



Human Capital Policy Statement

PURPOSE

Abu Dhabi Ports Company PJSC (hereinafter referred to as “AD Ports Group”) recognizes that its people are a fundamental driver of sustainable growth, operational excellence, and long-term value creation. The Group is committed to fostering fair employment practices, supporting workforce development and wellbeing, complying with applicable labour laws and regulations, and aligning its human capital practices with leading global standards.

This Policy Statement reflects AD Ports Group’s commitment to responsible people management and aims to support a positive, inclusive, and high-performing workplace. Through the effective implementation of this policy, AD Ports Group seeks to meet the expectations of employees, investors, and other stakeholders, supported by existing corporate and global human capital policies and procedures.

SCOPE

This policy applies across AD Ports Group and its subsidiaries and guides the management of human capital matters throughout the Group’s operations. It is adopted and implemented across all business lines, corporate units, divisions, departments, clusters, and subsidiaries, in line with applicable labour laws, corporate governance requirements, and international best practices.

POLICY STATEMENT

This policy reflects AD Ports Group’s commitment to responsible and sustainable human capital management by focusing on matters that are meaningful to employees and stakeholders.

AD Ports Group seeks to lead by example to:

- Promote fair, transparent, and ethical employment practices across the employee lifecycle.
- Provide equal opportunity and foster a workplace that values diversity, inclusion, dignity, and mutual respect.
- Support workforce development through learning, talent development, and career progression initiatives.
- Promote employee wellbeing by providing a safe, healthy, and supportive working environment.
- Encourage employee engagement, open communication, and a culture of professionalism and accountability.
- Comply with all applicable labour laws and employment regulations in the jurisdictions where the Group operates.
- Align human capital practices with responsible employment principles.
- Ensure that human capital practices support the Group’s Environmental, Social and Governance (ESG) commitments and long-term strategic objectives.

Public Disclosure Notice

This Policy Statement is a public disclosure document. Detailed implementation requirements are governed by internal AD Ports Group policies, procedures, and guidelines.

Mohamed Juma Al Shamisi
MD & Group CEO - AD Ports Group

Document Classification: Public
Ref# HCE-GEN-POL-034
Ver. 01/ Mar-2026