, fostering trust and supporting long-term sustainability.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Board of Directors

Our Board of Directors comprises seven members and is appointed in accordance with the Company's Articles of Association and applicable regulatory requirements, including those of Securities and Commodities Authority (SCA), Abu Dhabi Global Market (ADGM) regulations. Board of Directors are elected for three-year term and are subject to re-election in line with applicable governance requirements. Appointments to the Board of Directors are governed by ADNOC Group Company Board of Directors and Committee Nomination Policy, ensuring an appropriate balance of skills, experience, independence, and oversight capabilities to support effective governance and strategic direction.

The Board of Directors includes female representation in line with the requirements of SCA, reflecting ADNOC Gas' commitment to diversity and inclusive governance practices. Diversity is considered in Board of Directors composition to ensure balanced representation and a broad range of perspective, supporting effective decision-making and enhancing the overall effectiveness of Board oversight.

~14% Female representation in the Board of Directors

Board of Directors Oversight on Operational Resilience

ADNOC Gas welcomed the ADNOC Group Board of Directors, led by UAE president, His Highness Sheikh Mohamed bin Zayed Al Nahyan, to the Habshan 5 Main Control Room. The visit showcased operational resilience and agility, highlighted by successful island mode testing that demonstrated readiness to operate under diverse scenarios. Supplying ~60% of the UAE's gas demand, ADNOC Gas reaffirmed its strategic role in powering the nation while maintaining 100% HSE compliance and safeguarding critical assets for future generations.

Board of Directors Meeting Attendance Records

As stipulated in our Articles of Association, the Board of Directors must meet at least four times annually, with a quorum requiring the attendance of a simple majority of Directors. During the 2025 financial year, the Board of Directors convened four times to discuss matters related to strategic direction, financial performance, and overall governance.

The table below summarizes the details of the ADNOC Gas Board of Directors as of 31 December 2025:

Name	Status	Experience	ESG related experience/credentials	Nationality	Tenure
H.E. Dr. Sultan Ahmed Sultan Essa Al Jaber (Chairman)	Non-executive Independent	Energy, industrial strategy, climate diplomacy	COP28 President, Climate diplomacy, Masdar Chairman	Emirati	3 years
H.E. Kamal Ishaq Abdulla Ismail Almaazmi	Non-executive Independent	Strategic finance, investment management	Sustainable finance oversight, economic development	Emirati	3 years
Mr. Khaled Al Zaabi	Non-executive Independent	Financial strategy	Sustainable investment strategy	Emirati	2 years
Mr. Khaled Salmeen* (Vice Chair)	Non-executive Independent	Downstream operations	Industrial Sustainability	Emirati	1 year
Mr. Abdulmunim Saif Hamoud Ahmed Alkindi	Non-executive Independent	Upstream operations	Industrial Sustainability	Emirati	3 years
Mr. Mussabeh Helal Musabbeh Ali Alkaabi	Non-executive Independent	Low carbon solutions and upstream operations	Carbon Management	Emirati	3 years
Ms. Tasnim Ahnaish Al Mzaini	Non-executive Independent	Downstream operations, assets management	Operational sustainability through gas business and asset management	Emirati	1 year

*Khaled Salmeen was appointed as a member of BoD on 8 December 2022.

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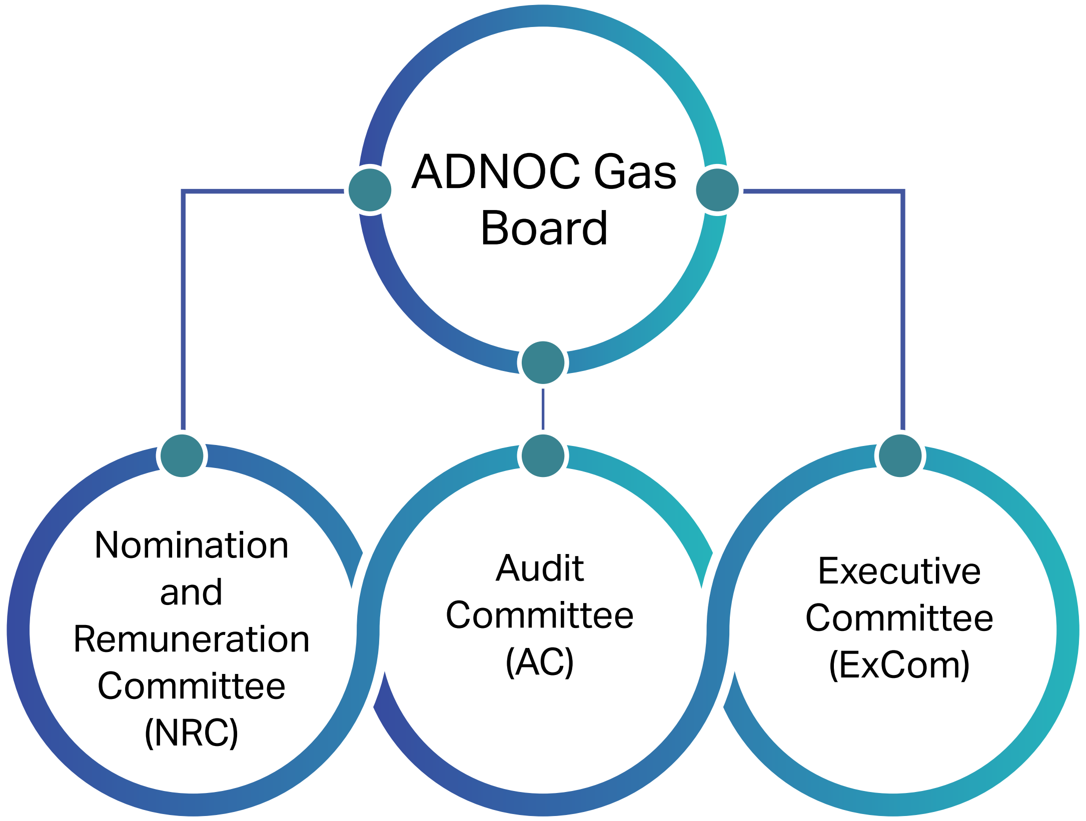
Board Committees

The Board has established three permanent committees under its oversight, the Audit Committee (AC), the Nomination and Remuneration Committee (NRC) and the Executive Committee (ExCom), to support the effective discharge of its responsibilities.

In 2025, ADNOC Gas implemented updates to the compositions of its Board committees to enhance governance effectiveness and ensure continued alignment with applicable regulatory requirements. These changes support a balanced and effective committee structure, strengthening oversight across financial, strategic, and operational matters.



In accordance with the Company's Articles of Association, the Board of Directors retains the authority to establish additional committees as required. The Board may delegate specific responsibilities to its committees through a structured framework, with further delegation permitted where appropriate to support effective execution. Such delegation is governed by the Delegation of Authority, or effected through Board resolutions, as appropriate.

The Company maintains the independence of its Board committees to support objective and effective oversight. In line with this, the Board Chairperson does not serve as a member of either the AC, NRC or ExCom.

Audit Committee

The AC supports the Board in fulfilling its responsibilities related to financial reporting and both external and internal audits. Its key duties include reviewing and monitoring the integrity of financial statements, overseeing non-audit work performed by external auditors, advising on their appointment, managing the relationship with external auditors, and assessing the effectiveness of both external audits and the internal control review function. The AC also oversees compliance with applicable laws and regulations, including those of the UAE, ADGM, SCA, and the ADX. Additionally, the committee provides oversight of strategic risk management, internal controls over financial reporting, and ADNOC Gas' compliance processes.

In line with its approved Terms of Reference, the ADNOC Gas AC comprises three Non-Executive and Independent Directors, including two members with expertise in financial audit, statutory reporting, and internal audit. The committee is chaired by an independent member, with other members appointed by the Board as needed. It convenes at least four times annually, and all members must adhere to the Company's Insider Trading Policy, which governs the handling of material non-public information.

As Chairperson of the AC, H.E. Kamal Ishaq Abdulla Ismail Almaazmi is responsible for overseeing the implementation of the committee's charter, reviewing its operational methods, and maintaining its overall effectiveness.

The Audit Committee held **five meetings** in 2025

Nomination and Remuneration Committee

The NRC supports the Board in establishing and overseeing nomination and remuneration policies for the Board, its committees, and executive management. Its responsibilities include evaluating matters related to executive management, assessing the balance of skills, knowledge, and experience of the Board and its committees, monitoring the independence of Independent Directors, and supporting the Board on remuneration related matters in accordance with the Articles of ADNOC Gas. According to its Terms of Reference, the NRC shall consist of four members, at least three of whom must be Non-Executive Directors, with a minimum of two being independent, as defined under the governance rules. To maintain independence, the Chairperson of the Board cannot serve as a member of the NRC. The committee meets at least twice annually and as required by the Company's needs.

As Chairperson of the NRC, Musabbeh Helal Musabbeh Ali Alkaabi is responsible for overseeing the implementation of the committee's charter, reviewing its operational methods, and maintaining its effectiveness.

The NRC held **two meetings** in 2025

Executive Committee

The ExCom, established by the Board, comprises six members appointed in accordance with its Terms of Reference. The committee assists the Board in fulfilling its responsibilities on matters such as reviewing and approving related-party transactions, approving items delegated under the Company's DoA matrix, and reviewing or endorsing issues related to the Company's commercial, financial, and operational performance and planning, as requested by the Board. The committee is required to report all decisions, evaluations, and other matters requested by the Board prior to each Board meeting.

In 2025, the committee convened four times. It also receives regular updates on sustainability initiatives to monitor progress and key metrics, thereby strengthening governance and supporting accountability in decision-making.

As Chairperson of the ExCom, Mr. Khaled Salmeen Anber Salmeen is responsible for overseeing the implementation of the committee's charter, reviewing its operational methods, and maintaining its effectiveness.

Four meetings held by ExCom in 2025

Executive Management

In addition to the members of the BoD, the day-to-day management of the Company's operations is conducted by its Executive Management team, as follows:

~22% female representation in our Executive Management

Member Name	Position	Appointment year
Fatema Mohamed Al Nuaimi	Chief Executive Officer	2025
Peter Van Driel	Chief Financial Officer	2023
Mohamed Al Hashmi	Chief Operating Officer	2023
Nasser Saif Al Busaeedi	Senior Vice President, Projects	2024
Rashid Al Mazrouei	Senior Vice President, Marketing	2023
Saud Mohamed Al Hammadi	Vice President, Health, Safety & Environment	2023
Navneeth Damodara	Vice President, Audit & Assurance	2025
Tjalling Wiersma	General Counsel	2025
Maitha Balfaqeeh	Senior Vice President, Shared Services	2024

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Ms. Fatema Mohamed Al Nuaimi is the Chief Executive Officer of ADNOC Gas. She brings extensive leadership experience across the gas and downstream value chain. Prior to her current role, she served as Executive Vice President, Downstream Business Management, where she oversaw multiple downstream assets and led value chain optimization initiatives.

Ms. Al Nuaimi played a key role in advancing ADNOC's downstream growth strategy, including the delivery of the Final Investment Decision for the Ruwais LNG project. Previously, she served as Chief Executive Officer of ADNOC LNG, where she led the LNG business, overseeing operations, commercial activities, and long-term strategic development across global LNG markets. During her tenure, she strengthened commercial positioning, expanded the international customer base, and supported sustained operational and organizational performance.

Ms. Al Nuaimi holds a bachelor's degree in chemical engineering from the United Arab Emirates University and a Master of Business Administration (MBA) from the American University in Dubai.

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Executive Compensation

GRI 2-19, 2-20, ADX S1

ADNOC Gas recognizes the importance of well-structured incentives in driving performance, with sustainability as a core priority. Executive compensation is tied to our Annual Performance Scorecard, which includes a range of ESG KPIs such as GHG emissions reduction, ICV contribution, Emiratization, and HSE performance. Our remuneration framework combines a fixed salary with performance-based incentives, aligning short-term incentives and long-term incentives to the achievement of strategic and sustainability objectives. This approach reflects ADNOC Gas' commitment to developing local talent, supporting national growth, and advancing environmental stewardship. Furthermore, ADNOC Gas upholds transparency by disclosing executive remuneration as part of its regulatory filings.

Sustainability Steering Committee

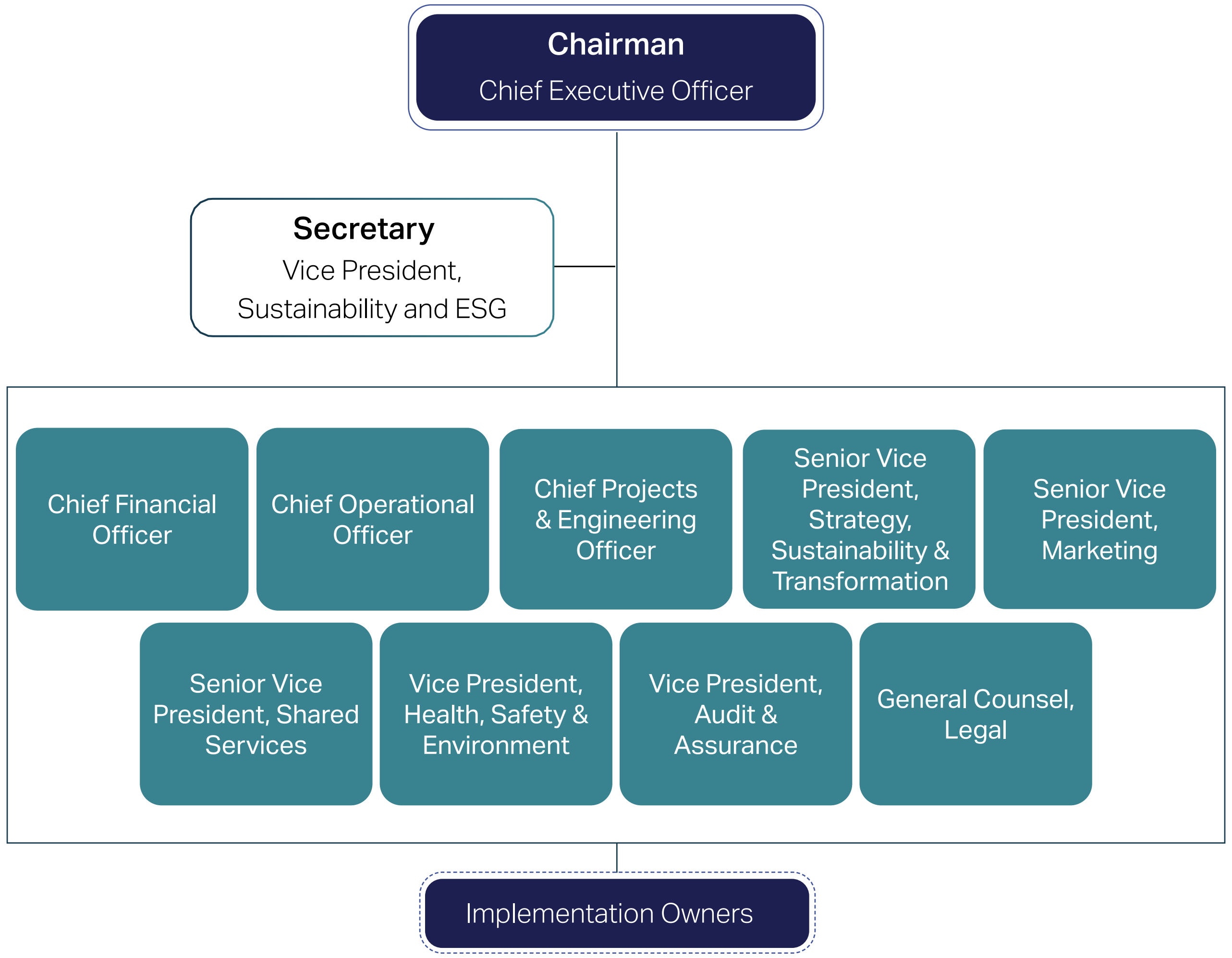
GRI 2-14

Aligned with our Sustainability Strategy, ADNOC Gas has established the Sustainability Steering Committee to lead strategic ESG initiatives and maintain alignment with ADNOC Group's 2045 Net Zero Ambition. The committee also maintains oversight of sustainability-related risks and opportunities, supporting their effective management and integration into decision making. To maintain effective oversight and track progress, the Committee convenes approximately two times per year.

The committee's primary role is to enhance performance in line with our sustainability priorities and ESG pillars, creating a positive impact on both communities and the environment. It regularly monitors the implementation of programs and initiatives that embed sustainability into our operations.

The Sustainability Steering Committee is chaired by the ADNOC Gas Chief Executive Officer and is responsible for providing strategic oversight of sustainability related matters. The Committee is supported by the Vice President, Sustainability and ESG, who serves as Secretary, and includes senior executives representing key corporate and operational functions, allowing sustainability considerations are integrated into business decision making.

To support effective execution and accountability, the Committee operates through designated Implementation Owners across organizational divisions. Each implementation area is led by a Vice President and supported by appointed leads and subject matter experts, enabling the translation of sustainability strategy into operational delivery and monitoring.



In 2025, the Sustainability Steering Committee further strengthened its governance role by enhancing cross functional coordination on climate, environmental performance, and ESG initiatives. The Committee oversaw the rollout of updated sustainability framework, improved tracking of decarbonization progress, and guided key business functions in implementing actions aligned with ADNOC Gas' sustainability targets. These efforts reinforce accountability across the organization and supported stronger alignment between corporate sustainability strategies and operational execution.

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Our Sustainability Policy

GRI 2-25

ADNOC Gas is committed to operating in a manner that promotes environmental stewardship, social responsibility, and strong corporate governance. As a leading gas processing company, we prioritize minimizing our environmental footprint, fostering social responsibility, and maintaining compliance with both national and international regulations.

Our Sustainability Policy reflects this commitment, serving as a guiding framework for sustainable practices across our operations. We demonstrate this commitment through clear communication, leading by example, and cultivating a culture of sustainability performance that is actively monitored and reported. This is reinforced by continued investment in innovation, talent development, and infrastructure.

We actively engage all stakeholders and encourage adherence to this policy.

Environmental Stewardship

- Minimizing our impact on climate change by reducing emissions through adopting best practices, leveraging cutting edge technologies and clean energy supply.
- Practicing responsible waste and water management, towards a circular economy and conserving biodiversity.
- Monitoring and conducting regular environmental assessments for continual improvement.

Social Responsibility

- Creating a diverse, and inclusive workplace while prioritizing the health and safety for all employees and contractors.
- Investing in employees' professional development as well as promoting a good work-life balance.
- Respecting and conforming to social, cultural, legal, and ethical aspects of society.
- Supporting ADNOC efforts with local communities, steering, education, healthcare, and social initiatives to foster positive relationships and community development.

Governance and Ethics

- Establishing a robust governance structure and proactive risk management.
- Ensuring compliance with applicable laws, industry standards and international commitments.
- Operating with integrity, transparency, and accountability to maintain the highest governance standards and to preserve the business values of our organization
- Regularly assessing and monitoring governance practices and striving for continuous enhancement.
- Cultivating a strong stakeholder relationship, building trust through transparency, open communication and collaboration.
- Collaborate with industry partners and stakeholders to enhance decision making, share best practices and demonstrate adherence to ESG principles.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Ethical Business Practices

GRI 205, GRI 206, GRI 2-15, 11-12, 11-20, ADX G3, G4, S11

Policy Governance Framework

ADNOC Gas' governance framework is underpinned by a structured set of Group-level and Company-level policies that guide ethical conduct, compliance, risk management, and responsible business practices. Our policies, standards and procedures are approved at the appropriate governance level and embedded into decision-making and operational processes across the organization.

Ethics and Compliance

- ADNOC Group Code of Conduct
- Supplier and Partner Code of Ethics
- Conflict of Interest Standard
- Gifts and Hospitality Standard
- Whistleblowing and Non-Retaliation Standard
- Anti-Bribery and Anti-Corruption Standard
- Competition Compliance Standard
- Sanctions and International Trade Controls
- Compliance Investigation Standard

Sustainability & ESG

- Sustainability Policy
- Health, Safety and Environment (HSE) Policy

Data, Technology & Information Security

- ADNOC Group Data Management Policy
- Privacy and Data Protection Policy
- Ethical Use of Artificial Intelligence Standard

People & Workplace

- Training and Capability Development
- ADNOC Group Youth Development

Code of Conduct

ADX G3, G4

ADNOC Group Code of Conduct

The ADNOC Code of Conduct, a foundation document for all policies, stipulates a set of standards for ethical behavior, so that anyone working for, or on behalf of, ADNOC Gas work in line with our core values and complies with our standards of integrity and responsibility. We, at ADNOC Gas, drive compliance with all relevant laws and regulations.

Employees are expected to confirm their understanding and compliance with the Code each year, reinforcing our dedication to ethical standards. Our training programs address key topics such as integrity, fair competition and antitrust, data protection and confidentiality, anti-bribery and anti-corruption measures, international trade controls, insider trading, and adherence to all applicable laws and regulations. We believe that integrity and ethics are fundamental to achieving business success, as highlighted in the ADNOC Code of Conduct. At ADNOC Gas, we embrace core values-Collaborative, Respectful, Responsible, Efficient, and Progressive-which guide our decisions and shape our everyday behavior.

~99% of employees have completed mandatory Code of Conduct e-learning modules

Supplier Code of Conduct

We expect all contractors, suppliers and business partners to comply with ADNOC's Supplier and Partner Code of Ethics. The code strictly prohibits the use of child, underage, forced or trafficked labor. Every ADNOC Group supplier and partner must adhere to applicable laws and regulations, uphold ethical standards and align with the principles set forth in this Code and ADNOC's responsible sourcing ambitions.

To determine suppliers' compliance with ADNOC's Supplier and Partner Business Code of Ethics, we implement a rigorous prequalification process. This is complemented by Integrity Due Diligence (IDD) reviews which are to be conducted before entering any business relationship and repeated periodically for all suppliers.

Anti-Bribery and Corruption

GRI 11-20, ADX G4

ADNOC Gas enforces a zero tolerance approach to bribery, corruption, fraud, and money laundering, both within the Company and across its business partners. The Company conducts its activities in accordance with applicable anti corruption and anti money laundering laws and regulations, consistent with ADNOC Group compliance policies and standards. To support this commitment, ADNOC Gas maintains robust preventive and monitoring controls, including due diligence and reporting mechanisms, and promotes a strong culture of ethical conduct.

Competition Law

The Company is committed to conducting its business in accordance with all applicable antitrust and unfair competition laws and regulations. The Company maintains and implements appropriate policies, procedures, training and internal controls designed to promote compliance with competition law requirements, prevent anticompetitive practices and ensure adherence to applicable merger control and related regulatory obligations.

Sanctions and International Trade Controls

ADNOC Gas complies with all applicable sanctions and international trade control laws and regulations, in line with ADNOC Group compliance policies and standards. The Company implements appropriate controls to prevent prohibited transactions, restrict dealings with sanctioned parties, countries, or activities, and support lawful cross border trade. Relevant employees receive awareness and training to support compliance, and adherence is monitored to mitigate legal, financial, and reputational risks.

Conflict of Interests Standard

GRI 2-15

ADNOC Gas has a robust process for governing conflicts of interest, as outlined in our Conflict of Interest Standard, which applies to all employees, officers, and directors. We recognize that individuals may engage in legitimate social, financial, and business activities outside their roles; however, they have a duty to disclose any actual, potential, or perceived conflicts of interest, including internal or external relationships or interests that could impair objectivity or create perceived bias. Once disclosed, appropriate controls are implemented to manage any associated risks. In addition, as part of the annual compliance declaration, employees confirm the status of any conflicts they may have, reinforcing our commitment to transparency and ethical conduct.

Human Rights

GRI 11-12, ADX S11

ADNOC Gas is committed to integrating social sustainability into our decision-making processes. We respect internationally recognized human rights standards and are a signatory to the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption.

ADNOC's internal Human Rights due diligence framework largely consists of the Contractor Welfare Management and Social Risk Management standards which are embedded within the HSE Management System.

We are dedicated to striving towards compliance throughout our supply chain while investing in the long-term development and resilience of the communities we engage with. Additionally, our whistleblowing helpline, **Takallam**, is available to raise integrity related concerns and report human rights incidents.

Compliance Investigation Standard

Our commitment to integrity includes investigating, where necessary, allegations of ethical misconduct. ADNOC Gas follows a structured approach through our Compliance Investigations Standard, which covers:

1. Ethical Business Practices – Supporting adherence to our Code of Conduct and ethical principles.
2. Integrity in Third-Party Interactions – Maintaining transparency and fairness in all external engagements.
3. Compliance with Laws and Regulations – Upholding applicable legal and regulatory requirements.

All employees are required to cooperate fully and truthfully with investigations and avoid any actions that may hinder or interfere with the process. This reinforces our commitment to transparency, accountability, and ethical operations.

Additional policies such as Information Disclosure and Transparency Policy, Inside Information and Prevention of Insider Dealing Standard, Whistleblowing and Non-Retaliation Standard, Related Party Transactions Policy, etc. are outlined in the **ADNOC Gas 2025 Integrated Report**.

Approach to Resolving Critical Concerns

GRI 2-16, GRI 2-26

We maintain a strong culture of integrity by providing all employees and stakeholders with accessible channels to raise concerns. In line with the ADNOC Group Whistleblowing and Non Retaliation Standard, ADNOC Gas provides multiple secure and confidential reporting mechanisms. Including the Takallam Ethics Helpline, direct access to the Ethics & Compliance team, and other confidential reporting platforms such as secure email reporting and management reporting lines.

All concerns are handled with strict confidentiality, independence, and impartiality, and retaliation against individuals who raise concerns in good faith is strictly prohibited. All reported cases are reviewed in accordance with established procedures, and outcomes are reported to the Audit Committee, reinforcing oversight, transparency, and continuous improvement in governance practices.

Our Takallam platform available to all our internal and external stakeholders: Takallam.ae

The following sumarizes the process followed in the case a report is raised

1. Upon receipt of a report, a preliminary assessment is conducted to validate the case.
2. If the case is substantiated an investigation committee is setup.
3. Finally, a report is issued, including recommendations for disciplinary and corrective actions as required.

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Strengthening Ethics and Compliance Culture

ADNOC Gas' Legal, Corporate Governance and Compliance team, in collaboration with ADNOC Group Ethics and Compliance, hosted a Compliance Check-In Campaign at the Sheikh Khalifa Energy Complex. Attended by our CEO, the session reinforced the importance of ethics and transparency, covering key topics such as Conflict of Interest and Gifts and Hospitality. This initiative underscores ADNOC Gas' commitment to integrity, accountability, and a robust compliance culture across the organization.

Ethical Use of Artificial Intelligence

ADNOC Gas complies with the ADNOC Group Ethical Use of AI Standard, which governs the responsible, secure, and ethical use of artificial intelligence across the Company. The Standard restricts the use of AI to approved business purposes and prohibits reliance on AI for critical or final decision making. It requires the protection of confidentiality by limiting AI inputs to public, non sensitive information only, and mandates ongoing monitoring, oversight, and governance to support responsible implementation, compliance, and accountability.

Data Privacy

GRI 418, ADX G5

Data privacy and cybersecurity are critical to safeguarding our operations, protecting sensitive information, and maintaining business resilience. At ADNOC Gas, we prioritize the privacy of our customers' personal data and the security of confidential information, driving our efforts to comply with UAE Data Protection laws, ADNOC Group's Privacy and Data Protection Policies, and globally recognized standards.

ADNOC Gas provides regular data privacy training to employees and maintains full alignment with regulatory requirements across all jurisdictions where we operate, facilitating transparency, accountability, and trust in every aspect of our digital transformation.

Data Protection and Cyber Resilience

ADNOC Gas has implemented comprehensive measures to uphold the security and confidentiality of its information assets. These measures include data classification, strict access controls, and regular audits, all aligned with ADNOC Group's Privacy and Data Protection Policies and the UAE Personal Data Protection Law (PDPL). Leveraging advanced technologies, ADNOC Gas proactively counters emerging cyber threats to maintain robust protection for its digital ecosystem.

To strengthen awareness, ADNOC Gas has rolled out a proactive Cybersecurity Awareness and Training Program across the organization. Regular sessions educate employees on the importance of data protection and their role in safeguarding privacy. By fostering a culture of vigilance, prevention, and accountability, ADNOC Gas facilitates the consistent application of security practices.

ADNOC Gas operates in alignment with the ADNOC Group Data Management Policy, which establishes the principles for responsible data governance across the organization. This demonstrates our aspirations to respecting the privacy of individuals and maintaining lawful, fair, and transparent practices in the collection, processing, storage, and retention of personal data. The policy defines clear accountabilities for data ownership, protection, and quality throughout the data lifecycle, supporting compliance with applicable regulations while enabling secure, trusted, and ethical use of data to support operations, digital transformation, and business decision making.

Cybersecurity Governance and Standards

ADNOC Gas is committed to achieving cyber resilience through a strong governance framework, continuous enhancement of cybersecurity capabilities, and deployment of advanced protection measures. Our approach aligns with the UAE National Cybersecurity Strategy and the UAE Critical Information Infrastructure Protection Policy.

We have adopted an Information Security Management System (ISMS) that integrates advanced threat detection, prevention, and regulatory compliance. ISO/IEC 27001 certification further demonstrates our commitment to safeguarding information assets and adhering to industry-leading security standards. Additionally, ADNOC Gas follows the ADNOC Group Business Continuity Management (BCM) framework, aligned with ISO 22301:2019, to maintain operational resilience in the face of evolving threats. The BCM system is fully implemented across all critical operations and sites, supported by defined BCM policies and governance roles, and validated through periodic scenario-based business continuity and crisis management exercises.

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Risk Management

GRI 2-25, ADX G7

Our Risk Management Approach

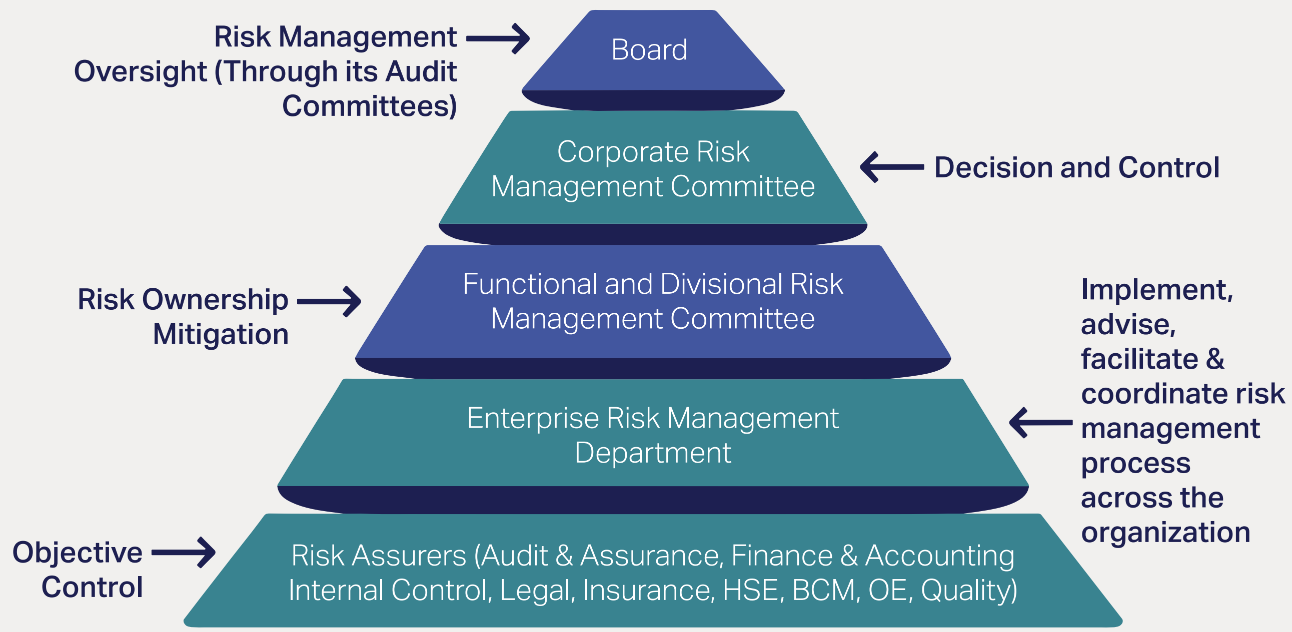
Risk management is essential for resilience and business continuity, to safeguard operations and assets from unexpected challenges. ADNOC Gas has an established ERM framework based on ISO 31000 and the COSO ERM Framework, designed to manage and mitigate risks across the organization, including sustainability and climate related risks through better anticipation of uncertain events and defined risk action plans. The framework applies both qualitative and quantitative risk assessment approaches, as appropriate and outlines governance and roles and responsibilities for consistent risk management across the organization.

Risk Governance

We adopt a company-wide approach to risk management in which we assess strategic, operational, financial, human capital and compliance risks. To guide our decisions, we use a Risk Appetite Framework and a risk matrix. The matrix helps assess risks by defining both impact categories -such as health, safety, environment, social and reputational factors, financial implications, and strategic objectives-and likelihood scales.

Risk management responsibilities are distributed throughout the organization, with risk owners at every level-corporate, function, division, and department-monitoring and managing risks in their areas. When a risk requires escalation, it moves up to the Corporate Risk Management Committee, chaired by the Chief Executive Officer, for review before reaching the Executive Committee and the Board. Oversight begins with the Board and its Risk Committee, which focus on sustainability and climate-related risks and opportunities.

To anticipate change, ADNOC Gas has established a Horizon Scanning Committee (HSC). This advisory group meets regularly to identify and assess external trends-like new technologies and regulations that could affect our business. Using the PESTEL framework (Political, Economic, Social, Technological, Environmental, and Legal factors), the HSC evaluates developments, recommends actions, and tracks progress on plans, supporting preparedness for emerging risks and opportunities.



ADNOC GAS | SUSTAINABILITY REPORT 2025

Sustainability and Climate-related risks

ADNOC Gas is well positioned to address sustainability and climate-related risks while capitalizing on opportunities in the evolving energy landscape.

We embed sustainability at the core of our strategy, turning risks into opportunities for growth and resilience. Our 2025 ESG Double Materiality Assessment guides measures to safeguard operations against evolving climate conditions, for business continuity across the value chain. We capitalize on our financial strength and technical expertise to meet rising demand for low-carbon energy.

ADNOC Gas assesses the likelihood, and magnitude of sustainability-related risk effects through its ERM and horizon-scanning processes and discloses how these sustainability risks are prioritized relative to other enterprise risks, supporting the appropriate management of material climate and ESG exposures.

Environmental risks, such as regulatory shifts, resource constraints, and climate change, are mitigated through innovation: low-carbon technologies, circular economy practices, and biodiversity initiatives. These actions help reduce emissions, improve efficiency, and strengthen our position in sustainable energy.

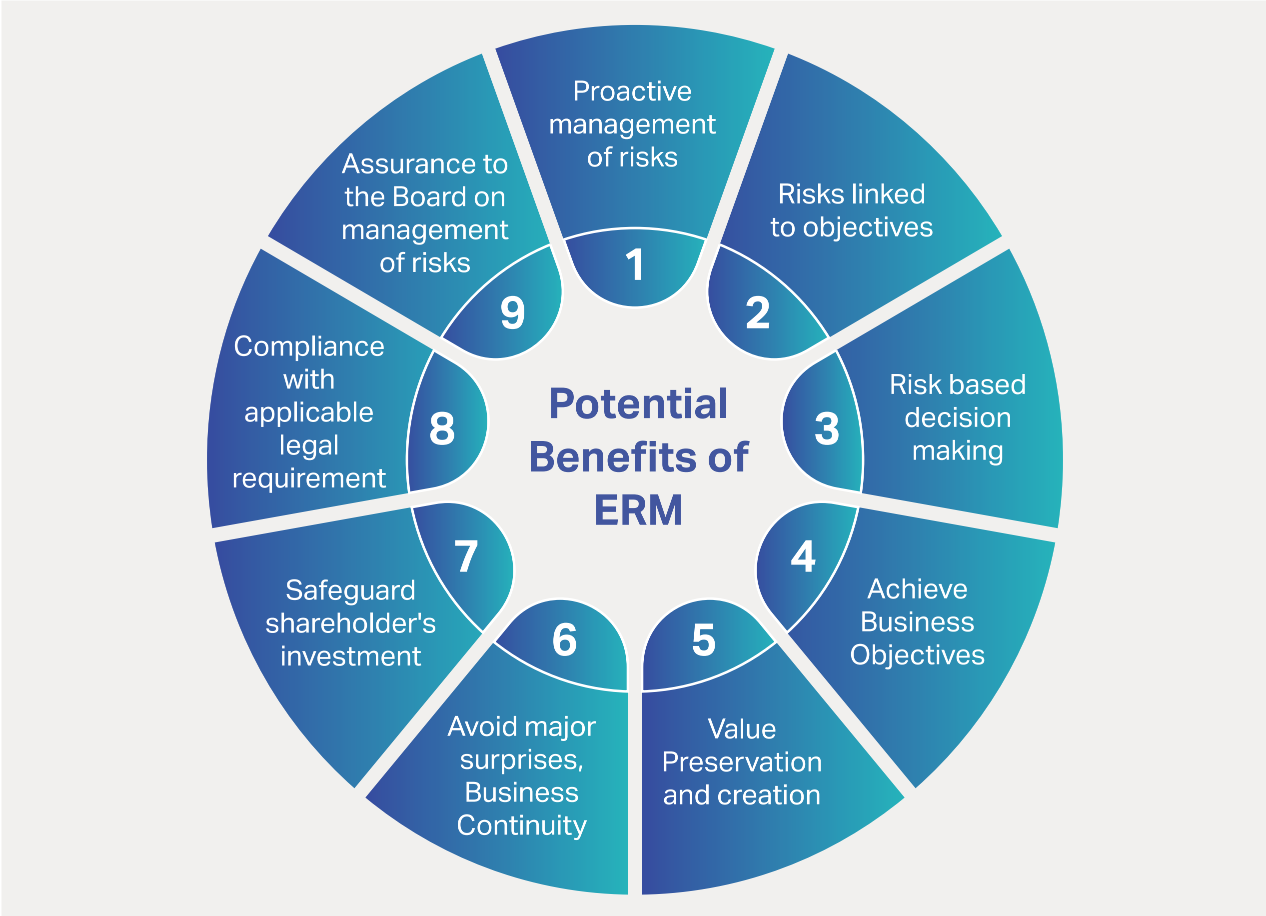
Social responsibility is equally critical. We address risks tied to safety, stakeholder engagement, and inclusion by investing in Emiratization, local content, and diversity programs. This fosters a safe, productive workplace and strengthens community trust.

Governance remains a cornerstone for the success of the organization. To counter risks like corruption, data breaches, and ESG non-compliance, we embed sustainability into our governance frameworks and code of conduct, emphasize ethical practices, and leverage digital innovation and cybersecurity. This approach drives transparency, compliance, and investor confidence.

Through the ADNOC Group Energy Management System Standard and the Value Assurance Process, we evaluate trade-offs between sustainability-related risks and opportunities, integrating climate and energy considerations into capital planning to balance near-term financial impacts with long-term benefits such as emissions reduction, regulatory compliance, and stronger positioning in low-carbon markets.

Enterprise Risk Management (ERM) Awareness Sessions

ADNOC Gas delivered organization wide Enterprise Risk Management (ERM) awareness sessions to strengthen risk awareness and support the consistent application of risk management practices. The sessions enhanced employees' understanding of the ERM framework, clarified risk responsibilities, and promoted a practical, risk informed approach to decision making, reinforcing a proactive risk culture aligned with the Company's strategic objectives.



06

OPERATIONAL RESILIENCE

Operational Resilience at ADNOC Gas

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-16, 2-18, 2-19, 2-26, 2-27, ADX G1, G2

Strong operational resilience is essential to ADNOC Gas' approach to sustaining safe, reliable, and efficient operations. As a responsible and dependable energy provider, ADNOC Gas applies disciplined operational controls, supported by enabling technologies, to protect people, assets, and critical operations while maintaining operational excellence.

Operational resilience considerations are integrated into our operational frameworks, systems, and day to day practices. Our approach is aligned with recognized industry practices, applicable regulatory requirements, and ADNOC Group standards, supporting continuous improvement in operational performance, risk management, and long-term organizational resilience.

Technological Innovation and Digitalization

Asset Integrity and critical incident management

Asset Integrity and Critical Incident Management

GRI 11.8

Asset integrity is fundamental to safe and reliable operations and is governed by a formal Asset Integrity Management Policy aligned with the ISO 55001:2014 Asset Management System. The policy reinforces our commitment to maintaining the highest levels of asset performance and integrity, preventing adverse events, and complying with applicable international and local standards. It applies across the entire asset lifecycle, from design and construction through operation, maintenance, and decommissioning, supporting consistent risk based maintenance, effective incident management, and disciplined controls that support operational reliability and business continuity.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Process Safety Events

	2023	2024	2025
Tier 1	3	0	1
Tier 2	1	1	2

The 2025 performance resulted in a Process Safety Incident Rate of 0.07 per million man hours worked. All events were promptly identified and effectively managed, with early detection and decisive intervention preventing escalation and safeguarding people, assets, and the environment.

Emergency and operational response teams acted in full alignment with established procedures, demonstrating strong preparedness and frontline vigilance. Comprehensive investigations were conducted for each event, extending beyond immediate causes to identify underlying technical, human, and organizational factors.

The resulting insights informed targeted enhancements to technical safeguards, operational controls, and management systems, further strengthening process safety barriers. Lessons learned were systematically communicated across relevant sites, reinforcing a culture of learning, accountability, and continuous improvement.

While ADNOC Gas' objective remains zero process safety events, the 2025 experience reaffirmed the importance of strong leadership, disciplined operations, and robust asset integrity management in managing risk and enhancing operational resilience.

Our Initiatives

In 2025, ADNOC Gas further strengthened process safety by building on proven initiatives. Key actions included digital enhancements to the Loss of Primary Containment (LOPC) management process and structured HSECES register reviews. Independent technical integrity verification and digital visualization of live HSECES status further enhanced barrier assurance, risk visibility, and operational discipline —reinforcing ADNOC Gas' commitment to Process Safety Excellence.

Innovating Process Safety Training Through Simulation

ADNOC introduced the Bu Hasa Asset Integrity and Process Safety Escape Room, an innovative training platform that transforms traditional safety learning into an immersive experience. By simulating real-world operational scenarios, the program strengthens process safety culture, enhances teamwork, and fosters proactive risk management, supporting ADNOC's commitment to 100% HSE compliance and sustainable operations.

Pipeline Operations Supporting Safety and Sustainability

ADNOC Gas Pipeline Network Division reinforces its commitment to safety, reliability, and sustainability through precise execution of critical operations. Recent achievements include:

Optimized Integrity Management: Successful retrieval of a 30" In-line Inspection Pig without liquid accumulation, minimizing environmental risk and supporting system efficiency.

Infrastructure Reliability: Installation and alignment of valve with controlled nitrogen flow, enhancing operational resilience.

Safe System Restoration: Planned shutdown at MAGMA for a non-return valve replacement, followed by rapid resumption of lean gas supply, reducing downtime and safeguarding energy continuity.

These milestones reflect our dedication to sustainable practices, operational excellence, and delivering uninterrupted energy to customers.

LNG Compression Project

ADNOC Gas marked the groundbreaking of the LNG Compression Project, officially commencing site construction. This strategic investment strengthens the resilience and capacity of the HGCP facilities, enabling a sustainable and reliable pre conditioning gas supply to the Ruwais LNG Plant. By enhancing system capability and supporting future LNG production, the project reinforces ADNOC Gas' commitment to operational excellence, long-term asset integrity, and the delivery of safe, efficient, and future ready energy infrastructure.

Fast-Track Success – NGL Train 5 Milestone

ADNOC Gas achieved a record-breaking milestone in the Ruwais NGL Train 5 project by tendering and awarding the Refrigeration Compressor Package, one of the longest-lead items, ahead of EPC contract award. Using a design update competition model with three front-end engineering design contractors, the team delivered this achievement within a highly compressed six-month window, setting a new benchmark for fast-track execution across ADNOC.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Technological Innovation and Digitalization

In ADNOC Gas, we leverage innovative technologies and AI solutions in our efforts to optimize our asset performance and drive operational excellence. ADNOC Gas is implementing innovative AI initiatives such as: Neuron 5, an AI-powered solution designed to optimize production, predictive maintenance and reduce emissions; AI Operated Control Room, an autonomous operation tool designed to replicate expert decision-making for safer and more efficient operations; GECKO, an AI-driven corrosion and inspection management system mean to enable predictive maintenance and enhance asset integrity.

Neuron 5

ADNOC Gas is transforming operations with Neuron 5, an AI-powered predictive maintenance tool developed with AVEVA and AIQ. The solution reduces downtime, improves reliability, and builds Emirati talent: advancing ADNOC's vision to lead as the world's most AI-enabled energy company and driving smarter, more sustainable energy systems.

Control Room Assistant (CRA)

ADNOC Gas introduced its AI-powered Control Room Assistant (CRA) to boost safety, reliability, and efficiency. Since 2023, CRA has reduced alarm loads by 15% and cut unplanned shutdowns by 10%, transforming operations from reactive to proactive. This innovation reinforces ADNOC Gas' commitment to digitalization and sustainable energy management.

Autonomous Robotics & AI for Pipeline Integrity

ADNOC Gas' Pipeline Transmission Network Division has deployed autonomous robots integrated with AI-powered analytics to revolutionize inspection and operations. This innovation enables real-time leak detection, anomaly identification, flaring and stack monitoring, and comprehensive site mapping, even across rugged terrains. By enhancing data accuracy and predictive maintenance, this milestone strengthens safety, sustainability, and operational efficiency, setting a new benchmark for AI-driven technology in the energy sector.

Digital Transformation at ASAB-0/3

ADNOC Gas successfully implemented full automation of routine operations checklists at the ASAB-0/3 plant using the Connected Worker (Operator Round) Application. This milestone enhances operational reliability, accuracy, and compliance, reinforcing our commitment to safe and efficient operations. Key features include asset categorization, Near Field Communication (NFC) integration, embedded task frameworks, universal accessibility, and optimized survey planning. This initiative sets a benchmark for digital excellence and serves as a model for future rollouts across ADNOC Gas sites.

Shape Support Grid (SSG)

In 2025, ADNOC Gas implemented SSG (Shape Support Grid) at Habshan 5, increasing molecular sieve capacity by 15–30% and extending bed life from 3–4 to 6–8 years. The innovation reduces regeneration cycles, cuts fuel gas consumption by up to $3 million annually, and lowers shutdown costs, boosting efficiency, reliability, and sustainability.

Predictive Emission Monitoring System (PEMS)

As part of our commitment to sustainability and operational excellence, the PEMS leverages advanced technologies to safeguard environmental integrity and air quality. This innovative solution captures pollutant data and provides real-time emission monitoring, maintaining compliance with regulatory standards while supporting our goal of minimizing environmental impact.

PEMS goes beyond conventional monitoring by integrating predictive analytics and machine learning capabilities. These features enable us to forecast emission trends, proactively mitigate potential risks, and optimize operational performance. By harnessing data-driven insights, the system delivers continuous safety, improved air quality, and smarter decision-making-advancing our vision for a sustainable future.

AI-Driven Inspection Management System

ADNOC Gas is advancing inspection excellence by piloting Cantilever, an AI driven inspection management platform.

The system modernizes asset monitoring with faster, more accurate, and cost effective inspections using AI powered issue detection and non intrusive methods.

Cantilever integrates smoothly with existing plant systems and provides automated reporting, equipment health forecasting, and clear dashboards for quick decision making and provides fitness for certification

Key benefits:

- Easy integration with current systems
- Accurate AI based predictions
- A unified platform for all inspection needs
- Enables immediate Fitness for service & Non-intrusive inspection

The solution enables up to 65% of pressure equipment inspections to be done non intrusively or via drones, improving efficiency, reliability, and safety while supporting ADNOC Gas' digital transformation goals.

ADNOC GAS | SUSTAINABILITY REPORT 2025

ADNOC Gas is advancing its 2026–2030 Artificial Intelligence and Digital Transformation (AIDT) strategy to future proof operations and unlock long-term value through advanced digital and AI capabilities. The strategy aims to enhance efficiency, strengthen asset integrity, and enable safer, smarter, and more sustainable operations across the business. Over the next five years, transformation efforts will focus on four pillars:

- **Autonomous Operations & Intelligent Value Chain:** Progressing toward AI driven, autonomous plants supported by intelligent optimization.
- **Next Generation Asset Integrity:** Deploying predictive and self healing maintenance technologies to enhance safety and reliability.
- **Cognitive HSE & Sustainability:** Leveraging AI to elevate safety performance and environmental stewardship.
- AI Driven Growth: Applying AI innovation to accelerate value creation in capital projects and emerging energy opportunities.

ADNOC Gas' long-term ambition is to become the world's first AI native energy company, enabled by strong AI governance, AI skilled talent, modern data and digital infrastructure, strategic partnerships, and a fully connected business ecosystem.

07

FOSTERING ECONOMIC VALUE

Fostering Long-Term Economic Value

ADNOC Gas plays a critical role in delivering long-term economic value by maintaining strong operational and financial performance while supporting the UAE's broader economic ambitions. Through disciplined capital allocation, operational efficiency, and prudent financial management, we seek to generate sustainable returns for our shareholders and contribute to national economic resilience. Our approach is underpinned by robust governance practices, transparency, and alignment with ADNOC Group policies and applicable regulatory requirements. We continue to focus on strengthening our value chain through responsible procurement practices, supporting local suppliers, and enhancing supply chain resilience. By integrating sustainability considerations into our commercial and operational decision making, ADNOC Gas aims to balance value creation with responsible business conduct, reinforcing trust with investors, partners, and other stakeholders.

Operational and Financial Performance

GRI 201, GRI 207, 11.14

Economic sustainability continues to anchor our business strategy, driving growth while optimizing resources and creating shared value for all stakeholders. Building on the success of our landmark IPO on the ADX, we have unlocked new opportunities for expansion supported by operational excellence and financial resilience. Our strong performance is reflected in sustained year-on-year growth in the net income (refer to ADNOC Gas Annual Integrated Report 2025). In 2025, as the global energy landscape evolves, we remain committed to investing in advanced technologies, enhancing operational efficiencies, and supporting the UAE's transition toward a low-carbon economy. These efforts reinforce our contribution to social and economic development, foster innovation, and promote sustainable practices aligned with our vision for a resilient future.

Demonstrating Resilient Financial Performance

In 2025, ADNOC Gas continued to demonstrate strong financial and operational performance, reinforcing our commitment to long-term value creation for stakeholders. Adjusted revenue stood at $23.473 billion, while we maintained stable margins and capitalized on growth opportunities. These efforts supported a solid net income of $5.17 billion, underscoring our resilience and focus on delivering sustainable returns.

ADNOC GAS | SUSTAINABILITY REPORT 2025

Operational Highlights

Sales volumes: **3,702 TBTU**	We have a processing capacity of **10.3 billion** standard cubic feet per day of gas	**98.9%** Plant reliability	We supply more than **60%** of the UAE's gas needs and serve end customers in over **20 countries**

Partnership with EWEC

ADNOC Gas marked a decade-long partnership with EWEC through a flexible $10 billion natural gas agreement that fuels over two-thirds of UAE industries, maintaining energy security and powering homes and businesses. This collaboration supports the nation's energy transformation and net-zero ambitions, reinforcing ADNOC Gas' role in driving sustainable growth and self-sufficiency.

Financial Highlights

Net income: **$5.17 billion**	Adjusted EBITDA **$8.636 billion**	Free cash flow: **$4.148 billion**	Adjusted revenue: **$23.473 billion**

ADNOC Gas distributed $3.584 billion dividend to shareholders after FY 2025 representing a 5% increase vs 2024 in line with the dividend policy of the Company. This underscores the Company's strong free cash flow, positioning it as the largest dividend payer on the ADX.

We continue to strengthen our position as a reliable global supplier of natural gas. Our growth strategy now extends deeper into international markets, highlighted by the sustained success in producing and loading LPG and paraffinic naphtha. This achievement underscores our leadership in delivering high-quality gas products to customers worldwide and reaffirms ADNOC Gas' capability to meet the rising global demand for natural gas.

As we continue investing in projects central to our growth strategy, we remain committed to excelling in an evolving business environment and delivering strong, sustainable returns to our investors.

ADNOC Gas continues to advance economic sustainability through strong performance and global leadership. Our ability to navigate challenges and capitalize on opportunities underscores our vital role in driving economic resilience and growth.

Inclusion in MSCI Emerging Markets Index and the FTSE Emerging Index

ADNOC Gas has been included in both the MSCI Emerging Markets Index and the FTSE Emerging Index, with approximately $750 million in passive inflows, strengthening global visibility, liquidity, and investor confidence. This followed a $2.84 billion offering in February 2025 increasing the free float from 5% to 9%.

Das Island — LNG Supply Agreements

The Company is advancing energy security and cleaner fuels through new LNG supply agreements from its Das Island facility, which has a production capacity of 6 mtpa. Recent long-term deals include a 14 year agreement valued between $7 billion and $9 billion for the supply of 1.2 mtpa of LNG, along with additional agreements with key international buyers across Europe and Asia. These commitments strengthen the Company's global presence and reinforce its focus on providing sustainable, reliable energy to markets worldwide.

Ruwais LNG — Driving Growth and Global Partnerships

The Ruwais LNG project strengthens the Company's position as a leading global energy supplier, securing eight long-term Sales and Purchase Agreements (SPAs) since FID with major international buyers. These agreements cover more than 80% of the project's planned 9.6 mtpa capacity. A landmark $40 billion, 20 year gas supply agreement provides reliable feedstock for what will become the UAE's largest LNG facility. Together, these strategic commitments deliver predictable returns, expand the Company's global footprint, and reinforce its role in meeting the world's growing demand for cleaner energy.

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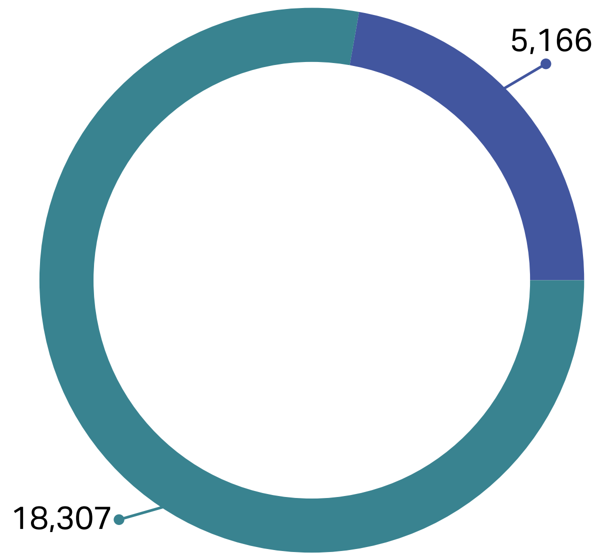
TGCP Capacity Enhancement Unlocks Sustainable Value

ADNOC Gas successfully enhanced the Taweelah Gas Compression Plant (TGCP) to 900 MMSCFD, unlocking over $200 million in annual value and reinforcing energy reliability for the UAE. This milestone reflects years of resilience, operational excellence, and cross functional collaboration within the Pipeline Gas Transmission Division, demonstrating our ability to overcome challenges, maintain business continuity, and deliver on our strategic growth vision.

Economic Value: Adjusted Revenue in 2025 ($ million)



Economic Value Retained: Direct economic value generated minus economic value distributed.

Economic Value Distributed: Operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments.

Tax

The tax framework is governed by fiscal directives issued by the Supreme Council for Financial and Economic Affairs (SCFEA), maintaining alignment with ADNOC Group's practices. These directives define applicable tax rates and related terms. Each year, tax computations undergo an external audit appointed by SCFEA, complemented by internal audits conducted by ADNOC Group's Internal Audit Function as part of the annual audit cycle.

ADNOC Gas complies with all applicable tax laws and regulations, meeting our tax obligations accurately and on time. To support this, we maintain a robust tax governance framework, supported by comprehensive policies and procedures aligned with best practices and international standards. These frameworks also help optimize our tax position through regular self-assessments and proactive engagement with tax authorities.

Income Tax Expense

	2023	2024	2025
Total (USD million)	2,003.879	2,327.116	2,035.993

Sustainable Procurement and Supply Chain Management

GRI 204

We are committed to upholding the highest standards of ethical conduct and expect all contractors, suppliers, and business partners to do the same. In line with ADNOC Group's Supplier and Partner Code of Ethics, we require every supplier, partner, and their subcontractors to comply with applicable laws and regulations, maintain ethical business practices, and align with the principles outlined in this Code.

Procurement practices at ADNOC Gas are governed by and fully aligned with the ADNOC Group Procurement Policy and associated procedures, which establish a consistent framework for ethical, transparent, and responsible sourcing across the Group. The policy defines clear requirements for supplier selection, evaluation, contracting, and performance management, supporting fairness, integrity, and accountability throughout the procurement lifecycle. All procurement activities are conducted in accordance with ADNOC Group's governance standards, internal controls, and compliance requirements, reinforcing responsible decision making and consistent application of procurement practices across the supply chain.

This Code strictly prohibits the use of child, underage, forced, or trafficked labor. We expect all parties working with us to respect workers' rights and welfare by adhering to international standards and local labor laws, including those governing working conditions, wages, working hours, and overtime compensation. Any form of forced or compulsory labor is unacceptable. We also protect whistleblowers and prohibit retaliation against individuals who report ethical concerns. Suppliers and partners must promptly report any suspected violations.

To maintain compliance, all suppliers undergo Integrity Due Diligence (IDD) review prior to entering any business dealings or partnerships with the Company. These measures help us verify that suppliers operate responsibly and ethically.

ADNOC actively contributes to the implementation of the ADNOC Responsible Sourcing Program (RSP), launched in 2024 to strengthen transparency and embed sustainability across the supply chain. Achieving the RSP's goals is centered around four key pillars:

1. Collaborating with suppliers to jointly advance sustainability performance and share best practices.
2. Managing ESG risks across the value chain to support responsible sourcing and operational resilience.
3. Leveraging technology to improve the identification, monitoring, and management of ESG risks and opportunities.
4. Promoting sustainability leading practices across procurement activities and throughout the supply chain.

ADNOC continues to strengthen the RSP by enhancing the measurement, monitoring, and management of environmental and social performance across the supply chain. Priority areas include tailored supplier engagement, improved ESG metric tracking, and the implementation of more robust performance evaluation mechanisms. In parallel, we expect all suppliers and partners to operate in an environmentally responsible manner by complying with applicable environmental laws and regulations, securing required permits, meeting operational and reporting obligations, and prioritizing sustainability through efficient resource use.

Our commitment to integrity and sustainability reflects our dedication to long-term success built on solid ethical principles.

In-Country Value

As a testament to our commitment to contributing to the UAE's economy, ADNOC Gas achieved

55.58% ICV.

ADNOC Group's central procurement team diligently takes on the responsibility of conducting annual assessments of suppliers using environmental and social criteria, thoroughly evaluating their ESG performance and adherence to our Code of Ethics.

100%

of new suppliers are assessed using environmental criteria.

Additionally, the supplier pre-qualification process includes comprehensive HSE evaluations. This requirement applies to service providers, as well as material and equipment vendors, along with specific service categories.

Contributing to the UAE's Growth

We act as a key driver in advancing the UAE's economic growth and diversification. Through our energy and feedstock supply, combined with strategic initiatives, we have contributed to local economic value through our operations. Introduced in Abu Dhabi in 2018, the ICV program focuses on localizing the supply chain, fostering new industries and services, attracting foreign investment, diversifying the economy, and contributing to national GDP growth.

Our gas forms an essential part of the UAE's energy ecosystem-fueling traditional industries, enabling infrastructure development, and supporting emerging high-tech sectors that will shape the nation's future economic landscape. We also provide critical feedstock to customers such as Borouge and Fertiglobe, helping establish the Al Ruwais Industrial Complex and its TA'ZIZ Industrial Zone as a leading global chemical hub.

Aligned with ADNOC Group, our ICV program strengthens the resilience of the local value chain by maximizing the use of domestic goods and services, encouraging local manufacturing, and creating private-sector employment opportunities for UAE nationals.

$3.88 billion

of the procurement budget was spent in 2025 on UAE local suppliers, which amounts to 55.58% of the budget.

08

APPENDIX

ADNOC GAS | SUSTAINABILITY REPORT 2025

GRI Content Index

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 2: General Disclosures 2021		**2-1** Organizational details	Our History; Our Operational Journey Our Presence
		2-2 Entities included in the organization's sustainability reporting	About this Report/Reporting Boundaries and Scope
		2-3 Reporting period, frequency and contact point	About this Report/Internal controls and Data validation
		2-4 Restatements of information	1. Average training hours - refer to "Employee Training" section 2. Retirement provisions – refer to "Employee benefits" section 3. GHG emissions abatement numbers – refer to "GHG emissions abatement" section 4. TRIR and LTIR - refer to "Overall TRIR and LTIR" section
		2-5 External assurance	About this Report/ Assurance
		2-6 Activities, value chain and other business relationships	Our Operational Journey
		2-7 Employees	Our People
		2-8 Workers who are not employees	Not Applicable
		2-9 Governance structure and composition	Governance at ADNOC Gas
		2-10 Nomination and selection of the highest governance body	Governance at ADNOC Gas
		2-11 Chair of the highest governance body	Governance at ADNOC Gas
		2-12 Role of the highest governance body in overseeing the management of impacts	Governance at ADNOC Gas
		2-13 Delegation of responsibility for managing impacts	Governance at ADNOC Gas

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 2: General Disclosures 2021		**2-14** Role of the highest governance body in sustainability reporting	Governance at ADNOC Gas
		2-15 Conflicts of interest	Ethical Business Practices
		2-16 Communication of critical concerns	Ethical Business Practices
		2-17 Collective knowledge of the highest governance body	Governance at ADNOC Gas
		2-18 Evaluation of the performance of the highest governance body	Governance at ADNOC Gas
		2-19 Remuneration policies	Governance at ADNOC Gas
		2-20 Process to determine remuneration	Governance at ADNOC Gas
		2-21 Annual total compensation ratio	Governance at ADNOC Gas
		2-22 Statement on sustainable development strategy	Sustainability Strategy
		2-23 Policy commitments	Our Sustainability Policy
		2-24 Embedding policy commitments	Sustainability at ADNOC Gas
		2-25 Processes to remediate negative impacts	Risk Management
		2-26 Mechanisms for seeking advice and raising concerns	Ethical Business Practices

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GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 2: General Disclosures 2021		**2-27** Compliance with laws and regulations	Environmental Compliance/ HSE Compliance
		2-28 Membership associations	Memberships and Associations
		2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality
		2-30 Collective bargaining agreements	Not Applicable
GRI 3: Material Topics 2021		**3-1** Process to determine material topics	ESG Double Materiality Assessment
		3-2 List of material topics	ESG Material Topics
GRI 101: Biodiversity			
GRI 101: Biodiversity 2024	11.4.1	**101-1** Policies to halt and reverse biodiversity loss	Biodiversity Conservation
	11.4.3	**101-2** Management of biodiversity impacts	Biodiversity Conservation
GRI 201: Economic Performance			
GRI 3: Material Topics 2021	11.14.1	**3-3** Management of material topics	Fostering Long-Term Economic Value
GRI 201: Economic Performance 2016	11.14.2	**201-1** Direct economic value generated and distributed	Operational and Financial Performance
	11.2.2	**201-2** Financial implications and other risks and opportunities due to climate change	Not Applicable
		201-3 Defined benefit plan obligations and other retirement plans	Our People
	11.14.5	**203-2** Significant indirect economic impacts	Fostering Economic Value/ Economic Impact

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 204: Procurement Practices 2016			
GRI 3: Material Topics 2021	11.14.1 11.10.1	**3-3** Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 204: Procurement Practices 2016	11.14.6	**204-1** Proportion of spending on local suppliers	Fostering Economic Value/ Operational and Financial Performance
GRI 205: Anti-corruption 2016			
GRI 3: Material Topics 2021	11.20.1 11.19.1	**3-3** Management of material topics	Ethical Business Practices
GRI 205: Anti-corruption 2016	11.20.2	**205-1** Operations assessed for risks related to corruption	Ethical Business Practices
	11.20.3	**205-2** Communication and training about anti-corruption policies and procedures	Ethical Business Practices
	11.20.4	**205-3** Confirmed incidents of corruption and actions taken	Ethical Business Practices/ Anti Bribery and Anti Corruption
GRI 206: Anti-competitive Behavior 2016			
GRI 3: Material Topics 2021	11.19.1	**3-3** Management of material topics	Ethical Business Practices/ Competition Law/Legal and Regulatory Compliance
GRI 206: Anti-competitive Behavior 2016	11.19.2	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Business Practices/ Competition Law/Legal and Regulatory Compliance
GRI 207: Tax 2019			
GRI 3: Material Topics 2021	11.21.1	**3-3** Management of material topics	Tax (Payment to government)
GRI 207: Tax 2019	11.21.4	**207-1** Approach to tax	Tax
	11.21.5	**207-2** Tax governance, control, and risk management	Not available

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 207: Tax 2019	11.21.6	**207-3** Stakeholder engagement and management of concerns related to tax	Not Available
	11.21.7	**207-4** Country-by-country reporting	Not available
GRI 302: Energy 2016			
GRI 3: Material Topics 2021	11.1.1	**3-3** Management of material topics	Energy Transformation
GRI 302: Energy 2016	11.1.2	**302-1** Energy consumption within the organization	Energy Transformation/ Energy Tracking and Monitoring
	11.1.3	**302-2** Energy consumption outside of the organization	Not Applicable
	11.1.4	**302-3** Energy intensity	Energy Transformation/ Energy Tracking and Monitoring
		302-4 Reduction of energy consumption	Energy Transformation/ Energy Efficiency
		302-5 Reductions in energy requirements of products and services	Not Available
GRI 303: Water and Effluents 2018			
GRI 3: Material Topics 2021	11.6.1 11.8.1 11.1.1 11.5.1	**3-3** Management of material topics	Driving Environmental Excellence/Water Management
GRI 303: Water and Effluents 2018	11.6.2	**303-1** Interactions with water as a shared resource	Water Management
	11.6.3	**303-2** Management of water discharge-related impacts	Water Management
	1 1.6.4	**303-3** Water withdrawal	Water Management
	11.6.5	**303-4** Water discharge	Water Management
	11.6.6	**303-5** Water consumption	Water Management

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GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 305: Emissions 2016			
GRI 3: Material Topics 2021	11.1.1	**3-3** Management of material topics	GHG and Non-GHG Emissions
GRI 305: Emissions 2016	11.1.5	**305-1** Direct (Scope 1) GHG emissions	GHG and Non-GHG Emissions
	11.1.6	**305-2** Energy indirect (Scope 2) GHG emissions	GHG and Non-GHG Emissions
	11.1.7	**305-3** Other indirect (Scope 3) GHG emissions	GHG and Non-GHG Emissions
	11.1.8	**305-4** GHG emissions intensity	GHG and Non-GHG Emissions
	11.2.3	**305-5** Reduction of GHG emissions	GHG and Non-GHG Emissions
		305-6 Emissions of ozone-depleting substances (ODS)	GHG and Non-GHG Emissions
	11.3.2	**305-7** Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GHG and Non-GHG Emissions
GRI 306: Waste 2020			
GRI 3: Material Topics 2021	11.5.1 11.8.1	**3-3** Management of material topics	Waste Management/ Resource Use and Circular Economy
GRI 306: Waste 2020	11.5.2	**306-1** Waste generation and significant waste-related impacts	Waste Management/ Resource Use and Circular Economy
	11.5.4	**306-3** Waste generated	Waste Management/ Resource Use and Circular Economy
	1.5.5	**306-4** Waste diverted from disposal	Waste Management/ Resource Use and Circular Economy
	11.5.6	**306-5** Waste directed to disposal	Waste Management/ Resource Use and Circular Economy
	11.8.2	**306-3** Significant spills	Environmental Compliance

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 308: Supplier Environmental Assessment 2016			
GRI 3: Material Topics 2021		**3-3** Management of material topics	Supplier Environmental Assessment
GRI 308: Supplier Environmental Assessment 2016		**308-1** New suppliers that were screened using environmental criteria	Not Available
		308-2 Negative environmental impacts in the supply chain and actions taken	Not Available
GRI 401: Employment 2016			
GRI 3: Material Topics 2021	11.10.1	**3-3** Management of material topics	Strengthening Social Impact/Our People
GRI 401: Employment 2016	11.10.2	**401-1** New employee hires and employee turnover	Our People/Talent Acquisition/Employee Turnover
	11.10.3	**401-2** Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People/Employee Benefits
	11.10.4 11.11.3	**401-3** Parental leave	Our People/Parental Leave
GRI 402: Labor/Management Relations 2016			
GRI 3: Material Topics 2021	11.10.1	**3-3** Management of material topics	Strengthening Social Impact
GRI 402: Labor/ Management Relations 2016	11.10.5 11.7.2	**402-1** Minimum notice periods regarding operational changes	Strengthening Social Impact
GRI 403: Occupational Health and Safety 2018			
GRI 3: Material Topics 2021	11.9.1	**3-3** Management of material topics	Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	11.9.2	**403-1** Occupational health and safety management system	Occupational Health and Safety

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GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 403: Occupational Health and Safety 2018	11.9.3	**403-2** Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	11.9.4	**403-3** Occupational health services	Occupational Health and Safety
	11.9.5	**403-4** Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	11.9.6	**403-5** Worker training on occupational health and safety	Occupational Health and Safety
	11.9.7	**403-6** Promotion of worker health	Occupational Health and Safety
	11.9.8	**403-7** Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	11.9.9	**403-8** Workers covered by an occupational health and safety management system	Occupational Health and Safety
	11.9.10	**403-9** Work-related injuries	Occupational Health and Safety
	11.9.11	**403-10** Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016			
GRI 3: Material Topics 2021	11.10.1	**3-3** Management of material topics	Strengthening Social Impact/Our People
GRI 404: Training and Education 2016	11.10.6 11.11.4	**404-1** Average hours of training per year per employee	Our People/Training and Development
	11.10.7 11.7.3	**404-2** Programs for upgrading employee skills and transition assistance programs	Our People/Training and Development

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 404: Training and Education 2016		**404-3** Percentage of employees receiving regular performance and career development reviews	Our People/Performance Evaluation and Management
GRI 405: Diversity and Equal Opportunity 2016			
GRI 3: Material Topics 2021	11.11.1	**3-3** Management of material topics	Strengthening Social Impact
GRI 405: Diversity and Equal Opportunity 2016	11.11.5	**405-1** Diversity of governance bodies and employees	Our People/Employee Diversity and Inclusion
	11.11.6	**405-2** Ratio of basic salary and remuneration of women to men	Our People/Employee Diversity and Inclusion/ Gender Pay Ratio
GRI 406: Non-discrimination 2016			
GRI 3: Material Topics 2021	11.11.1	**3-3** Management of material topics	Our People/Employee Diversity and Inclusion
GRI 406: Non-discrimination 2016	11.11.7	**406-1** Incidents of discrimination and corrective actions taken	Our People / Employee Diversity and Inclusion
GRI 408: Child Labor 2016			
GRI 3: Material Topics 2021	11.12.1	**3-3** Management of material topics	Sustainable Procurement
GRI 408: Child Labor 2016		**408-1** Operations and suppliers at significant risk for incidents of child labor	Corporate Governance/ Ethical Business Practices
GRI 409: Forced or Compulsory Labor 2016			
GRI 3: Material Topics 2021	11.12.1	**3-3** Management of material topics	Sustainable Procurement and Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016	11.12.2	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Governance/ Ethical Business Practices
GRI 410: Security Practices 2016			
GRI 3: Material Topics 2021	11.18.1	**3-3** Management of material topics	Security Practices

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GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 410: Security Practices 2016	11.18.2	**410-1** Security personnel trained in human rights policies or procedures	Ethical Business Practices
GRI 411: Rights of Indigenous Peoples 2016			
GRI 3: Material Topics 2021	11.17.1	**3-3** Management of material topics	Not Applicable
GRI 411: Rights of Indigenous Peoples 2016	11.17.2	**411-1** Incidents of violations involving rights of indigenous peoples	Not Applicable
GRI 413: Local Communities 2016			
GRI 3: Material Topics 2021	11.15.1	**3-3** Management of material topics	Local Communities
GRI 413: Local Communities 2016	11.15.2	**413-1** Operations with local community engagement, impact assessments, and development programs	Our Social responsibility/ Local Community Engagement
	11.15.3	**413-2** Operations with significant actual and potential negative impacts on local communities	Our Social responsibility/ Social Risk Management
GRI 414: Supplier Social Assessment 2016			
GRI 3: Material Topics 2021	11.10.1	**3-3** Management of material topics	Employment practices
GRI 414: Supplier Social Assessment 2016	11.10.8	**414-1** New suppliers that were screened using social criteria	Supplier and Partner Labor Practices
	11.10.9	**414-2** Negative social impacts in the supply chain and actions taken	Supplier and Partner Labor Practices
GRI 415: Public Policy 2016			
GRI 3: Material Topics 2021	11.22.1	**3-3** Management of material topics	Public policy
GRI 415: Public Policy 2016	11.22.2	**415-1** Political contributions	We do not contribute to any political parties/institution.

GRI Standard	GRI (11) Oil and GAS	Disclosure	Reference to the section in the report
GRI 416: Customer Health and Safety			
GRI 3: Material Topics 2021	11.3.3	**3-3** Management of material topics	Customer Health and Safety
GRI 416: Customer Health and Safety 2016	11.3.3	**416-1** Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
	11.3.3	**416-2** Incidents of non-compliance concerning the health and safety impacts of products and services	Health, Safety, and Security/ Customer Health and Safety
GRI 417: Marketing and Labelling 2016			
GRI 3: Material Topics 2021		**3-3** Management of material topics	Marketing and Labeling
GRI 417: Marketing and Labeling 2016		**417-1** Requirements for product and service information and labeling	Customer Health and Safety
		417-2 Incidents of non-compliance concerning product and service information and labeling	Customer Health and Safety
		417-3 Incidents of non-compliance concerning marketing communications	Customer Health and Safety
GRI 418: Customer Privacy			
GRI 418: Customer Privacy 2016		**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical Business Practices/ Data Privacy/Data Protection and Cyber Resilience

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ADX ESG Disclosures

ADNOC Gas references the ADX Disclosure Guidance for Listed Companies in its Sustainability Report. Below is a summary index illustrating metrics for 2025 across Environment, Social and Governance dimensions.

Metric	Indicator	ADNOC GAS 2025 disclosures
E1. Environmental Operations	**E1.1)** Does your company follow a formal Environmental Policy? Yes/No **E1.2)** Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No **E1.3)** Does your company use a recognized energy management system? Yes/No	**E1.1)** Yes - ADNOC Gas follows the ADNOC Group HSE Policy **E1.2)** Yes – ADNOC Gas follows the ADNOC Group HSE Policy and ADNOC Group Energy Management Policy **E1.3)** Yes - ISO 50001:2018 is implemented
E2. Water Usage	**E2.1)** Total amount of water consumed **E2.2)** Total amount of water reclaimed	**E2.1)** 8,220,389 m^3 **E2.2)** 1,078,527 m^3
E3. Waste Generation	**E3.1)** Total waste generated, per waste type **E3.2)** Percentage recycled, per waste type	**E3.1)** Total Hazardous Waste Generated: 8,739 tons Total Non-Hazardous Waste Generated: 3,836 tons **E3.2)** Total Hazardous waste recycled: 63% Total Non-Hazardous waste recycled: 12%
E4. Energy Usage	**E4.1)** Total amount of energy directly consumed **E4.2)** Total amount of energy indirectly consumed	**E4.1)** 234,775,262 GJ **E4.2)** 14,926,385 GJ
E5. Energy Intensity	**E5.1)** Total direct energy usage per output scaling factor	**E5.1)** 3.22 GJ/MT
E6. Energy Mix	**E6.1)** Percentage: Energy usage by generation type	**E6.1)** Compressed Natural Gas (CNG): 94.1%, Solar: 0.004%, Electricity consumption (Power from Grid): 5.9% (including clean power)

Metric	Indicator	ADNOC GAS 2025 disclosures
E7. GHG Emissions	**E7.1)** Total amount in CO_2 equivalents, for Scope 1 **E7.2)** Total amount, in CO_2 equivalents, for Scope 2 (if applicable) **E7.3)** Total amount, in CO_2 equivalents, for Scope 3 (if applicable)	**E7.1)** 0.238 tCO_2e/ MT of Production **E7.2)** 0.005 tCO_2e/ MT of Production
E8. Emissions Intensity	**E8.1)** Total GHG emissions per output scaling factor **E8.2)** Total non-GHG emissions per output scaling factor	**E8.1)** 0.243 tCO_2e/ MT of Production **E8.2)** 3.119 Kg/ MT of Production
E9. Climate Strategy	**E9.1)** Describe the climate related risks and opportunities that could reasonably be expected to affect your organization's prospects. Also explain, for each climate related risk your organization has identified, whether your organization considers the risk to be a climate-related physical risk or transition risk.	**E9.1)** In alignment with ADNOC Group Climate Change Risk Framework (CCRF) and our Horizon Scanning process, ADNOC Gas manages physical risks (e.g. extreme weather risk) as well as transition risks emanating from regulations, carbon pricing, and market shifts toward low-carbon energy which are assessed across different time horizons to support business continuity. Opportunities include leveraging expertise to deliver low-carbon solutions, improving efficiency, and diversifying revenue streams—thus strengthening resilience and meeting growing demand for sustainable energy.
	E9.2) Describe the current and anticipated impacts of climate-related risks and opportunities on your organization's business model and value chain.	**E9.2)** Climate-related risks such as extreme weather and carbon regulations may raise costs, disrupt supply chains, and require compliance investments, impacting business across value chain. Opportunities to deliver low-carbon products, boost efficiency, and adopt innovative technologies.

Metric	Indicator	ADNOC GAS 2025 disclosures
E9. Climate Strategy	**E9.3)** How has your organization responded to, and plans to respond to climate-related risks and opportunities in its strategy and decision-making, including the plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation?	**E9.3)** ADNOC Gas is advancing its efforts to integrate a comprehensive climate change risk management framework into its key processes. The framework establishes a structured, enterprise-wide methodology for the identification, assessment, and management of climate-related risks and opportunities across operations, assets and future investments. ADNOC Gas' response to climate related risks and opportunities include investing in carbon capture and injection initiatives, using clean energy for gas processing and its downstream activities and establishing continuity plans to respond to any disruptions caused by extreme weather. Company has set for itself decarbonization ambitions which it aims to meet in a planned manner. Further, our Horizon Scanning process is guiding strategic transformation, driving a focus on low-carbon solutions and assuring operational & financial resilience. We believe this Process positions our business model to remain competitive, incorporate global energy transition trends, and committed to safeguarding long-term shareholder value.
	E9.4) What are the current effects (during the reporting period) of climate-related risks and opportunities on your organization's financial position, financial performance and cash flows for the reporting period (current financial effects)?	**E9.4)** ADNOC Gas regularly assesses whether climate risks could have a significant impact - such as introduction of emission-reduction legislation that may increase costs. Risks in relation to climate related matters are included as key assumptions where they materially impact the measure of recoverable amounts. These assumptions are included in the cash-flow forecasts while assessing value-in-use amounts.

Metric	Indicator	ADNOC GAS 2025 disclosures
E10. Climate Related Risks and Opportunities	**E10.1)** Describe the processes and policies your organization uses to identify, assess, prioritize, and monitor climate-related risks, and the inputs and parameters used in these processes.	**E10.1)** ADNOC Group Climate Change Risk Framework (CCRF) which is integrated with Company's Enterprise Risk Management Framework is used to identify, assess, and prioritize climate related risks. Company uses outcomes from Horizon Scanning process, regulatory and compliance requirements, customer needs as well as Company's performance on various metrics related to climate to achieve this objective.
	E10.2) Whether and how does your organization use climate-related scenario analysis to inform the identification of climate-related risks?	**E10.2)** ADNOC CCRF is designed to provide multiple scenario-based analysis using the latest Intergovernmental Panel on Climate Change (IPCC) Assessment Report (AR6) scenarios (SSP1-26, SSP2-45, SSP5-85) for physical risks, and the Network for Greening the Financial System (NGFS) models (2024) for transition risks. Assessments are conducted at 10-year intervals to support forward-looking resilience planning.
E11. Climate Governance	**E11.1)** Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) is responsible for oversight of climate-related risks and opportunities?	**E11.1)** ADNOC Gas has a well-embedded ERM risk governance process involving Executive Management, Audit Committee and the Board. Risks escalated to the Corporate are reviewed by the leadership team and presented to the ExCom, Audit Committee and the Board subsequently. Corporate Risks include risks escalated by the functions and pertain to various categories which may also include climate related risks. Additionally, ADNOC Gas has an established Sustainability & ESG division and a sustainability steering committee.

Metric	Indicator	ADNOC GAS 2025 disclosures
E11. Climate Governance	**E11.2)** How does the body or individual consider climate-related risks and opportunities when overseeing your organization's strategy?	**E11.2)** Climate-related risks and opportunities receive the attention they deserve and form an integral part of ADNOC Gas' Business Plan. Emission reduction ambitions and decarbonization initiatives are embedded within our strategic objectives. Through our Horizon Scanning process, we actively monitor environmental developments, supported by Subject Matter Experts (SMEs) who maintain vigilance on global trends. This proactive approach enables ADNOC Gas to remain competitive, consider global energy transition pathways, and safeguard long-term shareholder value.
	E11.3) Are performance metrics related to climate targets included in remuneration policies? If so, how?	**E11.3)** Yes. ADNOC Gas links executive compensation and sustainability (including climate) governing bodies' remuneration to: • Annual Performance Scorecard, which includes ESG KPIs such as GHG emissions reduction • Balanced Scorecard metrics, influencing sustainability-related performance outcomes
	E11.4) Has your organization delegated the role of overseeing climate-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?	**E11.4)** ADNOC Gas has an embedded ERM risk governance process involving Executive Management, Audit Committee and the Board. Risks escalated to the Corporate include risks of all kinds including on climate whenever deemed appropriate. Additionally, ADNOC Gas has an established Sustainability & ESG division and a sustainability steering committee.

Metric	Indicator	ADNOC GAS 2025 disclosures
E12. Climate Targets	**E12.1)** Are performance metrics related to climate targets included in remuneration policies? If so, how?	**E12.1)** Yes. ADNOC Gas links executive compensation and sustainability (including climate) governing bodies' remuneration to: • Annual Performance Scorecard, which includes ESG KPIs such as GHG emissions reduction • Balanced Scorecard metrics, influencing sustainability-related performance outcomes
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	**S1.1)** 5:1 **S1.2)** Yes
S2. Gender Pay	**S2.1)** Ratio: median male compensation to median female compensation	**S2.1)** 1:1
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	**S3.1)** Change in FTE: -0.86% Change in Senior Management: -8.33% Change in Middle Management: 6.17% Change in Staff: -1.40% **S3.2)** Not applicable as no part time employees worked for ADNOC Gas in the reporting period **S3.3)** The service order contractors/consultants are not considered in the employee headcount, so this is not being reported
S4. Gender Diversity	**S4.1)** Percentage: Total held by men and women **S4.2)** Percentage: Entry- and mid-level positions held by men and women **S4.3)** Percentage: Senior- and executive-level positions held by men and women	**S4.1)** Men: 89.8%; Women: 10.2% **S4.2)** Entry positions — Men: 90.1%; Women: 9.9% Middle management — Men: 87.3%; Women: 12.7% **S4.3)** Senior management — Men: 72.7%; Women: 27.3%

Metric	Indicator	ADNOC GAS 2025 disclosures
S5. Temporary Worker Ratio	**S5.1)** Percentage: Total enterprise headcount held by part-time employees	**S5.1)** Not applicable as no part time employees work for ADNOC Gas in the reporting period
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	**S5.2)** The service order contractors/consultants are not considered in the employee headcount, so this is not being reported
S6. Nationalization	**S6.1)** Percentage of national employees, per employment category	**S6.1)** ADNOC Gas employees consist of approximately 63.81% UAE Nationals
S7. Non-Discrimination	**S7.1)** Does your company follow non-discrimination policy? Yes/No	**S7.1)** Yes – ADNOC Gas follows the ADNOC Code of Conduct policy
S8. Health, Safety and Wellbeing	**S8.1)** Does your company have an occupational health and/or safety policy? Yes/No	**S8.1)** Yes – ADNOC Gas complies with ADNOC's HSE Policies
S9. Injury Rate	**S9.1)** Percentage: Frequency of injury events relative to total workforce time	**S9.1)** Contractors: Total recordable injury rate: 0.11 per million-man hours worked Employees: Total recordable injury rate: 0.12 per million-man hours worked Overall total recordable injury rate: 0.11 per million-man hours worked
S10. Child and Forced Labor	**S10.1)** Does your company follow a child and/or forced labor policy? Yes/No	**S10.1)** Yes – ADNOC Gas maintains the ADNOC Group Supplier Code of Business Ethics
	S10.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	**S10.2)** Yes – Suppliers are required to comply with the ADNOC Group Supplier Code of Business Ethics
S11. Human Rights	**S11.1)** Does your company follow a human rights policy? Yes/No	**S11.1)** ADNOC Gas sets out values in the ADNOC Gas Code of Conduct
	S11.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	**S11.2)** Suppliers are required to comply with ADNOC Group Supplier Code of Business Ethics & Suppliers and Partners Code of Ethics

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Metric	Indicator	ADNOC GAS 2025 disclosures
S12. Community Investment	**S12.1)** Amount invested in the community, as a percentage of company revenues.	**S12.1)** <1%
G1. Board Independence	**G1.1)** Are a majority of Board members independent? Yes/No	**G1.1)** Yes
	G1.2) Percentage: Total Board seats occupied by independent board members	**G1.2)** 100%
G2. Board Diversity	**G2.1)** Percentage: Total Board seats occupied by men and women	**G2.1)** Men 86% - Women 14%
	G2.2) Percentage: Committee chairs occupied by men and women	**G2.2)** All committees are chaired by men
G3. Supplier Code of Conduct	**G3.1)** Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	**G3.1)** Yes – Suppliers are required to comply with the ADNOC Supplier and Partners Code of Ethics
	G3.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	**G3.2)** 100% – The ADNOC Supplier and Partners Code of Ethics applies to all suppliers All suppliers seeking to register and prequalify with ADNOC are required to sign the Supplier Declaration form, which includes the following clause: "When acting for the ADNOC Group the Supplier and its personnel will comply with the ADNOC Group Supplier & Partner Code of Ethics as updated from time to time and available online at www.adnoc.ae"
G4. Ethics and Prevention of Corruption	**G4.1)** Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	**G4.1)** Yes, ADNOC Code of Conduct – ADNOC Gas maintains ADNOC's Anti-Bribery and Anticorruption standards and Code of Conduct
	G4.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	**G4.2)** ~99% of employees have completed Code of Conduct e-learning which covers ADNOC's Anti-Bribery and Anti-Corruption Standards

Metric	Indicator	ADNOC GAS 2025 disclosures
G5. Data Privacy	**G5.1)** Does your company follow a Data Privacy policy? Yes/No	**G5.1)** Yes – ADNOC Group Privacy policy, designed to comply with UAE Data Protection laws, policies, and ADNOC Group Privacy Rules
	G5.2) Has your company taken steps to comply with GDPR rules? Yes/No	**G5.2)** As set out in the ADNOC Group Privacy and Data Protection Standard, we manage personal data appropriately by complying with applicable laws, in particular the UAE Personal Data Protection Law (PDPL) and the EU General Data Protection Regulation (GDPR)
G6. Sustainability Strategy	**G6.1)** Describe the sustainability-related risks and opportunities that could reasonably be expected to affect your organization's prospects	**G6.1)** ADNOC Gas identifies and seeks to manage sustainability related risks through its Enterprise Risk Management (ERM) framework and Horizon Scanning process. For example, Risks related to evolving ESG Regulations, stricter compliance requirements, carbon pricing and taxation, decline in demand for carbon-intensive products etc. are assessed and managed by the risk owners as appropriate. Some of the sustainability opportunities considered by the company include implementation of Low-Carbon Growth Projects, uses of renewable energy and deployment of advanced technologies.
	G6.2) Describe the current and anticipated impacts of sustainability-related risks and opportunities on your organization's business model and value chain	**G6.2)** Current impact of sustainability related risks includes stricter compliance requirements, higher CAPEX in low carbon growth projects and potential impact of demand of company products. Sustainability opportunities may reduce carbon emissions, lower operational costs, and strengthen the company's reputation by promoting cleaner energy, advanced technologies, and long-term resilience.

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Metric	Indicator	ADNOC GAS 2025 disclosures
G6. Sustainability Strategy	**G6.3)** Describe how your organization responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making	**G6.3)** ADNOC Gas' response to sustainability-related risks and opportunities includes investing in carbon capture and utilization initiatives, using clean energy power for gas processing and its downstream activities. The Company has set for itself decarbonization ambitions which it aims to meet in a planned manner. Further, our Horizon Scanning process is guiding strategic transformation, driving a focus on low-carbon solutions and assuring operational & financial resilience. This process positions our business model to remain competitive, aligning with global energy transition trends, and committed to safeguarding long-term shareholder value.
	G6.4) Describe the current and anticipated effects (during the reporting period) of sustainability-related risks and opportunities on your organization's business model, financial position, performance, and cash flows. How are these risks considered in financial planning (current financial effects)?	**G6.4)** Sustainability risks and opportunities are integrated into financial planning through growth projects, with capex divided into climate and sustainability related projects.
G7. Sustainability Risks Management	**G7.1)** Describe the processes and policies your organization uses to identify, assess, prioritize, and monitor sustainability-related risks, and the inputs and parameters used in these processes	**G7.1)** Risk management is overseen by the Board through a multi-layered committee structure and guided by Enterprise Risk Management (ERM) practices. The process covers identification, assessment, prioritization, response, monitoring, and reporting of sustainability-related risks. Additionally, a Horizon Scanning Committee drives strategic transformation, focusing on low-carbon solutions and resilience to align with global energy transition trends.

Metric	Indicator	ADNOC GAS 2025 disclosures
G7. Sustainability Risks Management	**G7.2)** How are the processes for identifying, assessing, prioritizing and monitoring sustainability-related risks and opportunities integrated into and informing your organization's overall enterprise risk management process?	**G7.2)** Enterprise Risk Management Framework is an overarching framework facilitating identification, assessment, evaluation and monitoring of all kinds of risks including risks pertaining to Sustainability. The Company uses a defined risk breakdown structure which is structured in terms of categories to facilitate risk identification. Further, the Company uses a Risk Matrix to assess and evaluate the risks to prioritize them.
G8. Sustainability Governance	**G8.1)** Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) is responsible for oversight of sustainability-related risks and opportunities?	**G8.1)** Sustainability risks are discussed at the ExCom and the Board. This governance is supported by a Sustainability Steering Committee, a Horizon Scanning Committee, and a dedicated Sustainability & ESG Division, safeguarding proactive management across the organization.
	G8.2) How does the body or individual consider sustainability-related risks and opportunities when overseeing your organization's strategy?	**G8.2)** Sustainability-related risks and opportunities form an integral part in ADNOC Gas' Business Plan. Emission reduction ambitions and decarbonization initiatives are embedded within our strategic objectives. Through our Horizon Scanning process, we actively monitor environmental developments, supported by Subject Matter Experts (SMEs) who maintain vigil on global trends. This proactive approach enables ADNOC Gas to remain competitive, consider global energy transition pathways, and safeguard long-term shareholder value.

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Metric	Indicator	ADNOC GAS 2025 disclosures
G8. Sustainability Governance	**G8.3)** Are performance metrics related to these targets included in remuneration policies? If so, how?	**G8.3)** Yes. ADNOC Gas links executive compensation and sustainability (including climate) governing bodies' remuneration to: • Annual Performance Scorecard, which includes ESG KPIs such as GHG emissions reduction • Balanced Scorecard metrics, influencing sustainability-related performance outcomes.
	G8.4) Has your organization delegated the role of overseeing sustainability related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?	**G8.4)** ADNOC Gas has an embedded risk governance process across the organization such as Corporate, Function, Division and Departments whereby risk ownership is assigned to responsible process owners and risks are escalated, de-escalated or retired depending on their significance and following a proper governance mechanism. The risks which are escalated to the Corporate by the risk committee are reviewed by the leadership team before they are presented to the ExCom and the Board.
G9. Sustainability Targets	**G9.1)** What metrics does your organization use to measure and monitor each sustainability-related risk or opportunity identified above?	**G9.1)** Each ESG material topic identified through ADNOC Gas' 2025 Double Materiality Assessment, along with its corresponding risks and opportunities, is expected to be assigned a measurable metric to record, track, and monitor progress as part of the ADNOC Gas Sustainability Strategy such as energy, GHG emissions, HSE, ICV, Emiratization, development and training, which are also part of the balance scorecard. Monitoring of sustainability related risks and opportunities is conducted through defined KPIs integrated into ADNOC Gas' Enterprise Risk Management (ERM) framework and balanced scorecard, including metrics related to HSE performance, GHG emissions, energy use, and asset integrity, as disclosed across relevant sections of this report.

Metric	Indicator	ADNOC GAS 2025 disclosures
G10. Disclosure Practices	**G10.1)** Does your company publish a sustainability report? Yes/No	**G10.1)** Yes
	G10.2) Does your company publish a GRI, IFRS, CDP, SASB, IIRC, or UNGC based report?	**G10.2)** This report has been prepared with reference to the Global Reporting Initiative (GRI)
G11. External Assurance	**G11.1)** Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	**G11.1)** The Sustainability Report 2025 and related disclosures are not externally assured. However, we intend to assure upcoming reports.
I1. Sustainability Reporting	**I1.1)** Does your Company Publish a Sustainability Report? Yes/No	**I1.1)** Yes
I3. Stakeholder Engagement	**I3.1)** Does your company engage with stakeholders on ESG/sustainability topics? Yes/No	**I3.1)** Yes. Refer to materiality section
	I3.2) If yes, report on frequency and effectiveness of engagement	**I3.2)** Yes. Refer to materiality section

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