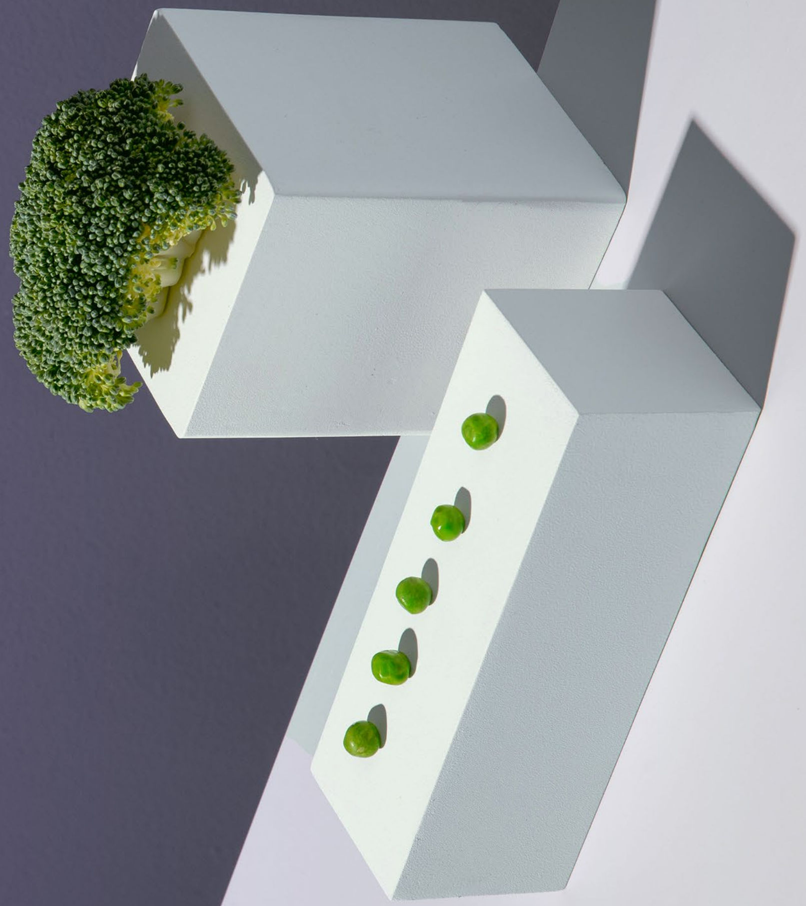
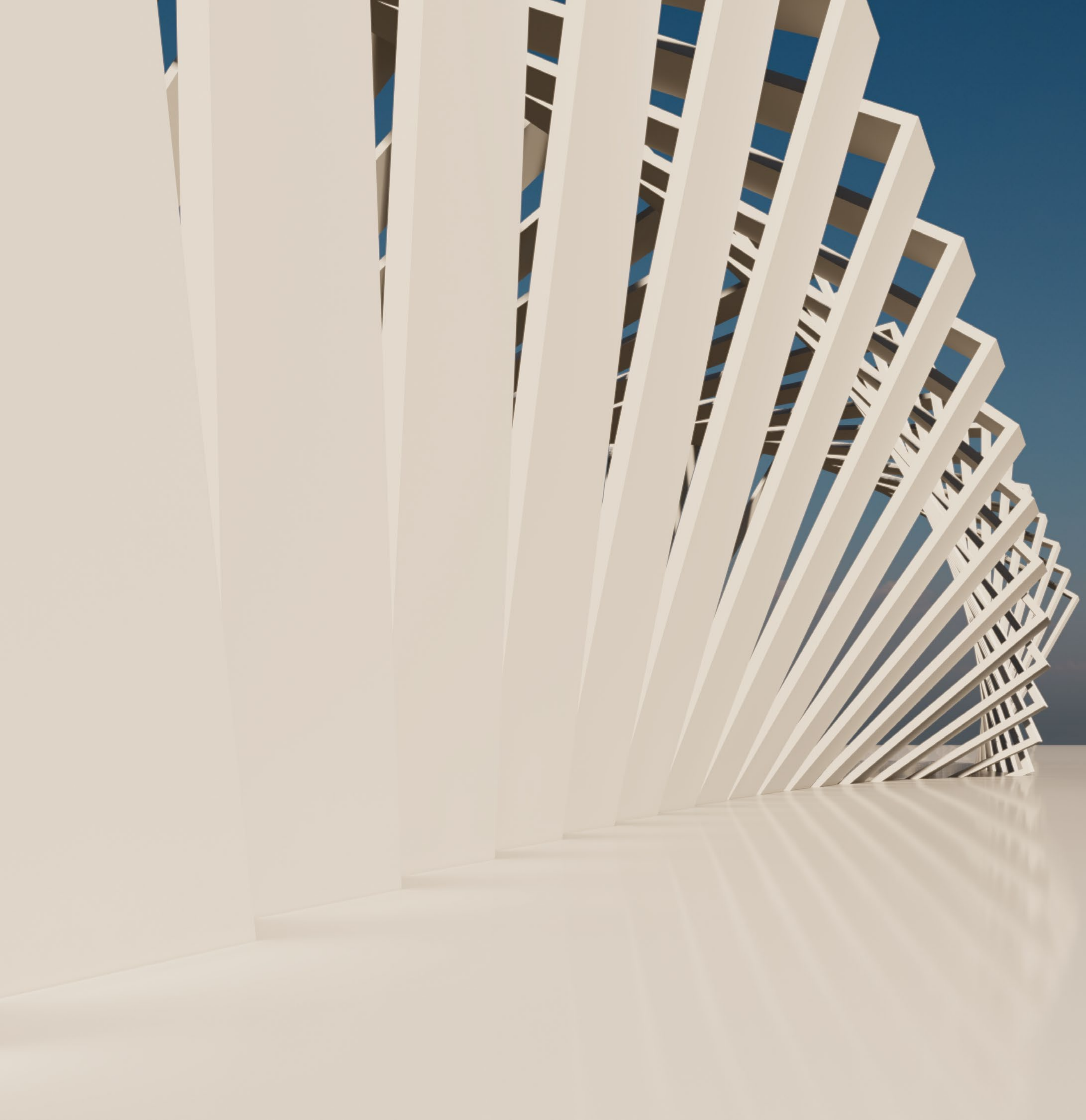
Bahrain National Holding Company B.S.C.(c)

Annual Sustainability Report - 2024





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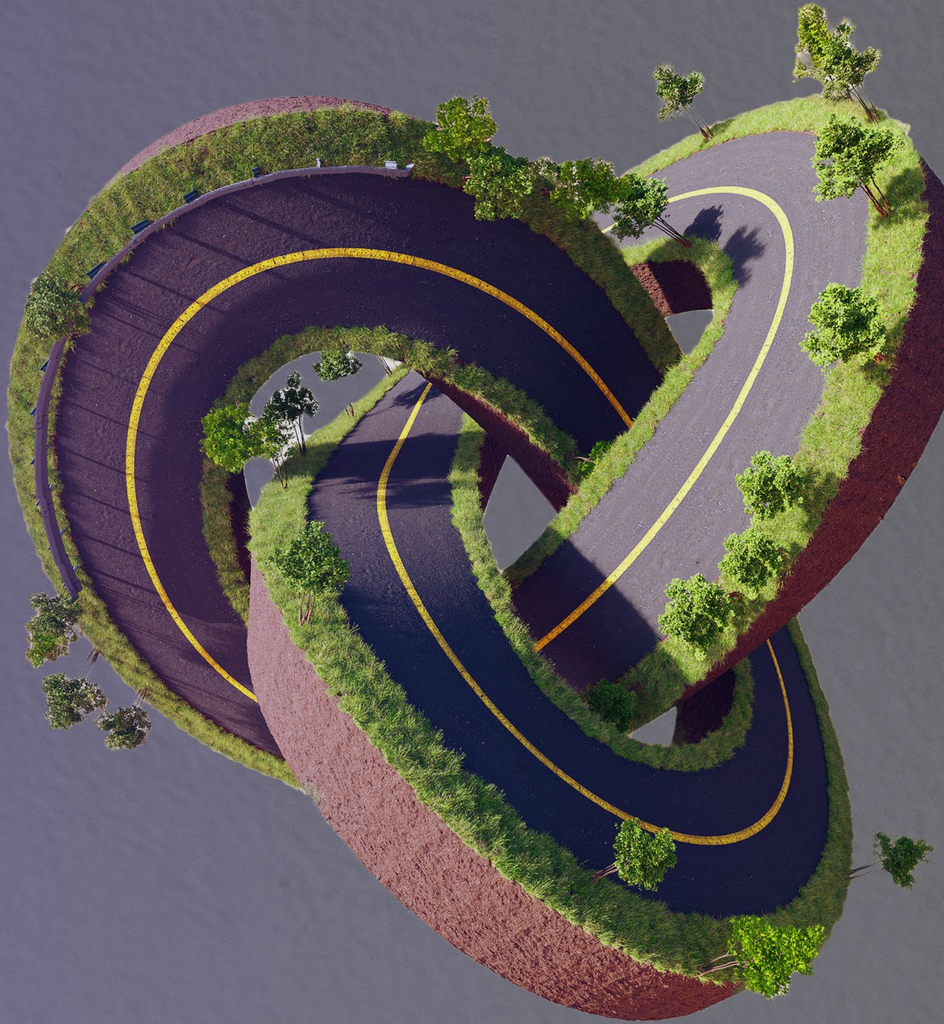
About BNH



About BNH

At Bahrain National Holding (BNH), we pride ourselves on being one of the Kingdom of Bahrain's most respected and enduring institutions. Our unwavering commitment to economic progress and highest standards of integrity has firmly positioned us as a leader in the Bahraini market. BNH was officially established in 1998 through the strategic merger of two pioneering institutions, Bahrain Insurance Company and National Insurance Company. While our formal inception as BNH dates to 1998, our roots in the insurance industry stretch back to 1969, marking over five decades of excellence, resilience, and growth.

As a publicly listed company on the Bahrain Bourse, BNH is governed by principles of transparency, accountability, and long-term value creation. We have built a solid reputation for responsible business conduct and maintaining strong, lasting relationships with our stakeholders, including customers, partners, shareholders, and regulators.

In 2024, we have made substantial progress in advancing our long-term growth strategy, laying a strong foundation for sustained value creation and enhanced returns for our shareholders. One of the most significant milestones was the acquisition of the remaining 25% stake in BNL, resulting in full ownership. This strategic move enabled us to strengthen integration between BNI and BNL, unlocking greater operational synergies and enabling us to seize new growth opportunities more effectively. As part of our continued focus on expansion, we also announced the acceptance of a binding offer from Solidarity Group Holding to acquire 100% of the issued share capital of BNI and BNL, following the successful completion of confirmatory due diligence. This transaction represents a pivotal step toward further consolidation and growth in our core business areas.

Looking ahead, the Board of Directors and Executive Management are actively shaping a new strategic roadmap aimed at accelerating growth, expanding our market footprint, diversifying our investment and income streams, and maximizing long-term shareholder value. This strategy will emphasize the optimization of existing assets, pursuit of high-potential investments, and agility in adapting to a dynamic business landscape. We remain firmly committed to delivering sustainable value and are enthusiastic about the opportunities that lie ahead as we continue to strengthen BNH's position for future success.

VISION
The Investment Holding Platform of Choice

MISSION
Continuously Generate Value for All Stakeholders, Through Active Ownership and Diversification

VALUES
Trust, Collaboration, Growth

About this Report

At Bahrain National Holding (BNH), we recognize that long-term business success is deeply interwoven with environmental sustainability, social responsibility, and strong governance practices. These pillars of ESG are not only critical to our resilience and competitiveness, but also to our role as a responsible corporate citizen committed to contributing positively to the Kingdom of Bahrain's development and prosperity.

This report is part of our continued efforts to enhance transparency and accountability. It presents relevant Key Performance Indicators (KPIs) and qualitative data that reflect our performance, progress, and practices in relation to our environmental impact, social engagement, and governance standards. Through this disclosure, we aim to provide stakeholders, including shareholders, regulators, partners, and the wider community, with a clear and comprehensive view of our ESG journey.

Bahrain holds a unique position in the region as a well-established financial services hub, supported by strong regulatory institutions and a deep-rooted commitment to sustainable economic development. The Central Bank of Bahrain (CBB) and Bahrain Bourse continues to demonstrate regional leadership in ESG regulation through the introduction of its ESG reporting framework, guiding financial institutions toward a more sustainable scale of operations and enhanced disclosure practices.

As a publicly listed company on the Bahrain Bourse, BNH is proud to contribute to and benefit from the exchange's growing emphasis on ESG stewardship. Bahrain Bourse has taken proactive steps to promote ESG reporting and responsible investment practices, further reinforcing Bahrain's leadership in sustainable economic development.

This report represents BNH's commitment to disclosing key data and performance metrics that are material to our business and stakeholders. It is part of our broader mission to build trust, drive value, and align our operations with global sustainability standards.

Reporting Period

This report covers the calendar year from 1 January 2024 to 31 December 2024, focusing on the key activities and performance outcomes during this period. Where relevant, comparative data and references to prior years are provided to offer comparability.

Reporting Guidelines

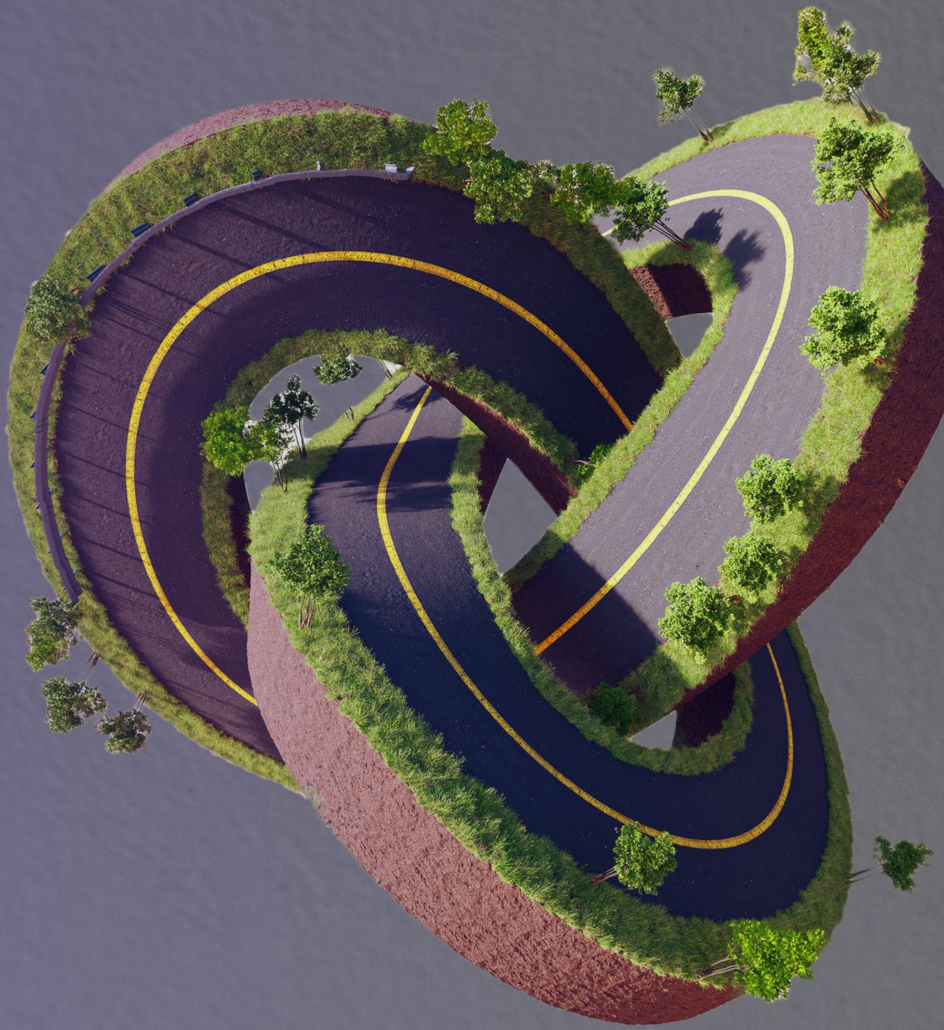
This report has been prepared in alignment with the Central Bank of Bahrain's ESG Reporting Requirements (CBB Common Volume – Part A) and intends to fulfill the ESG-related listing requirements of Bahrain Bourse. It reflects our ongoing efforts to meet the regulatory standards set for ESG disclosures in the Kingdom of Bahrain.

Report Boundary

The scope of this report includes BNH's operations across the Kingdom of Bahrain. Unless otherwise specified, the information presented pertains only to operations and entities over which BNH exercises direct management control.

02

Sustainability at BNH



Our ESG Strategy

At BNH, we are committed to generating sustainable long-term value through effective oversight, prudent investment decisions, and sound governance practices across our portfolio. As a holding company, we recognize the importance of our fiduciary responsibilities to shareholders and the broader impact of our strategic direction on the economic and social progress of the Kingdom of Bahrain. We also understand that the sustainability of our portfolio is closely tied to the evolving environmental, social, and governance (ESG) landscape. Environmental and climate-related risks, in particular, have the potential to materially affect the performance and resilience of the sectors in which our portfolio companies operate. It is therefore imperative for us to encourage and support responsible resource management and environmental stewardship across the group.

Looking ahead, we are actively formulating a new strategic roadmap focused on accelerating growth, expanding our market presence, diversifying income streams, and enhancing long-term shareholder value. This strategy is underpinned by the optimization of existing assets, the pursuit of high-potential investment opportunities, and the ability to respond to a dynamic and fast-changing business environment. Sustainability remains an integral part of this roadmap. We aim to foster a culture of sustainability as an organization, one that is comprehensive and responsive to the multi-faceted ESG considerations that affect our investments. Our corporate governance framework promotes independent, transparent, and responsible decision-making.

BNH's commitment to sound risk management, regulatory compliance, and ethical business conduct guides how we engage with our portfolio companies and how we shape our sustainability initiatives. We play a critical role in setting expectations, monitoring performance, and supporting the implementation of sustainable business practices across our portfolio. We are also mindful of the indirect environmental and social impacts associated with our investment portfolio. Our efforts to promote ESG awareness and accountability include the encouragement of resource efficiency, social investment, and responsible governance in the companies under our umbrella. Our ESG approach is built on four core pillars:

ESG Governance

Systems and structures that ensure ESG principles are integrated into corporate oversight and strategic decision-making

Strategic Integration

Aligning ESG considerations with investment principles and portfolio oversight to drive long-term value across holdings.

Materiality Assessment

Identifying and prioritizing ESG issues that are most relevant to the business model and stakeholders.

Impact & Outcomes

Measurement and monitoring of impact and outcomes to ensure ESG efforts are tracked, evaluated, and aligned with organizational objectives.

These pillars guide our efforts in identifying relevant sustainability priorities, aligning with stakeholder expectations, and overseeing the integration of ESG considerations into Group-level strategy. As we move forward, BNH remains committed to strengthening its position as a forward-thinking investment holding company that contributes meaningfully to the sustainability agenda of the Kingdom of Bahrain and the long-term success of our shareholders and partners.

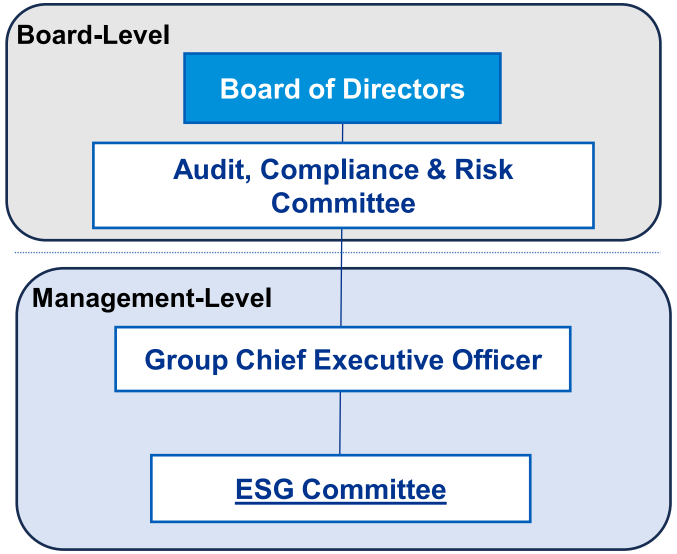
ESG Governance

At Bahrain National Holding (BNH), ESG governance is a central element of how we exercise oversight as a holding company. While BNH does not engage in direct operational activities, we are responsible for setting and/ or contributing to the strategic direction and governance expectations for our portfolio companies. This includes integrating environmental, social, and governance (ESG) considerations into investment decisions, risk assessments, and long-term planning. BNH's ESG Governance is led by the Board of Directors, with executive management responsible for implementing ESG priorities at the Group level.

Board Level Governance

At BNH, the Board of Directors plays a central role in overseeing the Group's commitment to strong governance and responsible business conduct. ESG governance is embedded within the broader framework of risk, compliance, and audit oversight, primarily through the work of the Audit, Compliance, and Risk Committee (ACRC).The ACRC is instrumental in ensuring that internal controls, compliance systems, and risk management frameworks are robust, transparent, and aligned with both regulatory expectations and emerging sustainability considerations.

The Committee's mandate includes evaluating the effectiveness of risk management systems, an increasingly important function as ESG-related risks, such as climate impact, regulatory shifts, and reputational concerns, become more prominent. By shaping and reviewing these frameworks, the ACRC supports the Group's ability to anticipate, assess, and address such risks across its portfolio. Additionally, the Committee reinforces the Group's ethical foundation through its supervision of whistleblower mechanisms, regulatory compliance, and corporate governance procedures, which are core components of the Governance framework. As ESG expectations continue to evolve, the ACRC's work enhances transparency, accountability, and trust, laying a strong foundation for the Group's long-term sustainability objectives.



Disclosure E.1. : Environmental Oversight

Executive Level Implementation – ESG Committee

The BNH ESG Committee is the senior management body responsible for overseeing the Group's approach to sustainability. It plays a central role in identifying, monitoring, and responding to ESG-related risks and opportunities, reflecting BNH's commitment to embedding sustainability into strategic decision-making and governance structures.

Comprising cross-functional executives, the Committee supports the Group's priorities in areas such as environmental stewardship, diversity and inclusion, health and safety, and corporate governance. It is tasked with shaping the Group's ESG strategy, recommending relevant policies and disclosures, and preparing an annual ESG plan for Board consideration. The Committee also monitors emerging ESG risks, regulatory developments, and global trends, and serves as a key advisor to the Board and its Committees on ESG matters. Key responsibilities of the ESG Committee include:

- Defining ESG priorities, targets, and strategic direction
- Coordinating and oversee ESG initiatives across the Group
- Supporting the Board and management in ESG oversight
- Enhancing ESG awareness and knowledge within the Group

Strategic Integration

A RESILIENT PORTFOLIO

As a holding company, BNH is focused on building a resilient, forward-looking investment portfolio. This strategic transition marks a new phase in our journey, one that emphasizes responsible capital deployment, long-term value creation, and alignment with global sustainability priorities. We are committed to identifying and investing in opportunities that not only offer strong financial returns but also contribute positively to environmental, social, and governance outcomes.

In this context, ESG factors are integral to our decision-making framework, helping us assess risk, unlock value, and ensure that our future portfolio is both resilient and aligned with evolving stakeholder expectations. By embedding ESG principles into our investment strategy from the outset, BNH aims to position itself as a responsible steward of capital in a rapidly changing economic and sustainability landscape.

ESG AS A STRATEGIC LENS

It is important to consider ESG factors when assessing the resilience and long-term viability of investment opportunities. In the present landscape, risks related to climate change, policy transitions, social inequality, and reputational integrity can materially affect the performance, valuation, and sustainability of any asset. For BNH, at a pivotal point of capital redeployment, integrating ESG into our investment evaluation process is not just prudent, its strategic.

As we realign our portfolio, ESG integration serves as a forward-looking risk lens, enabling us to identify potential exposures early and avoid assets that may be vulnerable to environmental disruption, regulatory tightening, or shifting stakeholder expectations. At the same time, this approach allows us to recognize opportunities in sectors and business models that are better prepared for the future, those that demonstrate adaptability, transparency, and responsible practices.

By embedding ESG into our core investment and risk assessment processes, we aim to build a portfolio that is not only financially strong but also resilient, compliant, and aligned with the transition to a more sustainable economy. This ensures our capital is deployed in ways that protect shareholder value and contribute meaningfully to broader sustainability goals.

ESG AS A VALUE CREATION OPPORTUNITY

ESG is not only a risk management tool, it is a source of long-term strategic value. As BNH enters a new phase of portfolio development, we view ESG integration as a way to identify investments that are positioned to thrive in a changing global economy. Businesses that demonstrate strong sustainability performance often show greater operational resilience, attract long-term capital, and earn stakeholder trust.

In many sectors, ESG considerations can serve as a competitive advantage. guiding us toward future-ready assets that combine financial returns with positive societal and environmental impact. This strategic lens will shape how we deploy capital going forward, ensuring that our new portfolio is not only profitable but also aligned with the principles of responsible and sustainable investment.

Materiality Assessment

Materiality Assessment is the process of identifying the most critical sustainability topics based on input from all relevant stakeholders. It combines qualitative feedback and quantitative surveys to rank issues by their importance. The result reflects a consolidated view of which ESG topics matter most to our stakeholders.

Our stakeholders include customers of our portfolio companies, suppliers, regulators, employees, and industry peers. We conducted a comprehensive materiality assessment, gathering feedback on a range of environmental, social, and governance issues. Respondents rated the importance of each topic, allowing us to generate an aggregate ranking and create a materiality matrix that visually represents the priorities.

For the 2024 reporting cycle, based on the assessment and the relevance of each topic to BNH's sustainability efforts, we identified 10 material topics to guide our ESG strategy and disclosures.

Identify

Developed a preliminary list of material topics based on a review of industry trends, stakeholder expectations, and peer benchmarking to ensure alignment with relevant sustainability priorities and leading practices.

Engage

Designed and distributed materiality survey forms to both internal and external stakeholders to gather insights on the relevance and priority of identified sustainability topics.

Collate

The results were internally reviewed and assessed to ensure alignment with the identified priorities and subsequently considered for next steps in the materiality process.

Finalize

Topics were mapped onto a materiality matrix to provide a visual representation of their relative importance to BNH and its stakeholders.

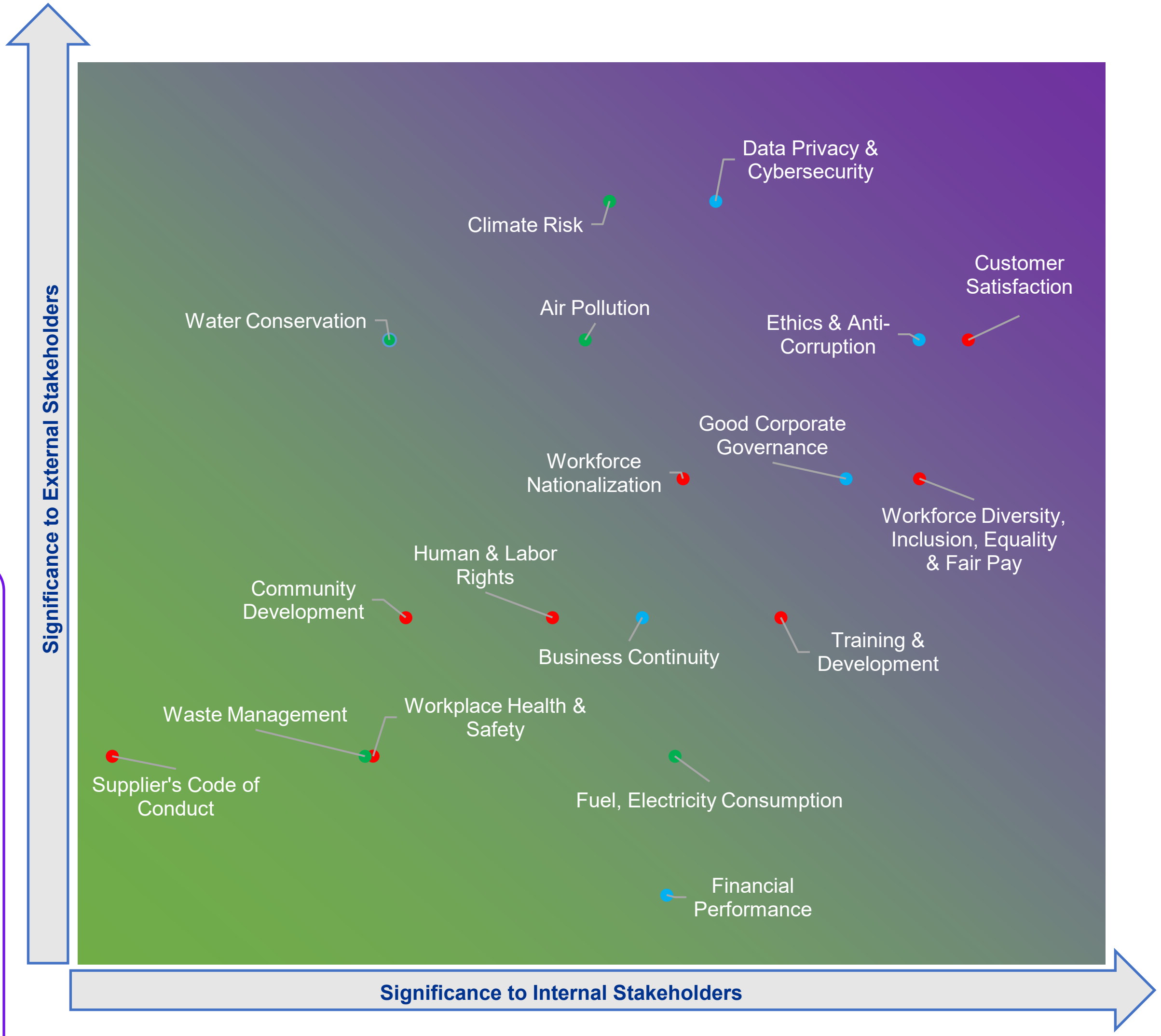


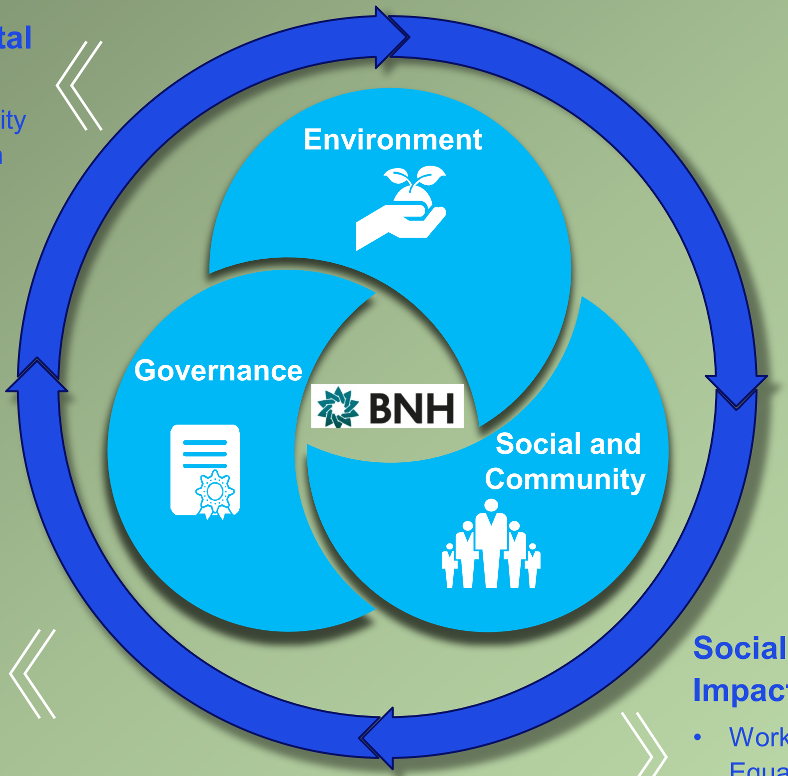
Figure 2: Materiality Matrix

Environment ● **Social** ● **Governance** ●

Materiality Assessment

Environmental

- Climate Risk
- Fuel, Electricity Consumption



Governance & Management

- Data Privacy & Cybersecurity
- Ethics & Anti-Corruption
- Good Corporate Governance
- Business Continuity

Social & Community Impact

- Workforce Diversity, Equality and Fair Pay
- Workforce Nationalization
- Training & Development
- Human & Labor Rights

Survey Outcomes

Relevant ESG Topics for BNH

Environmental

- Fuel, Electricity Consumption
- Climate Risk
- Air Pollution
- Waste Management
- Water Conservation

Social

- Workforce Diversity, Inclusion, Equality & Fair Pay
- Workplace Health & Safety
- Human & Labor Rights
- Training & Development
- Workforce Nationalization
- Community Development

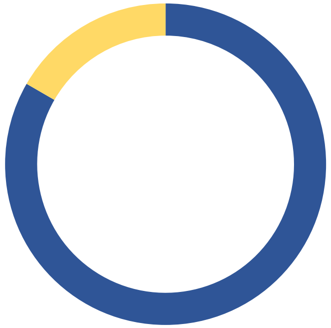
Governance

- Good Corporate Governance
- Ethics & Anti-Corruption
- Data Privacy & Cybersecurity
- Customer Satisfaction
- Business Continuity
- Supplier's Code of Conduct
- Financial Performance

Survey Responses

12

Total Survey Respondents



Internal Respondents

83%

External Respondents

17%

Impact & Outcomes

Environment

1716 Mt Co2-e

Total Emissions

GHG Emissions

Scope 1, 2, and 3 GHG Emissions are reported in line with the GHG Protocol.

(MT CO2-eq)

13.8	**1703**	**0.182**
Scope 1	***Scope 2***	***Scope 3***

63

Emission Intensity (per FTE) (MT CO2-eq)

Social

27

Total Workforce

44%

Women constitute 44% of our total staff

44%	**26%**
Entry-Level	*Mid-Level*

30%

Senior-Level

Workforce composition by management level

0

Health & Safety Incidents

7.33

Learning and Development – Average Training Hours Per FTE

74%

Nationalization

Governance

100%

Ethics and Anti-Corruption Compliance

0

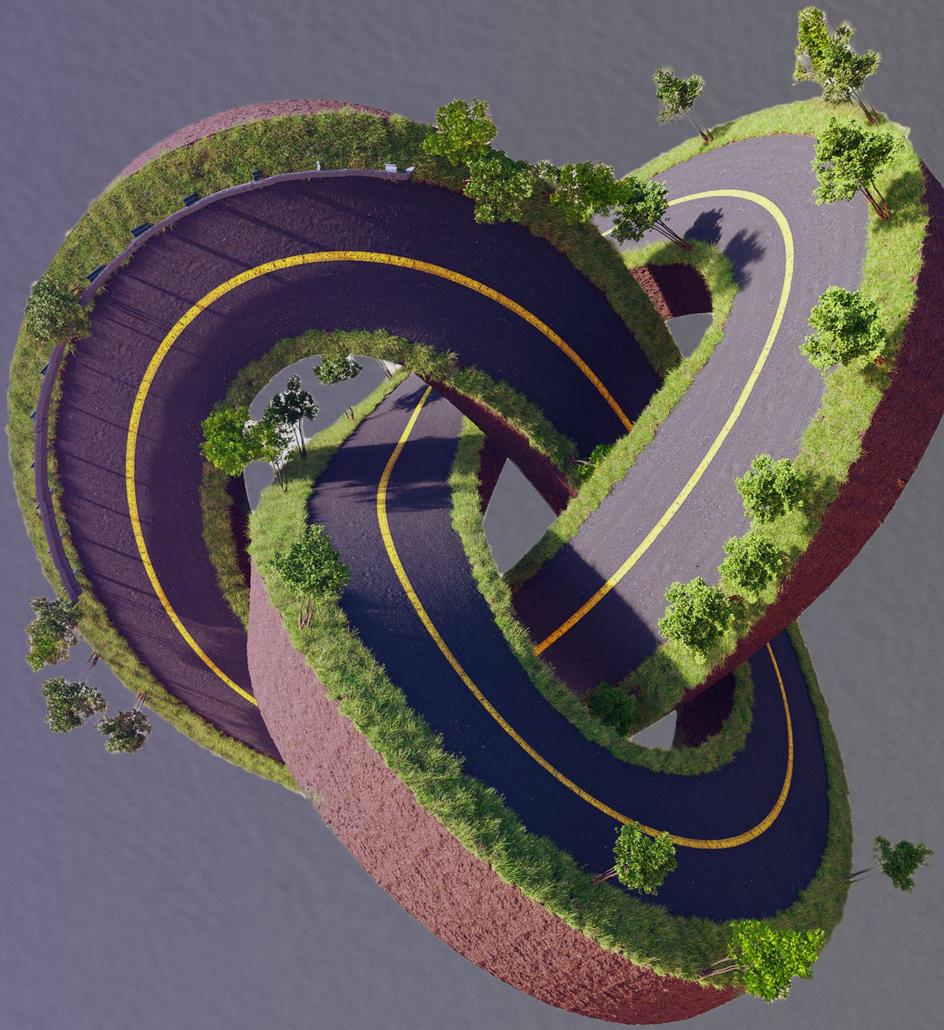
Instances of Whistleblowing incidents

0

Instances of Data Privacy violations

03

Environment



Environment

Business activities, whether operational or strategic, inevitably generate environmental externalities. These include the consumption of energy, use of scarce natural resources, greenhouse gases emissions, and other forms of environmental impact. While BNH operates solely as a holding company, we fully recognize that our corporate operations, governance practices, and capital allocation decisions contribute, both directly and indirectly, to broader environmental outcomes. As such, environmental performance is an important consideration within BNH's evolving ESG strategy.

We acknowledge that responsible environmental management begins with accurate measurement and transparency, even within a limited operational footprint. BNH has established a framework to monitor and manage resource consumption, particularly with regard to electricity and fuel, which are the most material environmental inputs associated with our administrative operations. Although our environmental footprint is modest, we believe that every organization, regardless of scale, has a role to play in reducing environmental impact. BNH actively tracks key resource metrics and conducts periodic assessments of electricity and fuel consumption, in order to enhance internal awareness, improve data reliability, and identify inefficiencies. These data-driven insights inform energy-saving initiatives and provide a foundation for more advanced sustainability practices in the future.

At the national level, BNH supports the Kingdom of Bahrain's Net Zero Emissions goal for 2060, which provides a long-term vision for transitioning toward a low-carbon and sustainable economy. In this context, BNH is committed to aligning its internal operations and investment philosophy with Bahrain's climate objectives. As an agent of capital growth, BNH aims to explore environmental considerations into investment evaluation and align its future capital deployment towards climate-resilient and low-carbon propositions.

We also monitor emerging regulatory expectations, such as ESG disclosure requirements, carbon reporting, and regional sustainability taxonomies, ensuring readiness and compliance as the regulatory landscape evolves. In a broader context of accelerating climate change, ecological degradation, and growing environmental regulation, BNH views environmental governance as an essential component of risk-adjusted value creation. By embedding environmental awareness into strategic and financial planning, we aim to future-proof our portfolio and contribute meaningfully to a more sustainable and resilient economic ecosystem.

Alignment with UN SDGs

Our environmental strategy reflects a commitment to the United Nations Sustainable Development Goals (SDGs), which provide a structured foundation for addressing systemic environmental challenges. We aim to influence sustainable practices across our portfolio through a principles-based approach that aligns with the following SDGs:

SDG 12: Responsible Consumption and Production – supporting the transition toward more sustainable patterns of material and energy use, in line with targets related to resource efficiency and waste minimization.

SDG 13: Climate Action – advancing climate-aware governance and promoting emissions-conscious operational decisions within portfolio entities, consistent with global climate adaptation and mitigation imperatives.

This alignment reinforces our role in supporting Bahrain's national sustainability agenda, including the Bahrain Economic Vision 2030, which emphasizes sustainable development as a core pillar of long-term economic diversification, and the National Environment Strategy, which highlights the importance of integrating environmental considerations into development planning. By embedding environmental performance expectations into our investment oversight and stewardship practices, we seek to enable a portfolio-wide culture of sustainability that reflects both international best practices and Bahrain's policy priorities.

Environment – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (1/6)

Energy Consumption

Electricity and fuel consumption data for this reporting period is presented on a standalone basis for BNH, excluding any portfolio companies.

BNH operates from a shared office building occupied by multiple tenants, including current and former portfolio companies. Energy costs in this facility are allocated based on a chargeback model, which distributes expenses proportionally among tenants. Accordingly, the reported electricity and fuel consumption figures reflect only the share of energy use attributable to BNH.

This approach ensures that reported data accurately represents BNH's direct operational footprint, in line with ESG disclosure best practices and the principles of operational boundary-setting for Scope 1 and Scope 2 emissions reporting.

Energy Consumption (Absolute)	2024
Electricity(kWh)	2,437,730
Fuel (Petrol in Liters)	5,724

Energy Consumption (GJ)	2024
Electricity	8,775.83
Fuel	200.8

Disclosure E.2: Energy Consumption

Energy Intensity

At BNH, calculating and analyzing energy intensity, measured as total energy consumption per unit of revenue ('000 BHD), provides it with a practical tool for assessing the operational efficiency of its core functions and administrative activities. While direct energy consumption may be relatively limited compared to industrial sectors, this metric enables us to benchmark performance over time, identify patterns or inefficiencies in energy use, and support cost control measures within owned or managed facilities.

Additionally, tracking energy intensity allows BNH to evaluate the relative environmental impact of its operations in proportion to financial output, facilitating more data-driven decisions regarding facility management, technology upgrades, or resource use optimization.

Energy Intensity (Absolute)	2024
Electricity Intensity (kWh)	17,167.12
Fuel Intensity (Petrol in Liters)	40.31

Energy Intensity (GJ)	2024
Electricity (GJ)	61.80
Fuel (GJ)	1.41

Disclosure E.3: Energy Intensity

Energy Mix

BNH's energy consumption primarily comprises electricity, which constitutes the majority share of total energy use, while the remainder is attributed to fuel consumption. This distribution reflects the nature of BNH's office-based activities, where electricity powers core functions and facilities, while fuel use remains limited to travel needs.

No energy was sourced from renewable energy systems during the reporting period, as all electricity and fuel consumed originated from conventional grid-based or fossil fuel sources.

Energy Mix	2024
Electricity (Fossil Fuel Based)	97.76%
Fuel (Petroleum)	2.24%
Renewable Energy	0%

Disclosure E.4: Energy Mix

CBB ESG Reporting Guidelines

- E.2. Energy Consumption
- E.3. Energy Intensity
- E.4. Energy Mix

Environment – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (2/6)

Greenhouse Gas Emissions

Tracking, monitoring, and analyzing greenhouse gas (GHG) emissions is an essential aspect of environmental stewardship for BNH. Establishing a clear understanding of the organization's carbon footprint allows for improved oversight of operational efficiencies, identification of emission hotspots, and informed decision-making. This approach is particularly relevant in the context of the Kingdom's national commitment to achieving net zero emissions by 2060. By quantifying its emissions profile, BNH positions itself to align with evolving regulatory expectations, anticipate climate-related risks, and assess the environmental performance of its investments in a manner consistent with Bahrain's long-term sustainability agenda.

BNH reports greenhouse gas (GHG) emissions in alignment with the GHG Protocol, covering Scope 1, Scope 2, and Scope 3 emissions on a standalone basis.

Scope 1 emissions are associated with direct fuel consumption, primarily from the use of fuel for business travel using our own fleet.

Scope 2 emissions result from the indirect consumption of purchased electricity for our office premises, which constitutes the majority of BNH's total energy use.

Scope 3 refers to emissions outside the organization's control attributable to upstream and downstream activities in the value chain, including business travel.

GHG Emissions*	2024
Scope 1 Emissions (mtCO2-eq)	13.8
Scope 2 Emissions (mtCO2-eq)	1703.0
Scope 3 Emissions (mtCO2-eq)	0.182
Total Emissions (mtCO2-eq)	1,716.98

Disclosure Table E.5: GHG Emissions

*GHG emissions, reported in CO_2 equivalent terms, include the following Greenhouse Gases – Carbon-dioxide (CO_2), Methane (CH_4) and Nitrous Oxide (N_2O)
Emission Factors : IEA Emission Factors (2024)

Emission Intensity

Monitoring and analyzing GHG emissions intensity, calculated as total emissions per full-time employee equivalent (FTE), enables BNH to assess the environmental efficiency of its operations in relation to workforce size - a relevant metric for a company with primarily management-based functions.

This indicator supports internal benchmarking, helps identify opportunities for operational improvement, and provides insight into the carbon footprint associated with employee-driven activities such as energy use and business travel.

GHG Emissions Intensity	2024
Total Emissions (mtCO2-eq)	1,716.98
Total FTEs	27
Emissions Intensity	63.591

Disclosure Table E.6: Emission Intensity

CBB ESG Reporting Guidelines
- E.5. GHG Emissions
- E.6. Emissions Intensity

Environment – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (3/6)

Climate Risk Mitigation

At present, BNH has not undertaken any direct climate risk mitigation investments. Given its structure as a holding company with limited operational exposure, BNH's current activities do not include climate-specific capital deployment or targeted mitigation projects.

However, at BNH, we recognize the importance of building a long-term climate-resilient portfolio through its future investments, partnerships, and joint ventures. As part of our future strategy, we are actively exploring ESG-linked investment opportunities that align with long-term sustainability trends and seek to integrate climate considerations into strategic investment decisions. This forward-looking approach aims to position our organization to better navigate emerging climate-related risks and support value creation in a low-carbon transition context.

As part of its broader ESG strategy, BNH remains committed to identifying pathways for contributing to climate resilience across its portfolio holdings. Our approach towards climate risk mitigation is embedded in the wider sustainability-linked investment approach.

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01

Defining Our Investment Culture

Taking climate-related risks and opportunities into account as part of a broader approach to responsible capital allocation and long-term value creation.

02

Defining Our Material Issues

Recognizing climate as an emerging material consideration, with growing relevance to investment resilience, regulatory expectations, and the long-term sustainability of portfolio value.

03

Defining Our Portfolio Strategy

Considering climate-related factors to help identify sectors and ventures that may benefit from long-term trends such as the low-carbon transition and climate resilience.

04

Driving Climate Stewardship

Engaging on climate related themes with stakeholders, investors, partners, and portfolio companies, around shared climate risks, regulatory developments, and emerging sustainability expectations.

Disclosure Table E.7: Climate Risk Mitigation

CBB ESG Reporting Guidelines

- E.7. Climate Risk Mitigation

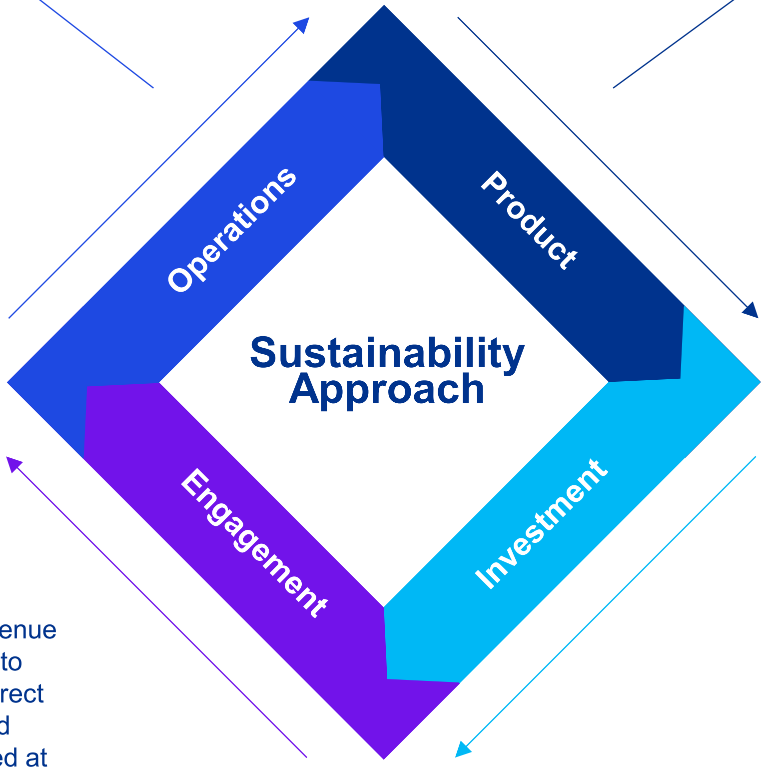
Environment – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (4/6)

Strategic Pathways to Embed Sustainability

Operational strategy

- Operational emissions primarily arise from routine activities, with Scope 1 and Scope 2 emissions currently monitored to understand the footprint.
- Future opportunities may involve innovations such as process digitalization, renewable energy, and smart building technologies.
- Ongoing developments in technology and regulatory landscape shall guide our potential strategies to enhance operational sustainability.



Product strategy

- Future portfolio composition presents an opportunity to drive positive environmental and social impacts by evolving the product mix. This may involve introducing offerings with lower emissions profiles or adjusting existing products to emphasize solutions that support the transition toward a more sustainable economy, rather than exclusively focusing on fully green assets.
- This forward-looking approach allows our holding portfolio to remain adaptable and responsive to changing market dynamics and emerging sustainability priorities.

Engagement strategy

- Engagement with investee companies provides an avenue to encourage the integration of ESG considerations into business decisions. This approach extends beyond direct investments to include dialogue with policymakers and regulators, fostering a collaborative environment aimed at promoting sustainable and responsible business practices.
- By actively participating in these conversations, there is an opportunity to influence broader industry standards and support the development of frameworks that drive long-term value creation and resilience. Such engagements reinforce our commitment to sustainability while aligning investment objectives with evolving environmental and social priorities.

Investment strategy

- BNH may consider incorporating ESG and climate factors into its investment selection process, which could inform decisions around exposure to certain companies or sectors facing transition challenges or climate-related risks. These considerations may also play a role in how opportunities are assessed and prioritized over time.
- This flexible approach allows BNH to adapt to evolving sustainability expectations while aligning investment decisions with long-term value creation and risk management.

Environment – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (5/6)

Responsible Investment Approaches

01

Responsible Investment: Our Evolving Lens

As we continue to refine our investment philosophy, we are actively considering the role of values-aligned exclusions in our decision-making process. This involves the potential for adopting selective investment criteria that avoid sectors or entities misaligned with widely recognized ethical or environmental standards. We recognize that applying these filters, commonly referred to as negative screening, can be a first step toward aligning our portfolio with broader sustainability goals.

02

Upholding Global Norms and Standards

We are exploring how internationally accepted frameworks, such as the UN Global Compact and the OECD Guidelines for Multinational Enterprises, can shape our approach to responsible investing. By incorporating standards-based assessments into our investment evaluation process, we aim to promote accountability and ethical business conduct. This commitment reflects our intention to be consistent with global expectations around human rights, labor, environment, and anti-corruption.

03

Championing Industry Leaders

We recognize the value of highlighting companies that demonstrate strong ESG performance within their sectors. In certain cases, such recognition may support broader efforts to promote responsible business practices and incremental improvements across industries.

04

Integrating ESG into Core Decisions

A more holistic understanding of risk and opportunity is becoming essential to long-term value creation. We are in the process of evaluating how environmental, social, and governance (ESG) considerations can be systematically integrated into our investment analysis and strategy development. Where applicable, this may include enhanced due diligence processes and the use of ESG data in evaluating potential and existing investments.

05

Linking Capital to Sustainable Outcomes

We are monitoring developments in sustainability-linked investment structures that connect financial performance with defined ESG-related targets. While not a current focus, such instruments may offer additional tools to align capital deployment with long-term risk management and value creation objectives.

06

Advocating Through Ownership

Employing shareholder power to influence corporate behavior, including through direct corporate engagement (i.e., communicating with senior management and/or boards of companies), filing or co-filing shareholder proposals, and proxy voting that is guided by comprehensive ESG guidelines.

Environmental – Data & Outcomes

Energy & Resource Consumption – Data & Outcomes (6/6)

Water Usage

Our water consumption is sourced from the Electricity and Water Authority (EWA) and is reported on a standalone basis, excluding portfolio companies. The office building in which BNH operates is occupied by multiple tenants, including current and former portfolio companies.

Water utility costs are allocated through a chargeback model, with usage and associated expenses distributed proportionally among tenants. As such, the reported figures reflect only the portion of water consumption attributable to BNH, based on its allocated share under this model.

Water Usage (liters)	2024
Water Consumed/ Withdrawn	6,141
Water Recycled	0

Disclosure Table E.8: Water Usage

CBB ESG Reporting Guidelines

- E.8. Water Usage

Waste Generation

Waste generated from BNH's operations is primarily the result of routine office activities, including paper waste, food waste, and general office refuse. While we do not currently have formal tracking mechanisms in place for waste volumes or categorization, all waste is disposed of through standard municipal collection channels. We ensure compliance with all municipal waste disposal guidelines.

Waste Generation (kgs)	2024
Total Hazardous Waste	0
Total Non-Hazardous Waste	N/A

Disclosure Table E.9: Waste Generation

CBB ESG Reporting Guidelines

- E.9. Waste Generation

Emission Targets

At present, there are no specific emissions reduction targets applicable to our operations under current national regulations. We continue to closely monitor the development of relevant climate policies and regulatory frameworks to ensure compliance with any future requirements.

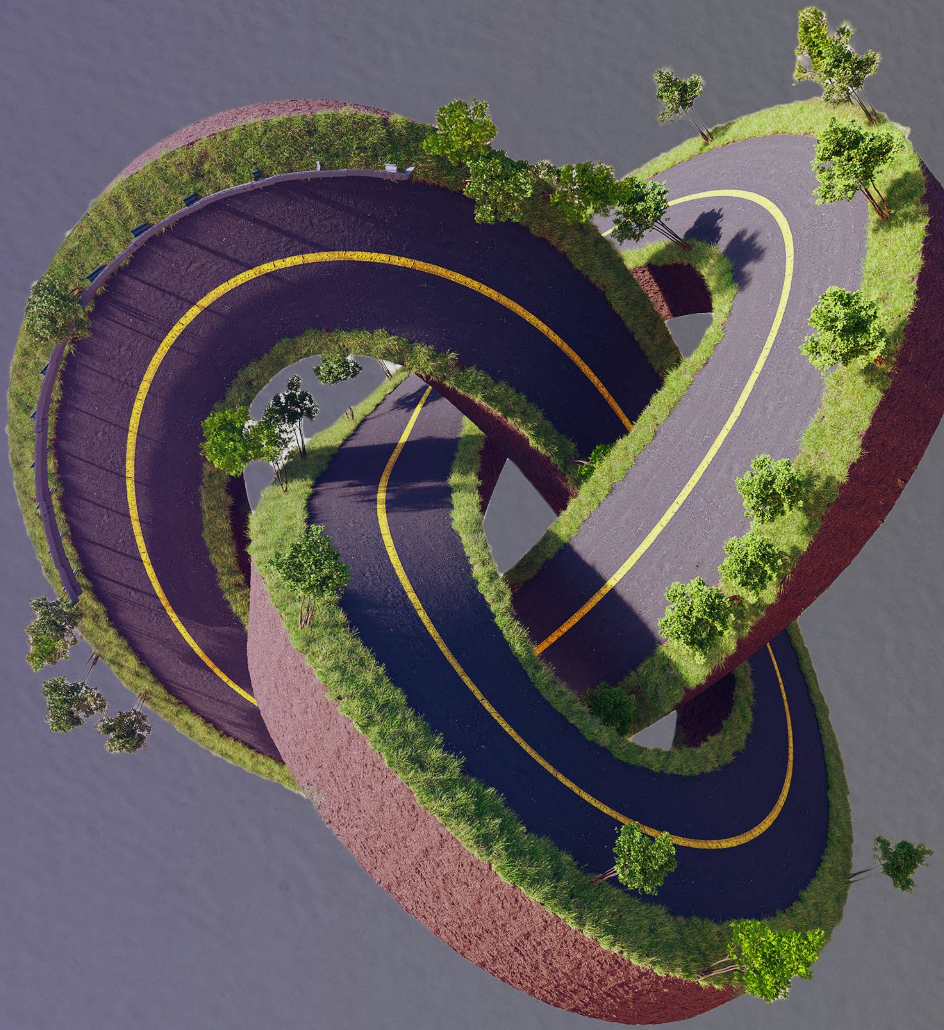
While no formal emissions obligations apply to our activities currently, we remain supportive of Bahrain's national commitment to achieve net-zero emissions by 2060. We recognize the importance of aligning with the country's long-term sustainability goals and will assess our readiness in accordance with the regulatory developments.

CBB ESG Reporting Guidelines

- E.10. Emission Targets

04

Social & Community



Social & Community Impact

BNH recognizes that our people are the foundation of our success and long-term sustainability. In alignment with Bahrain's Vision 2030, which positions human capital as a cornerstone of national progress, we remain committed to fostering a resilient, empowered, and future-ready workforce. Our ongoing investments in talent acquisition, development, and retention have yielded tangible outcomes - not just in financial performance, but also in fostering an engaged, and high-performing organizational culture.

As we navigate a rapidly evolving operating environment, the well-being, resilience, and continuous development of our staff remain central to our strategic direction. Strengthening our human capital is not only a driver of internal growth but also a reflection of our commitment to contributing to Bahrain's broader socio-economic advancement.

Our Commitment

- Diversity, Equity, and Inclusion

BNH is committed to nurturing a workplace where all individuals feel respected, included, and empowered to succeed. We embrace diversity in all its forms, across gender, age, nationality, abilities, and backgrounds, and actively promote an inclusive culture in line with the principles of Bahrain's Labor Law. Our policies are designed to eliminate barriers to advancement and foster equal opportunity, reinforcing our belief that diverse perspectives drive stronger outcomes.

- Learning and Development

Continuous learning is central to our workforce strategy. We provide our employees with access to a dynamic range of development opportunities, including formal training, workshops, mentoring programs, and digital learning platforms. These initiatives are designed to build current capabilities, prepare future leaders, and ensure that our teams remain agile and aligned with evolving business needs and industry trends.

- Health, Safety, and Wellbeing

The health, safety, and wellbeing of our employees remain a top priority. We uphold rigorous safety protocols and comply fully with national health and safety regulations. Beyond physical safety, we actively promote a culture of wellness, mental health awareness, and proactive engagement across all levels of the organization. Open communication, accountability, and employee involvement are encouraged to maintain a workplace where everyone feels secure, supported, and valued.

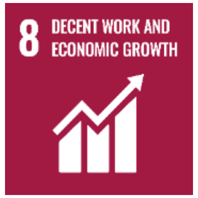
Alignment with UN SDGs

BNH's social responsibility efforts align with key priorities of the United Nations Sustainable Development Goals (SDGs), particularly those focused on decent work, reduced inequalities, and inclusive development.

Through our commitment to employee well-being, ethical labor practices, continuous learning, and fair employment, BNH supports ***SDG 8: Decent Work and Economic Growth***, which promotes inclusive and sustainable economic growth, full and productive employment, and decent work for all.

In addition, our focus on non-discrimination, equal opportunity, and community engagement contributes to ***SDG 10: Reduced Inequalities***, reflecting our belief in the importance of inclusive participation, both within the organization and in the broader community.

These alignments underscore BNH's role in advancing social sustainability, while reinforcing our commitment to ethical governance, human development, and national socio-economic progress.



Social & Community Impact

Our People – Data & Outcomes (1/7)

Total Workforce Composition

BNH monitors and reports on its workforce composition with a focus on gender and age distribution. Gender data is tracked across all employment levels to support equitable representation and inform talent management practices.

As of the end of 2024, Bahrain National Holding (BNH) maintained a lean and fully full-time workforce comprising 27 employees, reflecting the nature of its operations as an investment holding company with centralized administrative and strategic functions. The workforce demonstrates a relatively balanced gender distribution, with 15 male and 12 female employees, representing 44% female participation, indicative of inclusive hiring practices within the organization.

In terms of age demographics, the majority of employees (70%) fall within the 30–50 years age group, reflecting a workforce with a strong mid-career profile, bringing experience and professional maturity to the company's operations. Employees under 30 years represent 11% of the total workforce, while those over 50 years account for 19%, indicating some generational diversity while maintaining an operational focus on experienced professionals.

All employees are engaged on a full-time basis, with no part-time staff or interns during the reporting period. This reflects the Company's staffing model, which is built around stable, long-term employment structures aligned with BNH's operational needs and governance functions.

Workforce Composition	2024
Total Employees	27
By Gender	
Male	15
Female	12
By Age	
Under 30 years	3
30 – 50 years	19
Over 50 years	5
By Employment Type	
Full-Time Employee	27
Part-Time Employee	0
Interns	0

Disclosure S.1: Total Workforce Composition

CBB ESG Reporting Guidelines

- S.1. Total Workforce Composition (By Gender, Age-Group, and Employment Type)

Child & Forced Labour

At BNH, we fully comply with the Bahrain Labor Law (Law No. 36 of 2012) and its applicable provisions related to juvenile employment. Child and Forced Labor considerations are embedded within our broader Human Resources Policy, which governs all aspects of recruitment, employment, and operational practices across the organization and our supply chain.

We maintain a zero-tolerance approach to child and forced labor, enforced through robust operating procedures. The Human Resources policy is periodically reviewed and approved by the Board of Directors and relevant management authorities to ensure ongoing alignment with legal obligations and best practices in labor and human rights. In 2024, nil incidents related to child and forced labor were reported.

Disclosure S.2: Child & Forced Labour

CBB ESG Reporting Guidelines

- S.2. Child & Forced Labor

Social & Community Impact

Our People – Data & Outcomes (2/7)

Employee Turnover

In 2024, Bahrain National Holding (BNH) recorded a total workforce turnover of 5 employees. The turnover was comparable among female employees (3) and male employees (2). Notably, 20% of total turnover occurred within the under 30 age group, while the remaining turnover was from the 30 - 50 age group, while no turnover was recorded among employees over 50, indicating greater stability among senior staff.

BNH experienced a notable increase in employee turnover during the reporting period, primarily driven by organizational changes related to the divestment of our subsidiaries. As a result, employees associated with post-divestment transfer to these subsidiaries are no longer reflected within BNH's workforce.

This change is a structural shift rather than a reflection of attrition due to internal workplace factors. BNH remains committed to workforce stability and continues to prioritize employee engagement, well-being, and development within its ongoing operations.

Employee Turnover	2024
Turnover Rate	17%
Total Turnover	5
By Gender	
Male	2
Female	3
By Age	
Under 30 years	1
30 – 50 years	4
Over 50 years	0

Disclosure S.3: Employee Turnover Ratio

CBB ESG Reporting Guidelines

- S.3. Employee Turnover

Gender Pay Ratio

Our current gender pay parity ratio, calculated as the average compensation of women to that of men, stands at 0.61. This metric is regularly monitored as part of our broader commitment to transparency and equity in compensation practices.

We recognize that this figure reflects underlying structural and role-based dynamics within the organization and industry. Ongoing analysis helps us better understand the factors influencing this ratio, including role distribution, tenure, and representation across functions and levels.

We continue to evaluate compensation frameworks and workforce data to ensure pay practices remain fair, consistent, and aligned with our principles of equity and inclusion.

Gender Pay Ratio	2024
Median Women's Compensation to Median Men's Compensation	0.61

Disclosure S.4: Gender Pay Ratio

CBB ESG Reporting Guidelines

- S.4. Gender Pay Ratio

Social & Community Impact

Our People – Data & Outcomes (3/7)

Health & Safety

At BNH, safeguarding the health, safety, and wellbeing of our employees remains a fundamental commitment and an integral part of our corporate responsibility. We recognize that a resilient, high-performing workforce is critical to the long-term sustainability and success of our business. Accordingly, we continue to embed occupational health and safety (OHS) as a core pillar of our organizational culture and operational excellence.

In 2024, we further strengthened our health and safety governance framework in line with ISO 45001:2018 standards, which serve as the foundation for our systematic approach to identifying, managing, and mitigating workplace risks. This international certification reinforces our proactive measures in reducing occupational injuries, enhancing safety performance, and fostering a culture of continuous improvement.

We remain in full compliance with the Kingdom of Bahrain's Labour Law (Chapter 15), which governs workplace safety, environmental health, and occupational wellbeing. Our efforts include conducting periodic internal inspections, risk assessments, and third-party audits to monitor and enhance our work environment. We also deliver targeted capacity-building programs, such as safety awareness campaigns, firefighting simulations, certified first aid training, and annual fire drills, ensuring our employees are well-equipped to respond to emergencies and uphold best practices.

Through these initiatives, we aim to maintain zero incidents, promote physical and mental wellness, lower healthcare-related costs, and ultimately drive operational efficiency across the organization. Our commitment to health and safety extends beyond compliance - it reflects our dedication to responsible business conduct and our duty of care toward every individual at BNH.

Health & Safety	2022	2023	2024
Number of injuries and fatalities	0	0	0
Lost days due to work injury	0	0	0

Disclosure S.5: Health & Safety

CBB ESG Reporting Guidelines

- S.5. Health & Safety

Social & Community Impact

Our People – Data & Outcomes (4/7)

Non-Discrimination

At BNH, we comply with the Bahrain Labor Law (Law No. 36 of 2012) and its applicable provisions, which prohibit discrimination in employment. Discrimination based on gender, age, nationality, physical disability, or any other legally protected characteristic is not permitted in any aspect of employment, including recruitment, promotion, compensation, training, or termination.

This requirement is incorporated into the organization's Human Resources Policy, which applies to all personnel, and governs employment practices across the organization.

The policy is subject to periodic review and approval by the Board of Directors and relevant management authorities to ensure compliance with applicable legislation and consistency with international labor and human rights standards.

In 2024, nil incidents related to discrimination were reported.

Disclosure S.6: Non-Discrimination

CBB ESG Reporting Guidelines

- S.6. Non-Discrimination

Nationalization

Approximately 75% of our workforce is comprised of Bahraini nationals, reflecting our strong commitment to supporting local talent development and contributing to national employment objectives.

We remain fully compliant with the Labor Market Regulatory Authority (LMRA) regulations regarding the required proportion of nationals in the workforce and actively supports initiatives that enhance the capabilities and career progression of Bahraini professionals across all levels of the organization.

Workforce Nationalization	2024
Total Employees	27
Total Employees (Nationals)	20
Proportion of Nationals	74%

Disclosure S.7: Nationalization

CBB ESG Reporting Guidelines

- S.7. Nationalization

Social & Community Impact

Our People – Data & Outcomes (5/7)

Community Investments

We did not undertake any direct community investment initiatives during the reporting period. While contributions were nil for the year, the company remains committed to supporting impactful and inclusive community development in alignment with its long-term social responsibility strategy.

We continue to explore opportunities to engage in initiatives that advance national socio-economic priorities, particularly in the areas of education, health, inclusion, and economic participation. As part of our ESG framework, we aim to adopt a more structured and strategic approach to community investment in future reporting periods, guided by principles of relevance, transparency, and positive social impact.

Community Investments	2024
Amount Invested (BHD)	0
Amount invested as percentage of revenue	-

Disclosure S.8: Community Investments

CBB ESG Reporting Guidelines

- S.8. Community Investments

Human Rights

At BNH, we do not currently have a standalone Human Rights policy; however, the principles of human rights are firmly embedded in our HR policies and procedures, which guide our approach to employee relations, workplace ethics, and organizational conduct. We uphold key human rights principles such as non-discrimination, fair and respectful treatment, safe and healthy working conditions, and the protection of personal dignity and privacy. These values are reflected in how we hire, develop, and support our people, and form the foundation of our commitment to creating a just and inclusive workplace.

Our employment practices are fully aligned with the Labor Law of the Kingdom of Bahrain, which outlines critical protections related to workers' rights, safety, and fair employment. By adhering to this legal framework, we naturally align with internationally recognized standards, including the Universal Declaration of Human Rights (UDHR) and core conventions of the International Labour Organization (ILO), to which the Kingdom of Bahrain is a signatory. We remain committed to strengthening our internal systems and culture in a way that respects and advances human rights across all levels of our organization.

Disclosure S.9: Human Rights

CBB ESG Reporting Guidelines

- S.9. Human Rights

Social & Community Impact

Our People – Data & Outcomes (6/7)

Management Composition/ Diversity

The composition of our management team reflects both progress and areas for continued focus in advancing gender diversity. At the entry level, gender parity has been achieved, indicating a strong commitment to inclusive representation of young talent.

Mid-level management shows encouraging representation of women, slightly outnumbering their male counterparts, a positive indicator of a healthy talent pipeline. However, there remains further scope for improvement at the senior-level management for a more balanced gender representation.

We remain committed to a balanced gender representation through various initiatives such as early-career mentorship, equitable promotion practices, and inclusive hiring strategies.

Management Composition/ Diversity	2024
Total Employees	**27**
Entry Level	**12**
Male	6
Female	6
Mid Level	**7**
Male	3
Female	4
Senior Level	**8**
Male	6
Female	2

Disclosure S.10: Management Composition/ Diversity

CBB ESG Reporting Guidelines

- S.10. Management Composition/ Diversity

Social & Community Impact

Our People – Data & Outcomes (7/7)

Development & Training

At BNH, we recognize that continuous learning and skills enhancement are essential to sustaining a capable, agile, and future-ready workforce. In 2024, we continued to invest in the professional development of our employees through a diverse range of training programs covering technical knowledge, regulatory compliance, leadership, and soft skills.

Key development initiatives included participation in the Sustainability Forum Middle East 2024, reflecting our commitment to aligning with regional ESG trends and best practices. Employees also pursued internationally recognized certifications such as the CIPD Level 5 and CGMA, supporting our long-term goals around HR excellence and financial stewardship.

In line with evolving regulatory and accounting standards, multiple team members were trained in IFRS 17, enhancing organizational readiness for complex financial reporting. Widespread participation in Anti-Money Laundering (AML) 2024 and Kevin Mitnick Security Awareness Training sessions reinforced our strong compliance culture and proactive approach to cybersecurity and financial crime risk.

Foundational and functional competencies were strengthened through practical courses such as Job Evaluation & Grades, Effective E-mail and Telephone Etiquette, Customer Service Excellence, Accounting and Excel Crash Courses, and MS Excel – Basic. To ensure smooth onboarding and organizational integration, structured induction programs were delivered across BNH. These efforts reflect our belief that investing in people is key to both individual growth and organizational resilience, especially in the context of an evolving regulatory, digital, and ESG landscape.

Average Training Hours	2024
Male	1.05
Female	13.0
Total	7.33

Disclosure S.11: Development & Training

Note:

Across all training activities, the average training hours per employee stood at 7.33 hours. When disaggregated by gender, female employees averaged 13 hours, while male employees averaged 1.05 hours. This higher hours for female staff is attributed to the participation of several female staff members in long-duration certification programs, such as the CIPD Level 5, which require extended engagement and multiple learning modules.

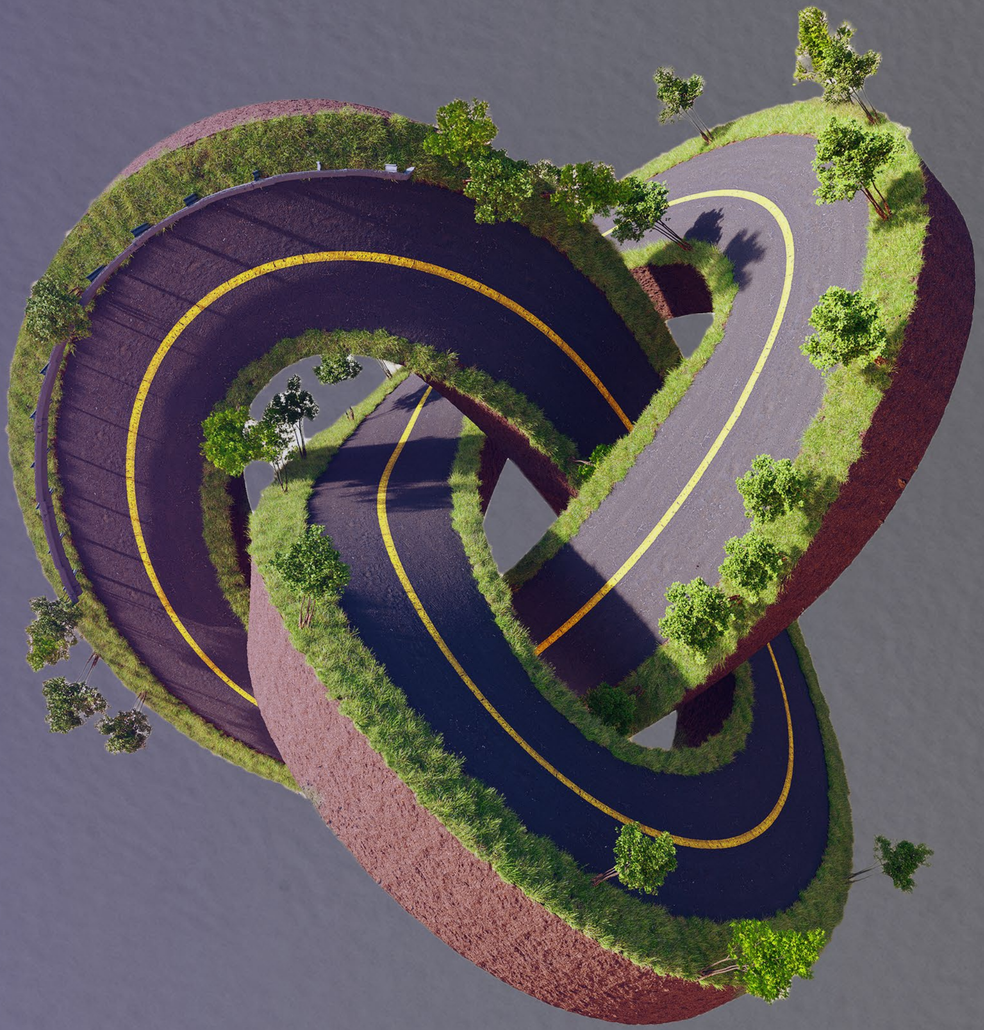
Despite the variance, all employees had access to tailored learning opportunities based on their roles, developmental needs, and regulatory requirements.

CBB ESG Reporting Guidelines

- S.11. Development & Training

05

Governance



Governance

At BNH, corporate governance serves as the foundation for maintaining transparency, accountability, and integrity in all our business activities. As an investment holding company, our governance framework is designed to ensure that we uphold the highest standards of ethical conduct while effectively managing risk, pursuing value creation, and protecting the interests of all stakeholders.

Robust corporate governance enables us to establish clear structures, processes, and internal controls that support informed decision-making, strategic oversight, and regulatory compliance. These mechanisms are essential in navigating dynamic market environments and maintaining stakeholder trust.

Our governance practices are aligned with the legal and regulatory frameworks of the Kingdom of Bahrain, including the Bahrain Commercial Companies Law, the Corporate Governance Code issued by the Ministry of Industry and Commerce, and the High-Level Controls Module of the Central Bank of Bahrain (CBB) Rulebook, all of which collectively guide the operational integrity and accountability of listed companies in the Kingdom.

The BNH Board of Directors, composed of a majority of independent and non-executive members, provides objective oversight and strategic direction across all key areas of the business, including financial performance, regulatory compliance, and sustainability matters. Board committees, such as the Audit, Risk, and Nomination & Remuneration Committees, support this governance function through active engagement and periodic review of governance practices.

ESG governance is fully integrated within our broader governance framework, with the Board overseeing the implementation of BNH's sustainability strategy and ESG-related risks and opportunities. This ensures that environmental, social, and governance considerations are embedded into core business decisions and long-term investment planning.

Our Commitment:

BNH shall remain steadfast in its commitment to exemplary corporate governance as a core driver of long-term value and institutional resilience. We maintain a strong governance culture across the organization, reinforced by an empowered Board of Directors and its specialized committees, which provide strategic direction and effective oversight over key governance matters.

We continuously strive to enhance the effectiveness of our governance systems through regular evaluations, policy updates, and alignment with evolving best practices. Our operations are governed with a commitment to ethical conduct, transparency, and compliance with applicable laws and regulations.

At BNH, risk management is a fundamental pillar of our corporate governance framework and a critical enabler of sustainable value creation. It encompasses the structured identification, evaluation, and mitigation of risks that may hinder the achievement of our strategic objectives or compromise stakeholder interests.

A robust and agile risk management system allows us to anticipate potential threats, whether operational, regulatory, environmental, or market-driven and respond with proactive, well-informed strategies. Our approach goes beyond traditional risk mitigation by continuously estimating the likelihood and impact of evolving risks, designing adaptive control mechanisms, and embedding resilience throughout the organization.

BNH's risk governance framework aligns with Bahrain's regulatory landscape, including the Central Bank of Bahrain's High-Level Controls Module and the Corporate Governance Code issued by the Ministry of Industry and Commerce. These frameworks collectively support a sound, transparent, and compliant risk environment across Bahrain's financial ecosystem.

Our Commitment:

BNH remains steadfast in its commitment to a forward-thinking risk management strategy that reinforces institutional integrity, operational resilience, and stakeholder confidence. Our risk governance model is grounded in a clearly defined risk appetite and tolerance matrix, shaped by financial, ethical, fiduciary, and sustainability-related considerations.

Our risk strategy is continuously informed by rigorous monitoring and assessment practices. We identify emerging threats across both macro and micro levels including geopolitical shifts, regulatory developments, cyber risks, and ESG-related exposures such as climate risk, human capital issues, and governance lapses.

Our institutional framework is structured around six core pillars: Risk Strategy and Appetite; Governance and Policy Framework; Capital Adequacy and Stress Testing; Risk Reporting and Transparency; Ethical and Fiduciary Oversight; Stakeholder Communication and Engagement. We continuously reassess our risk profile to ensure responsiveness to dynamic market conditions and alignment with our long-term strategic goals. This integrated and adaptive approach reflects our ongoing commitment to building a resilient and future-ready organization.

Governance

Alignment with UN SDGs

BNH recognizes the critical role that strong governance and responsible business practices play in advancing the United Nations Sustainable Development Goals (SDGs). Our governance framework and sustainability strategy align closely with key SDGs, reflecting a commitment to creating long-term value not only for our stakeholders but also for society at large.

BNH's focus on transparency, accountability, and ethical conduct supports ***SDG 16: Peace, Justice, and Strong Institutions***, by fostering effective, accountable, and inclusive institutions at all levels. Through rigorous governance practices and stakeholder engagement, BNH aims to contribute to building trust and integrity within the markets we operate.

Additionally, the integration of environmental and social considerations within our decision-making aligns with ***SDG 12: Responsible Consumption and Production***. By embedding ESG principles into our investment and operational strategies, BNH promotes sustainable economic growth and resource efficiency, encouraging responsible business conduct across the portfolio.

BNH remains committed to continuously enhancing its governance and sustainability efforts in support of these and other SDGs, ensuring that our corporate practices contribute meaningfully to broader societal goals while driving resilience and value creation.

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (1/6)

Board Composition

As of the reporting period, BNH's Board of Directors consists of a total of 11 members. All members serve in a non-executive capacity, reinforcing our commitment to independent oversight and effective governance. Of the 11 members, five are classified as independent directors, in accordance with applicable regulatory requirements.

Board appointments reflect a combination of shareholder representation and institutional participation. One member has been appointed by a major shareholder, while the remaining ten have been elected by other shareholders, ensuring diverse stakeholder representation.

While the current Board does not include female representation, we continue to strengthen our governance framework and nomination processes to identify opportunities for improved diversity on the Board.

Further details on Board structure, diversity, and governance practices can be found in our Corporate Governance Report.

Board Composition	2024
Total Members	11
Female Members	0
Executive	0
Non-Executive	11
Independent	5
Appointed	1
Elected	10

Board Committees

BNH's Board of Directors plays a central role in guiding the Group's strategic direction and upholding its commitment to transparency, accountability, and ethical leadership. To strengthen the effectiveness of its oversight and decision-making functions, the Board is supported by three specialized committees, each governed by formal charters that clearly define their responsibilities and authority.

- Audit, Compliance & Risk Committee (ARC)
- Executive & Investment Committee (EC)
- Nomination, Remuneration & Governance Committee (NRGC)

Board Committees (2024)	ARC	EC	NRGC
Total Members	3	3	3
Female Members	0	0	0
Male Members	3	3	3

CBB ESG Reporting Guidelines

- G.1. Board Composition

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (2/6)

Board Committees (Contd.)

- The Audit, Compliance & Risk Committee (ACRC) oversees the integrity of BNH's internal control systems, risk management processes, and compliance with applicable laws and regulations. It also supervises the appointment, performance, and independence of external auditors, and ensures appropriate mechanisms are in place to protect the rights of whistleblowers.
- The Executive & Investment Committee (EIC) monitors the Group's strategic direction, reviews financial and operational performance, and advises on key business initiatives. It also provides recommendations on investment opportunities in line with the Group's overall business plan and risk appetite.
- The Nomination, Remuneration & Governance Committee (NRGC) is responsible for Board and executive succession planning, performance evaluations, and the design of fair and competitive remuneration frameworks. The Committee also oversees the implementation and continual enhancement of BNH's corporate governance practices and plays a key role in the integration of sustainability considerations into strategic and operational decision-making.

These committees collectively ensure that the Board operates with independence, diligence, and in full alignment with the Group's strategic priorities and stakeholder expectations. Through this structure, BNH reinforces its commitment to strong governance, ethical conduct, and sustainable value creation.

Disclosure G.1: Board Composition

CBB ESG Reporting Guidelines

- G.1. Board Composition

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (3/6)

Collective Bargaining

BNH recognizes the importance of upholding labor rights, including the right to freedom of association and collective bargaining, as outlined in Bahrain's Labor Law No. 36 of 2012. The law provides employees with the legal right to form and join trade unions, elect representatives, and engage in collective bargaining to negotiate terms and conditions of employment.

As of the reporting period, there are no active labor unions operating within the organization, and no formal requests have been made by employees to establish such representation. While collective bargaining is not currently practiced at BNH, we remain fully compliant with applicable provisions of labor laws. In the absence of union representation, we maintain open and transparent communication channels with our employees. Regular feedback mechanisms, staff engagement surveys, and internal communication forums support our commitment to fair labor practices and a positive work environment.

Disclosure G.2: Collective Bargaining

CBB ESG Reporting Guidelines

- G.2. Collective Bargaining

Whistleblowing

In line with our commitment to regulatory compliance and ethical conduct, we have established a Whistleblowing Policy aimed at providing a secure and confidential mechanism for raising concerns. This policy is designed to empower employees, vendors, service providers, customers, and any third party to report any misconduct or unethical behavior they may witness or become aware of, without fear of retaliation.

The policy clearly outlines the process for reporting concerns directly to the appropriate officials, ensuring that all disclosures are handled with a high level of confidentiality and integrity. It emphasizes the organization's zero-tolerance stance on any form of retaliatory action against individuals who come forward in good faith. To ensure transparency and accessibility, the Whistleblowing Policy is made available to all employees through the organization's intranet, and to customers and third parties via our official website.

Whistleblowing	2022	2023	2024
Instances reported under whistleblowing policy	0	0	0

Disclosure G.3: Whistleblowing

CBB ESG Reporting Guidelines

- G.3. Whistleblowing

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (4/6)

Data Privacy

At Bahrain National Holding (BNH), our data privacy practices are guided by provisions stated in Bahrain's Personal Data Protection Law (PDPL) and our internal governance standards, ensuring responsible collection, use, and protection of personal data. We collect personal information only when necessary. For example, in connection with service requests, employment applications, or other direct interactions. All information is handled with strict confidentiality and is maintained securely within BNH's systems for the purposes of fulfilling service obligations or regulatory requirements.

Access to personal data is restricted to authorized personnel who are bound by confidentiality agreements and trained in data protection protocols. We do not sell, lease, or disclose personally identifiable information to third parties, except as required by law or as necessary to deliver services through trusted third-party providers under strict contractual safeguards. BNH does not disclose non-public personal information to affiliates or unaffiliated third parties unless permitted by law. Any third parties engaged by BNH are contractually obligated to use the information solely for the intended purpose and to maintain strict confidentiality. Our commitment to data privacy reflects our broader ESG objectives, ensuring transparency, accountability, and respect for stakeholder rights in all aspects of our operations.

Instances of violation	2022	2023	2024
Number of data privacy violations reported	0	0	0
Number of data privacy violations reported involving personally identifiable information	0	0	0

Disclosure G.4: Data Privacy

CBB ESG Reporting Guidelines
- G.4. Data Privacy

Disclosure Practices

BNH does not currently disclose or submit data to external sustainability frameworks such as the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), or other similar reporting standards. Since 2020, we have been consistently publishing an ESG report that provides detailed and transparent data on our environmental, social, and governance performance. The report is publicly available through our website.

In 2024, we commenced aligning our ESG disclosures with the Central Bank of Bahrain's ESG Reporting Requirements (Common Volume – Part A)

Disclosure G.5: Disclosure Practices

CBB ESG Reporting Guidelines
- G.5. Disclosure Practices

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (5/6)

Conflict of Interest

At BNH, Directors, Key Shareholders, Senior Executives, and employees are required to avoid any situations that may lead to conflicts of interest with the Company. As per BNH's Corporate Code of Conduct, matters pertaining to conflicts of interest are managed in accordance with the Commercial Companies Law and the Corporate Governance Code of Bahrain.

Our Board of Directors' internal regulations mandate that any Director or Executive Management member involved in a transaction that presents a potential conflict of interest must obtain prior approval from the Board. Individuals with a joint or conflicting interest, either personally or on behalf of others, are obligated to fully disclose the nature of their interest to the Board, which is formally recorded in the minutes. These individuals are excluded from participating in discussions, deliberations, and voting related to such transactions. Any abstention from voting due to a conflict of interest, or approval of a conflict-related contract or transaction, will be disclosed to shareholders in the Annual Report in line with applicable local law. The disclosure focuses on the substance and potential impact of the transaction on the integrity of the Group's decisions, rather than merely its legal form.

The Chairman reports all approved related-party transactions to the General Assembly at its first meeting following the transaction, with reporting conducted on a case-by-case basis and supported by an external auditor's report. Details of related-party transactions, including classifications of amounts payable and receivable, are transparently disclosed to shareholders. External auditors also monitor compliance, ensuring related parties fulfill their obligations in the year following the transaction. All disclosures adhere to relevant international standards and financial reporting laws to ensure accuracy and transparency.

Disclosure G.6: Conflict of Interest

CBB ESG Reporting Guidelines

- G.6. Conflict of Interest

Supplier Code of Conduct

Currently, BNH does not have a standalone Supplier Code of Conduct. We have implemented comprehensive internal policies and procedures that govern our procurement activities, vendor due diligence, and supplier registration processes. These robust frameworks are designed to ensure that all suppliers and vendors are thoroughly evaluated and selected based on criteria that include ethical business practices, compliance with applicable laws, and alignment with our commitment to sustainability.

Our procurement and supplier management processes emphasize transparency, integrity, and accountability, enabling us to maintain strong partnerships and mitigate risks associated with our supply chain. While we do not have a separate code specifically for suppliers, these internal controls collectively support responsible sourcing and reinforce our commitment to upholding high standards throughout our vendor network.

Disclosure G.7: Supplier Code of Conduct

CBB ESG Reporting Guidelines

- G.7. Supplier Code of Conduct

Governance – Data & Outcomes

Corporate Governance & Ethical Business Conduct – Data & Outcomes (6/6)

Incentivized Pay

As of the current reporting period i.e. 2024, no portion of executive remuneration or incentive compensation is contingent upon or linked to the achievement of sustainability-related outcomes or environmental, social, and governance (ESG) performance indicators. Executive compensation is determined in accordance with established corporate governance policies and applicable regulatory requirements.

Any potential integration of sustainability-linked incentives shall be subject to Board approval and aligned with evolving best practices and stakeholder expectations.

Disclosure G.8: Incentivized Pay

CBB ESG Reporting Guidelines

- G.8. Incentivized Pay

Ethics & Anti-Corruption

At BNH, we are committed to the highest standards of ethical conduct, integrity, and compliance across all areas of our operations. The Group maintains a zero-tolerance approach to corruption, financial misconduct, and unethical behavior, reinforced through robust governance frameworks and internal controls. We uphold comprehensive Anti-Money Laundering (AML), Counter Financing of Terrorism (CFT), and Counter Proliferation Financing (CPF) policies and procedures in line with AML Law Decree No. (4) of 2001 and the regulations of the Central Bank of Bahrain (CBB). These measures are designed to detect, prevent, and report any illicit financial activity through well-defined systems and automated tools that enhance screening, monitoring, and escalation processes.

Annual reviews of compliance policies are conducted alongside mandatory training and awareness programs, ensuring that employees remain informed and vigilant. The Group also ensures full compliance with CBB's Key Persons Trading regulations and regularly submits required internal audit and external assurance reports to regulatory authorities. Oversight of these ethical and compliance obligations is provided by the Audit, Compliance, and Risk Committee (ACRC), which reports directly to the Board, ensuring continuous alignment with regulatory standards and corporate governance best practices. Relevant trainings and learning modules are assigned to all our employees to ensure awareness and compliance with the applicable laws. ***100% of our employees have undergone trainings related to Ethics and Anti-Corruption.***

Disclosure G.9: Ethics and Anti-Corruption

CBB ESG Reporting Guidelines

- G.9. Ethics & Anti-Corruption

Assurance

BNH does not currently engage any third-party or external organizations to validate or verify its ESG data disclosures. We are committed to ensuring that all information presented in our ESG reporting is accurate, complete, and reliable. Internal controls and review processes are in place to maintain the integrity of our data, supporting transparency and accountability to our stakeholders.

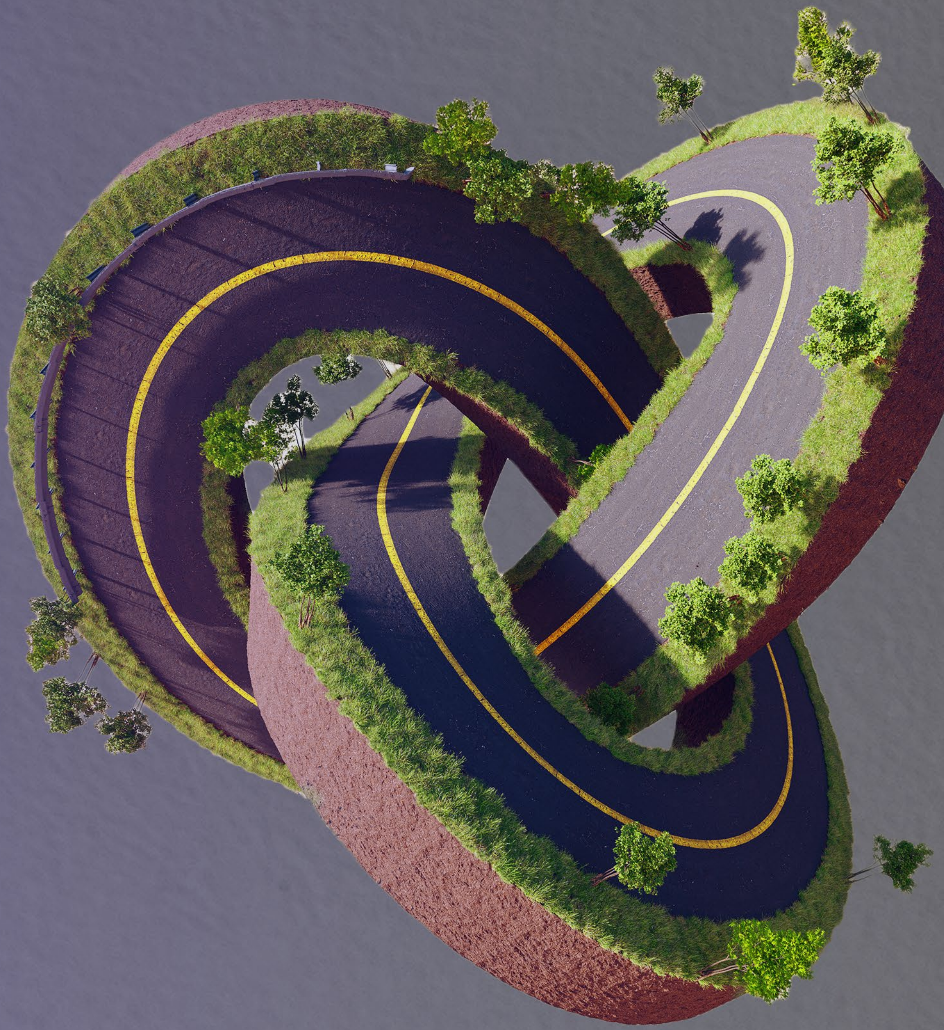
Disclosure G.10: Assurance

CBB ESG Reporting Guidelines

- G.10. Assurance

06

Appendix



CBB Index – Recommended ESG KPIs (1/3)

The Central Bank of Bahrain's Common Volume Part A – ESG Module includes the following list of ESG KPIs. The following ESG index provides a reference to the location within this publication where each CBB Recommended ESG KPI has been reported, in addition to the reasons for partial reporting or omissions, wherever applicable.

No.	Key Performance Indicator	Reference(s)	Reason for Partial Reporting / Omission
Environmental			
1	S.1. Total Workforce by Gender, Age-Group, & Employment Type	Section 04: Social & Community – Data & Outcomes: Disclosure S.1. – Total Workforce Composition *(Page 23)*	
2	S.2.Child & Forced Labour	Section 04: Social & Community – Data & Outcomes: Disclosure S.2. – Child & Forced Labor *(Page 23)*	
3	S.3. Employee Turnover	Section 04: Social & Community – Data & Outcomes: Disclosure S.3. – Employee Turnover *(Page 24)*	
4	S.4. Gender Pay Ratio	Section 04: Social & Community – Data & Outcomes: Disclosure S.4. – Gender Pay Ratio *(Page 24)*	
5	S.5. Health & Safety	Section 04: Social & Community – Data & Outcomes: Disclosure S.5. – Health & Safety *(Page 25)*	
6	S.6. Non-Discrimination	Section 04: Social & Community – Data & Outcomes: Disclosure S.6. – Non-Discrimination *(Page 26)*	
7	S.7. Nationalization	Section 04: Social & Community – Data & Outcomes: Disclosure S.7. – Nationalization *(Page 26)*	
8	S.8. Community Investments	Section 04: Social & Community – Data & Outcomes: Disclosure S.8. – Community Investments *(Page 27)*	
9	S.9. Human Rights	Section 04: Social & Community – Data & Outcomes: Disclosure S.9. – Human Rights *(Page 27)*	
10	S.10. Management Composition & Diversity	Section 04: Social & Community – Data & Outcomes: Disclosure S.10. – Management Composition *(Page 28)*	
11	S.11. Development & Trainings	Section 04: Social & Community – Data & Outcomes: Disclosure S.11. – Development & Training *(Page 29)*	

CBB Index – Recommended ESG KPIs (2/3)

The Central Bank of Bahrain's Common Volume Part A – ESG Module includes the following list of ESG KPIs. The following ESG index provides a reference to the location within this publication where each CBB Recommended ESG KPI has been reported, in addition to the reasons for partial reporting or omissions, wherever applicable.

No.	Key Performance Indicator	Reference(s)	Remarks / Reason for Partial Reporting or Omission
Environmental			
1	E.1. Environmental Oversight	Section 02: Sustainability at BNH – ESG Governance: Disclosure E.1. - Environmental Oversight *(Page 08)*	
2	E.2. Energy Consumption	Section 03: Environment – Data & Outcomes Disclosure E.2. – Energy Consumption *(Page 15)*	
3	E.3. Energy Intensity	Section 03: Environment – Data & Outcomes Disclosure E.3. – Energy Intensity *(Page 15)*	
4	E.4. Energy Mix	Section 03: Environment – Data & Outcomes Disclosure E.3. – Energy Mix *(Page 15)*	
5	E.5. Green House Gas Emissions	Section 03: Environment – Data & Outcomes Disclosure E.5. – GHG Emissions *(Page 16)*	
6	E.6. Emission Intensity	Section 03: Environment – Data & Outcomes Disclosure E.6. – Emission Intensity *(Page 16)*	
7	E.7. Climate Risk Mitigation	Section 03: Environment – Data & Outcomes Disclosure E.7. – Climate Risk Mitigation *(Page 17 18 19)*	Currently, BNH does not have dedicated resource allocation towards climate risk mitigation.
8	E.8. Water Usage	Section 03: Environment – Data & Outcomes Disclosure E.8. – Water Usage *(Page 20)*	
9	E.9. Waste Generation	Section 03: Environment – Data & Outcomes Disclosure E.9. – Waste Generation *(Page 20)*	
10	E.10. Emission Target	Section 03: Environment – Data & Outcomes Disclosure E.10. – Emission Target *(Page 20)*	Currently, there are no standalone emission targets applicable to BNH. BNH recognizes and is committed to the Kingdom of Bahrain's 2060 Net-Zero target.

CBB Index – Recommended ESG KPIs (3/3)

The Central Bank of Bahrain's Common Volume Part A – ESG Module includes the following list of ESG KPIs. The following ESG index provides a reference to the location within this publication where each CBB Recommended ESG KPI has been reported, in addition to the reasons for partial reporting or omissions, wherever applicable.

No.	Key Performance Indicator	Reference(s)	Reason for Partial Reporting / Omission
Environmental			
1	G.1. Board Composition	Section 05: Governance – Data & Outcomes: Disclosure G.1. – Board Composition *(Page 33 34)*	
2	G.2. Collective Bargaining	Section 05: Governance – Data & Outcomes: Disclosure G.2. – Collective Bargaining *(Page 35)*	
3	G.3. Whistleblowing	Section 05: Governance – Data & Outcomes: Disclosure G.3. – Whistleblowing *(Page 35)*	
4	G.4. Data Privacy	Section 05: Governance – Data & Outcomes: Disclosure G.4. – Data Privacy *(Page 36)*	
5	G.5. Disclosure Practices	Section 05: Governance – Data & Outcomes: Disclosure G.5. – Disclosure Practices *(Page 36)*	Currently, BNH does not submit its ESG data to any sustainability linked reporting framework or organization.
6	G.6. Conflict of Interest	Section 05: Governance – Data & Outcomes: Disclosure G.6. – Conflict of Interest *(Page 37)*	
7	G.7. Supplier Code of Conduct	Section 05: Governance – Data & Outcomes: Disclosure G.7. – Supplier Code of Conduct *(Page 37)*	Currently, BNH does not have a standalone Supplier Code of Conduct. BNH's current internal policies and procedures govern our procurement activities, vendor due diligence, and supplier registration processes.
8	G.8. Incentivized Pay	Section 05: Governance – Data & Outcomes: Disclosure G.8. – Incentivized Pay *(Page 38)*	Currently, BNH does not have sustainability-linked incentive or remuneration component as part of its executive pay structure.
9	G.9. Ethics & Anti-Corruption	Section 05: Governance – Data & Outcomes: Disclosure G.9. – Ethics & Anti-Corruption *(Page 38)*	
10	G.10. Assurance	Section 05: Governance – Data & Outcomes: Disclosure G.10. – Assurance *(Page 38)*	Currently, BNH does not undertake third-party validation or assurance of its ESG data.