



مجلس الاستدامة
مصرف أبو ظبي الإسلامي
ABU DHABI ISLAMIC BANK
ESTIDAMA COUNCIL



SUSTAINABILITY REPORT 2020



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The late Sheikh Zayed bin Sultan Al Nahyan



His Highness Sheikh Khalifa bin Zayed Al Nahyan
President of the United Arab Emirates
Ruler of Abu Dhabi
Supreme Commander of the UAE Armed Forces



His Highness Sheikh Mohamed bin Zayed Al Nahyan
Crown Prince of Abu Dhabi
Deputy Supreme Commander of the UAE Armed Forces



ADIB'S STATEMENT

(102-14), (102-15)

Dear Stakeholders,

We are proud to present our fourth annual sustainability report, highlighting our progress in cultivating good environmental, social and governance practices. Our report reaffirms our commitment to sustainability and monitoring our practice, which despite the challenges imposed by the COVID-19 pandemic, remains a firm priority. In the pages of this report, we express our dedication to creating value for our customers, employees, and the wider community in an unpredictable world.

While 2020 was an exceptionally gruelling year in many respects, at ADIB we responded to the uncertainty of the pandemic with a solution-oriented approach, relying on our strong foundations, Shari'a values and guided by our experienced leaders. We succeeded in navigating through the pandemic while maintaining a good position in the market, to which we owe our eternal gratitude to our leadership, employees, and customers.

The physical and financial safety and wellbeing of our customers and employees was of utmost importance to us throughout the last year. Through our comprehensive and adaptive business continuity planning, we swiftly shifted to remote work while keeping connected to our employees and maintaining productivity. Our digital transformation strategy allowed our customers to avail our services to meet their needs, while staying safely at home. We also aligned with the Targeted Economic Support Scheme, started by the Central Bank of the UAE, to make financial management even easier for our customers.



As challenging as it was, the pandemic was an opportunity for us to showcase our resiliency, innovation, and commitment to making the lives of our customers better. As a testament to our efforts, we were named as a market leader in customer experience, with 73% of our customers being highly satisfied with our services during this period, the highest satisfaction score in the UAE banking industry.

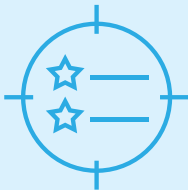
At ADIB, we have always held ourselves accountable for the nation, our people, and the environment around us. Our actions, especially during the pandemic, served as an opportunity to demonstrate the best of ourselves, and we hope that we exceeded your expectations. Our initiatives, including this report, would not have been possible without the support of our leadership, our employees, customers, and stakeholders, and we hope that you continue to provide us with your encouragement in our journey towards achieving comprehensive sustainability throughout our operations.

ABOUT THIS REPORT

(102-45), (102-46), (102-48), (102-49), (102-50), (102-51), (102-52), (102-53), (102-54), (102-56)



In the pages of this report, we showcase how we navigated the challenges of the pandemic, while staying committed to our environmental, social and governance responsibilities. **This report has been prepared in accordance with the GRI Standards: Core option.** We have also referred to other guidelines, including the United Nations Global Compact (UNGC) principles, which regulate sustainable business practices globally.



SCOPE

This report presents the material issues and impact of our activities during the year 2020 in the United Arab Emirates only. For the Financial Performance and Economic Impact figures, the reporting scope includes the entirety of ADIB Group. All monetary values in this report are expressed in Arab Emirates Dirhams (AED), unless otherwise stated.



ASSURANCE

We have followed an internal assurance process for our non-financial data. Our internal stakeholders were involved to revise and approve the content relating to their department. Our financial statements have been independently audited by Deloitte.



CONTACT POINT

Should you like to receive more information on our sustainability practices, or if you would like to provide feedback, please contact:

CSR COUNCIL - CSR@adib.com

BANK OVERVIEW

(102-1), (102-2), (102-3), (102-4), (102-6), (102-7), (102-10), (102-16), (102-17)

ABOUT ADIB

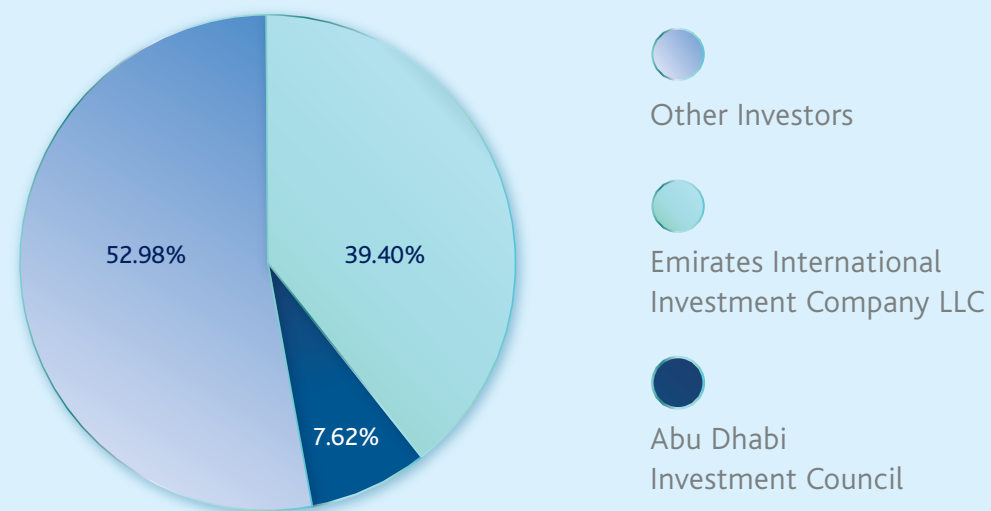
Established in 1997, ADIB is a leading Islamic bank with headquarters in the United Arab Emirates. As of December 2020, we hold AED 127.8 billion in assets, a significant increase from 125.9 billion in 2019. The Bank provides world-class, Shari'a-compliant retail, corporate, business, private banking, and wealth management solutions through award-winning digital channels and across an extensive branch network. We have a presence in six strategic markets, including Bosnia, Egypt, the Kingdom of Saudi Arabia, the United Kingdom, Iraq, Sudan, and Qatar. The Bank shares trade on the Abu Dhabi Stock Exchange (ADX).

ADIB is committed to the recruitment, development, and promotion of local talent in the UAE. With approximately 40% of our workforce made up of UAE nationals, we have one of the highest Emiratisation ratios. We are also demonstrably focused on innovation and customer-centricity, for which we won the 'Best Islamic Bank in the Middle-East' and 'Best Islamic Bank in the UAE' awards at the EMEA Finance Middle East Banking Awards in 2020.



ADIB OWNERSHIP STRUCTURE

(102-5)



KEY HIGHLIGHTS

(102-15)

ADIB is a leading bank in the UAE and the 4th largest Islamic bank globally by assets. We serve more than one million customers and employ about 2,000 employees from more than 50 countries.

- Total assets AED 127.8 billion
- Total revenue AED 5,358 million
- 40% of our workforce are Emiratis

AWARDS & RECOGNITION

(201-4)

ISLAMIC LEADERSHIP



CUSTOMER SERVICE & EXCELLENCE



DIGITAL



PRODUCT LEADERSHIP



COMMUNITY SUPPORT





MEMBERSHIPS & ASSOCIATIONS

(102-12), (102-13)

- International Financial Islamic Market
- Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI)
- Islamic Financial Services Board (IFSB)
- General Council for Islamic Banks and Financial Institutions (CIBAFI)
- Union of Arab Banks
- UAE Banks Federation
- Securities and Commodities Authority
- Abu Dhabi Securities Exchange (ADX)
- International Islamic Centre for Reconciliation and Arbitration



FINANCIAL PERFORMANCE

(102-7), (103-1), (103-2), (103-3), (201-1)

Below is an overview of our financial performance for the calendar year 2020. For more details, please refer to our 2020 annual report

https://www.adib.ae/en/SiteAssets/Annual%20Reports/Annual-Report_2020_EN.pdf

GROUP FINANCIAL HIGHLIGHTS – two-year performance

As of 31 December | All figures are in AED billion

| | 2020 | 2019 | CHANGE % |
|--------------------------|---------|-------|----------|
| Total assets | 127.8 | 125.9 | 1.5% |
| Gross customer financing | 83.4 | 81.1 | 2.8% |
| Customer deposits | 101.3 | 101.4 | -0.1% |
| Net revenue | 5,358.2 | 5,915 | -2.4% |
| Net profit | 1,604.0 | 2,601 | -38.3% |

CREDIT RATING

(103-1), (103-2), (103-3), (201-1)

We have maintained stable scores in our credit rating by Moody's Investors Service and Fitch rating, establishing ADIB as a sustainable and reliable bank.

| CREDIT RATING | LONG TERM | SHORT TERM | OUTLOOK |
|---------------------------|-----------|------------|---------|
| Moody's Investors Service | A2 | P1 | Stable |
| Fitch Rating | A+ | F1 | Stable |



GOVERNANCE & INTEGRITY

GOVERNANCE

(102-18), (102-19), (102-20), (102-22), (102-23), (102-24), (102-25), (102-26), (102-27), (102-28), (102-29)

We firmly believe that only through ethical, transparent, and rigorous governance will we achieve our mission as a bank. That is why we are committed to best practices in corporate governance, and endeavour to continuously elevate our procedures to maintain sophisticated management and oversight across all of our functions and subsidiaries.

For more information, please refer to our 2020 annual report

https://www.adib.ae/en/SiteAssets/Annual%20Reports/Annual-Report_2020_EN.pdf)



RISK MANAGEMENT

(102-11), (102-30), (102-33)

Risk management is crucial for financial service providers, especially during a period of global economic and market instability. We have managed to adapt our operations to potential risks caused by the pandemic through our risk management framework and expertise, which is further elaborated on in our annual report:

https://www.adib.ae/en/SiteAssets/Annual%20Reports/Annual-Report_2020_EN.pdf



1st LINE OF DEFENCE

Deal with day-to-day business such as product programmes, systems, processes, procedures, and self-control testing.



2nd LINE OF DEFENCE

Compliance with all internal policies, information security requirements, relevant regulatory requirements and Shari'a principles.



3rd LINE OF DEFENCE

Review of our internal control framework to ensure the robustness of the first and second line of defence.
CSR COUNCIL - CSR@adib.com

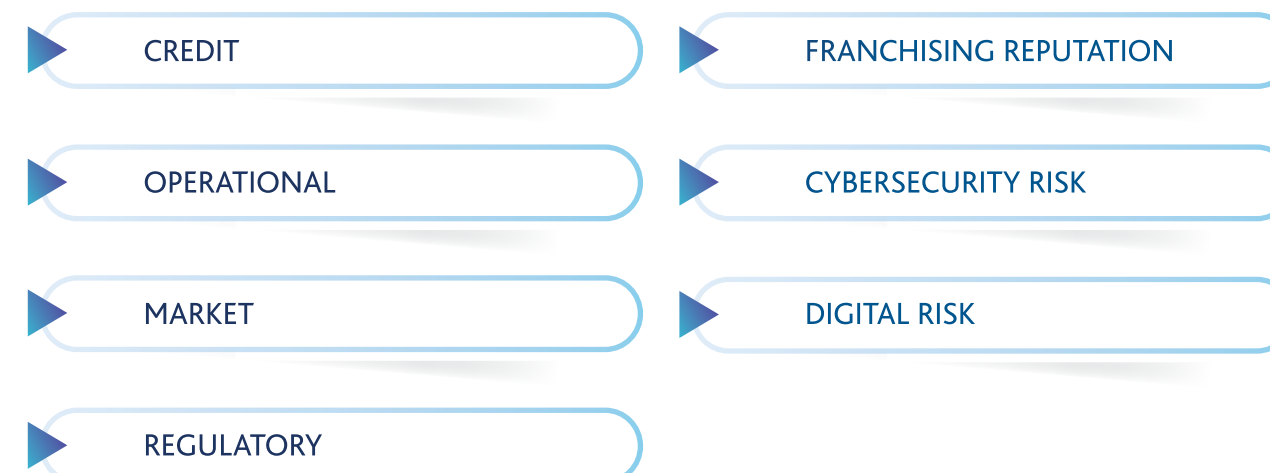
LINES OF DEFENCE

At ADIB, we operate using a 'three lines of defence' model, wherein each 'line' indicates a clear distinction of responsibilities:



Risk Management Framework

The Group's Chief Risk Officer handles risk management at the Bank and has identified seven key types of risk that are reviewed on an ongoing basis at both management and Board level.



For more information, please refer to our 2020 annual report
https://www.adib.ae/en/SiteAssets/Annual%20Reports/Annual-Report_2020_EN.pdf



CYBER SECURITY

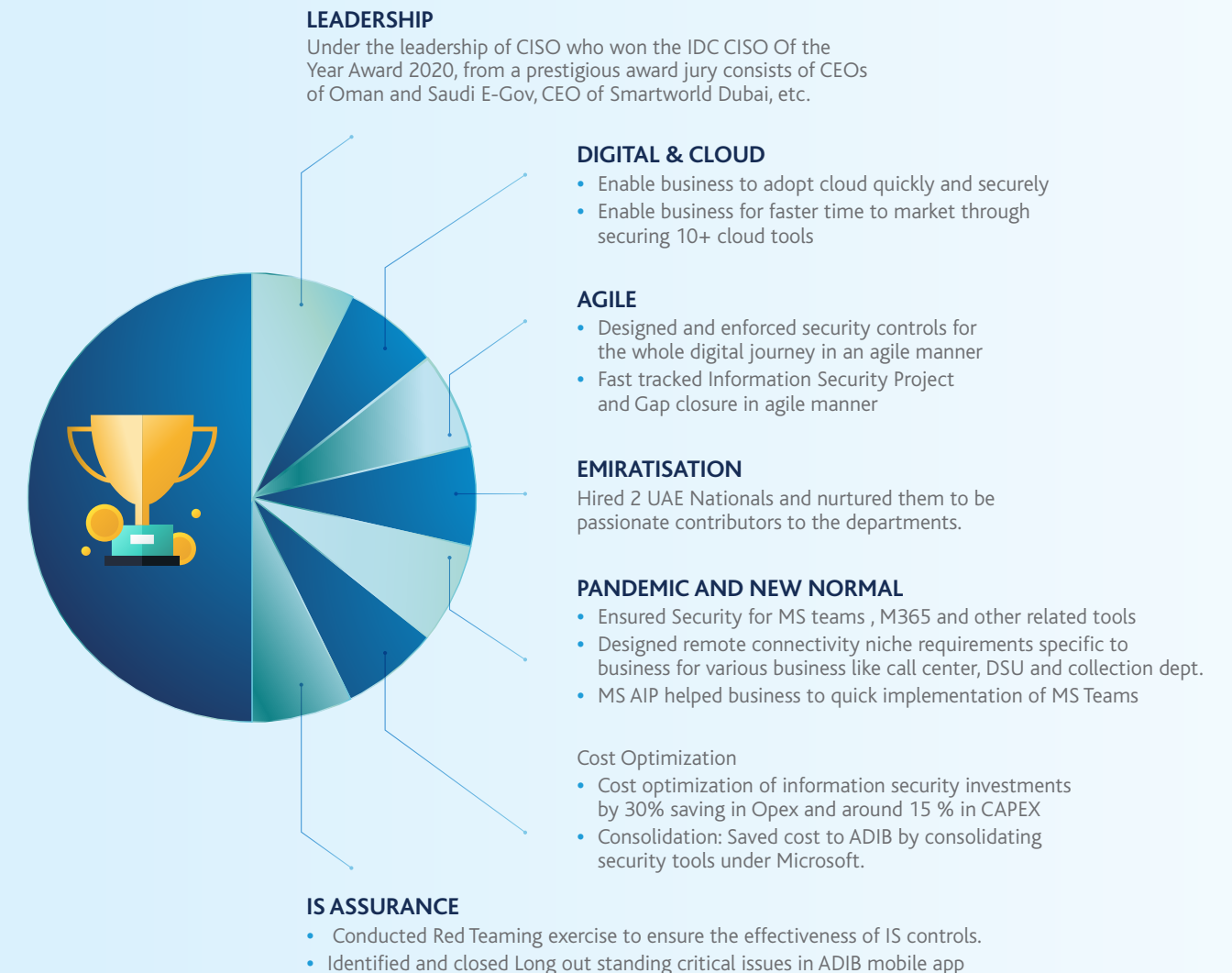
(103-1), (103-2), (103-3)

The corona virus pandemic changed the day-to-day lives of individuals and businesses worldwide. It proved to be the ultimate test of business continuity and resiliency. ADIB's Information Security Department proved their ability to overcome new challenges, without compromising overall security controls or affecting the business. The main challenges faced by our departments were to implement remote work as part of the new normal, cope with the demands of future digital requirements and protect ADIB customers against fraud.

The Information Security Department played a crucial role in supporting digital transformation projects through different efforts, including the following:

| INFORMATION SECURITY AWARENESS AND TRAINING | BUSINESS CONTINUITY |
|---|--|
| <ul style="list-style-type: none"> Security awareness for employees & customers. Cyber security conference for bank customers, the first of the kind in the region. Customised awareness sessions delivered to over 2,000 ADIB staff, in addition to a mandatory Remote Working Essentials course. | <ul style="list-style-type: none"> Focus on protecting the organisation's critical assets and services. Equipping ADIB with innovative and advanced data leakage prevention features. Define and implement a comprehensive cloud security strategy to cater to long term remote working conditions. |

Achievements of Information Security Department (ADIB) During 2020



Anti-Fraud Awareness

Throughout the pandemic, we witnessed an increase in fraudulent activities, with cyber criminals taking advantage of people's increased vulnerability. We ran several campaigns to raise awareness and educate our customers on how to avoid falling victim to fraud.

<https://www.youtube.com/watch?v=mC739rk9V44>



For more information on fraud awareness and management, please refer to the fraud section on our website.

<https://www.adib.ae/en/Pages/ADIB-protection.aspx>

BUSINESS CONTINUITY

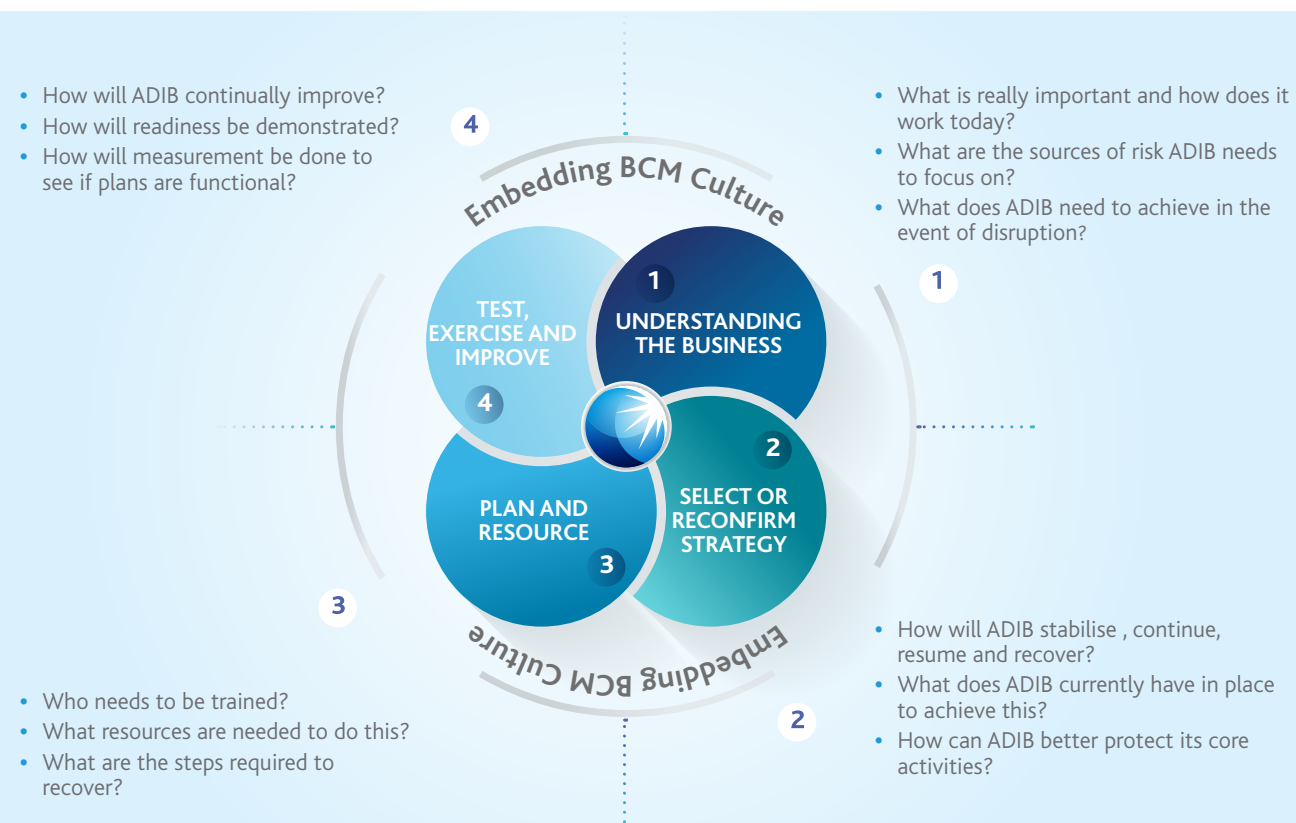
In order to protect the Bank and our stakeholders, safeguard revenue and sustain financial growth and customer confidence, we have invested in planning and preparing which ensures the continuity of critical business functions. The development, implementation, validation and maintenance of an effective Global Business Continuity Management (BCM) programme is essential to meet these objectives.

The BCM programme at ADIB is managed by a dedicated team of qualified and certified BCM practitioners, with oversight from senior leadership. Periodic BCM programme reporting to the Compliance and Controls Committee (3C) ensures that the Group BCM Department continues to comply with local and international BCM specifications.

Our Business Continuity Framework

ADIB's BCM Programme provides the roadmap for implementing business continuity processes that are based on both external standards and ADIB's operational environment.

The below figure illustrates how the BCM approach can be best applied at ADIB, with the aim of improving organisational resilience by responding to, managing, and recovering from any major disruption.



Business Continuity and Navigating the Pandemic

ADIB's Business Continuity Management (BCM) Team has conducted four crisis management exercises since 2016 with our C-Suite executives, including a pandemic scenario. One of the key takeaways from our pandemic exercise was that in addition to our well-established crisis management and business continuity plans and procedures, there was an explicit need for a dedicated pandemic plan.

This culminated into the creation of our first ever pandemic plan (human sustainability & resilience plan), approved by the Bank's Compliance & Control Committee back in August 2019. The exercises and rehearsals carried out resulted in pre-emptive action in invoking our crisis management and pandemic plans for COVID-19.

In line with our crisis management process, the COVID-19 task force met, led by BCM with bank-wide representation (Facilities Management, Health & Safety, Security, Corporate Communication, HR, ITD, Operational Risk and Information Security, as early as January 2020), prior to COVID-19 being considered a major threat and well before being declared a global pandemic.

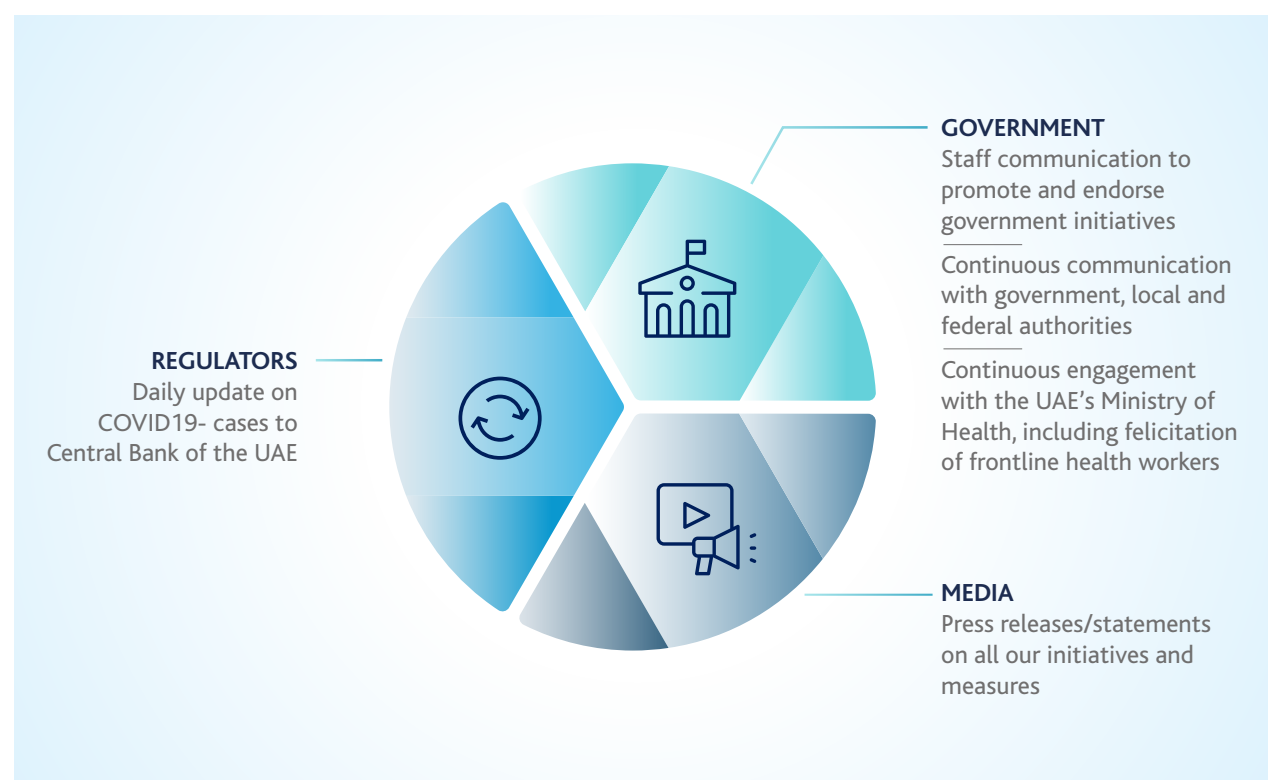
We subsequently implemented the continuity of business processes through approved actions that respected the mandates of the Central Bank of the UAE (CBUAE). Within a few weeks, we successfully shifted our operating model, with 90% of our staff successfully working from home, ensuring that our employees remained safe while our banking products, services and processes remained undisrupted.

Below are the crisis management and protocol compliance actions that we undertook:

1. Force and Crisis Management Team

- Early activation of our Task Force to monitor and manage COVID-19
- Daily Task Force meetings to monitor and manage COVID-19
- Early activation of our Crisis Management Team (COVID-19 Working Group) to escalate and take key strategic decisions
- Daily COVID-19 Dashboard collated from the entire bank, to give ADIB SteerCo a snapshot of COVID-19 cases, key actions status and work from office/home status

2. Engagement and Communications



3. Regulatory Compliance Initiatives

To ensure that we remain in compliance with regulatory requirements, the following actions were taken:

- Sanitisers installed across all 600+ ADIB ATM machines
- Closure of branches located in shopping centres and malls
- Critical services capability tested to ensure business continuity
- Information security risk assessment completed to safeguard ADIB from cyber risk



4. Data Analytics and Management

- Realising the importance of having the right data at the right time, we collated a wide range of data and information from various sources, creating a centralised data repository
- Invested in tools and systems to help collect, collate and prepare reports e.g. a daily health tracker that collects information on employee health
- BCM Team invested in data management & analytics training to enhance analytics and dashboards provided to executive management

Winners: BCI Middle East Awards 2020

We were proud to have received two awards from the UK-based Business Continuity Institute, the BCI Middle East Awards, for our strategic initiatives in targeting the pandemic. These include: Most Effective Recovery in the Middle East for 2020 and Best Continuity & Resilience Innovation in the Middle East for 2020.





RESILIENCE DURING THE PANDEMIC

The COVID-19 pandemic has been a significant challenge to organisations worldwide, and ADIB adapted to the uncertain and risky conditions perpetuated by the pandemic with actions in key focus areas, as presented below:



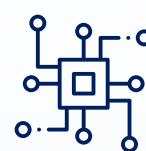
SAFETY & WELLBEING

We focused on staff wellbeing and safety by facilitating a shift to remote work. In addition, we developed a plan with a phased approach from a partial to full reopening based on government instructions & thresholds.



CONTINUITY OF BUSINESS/OPERATIONS

We implemented an action plan to align with changing government requirements, factoring in social distancing recommendations. This was in addition to our fully tested business continuity plan, crisis management plan and pandemic plan – developed and tested prior to COVID-19. We also used our strategic lens to capitalise on quick wins and emerging market opportunities. Furthermore, we also have a crisis room for consistent communication.



TECHNOLOGY

We established and implemented a new operating model where over 90% of staff had the capability to work from home, as opposed to only 3% WFH capability prior to COVID-19.



RISK MITIGATION

We proactively prevented the threats we could anticipate, such as increased cyber-attacks due to staff working from home, whilst utilising our 24/7 SOC threat intelligence services.



ECONOMIC IMPACTS

We identified short-term measures to increase liquidity and cash-flow whilst focusing on capital efficiency and flexibility through bank-wide cost optimisation initiatives.



REGULATIONS & COMPLIANCE

We made sure we stayed abreast with new regulations, guidance and emerging areas of regulations and compliance in addition to compliance with the Central Bank of UAE and government circulars and guidelines.



SUSTAINABLE BANKING

(102-21), (102-31)

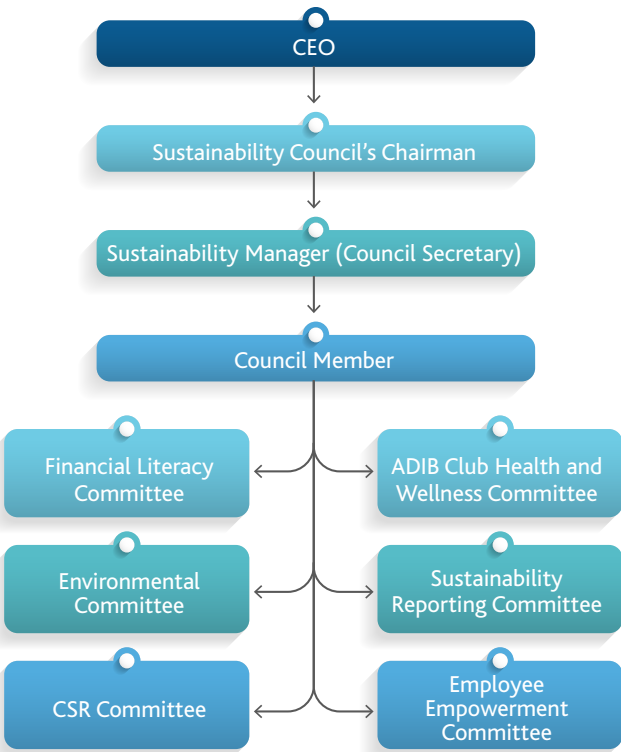
As an Islamic Bank, we are accountable to act in alignment with the highest levels of ethics and responsibility towards the environment, society and in governance. To make sure our dedication is reflected in every department, we developed a sustainability strategy in 2018 to guide us in creating meaningful and long-term impact.

SUSTAINABILITY GOVERNANCE STRUCTURE

(102-18)

The Bank's sustainability strategy and efforts are governed by the Sustainability Council. The council was created in 2018 and incorporates six committees working to cover different pillars of sustainability, ensuring holistic and meaningful impact by achieving our sustainability strategy.

The committees include people from different backgrounds, working together to achieve the specific goals of each committee and monitoring their progress.



SUSTAINABILITY FRAMEWORK

As an Islamic bank, sustainability is ingrained in our DNA. Our whole business model is built upon the drive to do good and act responsibly towards people and the planet. To ensure that we can impact all elements of the community and the environment, we keep in mind our materiality matrix when designing programmes and initiatives that aim to contribute to the five pillars of our sustainability framework.







SUSTAINABILITY MANAGEMENT



Listening to Our Stakeholders

(102-21), (102-31), (102-40), (102-42), (102-43), (102-44)

Everything we do as a bank is influenced by the expectations and needs of our stakeholders. While developing our sustainability strategy, we engaged with our key internal and external stakeholders to gather their opinions on what should be of importance to the Bank. This exercise allowed us to identify the environmental, social and governance issues that are considered most important, or material, to our operations.

| Stakeholder Group | Engagement Methods & Frequency | Reflections & Feedback For 2018 Strategy |
|--|--|---|
|  Investors | <ul style="list-style-type: none">Quarterly financial resultsAnnual analysts and investors meetingAnnual reportPress releasesThe Annual General MeetingThe dedicated "Investor Relations" section on our website | <ul style="list-style-type: none">Stability of financial performanceCost management measuresStrong capital positioningDigital transformationDividends distributionTransparent communications |
|  Employees | <ul style="list-style-type: none">Annual engagement survey "Soutak"Monthly engagement polls targeting 10% of employeesPeriodic team meetings as neededEmployees' performance assessmentsInternal communication programmes | <ul style="list-style-type: none">Working cultureTraining and developmentTalent attraction and developmentCompensationEngagement strategy and knowledge sharingCorporate volunteeringHealthy and safe work environment |
|  Customers | <ul style="list-style-type: none">Daily face-to-face interactions when customers visit our branchesCall centres, emailsPress releasesSocial mediaBrand activationsAccount relationship managementCustomer satisfaction surveysOther service channels (phone banking, internet banking, SMS) | <ul style="list-style-type: none">E-banking and digital servicesPrivacy & securityCompetitive products, services and ratesCustomer experienceResponsiveness through all customer touch pointsTransparent and accurate communications |
|  Suppliers | <ul style="list-style-type: none">Pre-tendering meetingsQuarterly town hall meetings for approved vendorsProject-based satisfaction surveysDebriefing reports after each tendering stageTailored communication plan for critical suppliers | <ul style="list-style-type: none">Clarifications on the tendering process and lifecycleThe automation process of our relationship with suppliersThe new ERP systemClear and fair terms and conditionsCost negotiations and payment terms |



| Stakeholder Group | Engagement Methods & Frequency | Reflections & Feedback For 2018 Strategy |
|---|--|--|
|  Environment | <ul style="list-style-type: none"> Compliance with the US Green Business Council to acquire the Leadership in Energy and Environmental Design (LEED) certificate Press releases Project partnerships to benefit the local community | <ul style="list-style-type: none"> Monitoring our carbon footprint Paper recycling Waste management |
|  The Local Community | <ul style="list-style-type: none"> Partnerships with non-profit organisations and civil society groups Roll out of social investment programmes and initiatives Cultural and social events Sponsorships and donations | <ul style="list-style-type: none"> Financial inclusion Support in sports activities Youth empowerment Women empowerment Celebration of local culture Philanthropic and humanitarian efforts Environmental stewardship |

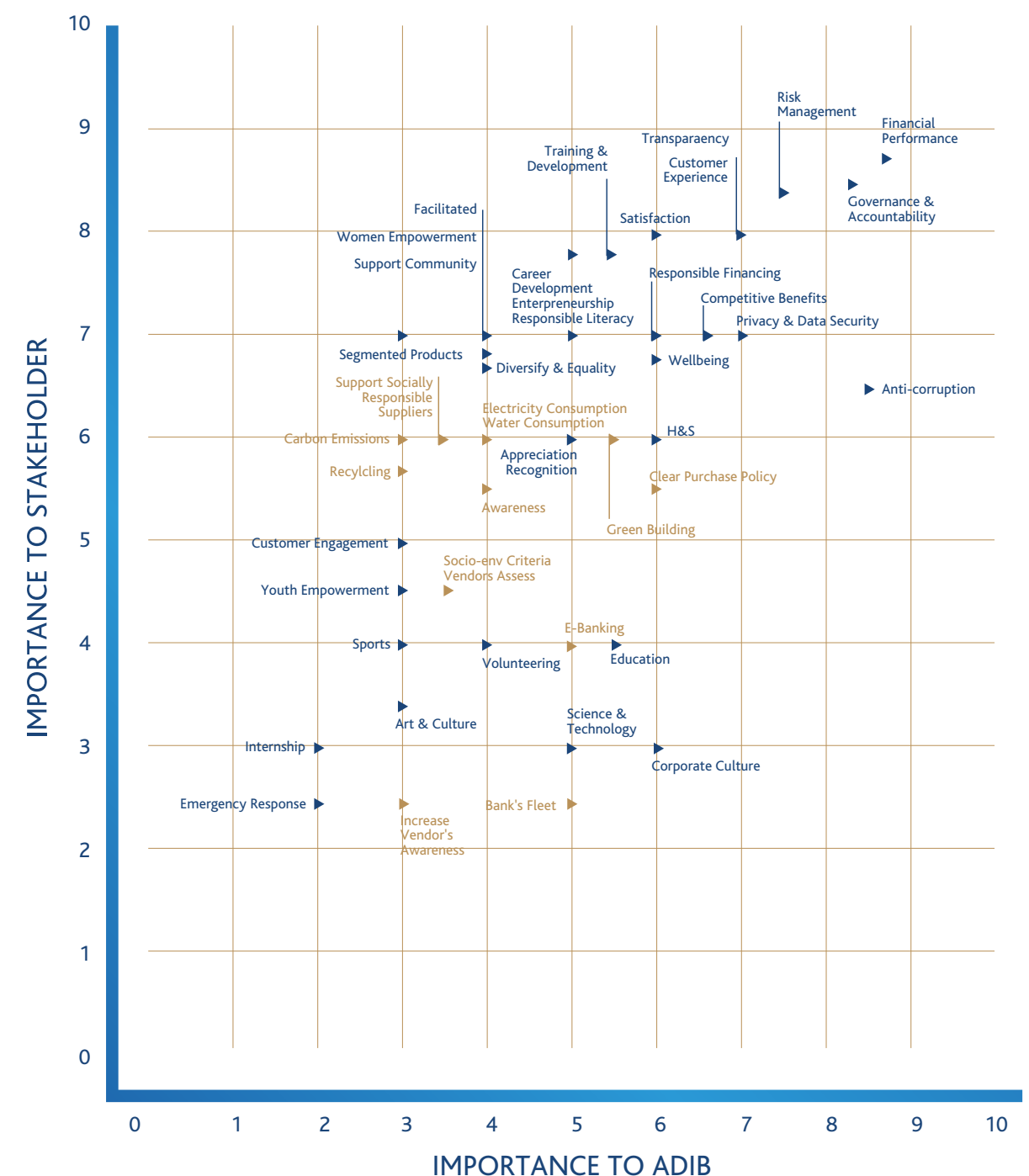


MATERIALITY MATRIX

(102-21), (102-31), (102-47)

We follow the GRI Sustainability Reporting Standards in our materiality exercise, with material topics defined as environmental, social and governance topics that hold the greatest importance to our stakeholders, to help create shared value between them and the Bank.

In 2018, we conducted a materiality assessment for our five-year sustainability strategy. The assessment is the process of surveying our stakeholders on the levels of importance they assign to each topic. The below matrix displays the results of our assessment, with the topics deemed most important by both stakeholders and top management listed in the top right quadrant.



ETHICAL BANKING

RESPONSIBLE FINANCING

As an Islamic Bank providing Shari'a-compliant products and services, ethical and sustainable banking is the pillar on which everything we do is based. Our values and principles drive us to create a positive impact on quality of life, the environment, social equality, fair trade, and steer away from making investments that are harmful and unethical.

To highlight our commitment, we make sure that our activities are aligned with the Sustainable Development Goals (SDGs), and the UAE Vision 2021. To ensure we are on the right path, we have been continuously monitoring our environmental, social and governance performance since 2017, working to improve our performance every year.




Green Sukuk

Sukuk, plural for 'Sukk' in the Arabic language, refers to an instrument evidencing financial obligation. Green Sukuk are Shari'a compliant investments that protect the environment with investments in renewable energy and other environmental assets. In line with Shari'a values, at ADIB we have acted as a JLM/Bookrunner in the majority of Green Sukuk issued in the region, leading a number of firsts in the capital markets space, including Etihad's first ever Green Sukuk in the aviation sector, and the first Corporate Green Sukuk in the GCC for Majid Al Futaim (MAF).

Alignment with the United Nations Sustainable Development Goals (UN's SDGs)

| Sustainable Development Goals | Our 2020 Impact |
|--|---|
|  SDG 2: Zero Hunger | <ul style="list-style-type: none"> Labour Support |
|  SDG 3: Good Health & Wellbeing | <ul style="list-style-type: none"> Sports Employee and Customer Protection |
|  SDG 4: Quality Education | <ul style="list-style-type: none"> Financial Literacy Programmes |
|  SDG 5: Gender Equality | <ul style="list-style-type: none"> Women Entrepreneurs Dana |
|  SDG 8: Decent Work & Economic Growth | <ul style="list-style-type: none"> Women Entrepreneurs Financial Literacy Programmes |
|  SDG 9: Industry, Innovation & Infrastructure | <ul style="list-style-type: none"> Digitisation Journey |
|  SDG 10: Reduce Inequality | <ul style="list-style-type: none"> Labourer People of Determination Women Youth Senior Citizen |
|  SDG 17: Partnership for the Goals | <ul style="list-style-type: none"> Ministries Non-profit Organisations |

Alignment with the UAE Vision 2021

| UAE Vision | Our 2020 Impact |
|---|--|
|  United In Prosperity | Financial Literacy Programmes: <ul style="list-style-type: none"> Moneysmart community University students Labourers Newlyweds |
|  United In Knowledge | <ul style="list-style-type: none"> Financial literacy Anti-fraud awareness |
|  United In Responsibility | <ul style="list-style-type: none"> Mass weddings Celebration of national events Several initiatives during the Holy month of Ramadan were organised, such as the distribution of 48,000 food boxes. |



ENABLING OUR PEOPLE

(103-1), (103-2), (103-3)

At ADIB, we honour the importance of creating a positive and dynamic work environment for our people. The pandemic has brought arduous challenges to different aspects of our operations, however, with the commitment and resilience of our people, we managed to successfully overcome these challenges. Our employee strategy focuses on empowerment, diversity & inclusion, rewards, and recognition and maintaining our employees' happiness. In this chapter, we highlight the different ways we empower our employees.

To ensure that the experience of our employees always remains in focus, our Employee Empowerment Committee is dedicated to developing the appropriate programmes that will nurture and empower the lives of our people within and outside the workplace.

EMPLOYEE EMPOWERMENT

Diversity & Inclusion

(102-8), (103-1), (103-2), (103-3), (405-1)

Diversity fuels innovation and performance in any business. As an international bank, we prize the diversity of our workforce, with 60% coming from countries outside the UAE and a gender divide of 34% female and 66% male. We continually work on building an inclusive environment, where people value their differences and act upon them as a point of strength.

Women Empowerment

Keeping in line with our values of diversity and employee empowerment, we support gender equality in whatever ways we can. We believe in the unique capabilities and value of our female talent and



recognise the different roles they play inside and outside the workplace. We make sure they are provided with the support and environment they need to meet their ambitions and thrive in both their professional and personal lives. Our commitment is highlighted in the following figures, and in the pages of this chapter, where we showcase our Tamkeen Women Leadership Programme and the creation of a nursery room in our HQ.

Full-Time Employees - Broken Down by Gender (102-8), (405-1) (405-2)

| | 2018 | 2019 | 2020 |
|-------------------------------|-------|-------|-------|
| Number of Full-time Employees | 2,021 | 2,070 | 1,943 |
| Female | 32% | 32% | 34% |
| Male | 68% | 68% | 66% |

Top Management - Broken Down by Gender

| | 2018 | 2019 | 2020 |
|--------|------|------|------|
| Female | 9% | 9% | 8% |
| Male | 91% | 91% | 92% |

Newly Hired Employees Annually - Broken Down by Gender (401-1)

| | 2018 | 2019 | 2020 |
|-----------|------|------|------|
| New Hires | 260 | 216 | 107 |
| Female | 42% | 33% | 49% |
| Male | 58% | 67% | 58% |

Turnover Rate of All Employees - Broken Down by Gender (401-1)

| | 2018 | 2019 | 2020 |
|---------------|------|------|------|
| All Employees | 13% | 7% | 11% |
| Female | 18% | 7% | 8% |
| Male | 10% | 8% | 12% |

UAE National Talent Empowerment (103-1), (103-2), (103-3)

At ADIB, we strive to add value by contributing to the prosperity and development of people and the economy. To do so, we make sure that our efforts are aligned with the UAE's directions, thus, Emiratisation is a priority in our HR strategy.

Emiratisation Strategy

ADIB has created a 2020 Emiratisation strategy that not only strengthens our commitment to attracting, retaining, and developing local talent, but also ensures that we are transparent and accountable in our commitments.

To achieve this, a set of objectives have been established, including:

- 1 To be an industry leader in Emiratisation
- 2 To become an increasingly learning-oriented organisation
- 3 To be recognised as having the best work environment for UAE nationals

Vision

To be the UAE's national employer of choice in the financial services sector by engaging, recruiting, and retaining the best local talent and offering world-class training and development opportunities following their on-boarding. Through our forward-thinking approach, we are ready to take on the ever-changing landscape of an increasingly digital banking industry.

The Central Bank Points Scheme

In response to the 2021 UAE vision and the UAE Government's National Agenda, ADIB has adopted the Central Bank's points-based system to meet Emiratisation goals.

As you can see below, we are pleased to announce that we have exceeded the required targets every year since we embarked on this initiative.

Newly Hired Employees Annually - Broken Down by Gender (401-1)

| | 2018 | 2019 | 2020 |
|-----------------------------------|-------|-------|-------|
| Target Points by the Central Bank | 2,673 | 2,569 | 3,408 |
| Achieved Points | 2940 | 2823 | 3,458 |
| Achievement Ratio | 110% | 110% | 101% |

Full-Time Employees - Emiratis and Expatriate

| | 2019 | 2020 | |
|-------------------------------|-------|-------|-------|
| Number of Full-time Employees | 2,021 | 2,070 | 1,943 |
| Emirati Employees | 36% | 36% | 40% |
| Expatriate Employees | 64% | 64% | 60% |





| Programmes to Offer Support | | |
|---------------------------------------|---|---|
| Programmes | Tamkeen | Qiyadat |
| Description | Encourage more women to progress to senior leadership roles within the Bank, by developing the skills they need to succeed. | A leadership development programme designed to give promising Emirati employees first-hand management experience. |
| No. of UAE nationals enrolled in 2020 | 20 | 16 |

Top Management - Emiratis and Expatriates (202-2)

| | 2018 | 2019 | 2020 |
|----------------------|------|------|------|
| Emirati Employees | 15% | 16% | 18% |
| Expatriate Employees | 85% | 84% | 82% |

Turnover Rate - Emiratis and Expatriates

| | 2018 | 2019 | 2020 |
|-------------|------|------|------|
| Emiratis | 17% | 8% | 6% |
| Expatriates | 10% | 7% | 13% |

Full-Time Employees - Broken Down by Nationality

| | 2018 | 2019 | 2020 |
|---------------------|------|------|------|
| Number of countries | 51 | 53 | 53 |
| UAE | 36% | 36% | 40% |
| Jordanian | 12% | 13% | 12% |
| Indian | 11% | 13% | 12% |
| Pakistani | 9% | 8% | 8% |
| Egyptian | 7% | 7% | 7% |
| Other | 24% | 24% | 21% |

Emiratisation Programmes

In alignment with our values and Vision 2021, we advocate and support local talent development. We continuously seek to recruit, train, and retain Emirati talent, helping them to unlock their potential and contribute to the UAE’s economy. Our Emiratisation goals are aligned with direct reports from the CEO on annual performance scorecards, which are reviewed on a bi-annual basis.

Our goals for Emiratisation ensure that:

- 1 Each individual is able to reach his/her full potential through excellent training and development programmes.
- 2 Efficient succession planning, with priority given to UAE nationals.
- 3 Retaining local talent by providing them with personal and professional development opportunities, a great work-life balance, and a rewarding career path.



Programmes to Attract Talents

| Programmes | ADIB Leadership Programmes (ALP) | Internships |
|-----------------------------|---|---|
| Description | The programmes are designed to train and inspire young Emiratis, who are the banking professionals of the future. | Offer internships to students from universities in the UAE. |
| No. of UAE enrolled in 2020 | 65 | 84 |

LEARNING & DEVELOPMENT

(103-1), (103-2), (103-3), (404-1), (404-2), (404-3)

During the pandemic, learning and development played a crucial role in keeping our employees engaged, maintaining their productivity, and nurturing their mental wellbeing. In recognition of our efforts, ADIB received the Gold category Sheikh Khalifa Excellence Award, paying homage to the development, training and opportunities we provide for our employees.

In this section, we highlight the different efforts invested in our Learning and Development strategy and their impact on our employees.

Average Training Days

| | 2018 | 2019 | 2020 |
|------------------|------|------|------|
| Female Employees | 6.9 | 4.9 | 4.6 |
| Male Employees | 5.4 | 4.2 | 5.14 |



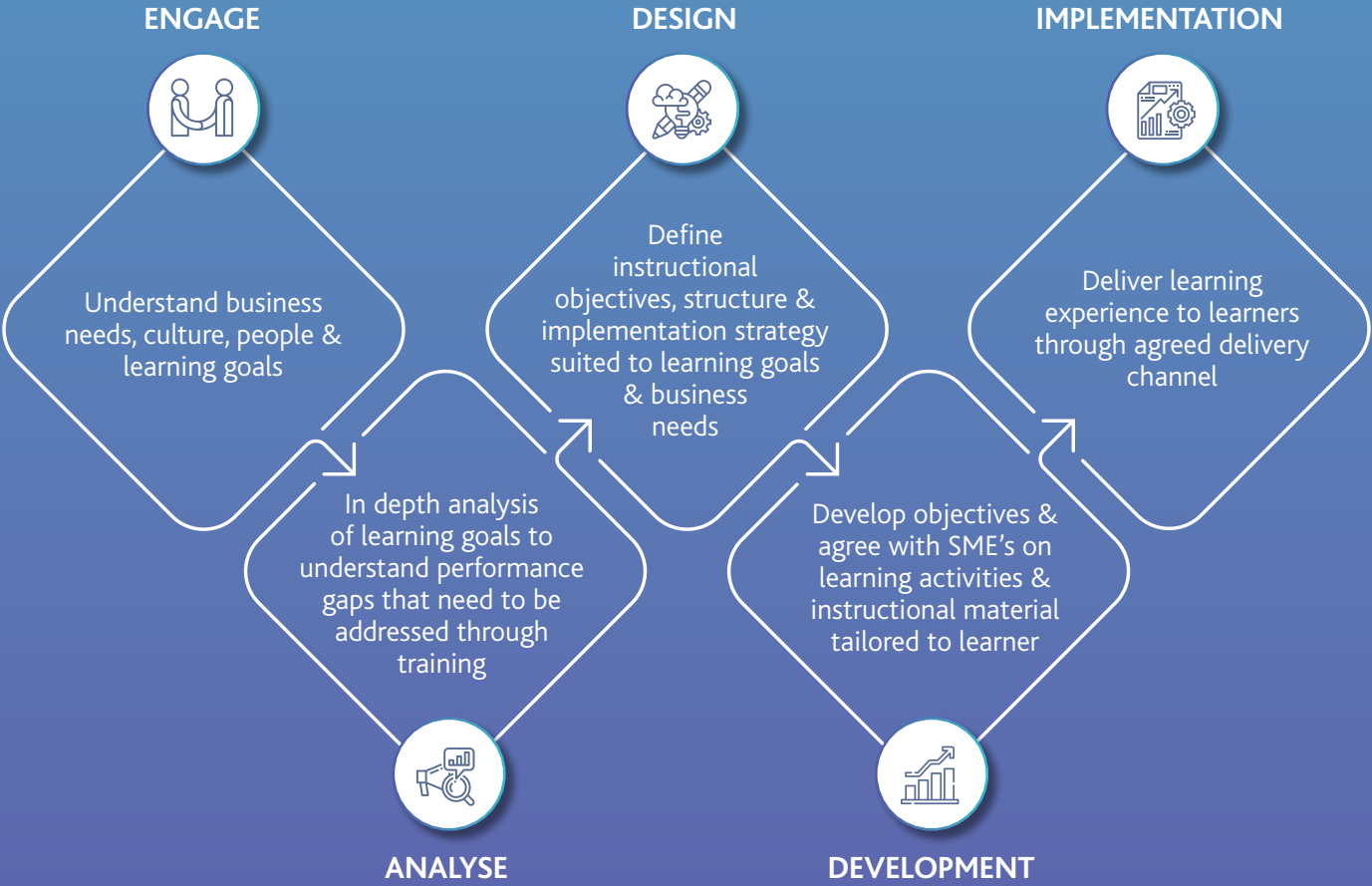
The ADIB Banking Academy

ADIB Banking academy was established to provide a defined path to success for our employees. This is achieved through comprehensive learning plans and professional development initiatives, empowered by digital learning tools, covering behavioural and technical skills from basic to advanced levels.

In 2020, we developed our digital learning strategy through an integrated, innovative digital learning solution, focusing on five principles of learning.



Our approach:



| Total Number or Percentage | |
|---|--|
| Number of unique learners | 3,051 Learners |
| Number of male learners | 2,158 Learners |
| Number of female learners | 893 Learners |
| Average of man-days per employee | 5.63 Days |
| Average of man-days for male learners | 5.14 Days |
| Average of man-days for female learners | 4.6 Days |
| Number of unique programmes | 561 Programmes |
| Number of sessions | 470 Sessions |
| Percentage of e-learning / online & blended / workshops | E-Learning: 54% Online & Blended: 24% Workshops: 22% |

Learning Technologies & Automation

In 2014, we started automating our main learning processes, starting from participants’ registration to programme evaluation. In 2020, we adapted our learning experience to maximise effectiveness of digital instructional materials, such as through interactive live and blended online programmes, system simulation, online assessment, and e-learning programmes.

This approach enables our employees to access digital learning materials, evaluation forms and digital completion certificates. It also reduces our paper consumption as well as lowering operational costs and a more secured environment during the COVID-19 pandemic.

Our learning journey is powered with WebEx, MS Teams and Oracle Fusion LMS.

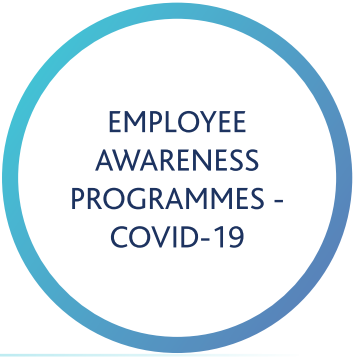




IN 2020,
WE RECEIVED 99%

positive feedback from employees through the post-training evaluation of our learning programmes.

In 2020, we developed and delivered several sessions to increase our employees' awareness on relevant risks and regulations during the COVID-19 pandemic. These awareness programmes covered remote working essentials, compliance and regulations, cybersecurity, fraud risk and health protection & prevention. In the below table, we highlight the topics and number of participants.



| Programme Title | Total Number of UAE Nationals |
|---|-------------------------------|
| Remote Working Essentials | 4507 |
| Cybersecurity Essentials | 1259 |
| Fraud Risk Awareness | 1547 |
| Financial Crime Awareness | 1719 |
| COVID-19 Back to work (protection & prevention) | 176 |

UAE National Development Programmes:

In 2020, ADIB Banking Academy launched and delivered several programmes in partnership with local and global providers covering digitalisation, compliance, anti-money laundering, leadership, Islamic Banking, quality management and banking operations. 201 UAE national employees took part in these initiatives.

| Programme Title | Total Number of UAE Nationals |
|--|-------------------------------|
| Tamkeen | 20 |
| Qiyadat | 16 |
| Six Sigma Black Belt | 23 |
| AAIOFI Certified Islamic Banker | 3 |
| Certified Anti-Money Laundering Specialist | 21 |
| Certified Banking Operation | 14 |
| Future Proof Banker (Officer / Associate) | 104 |



External Training

We enable our best talent to take their career to another level by acquiring international certifications and accreditations through local and international training and certificate providers. We also support our employees to feed their thirst for knowledge by sponsoring their education.

CERTIFICATION

In 2020, 4% of our employees received internationally recognised certification. The following are the key certification programmes and the number of employees who benefited from the programme:

- Six Sigma Black Belt: 25 beneficiaries
- AAIOFI Certified Islamic Banker: 20 beneficiaries
- Certified Anti-Money Laundering Specialist: 31 beneficiaries
- Certified Banking Operation: 21 beneficiaries
- Profiles Certified Assessor: 6 beneficiaries

SPONSORSHIP

During 2020, ADIB Banking Academy sponsored 5 UAE national employees to continue their education with leading local and international universities for bachelor and master's degrees in banking and finance, business administration, management and strategic leadership.

Key providers of our external training and certifications



Hong Kong
Institute of Bankers



International
Quality Federation (IQF)



Ernst & Young - EY



PricewaterhouseCoopers



Association of Certified
Anti-Money
Laundering Specialists



Accounting and Auditing
Organisation for Islamic
Financial Institutions

Youth Empowerment

In addition, we offered internship opportunities to 42 students from local and international universities to allow them to learn from our subject matter experts and gain hands-on experience.



HAPPINESS & ENGAGEMENT

(402-1)

We take pride in our positive and inclusive work environment, where we value the opinions of our employees and make sure they have the platforms necessary to engage with the Bank.

Due to the circumstances brought about by the pandemic, remaining connected and engaged with our employees was of even greater importance and essential for the continuity of our business. We ensured that we were up-to-date with emerging challenges, both personal and professional, and the needs and opinions of our employees. We also made sure that we supported our employees to create a happy and productive work environment while working from home.

In this section, we highlight how we engaged and empowered our employees during this difficult time.

ADIB Club

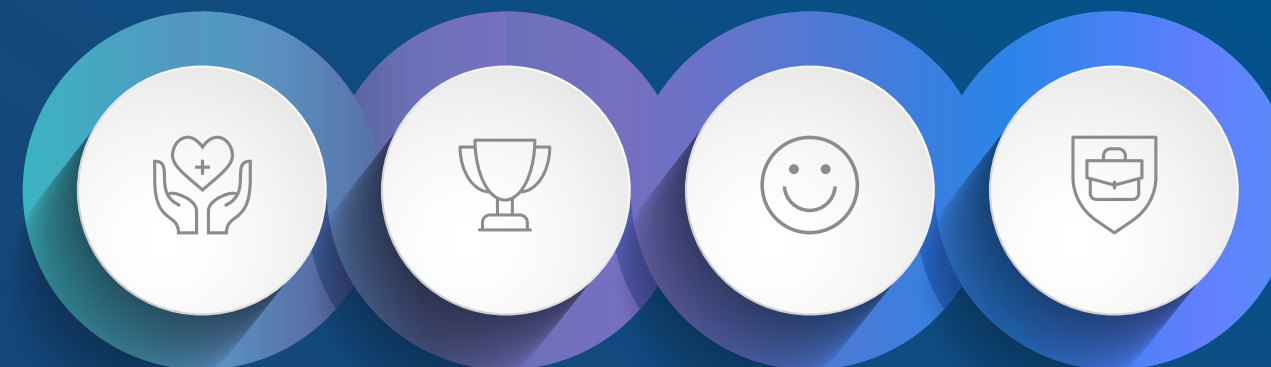
Mission: To enhance employee satisfaction and wellbeing by promoting a healthy, safe, responsible, and engaging work environment.

The ADIB Club Committee aims to enhance employee engagement and satisfaction by engaging them with the community. Our committee is in charge of four main programmes: staff health & wellness, staff happiness, sports cups and a safe work environment.

During the COVID-19 pandemic, we ensured that our employees remained engaged with various educational workshops and programmes.



ADIB Club Committee oversees four main programmes:



HEALTH & WELLNESS

We focused our campaigns on raising staff awareness in regard to Covid-19, by conducting webinars and sharing regular health & safety reminders with our staff.

SPORTS CUPS

ADIB Club Committee organises football and cricket tournaments for employees to increase our community bond and create an amicable environment for our employees where they can share their passions outside the workplace. In 2020, tournaments were postponed to 2021 due to the pandemic. The ADIB Team did participate in January 2020 in the "Finance Cup", taking part in 5 league matches and reaching the semi-finals.

HAPPINESS

To support our employees in maintaining a healthy lifestyle for them and their families, ADIB has partnered with top hotels and fitness clubs in the UAE to provide employees with ADIB Club Card Membership.

The card gives employees access to gym, health clubs and leisure or sports centres, and even exercise classes as part of a flexible benefits package for individual members of staff and their family.

The programme is currently inactive due to the pandemic, but it will be re-launched as soon as it is safe to do so.

SAFE WORK ENVIRONMENT

We have been certified ISO 45001 for our headquarters in Abu Dhabi. This certification recognises our HQ as a safe and healthy workplace for employees and visitors, preventing work-related injuries and ill health.

During 2020, we continued to deliver our training online to equip our employees with First Aid & Fire Warden skills, and on COVID-19 protection and prevention.



Soutak

Soutak, which means "Your Voice" in Arabic, is one of the main channels through which we engage with our employees, making sure they are heard and fairly represented. The survey allows us to make data-driven decisions based on feedback from our employees regarding their experiences and how we can improve our strategies and operations.

| | 2018 | 2019 | 2020 |
|---------------------------|------|------|------|
| Participation Rate | 78% | 86% | 85% |
| Overall Satisfaction Rate | 65% | 70% | 75% |

In addition to Soutak, we engage with our employees monthly through an anonymous survey. This monthly engagement enables us to assess our employees' feedback more regularly and take timely action.

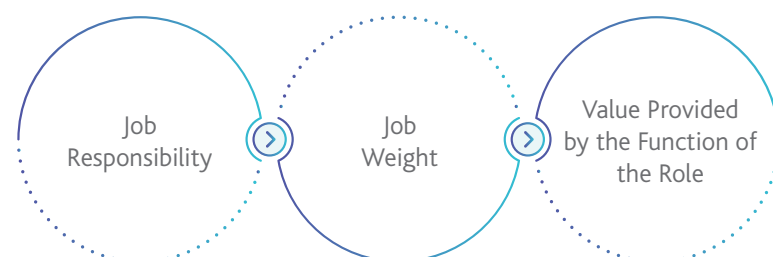
REWARDS, RECOGNITION & BENEFITS

(103-1), (103-2), (103-3), (404-2), (404-3)

Recognising the efforts of our employees and rewarding them accordingly invigorates their motivation and ambition to reach new heights, leading to a more efficient and results-oriented workforce

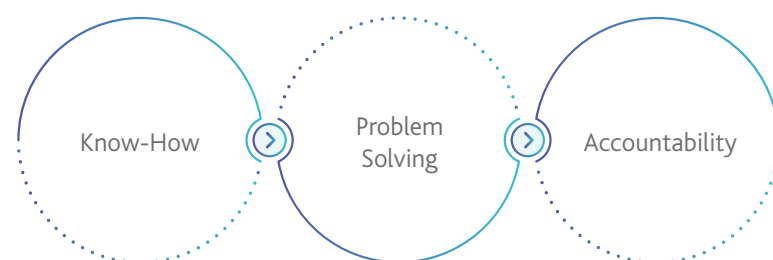
Grading System

Our grading system is based on a job evaluation methodology that is comprised of three pillars:



Each level of the organisation consists of roles that require a certain level of knowledge and professional experience. Roles vary in accountability when working towards certain results, taking into consideration individual contribution and impact. The combination of these factors provides the 'weighting' of various roles and levels within the Bank.

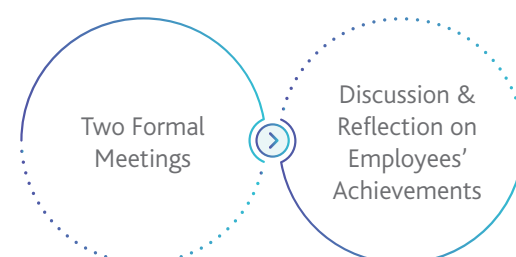
Using this method, each level is differentiated by three factors:



Performance Management

Our performance assessment process is designed to ensure that we continuously evaluate the performance and development of our people. By consistently discussing our employees' achievements and ways to improve, we can maintain a talented and driven workforce. The appraisal discussions are also a chance for employees to set new goals with their line manager and create their own personal development plans based on their needs and ambitions.

The performance assessment process is a part of our Performance Management policy, and it involves:



Revision of Job Profiles (401-2)

To ensure that our talents are rewarded in a consistently competitive way and in alignment with market developments, our Group Remuneration and Nomination Committee conducts an annual review of our policy for compensation, benefits, incentives, and salaries for employees at every level.

Employee Benefits (401-2)



Leave

To make sure our employees can maintain a healthy work-life balance, we provide them with different types of leave depending on their needs.



Parental Leave (401-3)

Bringing a baby into this world is a hugely important milestone in everyone's life and requires time to nurture and connect with the child. We make sure that we give our employees the time needed to adjust to their new life with parental leave, offering the following benefits to our employees:

MATERNITY LEAVE

After completing one year at ADIB, our female employees are entitled to maternity leave with full pay for a period of 90 calendar days. Employees who have not completed a full year are entitled to the same number of days with half pay.

After returning to work, female employees are eligible for an additional one-hour break for 18 months.

PATERNITY LEAVE

Our male employees are entitled to 3 calendar days of fully paid paternity leave. If the birth takes place outside the UAE, the total number of days increases to 5.

| Year | 2018 | | 2019 | | 2020 | |
|--|--------|-------|--------|-------|--------|-------|
| Gender | Female | Male | Female | Male | Female | Male |
| Employees entitled to parental leave | 325 | 1,230 | 343 | 1,257 | 333 | 1,155 |
| Employees who took parental leave | 58 | 128 | 53 | 70 | 55 | 71 |
| Employees who came back to work after parental leave | 57 | 128 | 53 | 70 | 55 | 71 |
| Employees who came back to work after parental leave and were still employed 12 months later | 51 | 116 | 52 | 68 | 55 | 70 |
| Retention rate | 88% | 91% | 98% | 97% | 100% | 99% |

OCCUPATIONAL HEALTH & WELLNESS

(103-1), (103-2), (103-3), (403-1), (403-2), (403-3), (403-4), (403-5), (403-6), (403-7)

The pandemic drastically impacted the way we live and proved challenging in terms of both physical and mental health, bringing more emphasis to the importance of the latter. At ADIB, we took responsibility to protect our employees' health and wellbeing, in turn doing our bit to preserve the health and wellbeing of the entire community.

A Safe Work Environment

Our headquarters in Abu Dhabi is certified with the world's international standard for Occupational Health and Safety, ISO 45001. The certification accredits our continuous efforts to reduce occupational injuries and diseases, including efforts to raise awareness about the importance of physical and mental health.

In 2020, we ensured that all training was conducted virtually as part of measures taken to protect our employees. We continued our First Aid and Fire Warden training virtually and included additional training on COVID-19 Protection and Prevention. Below, we highlight the number of beneficiaries:

| | 2018 | 2019 | 2020 |
|---|------|------|------|
| First Aid Training | 76 | 109 | 37 |
| Fire Warden Training | 163 | 63 | 39 |
| COVID-19 Protection and Prevention Training | N/A | N/A | 179 |

Protecting Our People Against COVID-19

When the pandemic started to obstruct our daily activities and the health of our people was at risk, we took prompt action to ensure that our people could carry out their daily activities safely, and without interruption.

SAFE WORK ENVIRONMENT

- Disinfection stickers placed on each desk after cleaning to reassure staff of office cleanliness
- Provide safe housing for messengers and mail room staff to ensure they were not impacted by COVID-19 cases in their normal places of residence, which is a camp environment
- All office boys, drivers and clerks were granted paid precautionary leave to ensure their safety and wellbeing
- Established a track & trace project for COVID-19 reporting, tracking and contact tracing on a daily basis

RAISING AWARENESS

- Various training from the UAE's Department of Health on COVID-19 and online physical fitness tutorials and guides for members of staff
- Regular communication with staff on health and safety protocols
- Dedicated HR care team that continuously checks on and follows up with any impacted staff to ensure their wellbeing
- Introduced an AI driven chat bot for staff to answer all queries
- Dedicated Intranet for all COVID-19 related updates and information
- Regular surveys to gather feedback from staff on COVID-19 response and improvement and a daily health tracker launched for staff to report on their health status



Safe Premises

It was of utmost importance to make sure that our buildings and branches were safe for customers and employees, ensuring compliance with health and safety regulations. Highlighted here are the actions we took to keep our premises safe:

- Individual sanitiser bottles for all branch customer service staff, and sanitiser dispensers installed in all common areas and by the doors of all offices across the UAE
- Thermal cameras installed and thermal guns used in all ADIB offices
- Health and Safety PPE vending machines installed in key buildings
- Cleaning chemicals enhanced to ammonia-based chemicals
- Increased cleaning frequency every 30 minutes for ATMs, and all high traffic office areas, washrooms, door handles etc.
- Added fogging treatment to all our buildings
- All office buildings disinfected twice a day
- Special enclosed dustbins were set up on every floor to ensure safe disposal of masks and gloves
- Touchless elevators installed at key ADIB buildings

Home Office Shifting Process

Migrating to a home office was challenging at all levels, particularly relating to logistics and human resource management. Thanks to our well executed strategy, at ADIB we were able to smoothly transition to home office working and back to our offices again, while preserving the continuity of our operations and safety of our people.

Highlighted below are the different actions taken to fulfil our work from home strategy:

- Performed a thorough operational and information risk assessment of all processes in the context of working from home before our work from home strategy was deployed
- Swiftly scaled our work from home capability to comply with Central Bank's 30% maximum office staff guidelines, eventually operating with 90% of our staff working from home
- Quick and agile implementation of Work From Home (WFH) strategy initiated in February, and fully deployed by March 2020
- As an interim to implementing our Work From Home strategy at the start of the crisis, a split site

strategy was invoked for 40 departments, with approximately 250 staff across 4 main buildings to rebalance the workload across operational sites. Given that some areas were affected more than others, we also made use of alternate real estate, for example dispersing sales staff to other premises

- To ensure the safety of our most vulnerable employees, we gave priority to our employees with medical conditions, expectant mothers, mothers of Grade-9 children and below, and senior employees to work from home
- Enabled call recording to operate call centres from home to keep our employees safe

As the pandemic eased and working from the office was a possibility again, we made sure we transition back safely through the following actions:

- We were agile in the planning of our return-to-work strategy, with various thresholds between 30-100% as early as April 2020
- A centralised strategy was established and deployed across all 21 groups and 3000 office employees across the Bank, identifying staff for each threshold
- As a part of the planning process, a detailed plan was put in place on triggers that would warrant a return to office working at various thresholds
- All office spaces in ADIB were reconfigured to ensure social distancing, with stickers on desks in all buildings to highlight which seats can and cannot be occupied
- Adjusted branch hours and established set teams of staff with alternating workdays to avoid cross-contamination. Additionally, we offered flexible branch hours at the beginning of the day to serve vulnerable populations, as well as during Ramadan
- A comprehensive return to work communication plan and templates were established, which included detailed return to work guidelines, animations, and videos
- Shifted some employees from non-critical work to essential operations

VOLUNTEERING

Volunteering and giving back to the community - in other terms, working for mutual benefit - are among the core values at the center of ADIB's vision. As an Islamic institution, we are committed to investing our own time and effort into the wellbeing of our neighbours and our larger community; and as a financial institution, we are increasingly aware of the value of helping others to grow and flourish. Not only does volunteering strengthen the bonds between ourselves, our employees, and our larger community, it also enriches a culture of giving, sharing, and serving. Providing our employees with the opportunity to volunteer and contribute to different causes has brought additional fulfilment and purpose to their lives.

Although we regularly support our employees and communities with multiple volunteering opportunities, we were not able to offer the same due to COVID. However, it is a testament to our values and motivation, that we were able to engage 536 volunteers in three landmark events held to inspire the people of the UAE against COVID: the Maan initiative "Together we are good", the Labour initiative "Seha - Thanking our Heroes", and our national day celebrations. To learn more about our volunteering initiatives and impact prior to 2020, please refer to our previous sustainability reports.



CUSTOMER FOCUS

(103-1), (103-2), (103-3)

We serve our customers in an ethical and transparent manner, by providing them with products and services aligned with our values and principles. We include our customers in every stage of product development, soliciting their feedback via continuous communications through various channels.

The pandemic has challenged the way we serve our customers and how we communicate with them, but also solidified the important role we play in their lives. In 2020, we increased our efforts to digitise our processes, making sure we were accessible and efficient in serving our customers' needs during a tumultuous period.

CUSTOMER SUPPORT DURING COVID-19

During the coronavirus pandemic, protecting the livelihood and health of our customers was at the centre of our business continuity plan and financial relief initiatives. In this section, we highlight the different initiatives taken to protect our customers and our business.

Protecting Our Customers

To safeguard the health of our customers and ensure we continued offering high quality customer service, the following actions were taken:

- Delivered customer campaigns on digital services and health and safety procedures through mailers, SMS, digital ads, and social media
- Produced call centre IVR scripts to reassure customers on their health and safety and promote our digital services
- Closed some branches temporarily, emphasising the use of our flagship branches while closing smaller, less used/retail outlets
- Plexi-Glass installed at every ADIB branch to safeguard staff and customers
- Branch and ATM cash withdrawal limits increased
- Hand sanitisers installed at our ATM machines



Targeted Economic Support Scheme (TESS)

To support UAE residents and businesses affected by the pandemic, the Central Bank of the UAE (CBUAE) launched its Targeted Economic Support Scheme (TESS) in March, with an integrated stimulus programme. The programme aims to support the UAE's economy through a range of relief measures related to funding, liquidity, finance, and capital.

In the spirit of this programme, ADIB's retail customers, individuals and SMEs were offered to postpone repayment instalments until the end of December 2020, broadly covering the following scenarios:

1. Reduction in income
2. Sent on unpaid leave by his/her employer
3. Lost his/her job

To avail of this programme, customers simply needed to complete an application form and provide proof that their income had been negatively impacted with a minimum 15% reduction. This process could be carried out via branches, call centres and our online portal. In the table below, we highlight our efforts to contribute to the TESS programme.

| Initiatives | Number of customers supported | Total of deferral (AED) |
|---|-------------------------------|-----------------------------------|
| Personal Finance (PF) Instalment Postponement April 2020 & June/July 2020 Under this Initiative, all PF standard tenor customers were provided with instalment deferrals in the months of April, June and July 2020. | 74,230 customers | AED 623 million |
| Programme for Most Impacted Employers (Emirates Airlines, Etihad Airways and Emaar) This initiative was designed for employers where their employees, who are also our customers, were offered to postpone their upcoming instalments in May, June and July 2020. | 871 customers | AED 16 million |
| Personal and Auto Finance Bulk Instalment Postponement July 2020 The initiative offered July instalment postponement to PF (standard tenor) and AF customers. | 74,334 customers | AED 504 million |
| Standard Instalment postponements This initiative included a larger spectrum of our customers (PF/AF/CC/HF) | 2,653 customers | AED 59 million |
| Total | 152,088 customers supported | AED 1202 million in postponements |

LISTENING TO OUR CUSTOMERS

Listening to Our Female Customers - Dana

Dana is our women’s banking service, which has been carefully designed with the needs of our female customers in mind. In Arabic, Dana means “the pearl of all pearls”, reflecting how valuable our female customers are to us.

Dana was developed to empower women by giving them access to financial freedom. Be it personal or professional, Dana aims to meet any financial requirement our female customers might have, while respecting their cultural values. Customers are provided with convenient and personalised services by our female direct sales units and relationship managers.

To achieve its purpose, Dana offers the following:

DANA FEATURES

- The absence of income requirements for housewives/dependents and students when opening a Dana account
- Transparent fees with no minimum balance or fall below fees
- Visa powered Debit Card free with the account
- Encouraging saving culture with profit on monthly average balance

DANA BENEFITS

- Our ADIB Dana debit cards come with lifestyle management services and privileges*
- Free access to airport lounges with Priority Pass for Dana Mastercard holders*
- Exclusive shopping discounts with special privileges at selected stores of our partners*
- Exclusive event invitations to special events; women’s health, child & family, Islamic religious seminars, cooking, arts, fashion and more*

*Terms and Conditions apply.

Moreover, Dana strives to empower our female customers by giving them the knowledge and tools needed to make the best financial and non-financial decisions in their daily lives.

2020 highlights:



Listening to Our Youth

We know that financial knowledge leads to good financial management, and in turn, good life management. We believe that this skill should be installed in individuals from a young age to maximise their potential in the future, so we have created various accounts aimed at young customers. We endeavour to teach them how to be financially independent and manage their own finances by engaging them in our financial literacy programmes, designed with our young customers in mind.



Accounts for our young customers:

ADIB Student Account

The ADIB Student Account is available for our young customers, of a minimum age of 13 years old. We provide them with a prepaid International Student Identity Card (ISIC), the only international student card which can be used both locally and internationally.

We give students customised services and benefits tailored just for them, including a range of discounts throughout the UAE and abroad and access to the ADIB banking app, enabling them to manage their finances wherever they are.

Banoon: Children's Savings Account

We understand how overwhelming it can be to plan for a child's future, and we aim to support our customers in providing the best future possible for their children through our Banoon Children's Savings Account.

The savings account is Shari'a compliant and comes with a Darhoom prepaid debit card and access via a mobile application. Darhoom is a special cartoon character created to engage children and teach them the importance of saving in a fun and memorable way.

Empowering SMEs

One of the main focus points of the UAE vision pillar "Competitive Knowledge Economy" is to increase the contribution of Small and Medium-sized Enterprises (SMEs) to non-oil GDP, putting emphasis on the important role SMEs play in the development of our economy and its diversity. In line with this focus, we provide customisable services and support to empower our SME customers.

In 2020, we increased our support for our SME customers as the pandemic started to obstruct operations. Our focus was to protect our customers and help ensure their business continuity.



DIGITAL ENABLEMENT

We launched a campaign to encourage business banking customers to adopt digital transactions via ADIB Direct, our online business banking platform. We reduced service costs via ADIB Direct in alignment with the services conducted in the branches, provided all internet banking customers with a 50% discount on remittance charges, either domestic / international, and on the online Cheque Book requests. We also waived the monthly subscription charges of ADIB Direct to remove any financial barriers to joining the online banking platform. Our aim was to protect our customers while helping ensure the continuity of their businesses. Our efforts resulted in a 44% increase in online banking enrolments for business payment customers.

ABU DHABI SME CREDIT GUARANTEE PROGRAMME

In mid-April 2020, we began a strategic partnership with the Abu Dhabi Government to Offer SME Credit Guarantee programme to provide small and medium-sized companies (SMEs) with more finance options.

DEPARTMENT OF FINANCE - SEVEN SMES RELIEF INITIATIVES DURING COVID - 19

Starting from April 2020, ADIB Business embraced the Financial Relief Initiatives introduced in line with the directives of His Highness Sheikh Mohamed bin Zayed Al Nahyan Crown Prince of Abu Dhabi, and in coordination with Abu Dhabi Department of Finance and the Abu Dhabi Department of Economic Development. Accordingly, we contributed to the Seven SME initiatives by supporting customers impacted by the pandemic.

EDUCATION

To raise our customer's awareness and understanding of topics that can add value to their business, we organised a number of webinars on the following subjects:
How to Benefit from

“The Abu Dhabi Government SME Guarantee Program”

How to use LinkedIn to Grow your Business, and why Bookkeeping is crucial for your business success.

Our webinars were attended by **713** participants,

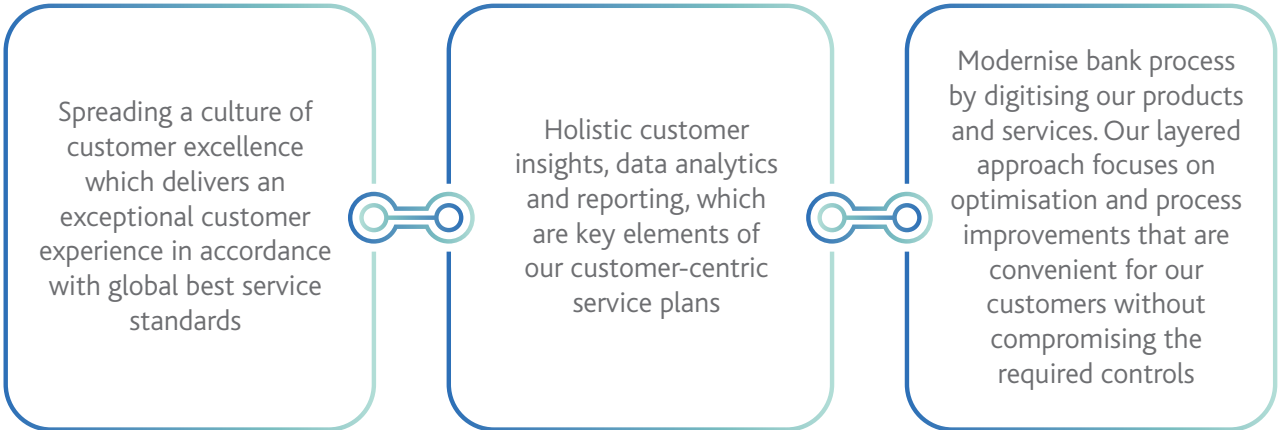
which we believe is an indicator of the quality of our webinars and their success in securing customer engagement.



ENGAGING WITH OUR CUSTOMERS

Customer Excellence Department

In 2020, we endeavoured to further improve our customer experience by creating our “Customer Excellence” team. This team works to improve customer satisfaction through process optimisation, customer innovation, reporting and data analytics, and complaints management for the entire organisation. As a team in its early stages of development, our focus currently is on the following three pillars:



Vision: To be the best customer experience bank in UAE and best customer experience Islamic bank in the region.

Mission: Handling customer experience and service quality for the entire bank to ensure that we keep customers at the heart of everything we do, as we are a customer-centric organisation.

Customer Satisfaction

ADIB maintained its position for the seventh year running as “best bank in service in UAE” as per Ethos consultancy UAE retail bank benchmark study. The bank was also ranked as the number 1 Bank in the UAE on Forbes’ list of World’s Best Banks 2021. ADIB’s ranking was based on customer satisfaction and feedback, where ADIB received the highest scores across the different dimensions of the survey, including satisfaction, customer service, financial advice and digital services.

To make sure we obtain continuous feedback from customers in a manner that is simple and convenient, we installed feedback machines at every branch desk, an initiative started in 2018.



Customer Satisfaction During COVID-19:

In 2020, research conducted by the Research Fairness Initiative (RFI Research) found ADIB to be a market leader in customer experience. RFI Research is a global tool aiming to contribute to the SDGs by improving international research partnerships.

The study found that 73% of our customers were extremely satisfied with our support and measures taken to ease the impact of the pandemic. The score takes into consideration different aspects, including information and guidance, proactivity and transparency of communication, speed of response and digital services.

The research found that our Net Promoter Score is the highest in the UAE banking industry, serving as a testament to our tireless and continuous efforts to support our customers and the economy of the UAE.

Moreover, ADIB was recognised in customer research conducted by The Asian Banker as “Most helpful bank during COVID-19 in the Middle East”.

Staying Close to Our Customer

At ADIB, we believe that in difficult times, innovation emerges. Therefore, the pandemic has fuelled our desire to innovate. For the first time in the Middle East, our web-based application, Altitude, enabled sales agents to initiate live text and video chat sessions with customers, exchange documents and capture digital signatures on forms and contracts, taking into consideration the health and safety of both our customers and staff. The objective is to digitise ADIB Covered Card and Personal Finance sales processes and minimise face-to-face meetings with customers.

Currently over 50% of ADIB cards sales have been sourced to customers by Altitude. The following table depicts the number of customers using the Altitude channel in 2020.

| | No. of applications | Volume Booked |
|------------------|---------------------|---------------|
| Covered Card | 11,081 | 239.99 m |
| Personal Finance | 3,495 | 437.04 m |

INNOVATIVE PRODUCTS & SERVICES

ADIB Direct

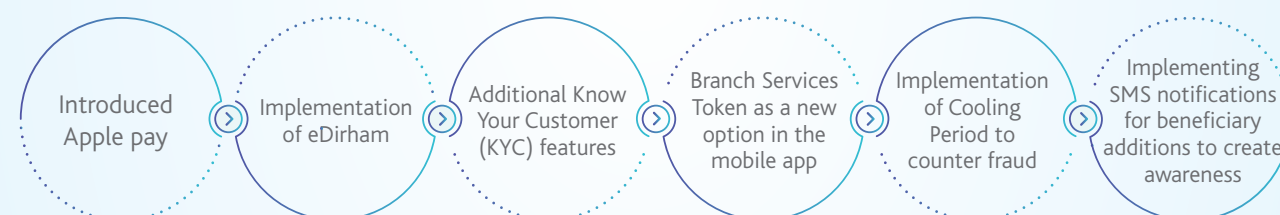
ADIB Direct Business is our centralised and fully digital banking platform for businesses, which integrates a suite of banking solutions to deliver a seamless experience for our customers. Its main features are:



In 2020, we succeeded in employing blockchain technology to execute trade finance distribution transactions through our ADIB Direct platform, making us the first Islamic bank to provide end-to-end Sharia'a-compliant trade financing digitally. This milestone was achieved in collaboration with TradeAssets, once again solidifying our commitment to digitalisation and excellence.

ADIB Mobile Banking App

During 2020, we introduced several new features to our mobile banking app to help ease the lives of our customers. These include:



Below we highlight some of our KYC our achievements during 2020:



E-Dirham Card

In line with our commitment to contribute to the economic development of the UAE, we have partnered with the Ministry of Finance (MoF) to offer a new range of e-Dirham Cards. This initiative will mark a milestone in the cashless payment industry of the UAE, by providing contactless cards offering easy, flexible, and secure payments while also reducing transaction costs. Developed in our innovation centre, ADIB Simple Lab, the card can be also linked to the e-Dirham app, e-wallet, vouchers, and self-service eKiosks.

Emirati Chatbot

The pandemic has brought a lot of financial distress to people; from not being able to make ends meet to missing out on financial services. In our efforts to stay close to our customers and continue to deliver an excellent customer experience, we launched ADIB Chat Banking, the UAE's first customer care chatbot. The technology is accessible through WhatsApp and aims to support customers with general requests, offering instant access to key information about their account and finances. What makes our Chatbot one-of-a-kind is its ability to understand and respond to the Emirati Arabic dialect, in addition to classical Arabic and English.

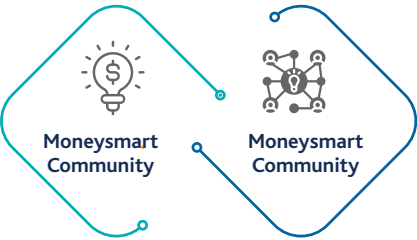




FINANCIAL LITERACY

The pandemic and its subsequent financial and economic uncertainty have emphasised the importance of having the knowledge and resources to make good financial decisions and achieve financial security.

As a bank, we recognise our responsibility to educate our customers and community on financial issues. Making better financial decisions leads to successful lives, which is why we are committed to equipping our customers and community with the tools they need. Our programmes cover a wide range of topics and target audiences from different backgrounds and ages.



Mission: Increase our stakeholders’ knowledge and skills to enable them to make informed, structured and effective financial decisions.

Moneysmart Community

Providing financial education in order to help people make good financial decisions, achieve a good quality of life, and a secure future has been a standing commitment for us.

In 2017, we embarked on a journey to upgrade our financial education initiatives through our Moneysmart community. One of the most unique digital communities in the region, Moneysmart is a platform that connects people with different financial experiences to exchange knowledge and insights. Moreover, members will be able to exchange saving tips, discuss financial and banking products and services, and talk directly with financial experts in the field.

World Savings Day

On World Savings Day, we conducted an interactive discussion for our customers to learn more about money management, which was especially topical considering the monetary uncertainty caused by the pandemic. During the sessions, customers were able to ask questions and receive guidance on how to improve their saving habits and reach their financial goals. To give the discussion maximum reach, the sessions were held in both Arabic and English and made available on our platforms with 169 and 411 views respectively and an NPS score of 100% and 95% correspondingly during the live sessions.

Financial Education Programme

We believe that it is our responsibility as a bank to empower our customers, of all ages and backgrounds, to make good financial decisions by equipping them with the needed knowledge and tools, therefore we design our programmes to benefit people of all ages.

One of our focuses is to encourage young people to form good financial habits at an early age, so each year we visit universities to deliver financial literacy programmes to students. These programmes cover topics such as budgeting, saving, and managing their finances. Even though the pandemic has disrupted the activities of our programme we were still able to deliver online sessions for interested students. We also deliver training to government entities and companies.

In 2020, we partnered with the Department of Planning and Development-Trakhees, the Supreme Council for Motherhood and Childhood, and Mohammed Bin Khalid Al Nahyan Future Generation Society to provide their employees with financial education.

2020 highlights:

| Target | Governmental Entities | University Students |
|--------------|-----------------------|---------------------|
| Participants | 355 | 337 |





SUSTAINABLE OPERATIONS

We endeavour to act with integrity and responsibility throughout all our operations. We keep the best interests of our people, the environment, and our community at the centre to ensure the success and longevity of our business. We believe that through innovation and transparency, we can achieve our sustainability ambitions.

SUSTAINABILITY REPORTING

Mission: To annually disclose our environmental, social, and governance (ESG) programmes and promote transparency among all stakeholders

Sustainability reporting has become an annual practice at ADIB. Every year we disclose our environmental, social and governance (ESG) performances, highlighting our achievements, initiatives, and impact. At ADIB, we consider sustainability reporting to be a very valuable practice. It allows us to measure and evaluate our activities that contribute to the sustainability of our business, track our progress throughout the years and hold ourselves accountable to our sustainability ambitions.



Our Sustainability Reporting Committee oversees our Annual Sustainability Reporting Efforts

SYSTEM OPTIMISATION

Our digital transformation efforts over the past few years have created a strong digital infrastructure for our operations. This served as a great asset in the face of the pandemic, as we were able to shift smoothly to digital operations. We continued to challenge ourselves and improve our digital processes to ensure we could continue catering to our customer's ever evolving needs.

Below, we have highlighted some of our digital optimisation achievements during the year 2020:

- Introduced Digital Booking services for branch appointments to allow for social distancing in branches
- Empowered our entire sales force with digital tools and solutions to minimise face-to-face interaction, and ensured staff and customer safety by reducing touch points between sales force on the road, customer interaction and signing of documents
- Introduced various productivity boosting technologies to enhance employee and management productivity while working from home
- Introduced a system-based daily health tracker filled out by staff daily
- Invested in a wide range of collaborative technology and tools for customers and staff to stay connected digitally
- Launch of WhatsApp Chat Banking for our customers
- Launch of Smart Virtual Teller services for our customers

Digital Innovation - ADIB Simple Lab

At ADIB, we recognise the importance of digital innovation and how we can leverage it to develop products and services that keep up with the evolving market. This is why we created ADIB Simple Lab, a centre dedicated to innovation.

ADIB Simple Lab is divided into four distinct zones:



cloud zone



mangrove zone



spark zone



prisma zone

We support emerging Fintech organisations, helping them to achieve their goals through ADIB Simple Lab initiatives, in collaboration with experts from start-up accelerators and hubs. In 2020, we participated in the following initiatives





ADIB Simple During the Pandemic

Digital transformation has been a priority area for us over the past few years. The pandemic notably accelerated the need for transformation, and we shifted more of our operations online. In 2020, we launched several initiatives which aim to facilitate remote access to our banking services – these played a key role in setting our digital drive during the pandemic.

Some of our digital initiatives launched in 2020:

ADIB DIGITAL ONBOARDING

Allows customers to open an account with ADIB quickly and conveniently through ADIB mobile banking app.

BRANCH QUEUE TICKETS FEATURE

Allows customers to book branch appointments through the comfort of their mobile devices before visiting a branch.

APPLE PAY

Our customers started adding their cards to the Apple Wallet and paying online and in stores with Apple Pay.

ADIB CHAT BANKING

This chat has become a new essential banking channel for our customers to check their balances and transactions, activate their cards and transfer funds

ADIB Simple Talks

Simple Talks is a series of events designed to engage and inspire critical thinking and debate amongst employees. We invite external keynote industry speakers to these events to deliver talks and share their expertise on trending digital topics. We launched ADIB Simple Talks in August 2019 and continued hosting talks during 2020, despite the challenges of the pandemic.

We had multiple sessions in 2020:



RESPONSIBLE SUPPLY CHAIN

(102-9), (103-1), (103-2), (103-3), (204-1), (412-1), (414-1)

Mission: To achieve zero-net impact operations by 2040 by increasing environmental awareness among our stakeholders and promoting responsible behaviours to reduce negative impact

As a sustainable Islamic bank, we practice responsible procurement practices across our entire supply chain. In response to our sustainability strategy, since 2018 our procurement division has adopted sustainable procurement processes across all operations. In addition to the price, quality, functionality and availability criteria that we follow, environmental, social and governance (ESG) criteria has been added to ensure that our selection process is in alignment with our sustainability goals.

Supplier Assessment and Engagement

Vision: Recognised as the best Procurement Department for financial services in MENA by 2020

Mission: We strive to offer internal and external customers the best procurement experience, which will deliver value in an agile manner, with all control and governance aligning to ADIB's core values

To ensure responsible and ethical management of our procurement operations, we have implemented a set of processes that help us to monitor our suppliers and make sure they are in line with our beliefs and commitments, monitoring regulatory and reputational risks associated with our supply chain.

We provide an online self-service registration process for all vendors seeking to do business with us. This process allows us to assess the following criteria:



We support companies owned by females and companies that meet the criteria of an SME. In 2020, we spent 15% of our procurement spending on SMEs and 1% on female owned businesses.

We have always supported local businesses, as they are critical drivers of the local economy. In 2020, we spent approximately 93% of our budget on suppliers with addresses registered in the UAE.

We go the extra mile in supporting our suppliers by building capacity in them and providing them with tools and knowledge. In 2020, we held numerous online summits.

During the pandemic, we stayed close to our suppliers by engaging with them through a survey to identify their challenges and develop suitable solutions to tackle them.

OUR ENVIRONMENTAL RESPONSIBILITY

(103-1), (103-2), (103-3), (302-1), (302-3), (302-4)

The pandemic has accentuated the gravity of climate change, the risks it presents to business and lives and the necessity for swift action by governments and businesses alike.

We continuously strive to manage our resources in an efficient and effective manner to reduce environmental impact and associated financial costs. As a financial institution, our environmental impact is limited compared to other industries, however, we recognise our position to create a positive ripple effect throughout our large employee and customer base.



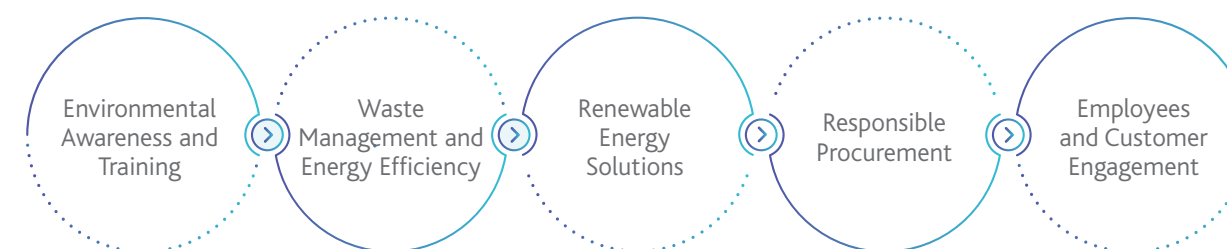
ADIB Environmental Committee

To help us achieve our environmental ambitions, we created the ADIB Environmental Committee. The committee works to encourage our internal and external stakeholders to act more responsibly by encouraging recycling and monitoring GHG emissions.

Vision: To become a top tier bank in environmental protection in the region.

Mission: To achieve zero-net impact operations by 2040 by increasing environmental awareness among our stakeholders and promoting responsible behaviour to reduce negative impact.

Our Environmental Committee oversees five main programmes:



Objectives:

By working on these key programmes, our committee aims to achieve the following objectives:

- Increase environmental awareness among ADIB employees to reduce consumption of resources and encourage waste recycling
- Increase awareness among suppliers and implement responsible purchase standards
- Increase awareness among customers by encouraging digital operations over paperless ones
- Reduce waste production and encourage recycling
- Monitor total Greenhouse Gas (GHG) emissions (including water and energy) and set yearly targets to reduce emissions

Achievements:



GREEN BUILDING - LEED CERTIFICATE

We are working on improving our facilities to meet the LEED standards for green buildings. LEED is an internationally recognised certification giving third party assurance that a building is designed and built in a way that improves performance efficiency across different metrics (water, energy saving, water efficiency, CO2 emission reduction, improved indoor environmental quality and resource management). In 2020, our Dalma Mall branch acquired a LEED certificate.



WASTE REDUCTION AND RECYCLING

Through our awareness efforts, we encourage our employees to use refillable bottles to reduce plastic bottle consumption. We placed recycling bins throughout our HQ and mall branches.



INCENTIVISING OUR STAKEHOLDERS

We engage employees in voluntary activities to preserve the environment, such as clean-up campaigns and tree planting.

We incentivise our customers to make responsible choices by introducing special rates/offers on environmentally friendly products.

As part of our vendor assessment process, we design and implement sustainability analysis criteria. Vendors who meet our criteria are later provided with training on sustainability.



ENERGY EFFICIENCY AND SOLUTIONS

We endeavour to be more energy efficient by integrating sustainable specifications into branch designs, monitoring, and controlling water and electricity consumption and replacing our cars with hybrid or electric vehicles where possible to reduce our carbon footprint.

To save energy on our premises, we ran several campaigns to motivate our employees to use stairs instead of elevators, and provided them with tips on using electrical appliances, lights, pcs, and air conditioner units economically.

We are also exploring cleaner energy sources such as solar solutions and installing electric car charging stations to encourage the use of hybrid or electric cars. We have installed four stations in our HQ basement and two are installed in HQ's priority banking parking area



ENVIRONMENTAL AWARENESS AND TRAINING

We conduct internal awareness campaigns, designate champions to be in charge of educating and training their peers and train office and pantry personnel. Moreover, we plan and initiate corporate wide awareness campaigns through digital screening/ mailers, quizzes & questionnaires.

Environmental Champions Initiative

We realise that to achieve effective behavioural change, it needs to come from within. That is why we believe in the power of leading by example. Acting on this belief, we created the Environmental Champions Initiative, where we select employees from different departments to advocate our environmental goals, driving change among their peers. In 2020, we selected 33 environmental champions and delivered training on the importance of waste management, the impact that trash has on people and the planet, and our role in saving the environment.

Energy Consumption (103-1), (103-2), (103-3), (302-1), (302-3), (302-4)**Electricity Consumption**

In our effort to be more responsible in our consumption of electricity, our facility management team launched the ADIB Green Initiative. The initiative consists of four main commitments; to make sure room temperatures are set and kept at 24 degrees, all lights are turned off when natural light is available, all computers and screens are shut down when not in use and finally, to operate electrical appliances only when required. These commitments were shared with our employees through an awareness campaign to incentivise them to make small but impactful changes.

| | 2018 | 2019 | 2020 |
|--|------------|-----------|------------|
| Electricity Consumption (Kwh) | 15,832,304 | 9,783,331 | 32,659,238 |
| Electricity Consumption per Employee (Kwh) | 7,834 | 4,726 | 16,808 |

*2019 electricity consumption only includes a few branches, hence the significantly lower consumption rates

Fuel Consumption

The consumption of fuel is a major contributor to climate change. In an effort to minimise our impact, we have shifted to using cleaner energy sources by switching our company vehicles to electric cars and installing electric chargers at our HQ. The impact of our initiatives is shown in a reduction of 36% from 2019 to 2020. It is also important to note that due to working from home, consumption from commuting was reduced, which also contributed to a reduced consumption.

| | 2018 | 2019 | 2020 |
|---|--------|--------|--------|
| Fuel Consumption by vehicles owned or leased by the Bank (Petrol, Litres) | 81,195 | 87,044 | 55,571 |

Greenhouse Gas (GHG) Emissions (103-1), (103-2), (103-3), (305-1), (305-2), (305-3), (305-4), (305-5)

Due to lockdown and social distancing measures imposed by the pandemic, our fuel and air travel emissions reduced by almost half compared to previous years. On the other hand, our electricity consumption considerably increased due to the shift to digital channels across operations.

| | 2018 | 2019 | 2020 |
|---|--------|-------|--------|
| Scope 1: Direct Emissions Fuel Consumption by Vehicles Owned or Leased (tCO2) | 188 | 202 | 129 |
| Scope 2: Indirect Emissions Electricity Consumption (tCO2) | 10,180 | 6,291 | 21,000 |
| Scope 3: Other Indirect Emissions Air Travel (tCO2) | 231 | 131 | 29 |
| Total Emissions (tCO2) | 10,599 | 6,623 | 21,158 |
| Average Emissions per Employee (tCO2) | 5.24 | 3.25 | 10.9 |

*Electricity consumption of 2019 reflects the consumption of nine branches only, while 2020 reflects all active branches.

Water Consumption (103-1), (103-2), (103-3), (303-1), (303-2), (303-5)

| | 2018 | 2019 | 2020 |
|---|-----------|-----------|-----------|
| Utility Water Consumption (Litres) | 2,311,114 | 3,064,540 | 4,993,787 |
| Drinking Water Consumption (Litres) | 1,784,567 | 1,737,207 | 651,860 |
| Total Water Consumption (Litres) | 4,095,681 | 4,801,747 | 5,645,647 |
| Average Water Consumption per Employee (Litres) | 2,027 | 2,319 | 2,905 |



Waste Management (103-1), (103-2), (103-3), (306-1), (306-2), (306-3)

Paper Waste

As a financial service provider, the majority of our processes and services are executed using a lot of paper. Being aware of the burden this has on the environment; we have been working to reduce our paper consumption by digitising our processes. The pandemic has expedited our digitisation initiatives and impact, resulting in a 43% reduction in the amount of paper wasted compared to 2019. Moreover, thanks to our recycling bins, we recycled a total of 2,726.3kg in paper waste.

| | 2018 | 2019 | 2020 |
|--|--------|--------|--------|
| Paper Waste: Weight of paper shredded (Kg) | 47,825 | 33,731 | 19,364 |

In 2019, we started installing recycling bins at our HQ and in selected branches. Today, we have 150 bins enabling us to increase our recycling capacity:

| | General Waste (Kg) | Recyclable (Tons) |
|------|--------------------|-------------------|
| 2019 | 9,099 | 3.1 |
| 2020 | 9,988 | 15.7 |

A breakdown of materials recycled in 2020:

| Paper (Kg) | Plastic (Kg) | Glass (Kg) |
|------------|--------------|------------|
| 2,726.3 | 12,031.4 | 900.3 |



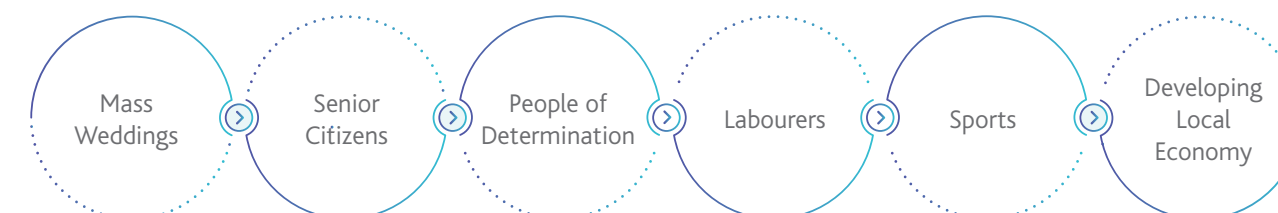
COMMUNITY DEVELOPMENT

(103-1), (103-2), (103-3), (413-1)

Through our community-oriented initiatives, we strive to use our connective power to help create a thriving community in the UAE. To ensure that our contributions are well thought out, we have established a CSR Committee to plan, execute and monitor our impact on the community.

Mission: To provide sustainable and customer-focused financial solutions by integrating responsible social, environmental and governance commitments into our operations, aiming to create value for our stakeholders.

Our CSR Committee oversees six main programmes:



All our stakeholders are welcome to participate and volunteer in our CSR initiatives.

MASS WEDDINGS

Mass weddings are a very important aspect of the UAE's culture. Initiated and supported by the leadership of the UAE, this tradition aims to create a more cohesive and prosperous society through motivating and supporting young people to get married.

Through the years ADIB bank has been a partner of the Ministry of Community Development and a regular sponsor of mass weddings for different categories in the UAE. The bank understands the challenges, both financial and societal, that can hinder young people to get married and makes sure to provide the necessary support to overcome these challenges. Moreover, the bank perceives mass weddings as an opportunity to reduce food waste and other types of waste, which are often a by-product of individual weddings which falls in line with our efforts to create a positive environment and social change.

During 2020, the pandemic caused more financial insecurity and hardship, especially among young adults, making it harder for them to even consider marriage which made our contribution more meaningful and impactful. We collaborated with the Ministry of Community and Development to support grooms and with the Zina and Treasury Initiative to support brides. In total, we financially supported 10 brides and 100 grooms.

| | Couples |
|------|---------|
| 2019 | 139 |
| 2020 | 110 |

INTERNATIONAL LABOURERS DAY

At ADIB, we always strive to emphasise tolerance as a universal concept by supporting open dialogues, co-existence, and openness to difference. Every year, our CSR committee focuses on improving different segments of the communities in which we operate. In 2019, in alignment with the vision offered by the UAE's Year of Tolerance, the focus of our volunteer programmes went towards labourers, children and people of determination.

This year, we focused our support around helping labourers protect themselves against COVID-19 on the job, since the nature of their work meant they could not work from home. To do this, we collaborated with the Ministry of Human Resources and provided 2000 boxes containing the following aid items.



| | Boxes Distributed |
|------|-------------------|
| 2019 | 500 |
| 2020 | 2,000 |

SENIOR CITIZENS

With the aim of leaving no one behind, our senior Emirati citizens have always been a pillar of focus in our community development framework. We strive to improve the quality of their lives by providing them with convenient services and engaging with them to stay active and involved. Throughout the pandemic, we created a series of videos on how to use technology for banking services to enable them to continue a somewhat normal life from the comfort and safety of their homes, ensuring they don't fall victim to fraud.

To help our seniors care for their physical health and remain active, we are collaborating with the Ministry of Community Development to build fitness centres, with one of four planned centres already open in Dubai. We have also paid visits to Happiness Homes during Ramadan and did a pre-Eid Adha celebration to make them feel morally supported and cared for. All of our activities were conducted while implementing COVID-19 precautionary measures.

| Events | Beneficiaries | Location / |
|--------------------------|--|------------------------|
| Ento Eidha | 3 iPads given to 3 centres | Ajman, Dubai & Sharjah |
| Virtual Eid celebration | 104 Senior Citizen (500 AED cash each) | Sharjah |
| Fitness centres | 100 | Dubai |
| International Senior Day | 12, 210 | Virtual Video |

THANKING OUR HEROES INITIATIVE

The Thanking our Heroes Initiative was aimed to express gratitude and recognition to our front-line fighters that were putting their lives in danger to protect ours. The initiative took place in 10 different locations including SEHA Zayed sports city screen centre where we gave trophies to SEHA staff. Through Thanking our Heroes, we distributed a total of 1,100 giveaways.

SPORTS

Future Champions League

Since 2012, ADIB has organised FCL - Future Champions League. This is a grassroots football tournament for school children under 10, 12 and 14 years old.

| Event | Beneficiaries | Total Matches |
|-------------------------|--------------------|---------------|
| Future Champions League | 1,716 Participants | 108 |

OTHER SPONSORSHIPS

We celebrate numerous national and international events every year, including:

A donation of AED 25 million to the "Together We Are Good" programme, launched by Ma'an Authority of Social Contribution

"Secure Together" Service initiative- Seniors & Residents in Dubai initiated by Community Development Authority

Mohamed Bin Rashid Al-Maktoum Humanitarian & Charity "10 Million Meals" Campaign

Khalifa Bin Zayed Al Nahyan Foundation Iftar Sa'am

Dar Al Ber Society Indigent Families & Ramadan Meer

Al Madam shopping festival

Wajeb Volunteering Association

Dubai Police International Happiness Day on March 20, 2020

Supporting the Retired Soldiers Initiative

Zayed Humanitarian Day (support 180 orphans & POD)

One classroom at Al Noor Training centre for one ye

"Your Families Are Ours" initiative organised by SAAED Association in cooperation with MOI



Zakat Fund Support

The Zakat fund is an initiative derived from Islamic principles of the country, the fund aims to support those in need and help install the values of solidarity and altruism in the community. As an Islamic bank, ADIB makes a yearly contribution to the Zakat fund on behalf of our shareholders. This year the Zakat transmitted to the fund amounted to AED 250,000.

Emirates Red Crescent Partnership

We have been working together with Emirates Red Crescent for the past few years to expand their positive impact in the community. During 2020, ADIB supported the Red Crescent in the following initiatives:

THE FUND OF THE UAE: HOMELAND OF HUMANITY

Authorities of the UAE and a number of humanitarian organisations, such as the Red Crescent, collaborated to create The Fund of the UAE: Homeland of Humanity. The fund aims to collect cash and in-kind donations to help combat the negative effects of coronavirus on people in the community.

ATAYA EVENT

Held in March, Ataya, which means "Giving" in Arabic, is an annual exhibition organised by the Red Crescent for charity. The initiative focuses on supporting humanitarian projects for the less fortunate, both in and outside the UAE, through the benefits it collects. In 2020, the proceeds collected from the exhibition will go to treat children with congenital disorders, giving them an opportunity for a better future.

Breast Cancer

Since 2015, ADIB has been a strong advocate of breast cancer awareness through our initiatives. Every year during the month of October, global breast cancer awareness month, we hold events and campaigns to raise awareness among our customers and community members on how to detect, treat and protect themselves from this disease.

During 2020, we were not able to host our usual awareness activities, but we delivered a webinar on breast cancer awareness where we invited a specialised doctor, gave an opportunity to our participants to ask questions, and ended the webinar by giving vouchers to two participants.



GRI STANDARDS CONTENT INDEX

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. The service was performed on the English version of the report.



GRI Standards

| GRI Standard | Disclosure | | Page Number(s), URL reference, or notes. | Reason for Omission | UNGC Principles |
|-----------------------------------|------------|---|--|---|-----------------|
| GRI 101: Foundation 2016 | | | | | |
| GRI 102: General Disclosures 2016 | | | | | |
| Organizational Profile | 102-1 | Name of the organization | 8 | | |
| | 102-2 | Activities, brands, products, and services | 8 | | |
| | 102-3 | Location of headquarters | 8 | | |
| | 102-4 | Location of operations | 8 | | |
| | 102-5 | Ownership and legal form | 10 | | |
| | 102-6 | Markets served | 8 | | |
| | 102-7 | Scale of the organization | 8, 13 | | |
| | 102-8 | Information on employees and other workers | 34 | | |
| | 102-9 | Supply chain | 71 | | |
| | 102-10 | Significant changes to the organization and its supply chain | 8 | | |
| | 102-11 | Precautionary Principle or approach | 16 | | Principle 7 |
| | 102-12 | External initiatives | 12 | | |
| | 102-13 | Membership of associations | 12 | | |
| Strategy | 102-14 | Statement from senior decision-maker | 4 | | |
| | 102-15 | Key impacts, risks, and opportunities | 4 | | |
| Ethics and Integrity | 102-16 | Values, principles, standards, and norms of behavior | 8 | | |
| | 102-17 | Mechanisms for advice and concerns about ethics | 8 | | |
| Governance | 102-18 | Governance structure | 14, 26 | | |
| | 102-19 | Delegating authority | 14 | | |
| | 102-20 | Executive-level responsibility for economic, environmental, and social topics | 14 | | |
| | 102-21 | Consulting stakeholders on economic, environmental, and social topics | 29 | | |
| | 102-22 | Composition of the highest governance body and its committees | 14 | | |
| | 102-23 | Chair of the highest governance body | 14 | | |
| | 102-24 | Nominating and selecting the highest governance body | 14 | | |
| | 102-25 | Conflicts of interest | 14 | | |
| | 102-26 | Role of highest governance body in setting purpose, values, and strategy | 14 | | |
| | 102-27 | Collective knowledge of highest governance body | 14 | | |
| | 102-28 | Evaluating the highest governance body's performance | 14 | | |
| | 102-29 | Identifying and managing economic, environmental, and social impacts | 14 | | |
| | 102-30 | Effectiveness of risk management processes | 16 | | |
| | 102-31 | Review of economic, environmental, and social topics | 29 | | |
| | 102-32 | Highest governance body's role in sustainability reporting | Refer to the ADIB Annual Report 2019 available on www.adib.ae | | |
| | 102-33 | Communicating critical concerns | | | |
| Stakeholder Engagement | 102-40 | List of stakeholder groups | 29 | Collective bargaining is not permitted within the UAE | Principle 3 |
| | 102-41 | Collective bargaining agreements | - | | |
| | 102-42 | Identifying and selecting stakeholders | 29 | | |
| | 102-43 | Approach to stakeholder engagement | 29 | | |
| | 102-44 | Key topics and concerns raised | 29 | | |

GRI Standards

| GRI Standard | | Disclosure | Page Number(s), URL reference, or notes. | Reason for Omission | UNGC Principles |
|-----------------------------------|--------|--|--|---------------------|-----------------|
| GRI 102: General Disclosures 2016 | | | | | |
| Reporting Practices | 102-45 | Entities included in the consolidated financial statements | 6 | | |
| | 102-46 | Defining report content and topic Boundaries | 6 | | |
| | 102-47 | List of material topics | 31 | | |
| | 102-48 | Restatements of information | 6 | | |
| | 102-49 | Changes in reporting | 6 | | |
| | 102-50 | Reporting period | 6 | | |
| | 102-51 | Date of most recent report | 6 | | |
| | 102-52 | Reporting cycle | 6 | | |
| | 102-53 | Contact point for questions regarding the report | 6 | | |
| | 102-54 | Claims of reporting in accordance with the GRI Standards | 6 | | |
| | 102-55 | GRI content index | 82 | | |
| | 102-56 | External assurance | 6 | | |

Material Topics

| GRI 200 Economic Standard Series | | | | | |
|---------------------------------------|-------|--|--|--|--------------------|
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 13 | | |
| | 103-2 | The management approach and its components | 13 | | |
| | 103-3 | Evaluation of the management approach | 13 | | |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 13 | | |
| | 201-4 | Financial assistance received from government | 11 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 37 | | |
| | 103-2 | The management approach and its components | 37 | | |
| | 103-3 | Evaluation of the management approach | 37 | | |
| GRI 202: Market Presence 2016 | 202-2 | Proportion of senior management hired from the local community | 38 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 71 | | |
| | 103-2 | The management approach and its components | 71 | | |
| | 103-3 | Evaluation of the management approach | 71 | | |
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 71 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | Refer to the ADIB Annual Report 2019 available on www.adib.ae | | Principle 10 |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| GRI 205: Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | | | |
| | 205-2 | Communication and training about anti-corruption policies and procedures | | | |
| GRI 300 Environmental Standard Series | | | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 72 | | Principles 7, 8, 9 |
| | 103-2 | The management approach and its components | 72 | | |
| | 103-3 | Evaluation of the management approach | 72 | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 74 | | |
| | 302-3 | Energy intensity | 74 | | |
| | 302-4 | Reduction of energy consumption | 74 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 75 | | |
| | 103-2 | The management approach and its components | 75 | | |
| | 103-3 | Evaluation of the management approach | 75 | | |

GRI Standards

| GRI Standard | | Disclosure | Page Number(s), URL reference, or notes. | Reason for Omission | UNGC Principles |
|--|-------|---|--|---------------------|-------------------|
| GRI 303: Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | 75 | | Principle 7, 8, 9 |
| | 303-2 | Management of water discharge-related impacts | 75 | | |
| | 303-5 | Water consumption | 75 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 74 | | |
| | 103-2 | The management approach and its components | 74 | | |
| | 103-3 | Evaluation of the management approach | 74 | | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 75 | | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 75 | | |
| | 305-3 | Other indirect (Scope 3) GHG emissions | 75 | | |
| | 305-4 | GHG emissions intensity | 75 | | |
| | 305-5 | Reduction of GHG emissions | 75 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 76 | | |
| | 103-2 | The management approach and its components | 76 | | |
| | 103-3 | Evaluation of the management approach | 76 | | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 76 | | |
| | 306-2 | Management of significant waste-related impacts | 76 | | |
| | 306-3 | Waste generated | 76 | | |
| GRI 400 Social Standard Series | | | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 34 | | Principle 6 |
| | 103-2 | The management approach and its components | 34 | | |
| | 103-3 | Evaluation of the management approach | 34 | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 36 | | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 51 | | |
| | 401-3 | Parental leave | 52 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 50 | | |
| | 103-2 | The management approach and its components | 50 | | |
| | 103-3 | Evaluation of the management approach | 50 | | |
| GRI 402: Labor/ Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | 48 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 53 | | |
| | 103-2 | The management approach and its components | 53 | | |
| | 103-3 | Evaluation of the management approach | 53 | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | 53 | | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 53 | | |
| | 403-3 | Occupational health services | 53 | | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 53 | | |
| | 403-5 | Worker training on occupational health and safety | 53 | | |
| | 403-6 | Promotion of worker health | 48, 53 | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 53 | | |
| | 403-8 | Workers covered by an occupational health and safety management system | 100% | | |

GRI Standards

| GRI Standard | | Disclosure | Page Number(s), URL reference, or notes. | Reason for Omission | UNGC Principles |
|---|-------|--|--|---------------------|-----------------|
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 40 | | Principle 6 |
| | 103-2 | The management approach and its components | 40 | | |
| | 103-3 | Evaluation of the management approach | 40 | | |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 40 | | |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | 40, 50 | | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 40, 50 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 34 | | |
| | 103-2 | The management approach and its components | 34 | | |
| | 103-3 | Evaluation of the management approach | 34 | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 34, 35 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | In 2020, no incidents of discrimination were reported | | Principle 6 |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | | | |
| GRI 408: Child Labor 2016 | 103-1 | Explanation of the material topic and its Boundary | Based on our supplier assessment, none of our suppliers are identified to be at risk of child labor | | Principle 5 |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| | 408-1 | Operations and suppliers at significant risk for incidents of child labor | | | |
| GRI 409: Forced or Compulsory Labor 2016 | 103-1 | Explanation of the material topic and its Boundary | Based on our supplier assessment, none of our suppliers are identified to be at risk of forced or compulsory labor | | Principle 4 |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 71 | | Principle 1, 2 |
| | 103-2 | The management approach and its components | 71 | | |
| | 103-3 | Evaluation of the management approach | 71 | | |
| GRI 412: Human Rights Assessment 2016 | 412-1 | Operations that have been subject to human rights reviews or impact assessments | 71 | | |

GRI Standards

| GRI Standard | | Disclosure | Page Number(s), URL reference, or notes. | Reason for Omission | UNGC Principles |
|--|-------|--|--|--|-----------------|
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 77 | | |
| | 103-2 | The management approach and its components | 77 | | |
| | 103-3 | Evaluation of the management approach | 77 | | |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | 77 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | 71 | | |
| | 103-2 | The management approach and its components | 71 | | |
| | 103-3 | Evaluation of the management approach | 71 | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | 71 | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | - | This information is handled by the legal department and is considered confidential. The Bank is currently revising it and considering reporting on this disclosure for next year | |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| GRI 417: Marketing and Labeling 2016 | 417-1 | Requirements for product and service information and labeling | | | |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling | | | |
| | 417-3 | Incidents of non-compliance concerning marketing communications | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its Boundary | - | This information is handled by the legal department and is considered confidential. The Bank is currently revising it and considering reporting on this disclosure for next year | |
| | 103-2 | The management approach and its components | | | |
| | 103-3 | Evaluation of the management approach | | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | | |

