Independent Limited Assurance Report and Certificate

ESG Data Assurance

Gulf International Bank

For the year ending 31 Dec 2025

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Angel Lane Partners ("ALP") was engaged by Gulf International Bank B.S.C. ("GIB" or "the Bank") to perform a limited assurance engagement over selected Environmental, Social and Governance ("ESG") Key Performance Indicators ("KPIs") disclosed in GIB's FY2025 Sustainability Report for the year ended 31 December 2025.

This certificate is intended for inclusion in, or as a supplement to, GIB's FY2025 Sustainability Report. It may be made available to GIB's stakeholders, including the relevant regulatory authorities in the jurisdictions in which GIB operates, regulators, investors, and the public. It is not intended for any other purpose.

For the purposes of this engagement, GIB comprises Gulf International Bank B.S.C. ("GIB B.S.C."), including its operations in Bahrain, Oman, the United Arab Emirates, together with GIB KSA in Saudi Arabia and Gulf International Bank (UK) Limited ("GIB UK") in the United Kingdom & the United States of America (USA).

1. Scope of Engagement

1.1 Reporting Period and Entities

The engagement covers the reporting period from 1 January 2025 to 31 December 2025. The following entities and geographies are within scope:

Entity	Geography	Environmental	Social	Governance
GIB KSA	Saudi Arabia	✓ (71% of emissions)	✓	✓
GIB BSC	Bahrain, UAE, Oman	✓ (28%)	✓	✓
GIB (UK) Ltd	United Kingdom, USA	✓ (1.0%)	✓	✓

1.2 Subject Matter

Limited assurance was provided over the following categories of ESG KPIs as prepared by GIB management and disclosed in the FY2025 Sustainability Report:

1.2.1 Environmental KPIs (E-01)

Total greenhouse gas emissions (Scope 1, Scope 2 location-based, and selected Scope 3 categories), including emissions by entity and scope. The GHG statement covers approximately 13,412 tCO2e across 3,088 emission records in 15 sub-categories.

1.2.2 Social KPIs (S-01 to S-08)

Total workforce composition by country, employment type, age and gender; new hires by age and gender; turnover rate by gender; gender pay ratio (GCC and UK, excluding the US); training hours by gender; performance review completion; nationalisation rates (GCC).

1.2.3 Governance KPIs (G-01 to G-05)

Management composition by gender and job level; Group Management Committee composition; whistleblowing incidents (GCC); health and safety (GCC); board composition across all in-scope boards and committees; regulatory fines and non-monetary sanctions; and CSR community investment.

2. Applicable Criteria

The selected ESG KPIs have been prepared by GIB in accordance with the following applicable criteria:

- The Central Bank of Bahrain ("CBB") ESG Reporting Framework
- The Global Reporting Initiative ("GRI") Standards (2021)
- GIB's internal Social Data Reporting Frameworks (the "KSA & BSC Framework" and the "UK & NY Framework")
- The GHG Protocol Corporate Standard, for scope classification and consolidation
- Relevant disclosure expectations under IFRS S2 (Climate-related Disclosures)

The engagement was conducted in accordance with the International Standard on Assurance Engagements ("ISAE") 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, for all in-scope metrics, and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, for the GHG statement.

3. Responsibilities

3.1 Responsibilities of GIB Management

GIB management is responsible for the preparation of the selected ESG KPIs in accordance with the applicable criteria, and for such internal control as management determines is necessary to enable the preparation of KPIs that are free from material misstatement, whether due to fraud or error. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation and presentation of the ESG data.

3.2 Responsibilities of ALP

Our responsibility is to express a limited assurance conclusion on the selected ESG KPIs based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with ISAE 3000 (Revised) for all metrics and ISAE 3410 for the GHG statement. These standards require that we plan and perform procedures to obtain a meaningful level of assurance as a basis for our conclusion. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, 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.

4. Summary of Work Performed

Our limited assurance procedures were designed to obtain sufficient appropriate evidence to form our conclusion and included, among others:

- Inquiries of management and relevant personnel responsible for the preparation and reporting of ESG data across all in-scope entities;
- Review of the definitions, methodologies and assumptions applied to each in-scope KPI against the applicable criteria, including the CBB ESG Module, GRI Standards, and GIB's internal Social Data Reporting Frameworks;
- Independent arithmetic recomputation of all 3,088 emission records in the Greenly carbon accounting platform at 100% population coverage, confirming 0% variance;
- Independent verification of emission factors applied in the GHG statement against current published primary sources, including IEA Emission Factors 2024, DESNZ UK GHG Conversion Factors 2025, eGRID 2023, IPCC AR6 (for GWPs), and the Cornell Hotel Sustainability Benchmarking Index;
- Review of scope classifications for all unique emission category and sub-category combinations against the GHG Protocol Corporate Standard;
- Source document verification on a risk-based stratified sample basis, including reconciliation of utility bills, fuel invoices, travel management company exports, waste contractor reports, refrigerant maintenance records, and fleet vehicle registers to the reported emission data;
- Census-level independent recalculation of all quantitative social metrics from raw HR data exports (Oracle Fusion for GCC entities, Iris Cascade for UK/US), including headcounts, new hires, turnover rates, gender pay ratios, training hours, performance review completion rates, and nationalisation rates;
- On-site verification at GIB UK, GIB KSA and GIB BSC Bahrain, and a structured verification call with GIB UK HR, to validate source data, payroll records, and data preparation processes;
- Verification of governance composition data for all in-scope boards and committees against governance documentation, public sources, and official records;
- Review of whistleblowing incident logs, health and safety records, and management representations for completeness of reporting; and,
- Assessment of the consistency of definitions, methodologies and reporting boundaries across entities and in comparison with the prior reporting period.

4.1 Materiality

Domain	Threshold	Application
Environmental	5% of group total	Applied to emission totals by scope and entity; individual strata assessed via four-tier framework
Social	±5% of reported figure	Applied to each quantitative metric (headcount, turnover, training, gender pay, nationalisation)
Governance	Factual/directional	Binary: accuracy of composition data, existence of policies, completeness of incident reporting

5. Inherent Limitations

Environmental quantification is subject to inherent uncertainty because of evolving scientific knowledge, the use of published emission factor averages, the use of estimation techniques, and the reliance on third-party platforms for data aggregation. Social and Governance metrics depend on the accuracy and completeness of the underlying HR information systems and management representations. Our assurance conclusion should be read in the context of these inherent limitations and the nature of a limited assurance engagement.

6. Independence and Quality

ALP confirms that it has complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards), and that the engagement was subject to ALP's internal quality management procedures.

7. Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected ESG KPIs for the year ended 31 December 2025, as identified in the scope section of this report, have not been prepared, in all material respects, in accordance with the applicable criteria.

Angel Lane Partners

24th August 2026

Appendix: Assured ESG KPIs

The following tables present the assured values for all in-scope Environmental, Social, and Governance KPIs for the year ended 31 December 2025.

Environmental Metrics

Source: Greenly Master Emissions Data V3 (3,088 records). All records independently recomputed at 100% population (qty × EF = tCO_2e) with 0% arithmetic variance. Emission factors independently verified against published primary sources. Source documents reconciled via stratified sampling.

E-01: Total GHG Emissions by Entity and Scope

Group Total: 13,412 tCO_2e (3,088 records across 3 entities, 15 sub-categories)

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 BSC	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%

Social Metrics

Source: Oracle Fusion (GCC entities), Iris Cascade (UK/US). All quantitative social metrics independently recalculated at census level from raw HR data.

S-01: 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%**
UK	105	13	4	44	78	122	9.1%
US	3	-	-	2	1	3	0.2%

Region	Perm FTE	NFTE	Part-Time	Total F	Total M	Total	% of Group
GROUP	**1,185**	**151**	**4**	**429**	**911**	**1,340**	**100.0%**

S-02: 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**

S-03: 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**

S-04: 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%**

Region	Vol F	Invol F	Total F	Rate F	Vol M	Invol M	Total M	Rate M	Total	Rate
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%**

S-05: Gender Pay Ratio

7.1.1 GCC (median pay)

Entity	Level	Ratio (F:M)
KSA	Entry	1: 0.90
KSA	Mid	1: 0.84
KSA	Executive	1: 1.38
BSC	Entry	1: 1.25
BSC	Mid	1: 1.44
BSC	Executive	1: 1.23

7.1.2 UK

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

S-06: 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
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**

S-07: Performance Reviews by Gender and Level

Region	Level	Female	%	Male	%	Total
GCC - BSC	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

S-08: 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%

Governance Metrics

All governance metrics verified on a factual/directional basis through document inspection, management inquiry, and cross-referencing against public sources.

G-01: 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%

G-02: Whistleblowing Incidents

Entity	Incidents
GIB BSC	1
GIB KSA	3
UK/US	0 (nil confirmed)
GROUP	**4**

G-03: Health and Safety

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

G-04: Board 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**

Group Management Committee

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

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**

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**

G-05: Regulatory Fines / Non-Monetary Sanctions

Entity	Status
KSA	7 Regulatory fines across ZATCA & SAMA instruction violations
Bahrain (BSC)	Nil
Oman / UAE	Nil
UK/US	Nil