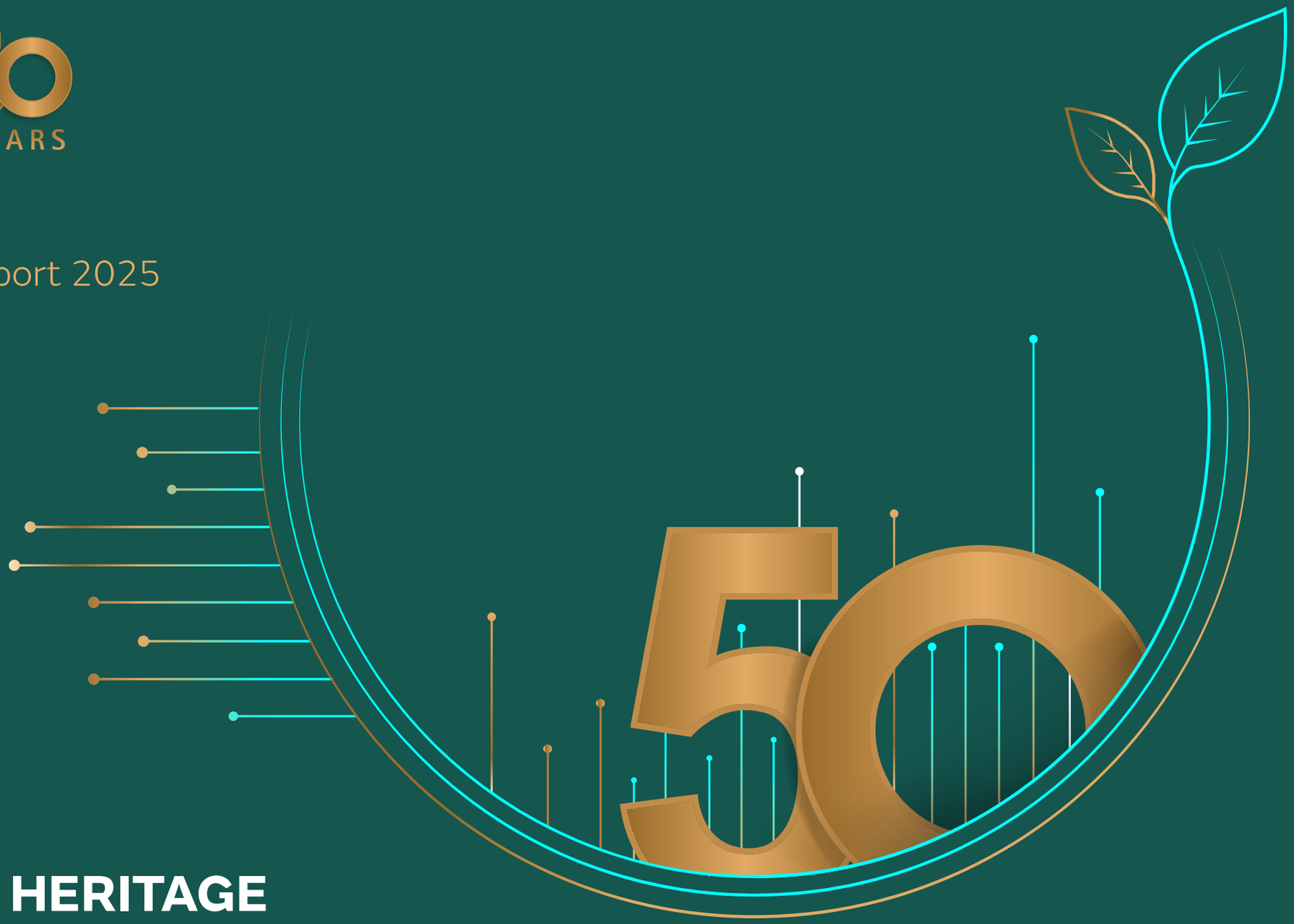
GIB | 50 YEARS
بنك الخليج الدولي

Sustainability Report 2025



ROOTED IN HERITAGE
ADVANCING SUSTAINABLE HORIZONS

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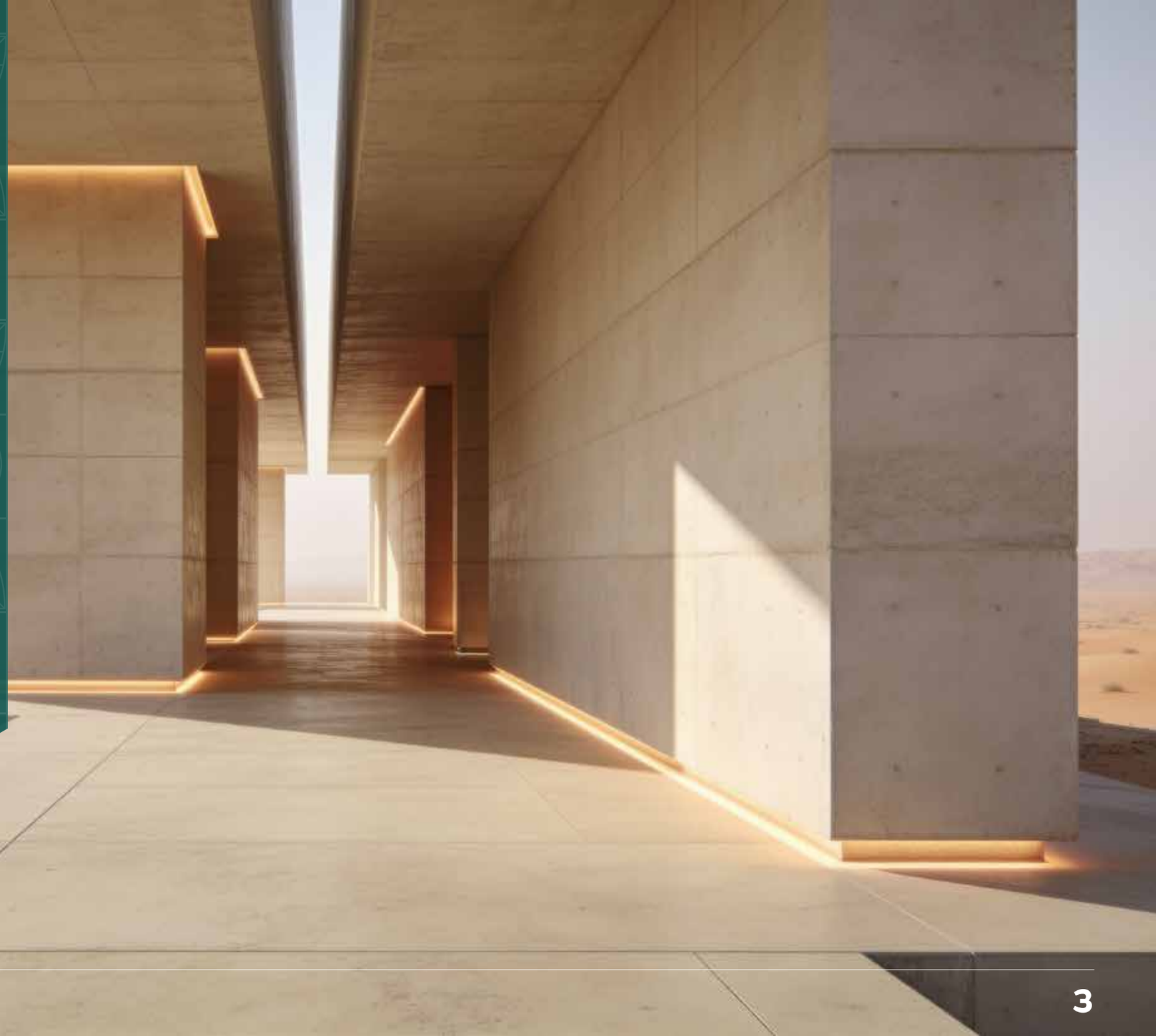
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01

BASIS FOR PREPARING THE REPORT

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Basis for Preparing the Report

About This Report

At GIB, we publish our sustainability performance on an annual basis. This report covers the period between 1 January 2025 and 31 December 2025, the same period as our annual financial reporting (available on our website).

All data is at 31 December 2025 unless otherwise stated.

This report covers the following entities:

- Gulf International Bank B.S.C.
- Gulf International Bank Saudi Arabia
- GIB Asset Management[1]
- GIB Capital

The activities of each subsidiary and branch are covered in full, with no adjustments made for shared ownership. There have been no mergers, acquisitions or disposals of entities since the previous reporting period. The report covers all geographies in which GIB operates.

For any questions about this report, please contact: sustainability@gib.com



[1] GIB Asset Management is the trading name of Gulf International Bank (UK) Limited.

Basis for Preparing the Report

Our Approach to Sustainability Reporting

Why We Report

At GIB, we view sustainability reporting as a key part of our sustainability journey and broader corporate strategy. Sharing information about our ambitions, progress, and challenges allows stakeholders to hold us accountable and strengthens trust.

Our clients expect us to have a robust sustainability framework, with systems and controls to manage ESG and climate-related risks as well as opportunities. Reporting provides a platform to demonstrate how we are meeting these expectations and what we have achieved, as well as providing a forward-looking view.

How We Report

Each year, GIB publishes a Sustainability Report that highlights our commitments and actions to support sustainable development. We recognise that Environmental, Social, and Governance (ESG) factors are critical to both our long-term resilience and our clients' success. These factors are integrated into our corporate strategy and decision-making alongside other business drivers, ensuring a holistic approach that aligns with stakeholder value creation.

Regulatory Requirements

For the purposes of this report, GIB considers all of its local regulators and central banks, including the Saudi Central Bank (SAMA), the Central Bank of Bahrain (CBB), the Central Bank of the UAE (CBUAE), the Central Bank of Oman (CBO) and the UK Prudential Regulation Authority (PRA), and seeks to align with their regulations and standards on ESG reporting.

Throughout this report, references to "our regulators" should be understood to include all of the above. In particular, this report has been prepared in accordance with the Central Bank of Bahrain's sustainability reporting requirements, and GIB's sustainability disclosures are structured in line with the Global Reporting Initiative (GRI) Standards.

Application of Global Reporting Standards

This report has been prepared in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025. A full GRI Content Index is included in Appendix 4.

Other Reporting Standards and Frameworks

GIB also voluntarily submits and reports sustainability information and details of its ESG performance through the following standards, frameworks and initiatives:

- Global Reporting Initiative (GRI)
- Women's Empowerment Principles (WEPs)
- S&P Global ESG Corporate Sustainability Assessment (S&P CSA)
- IFRS S2 Climate-related Disclosures, issued by the International Sustainability Standards Board (ISSB)
- The Principles for Responsible Banking (PRB) Report

Data Accuracy and Reporting

GIB is committed to transparent disclosure of its ESG performance, in line with Board, Management and regulatory expectations. To uphold the accuracy and reliability of our reporting, data custodians across the Group are responsible for maintaining accurate non-financial data in accordance with GIB's Sustainability Reporting standards, supported by a robust internal approval process.

The financial reporting information in this report was independently audited by KPMG Fakhro. Further details can be found on our website.

The quantitative performance metrics included within this report have undergone independent limited assurance by Angel Lane Partners (ALP). The assured metrics are highlighted in the tables in Appendix 3, and the independent assurance statement is available on our website.

02

MESSAGES FROM SENIOR LEADERSHIP

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Message from the Chairman and Vice Chairman



H.E. Mr. Abdulaziz bin Abdulrahman Al-Arifi
Chairman of the Board



H.E. Dr. Najem bin Abdullah AlZaid
Vice Chairman of the Board

The past year has been a challenging one for our region, marked by geopolitical uncertainty and volatility across global markets. These conditions have confirmed the importance of preparedness through ongoing tested resilience and underscored the importance of prudent governance, long-term thinking and responsible leadership. Despite these headwinds, the economic outlook for the region remains positive, supported by ongoing diversification efforts, structural reforms and sustained investment across key sectors.

From a sustainability perspective, the region continues to demonstrate strength and momentum. Sustainable finance has emerged as a key enabler of long-term economic resilience, with the MENA market reaching USD 35.1 billion in 2025. The Gulf Cooperation Council remains at the forefront of this growth, led by strong and increasingly sophisticated sustainable finance markets in the Kingdom of Saudi Arabia and the United Arab Emirates. These developments reflect a clear commitment across the region to align capital with national development priorities and global sustainability objectives.

In this context, Gulf International Bank has an important role to play. Through our financing and investment activities, we support clients as they transition towards more sustainable ways of doing business. By mobilising capital thoughtfully and embedding sustainability considerations into our decision-making, we seek to contribute meaningfully to the region's economic transformation, aligning with the United Nations Sustainable Development Goals (SDGs), while managing long-term risks and opportunities.

This Sustainability Report highlights the Bank's efforts in 2025 to embed sustainability at the heart of our business. It reflects our progress, our priorities and our continued commitment to responsible banking.

On behalf of the Board of Directors, I thank our stakeholders for their trust and partnership.

Message from the Group CEO



At Gulf International Bank, sustainability is integral to how we create long-term value for our people, our clients and the economies in which we operate. It forms part of our strategic vision as a "Trusted International Financial Services Provider focusing on high-growth themes and facilitating Capital Flow". Our ambition is "To deliver sustainable returns via specialist expertise and innovative solutions". Through our actions we deliver on accelerating sustainable transition for businesses, economies, people and the planet. These bolder and better focused actions enable our clients to thrive while supporting inclusive growth and environmental stewardship. We believe that financial services institutions have a critical role to play in mobilising capital responsibly and in shaping resilient financial systems for generations to come that support sustainable economic development.

We continue to support our clients in achieving their sustainability ambitions, aligned with long-term development and economic agendas of all the GCC nations. In 2025, the Bank facilitated 30 sustainable finance transactions across Wholesale Banking and Treasury, reflecting both the growing demand for sustainable solutions and our seriousness in embedding sustainability at the core of our business. These efforts are underpinned by continued enhancements to our risk management framework, including the integration of sustainability considerations into client scorecards and non-financial risk assessment processes, strengthening our ability to manage emerging risks and opportunities effectively.

Operational excellence and responsible business practices remain central to our sustainability journey. This year, the installation of solar panels at our Bahrain office enabled approximately 10 per cent of the office's electricity consumption to be sourced from renewable energy, reducing reliance on conventional power and the associated carbon emissions. We also achieved a 34 per cent female workforce ratio – among the highest in the sector – demonstrating our commitment to diversity, equity, and inclusion. We further reinforced this commitment through the adoption of the UN Women's Empowerment Principles, aligning our practices with globally recognised standards for gender equality and women's empowerment.

As we look ahead, we remain focused on delivering sustainable value, supporting our clients' transitions, and contributing positively to the communities we serve.

Abdulaziz bin Abdulrahman Al-Helaissi
Group Chief Executive Officer & Board Member

Message from the Chief Sustainability Officer



Since the launch of our sustainability agenda in 2020, Gulf International Bank has come a long way in embedding sustainability into our strategy, governance, operations and client offerings. What began as a foundational commitment has evolved into a mature and increasingly integrated approach that supports long-term value creation for our stakeholders. Over the past five years, we have focused on building the capabilities, frameworks and culture required to translate ambition into measurable impact.

Between 2020 and 2025, the Bank achieved several important milestones. We were the first bank in Bahrain and the Kingdom of Saudi Arabia to finance using a Sustainability-Linked Loan and among the first in the region to publish a Sustainable Transition Finance Framework supported by a second-party opinion. We expanded our suite of sustainable financing solutions, enabling clients across sectors to advance their sustainability objectives, while also enhancing operational efficiencies across our offices – contributing to a reduced carbon footprint and more resource-efficient ways of working.

A notable development this year was the introduction of the GIB Sustainability Goals initiative. This initiative is designed to embed clear, measurable sustainability objectives across the business, strengthening accountability and ensuring that sustainability considerations are systematically integrated into decision-making, performance management and growth plans.

In parallel, we further expanded our sustainable finance activities, facilitating 30 sustainable finance transactions across Wholesale Banking and Treasury this year. This momentum reflects both the growing sophistication of the market and our continued commitment to supporting clients as they transition towards more sustainable business models.

We also continued to make progress in operational excellence. Since 2020, our emissions have decreased by 13.53 per cent reflecting sustained efforts to improve energy efficiency and reduce our environmental impact.

Looking ahead, we remain focused on deepening the integration of sustainability across the Bank, setting clear targets and delivering tangible outcomes.

Our journey continues, guided by the belief that sustainability is not only a responsibility, but a strategic imperative for building a resilient and future-ready institution.

Victoria Barron
Chief Sustainability Officer

03

2025 HIGHLIGHTS

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2025 Highlights

FACILITATED 30 SUSTAINABLE FINANCE TRANSACTIONS

These included sustainability-linked financing, use-of-proceeds financing, investment activities and deposits.

ACHIEVED A 9-POINT IMPROVEMENT IN S&P GLOBAL CSA

GIB's 2025 S&P Global CSA score increased from 28 to 37, placing the Bank at approximately the 65th percentile among assessed banking peers and reflecting continued progress in sustainability performance.

ROLLED OUT MANDATORY SUSTAINABILITY TRAINING TO ALL EMPLOYEES

The training was designed to enhance awareness and understanding of key sustainability topics, including sustainable finance, climate risk and key best-practice sustainability frameworks. The training achieved a strong completion rate of **93 per cent**, reflecting high levels of engagement within GIB.

ACHIEVED 34% FEMALE REPRESENTATION ACROSS THE GCC OFFICES

GIB has one of the highest levels of female participation in the banking sector in the region.

INTRODUCED RECYCLED DEBIT CARDS

In 2025, meem launched debit cards made from recycled materials. By year-end, almost two-thirds of all debit cards issued were made from recycled materials, reducing the Bank's environmental footprint.

ROLLED OUT THE GIB SUSTAINABILITY GOALS

The GIB Sustainability Goals aim to advance sustainability across GIB. Under this initiative, all business units are working to achieve predefined, relevant sustainability goals. Progress is being monitored at the highest levels within GIB.

GENERATED 377,534.40 KWH OF SOLAR ENERGY

The installation of solar panels in the Bahrain office car park has enabled the use of clean, renewable solar energy. In addition to the environmental benefits, the solar panels reduced our reliance on grid electricity, lowering our utility bills by **10 per cent** compared to 2023, before the solar panels were installed. GIB is considering similar installations in other offices to further advance our sustainability efforts.

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About GIB

Corporate Profile

Gulf International Bank B.S.C. (GIB) is a pan-GCC bank established in 1975 and regulated by the Central Bank of Bahrain. It is headquartered in the Kingdom of Bahrain and is owned by the governments of the Gulf Cooperation Council countries, with Saudi Arabia's Public Investment Fund (PIF) being the primary shareholder.

GIB provides diverse financial products, services and banking solutions to a wide client base in the GCC, Europe and North America. These include corporate, institutional, global transaction and investment banking; treasury and asset management; and meem, the world's first fully digital Shariah-compliant retail bank.

The Group is active across regional and international markets through its subsidiaries, GIB Saudi Arabia and GIB (UK) Ltd, and its branches in the UAE, Oman and the USA.

GIB Saudi Arabia is the first foreign-domiciled bank to establish a local commercial bank in the Kingdom. Headquartered in Al Khobar, the Bank has branches in Riyadh and Jeddah, with its Riyadh-based subsidiary, GIB Capital, delivering the Bank's investment banking activities. Its activities span equity advisory and placements, mergers, acquisitions and privatisations, debt capital markets solutions and strategic financial advisory, along with asset management and equities brokerage.

GIB Asset Management is an institutional asset manager. Operating in London and New York, it provides a focused set of differentiated investment solutions for institutional investors, including funds classified as Article 8 and Article 9 under the EU Sustainable Finance Disclosure Regulation (SFDR).

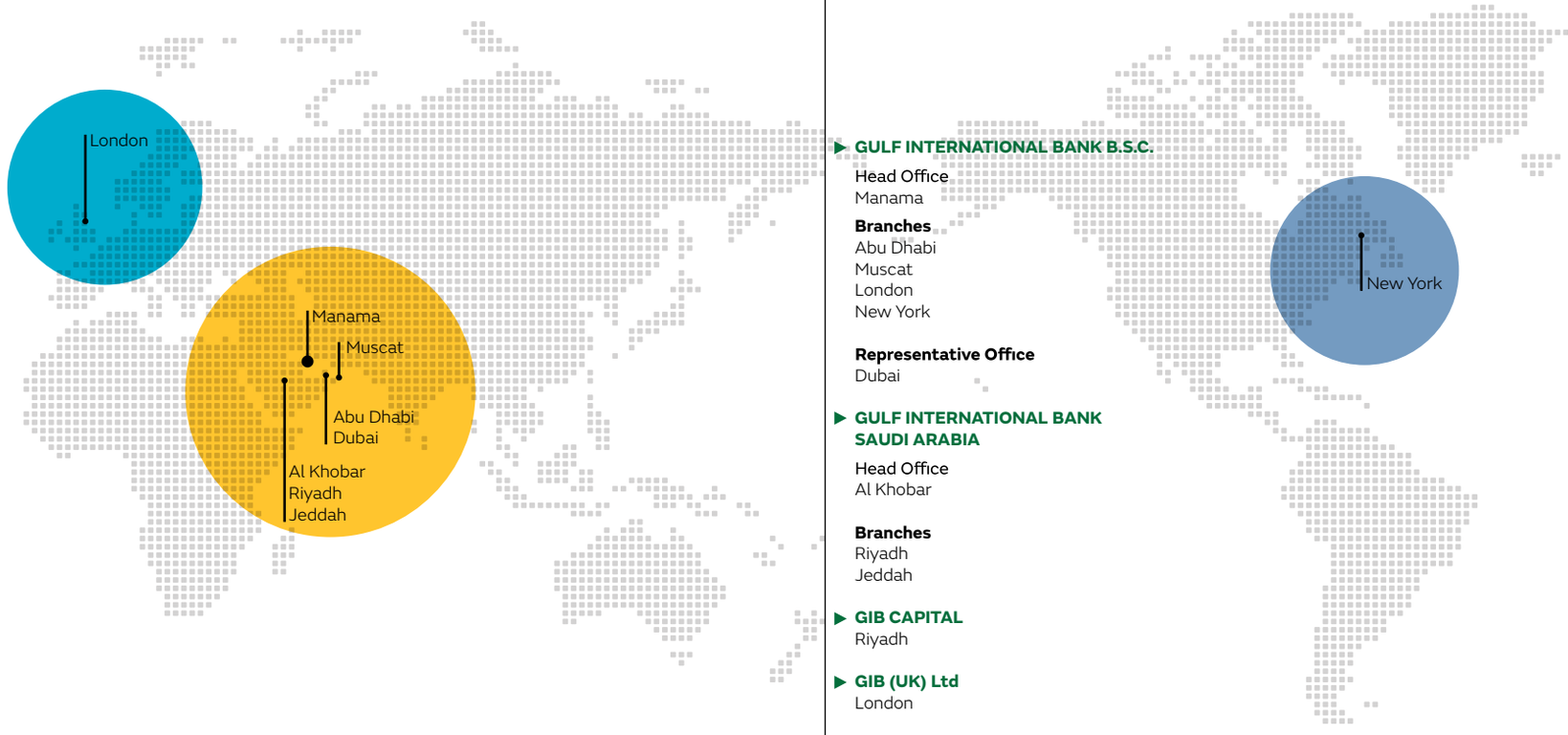
GIB procures goods and services from a wide range of suppliers, including providers of financial, professional and commercial services; IT hardware, software and services; power; and transportation. There have been no significant changes in business activities or supplier relationships since the previous reporting period.



About GIB

Our Global Footprint

Headquartered in Bahrain, GIB is active across regional and international markets through its subsidiaries, GIB Saudi Arabia and GIB (UK) Ltd, and its branches in the UAE, Oman and the USA.



GULF INTERNATIONAL BANK B.S.C.

Head Office
Manama

Branches
Abu Dhabi
Muscat
London
New York

Representative Office
Dubai

GULF INTERNATIONAL BANK SAUDI ARABIA

Head Office
Al Khobar

Branches
Riyadh
Jeddah

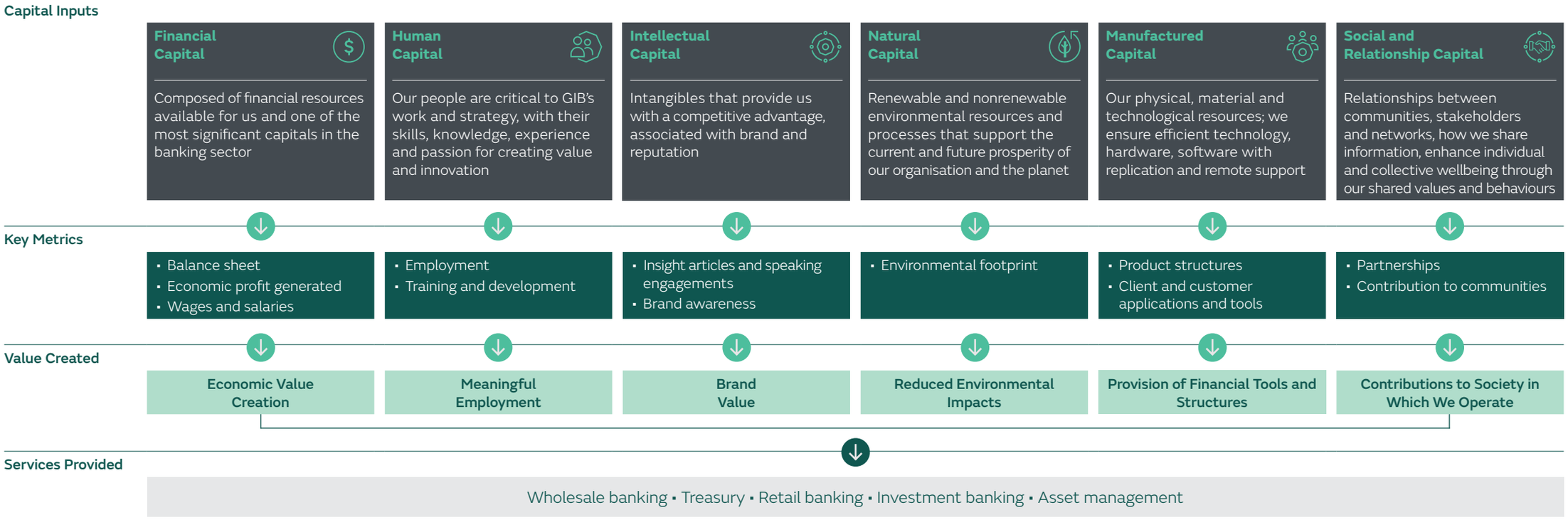
GIB CAPITAL
Riyadh

GIB (UK) Ltd
London

About GIB

Value Creation

At GIB, we understand that our ability to generate value through the services we provide depends on multiple capital inputs.



05

SUSTAINABILITY STRATEGY AND APPROACH

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Sustainability Strategy and Approach

Strategy and Approach

Banks play a vital role in enabling the transition to a more sustainable way of doing business and more productive capital allocation across the economy. Through credit and investment decision-making, they are centrally positioned to influence and fund the transition to a more sustainable, more equitable and more productive net-zero economy. At the same time, banks should respond to the needs of society. Stakeholders increasingly expect clarity on how banking products and services create value, including the environmental and social impacts of the capital deployed.

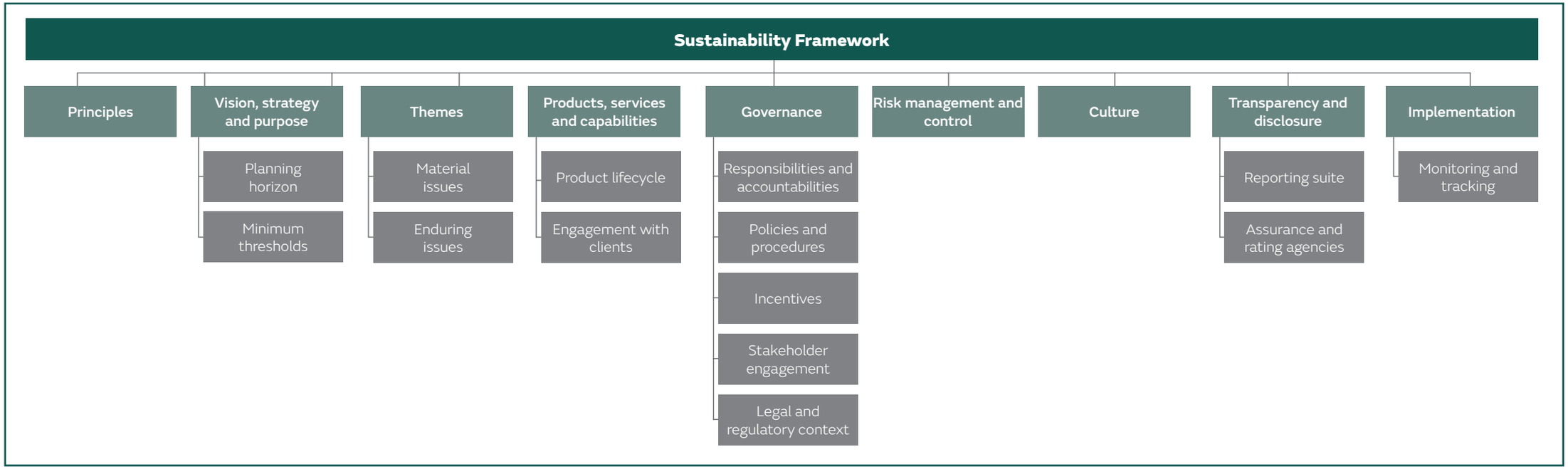
At GIB, our vision is to accelerate a positive global transition for people and the planet. We aim to integrate sustainability across the Group, provide a wide range of sustainable products and services and help clients achieve their own sustainability goals.



Sustainability Strategy and Approach

GIB Sustainability Framework

GIB's Sustainability Framework sets out how we embed sustainability across all aspects of our organisation. It describes our approach to sustainability across business units and geographies. The Group Sustainability Team is responsible for monitoring the implementation of the Framework, while each business unit is responsible for executing its own procedures and ensuring that policies are applied in line with the Framework and its associated targets and expectations. These responsibilities include engaging with GIB clients to encourage the adoption of more sustainable practices and improvements in operational efficiency. We also collaborate with clients to provide products and advisory services that support and accelerate their transition towards more sustainable business models, lifestyles and technologies.



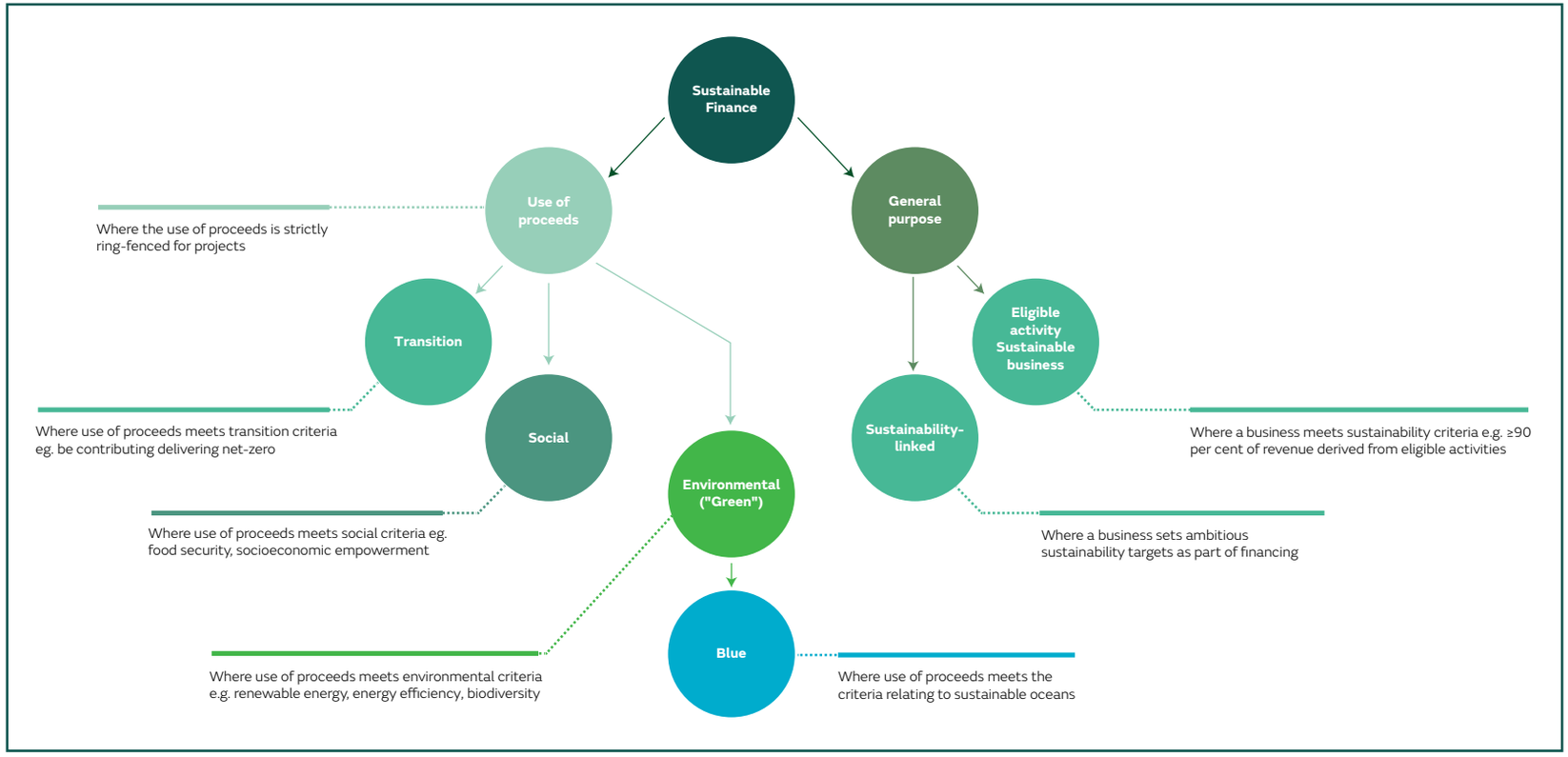
Sustainability Strategy and Approach

GIB Sustainable and Transition Finance Framework

GIB's Sustainable and Transition Finance Framework (STFF) sets out how we classify and manage sustainable finance transactions. The STFF received a second-party opinion from ISS Corporate Solutions in 2023.

Several notable features include eligibility criteria for GIB's transition finance product offerings, which address both the underlying activity being financed and expectations around client transition planning, monitoring and disclosures over time. The Framework also contains a classification for 'blue' finance, associated with sustainable oceans, reinforcing our commitment to advancing the ocean agenda. We believe that ocean projects remain under-financed and aim to raise awareness of the opportunities relating to ocean sustainability.

The Framework also serves as a foundation for engagement and discussion with our clients, enabling us to fully understand their sustainable and transition finance needs and ambitions. We are committed to supporting them in their sustainability journey and progression over time.



Sustainability Strategy and Approach

Approach to Materiality

Our sustainability strategy is guided by the topics assessed to be material to our business from both financial and impact materiality perspectives. This approach allows us to assess the impact of environmental and social factors on our activities and the impacts of our activities on the environment, society and our wider stakeholders.

Our materiality assessment framework follows the materiality assessment process outlined by the Global Reporting Initiative (GRI) and the Central Bank of Bahrain's ESG Module (for more information, see Appendix 1). Our materiality assessment framework is reviewed every three years, unless there is a material change to our business. The next review is expected to take place in 2026.



Sustainability Strategy and Approach

Material Topics

GIB has identified the following as its material topics:

Material Topics	GRI Standards
Economic Value	GRI 201: Economic Performance
Financing and Investment Opportunities	No GRI Standard available for financial services
Climate Change	GRI 305: Emissions
Equity, Diversity and Inclusion	GRI 405: Diversity and Equal Opportunity
Human Capital Development and Wellbeing	GRI 404: Training and Education GRI 403: Occupational Health and Safety (subset only)
Financial System Stability	No GRI Sector Standard available

The material topics are overseen by the Chief Sustainability Officer, endorsed by the Sustainability Committee and approved by the Board Sustainability and Climate Change Committee. The material topics have not changed and remain the same as those included in the 2023 and 2024 Sustainability Reports.

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ECONOMIC VALUE

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Economic Value

Economic Performance

The Bank achieved historic financial performance in 2025, showcasing strong profitability, effective cost management, and successful income diversification. The substantial increase in net income underscores the Bank's success in executing its strategy, which prioritised income diversification, investment in human capital and cost optimisation through technology. This comprehensive approach has significantly enhanced service excellence.

Total income for the year increased to US$ 758.4 million compared to US$ 716.2 million in 2024, an increase of 6 per cent. Total operating expenses reached US$ 457.9 million compared to US$ 450.0 million the previous year, an increase of just 2 per cent, highlighting the effectiveness of the cost optimisation measures undertaken. A net provision charge of US$ 55.6 million was recorded in 2025, compared with a charge of US$ 54.9 million in the previous year, in line with the Bank's prudent risk management approach and the ongoing review and effective management of the legacy portfolio.

As a result, GIB reported a net profit of US$ 215.7 million for the year, compared with US$ 180.2 million in 2024, representing an increase of 20 per cent and achieving the Bank's strategic objective of maximising returns for shareholders.

As at 31 December 2025, the balance sheet stood at US$ 51.8 billion, compared with US$ 42.9 billion in 2024, an increase of 21 per cent. This increase was attributed to a rise in transitory client deposits associated with the Group's cash management and payment services in the UK, which were matched by placements with central banks and other banks and investments in short-term securities. Investment securities of US$ 10,939.4 million principally comprised highly rated and liquid debt securities issued by regional governments and major financial institutions. Liquid assets of US$ 22,824.0 million constituted 44 per cent of total assets, compared with 42 per cent in the prior year, while loans and advances of US$ 16,552.4 million accounted for 32 per cent of total assets.



Economic Value

Economic Performance

	2025	2024	2023	2022	2021
Earnings (US$ million)					
Net income after tax	215.7	180.2	169.4	96.1	52.7
Net interest income	535.0	522.2	498.5	345.8	246.1
Fee and commission income	124.4	121.8	102.5	101.4	72.5
Operating expenses	457.9	450.0	396.8	346.5	296.7
Financial Position (US$ million)					
Total assets	51,821.4	42,891.5	47,069.9	32,621.6	31,797.0
Loans	16,552.4	15,402.3	13,624.6	11,497.6	11,657.5
Investment securities	10,939.4	7,279.4	6,716.2	5,785.5	5,968.5
Senior and subordinated term financing	5,842.5	5,973.2	6,020.7	4,940.9	5,100.1
Equity	4,237.0	3,516.5	3,368.6	3,184.2	3,093.0
Ratios (per cent) Profitability					
Return on average equity	5.9	5.2	5.1	3.0	1.7
Return on average assets	0.5	0.4	0.4	0.3	0.2

	2025	2024	2023	2022	2021
Capital					
Risk asset ratio (Basel III)					
Total	17.5	15.6	18.9	17.3	16.1
Tier 1	16.0	13.6	16.1	14.8	14.0
Equity as % of total assets	8.2	8.2	7.2	9.8	9.7
Asset composition					
Securities as % of total assets	21.1	17.7	14.8	18.3	19.2
Loans as % of total assets	31.9	35.9	28.9	35.2	36.7
Liquidity					
Liquid assets ratio (%)	44.0	42.3	52.7	41.4	41.9
Loans to deposits ratio (%)	39.5	45.1	33.6	42.8	44.7
LCR (%)	148.6	149.4	137.8	299.3	176.3
NSFR (%)	137.2	142.8	143.0	161.5	146.2

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FINANCIAL SYSTEM STABILITY

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Financial System Stability

Financial Stability

Financial system stability is one of the material topics identified by GIB. As a financial services provider, GIB recognises that it has the potential to contribute to the stability of the financial system, both directly in the markets in which it operates and through spillover effects on the wider market.

To mitigate the risk of adversely affecting financial stability, GIB takes a number of actions. These include robust capital and liquidity management policies and assessment processes; sound and prudent risk management frameworks and procedures, including those related to risk appetite and the management of risk appetite breaches; robust compliance and governance systems; up-to-date and rigorous recovery and resolution planning policies and processes; and adherence to all applicable regulatory risk requirements.



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FINANCING AND INVESTMENT OPPORTUNITIES

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Financing and Investment Opportunities

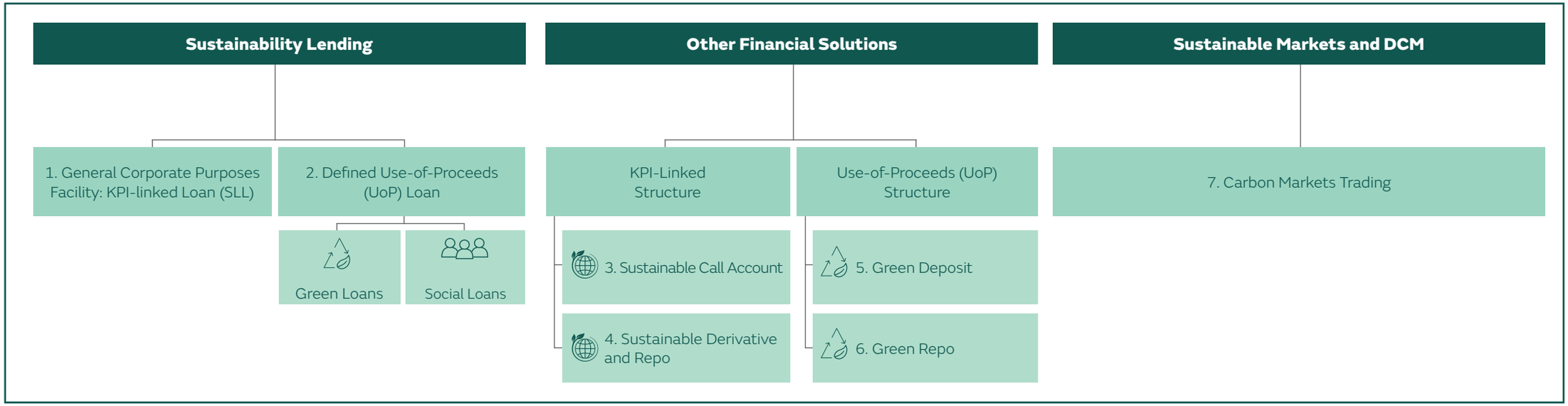
Sustainable Finance at GIB

Financing and Investment Opportunities

Sustainable finance is a crucial part of our sustainability strategy and is embedded in both our long-term and short-term business strategies. As a bank, we recognise that our most material impact on sustainable development arises through our banking and investment activities. By providing finance, advice and capital, we enable clients to accelerate progress towards sustainability goals, whether these involve climate change, supporting prosperity or advancing other developmental goals.

Sustainable Finance Assets and Sustainability-Linked Assets

Our sustainable finance assets represent balance sheet assets generated from green, social and sustainability-labelled financing activities. Against these assets, we raise sustainable funding by offering clients green deposits and other sustainability-linked products. Transition-labelled assets are not included.



Financing and Investment Opportunities

Sustainable Finance at GIB

Wholesale Banking Group

Our Wholesale Banking Group (WSB) business unit comprises Corporate Banking, Global Transaction Banking (GTB), Financial Institutions Group and Micro, Small and Medium Enterprise (MSME) Banking. It provides banking services to governments, financial institutions and corporates in the GCC, the UK and the USA.

The WSB team recognises its vital role in supporting clients in their transition to a more sustainable future through both lending and advisory activities. As a long-standing and trusted adviser, with some client relationships spanning more than forty years, we are well positioned to engage meaningfully on sustainability matters and to guide clients as they integrate sustainability considerations into their strategies.

Sustainability Awareness

GIB plays an important role in supporting clients on their sustainability journeys by raising awareness of sustainability-related matters, identifying emerging risks and opportunities, and providing capital for projects that enable sustainable growth.

Beyond offering sustainable finance solutions, we work closely with clients to deepen their understanding of sustainability-related risks and opportunities, in line with evolving regulatory expectations. Throughout the year, we engaged clients through a range of channels including direct dialogue, targeted sustainability awareness sessions and participation in industry events and conferences.

Risk Management

In 2023, we undertook a climate heat-mapping exercise across our Wholesale Banking portfolio. This assessment enabled us to identify the levels of physical and transition risk across different sectors, providing valuable insights into where our exposures are most sensitive to climate-related impacts. The exercise forms a critical part of our broader strategy to integrate climate considerations into our risk management and client engagement processes.

Building on this work, we plan to conduct climate scenario analysis in 2026. This will allow us to model the potential impact of different climate pathways on our portfolio, enhancing our understanding of both short- and long-term risks.

CASE STUDY

Trafigura's Sustainability-Linked Revolving Credit and Term Facility

Gulf International Bank participated in the financing of a revolving credit and term facility for Trafigura equivalent to approximately US$3.4 billion.

The facility is structured as a sustainability-linked loan and is linked to various key performance indicators (KPIs) designed to support improvements in Trafigura's sustainability performance and aligned with issues material to its business.



Financing and Investment Opportunities

Sustainable Finance at GIB

Treasury

Through its network of dealing rooms in the GCC and London, GIB Treasury manages the Bank's own liquidity and investments while serving a sophisticated institutional client base that includes government agencies, financial institutions, large multilateral organisations and regional corporates.

GIB's Treasury business offers a number of sustainable finance solutions including sustainable investments, sustainability-linked derivatives and sustainable deposits. In 2025, we further expanded this offering to include green repos and carbon trading, providing clients with additional avenues to manage liquidity, meet sustainability objectives and support environmentally focused financing activities.

Strengthening Our Environmental Commitments through Carbon Markets

As part of our ongoing commitment to environmental stewardship, we continue to take meaningful steps to reduce and manage our greenhouse gas (GHG) emissions while strengthening our internal carbon-market capabilities.

In 2025, we continued to enhance our understanding of the Voluntary Carbon Market (VCM) and assess its potential role as a complementary tool within our broader decarbonisation efforts. While direct emissions reduction remains our priority, we recognise that high-quality carbon credits may support the management of residual emissions that cannot yet be eliminated.

We will continue to evaluate credible carbon-market opportunities and internationally recognised standards, while prioritising initiatives that directly reduce our operational emissions and support the transition to a low-carbon economy.



Financing and Investment Opportunities

Sustainable Finance at GIB

Retail Banking

GIB's retail banking arm, meem digital banking, is the first digital Shariah-compliant bank in the world. It was launched in the Kingdom of Saudi Arabia in 2014 and began operations in the Kingdom of Bahrain in March 2018.

meem aims to make banking effortless, intelligent, inclusive and relevant anywhere, by focusing on customer-centricity, strategic partnerships and ecosystems, smart asset growth, hyper-personalisation, and innovation and excellence in high-net-worth banking.

meem's product offering includes segment-based services for customers ranging from Private Banking clients to mass-market customers. The offering includes a unique bundle of current, savings and multi-currency accounts linked to a single debit card, Murabaha-based term deposits, consumer finance solutions and a suite of credit cards. These are delivered through an integrated mobile application that supports instant account opening, spending insights, goal-based savings tools and customer self-service features, including card controls and biometric authentication. In addition, customers can calculate their debt burden ratio directly within the app before applying for finance, supporting responsible borrowing and increased financial awareness.

With a deliberately limited physical footprint, meem's digital infrastructure has enabled it to reach a diverse customer base across different demographic groups and financial backgrounds. As at the end of 2025, close to 100 per cent of meem accounts had been opened digitally, reinforcing the Bank's commitment to financial inclusion and cost efficiency.

In 2025, meem further strengthened its sustainability credentials by introducing recycled debit cards. By the end of the year, almost two-thirds of all debit cards issued were made from recycled materials, supporting the Bank's commitment to reducing its environmental footprint.

meem's offering also aligns with national economic agendas, including the Financial Sector Development Program and Saudi Arabia's Vision 2030, in areas such as digital transformation, outreach to underserved segments, financial literacy, savings behaviour and the transition towards a cashless economy.



Financing and Investment Opportunities

Sustainable Finance at GIB

GIB Capital

GIB Capital provides a comprehensive suite of investment banking and asset management services, supporting clients across debt and equity capital markets, financial advisory and investment solutions. Its investment banking activities encompass equity placements, including initial public offerings and private placements, mergers and acquisitions, disposals, privatisations, debt capital markets and strategic debt advisory. Complementing these activities, GIB Capital operates a fully-fledged asset management platform in Saudi Arabia, offering a diversified range of public and private funds, discretionary portfolio management, investment advisory services and alternative investment solutions.

In recent years, sustainability considerations have become increasingly central to client engagement across GIB Capital's business segments, particularly within Asset Management. Through structured dialogues and collaborative engagement, GIB Capital leverages the broader sustainability expertise of the GIB Group to deliver innovative, client-centric investment solutions that align long-term financial objectives with responsible investment principles.

GIB Capital has adopted a targeted and intentional approach to environmental, social and governance (ESG) integration, focusing on areas where sustainability considerations can be applied in a meaningful, measurable and value-enhancing manner. Rather than applying them uniformly across all products, GIB Capital embeds ESG principles selectively within dedicated strategies where they are most relevant to investment outcomes and risk-adjusted returns.

A key milestone in this journey was GIB Capital becoming the first Capital Market Institution in the Kingdom of Saudi Arabia to launch a public ESG-focused fund, the GIB MENA ESG Equity Fund. This fund integrates ESG considerations directly into investment selection, portfolio construction and ongoing monitoring, reflecting GIB Capital's commitment to responsible equity investing across the MENA region.

In addition to public markets, GIB Capital has extended sustainability principles into private markets through the launch of a private real estate fund designed with sustainability at its core. The fund's strategy incorporates eco-conscious construction practices, renewable energy integration and a strong emphasis on preserving the natural landscape. By embedding ESG considerations at the asset design and development stages, the fund demonstrates how sustainability can be integrated holistically throughout the investment lifecycle.

GIB Capital's disciplined and outcomes-driven approach to ESG integration has been externally recognised, with the firm recently receiving an accolade for the Best ESG Integration in Asset Management. This recognition underscores the effectiveness of GIB Capital's targeted ESG strategy, its ability to translate sustainability principles into measurable investment practices and its leadership in advancing responsible investment standards within the regional asset management industry.



Financing and Investment Opportunities

Sustainable Finance at GIB

GIB Asset Management

The vision of GIB Asset Management (GIB AM) is to deliver the highest-quality investment solutions for our clients. As a focused asset manager delivering high-conviction, actively managed equity and fixed-income strategies in markets where active management works best, investment excellence lies at the heart of our business. We believe that success in this field will enable us to mobilise capital at scale in support of a better future. Responsible investment is core to how we do business, and our vision is to drive the reallocation of capital by offering our clients a set of products that deliver financial performance through sustainable investments.

GIB AM's actively managed strategies are classified as Article 8 or Article 9 under the EU Sustainable Finance Disclosure Regulation (SFDR), meaning that they provide additional disclosures on sustainability risks and the outcomes of their investment activities.

Alongside its active strategies, GIB AM manages assets on a segregated mandate basis through index solutions. By their nature, these indexes track established benchmarks, meaning the manager does not have discretion to include or exclude individual stocks.



Financing and Investment Opportunities

Sustainable Finance at GIB

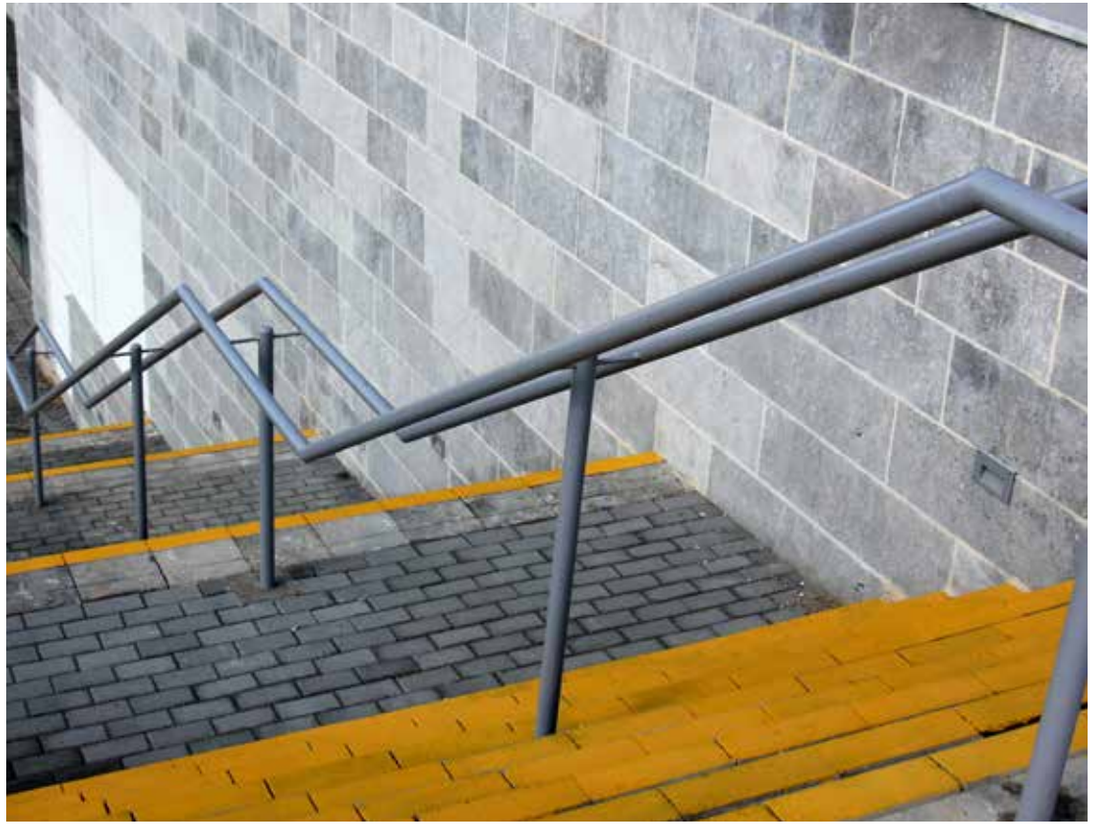
CASE STUDY

GIB AM Sustainable World Corporate Bond Fund

The GIB AM Sustainable World Corporate Bond Fund seeks to achieve income and capital growth. The Fund is a global investment-grade strategy with strategic exposure to high yield and emerging markets. It brings a multi-thematic approach to fixed income, focusing on identifying the world's material social and environmental challenges, seeking alignment with those themes and investing in businesses that the team believes are resilient, sustainable and critical to delivering compelling returns.

The strategy invests in Darling Ingredients, a global leader in the circular economy, transforming by-products from the food and agriculture industries—such as animal fats and used cooking oils—into renewable diesel, animal feed, medicine capsules and collagen peptides. Operating over 260 facilities across more than 15 countries, the company generates over 90 per cent of its revenue from repurposed materials, aligning with the team's Waste Treatment & Recycling theme.

To address global challenges such as resource overuse, rising waste volumes and methane emissions from landfills, Darling Ingredients has embraced a circular development model that designs out waste and treats it as a resource. Its joint venture with Valero Energy, Diamond Green Diesel (DGD), is the largest US renewable diesel producer, with a production capacity of 1.4 billion gallons. In 2024, DGD expanded into sustainable aviation fuel (SAF), with an expected annual production capacity of 235 million gallons and greenhouse gas (GHG) emissions reductions of over 50 per cent compared with traditional jet fuel.



Financing and Investment Opportunities

Sustainable Finance at GIB

Allocation and Impact Report

When entities raise sustainable finance with a defined use of proceeds, such as environmental or social projects, they are expected to report how those proceeds have been allocated and, where possible, the sustainability benefits realised. In the same spirit, GIB has committed to providing equivalent information when clients deposit funds with us in ring-fenced use-of-proceeds structures, defined as 'green deposits.' Details of this approach are outlined in the GIB Sustainable and Transition Finance Framework (STFF).

Sustainable Finance Transactions at GIB for FY 2025

As a committed partner in the social and economic development of our home markets, we work with our clients to bridge the financing gap for sustainable growth. While we continue to provide financial services to clients, sectors and markets that contribute to greenhouse gas emissions, we remain committed to supporting the energy transition in line with the goals of the Paris Agreement. To deliver on this commitment, we draw on our expertise and an expanding product suite to structure solutions that meet our clients' capital needs. We apply innovative approaches to mobilise capital in areas where it is not yet flowing at the required scale. In 2025, we completed several notable sustainability-labelled facilities aligned with the GIB Sustainable and Transition Finance Framework (STFF).



Financing and Investment Opportunities

Sustainable Finance at GIB

Sustainability-labelled lending at GIB in 2025

GIB Clients by Industry	Sustainability-labelled loans as at December 2025 (US$ million)
Financial Services	233
Manufacturing	492
Energy, Oil and Petrochemical	305
Construction and Engineering	238
Trading and Services	0.3
Others	43
Total	**1,311**

Green deposits at GIB in 2025

GIB Clients by Industry	Green deposits as at December 2025 (US$ million)
Energy, Oil and Petrochemical	163
Total	**163**

Investments in sustainability-labelled bonds at GIB in 2025

GIB Sustainability-labelled Bonds by Industry	Amount as at December 2025 (US$ million)
Financial	42
Government	337
Utilities	96
Technology, Media and Telecommunications	19
Other	55
Total	**549**

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ENVIRONMENT

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Environment

Our Carbon Footprint

GIB is committed to maintaining the highest environmental standards. As part of this commitment, we are working to reduce our greenhouse gas (GHG) emissions across all our offices in Bahrain, Saudi Arabia, the United Arab Emirates, Oman, the United Kingdom and the United States of America.

We have taken a significant step towards this goal by implementing a renewable energy project at the Bahrain office, where solar panels have been installed. The project generated 377,534.40 kWh of solar energy, corresponding to an emissions reduction of approximately 274 tonnes of carbon dioxide equivalent (tCO2e).

In 2025, we also expanded the boundary of our Scope 3 inventory to incorporate business travel data. This includes air travel, accommodation and ground transportation.

Solar System Installation project

At the Bahrain Head Office, we took a significant step towards reducing carbon emissions and advancing our sustainability goals by installing an on-grid solar photovoltaic (PV) plant with a capacity of 281 kW, comprising 486 solar panels, in the main building's car park in Q4 2024. By the end of 2025, the solar system had generated a total of 377,534.40 kWh of clean energy.

This initiative delivered both environmental and financial benefits. Solar energy accounted for 9.8 per cent of the office's total electricity consumption, helping to reduce reliance on conventional power sources. In addition, the project resulted in savings of BHD 10,948 in electricity costs.

Overall, the Bahrain solar project demonstrates GIB's strong commitment to energy efficiency and long-term sustainability.



Environment

Carbon Emissions Data

GIB's 2025 Scope 1, 2 and 3 emissions totalled 13,412.1 tCO2e. While this represents an increase of approximately 38 per cent compared with 2024, it reflects the addition of business travel emissions, which were not included in the 2024 figures.

For Scopes 1 and 2 only, GIB emitted 9,854,300 kgCO2e, an increase of 2 per cent compared with 2024.

Despite the year-on-year increase, we reduced our Scope 1 and 2 emissions by 13.53 per cent compared with our 2020 baseline, therefore achieving our 2025 target. Our Scope 1 and 2 emissions intensity per full-time equivalent (FTE) increased by 7.77 per cent compared with 2024 but remained 25.79 per cent below the 2020 baseline.

As in previous years, the majority of emissions came from Scope 2. By geography, Saudi Arabia accounted for approximately 71 per cent of total emissions. This is to be expected given the scale of our operations in Saudi Arabia.

Scope 1 emissions increased by about 6.7 per cent compared with 2024. This reflects the greater use of company-owned vehicles and higher diesel consumption by generators. The increase in generator use reflects longer testing periods and more frequent electricity outages. Scope 2 emissions increased by about 1.90 per cent compared to 2024. This reflects higher electricity consumption across several GIB offices due to weather conditions and operational expansion. This increase occurred despite a 6 per cent reduction in grid electricity consumption in Bahrain which was supported by the installation of solar panels.

GHG Emissions	2020	2021	2022	2023	2024	2025	Change YoY	Change since 2020
Scope 1 emissions	219,172.26	233,220.47	187,282.31	186,353.14	197,949.37	211,200.00	6.69%	-3.64%
Scope 2 emissions	11,177,600.86	7,609,379.95	9,181,009.48	9,039,340.31	9,463,045.45	9,643,100.00	1.90%	-13.73%
Total Scope 1 and 2 emissions	**11,396,773.12**	**7,842,600.42**	**9,368,291.79**	**9,225,693.45**	**9,660,994.82**	**9,854,300.00**	**2.00%**	**-13.53%**
Total Scope 1 and 2 emissions per FTE	**11,206.27**	**7,749.61**	**8,327.37**	**7,668.91**	**7,716.45**	**8,315.86**	**7.77%**	**-25.79%**
Scope 3	-	-	-	-	64,078.29	3,557,800.00	-	-
Total (Scope 1, 2 and 3 emissions)	**-**	**-**	**-**	**-**	**9,725,073.11**	**13,412,100 kgCO2e**	**-**	**-**

Environment

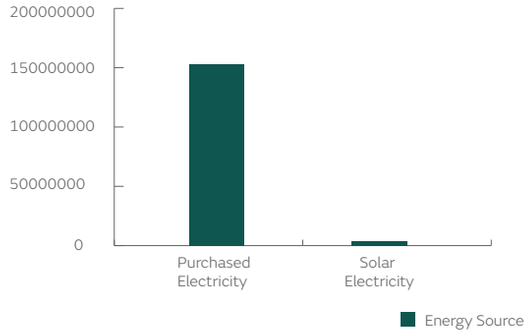
Other Environmental Indicators

Energy Management

GIB's energy use predominantly comprises electricity from the grid and solar power. In addition to electricity, GIB uses diesel to operate generators and petrol to operate bank-owned vehicles.

Enhancing our energy efficiency is an integral part of our internal operations. We have implemented a number of initiatives across our GCC offices to enhance our energy efficiency. These include replacing 98 per cent of lights with LEDs and installing solar power panels in the Bahrain office.

Energy use by source [kWh, 2025]



Water

GIB's water usage data covers water consumed across its offices and supplied by third-party municipal or government providers, as well as water classified as drinking water. GIB does not directly withdraw water from or discharge water into natural sources. No material volumes of water are recycled or reclaimed internally.

In 2025, GIB recorded a year-on-year decline in water usage of 12.99 per cent to 36,831.67 m3. GIB intends to reduce water consumption further by optimising water-dispensing technologies, such as automatic taps, within washrooms and pantries across the region.

	2024	2025
Water usage (m3)	42,329.74	36,831.67
Water usage associated emissions (kgCO2e)	5,508.06	4,861.78



Environment

Other Environmental Indicators

Waste

Waste generated by GIB comprises paper, plastic, metal and general waste. No hazardous waste is generated within GIB because of the nature of its business. In 2025, GIB recorded a year-on-year increase of waste generation of 6.44 per cent to 131,393.7 kg. This was largely attributed to increased headcount across GIB entities. Of the total waste generated, 24.8 per cent was recycled through official recycling channels, totalling 32,587.7 kg.

Going forward, GIB intends to reduce waste generation further and increase recycling rates.

	2024	2025
Waste generation (kg)	123,444.6	131,393.7
Waste generation associated emissions (kgCO2e)	58,570.23	60,862.4

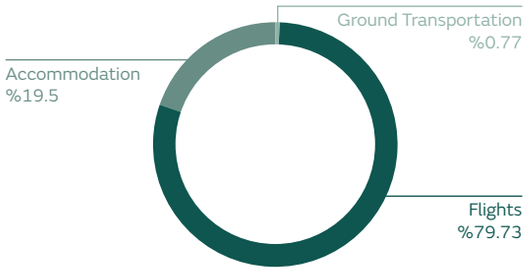
Business Travel

2025 marked the first year in which GIB measured indicators related to business travel. The data covers flights, business-related accommodation and business-related ground transportation.

In 2025, emissions associated with business travel totalled 1,281,867.69 kgCO2e. The vast majority of these emissions were related to air travel.

Going forward, GIB intends to reduce business travel and optimise the use of online meetings to limit unnecessary trips.

Business Travel Emissions ($kgCO_2e$)





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SOCIAL

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Social

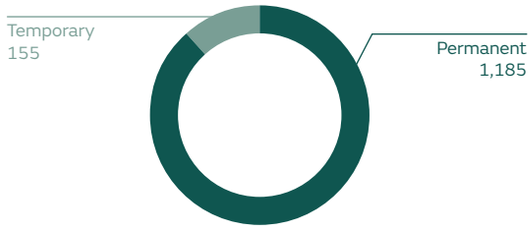
Our People

At GIB, our People Strategy is intended to create and nurture a workforce capable of delivering the highest levels of customer service and operational excellence, while fostering a culture that rewards excellence and supports our people in building fulfilling careers.

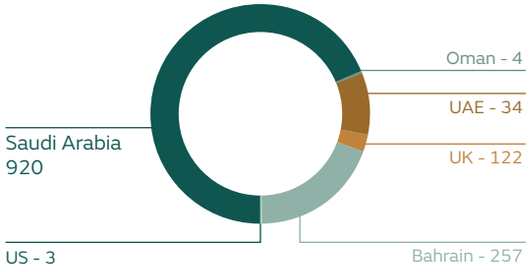
We believe that our people are our greatest asset. In line with this, we are committed to investing in our people's wellbeing and equipping them with the tools and opportunities they need to grow. We are equally committed to building a culture that is equitable, diverse and inclusive.

Our HR strategy and policy governance framework guides decision-making on the management of HR policies across the Bank. The framework ensures compliance with legislation and leading practice. All our HR policies comply with applicable labour laws and regulations issued by the relevant regulatory authorities in each country in which we operate.

Employees



Employees





Social

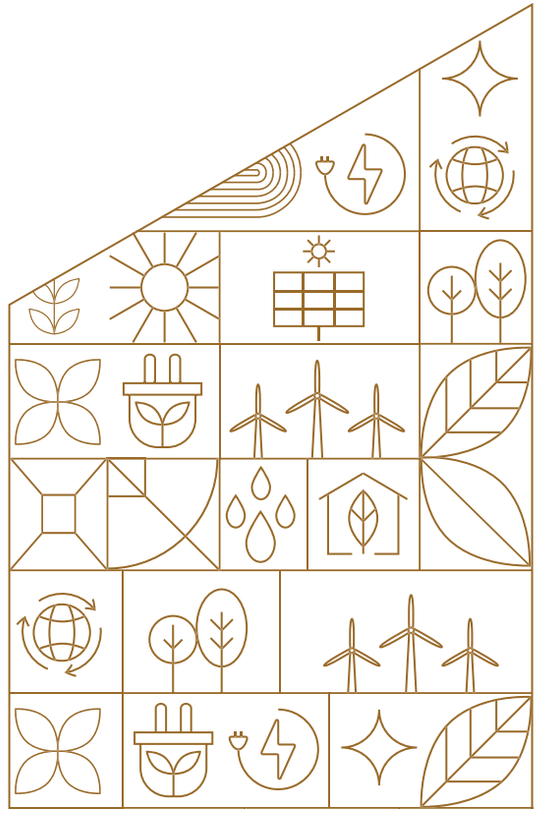
Our People

Enhancing Our Culture at GIB UK

At GIB UK, we recognise that a strong, inclusive culture is fundamental to delivering sustainable success. In 2025, we launched our annual Culture & Engagement Survey as a vital "health check" of our organisational culture. A key enhancement this year was the adoption of Culture Amp, a leading platform that brings people science and benchmarking into our engagement process. This technology enables us to compare our results with industry peers, identify trends and create targeted action plans. Beyond engagement metrics, Culture Amp offers tools for 360-degree feedback, empowering individuals and teams to focus on continuous improvement and personal development. The 360-degree feedback tool will be launched at GIB UK in 2026. These capabilities will help us build a culture of accountability, collaboration and growth, ensuring that every colleague feels equipped and enabled to thrive. The survey remains fully anonymous and provides invaluable insights into how we are performing against our cultural aspirations and where we can improve.

The survey results have highlighted several areas of focus as we move into 2026. To turn insights into action, we have introduced Culture Workshops to share the survey results across the business. These sessions provide a collaborative space for teams to explore the survey findings, share perspectives and co-create solutions. Each workshop culminates in a clear action plan, which is shared with colleagues and tracked over time. This transparency ensures that everyone understands the steps we are taking and can see progress as it happens. To maintain momentum, we can conduct pulse checks on key areas as needed throughout the year, enabling us to monitor improvements and adjust our approach accordingly. This iterative process reinforces our commitment to listening, learning and acting together.

We can leverage the insights from Culture Amp to drive meaningful change. This includes streamlining processes, enhancing enablement and embedding a high-performance culture that balances results with wellbeing and inclusion. By acting on what our people have told us, we aim to create an environment where every colleague feels a deep sense of belonging and has the tools to succeed. Together, we will continue to build a culture that supports sustainable growth and reflects the values we stand for.



Social

Equity, Diversity and Inclusion

Female Empowerment

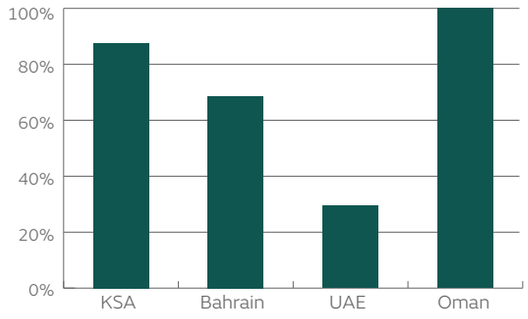
GIB is committed to fostering a diverse and inclusive workplace, with a focus on advancing female empowerment at all levels. In 2025, female representation stood at approximately 34 per cent, positioning us among the highest in the GCC. This achievement reflects our ongoing efforts to build a balanced workforce and create equitable opportunities for all employees.

However, we recognise that focusing on female representation alone is not enough. Achieving meaningful progress requires ensuring that women are adequately represented in leadership roles. To address this, we launched a development programme in the Kingdom of Saudi Arabia aimed at preparing our high-potential female employees for managerial positions through structured individual development plans and tailored training designed to build competencies and confidence. Early feedback indicates strong engagement and positive outcomes. We plan to expand this programme across our other offices in the GCC.

Nationalisation

To advance the inclusion of national employees across Bahrain, Saudi Arabia, the UAE and Oman, GIB ensures that its recruitment practices and learning and development initiatives are fully aligned with the nationalisation strategies and priorities of each country. Our approach includes working proactively to meet mandated targets and requirements, as well as adhering to the specified timelines set by the respective national authorities. Through these efforts, GIB aims to contribute meaningfully to the development of local talent and to support the broader economic and workforce objectives of the region.

Nationalisation Ratios across GIB's GCC Offices



Parental Leave

GIB is committed to supporting our employees in balancing their professional and family responsibilities. Parental leave, covering both maternity and paternity leave, is provided to all eligible employees and is aligned with the legislation of the countries in which we operate.

Beyond statutory requirements, we provide a number of family-friendly benefits including daycare allowances for eligible employees, dedicated nursing rooms to support new mothers and flexible working arrangements that help parents manage their professional and childcare responsibilities more effectively.

Collectively, these initiatives reflect our belief that supporting families contributes to a more engaged and productive workforce and positions us as an employer of choice for female workers.



Social

Equity, Diversity and Inclusion

Disability Inclusion

We are committed to building an environment where colleagues of all abilities can thrive. Our approach focuses on accessibility, equitable opportunities and cultivating a workplace culture that actively values the contributions of people with disabilities.

As part of this commitment, our KSA office achieved the Mowaamah Gold Certification – a national recognition awarded to organisations that meet the highest standards for disability inclusion and workplace accessibility. This accomplishment reflects both our progress and our ongoing dedication to embedding inclusive practices across all areas of our business.

Non-Discrimination

GIB has a comprehensive Code of Conduct covering areas such as harassment, ethics and workplace conduct. The Code of Conduct is designed to guide all employees at GIB and its subsidiaries globally in following best practices and meeting the highest standards of ethical and professional conduct expected of a reputable financial institution.

Disrespectful or discriminatory conduct, whether occurring within the workplace or in connection with work-related social functions, is unacceptable to GIB and will not be tolerated.



Social

Human Capital Development and Wellbeing

Learning and Development

Our employees are integral to GIB's success. Supporting the continuous professional growth of our people remains a priority. We believe in lifelong learning and in fostering an environment where every individual can grow, develop their skills and progress in their career.

Our training programme comprises compulsory modules that employees are required to complete to meet regulatory requirements, as well as additional training developed through an annual training needs analysis conducted by the Learning and Development Team. Training is delivered through multiple channels including in-person workshops, live online sessions and our digital learning platforms. Our employees are also encouraged to pursue external training and professional qualifications relevant to their roles.

SPOTLIGHT

Programme Name	Description
Irtiqa	A specialised programme that focuses on C-suite succession planning.
Tamayoz	An organisation design programme that included the delivery of a comprehensive technical and behavioural competency framework, which will form the foundation of our future career development and assessment processes.
Training Needs Analysis	A systematic process used to identify gaps between employees' current performance and the skills, knowledge and competencies required to achieve GIB's goals. It ensures that training investments directly support strategy, improve performance and address real capability gaps.
Leadership Development Tracks	A structured, multifaceted programme delivered in partnership with prestigious universities. It provides participants with a framework for understanding their distinctive strengths and potential and helps them make key shifts required to take their leadership to the next level.
Jammaz Al Suhaimi Professional Foundation	A new programme tailored specifically to fresh graduates as part of GIB's CSR initiative. The programme is designed to introduce graduates to the professional world and equip them with the skills and knowledge needed to excel. Key features of the programme include: ▪ Intensive training in behavioural skills ▪ Sessions focused on business acumen, personal development, communication and problem-solving. ▪ Group activities delivered through gamification and simulation
Individual Development Plans – Top Talents	A personalised strategic framework designed to accelerate the growth of GIB's top talent, incorporating the 70–20–10 development methodology, which emphasises 70% experiential learning, 20% learning through others, and 10% formal training.
C-suite Development	A journey designed to strengthen self-awareness and strategic alignment across the organisation.
Executive Insights Series	Sessions designed for the Board of Directors and Senior Management, focusing on global and emerging topics such as sustainability, governance, digital transformation and the future of work. These sessions promote thought leadership, cross-functional collaboration and alignment with global best practices.

Social

Human Capital Development and Wellbeing

Performance Management

All GIB employees undergo annual performance development reviews, which include career development advice. The outcomes contribute to all reward, recognition, talent management and career progression decisions. Sustainability KPIs are incorporated into all departmental scorecards, ensuring that sustainability criteria are included in the performance evaluation process.

Wellbeing

Employee wellbeing remains a central pillar of our sustainability agenda. This year marks the second full year of implementing our wellbeing programme in partnership with Plumm Health, a platform that provides employees with access to mental-health resources, counselling and evidence-based wellbeing tools. Through this partnership, we continue to offer comprehensive support that promotes mental, physical and emotional resilience across our workforce. Our programme also includes wellbeing awareness sessions, preventative health initiatives and resources designed to foster a healthier and more engaged workplace. By prioritising wellbeing, we aim to create an environment in which employees feel supported, valued and empowered to thrive both professionally and personally.



Social

Other Social Topics

Human Rights

GIB is deeply committed to upholding human rights in all aspects of our operations. We recognise our responsibility to respect and promote human rights as outlined in the United Nations Guiding Principles on Business and Human Rights. The GIB Human Rights Framework is available here.

Child and Forced Labour

GIB does not support or undertake any activities involving child or forced labour. We comply with national laws and regulations relating to child and forced labour in all countries where we operate.

Violence, Harassment and Sexual Exploitation

We aim to foster a working environment that is safe, respectful and free from all forms of violence, harassment and sexual exploitation. We require all employees and third-party contractors who work at our offices to read our Code of Conduct and confirm their compliance with it every year. The Code also details how employees can lodge a complaint, including through a confidential Whistleblowing hotline.

Collective Bargaining

GIB follows the applicable laws and guidelines relating to collective bargaining in each jurisdiction. While our employees are not covered by collective bargaining agreements, we remain committed to providing safe and equitable working conditions and terms of employment, informed by research and developed in consultation with external advisers.

Security, Health and Safety

The Bank is committed to the security, health and safety (SHS) of its employees, customers and stakeholders. GIB's SHS programme has been established to protect and safeguard against physical security, health and safety risks, as well as environmental threats, through training and appropriate measures to safeguard business operations and the working environment. All employees are required to undertake mandatory training in workplace safety.



Social

Stakeholder Engagement

GIB's Stakeholders

GIB has identified its key stakeholders as those groups on which the Bank can have a material impact and those that exert material influence on, and have a material impact on, the Bank and its operations.

1 Clients and Customers

Our business is centred around our clients and customers. The greater the understanding we have of their needs and the challenges they face, the better we can support them in achieving their financial aims.



2 Employees and Other Workers

We want GIB to be a great place to work and build careers. The success of the Bank's strategy depends on having motivated people with the expertise and skills required to deliver it.



3 Investors and Shareholders

We seek to understand investor needs through ongoing dialogue. Our majority shareholder is represented on our Board of Directors to ensure alignment between shareholder needs and corporate strategy.



4 Regulators

We believe that good relationships with regulators are built on trust and communication. We therefore proactively engage in dialogue and share expertise with our regulators to ensure we play our part in an efficient and compliant financial system.



5 Governments and Policymakers

Governments and policymakers support the effective functioning of the economy.



6 Suppliers and Outsourcing

Suppliers provide the goods and services on which we rely to deliver for our clients.



7 Community and Partnerships

GIB has forged strong networks of partnerships with organisations and institutions that help deliver our strategy and advance our sustainability agenda. We also play an important role in supporting the communities in which we operate through corporate social responsibility and broader engagement activities.



Social

Stakeholder Engagement

Stakeholder Engagement

The purpose of stakeholder engagement within GIB is to:

- Understand how stakeholders perceive value
- Identify trends that might not yet have come to general attention but which are growing in significance
- Identify material matters, including risks and opportunities
- Develop and evaluate strategy by incorporating stakeholder feedback into decision-making
- Manage risks
- Implement activities, including strategic and accountable responses to material matters
- Provide stakeholders with clear and relevant information to enable effective decision-making, and explain how their input has influenced decisions

We use a range of methods to maintain meaningful engagement across stakeholder groups. While we acknowledge that establishing a genuine two-way dialogue can be challenging, our aim is to tailor communication methods and styles to the audience and monitor the effectiveness of engagement.

Partnerships and Collaboration

GIB continues to strengthen its stakeholder engagement and impact through strategic third-party partnerships. In support of our commitment to a sustainable future, we have expanded both the number and diversity of the organisations we support and collaborate with, broadening the reach of our partnership activities. The Bank's growing network of partnerships and memberships remains a critical enabler of our progress towards a more sustainable and resilient future.

In 2025, GIB's stakeholder partnerships and memberships included:

- Abu Dhabi Sustainable Finance Declaration
- Bahrain Association of Banks
- UK Finance
- The Investment Association
- World Economic Forum
- Institutional Investors Group on Climate Change
- UN Principles for Responsible Investment
- United Nations Environment Programme Finance Initiative (UNEP FI) and the Principles for Responsible Banking
- Farm Animal Investment Risk and Return (FAIRR) Initiative
- CDP
- Saudi Central Bank ESG Banks' Advisory Committee (EBAC)
- UAE Banks Federation (UBF)
- UN Women's Empowerment Principles (WEPs)



Social

Corporate Social Responsibility

Corporate Social Responsibility (CSR) reflects our institutional commitment to creating a positive impact on our stakeholders and constitutes an integral part of GIB's pursuit of good corporate citizenship. It ensures that ESG values and responsible banking principles are embedded in everything we do. Details of the organisations we support are provided on page 17 of the GIB Annual Report 2025, available here.

To support our local communities, particularly segments requiring assistance and knowledge sharing, we have undertaken the following initiatives in a sustainable and responsible manner:

- Contributing to cultural and heritage maintenance and restoration projects in the community
- Supporting local community services initiatives for underprivileged citizens
- Providing support for individuals with special needs
- Endorsing sustainable environmental initiatives
- Contributing to women's empowerment programmes

GIB CSR Contributions

	US$ '000
Revenue	758,389
Corporate Social Responsibility (CSR) contributions	804
CSR contributions as a percentage of revenue	0.1%



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GOVERNANCE

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Governance

Corporate Governance

Sound corporate governance, both in achieving organisational integrity and efficiency and in ensuring fairness for all stakeholders, has been essential to GIB since our establishment in 1975.

We have consistently and progressively adopted and implemented best practice corporate governance standards on par with those of publicly traded financial institutions, despite not being a listed company. Our corporate governance report is an integral part of our annual report and can be found on our website.



Governance

Corporate Governance

Governance Development

During the reporting period, the Bank amended its Articles of Association to increase the size of the Board of Directors from ten (10) to eleven (11) members. Accordingly, the Board was reconstituted and now comprises eleven (11) directors, including seven continuing members from the previous term and four newly appointed members. The reconstituted Board includes one female director, reflecting the Bank's commitment to diversity and inclusive governance. These developments enhance Board effectiveness, oversight and alignment with recognised corporate governance best practices.

The Bank also initiated the development of a consolidated Delegation of Authority Matrix to enhance the clarity of roles and responsibilities, strengthen governance controls and support consistent decision-making across the Bank.

During 2025, the Governance Unit further strengthened the Bank's governance framework by finalising an Intra-Group Governance Agreement. The Agreement was developed to clearly define governance oversight, delegation of authority, reporting lines and decision-making arrangements between the parent entity and its subsidiaries. This initiative enhances governance clarity, reinforces accountability and supports regulatory alignment across the Group.

In January 2025, the Governance Unit was tasked with adopting governance frameworks, ensuring consistency in governance models for regulatory-mandated management committees, managing critical governance processes, providing assurance on the quality of the aforementioned committees and standardising their terms of reference. The establishment of the sub-unit aims to improve the effectiveness of regulator-mandated management committees and reinforce accountability and regulatory alignment across the Group.

Ethics and Anti-Corruption

GIB is committed to upholding the highest standards of ethical and professional conduct required of a reputable financial institution and prohibits any form of bribery, kickback, payoff or any other improper payment, gift, contribution, benefit or any other inducement with a corruptive effect. The Bank has zero tolerance for bribery or corruption.

The Bank's Code of Conduct is approved by the Board and overseen by the Board through the Risk and Audit Committees. It is acknowledged and signed by all employees upon joining the Bank. An up-to-date version of the document is available on the intranet and our website.

All employees at GIB are required to annually affirm that they have read and understood the Code and comply with it. As of 31 December 2025, 100 per cent of GIB employees confirmed and acknowledged their compliance with the Code of Conduct.

GIB also has an equivalent Group Outsourcing and Third-Party Supplier Code of Conduct with which all business partners, including suppliers, third-party providers, distributors, consultants and independent contractors, are expected to comply with the Code.

Data Privacy

GIB maintains comprehensive Data Privacy Policies that reflect its commitment to safeguarding personal data and complying with the provisions of the applicable Personal Data Protection Laws (PDPL).

The policies outline the Bank's approach to collecting, processing, storing and protecting personal and sensitive data, ensuring compliance with relevant regulations and international best practices. GIB acts as the data controller and enforces strict security measures, including physical, electronic and procedural safeguards to prevent unauthorised access, alteration or disclosure of customer data.

GIB also ensures that updates to the Data Privacy Notice are communicated transparently and that data subjects can easily contact the Bank's Data Protection Office to exercise their rights or raise privacy-related concerns.

Governance

Corporate Governance

Conflicts of Interest

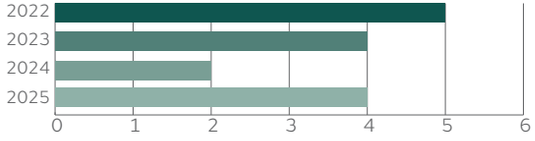
All staff and Board members have a duty to disclose and, to the extent possible, avoid any activity at the Bank or elsewhere that creates, or appears to create, a conflict of interest between their own interests, whether individually or through association with other entities, and the interests of the Bank. Everyone must recuse themselves from any discussion or decision-making that involves a matter on which they are unable to provide objective advice, or that relates to a subject or (proposed) transaction in which a conflict of interest arises.

Whistleblowing

GIB is committed to the highest standards of honesty, integrity and accountability. In line with this commitment and the GIB Code of Conduct, the Bank has established mechanisms for employees to confidentially raise concerns about improprieties in financial, ethical or legal matters without fear of reprisal.

The Whistleblowing Policy encourages all employees and directors with serious concerns about any aspect of GIB's work, or about any individual, to come forward and voice those concerns. In addition, the Bank is committed to regularly communicating whistleblowing awareness initiatives which include training programmes, communication campaigns, anonymous reporting channels, clear policies, leadership support, and strong whistleblower protection assurances. These measures help foster a transparent and ethical workplace.

Number of Whistleblowing Incidents Reported





Governance

Corporate Governance

Remuneration

GIB's compensation philosophy is to provide a competitive level of total rewards to attract, retain and motivate qualified and competent employees. The Bank's variable remuneration policy is driven primarily by a performance-based culture that aligns employee interests with those of its shareholders. These elements support the achievement of set objectives by balancing rewards for both short-term results and long-term sustainable performance. The strategy is designed to share the Bank's success and to align employee incentives with the risk framework and outcomes. All compensation matters, as well as overall compliance with regulatory requirements, are overseen by the Governance, Nomination and Remuneration Committee of the Board.

Incentivised Pay

Executives are incentivised based on sustainability performance through Group, Divisional and Individual scorecards that include ESG-related KPIs. Performance against these KPIs influences variable pay, which can be positively or negatively adjusted. While there is no fixed percentage of compensation tied solely to ESG metrics, a risk adjustment mechanism reduces the bonus pool if Bank-level targets are not met, and long-term incentive plans incorporate sustainability goals.

Other Compliance Issues

GIB maintains zero tolerance for non-adherence to laws and regulations. In 2025, a total of seven regulatory fines were incurred, as disclosed in Table G-05 of Appendix 3. Significant instances of non-compliance are assessed on a case-by-case basis by the Compliance function, and there were no instances classified as significant non-compliance during 2025.



Governance

Sustainability Governance

Board Oversight

The Board of Directors is responsible for the overall business performance and strategy of the Bank. The Board establishes, among other things, the objectives of the Bank and adopts and annually reviews its strategy. Sustainability is a key pillar of GIB's strategy. It is embedded within entity-level and divisional strategies.

The Board is supported in discharging its responsibilities by a number of board committees. These include:

Board Sustainability and Climate Change Committee (BSCCC)

The purpose of the BSCCC is to play an advisory role in the design of GIB's sustainability (which includes ESG) and climate change strategies. The BSCCC advises the Board on the progress of the strategies and challenges executive management to ensure that sustainability and climate change risks and opportunities are effectively embedded into the Bank and Group businesses.

BSCCC includes members of the Group Board and GIB Asset Management. The BSCCC is informed about Group sustainability matters at its meetings, which typically take place twice a year.

Board Sustainability and Climate Change Committee (BSCCC)

The BSCCC is responsible for:

- Overseeing the GIB Sustainability Framework
- Overseeing the GIB Sustainable Finance and Transition Finance Framework and other related sustainability frameworks and policies
- Endorsing sustainability targets and monitoring associated metrics

GIB B.S.C. Board Risk Policy Committee (BRPC) and GIB KSA Board Risk Committee (BRC)

The BRPC and BRC have been mandated by the Board to ensure that the Bank has an effective risk management framework in place and maintains oversight of the management of non-financial risks, including, but not limited to, regulatory compliance, sustainability (ESG) risks and outsourcing and third-party risks. These two bodies ensure the development of the governance frameworks, policies, processes and responsibilities in this area. The Board Risk Policy Committee and the Board Risk Committee each meet at least quarterly.

Governance, Nomination and Remuneration Committee (GNRC)

The GNRC determines whether appropriate skills and competencies are available, or will be developed, to oversee strategies designed to respond to sustainability-related risks and opportunities. In addition, the GNRC ensures that relevant sustainability-related performance metrics are included in remuneration policies. The Committee meets at least twice a year. The Board and its Committees keep up to date on sustainability-related regulations.

The above-mentioned Board-level committees submit periodic reports to the Board of Directors on their activities and decisions.

Governance

Sustainability Governance

Management Oversight

There are several management channels with specific responsibilities for sustainability. These include the Sustainability Committee, the role of the Chief Sustainability Officer (CSO) and other management-level structures as directed by the CSO.

Sustainability Committee

The Sustainability Committee is the main management body with specific sustainability responsibilities. The Sustainability Committee meets quarterly and is a forum for knowledge sharing, providing updates as well as coordinating and driving the implementation of GIB's sustainability strategy.

Chief Sustainability Officer (CSO)

The Group CEO has delegated the management of sustainability-related matters to the CSO, and to members of GIB's senior management team. For example, Management Committee members have responsibilities related to sustainability included in their job descriptions.

The CSO has set up several structures to help manage GIB's sustainability impacts. The CSO typically reports to the Board twice a year.

Group Sustainability Team	Climate Working Group	Sustainability Evaluation and Approval Committee
Develop the Group sustainability strategy Operationalise the sustainability strategy Provide support and guidance in their capacity as the internal sustainability partner	Undertake work to meet sustainability reporting obligations, including supporting the implementation of IFRS S2 requirements within GIB. Made up of colleagues from Finance, Risk, Strategy and Sustainability	Ensure that GIB's suite of sustainable finance products maintains its integrity and alignment with GIB's agreed Sustainable and Transition Finance Framework Particular focus on mitigating sustainability-related risk, including climate-related risk and reputational risk It functions as a risk management and control process that enables learning and information sharing on climate-related risks and opportunities



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APPENDICES

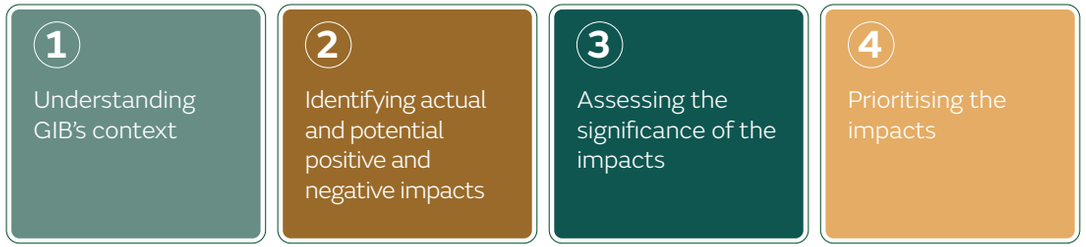
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Appendices

Appendix 1 – GIB's Approach to Materiality

GIB follows the materiality assessment process outlined in GRI 3: Material Topics 2021, which provides step-by-step guidance for organisations on determining material topics. Material topics are defined as those that represent an organisation's most significant impacts on the economy, the environment, and people. As part of this process, we took steps to understand the Group's context, identify actual and potential impacts, assess their significance, and prioritise the most material impacts for reporting. This work was carried out through engagement with relevant internal and external stakeholders and validated by experts from the Group Sustainability Team. Consistent with the GRI Standards, our materiality assessment approach follows a four-step process.



Understanding GIB's Context

This step involves reviewing our activities, strategic positioning, stakeholders, and supply and value chains.

Identifying Actual and Potential Positive and Negative Impacts

The purpose of this step is to identify a long list of actual and potential impacts, both positive and negative, on the economy, environment and people, including human rights, across multiple time periods. A range of sources was considered, including:

- Our previously identified material topics (see our 2024 Sustainability Report)
- Impact analysis exercises conducted by and for business areas
- Industry data and initiatives such as industry reports, the Sustainability Accounting Standards Board (SASB) Materiality Map, the GRI draft project proposal for banks and assessments by rating agencies
- Regional initiatives to understand material topics from a regional perspective. For example, Saudi Vision 2030, Bahrain Economic Vision 2030 and We the UAE 2031
- Peer assessments to understand what other banks have identified as material issues, the time horizons considered and their resulting action plans

Assessing the Significance of the Impacts

Impacts were ranked based on the scale, severity and likelihood of the actual and potential impacts. The assessment was conducted by the Group Sustainability Team, taking into consideration whether the impact was positive or negative, the likely timeframe and the impact category (financial, operational, strategic, reputational or regulatory). Each assessment was then assigned a numerical score.

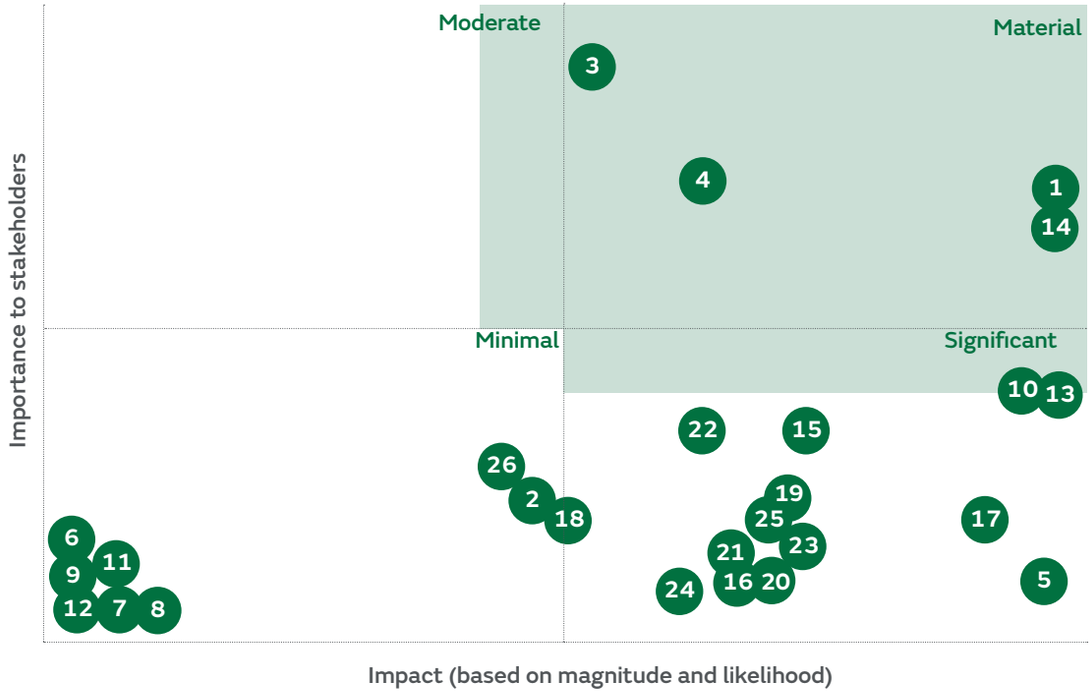
Prioritising the Impacts

To inform the prioritisation process, an assessment was carried out to determine the importance of the identified topics from the perspective of GIB stakeholders. Of the groups listed in GIB's Stakeholders overview (see page 50), two groups were consulted directly: colleagues and clients. The views of shareholders, regulators, suppliers, community representatives and other partners were inferred from ongoing engagement and discussions with these groups. Input was gathered through several mechanisms, including surveys, focus groups and desktop research.

Appendices

Appendix 1 – Materiality Matrix

The results of the materiality assessment were presented in a materiality matrix. A threshold was established and topics were prioritised based on where GIB could reasonably be expected to drive improvements in its impacts over a three-year period.



Economic
1. Economic value
2. Financing environmental impact
3. Financing and investment opportunities
4. Financial system stability
5. MSME finance

Environmental
6. Water
7. Biodiversity
8. Waste
9. Resource efficiency and security
10. Climate (including climate risk and emissions)
11. Clean air
12. Noise

Social
13. EDI
14. Human capital development and wellbeing
15. Consumer financial protection
16. Responsible sourcing and procurement
17. Financial inclusion and access to finance
18. Localisation

Governance
19. Data privacy, protection, and security
20. Accounting standards
21. Corporate behaviour
22. Customer experience
23. Customer protection
24. Fair advice
25. Reporting, transparency, audit, and disclosure
26. Other governance indicators

Appendices

Appendix 2 – Central Bank of Bahrain ESG Reporting Index

Gulf International Bank Group has reported the information for the period from 1st of January to 31st December 2025 in accordance with the ESG disclosure requirements of the Central Bank of Bahrain (CBB). The relevant disclosures have been referenced against the CBB's ESG disclosure requirements in the index below. In some instances, information could not be provided due to the limitations of data availability.

KPI		Comments
Environmental		
E.1:	Environmental Oversight	Please see Governance – Board Oversight and Management Oversight.
E.2:	Energy Consumption	Please see Appendix 3 - Energy Consumption table.
E.3:	Energy Intensity	Please see Appendix 3 - Energy Intensity table.
E.4:	Energy Mix	Please see Appendix 3 - Energy Mix table.
E.5:	GHG Emissions	Please see Environment – Carbon Emissions Data and Appendix 3 - Total GHG Emissions by Entity and Scope table.
E.6:	Emission Intensity	Please see Environment – Carbon Emissions Data.
E.7:	Climate Risk Mitigation	Please see Financing and Investment Opportunities – Wholesale Banking and Governance – Board Oversight and Management Oversight.
E.8:	Water Usage	Please see Environment – Other Environmental Indicators: Water Consumption.
E.9:	Waste Generation	Please see Environment – Other Environmental Indicators: Waste Management.
E.10:	Emissions Targets	Please see the relevant subsection under Environment.
Social		
S.1:	Total Workforce by Sex, Age Group, and Employment Type	Please see Appendix 3 - Total Workforce tables.
S.2:	Child and Forced Labour	Please see Social – Other Social Topics: Child and Forced Labour.
S.3:	Employee Turnover	Please see Appendix 3 - Turnover Rate by Gender and Type table.
S.4:	Gender Pay Ratio	Please see Appendix 3 - Gender Pay Ratio table.
S.5:	Health and Safety	Please see Social – Other Social Topics: Security, Health & Safety and Appendix 3 - Health and Safety table.
S.6:	Non-Discrimination	Please see Social – Equity, Diversity and Inclusion: Non-Discrimination.
S.7:	Nationalisation	Please see Social – Equity, Diversity and Inclusion: Nationalisation and Appendix 3 - Nationalisation Rates table.
S.8:	Community Investment	Please see Social – Corporate Social Responsibility and Appendix 3 - CSR Community Investment (% of Revenue) table.
S.9:	Human Rights	Please see Social – Other Social Topics: Human Rights.
S.10:	Management Composition and Diversity	Please see Social – Equity, Diversity and Inclusion and Appendix 3 - Management Composition by Gender and Level table.
S.11:	Development and Training	Please see Social – Human Capital Development and Wellbeing: Learning and Development and Performance Management, and Appendix 3 - Training Hours by Gender table.

Appendices

Appendix 2 – Central Bank of Bahrain ESG Reporting Index

KPI	Comments
Governance	
G.1: Board Composition	Please see Appendix 3 - Board and Management Composition by Age and Gender table and Appendix 4 - GIB BSC Board of Directors Composition.
G.2: Collective Bargaining	Please see Social – Other Social Topics: Collective Bargaining.
G.3: Whistleblowing	Please see Governance – Corporate Governance: Whistleblowing and Appendix 3 - Whistleblowing Incidents table.
G.4: Data Privacy	Please see Governance – Corporate Governance: Data Privacy.
G.5: Disclosure Practices	Please see Basis for Preparing the Report.
G.6: Conflicts of Interest	Please see Governance – Corporate Governance: Conflicts of Interest.
G.7: Supplier Code of Conduct	Please see Governance – Corporate Governance: Ethics and Anti-Corruption.
G.8: Incentivised Pay	Please see Governance – Corporate Governance: Remuneration – Incentivised Pay.
G.9: Ethics and Anti-Corruption	Please see Governance – Corporate Governance: Ethics and Anti-Corruption.
G.10: Assurance	Please see Basis for Preparing the Report – Assurance and Appendix 3 – Assured Data Tables.

Appendices

Appendix 3 – Assured Data Tables

Total GHG Emissions by Entity and Scope

Entity	Records	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Scope 3 (tCO_2e)	Total (tCO_2e)	% of Group
GIB KSA	1969	134	6,911	2,485	9,529	71.0%
GIB B.S.C.	885	74	2,705	972	3,752	28.0%
GIB (UK) Ltd	234	3	27	101	131	1.0%
CONSOLIDATED	**3088**	**211.2**	**9,643.1**	**3,557.8**	**13,412.1**	**100.0%**

Energy Consumption	MWh
Purchased Electricity	15,352.6
Gas	5.1
Fuel	102.1
Total	15,459.8
Solar Electricity Generated and Consumed at Bahrain Head Office	**377.5**

In 2025, GIB consumed 15,459.8 MWh of energy from purchased electricity, gas and fuel, excluding 377.5 MWh of solar electricity generated and consumed at GIB's Bahrain Head Office. Total energy consumption, including solar electricity, was 15,837.3 MWh.

Energy Intensity	MWh/FTE
Energy Intensity per FTE	13.36

Energy intensity is calculated as total energy consumption divided by the number of full-time equivalent (FTE) employees. For 2025, GIB's energy intensity was approximately 13.36 MWh per FTE, based on 15,837.3 MWh of total energy consumption and 1,185 FTE employees.

Energy Mix	%
Electricity	99.3%
Gas	0.03%
Fuel	0.7%
Total	**100%**

GIB's 2025 energy mix comprised 99.3% electricity, 0.7% fuel, and 0.03% gas. Gas consumption was sourced from national utilities and classified as non-renewable energy.

Appendices

Appendix 3 – Assured Data Tables

Total Workforce by Country and Employment Type

Region	Perm FTE	NFTE	Part-Time	Total F	Total M	Total	% of Group
Saudi Arabia	806	114	-	273	647	920	68.7%
Bahrain	233	24	-	97	160	257	19.2%
Oman	4	-	-	2	2	4	0.3%
UAE	34	-	-	11	23	34	2.5%
GCC	**1,077**	**138**	**-**	**383**	**832**	**1,215**	**90.7%**

Region	Perm FTE	NFTE	Part-Time	Total F	Total M	Total	% of Group
UK	105	13	4	44	78	122	9.1%
US	3	-	-	2	1	3	0.2%
GROUP	**1,185**	**151**	**4**	**429**	**911**	**1,340**	**100.0%**

Appendices

Appendix 3 – Assured Data Tables

Workforce by Age and Gender

Region	<30 F	<30 M	<30 T	30–50 F	30–50 M	30–50 T	50+ F	50+ M	50+ T	Total
KSA	119	91	210	154	502	656	-	54	54	920
Bahrain	21	10	31	70	115	185	6	35	41	257
Oman	1	-	1	1	2	3	-	-	-	4
UAE	2	1	3	7	17	24	2	5	7	34
GCC	143	102	245	232	636	868	8	94	102	1,215
UK	5	10	15	20	42	62	13	19	32	109
US	-	-	-	1	-	1	1	1	2	3
GROUP	**148**	**112**	**260**	**253**	**678**	**931**	**22**	**114**	**136**	**1,327**

New Hires by Age and Gender

Region	<30 F	<30 M	<30 T	30–50 F	30–50 M	30–50 T	50+ F	50+ M	50+ T	Total
KSA	17	23	40	11	30	41	0	2	2	83
Bahrain	1	1	2	0	1	1	0	1	1	4
Oman	0	0	0	0	0	0	0	0	0	0
UAE	1	0	1	0	1	1	0	0	0	2
GCC	19	24	43	11	32	43	0	3	3	89
UK	2	4	6	5	8	13	2	1	3	22
US	0	0	0	0	0	0	0	0	0	0
GROUP	**21**	**28**	**49**	**16**	**40**	**56**	**2**	**4**	**6**	**111**

Appendices

Appendix 3 – Assured Data Tables

Turnover Rate by Gender and Type

Region	Vol F	Invol F	Total F	Rate F	Vol M	Invol M	Total M	Rate M	Total	Rate
KSA	25	7	32	11.8%	52	62	114	17.2%	146	15.6%
Bahrain	1	2	3	2.9%	1	4	5	2.9%	8	2.9%
Oman	0	0	0	0.0%	0	0	0	0.0%	0	0.0%
UAE	0	0	0	0.0%	1	2	3	24.0%	3	15.0%
GCC	26	9	35	9.0%	54	68	122	14.2%	157	12.6%
UK	5	14	19	44.2%	6	13	19	25.5%	38	32.3%
GROUP	**31**	**23**	**54**	**12.5%**	**60**	**81**	**141**	**15.1%**	**195**	**14.2%**

Gender Pay Ratio

GCC (Median Pay)

Entity	Level	Ratio (F:M)
KSA	Entry	1: 0.90
KSA	Mid	1: 0.84
KSA	Executive	1: 1.38
B.S.C.	Entry	1: 1.25
B.S.C.	Mid	1: 1.44
B.S.C.	Executive	1: 1.23

UK

	Female	Male	Ratio (F:M)
Median Pay	£93,625	£107,335	0.87

Appendices

Appendix 3 – Assured Data Tables

Training Hours by Gender

Region	Type	F Hours	Avg F	M Hours	Avg M	Total Hrs	Avg Total
KSA	Perm FTE	10,401	40.0	21,018	38.5	31,419	39.0
KSA	NFTE	334	25.7	2,800	27.7	3,134	27.5
KSA	Total	10,735	39.3	23,818	36.8	34,553	37.6
Bahrain	Total	2,630	27.1	6,027	37.7	8,657	33.7
Oman	Total	41	20.5	96	48.0	137	34.3
UAE	Total	253	23.0	537	23.3	790	23.2

Region	Type	F Hours	Avg F	M Hours	Avg M	Total Hrs	Avg Total
GCC	Total	13,659	35.7	30,478	36.6	44,137	36.3
UK	Perm FTE	496.5	14.6	495.3	7.0	991.8	9.4
UK	PT Perm	1.5	0.4	0	-	1.5	0.4
UK	Total	498	10.8	495.3	6.3	993.3	7.9
GROUP	**Total**	**14,156**	**33.0**	**30,973**	**34.0**	**45,129**	**33.7**

Appendices

Appendix 3 – Assured Data Tables

Performance Reviews by Gender and Level

Region	Level	Female	%	Male	%	Total
GCC - B.S.C.	Entry	19	7%	37	14%	56
-	Mid	44	17%	80	31%	124
-	Senior	24	9%	29	11%	53
GCC - KSA	Entry	57	6.2%	139	15.1%	196
-	Mid	109	11.8%	199	21.6%	308
-	Senior	61	6.6%	103	11.2%	164
UK	Entry	23	21.1%	51	46.8%	74
-	Mid	12	11.0%	14	12.8%	26
-	Senior	3	2.8%	6	5.5%	9

Appendices

Appendix 3 – Assured Data Tables

Nationalisation Rates

Country	Nationals	Total Perm FTE	Rate
Saudi Arabia	760	806	94.3%
Bahrain	165	233	70.8%
Oman	4	4	100.0%
UAE	8	34	23.5%

Management Composition by Gender and Level

Region	Level	Female	%	Male	%
GCC	Entry	246	22.8%	268	24.9%
-	Mid	84	7.8%	201	18.7%
-	Senior	33	3.1%	245	22.7%
UK/US	Entry	25	20.0%	51	40.8%
-	Mid	12	9.6%	15	12.0%
-	Senior	3	2.4%	6	4.8%

Whistleblowing Incidents

Entity	Incidents
GIB B.S.C.	1
GIB KSA	3
UK/US	0 (nil confirmed)
GROUP	**4**

Health and Safety

Metric	GCC	UK/US
Total injuries	0	0
Total fatalities	0	0
Lost days due to injury	0	0

Appendices

Appendix 3 – Assured Data Tables

Board and Management Composition by Age and Gender

GIB Capital Board

Age Band	Female	Male	Total
Under 30	0	0	0
30–50	0	2	2
Over 50	0	5	5
TOTAL	**0 (0.0%)**	**7 (100%)**	**7**

GIB BSC Board

Age Band	Female	Male	Total
Under 30	0	0	0
30-50	1	4	5
Over 50	0	6	6
Total	**1 (9.1%)**	**10 (90.9%)**	**11**

Group Management Committee

Age Band	Female	Male	Total
Under 30	0	0	0
30–50	1	3	4
Age Band	**Female**	**Male**	**Total**
Over 50	1	6	7
TOTAL	**2 (18.2%)**	**9 (81.8%)**	**11**

GIB UK Board

Age Band	Female	Male	Total
Under 30	0	0	0
30–50	1	1	2
Over 50	3	4	7
TOTAL	**4 (44.4%)**	**5 (55.6%)**	**9**

Regulatory Fines and Non-Monetary Sanctions

Entity	Status
KSA	7 Regulatory Fines
Bahrain (B.S.C.)	Nil (management rep received)
Oman / UAE	Nil (management rep received)
UK/US	Nil (management rep received)

CSR Community Investment (% of Revenue)

Entity	CSR %
B.S.C.	0.1%
KSA	0.2%
UK	0.0%
GROUP	**0.1%**

Appendices

Appendix 4 – GIB BSC Board of Directors Composition

The composition of GIB BSC Board of Directors during 2025 is presented in the following tables, reflecting changes in Board membership throughout the year.

BOARD COMPOSITION: 1 JANUARY – 7 AUGUST 2025

Board member	Executive/ Non-executive	Independent/ Non-Independent	Appointed/ Elected
Mr. Abdulla bin Mohammed Al Zamil – Chairman*	Non-Executive	Non-independent	Appointed
H.E Dr. Najem Al-Zaid (Vice Chairman)	Non-Executive	Non-independent	Appointed
Mr. Abdulaziz Al Helaissi	Executive	Non-independent	Appointed
Mr. Sultan Al-Sheikh	Non-Executive	Non-Independent	Appointed
Mr. Bander bin Mogren*	Non-Executive	Non-Independent	Appointed
Mr. Frank Schwab	Non-Executive	Independent	Appointed
Mr. Rajeev Kakar	Non-Executive	Independent	Appointed
Dr. Khaled Alsweilem*	Non-Executive	Independent	Appointed
H.E. Mr. Fahad Alsaif	Non-Executive	Non-Independent	Appointed
Mr. Nezar Al-Saie	Non-Executive	Independent	Appointed

*Mr. Al Zamil, Mr. Mogren and Dr. Alsweilem's directorships ended on 7 August 2025

BOARD COMPOSITION: 8 AUGUST – 31 DECEMBER 2025

Board member	Executive/ Non-executive	Independent/ Non-Independent	Appointed/ Elected
H.E. Mr. Fahad Al Saif (Chairman)*	Non-Executive	Non-independent	Appointed
H.E Dr. Najem Al-Zaid (Vice Chairman)	Non-Executive	Independent**	Appointed
Mr. Abdulaziz Al Helaissi	Executive	Non-independent	Appointed
H.E Mr. Abdulaziz Al-Arifi***	Non-Executive	Independent	Appointed
Mr. Ahmed AlEnazi***	Non-Executive	Independent	Appointed
Dr. Khaled Al-Faddagh***	Non-Executive	Independent	Appointed
Ms. Maram Al Johani***	Non-Executive	Non-independent	Appointed
Mr. Sultan Al-Sheikh	Non-Executive	Non-independent	Appointed
Mr. Rajeev Kakar	Non-Executive	Independent	Appointed
Mr. Frank Schwab	Non-Executive	Independent	Appointed
Mr. Nezar Al-Saie	Non-Executive	Independent	Appointed

* H.E. Mr. Alsaif has been appointed as Chairman of the Board for a three-year term as of 8 August 2025. H.E. Mr. Alsaif's resignation from his position as Chairman of the Board of Directors and member of its board committees was accepted on 31 March 2026. ** H.E. Dr. Najem Al Zaid has been reclassified by the CBB as an independent Director upon his reappointment in the Bank's new Board term in August 2025, as discussed with the CBB. Additionally, an exemption was obtained from the CBB for H.E. Dr. Najem Al Zaid to assume the position of Chairman for both BRPC and GNRC committees, provided that he does not have a casting vote, which was reflected in the relevant mandates and governance documents. ***H.E. Mr. Al-Arifi, Mr. Al-Enazi, Dr. Al-Faddagh and Ms. Maram Al-Johani have been appointed to the Board for a three-year term as of 8 August 2025.

Appendices

Appendix 4 – GIB BSC Board of Directors Composition

The Committees of the Board derive their authority and powers from the Board. Details of Committees' membership are listed in the tables below:

BOARD COMMITTEES' MEMBERSHIP (1 January 2025 – 7 August 2025)

Board committees	Member name	Member position
Executive Committee	Mr. Abdulla Al Zamil	Chairman
	Mr. Abdulaziz Al-Helaissi	Member
	Mr. Rajeev Kakar	Member
	H.E. Mr. Fahad Alsaif	Member
Audit Committee	Mr. Rajeev Kakar	Chairman
	Mr. Frank Schwab	Member
	Mr. Sultan Al-Sheikh	Member
Governance, Nomination & Remuneration Committee	H.E. Dr. Najem Al Zaid	Chairman
	Mr. Frank Schwab	Member
	Mr. Bander bin Mogren	Member
Risk Policy Committee	H.E. Dr. Najem Al Zaid	Chairman
	Dr. Khaled Alsweilem	Member
	H.E. Mr. Fahad Alsaif	Member
	Mr. Nezar Al Saie	Member
Innovation Committee	Mr. Frank Schwab	Chairman
	Mr. Abdulla Al Zamil	Member
	Mr. Abdulaziz Al-Helaissi	Member
	Mr. Sultan Al-Sheikh	Member
Board Sustainability and Climate Change Committee (BSCCC)	Mr. Abdulla Al Zamil	Chairman
	Mr. Abdulaziz Al-Helaissi	Member
	Mr. Sultan Al-Sheikh	Member
	Ms. Katherine Garrett-Cox	Member

BOARD COMMITTEES' MEMBERSHIP (8 August 2025 onwards)

Board committees	Member name	Member position
Executive Committee	H.E. Mr. Fahad Alsaif	Chairman
	Mr. Abdulaziz Al-Helaissi	Member
	Mr. Rajeev Kakar	Member
	H.E. Mr. Abdulaziz Al-Arifi	Member
Audit Committee	Dr. Khalid Al-Faddagh	Chairman
	Mr. Sultan Al-Sheikh	Member
	H.E. Mr. Abdulaziz Al-Arifi	Member
	Mr. Rajeev Kakar	Member
Governance, Nomination & Remuneration Committee	H.E. Dr. Najem Al Zaid*	Chairman
	Mr. Frank Schwab	Member
	Ms. Maram Al-Johani	Member
Board Risk Policy Committee	H.E. Dr. Najem Al Zaid*	Chairman
	Mr. Rajeev Kakar	Member
	Mr. Nezar Al Saie	Member
	Mr. Frank Schwab	Member
Innovation Committee	Mr. Frank Schwab	Chairman
	Mr. Ahmed Al-Enazi	Member
	Mr. Abdulaziz Al-Helaissi	Member
	Mr. Sultan Al-Sheikh	Member
	Ms. Anju Patwardhan	Permanent Invitee
Board Sustainability and Climate Change Committee (BSCCC)	H.E. Mr. Abdulaziz Al-Arifi	Chairman
	Mr. Abdulaziz Al-Helaissi	Member
	Ms. Katherine Garrett-Cox	Member

* An exemption was obtained from the Central Bank of Bahrain for H.E. Dr. Najem Al Zaid to assume the position of Chairman for both BRPC and GNRC committees, provided that he does not have a casting vote, which was reflected in the relevant mandates and governance documents

Appendices

Appendix 5 – GRI Content Index

Statement of Use	GIB has reported in accordance with the GRI Standards for the period 1st January 2025 -31st December 2025
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI Standards	Disclosure Requirement	Report Section	Comments
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organisational details	About GIB	
	2-2 Entities included in the organisation's sustainability reporting	Basis for preparation	
	2-3 Reporting period, frequency and contact point	Basis for preparation	
	2-4 Restatements of information	N/A	There have been no restatements of information since the previous reporting period
	2-5 External assurance	Data Accuracy and Reporting	
	2-6 Activities, value chain and other business relationships	About GIB	
	2-7 Employees	People	
	2-8 Workers who are not employees	People	
	2-9 Governance structure and composition	Governance	
	2-10 Nomination and selection of the highest governance body	N/A	See GIB B.S.C. Corporate Governance section of GIB Annual Report 2025
	2-11 Chair of the highest governance body	N/A	See GIB B.S.C. Board of Directors section of GIB Annual Report 2025
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	
	2-13 Delegation of responsibility for managing impacts	Governance	

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Appendix 5 – GRI Content Index

GRI Standards	Disclosure Requirement	Report Section	Comments
GRI2: General Disclosures 2021 (Continued)	2-14 Role of the highest governance body in sustainability reporting	Assurance	
	2-15 Conflicts of interest	N/A	See Corporate Governance section of GIB B.S.C. Annual Report 2025
	2-16 Communication of critical concerns	N/A	See Corporate Governance section of GIB B.S.C. Annual Report 2025
	2-17 Collective knowledge of the highest governance body	Learning and development	
	2-18 Evaluation of the performance of the highest governance body	Governance	
	2-19 Remuneration policies	Remuneration	See Corporate Governance section of GIB B.S.C. Annual Report 2025
	2-20 Process to determine remuneration	Remuneration	See Corporate Governance section of GIB B.S.C. Annual Report 2025
	2-21 Annual total compensation ratio	Remuneration	
	2-22 Statement on sustainable development strategy	Message from the Chairman and Vice Chairman Message from the Group CEO Sustainability Strategy and approach - Strategy and Approach (on page 17)	
	2-23 Policy commitments	Governance	The Code of Conduct can be found in the Corporate Governance Section of the GIB B.S.C. Annual Report 2025.
	2-24 Embedding policy commitments	GIB Sustainability Framework, (page 18); Sustainability Governance (pages 58–59)	
	2-25 Processes to remediate negative impacts	N/A	See Customer Complaints and feedback section on the GIB website.
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing	
	2-27 Compliance with laws and regulations	Other governance issues	
	2-28 Membership associations	Stakeholders	
	2-29 Approach to stakeholder engagement	Stakeholders	
	2-30 Collective bargaining agreements	Collective bargaining	

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Appendix 5 – GRI Content Index

GRI Standards	Disclosure Requirement	Report Section	Comments
MATERIAL TOPICS			
GRI 3 Material Topics 2021	3.1 Process to determine material topics	Material topics	
	3.2 List of material topics	Material topics	
Material Topic: Economic Value			
GRI 201 Economic Performance 2016	3-3 Management of material topics	Economic performance	
	201-1 Direct economic value generated and distributed	Economic performance	
	201-2 Financial implications and other risks and opportunities due to climate change	Wholesale banking	See the current TCFD Report.
	201-3 Defined benefit plan obligations and other retirement plans	N/A	Consolidated data has not been prepared on pension obligations.
	201-4 Financial assistance received from government	N/A	This is not considered to be material.
Material Topic: Financing and Investment Opportunities			
N/A	3-3 Management of material topics	Sustainable Finance at GIB (pages 28–36)	
Material Topic: Climate Change			
GRI 305 Emissions 2016	3-3 Management of material topics	Our Carbon Footprint (page 38); Carbon Emissions Data, (page 39); Energy Management (page 40)	
	305-1 Direct (Scope 1) GHG emissions	Carbon emissions data, see also detailed methodology document	
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon emissions data, see also detailed methodology document	
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Emissions Data	GIB started measuring Scope 3 emissions related to Water, Waste, and Business Travel. We aim to expand our scope of reporting in the future.

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Appendix 5 – GRI Content Index

GRI Standards	Disclosure Requirement	Report Section	Comments
GRI 305 Emissions 2016 (Continued)	305-4 GHG emissions intensity	Carbon emissions data	
	305-5 Reduction of GHG emissions	Carbon emissions targets, carbon emissions data	Our Carbon Footprint (page 38); Carbon Emissions Data (page 39)
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	Not applicable.
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	N/A	Not applicable.
Material Topic: Human Capital & Wellbeing			
GRI 404 Training and Education	3.3 Management of material topics		
	404-1 Average hours of training per year per employee	Learning and Development	
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Learning and Development	GIB did not have any transition assistance programmes in place in 2025.
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital Development and Wellbeing	
GRI 403 Occupational Health and Safety 2018	403-6 Promotion of worker health	Wellbeing	

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Appendix 5 – GRI Content Index

GRI Standards	Disclosure Requirement	Report Section	Comments
Material Topic: Equity, Diversity and Inclusion			
GRI 405 Diversity and Equal Opportunity 2016	3.3 Management of material topics	Equity, Diversity and Inclusion	
	405-1 Diversity of governance bodies and employees	Equity, Diversity and Inclusion and data annex	
	405-2 Ratio of basic salary and remuneration of women to men	Equity, Diversity and Inclusion and data annex	
Material Topic: Financial System Stability			
N/A	3.3 Management of material topics	Financial System Stability	

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Glossary

GNRC	Governance, Nomination and Remuneration Committee
BRC	Board Risk Committee
BRPC	Board Risk Policy Committee
BSCCC	Board Sustainability and Climate Change Committee
CASA	Current Account and Savings Account
CBB	Central Bank of Bahrain
CBO	Central Bank of Oman
CBUAE	Central Bank of the United Arab Emirates
CDP	Formerly known as the Carbon Disclosure Project
COP	Conference of the Parties
CORSIA	Carbon Offsetting and Reduction Scheme for International Aviation
CSO	Chief Sustainability Officer
CSR	Corporate Social Responsibility
CWG	Climate Working Group
EBAC	ESG Banks Advisory Committee
EDI	Equity, Diversity, and Inclusion
EGM	Extraordinary General Meeting
ESG	Environmental, social and governance factors
FTE	Full-time Equivalent
GCC	Gulf Cooperation Council
GCEO	Group CEO
GIB	Gulf International Bank
GIB AM	GIB Asset Management
GRI	Global Reporting Initiative
GTB	Global Transaction Banking
HR	Human Resources
IFRS	International Financial Reporting Standards
ISAE	International Standard on Assurance Engagements
ISSB	International Sustainability Standards Board
KGCO2e	Kilograms of carbon dioxide equivalent
KPI	Key Performance Indicator
KSA	Kingdom of Saudi Arabia
LED	Light-emitting diode
MENA	Middle East and North Africa
MSMEs	Medium, small, and micro enterprises
PIF	The Public Investment Fund
RVCMC	Regional Voluntary Carbon Market Company
S&P CSA	Standard & Poor's Global Corporate Sustainability Assessment
SAMA	Saudi Arabian Monetary Authority, now known as the Saudi Central Bank
SAR	Saudi Riyals
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SEAC	Sustainability Evaluation and Approval Committee
SHS	Security, Health and Safety
SME	Small and medium-sized businesses (includes micro businesses)
SPO	Second-party opinion
STFF	Sustainable and Transition Finance Framework
TCFD	Task Force on Climate-related Financial Disclosures
UAE	United Arab Emirates
UBF	UAE Banks Federation
UK	United Kingdom
UN	United Nations
UNEP	United Nations Environment Programme
USA	United States of America
WEF	World Economic Forum
WEPs	Women's Empowerment Principles
WSB	Wholesale Banking

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Corporate Directory

GULF INTERNATIONAL BANK B.S.C.

HEAD OFFICE

Al-Dowali Building
3 Palace Avenue
P.O. Box 1017
Manama, Kingdom of Bahrain
Telephone: +973 1753 4000
S.W.I.F.T: GULFBHBM
S.W.I.F.T for Retail: GULFBHBMRET
Reuters Direct Dial
Forex Unit & Options: GIBB

BRANCHES

Sultanate of Oman

Muscat

Salam Square,
Office 405, 4th Floor
North Building, Salam Complex
Dohat Al Adab Street
P.O. Box 334, PC 112
Muscat,
Telephone: +968 22562222

United Arab Emirates

Abu Dhabi

Nation Towers, Unit 2501
25th floor, Tower 2
Corniche Road
P.O. Box 27051
Abu Dhabi
United Arab Emirates
Telephone: +971 2 305 0444
S.W.I.F.T: GULFAEAA

United States of America

New York

330 Madison Avenue
37th floor, New York, NY 10017
United States of America
Telephone: +1 212 922 2300
S.W.I.F.T: GULFUS33

United Kingdom

London

One Curzon Street
London W1J 5HD
United Kingdom
Telephone: +44 20 7259 3456
S.W.I.F.T: GULFGB2L

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Corporate Directory

REPRESENTATIVE OFFICES

United Arab Emirates

Dubai

Boulevard Plaza, Tower 2
Unit No. 802, 8th floor
Sheikh Mohammed Bin Rashid Boulevard
P.O. Box 9445
Dubai
United Arab Emirates
Telephone: +971 4 355 3235

GULF INTERNATIONAL BANK – SAUDI ARABIA

HEAD OFFICE

Cooperative Council Road
P.O. Box 93, Al Khobar 31952
Kingdom of Saudi Arabia
Telephone: +966 13 866 4000
S.W.I.F.T: GULFSARI

BRANCHES

Riyadh

Granada Business & Residential Park
Eastern Ring Road
P.O. Box 93413, Riyadh 11673

Jeddah

Private Offices Building
Prince Sultan Road
P.O. Box 40530, Jeddah 21511

GIB CAPITAL

A SINGLE SHAREHOLDER COMPANY

4th floor, Low Rise Building (B1)
Granada Business & Residential Park
Eastern Ring Road
P.O. Box 89589
Riyadh 11692
Kingdom of Saudi Arabia
Telephone: +966 11 834 8400

GULF INTERNATIONAL BANK (UK) LIMITED

One Curzon Street
London W1J 5HD
United Kingdom
Telephone: +44 20 7259 3456
S.W.I.F.T: SINTGB2L

Appendices

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