

**GULF INTERNATIONAL BANK
B.S.C. (GIB)**

**Independent Limited Assurance
Statement**

**Carbon Footprint and Sustainability
Report FY 2022**

May 2023



IDEAS | PEOPLE | TRUST





Independent Limited Assurance Report to Gulf International Bank B.S.C.

Background and introduction

BDO LLP ('BDO' or 'we') was engaged by Gulf International Bank UK (Limited) to undertake a limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 in relation to the Gulf International Bank B.S.C ('the Group' or 'GIB') report on the sustainability-linked loan (SLL) sustainability target performance for the year ending 31 December 2022. This covered the reduction of scope 1 and 2 carbon emissions, the percentage of female representation of GIB and additional sustainability metrics developed in alignment with the Global Reporting Initiative (GRI).

We have performed our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000), Assurance other than Audits or Reviews of Historical Financial Information, as well as the International Standard on Assurance Engagements 3410 (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

The engagement covered entities and all facilities either owned or under the operational control of the Group in Saudi Arabia, Bahrain, United Arab Emirates, United States of America and the United Kingdom.

On carbon emissions, our review was limited to the data reported within the 2022 Sustainability Report ('the Report') comprising:

- The total emissions relating to Scope 1 Greenhouse Gases expressed in kgCO₂e (2022)
- The total emissions relating to Scope 2 Greenhouse Gases expressed in kgCO₂e (2022)
- The percentage reduction in total emissions (Scope 1 and 2) between 2020 (baseline year) and 2022.

Female representation data reviewed was limited to that within headcount and payroll reports as of December 2022 and direct verification of controls approximately 10% of the whole population.

Our review of additional sustainability quantitative metrics was limited to:

- Employee headcount per type of employment, gender, and region
- New hires per by gender, age, region, country and ratio
- Employee turnover ratio by gender, age, region, and country
- Total number of employees that took parental leave by gender, region and country
- Total number of employees that received performance and career development review (UK only)
- Average hours of training per year per employee by gender, region and country
- Diversity of governance bodies and employees by gender and age
- Total whistle blowing incidents

We are not providing any assurance with respect to any other information included in the Report and, therefore, no conclusion on the Report as a whole is expressed.

GIB's responsibilities

The Directors of GIB are responsible for:

- Preparing data and the associated narrative to be included in the Group Sustainability Report.
- Meeting the requirements of the SLL and generating the accurate and complete information to support them.
- Determining the scope of the engagement and designing, implementing and effectively operating controls to manage the collection and analysis of the data at a central level.



Independent Limited Assurance Report to Gulf International Bank B.S.C. (Cont.)

GIB is also responsible for providing us with the information required for our examination and for the accuracy and completeness of that information, whether from Gulf International Bank (UK) or other members of the Group covered in the engagement.

Our responsibility

Our responsibility is to express a limited assurance conclusion in accordance with ISAE 3000 and ISAE 3410 and to provide this in a report to GIB.

In providing this limited assurance report, it is important to note that the procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The relative effectiveness and significance of specific control procedures at GIB and their effect on the assessment of control risk at a country level are dependent on their interaction with the controls and other factors present at individual country organisations. We have not performed any procedures to evaluate the effectiveness of controls at individual country organisations.

We have not conducted any work outside the agreed scope and therefore restrict our conclusion to the above mentioned subject matter.

Inherent uncertainty

Greenhouse gas quantification is unavoidably subject to inherent uncertainty as a result of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

ISAE 3410 recognises that Greenhouse Gas quantification process can rarely be 100 per cent accurate due to:

- Scientific uncertainty, arising from incomplete scientific knowledge about the measurement of the gases
- Measurement uncertainty, arising from limitations in measurement techniques and the use of estimations.

Where significant assumptions or deductions are utilised they are disclosed.

Inherent limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact accuracy and comparability.

In terms of the female representation, the assurance is provided over the figures in place as at 31 December 2022.

Restriction of use

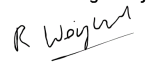
This assurance report is made solely to GIB in accordance with the terms of our engagement, which include agreed arrangements for disclosure. Our work has been undertaken so that we might state to GIB matters we have been engaged to state in this limited assurance report and for no other purpose. Our limited assurance report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than GIB for any purpose or in any context. Any party other than GIB who obtains access to our limited assurance report or a copy thereof and chooses to rely on our limited assurance report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than GIB for our work, for this independent limited assurance report, or for the conclusions we have reached.



Independent Limited Assurance Report to Gulf International Bank B.S.C. (Cont.)

Conclusion

Based on the procedures we have performed (as set out in Appendix I - III) and the evidence we have obtained, nothing has come to our attention that causes us to believe that the percentages stated of female representation at GIB, the total scope 1 and 2 GHG emissions expressed as kgCO₂e, the female representation indicators or wider sustainability metrics (as set out in Appendix IV - VI) in the GIB Sustainability Report for the financial year ended on 31 December 2022, has not been prepared, in all material respects, in accordance with GIB's reporting methodologies.

DocuSigned by:

DBF570D0047244E...

Richard Weighell
Partner
For and on behalf of BDO LLP

31 May 2023



Appendix I - Carbon Emissions Workstream

The GIB Greenhouse Gas Statement for FY22 represents the second year of the consolidated GHG reporting within the GIB Sustainability Report. The reporting is limited to scope 1 and scope 2 emissions which have been assessed following the methodology set out within the GIB Enterprise-wide GHG Emissions Assessment Framework, dated 20/02/2023. GIB continues to use estimation to address gaps in data and the level of estimation has reduced from FY21. The estimates includes emissions related to refrigerants where the screening method has been applied. The assurance provided therefore does not guarantee or provide certainty over the completeness of reported data.

Criteria

The GIB Greenhouse Gas Statement was prepared in accordance with the GIB Enterprise-wide GHG Emissions Assessment Framework, dated 20/02/2023 which follows the Greenhouse Gas Protocol principles. GIB uses the operational control approach and limits reporting to scope 1 and scope 2 emission sources. The 2022 emission factors issued by BEIS were applied to the FY22 energy consumption data in relation to company cars, refrigerants, alternative energy use (i.e. diesel) and UK electricity, as they were deemed the most appropriate for the period reported. For non-UK electricity, emission factors published by Carbon Footprint Ltd (UAE and New York) and climate transparency (Saudi Arabia and Bahrain) in 2022 were applied to FY22 energy consumption data respectively. In the absence of a specific emission factor for Bahrain, the Saudi Arabia emission factor was applied as it was deemed the most appropriate available factor.

A materiality level of five per cent of the consolidated GIB reporting was set in agreement with GIB UK. This took into account that the margin by which the GHG emission reduction target was achieved was significantly higher than this.

The testing conducted across the GIB geographies in scope of the reporting varied based upon the proportion of energy consumption and corresponding emissions relating to Scope 1 and 2. Testing focused on the two countries which accounted for a significant proportion of the GIB energy consumption and

emissions and were individually material. Testing focused on scope 2 emissions as these account for the majority of GIB's emissions. Other countries were tested only when there was potential for errors to accumulate to material amounts. The two material countries were Saudi Arabia and Bahrain.

Work performed

The procedures we performed were based on our professional judgment. We:

- Carried out interviews with key personnel to understand the systems and controls in place during the reporting period
- Evaluated the materiality of the locations based on reported emissions and considered this for reasonableness against the GIB estate and activity in those locations
- Reviewed the methodology and approach defined in the GIB Enterprise-wide GHG Emissions Assessment Framework, dated 20/02/2023
- Assessed the systems, processes and controls to collate, aggregate, validate and report the data
- Checked the relevant conversion factors and GHG emission calculations
- Reviewed any matters showing significant variations from prior years
- Reviewed the appropriateness of the GHG emissions and other environmental data provided by GIB and their local facilities managers
- Tested a sample of records to underlying data sources
- Recalculated the total GHG emissions reduction (scope 1 and 2), expressed as a percentage, between 2020 and 2022.



Appendix I - Carbon Emissions Workstream

GHG emissions limitations

In addition to the inherent uncertainty regarding GHG emission quantification, as disclosed in GIB's Sustainability Report, there are limitations to the completeness of GIBs reported GHG emissions due to the lack of available and reliable data for some scope 1 emission sources. This predominantly relates to leased buildings where sufficient data is not available from the landlord to enable emissions to be assessed or estimated. Where this is the case, emissions have not been included for 2020 or 2022 and therefore the limitation does not impact the carbon emission reduction.

Improvements in the availability and quality of source data have taken place in 2022 and are expected to continue for future reporting years.



Appendix II - Female Representation Workstream

The GIB female representation statement for FY22 represents the second year of the consolidated reporting and using as base year 2020. As part of its assurance work BDO assessed the extent to which the reported figures in 2021 increased in 2022 such that the target of 30% was reported as achieved.

Criteria

The Female Representation data was reviewed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) .

A materiality level of five per cent of the consolidated GIB reporting was agreed with the Bank. However, given that the margin by which the female representation was achieved was lower than this, we applied a materiality level of the amount of variance that would mean that the sustainability-linked loan sustainability target would not have been met. Therefore, the materiality is a reduction in the female headcount of 18 individuals.

The testing focused on confirming the completeness of the record of people employed by GIB at the measurement date and the correct gender classification. It was conducted across the five GIB geographies in scope of the reporting varied based upon the proportion of women in each geography. Testing focused on the five countries where the Bank has a presence and it considered the branches within each location, overall defined as follows:

1. GIB Group: GIB B.S.C., GIB Saudi Arabia, GIB Capital and GIB UK
2. GIB offices and branches:
 - Bahrain
 - Kingdom of Saudi Arabia
 - United Arab Emirates, and
 - United States of America.

Work performed

The work performed were based on our professional judgment. We:

- Reviewed the calculation and measurement process
- Carried out walk-throughs of the female representation data reported
- Carried out interviews with key personnel to understand the systems and controls in place during the reporting period
- Evaluated the materiality of the locations based on reported data and considered this for the overall calculations
- Assessed the systems, processes and controls to collate, aggregate, validate and report the data
- Reviewed the appropriateness of the data provided by GIB
- Tested a sample of cases, which together add up to around 10% of the population, to determine data consistency across the group.
- Considered GIB's approach to adhering to the Sustainability-Linked Loan Principles with respect to employee engagement, diversity and inclusion and wider sustainability issues.

Data Verification

The data obtained and reviewed by us shows a Group-wide increase in the female representation ratio from 29.6% in 2021 to 32.8% in 2022. BDO verified gender and employment details for around 10% of employees recorded as female (361). Our review confirmed gender and age and we did not find any exceptions or inconsistencies. In addition, it was verified that the type of employees for the female headcount was permanent, full time.



Appendix III - Wider Sustainability Indicators

The GIB sustainability statement for FY 2022 represents the first year of additional sustainability data reporting using as based year 2021. As part of its assurance work BDO assessed the extent to which the reported figures in 2021 were calculated in accordance with GIB's internal methodologies. FY 2022 will represent a base year for sustainability indicators.

Criteria

The sustainability data was reviewed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised).

A materiality level of five per cent of the consolidated GIB reporting was agreed with the Bank. The testing focused on confirming the completeness of the sustainability indicators across the five GIB geographies where the Bank has a presence defined as:

1. GIB Group: GIB B.S.C., GIB Saudi Arabia, GIB Capital and GIB United Kingdom
2. GIB offices and branches in Bahrain, Kingdom of Saudi Arabia, United Arab Emirates, and United States of America.

Control testing was conducted to assess data processes as well process for data collection, calculations and analysis including reviewing the calculation and measurement process. The testing conducted across the GIB geographies in scope of the reporting varied based upon the materiality of the population. Testing focused on the countries which accounted for a significant proportion of GIB's sustainability indicators Abu Dhabi, Capital, Dubai, Bahrain, Saudi Arabia and UK.

Work performed

The work performed was based on our professional judgment. We:

- Performed a readiness review of key data collection and calculations processes and underlying controls in place supporting your sustainability

reporting ahead of the detailed verification and assurance phase

- Reviewed the calculation and measurement process
- Carried out walk-throughs of the sustainability data reported
- Carried out interviews with key personnel to understand the systems and controls in place during the reporting period
- Evaluated the materiality of the locations based on reported data and considered this for the overall calculations
- Assessed the systems, processes and controls to collate, aggregate, validate and report the data
- Reviewed the appropriateness of the data provided by GIB
- Tested a sample of cases, which together add up to 10% of the population, to determine data consistency.

Data Verification

GIB obtained additional sustainability data for the first time in 2022. BDO verified gender, age, country and employment details in 10% out of 100% of the total number of employees (1264). Our review confirmed gender, age, country, and employment type. We did not find any material inconsistencies in the sustainability data verified. We also confirmed that the additional sustainability indicators were developed in accordance with the Global Reporting Initiative ('GRI') Standards



Appendix I - Statement of Assured FY22 GHG Emissions Data

GIB Methodology

GIB calculates its scope 1 and 2 emissions in accordance with the methodology set out by the Greenhouse Gas Protocol and adopts the operational control approach to consolidate emissions as set out in the Protocol. The scope covers GIB's operations in the following geographies: Bahrain, Saudi Arabia, United Arab Emirates, United Kingdom and New York.

The reporting period is 1 January 2022 to 31 December 2022 and 2020 has been set as GIB's base year.

GHG Emissions - Gulf International Bank B.S.C

| | 2020, kgCO2e | 2021 kgCo2e | 2022, kgCO2e | Change YoY | Change since 2020, % |
|---------------|--------------|-------------|--------------|------------|----------------------|
| Scope 1 | 219,172 | 233,220 | 187,282 | -20% | (15) |
| Scope 2 | 11,177,601 | 7,609,379 | 9,181,009 | 21% | (18) |
| Total | 11,396,773 | 7,842,600 | 9,368,291 | 19% | (18) |
| Total per FTE | 11,206.27 | 7,749.61 | 8,327.37 | 7% | -26% |

GIB GHG Reporting Limitations

GIB's GHG emission data excludes emissions arising from GHG that GIB does not have sufficient data to estimate. Wherever GIB has control over the energy consumption and associated emissions, and can obtain data or provide an objective estimate, these are captured.



Appendix II - Statement of Assured FY22 Female Representation Data

GIB Methodology

GIB calculates its female representation ratio through reports are generated by the Payroll team within payroll cycle during the month. These are compared to extracts from the relevant system and the Joiners & Leavers Report from HR Connect. A cut-off of rule at 50%+ of service during the month dictates determines whether employees are added or removed.

The reporting period is 1 January 2022 to 31 December 2022; 2020 was used as GIB's base year.

Female Representation - GIB Group, by country and by region

| | FY 2021 | | | FY 2022 | | |
|--------------------------|------------|-------------|---------------|------------|-------------|---------------|
| | Females | Total | Female Ratio | Female | Total | Female Ratio |
| Kingdom of Saudi Arabia* | 179 | 671 | 26.7% | 232 | 753 | 31% |
| Bahrain | 77 | 216 | 36% | 79 | 227 | 35% |
| United Arab Emirates | 10 | 31 | 32% | 13 | 36 | 36% |
| UK & USA | 34 | 94 | 37% | 37 | 116 | 34% |
| Totals | 300 | 1012 | 29.6% | 361 | 1125 | 32.08% |
| GCC Totals only | 266 | 918 | 28.98% | 324 | 1016 | 31.89% |

The above numbers represent all full-time employees.

* GIB Capital is a wholly owned subsidiary of GIB B.S.C. located in the Kingdom of Saudi Arabia. which offers investment banking services. For FY2022 this office is reported together with Kingdom of Saudi Arabia . In FY 2021 these were reported separately. This approach reflects GIB's approach to align to the GRI methodologies to report by the regions of more significant operations as oppose as by office.

The increase representation across all offices has resulted in a Group-wide increased ratio from 29.6% in 2021 to 32.088% in 2022.



Appendix III - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 2.7: Employees by headcount

Each month, a detailed headcount is taken from GIB's HR Payroll based on the on-boarding/ off-boarding of the payroll cycle. This headcount is calculated towards the end of the reporting period (31st of December 2022) and excludes all employees that have worked for less than 50% of the month. The headcount generated by HR Payroll is then translated into an agreed upon template which is used to generate all reports related to its reporting period.

| Total number of Group employees by gender | Female | Male | Total |
|---|--------|------|-------|
| Number of employees | 376 | 888 | 1264 |
| Number of permanent employees | 361 | 764 | 1125 |
| Number of temporary employees | 15 | 124 | 139 |
| Number of part time employees | 0 | 0 | 0 |
| Non-guaranteed hours employees | 0 | 0 | 0 |

| Group employee headcount per type of employment per country (Male and Female) | GCC | Bahrain | Saudi Arabia | UAE | UK | US | Totals |
|---|------|---------|--------------|-----|-----|----|--------|
| Total number of employees | 1148 | 249 | 862 | 37 | 107 | 9 | 1264 |
| Number of permanent employees (FTE) | 1016 | 227 | 753 | 36 | 101 | 8 | 1125 |
| Number of temporary employees (NFTE) | 132 | 22 | 109 | 1 | 6 | 1 | 139 |
| Number of part time employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 |



Appendix III - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 2.7: Employees by headcount

Cont.

| Male Employee headcount per type of employment | GCC* | Bahrain | Saudi Arabia | UAE | UK | US | Totals |
|--|------|---------|--------------|-----|----|----|--------|
| Total number of employees | 811 | 164 | 623 | 24 | 72 | 5 | 888 |
| Number of permanent employees (FTE) | 692 | 148 | 521 | 23 | 68 | 4 | 764 |
| Number of temporary employees (NFTE) | 119 | 16 | 102 | 1 | 4 | 1 | 124 |
| Number of part time employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Disclosure 2-26: Mechanisms for seeking advice and raising concerns

GIB methodology is to record and investigate external and internal reports received through channels such as emails from GIB's website, GIB's Intranet, received directly on the whistleblowing registered email address, or via the dedicated "Whistleblowing Line Service". The Whistleblowing team, has been provided with specific responsibilities and is required to handle the incidents in accordance with GIB's Whistleblowing Policy and underlying procedures.

2022 Internal / External Whistleblowing Reports

| | |
|---|---|
| Total Whistle Blowing incidents received | 5 |
| Whistle Blowing investigated and acted upon | 5 |

* Includes Bahrain, KSA, UAE



Appendix III - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 401: New Hires and Turnover by region, gender and age

GIB uses data from the GCC, UK and US to provide a total of all new hires for FY 2022. New hires are included in their 2022 Headcount list according to the Bank's 50% rule (if people who have joined or left in December 2022 have worked more than 50% of the month they are counted in the Headcount, if they have not be counted otherwise. GIB's turnover methodology is to take the average employee headcount and a report of Leavers by region, gender and age. From that the ratios were calculated by dividing the number on each of the cells below by the average headcount.

New Hires FY 2022

| Age in years | GCC Countries* | | | | UK & US | | | | Group | | | |
|-------------------------|----------------|-------|---------|--------|----------|-------|---------|--------|----------|--------|---------|--------|
| | Under 30 | 30-50 | Over 50 | Total | Under 30 | 30-50 | Over 50 | Total | Under 30 | 30-50 | Over 50 | Total |
| | 96 | 100 | 5 | 201 | 7 | 15 | 4 | 26 | 103 | 115 | 9 | 227 |
| Female | 55 | 25 | 1 | 81 | 2 | 6 | 1 | 9 | 57 | 31 | 2 | 90 |
| Male | 41 | 75 | 4 | 120 | 5 | 9 | 3 | 17 | 46 | 84 | 7 | 137 |
| Percentage female ratio | 57.20% | 25% | 20% | 40.20% | 28.50% | 40% | 25% | 34.60% | 55.30% | 26.90% | 22.20% | 39.60% |

Employee Turnover Ratio

| Age in years | GCC Countries* | | | | UK & US | | | | Group | | | |
|--------------|----------------|-------|---------|--------|----------|-------|---------|-------|----------|-------|---------|--------|
| | Under 30 | 30-50 | Over 50 | Total | Under 30 | 30-50 | Over 50 | Total | Under 30 | 30-50 | Over 50 | Total |
| Totals | 2.47% | 8.24% | 0.62% | 11.33% | 3.23% | 2.15% | 3.23% | 8.60% | 2.54% | 7.71% | 0.85% | 11.10% |
| Female | 0.72% | 2.16% | 0% | 2.89% | 2.15% | 0% | 2.25% | 4.30% | 0.85% | 1.97% | 0.19% | 3.01% |
| Male | 1.75% | 6.08% | 0.62% | 8.45% | 1.08% | 2.15% | 1.08% | 4.30% | 1.69% | 5.74% | 0.66% | 8.09% |

Female Turnover Ratios in GCC* Countries by age (in years)

| Country | Under 30 | 30-50 | Over 50 | Total |
|--------------|----------|-------|---------|--------|
| Bahrain | 0.10% | 1.34% | 0.10% | 1.55% |
| Saudi Arabia | 2.27% | 6.70% | 0.52% | 9.48% |
| UAE | 0.10% | 0.21% | 0% | 0.31% |
| Totals | 2.47% | 8.24% | 0.62% | 11.33% |

* Includes Bahrain, KSA, UAE



Appendix III - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 404-1 a) i: Average hours of training per year per employee by headcount

GIB calculates its training indicators using pivot analysis. Units of training provided to staff are calculated in minutes as extracted from the HR system. This provides the total number of hours per gender (male/female) which is divided the number of males and females in that specific region, and providing the average hours per gender.

| Average hours of training per year per employee by headcount | | | | | | | | | | | | |
|--|-------------|---------|-------------|---------|--------------|---------|-------------|---------|-------------|---------|-------------|---------|
| Staff | GCC* region | | Bahrain | | Saudi Arabia | | UAE | | UK | | US | |
| | Total Hours | Average | Total Hours | Average | Total Hours | Average | Total Hours | Average | Total Hours | Average | Total Hours | Average |
| Female | 11223 | 34.75 | 1828 | 23.14 | 9152 | 39.62 | 243 | 18.68 | 172 | 4.76 | 2 | 2 |
| Male | 16068 | 23.19 | 2119 | 14.71 | 13600 | 25.86 | 350 | 15.19 | 236 | 3.74 | 1 | 1 |
| Totals | 27291 | | 3947 | | 22752 | | 593 | | 408 | | 3 | |

Global Reporting Initiative 404-1 a) ii Breakdown of employees by level

GIB collects employee level information from a report generated by the HR online training portal at the Group level. The reports are then filtered per employee level and gender. GIB uses two different grading systems for its UK and GCC employees as shown below:

| Total Number of Female Employees trained in GCC Countries* per level | | | | |
|--|--------|------|--------|-------|
| Level | Female | Male | Totals | Ratio |
| Junior Contributor: Grades 1 to 5 | 85 | 68 | 153 | 56% |
| Contributor: Grades 6 to 9 | 218 | 416 | 634 | 34% |
| Management: Grades 10 to 12 | 17 | 186 | 203 | 8% |
| Senior Management: Grades 13 + | 3 | 23 | 26 | 12% |

| Female Representation in the UK & US per level | | | |
|--|--------|------|-------|
| | Female | Male | Total |
| Middle (team leader) Line Managers | 6 | 17 | 23 |
| Professional other staff | 23 | 46 | 69 |

* Includes Bahrain, KSA, UAE



Appendix VI - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 404-1 a) ii Average hours of training per year per employee by headcount - Graduate Training Programme

GIB has in place a regional graduate programme, during which employees receive formal training. A total of 9 graduates from the 2021 cohort were offered permanent positions across the Group as of August 2022. These individuals have been included in the GIB's 2022 Headcount list of employees.

| JAS Cohort | # Associates | Programme Status | Year of Completion | Comment |
|------------|--------------|------------------|--------------------|---------------------------------|
| 2021 | 9 | Completed | 2022 | Completed and got hired in 2022 |

| Associate per gender | Totals |
|----------------------|--------|
| Female | 4 |
| Male | 5 |

* Includes Bahrain, KSA, UAE



Appendix III - Statement of Assured FY22 Sustainability Data

Global Reporting Initiative 401-3: Parental leave (maternity/paternity)

GIB obtains indicators on the employees that have requested parental leave from the SABA HR system. A report is issued by the systems which includes the names and quantity of leave taken in days. This involved males and females and reflects the split in gender representation at the Bank.

Total number of employees that took parental leave by gender and Country

| | Group | GCC* | Bahrain | Saudi Arabia | UAE | UK | US |
|---------|-------|------|---------|--------------|-----|----|----|
| Females | 13 | 12 | 1 | 11 | 0 | 1 | 0 |
| Males | 31 | 27 | 5 | 22 | 0 | 4 | 0 |
| Total | 44 | 39 | 6 | 33 | 0 | 5 | 0 |

* Includes Bahrain, KSA, UAE

Global Reporting Initiative 404-3: Performance and career development reviews

GIB UK Policy is that all employees receive a performance and career development review once per year. The outcome of review is recorded in forms by HR. For FY 2022 GIB was able to consolidate only UK indicators.

| UK | Female | Male | Total |
|---|--------|------|-------|
| Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period FY 2022 | 100 | 100 | 100 |

* Includes Bahrain, KSA, UAE




Appendix III - Statement of Assured FY22 Additional Sustainability Data

Global Reporting Initiative 405-1 Diversity of governance bodies and employees

GIB maintains Terms of Reference for its senior management committees and Boards which clearly provide information on their membership. GIB BSC Board numbers do not include GIB Saudi Arabia and GIB Capital - they both have their own separate Boards which have been not reviewed for this report.

| Age (in years) | UK (ExCo, UK Board, AROC, NEMCO, BRC*) | | | | BSC Board (GCC Region) | | | |
|-----------------------------|--|-------|---------|-------|------------------------|-------|---------|-------|
| | Under 30 | 30-50 | Over 50 | Total | Under 3 | 30-50 | Over 50 | Total |
| Female | 0 | 5 | 3 | 8 | 0 | 0 | 0 | 0 |
| Male | 0 | 3 | 9 | 12 | 0 | 4 | 6 | 10 |
| Female Representation ratio | 0% | 63% | 25% | 40% | 0% | 0% | 0% | 0% |
| Totals | 0 | 8 | 12 | 20 | 0 | 4 | 6 | 10 |

* Executive Committee ("EXCO"), Audit and Risk Oversight Committee ("AROC"), Nominations and Remunerations Committee (NEMCO") Business Risk Committee ("BRC")



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