

04

Appendices

Our footprint
In figures



Independent Limited Assurance Report



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Independent practitioner's assurance report

ARAB BANKING CORPORATION B.S.C.

Scope

We have been engaged by Bank ABC to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Bank ABC's sustainability metrics in Annex A (the "Subject Matter") contained in Bank ABC's (the "Company's") 2024 Group Sustainability Disclosures Report for the year ended December 31, 2024 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Bank ABC

In preparing the sustainability metrics in Annex A, Bank ABC applied the Global Reporting Initiative (GRI) Standards (Criteria).

Bank ABC's responsibilities

Bank ABC's management is responsible for selecting the Criteria, and for presenting the sustainability metrics in Annex A in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard on Assurance Engagements (ISAE 3000)*, and the terms of reference for this engagement as agreed with Bank ABC on April 21st, 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

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. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the sustainability metrics in Annex A and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Engaged with the internal sustainability team, sampled subsidiaries companies relevant teams, and other relevant stakeholders during the assurance exercise.
- Conducted testing and analysis to assess the accuracy and reliability of the reported data.
- Evaluated the design and implementation of relevant internal controls.
- Reviewed the scope, boundary, methodologies and assumptions utilized for consistency and correctness of approach.
- Reported on any material misstatements or inconsistencies found in-scope.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to sustainability metrics in Annex A, in order for it to be in accordance with the Criteria.

Restricted Use

The report is intended solely for the information and use of ARAB BANKING CORPORATION B.S.C. (Bank ABC) for the disclosures made in the Group Sustainability Disclosure Report (GSDR) for the year ended 31 December 2024 and is not intended to be, nor should be used by anyone other than Bank ABC.

for Ernst & Young - Middle East


June 19th, 2025
Manama, Bahrain



Annex A: Subject Matter

Sustainability Metrics ¹	2024 Values
Gender Diversity ²	34%
Energy Consumption (kWh per full-time employee) ³	4,809.70
Water Consumption (m ³ per full-time employee) ⁴	16.64
Scope 3 - Category 1 (tCO ₂ e) ⁵	18,945.40

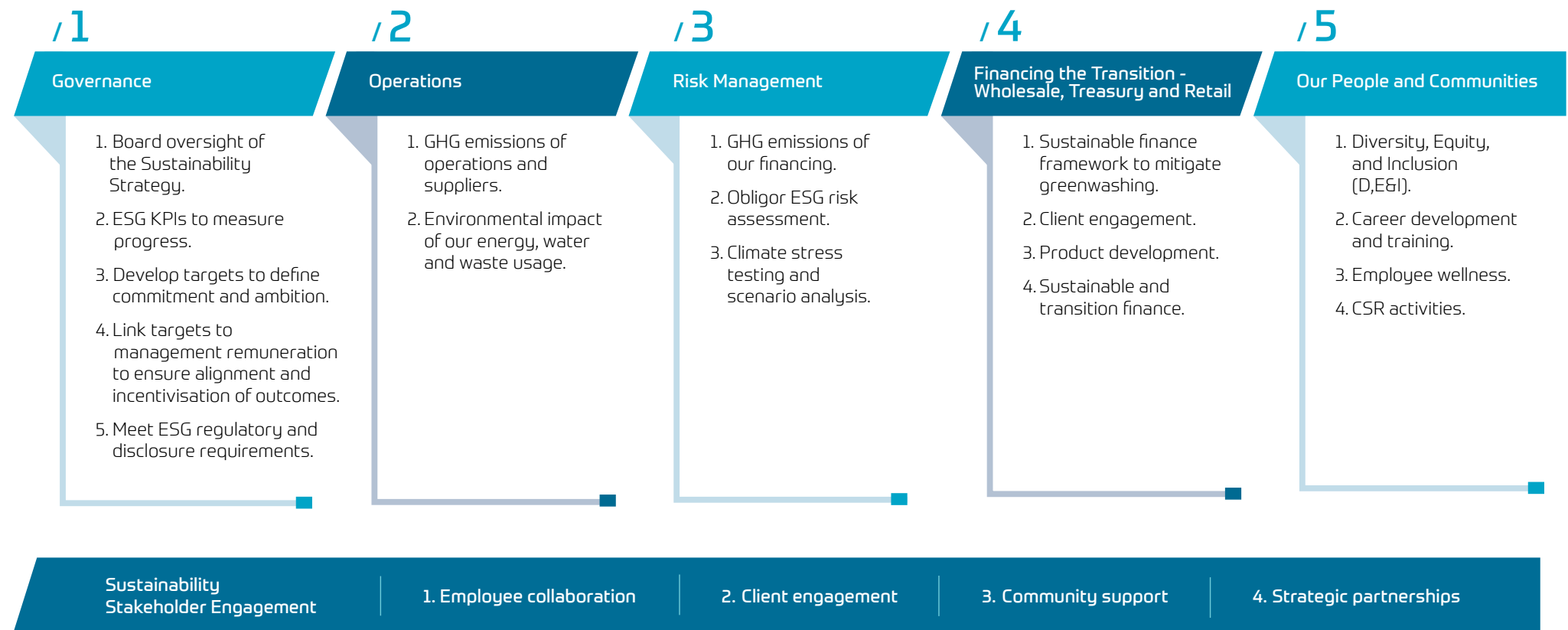
- (1) Full-time employees are those employed with a valid permanent contract as of December 31st, 2024.
- (2) Percentage of women of full-time employees.
- (3) Energy consumption per full-time employee.
- (4) Water consumption per full-time employee excluding subsidiaries of New York City (NYC) and Arab Financial Services LLC (AFS).
- (5) Spend-based emissions for purchased goods and services.

Appendix 1: Materiality Matrix

A materiality assessment is a strategic tool to evaluate a company's material environmental and social impacts. It involves identifying, engaging and prioritising material sustainability issues based on stakeholder feedback and reporting frameworks such as the Task Force on Climate-Related Financial Disclosures (TCFD) and Sustainability Standards Board (SASB).

The process of developing Bank ABC's sustainability strategy has involved extensive stakeholder engagement. Building understanding and support, while ensuring the participation of all Group Functions and geographical Units, was fundamental to maintaining an objective and independent evaluation process. Our materiality assessment was undertaken

to define and evaluate the material sustainability issues that were most important to Bank ABC and its stakeholders. This process involved a detailed gap analysis across all our Group Functions and Units. This was overlaid with a peer group analysis across all our jurisdictions – Asia, MENA, UK, Europe, US and Brazil – together with an evaluation of industry best practice. This comprehensive approach allowed for our material topics to be identified across our five strategic pillars: Governance, Operations, Risk Management, Financing the Transition and Our People and Communities.



Appendix 2: Basis of Reporting

General information

This report has been compiled for the period of the 1st of January, 2024 to the 31st of December, 2024. The purpose of the Group Sustainability Disclosures Report is to provide a standalone publication concerning Bank ABC's sustainability-related performance across key categories, in line with applicable regulatory expectations. The report considers consolidated performance across Bank ABC Group, headquartered in Bahrain. The scope includes all Bank ABC entities and geographies. It does not include consideration of third-party entity performance, such as individual suppliers, at this stage. The report was compiled by Bank ABC's Group Sustainability team.

Basis of preparation

The report has been created in line with prevailing industry standards which apply to Bank ABC entities. This includes the use of select GRI references, which focus on transparency and KPI disclosure, with limited consideration of TCFD expectations, which focus on the disclosure of climate-related risks and opportunities. The report utilises other frameworks including but not limited to the Greenhouse Gas Protocol (GHG Protocol), the UK's Streamlined Energy and Carbon Reporting (SECR), and UK DEFRA and US EPA emission factors, aligned with global IPCC literature. Consideration was given towards regulatory reporting expectations across all Bank ABC geographies. To ensure greater comparability between 2023 and 2024 data, some 2023 data have been restated from that published in our GSDR 2023. The report follows IFRS accounting principles and has been compiled to satisfy Central Bank of Bahrain ESG disclosure expectations.

Assumptions and estimates

As Bank ABC has a broad geographic footprint, it has been necessary to use assumptions and estimates. Operational data is collected quarterly and HR data semi-annually. In instances where the Bank has been unable to obtain data on the required cadence, a pro-rata approach has been used. For example, in Dubai, a water bill is only provided annually. This is divided into quarterly figures on a simple pro-rata basis.

Energy consumption

In instances where Bank ABC rent premises, energy and water may be included within the rental contract within multi-use buildings which lack sub-metering arrangements to account for ABC's consumption. In such instances, the Bank may rely on proxy information or assumptions. In other regions, utilities may bill periodically based on estimates, with bills based on actual figures as little as once per year. This may result in perceived differences in consumption over two periods reported, if one period is based on estimates and the next period is based on actuals which correct for the under or over-estimation(s) in the previous period.

Bank ABC employs energy grid GHG emission factors aligned with best available literature or local governmental figures for the period in question. For example, from using the UK's DEFRA database detailing emission factors for UK operations. Refrigerant leakage from heating and cooling systems is not recorded or estimated. Oil consumption from the testing of generators is recorded based on actual consumptions where applicable. Where the Bank rents accommodation for employees long term, the energy and water consumption are recorded within the Bank's reporting.

Electricity and water consumption

Electricity and water-related emissions are calculated in line with the approaches detailed in the Greenhouse Gas Protocol. Emission factors use official sources such as the UK's DEFRA database for respective countries reported.

Situations lacking billing

In situations where some bills cannot be obtained for a given month(s) in a given location, the most recent month's actual consumption shall be multiplied by the branch portfolio's average monthly change, to determine the modeled change in consumption accounting for seasonality. In instances where locations operate with top up meters, the top up amount shall be used to determine the consumption over a given period since the last top up and applied proportionately on a straight-line basis between top ups to determine monthly consumption. In countries where premises lack bills altogether, such as if the premises is rented with electricity and/or water bills included in the rent and there is no sub-metering, electricity and/or water consumption shall be determined from using the average monthly consumption from the total number of branches in the country in question. This excludes head office locations given these are not representative of branches. In examples where there are no other branches in the country, consumption shall be excluded as it cannot be determined.

Situations lacking consumption data

In instances where locations receive bills with no consumption units, consumption units shall be determined by using the prescribed price per unit from the respective provider. For locations where price per unit is unavailable from the provider, as is the case in certain MENA locations, consumption units from the closest available Bank location shall be used, to account for the fact that consumption units may vary regionally within a given country.

Solar arrangements

Where solar (photovoltaic) arrangements are involved, the electricity consumption for the building shall be determined using Primary Energy Demand, in other words, total electricity consumed for a given month irrespective of solar generation.

When it comes to subsequent location-based emission reporting, onsite solar directly consumed, such as from rooftop solar on a branch, shall be deducted from the total consumption, prior to multiplication with the emission factor. Offsite arrangements, such as from the use of a solar farm lacking a physical connection, shall not be deducted from location-based emissions. Such arrangements shall be captured under market-based emissions reporting, in line with the Greenhouse Gas Protocol.

In rare circumstances, energy billing to select locations may be received net of solar generation i.e. based on the residual consumption only. These bills also may only show the billing amount and not the units consumed, cost per unit nor gross amount of energy consumed (including solar).

In such circumstances, the Bank shall determine the units consumed by using the typical cost per unit for the residual balance. The Bank will separately have access to solar generation figures for all periods considered. The Bank will then combine the solar generation figures with the net consumption figures from the utility, to determine total consumption for the period in question. Transmission and distribution are not accounted.

Full Time Employees

Bank ABC uses full time employee (FTE) figures across both operational and HR categories. For operations, this includes aspects such as energy consumption on a per FTE basis. For the purposes of sustainability reporting, Bank ABC considers FTEs to be employees which work full time only. This excludes contractors, interns and part-time staff. Pro-rata FTE accounting is not used. Where a staff member transitions from being on a fixed term contract to permanent FTE during the year, the staff member shall be considered an FTE for the year in question.

Bank ABC's Staff are Distributed Across Regions as Follows: (FTEs per Region)

Entity	FTEs, FYE 2023	FTEs, FYE 2024
Group (Consolidated)	4,879	5,004
AFS	359	418
Algeria	418	463
Bahrain	569	603
Brazil	1,132	1,150
Egypt	1,259	1,206
France	35	36
Germany	35	39
Italy	27	27
Jordan	550	530
London	209	222
Singapore	14	16
Tunisia	201	220
Türkiye	9	9
UAE	16	16
USA	46	49

Purchased Goods and Services Emissions

The Bank is reviewing onboarding a global supply chain procurement system. In its absence, it has been necessary to use proxies when attempting to determine supply-chain related emissions and to apply current US EPA-related supply chain emission factors, based on IPCC figures. Information is collected from units on a quarterly basis. For approximately 50% of Bank ABC Group's supply chain spend, the Bank has been able to breakdown its procurement into a broad range of categories, using detailed EPA-derived emission factors for respective categories. In other instances, a single supply chain emission factor, based on the average emission factor from the locations where granular reporting was available, is used for all purchased goods and services across these units. All figures are based on embedded IPCC AR5 reporting, sourced from the latest iteration of an EPA database.

The Bank is deploying a spend-based methodology for FY25 with emissions by procurement category, across all categories for its' global footprint, with granular monthly internal reporting.

Emissions from purchased goods and services reported exclude activity-based emissions recorded elsewhere, such as for business travel and for office energy use, in order to avoid double counting. These figures are already captured as standalone categories within the Bank's emission reporting.

Business Travel and Commuting

The Bank continues to build its approach to data capture for business travel and employee commuting. As is common across international corporates such as Bank ABC, the Bank lacks specific information relating to employees' exact commuting details, such as vehicle type, emissions, distance travelled, and method of transport. It has therefore been necessary to make assumptions concerning elements such as employee mode of transport, vehicle emissions and distance of commute. Detailed information is recorded in limited regions including Singapore and Europe.

The Bank works with a variety of independent third parties for air travel bookings across its global footprint. Information historically provided to the Bank lacks details such as aircraft type, exact route information (such as stops or exact flight distance), and at times the airfare class which may materially impact the emission factor used. Assumptions utilising UK DEFRA aligned emission factors for business class flights have been used on a "best-efforts" basis concerning business travel, with a view to improving data capture through 2025.

Waste

The Bank works on the assumption of waste diverted from landfill being recycled by its recycling contractors. For example, it is assumed that 100% of plastic diverted from landfill is recycled. The Bank records both primary consumption figures and subsequent recycling-based emissions “above the line” with emission factors for each added, instead of the latter being deducted from the former. Emission factors are based on best available literature for individual waste categories, such as metals, paper and plastics. The Bank is actively working on a responsible sourcing strategy whereby information concerning source inputs will be available, such as whether paper used is from sustainably managed forests or made from recycled content.

In instances of units reporting partial waste figures only, these units shall be included in absolute reporting but omitted from per-FTE reporting in order to avoid the artificial skewing of performance. For example, as the Bank’s operations in Jordan built out their capacity in waste-related reporting, only a small subset was initially reported. Inclusion of such figures on an FTE basis would skew Group-wide reporting and artificially improve Group-wide waste per FTE performance.

Data Collection and Management

The Bank has used a wide variety of data sources to capture data for the 2024 sustainability report. Historically, standardised templates have been provided to relevant functions within subsidiaries/branches, including operations, HR, and client-facing teams to capture necessary information.

Work continues in 2025 to embed best practices systematically across the Bank and ensure timely data capture and reporting from units. This will include the creation of dashboards for management to monitor performance and trends. The Bank is also utilising internal systems such as Microsoft SharePoint to build out a data repository across locations. Data is currently limited to quarterly or half-yearly capture depending on the category, and relies on a mix of metered, modelled and estimated information. For example, in one North African country within which the Bank operates, it receives information relating to more than 75 branches. Some of these branches are owned, others are leased. Some are sole occupancy, others are not, and some lack specific information concerning the likes of energy and water consumption over a given period. Prudent estimates are used in such instances. The Bank is working on moving from quarterly towards monthly operational data reporting for 2025

Other Relevant Information

Bank ABC’s 2024 sustainability report has been subject to limited assurance from EY. This includes assessment of KPIs spanning select operational and HR figures. The report has been prepared in line with Central Bank of Bahrain (CBB’s) ESG reporting expectations, applicable from FY24 with reference to GRI and TCFD reporting principles. Forward looking statements have not been subject to assurance, nor do any sustainability statements contain financial projections interoperable with Bank ABC’s 2024 annual report.



Appendix 3: Data Tables

	Unit	2023	2024
1. HUMAN RESOURCES			
Parental Leave			
Number of days of male parental leave	Number	410	659
Number of days of female parental leave	Number	4,470	4,239
Bahraini Nationals (Scope: Bahrain-Based Employees Only)⁶			
Total number of Bahraini national FTEs based in Bahrain	Number	519	553
Bahraini nationals as % of Bahrain-based FTEs	%	56	54
Workforce Overview			
Total Employees	Number	5,673	6,102
Total FTEs	Number	4,879	5,004
Full-time employees	%	86	82
Part-time/contract employees ⁷	%	14	18
FTEs by Category⁸			
Senior management	%	8	10
Middle management	%	33	34
Non-management	%	59	57
FTEs by Age			
Employees age under 30	%	19	18
Employees age 30-50	%	67	67
Employees age +50	%	14	15
FTEs by Gender⁹			
Male	%	67	66
Female	%	33	34

(6) Includes Bahrain head office, AFS, Bank ABC's retail bank, "ila", and Bank ABC Islamic.

(7) Includes contractors and interns.

(8) FTEs are defined as per the basis of reporting on page 74.

(9) Figures assured by EY for FY24

	Unit	2023	2024
Female Representation by Grade			
Senior Management			
Male	%	73	71
Female	%	27	29
Mid-Grade			
Male	%	66	65
Female	%	34	35
Entry Level			
Male	%	66	66
Female	%	34	34
Internships by Gender			
Total number of internships during the year	Number	338	374
Male interns as a % of total	%	51	49
Female interns as a % of total	%	49	51
Gender Pay Gap¹⁰			
Gender pay gap ratio	%	10	11
Training			
Total training	Hours	132,076	184,530
Training per full-time employee (FTE)	Hours	27	37
Total Training Split by Category			
Mandatory	%	29	22
Technical	%	66	69
Leadership	%	2	4
Sustainability	%	2	4

(10) Calculated on a pro-rata, proportionate basis using a weighted average calculation applied to three levels of seniority bandings.

	Unit	2023	2024
Total Training Split by Employee Grade			
Senior management	%	5	8
Mid-grade	%	24	32
Entry level	%	71	60
Total Training Hours Split by Gender			
Male training hours as percentage of total hours worked	%	1.3	1.5
Female training hours as percentage of total hours worked	%	1.5	1.5
Total Training Hours Split by Contract Type			
Full-time employees (FTEs)	%	86	96
Part-time/contract	%	14	4
Employees Taking University Degree/Professional Qualification			
Total number of employees taking university degree/professional qualification	Number	266	291
Number of males taking university degree/professional qualification	Number	164	193
Males taking degrees/qualifications as % of total males	%	5	6
Number of females taking university degree/professional qualification	Number	102	98
Females taking degrees/qualifications as % of total females	%	6	6
Turnover			
Total employee turnover	%	12.1	17.1
Turnover by Gender			
Turnover of male employees	%	12.2	17.6
Turnover of female employees	%	11.8	16.1
Turnover by Age			
Turnover of employees aged under 30	%	16	26
Turnover of employees aged 50-31	%	11	15
Turnover of employees aged +50	%	12	12

	Unit	2023	2024
Absenteeism			
Employee absenteeism rate	%	3.1	3.9
Employee Wellness			
Amount invested in employee wellness activities	US\$,k	44	93
Number of employee wellness activities	Number	18	20
Health & Safety			
Total number of fatalities	Number	0	0
Total number of injuries	Number	17	24
Number of days lost due to injuries	Number	82	143
2. COMMUNITY INVESTMENT			
Community Investment			
Total community investment	US\$,m	5.1	1.3
Total community investment as a % of pre-tax profit	%	1.4	0.3
Total community investment as a % of revenues	%	0.4	0.1
Number of community projects	Number	52	103
Total Community Investment Split by Category			
% of community investment spent on basic infrastructure	%	78.7	5.6
% of community investment spent on environment	%	0.1	3.0
% of community investment spent on education	%	3.5	31.3
% of community investment spent on health	%	5.4	14.2
% of community investment spent on financial inclusion	%	2.7	14.4
% of community investment spent on other	%	9.6	31.5

	Unit	2023	2024
3. PROCUREMENT			
Procurement			
Total number of suppliers - Group	Number	2,446	2,607
Total number of suppliers - Head office	Number	639	592
Total Procurement Spending – Group	US\$,m	196	213
Total procurement spending – Bahrain	US\$,m	129	126
4. GOVERNANCE, COMPLIANCE & RISK			
Board of Directors			
Number of members of Group Board of Directors*	Number	9	9
Number of independent members of Group Board of Directors	Number	4	4
Non-executive members of Group Board of Directors	%	55	55
Female member of Group Board of Directors as % of total members	%	11	11
Female members of all ABC's Boards of Directors as % of total members	%	14	16
*The term of the Board of Directors is 3 years. The tenure of elected independent directors cannot exceed 3 consecutive terms, or 9 years in aggregate. There is no limit on the number of years that non-executive members can serve on the Board. The Board is comprised of 4 elected members and 5 appointed non-executive members.			

	Unit	2023	2024
Directors Code of Conduct		Yes	Yes
Board oversight of sustainability		Yes	Yes
Compliance			
Number of regulatory breaches that were intentional or due to gross negligence	Number	0	0
Number of hours of training on Code of Conduct and Whistleblowing	Hrs/FTE	2	4
Cyber Security			
Data Security Breaches			
Number of data security breaches	Number	0	0
Number of account holders impacted	Number	0	0
% of employees that completed ABC's data security training	%	99	99
5. ENVIRONMENTAL PERFORMANCE			
Energy			
Electricity consumption	MWh	25,040	24,068
Electricity consumption per FTE ⁽¹¹⁾	MWh/FTE	5.1	4.8
Renewable energy as % of total energy	%	17.1	15.9
GHG Emissions			
Scope 1	t CO ₂ e	1,340	1,297
Scope 2 – location-based	t CO ₂ e	10,572	10,160
Scope 2 – market-based	t CO ₂ e	8,768	8,541
Scope 3 (excluding financed emissions)	t CO ₂ e	31,565	31,889
Total GHG emissions (Scope 1, 2 & 3) – location-based	t CO ₂ e	43,476	43,346
Total GHG emissions (Scope 1, 2 & 3) – market-based	t CO ₂ e	41,673	41,727
Total GHG emission intensity – per unit of revenue	t CO ₂ e / \$m revenue	34.0	32.4
Total GHG emissions per FTE – location-based	t CO ₂ e / FTE	8.9	8.7
Total GHG emissions per FTE – market-based	t CO ₂ e / FTE	8.5	8.3
Breakdown of Total GHG Emissions (Scope 1, 2 & 3) by Category			
% of GHG emissions from owned buildings and fleet (Scope 1)	%	3.1%	3.0%

(11) FTEs defined as permanent full time employees only. For more information, see page 74.

	Unit	2023	2024
% of GHG emissions from electricity (Scope 2)	%	24.3%	23.4%
% of GHG emissions from suppliers (Scope 3)	%	45.4%	43.7%
% of GHG emissions from commuting & business travel (Scope 3)	%	22.8%	29.6%
% of GHG emissions from waste & water (Scope 3)	%	0.2%	0.3%
Water Consumption			
Total water consumption	m ³	106,743	75,510 ¹⁴
Water consumption per FTE ¹²	m ³ /FTE	23.9	16.6
Waste Consumption			
Total waste	t	162.5	237.4
Waste per FTE ¹³	kg / FTE	67.9	55.9
Waste to landfill	t	97.6	156.8
Waste to landfill per FTE	kg / FTE	40.8	36.9
Waste to landfill as % of total waste	%	60	66
Waste diverted from landfill	t	64.9	80.6
Diverted waste as % of total waste	%	40	34
Breakdown of Recycled Waste			
Recycled paper as % of total recycled waste	%	57%	88%
Recycled plastic as % of total recycled waste	%	36%	7%
Recycled cardboard as % of total recycled waste	%	5%	4%
Recycled metal as % of total recycled waste	%	2%	1%
Paper Consumption			
Paper consumption	t	156	144
Recycled paper as % of total paper consumption	%	24%	49%

(12) FTE figures exclude New York and AFS for 2023 and 2024. FTEs defined as permanent full time employees only. For more information, see page 74.

(13) FTE figures exclude AFS, Istanbul, Milan, New York, Paris and Tunisia for 2023 and 2024. Jordan and Egypt are excluded in 2023 only.

(14) Reduction attributable to combination of reduced consumption alongside revised, more granular calculation methodology employed for 2024.

Appendix 4: Governance Committee and Steering Groups with Responsibility for Sustainability-Related Issues

Governance body	Chairperson	Sustainability-related agenda frequency	Purpose and responsibilities to sustainability-related issues
Group Board	Group Chairman	Ad hoc	<ul style="list-style-type: none"> Oversees the Group's sustainability strategy, risk appetite and culture.
Board Risk Committee (BRC)	Independent non-Executive Director	Quarterly	<ul style="list-style-type: none"> Provide oversight of the Group's key risks on behalf the Board and is the primary risk committee at the Board level that oversees ESG risk. Consider the Group's risk appetite and make recommendations to the Board on the risk appetite statement. Ensure that Risks - including ESG risks - are identified, measured, mitigated, monitored and reported. Review and approve stress testing (which includes climate scenarios) results.
Group Risk Committee (GRC)	Group CEO	Quarterly	<ul style="list-style-type: none"> Recommend/approve relevant ESG related Policies & Standards in support of the Sustainability Strategy. Provide oversight regarding the management of key risks (including ESG risks) across the Group through its sub-committees which report into it. Review risk appetite and approve management team level risk appetite metrics and thresholds for principal risk types, including ESG risk.
Sustainability Steering Committee (SSC)	Group CEO	Quarterly	<ul style="list-style-type: none"> Review and monitor the implementation of the Group Sustainability Strategy. Review and monitor the material ESG KPIs and oversee the development of targets. Oversight of the sustainability risk controls and risk appetite. Ensure Bank ABC can meet its ESG regulatory and disclosure requirements across its jurisdictions.
Sustainable Finance Forum (SFF)*	*SFF to be set up in 2H25	Quarterly	<ul style="list-style-type: none"> Provides oversight of the Group Sustainable Finance Framework, sustainable finance products and how sustainable assets and liabilities are managed and verified. Reviews the annual Sustainable Finance Report.

Appendix 5: GRI Standards Content Index

Bank ABC Group has reported the information set out in this Global Reporting Initiative (GRI) Content Index for the period 1st of January to 31st December 2024 with reference to the GRI Standards. This has been done based on the requirements laid out in GRI 1: Foundation

2021. The disclosures related to the respective GRI Standards have been referenced in the Index below. In some instance, information could not be provided due to the limitations of data availability.

GRI Standard	Disclosure Number and Title	Reference
GRI 301: Materials 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Materials	301-1 material used by weight or volume	Pages 34-35
GRI 302: Energy 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Energy	302-1 Energy consumption within the organisation	Pages 33; 81
	2-302 Energy consumption outside the organisation	Pages 33; 81
	302-3 Energy intensity	Pages 33; 81
	4-302 Reduction of energy consumption	Pages 18; 31
GRI 305: Emissions 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Emissions	305-1 Direct (Scope 1) GHG emissions	Pages 30-32; 81
	305-2 Indirect (Scope 2) GHG emissions	Pages 31-32; 81-82
	305-3 Other indirect (Scope 3) GHG emissions	Pages 31-32; 42; 81-82
	305-4 GHG emissions intensity	Pages 30; 32; 81
	5-305 Reduction of GHG emissions	Pages 18; 26-28; 42
GRI 401: Employment 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Employment	401-1 New employee hires and turnover	Pages 56; 78
	401-2 Benefits provided to full-time employees	-
	3-401 Parental leave	Page 76
GRI 404: Training and Education 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Training and education	1-404 Average hours of training per employee	Pages 61; 77-78
	2-404 Programme for upgrading employee skills and transition assistance programmes	Pages 61-62
	3-404 Percentage of employees receiving regular performance and career development reviews	-

GRI Standard	Disclosure Number and Title	Reference
GRI 405: Diversity and Equal Opportunity		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Pages 59-60; 72
Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Pages 59-60; 80
	405-2 Ratio of basic salary and remuneration of women to men	Page 77
GRI 406: Non-Discrimination 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Pages 57; 72
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	-
GRI 414: Supplier Social Assessment 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 72
Supplier social assessment	414-1 New suppliers that were screened using social criteria	Page 58
	414-2 Negative social impacts in the supply chain and actions taken	-
GRI 417: Marketing and Labelling 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	-
Marketing and labelling	417-1 Requirements for product and service information and labelling	-
	417-2 Incidents of non-compliance concerning product and service information and labelling	-
	417-3 Incidents of non-compliance concerning marketing communication	-
GRI 418: Customer Privacy 2016		
GRI 3: Materials Topics 2021	3-3 Management of material topics	Page 29
Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 81

Appendix 6 : CBB ESG disclosure requirements

Bank ABC Group has reported the information for the period 1st of January to 31st December 2024 in accordance with Central Bank of Bahrain's (CBB) ESG disclosure requirements. The disclosures related to the respective CBB's ESG disclosure requirements have been referenced

in the Index below. In some instance, information could not be provided due to the limitations of data availability.

CBB KPI	Reference	Reference framework (if applicable)
E.1: Environmental Oversight	Pages 17-20; 26-28; 83	GRI 3-3
E.2: Energy Consumption	Pages 33; 73	GRI 302
E.3: Energy Intensity	Pages 33; 73	GRI 302
E.4: Energy Mix	Page 33	GRI 302
E.5: Greenhouse Gas Emissions	Pages 31-32; 73-74; 81-82	GHG Protocol; GRI 305; DEFRA; US EPA
E.6: Emissions Intensity	Pages 32; 73-74; 81-82	GHG Protocol; GRI 305; DEFRA; US EPA
E.7: Climate Risk	Pages 29-42	TCFD
E.8: Water Usage	Pages 34; 82	GRI 303
E.9: Waste Generation	Pages 34-35; 73-75; 82	GRI 306
E.10: Emission Targets	Pages 18; 26-28; 42	GRI 3; GRI 305
S.1: Total Workforce	Pages 59-60; 74; 76-77	GRI 2; GRI 405
S.2: Child and Forced Labour	Page 58	GRI 2; GRI 405
S.3: Employee Turnover	Page 78	GRI 401
S.4: Gender Pay Gap	Page 77	GRI 405
S.5: Health and Safety	Pages 56-57; 79	GRI 403
S.6: Non-Discrimination	Page 57	GRI 406

CBB KPI	Reference	Reference framework (if applicable)
S.7: Nationalisation	Page 58	GRI 406
S.8: Community Investment	Pages 63-68; 79	GRI 3
S.9: Human Rights	Page 58	GRI 412
S.10: Management Composition	Pages 59-60; 76-77	GRI 405
S.11: Development and Training	Pages 77-78	GRI 404
G.1: Board Composition	Page 80	GRI 2
G.2: Collective Bargaining	Page 58	GRI 407
G.3: Whistleblowing	Pages 27; 81	GRI 2
G.4: Data Privacy	Page 30	GRI 2
G.5: Disclosure Practices	Pages 5; 45; 63-68; 73	GRI 2
G.6: Conflict of Interest	Page 27	GRI 2
G.7: Supplier Code of Conduct	Page 58	GRI 2
G.8: Incentivised Pay	Page 28	GRI 2
G.9: Ethics & Anti-corruption	Pages 26-28	GRI 2
G.10: Assurance	Pages 5; 70-71	GRI 2



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