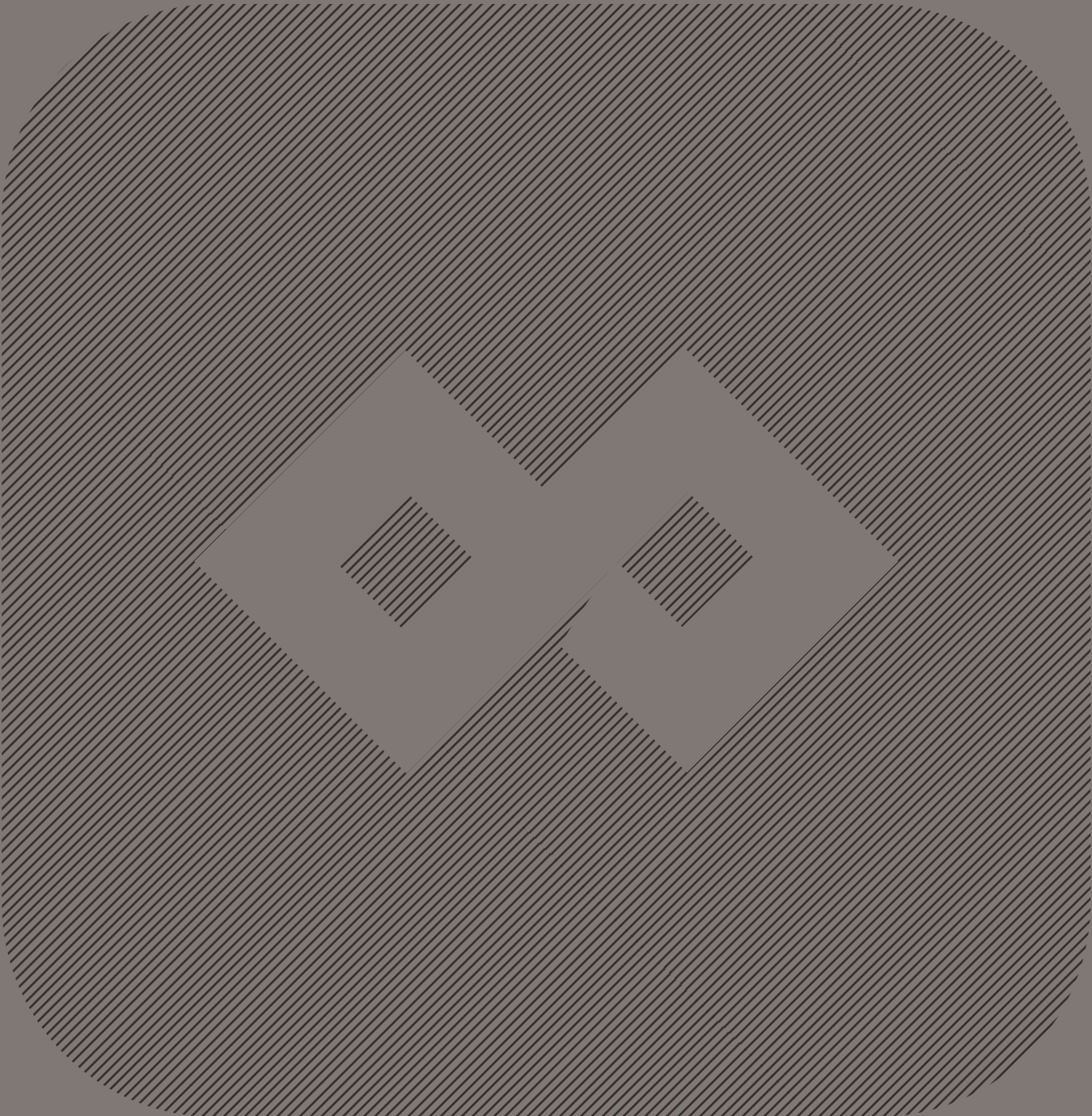


Enabling Growth
with Purpose

2024.
ESG Report







His Majesty
King Hamad bin Isa Al Khalifa

The King of the
Kingdom of Bahrain



His Royal Highness
Prince Salman bin Hamad Al Khalifa

Crown Prince, Deputy Supreme
Commander and Prime Minister
of the Kingdom of Bahrain

01:

About GFH Financial Group

Corporate Profile

Disclosure 2-1 Organizational details

At GFH Financial Group, we have grown into one of the leading Islamic financial institutions in the Gulf Cooperation Council (GCC) region since our founding in 1999. Headquartered in Bahrain, we specialize in investment management, commercial banking, and treasury & proprietary investments, managing over \$22 billion in assets. Our commitment to Shariah-compliant financial solutions has allowed us to build a strong reputation for offering diversified investment opportunities across real estate, private equity, and infrastructure.

Expanding beyond Bahrain, we have established a robust presence in key regional and international markets, with offices in the UAE, Saudi Arabia, Kuwait, and the UK. Our first overseas office in Dubai played a pivotal role in serving our clientele in the Emirates, and we continue to grow our footprint to enhance our global reach. With listings on four major GCC stock exchanges—Bahrain Bourse, Dubai Financial Market, Boursa Kuwait, and Abu Dhabi Securities Exchange—we have positioned ourselves as one of the most actively traded and liquid stocks in the region.

Our commitment to growth, innovation, and sustainable investment drives us to continuously evolve as a key player in the Islamic finance sector. By adopting a diversified investment approach and pursuing strategic expansion, we capitalize on emerging opportunities while maintaining financial stability. We remain dedicated to delivering strong financial performance and sustainable returns for our investors and stakeholders, aligning with global best practices to create long-term value.

Global Headquarters ■

GFH House, Sea Front, 2nd Floor,
Block 346, Road 4626, Manama, Kingdom
of Bahrain.

Global Offices ■

UAE
401 Level 4, Precinct Building 3, DIFC,
Gate District, Dubai. United Arab Emirates.

KSA
Floor 22, Kingdom Tower, King Fahad Rd, Riyadh.
Kingdom of Saudi Arabia.

Kuwait
Burj Alshaya
01, 24th Floor, Mirqab, Kuwait.

UK
73-77 Brook Street, Mayfair London. England.
United Kingdom



Financial

Portfolio Composition



US\$ 22bn 

Total Assets & Assets
Under Management

US\$ 11.03bn 

Total Assets

US\$ 4.85bn 

Treasury Portfolio
Size

Global Presence and Operations

Disclosure 2-1 Organizational details

GFH has established a diverse and expanding global footprint, strategically positioning itself to capitalize on growth opportunities across key markets. The Group operates and invests in regions that offer robust potential in both developed and emerging markets:

GCC (Gulf Cooperation Council): Headquarters in Bahrain with operations extending to Saudi Arabia, UAE, and Kuwait reflecting strong regional leadership.

North Africa: Investments in infrastructure and real estate in high-growth markets like Tunis and Morocco.

India: Education and technology investments supporting the region's growing demand for innovative platforms.

United Kingdom and Europe: Diversified portfolios include real estate developments, sustainable infrastructure projects, and tech platforms.

United States: Strategic investments in logistics, private equity, and healthcare ventures, targeting long-term market growth.

This geographic diversification allows GFH to navigate dynamic global markets, ensuring resilience and unlocking growth potential.

Operational Highlights

-
- Established in 1999
 - Asset Under Management USD 22 Bn
 - GFH's total global workforce increased 6%
 - Top 3 in ESG Bahraini listed companies rankings (LSEG Index)*
 - 81% Employees satisfaction
 - 17% increase in Female Leadership
 - 51% Reduction Electricity Consumption
 - 39% increase of Staff Attending ESG Trainings
 - Staff turnover rate reduced to only 6% in 2024 (14% in 2023)
 - 3% increase in staff nationalization

* As per latest data of 2023

Achievements and Recognitions

In recent years, GFH Financial Group received prestigious industry recognition for its excellence in Islamic finance, investment management, and sustainable growth. These awards highlight our commitment to innovation, financial strength, and delivering long-term value to our stakeholders.

-
- World's Best Islamic Investment Bank – Global Finance
 - Market Leader in Investment Banking – Euromoney
 - Best Real Estate Investment Firm – MEA Finance
 - Top Islamic Financial Institutions – The Banker Middle East
 - Middle East's 30 Biggest Asset Managers - #10- Forbes (Middle East)
 - Best Corporate & Investment Bank Middle East- Asia Money (Euromoney)
 - Best Investment Bank – Islamic- MEA Finance
 - Best Sukuk Deal of the Year- MEA Finance
 - Best Sukuk Deal of the Year World's Best Islamic Asset Manager-Global Finance

Introducing Divisions, Subsidiaries and Industries

Disclosure 2-6 Activities, value chain and other business relationships

GFH Financial Group offers a wide range of financial services designed to create sustainable value for its clients and stakeholders. Leveraging its expertise in Islamic finance, the Group focuses on innovation, ethical practices, and market-driven solutions. Its diversified portfolio of services spans investment management, commercial banking, and treasury & proprietary investments, serving industries and regions with strategic growth potential. Our Group offers clients comprehensive and customized financial solutions tailored to their unique needs.

- **Investment Management: Driving Strategic Growth**

GFH's investment management division specializes in identifying high-potential opportunities in private equity, real estate, and infrastructure development. The Group targets growth sectors like healthcare, education, and logistics, with a strong focus on sustainable and socially impactful investments. For example, its investments in state-of-the-art logistics hubs in Saudi Arabia and modern educational institutions in the GCC demonstrate its commitment to advancing regional economic growth.

- **Commercial Banking: Tailored Islamic Banking Solutions**

The Group's banking services, delivered through Khaleeji Bank, provide a comprehensive suite of Shari'a-compliant offerings, including corporate financing, wealth management, and digital banking solutions. In recent years, the bank has implemented advanced technologies to enhance customer experiences, including real-time transaction processing and AI-based financial advisory tools. Its focus on trade finance and infrastructure development further positions GFH as a key partner in regional economic progress.

- **Treasury & Proprietary Investments: Balancing Risk and Return**

GFH's treasury operations focus on liquidity management, financial risk mitigation, and asset optimization. The proprietary investments portfolio includes high-performing sectors such as hospitality, renewable energy, and education infrastructure. Notably, GFH's leadership in sustainable finance is highlighted by its successful issuance of Bahrain's first Green Sukuk, which reflects its alignment with global sustainability objectives and its commitment to green innovation.

A Commitment to Excellence in Service Delivery

2

Big Sky Asset Management with over \$2 billion in transactions and a portfolio of 130 medical facilities across 24 states,

At the heart of GFH's services is a client-centric approach that prioritizes innovation and ethical practices. Through strategic partnerships and investments, the Group delivers tailored financial solutions that meet the unique needs of its clients while aligning with long-term global trends. GFH continues to expand its service offerings across high-growth regions, creating opportunities for value generation and strengthening its position as a leading provider of Islamic financial solutions.

Our Subsidiaries

Disclosure 2-2 Entities included in the organization's sustainability reporting

Since our founding, we have evolved from an investment bank into a diversified financial group. Our subsidiaries span multiple industries and regions, playing a key role in our diversification strategy and enhancing value creation for our investors and shareholders.

1. Big Sky Asset Management

Big Sky Asset Management, a US-based real estate asset manager specializes in healthcare and life sciences properties. With over \$2 billion in transactions and a portfolio of 130 medical facilities across 24 states, Big Sky enhances our ability to source, acquire, and manage high-quality healthcare assets. This acquisition strengthens our foothold in the defensive healthcare market and supports our expansion strategy in the US.

20+ Years	Track Record
130+	Medical Facilities
US\$2+ bn	Cumulative Transaction Value
7+ mn	Rentable Square Footage



2. Roebuck

Roebuck is a UK-based pan-European logistics and business space platform specializing in the acquisition and management of logistics real estate. It serves institutional investors and UHNWIs across the UK, Europe, and other global markets.

2009	Year of Establishment
100	Cumulative Number of Assets
£2.8 bn	Cumulative AUM Since Inception
30 m sqft	Cumulative Floor Area



3. GFH Capital S.A.

GFH Capital Saudi Arabia, a wholly owned subsidiary of GFH Financial Group, is an investment company based in the Kingdom of Saudi Arabia and regulated by the Capital Market Authority. While fully owned by GFH, it operates with a level of independence, maintaining its own board of directors, investment policies, and regulatory oversight.



4. GFH Partners Ltd

GFH Partners Ltd (GFH Partners) is a fully owned subsidiary of the GFH Financial Group, and is focused on the Group's real estate global asset management business. Headquartered in Dubai's DIFC, GFH Partners is regulated by the Dubai Financial Services Authority and has a presence in Bahrain, Saudi Arabia, UK, Europe and USA.



5. Khaleeji Bank B.S.C.

Khaleeji is an Islamic bank operating under a Retail Islamic Banking License granted by the Central Bank of Bahrain "CBB". Khaleeji is a Public Bahraini Shareholding Company listed on Bahrain Bourse since 2007.



6. GFH Equities B.S.C. (Closed)

GFH Equities B.S.C. (Closed) (the "Company" or "GFH Equities") formerly GBCORP B.S.C. (c) and before that Global Banking Corporation B.S.C. (c) is a closed joint stock company, incorporated in the Kingdom of Bahrain on 25 June 2007

The Company is licensed by the Central Bank of Bahrain (CBB) as Investment Business Firm - Category 1 (Islamic Principles). Accordingly, the Company's activities are regulated by the CBB and supervised by a Shari'a Supervisory Board.



Our Portfolio

GFH's portfolio has expanded into eight strategically diverse segments, ensuring a balanced approach to risk while maximizing growth potential. Through Investment Management, Commercial Banking, and Treasury & Proprietary Investments, we provide tailored financial solutions designed to meet our clients' unique needs.

Commercial Banking



Khaleeji Bank is a prominent Islamic commercial bank in Bahrain, providing a diverse range of banking products. As the majority stakeholder, GFH has been steering the bank through a significant transformation, driving an ambitious new strategic direction.

Infrastructure



GFH is increasing its investments in renewable energy and sustainable infrastructure. With the growing adoption of energy-intensive AI, the rising power demand underscores the need for innovative and sustainable solutions.

Private Credit



Private credit markets in the GCC, U.S., and EU are expanding rapidly, fuelled by high interest rates and stricter bank lending. This growth is expected to continue in the mid-term, driven by increasing liquidity across all three regions.

Education



GFH's education investments cover both K-12 and higher education institutions, including Britus Education, our specialized K-12 platform, and UTB (University of Technology Bahrain), the Kingdom's pioneering technology-focused learning center.

Technology



GFH has investments in various technology ventures, including the revenue-generating UAE-based app, The Entertainer. We view this sector as a key growth area for the Group soon.

Consumer & Hospitality Infrastructure



Our consumer and hospitality infrastructure segment includes investments in Food & Beverage and Tourism. Driven by population growth and technological advancements, both sectors are experiencing rapid expansion across the region.

Logistics



GFH's logistics portfolio includes a diverse range of income-generating, mission-critical assets strategically located in key distribution hubs across the U.S., UK, Europe, and the Gulf region, with a focus on meeting evolving market demands.

Living



Our living sector investments are spread across high-growth sub-sectors with strong long-term fundamentals, including student housing and multifamily properties. This strategic approach enables us to capitalize on high-demand assets that generate strong returns.

Healthcare



The healthcare sector is undergoing rapid transformation, fueled by advancements in digital health infrastructure and the localization of pharmaceutical manufacturing. The region is also embracing medical innovations, including genomic medicine and robotic-assisted healthcare.

02:

About the Report

Scope and Boundary

At GFH Financial Group, our ESG report outlines our commitment to sustainability, responsible business practices, and stakeholder value creation. This report covers our environmental, social, and governance (ESG) performance across all business segments, including Investment Management, Commercial Banking, and Treasury & Proprietary Investments. It includes data and disclosures from our key subsidiaries and regional operations.

As part of our commitment to transparency and comprehensive ESG reporting, this report includes data and disclosures from our subsidiaries.

Environmental Disclosures: Below is a list of these subsidiaries included in our reporting scope for environmental disclosures:

Disclosure 2-2 Entities included in the organization's sustainability reporting

Subsidiaries

- GFH Capital SA
- GFH Partners Ltd.
- GFH Equities B.S.C. (c)

Social Disclosures: Wherever feasible, our social indicators—such as total headcount—encompass our global workforce. Certain metrics, including employee demographics, diversity, training, and turnover, currently cover our regional subsidiaries. We remain committed to enhancing the scope of our disclosures by progressively incorporating more of our subsidiaries in the future.

Below is a list of these subsidiaries are included in our reporting scope for social disclosures in addition to the parent entity GFH Financial Group:

Subsidiaries

- GFH Capital SA
- GFH Partners Ltd
- GFH Equities B.S.C. (c)
- Al Areen Holding
- Britus
- Khaleeji Bank B.S.C
- Infracorp BSC (c)
- Gulf Holding Company (GHC)

Alignment with ESG Reporting Standards

GFH Financial Group is committed to aligning its ESG disclosures with international and regulatory best practices. We have aligned our ESG Report 2024 with Global Reporting Initiative (GRI) standards, ensuring transparency, accountability, and relevance for our stakeholders. We have structured our ESG disclosures based on material topics identified through stakeholder engagement, industry benchmarking, and regulatory expectations.

Additionally, our reporting complies with the Central Bank of Bahrain (CBB), Bahrain Bourse & ESG and governance guidelines, reflecting our adherence to Bahrain's regulatory framework for financial institutions. As regulatory frameworks continue to evolve, we remain committed to enhancing our ESG disclosures in line with global and regional requirements.

Reporting Process and Overview

Disclosure 2-3 Reporting period, frequency and contact point
Disclosure 2-5 External assurance
Disclosure 2-14 Role of the highest governance body in sustainability reporting

GFH's ESG reporting process is designed to ensure accuracy, consistency, and meaningful insights for our stakeholders. The report is developed through a structured approach, incorporating data from internal ESG committee, business units, and external stakeholder feedback. Key ESG metrics are collected, validated, and analyzed to provide a comprehensive overview of our environmental impact, social contributions, and governance practices. The disclosures are reviewed internally by the senior management and the ESG Committee. The Reporting period is from 1st January 2024 till 31st December 2024.

Our reporting methodology is guided by international sustainability frameworks and financial industry benchmarks, ensuring that our disclosures remain relevant and actionable. Moving forward, we will continue to refine our reporting processes to enhance transparency, improve data quality, and align with evolving ESG standards. While we have pursued external assurance for the disclosures made in the current report, we will evaluate the feasibility of seeking external assurance in future reporting cycles.

GFH Financial Group is committed to transparent and timely ESG reporting, ensuring stakeholders remain informed about our sustainability initiatives and progress. Our ESG report is published annually, covering key environmental, social, and governance performance metrics from the reporting year. We actively encourage stakeholder feedback, including input from investors, employees, regulators, and community partners, to continuously enhance our ESG strategy. Stakeholders can share their insights and suggestions through our dedicated email ID mentioned below.

Email- gfhesg@gfh.com

Leadership Message

Disclosure 2-22 Statement on sustainable development strategy

In 2024, GFH Financial Group continued to prioritize the integration of Environmental, Social, and Governance (ESG) principles across our operations, reaffirming our commitment to sustainable growth and responsible business practices. This year, we made significant strides in enhancing our ESG framework, aligning our strategies with both global sustainability standards and the specific needs of the communities we serve.



Dear Stakeholders,

In 2024, GFH Financial Group continued to prioritize the integration of Environmental, Social, and Governance (ESG) principles across our operations, reaffirming our commitment to sustainable growth and responsible business practices. This year, we made significant strides in enhancing our ESG framework, aligning our strategies with both global sustainability standards and the specific needs of the communities we serve.

Our focus on environmental sustainability has driven us to further reduce our carbon footprint, with key initiatives targeting energy efficiency across all our facilities. We have also expanded our investments in green projects, reflecting our dedication to supporting Bahrain's Vision 2030 and global decarbonization efforts.

On the social front, we continued to invest in our people and communities, fostering a culture of inclusion, continuous learning, and community engagement. Our efforts in this area are designed to ensure that we not only meet but exceed the expectations of our stakeholders, from employees and customers to the wider community.

Governance remains at the core of our operations, ensuring that we maintain the highest standards of transparency, accountability, and ethical conduct. In 2024, we strengthened our governance practices by integrating ESG considerations into our decision-making processes at every level.

As we look to the future, GFH Financial Group remains committed to leading the way in sustainable finance, creating long-term value for our stakeholders while making a positive impact on society and the environment. We will continue to align our business strategies with our ESG goals, ensuring that we contribute meaningfully to the global sustainability agenda.

Sincerely,

Hisham Alrayes
Group CEO & Board Member
GFH Financial Group

03:

Sustainability & ESG Framework

GFHs ESG philosophy

GFH Financial Group is dedicated to responsible operations, embedding environmental sustainability into its vision and investment strategies. With a strong commitment to Bahrain's economic future, we leverage innovative solutions to reduce our impact while contributing positively to society and the environment.

A Commitment to Responsible Finance

We are committed to creating sustainable wealth for our investors by diversifying our portfolio of investments, contributing to the Bahrain Economic Vision 2030. GFH commits to incorporating ESG issues into investment analysis and decision-making processes when possible. GFH's Business Units are responsible for taking ESG forward and ensuring its implementation across the investment portfolio where possible and practical.

Driving Sustainable Performance

We pursue a diversified asset allocation strategy to adapt to many challenges in an ever-changing macro environment while working closely with our stakeholders to meet expectations realistically. We developed a strong and consistent ability to identify, successfully bring to market and capitalise on a wide range of solid investment opportunities in some of the world's most dynamic markets and sectors.

Environmental Stewardship

GFH continues its efforts to integrate sustainable practices across its operations and investments to support the transition to a low-carbon economy. We have focused on exploring opportunities and creating partnerships related to offsetting carbon emissions, as well as in environmental and water restoration related projects.

Driving Social Impact

GFH is committed to inclusive economic growth by fostering local talent, employee development, and community engagement. We prioritise local hiring to support national workforce development and invest in training programs for employees and university students to equip them with future ready skills. Through strategic partnerships with NGOs and social organizations, we support initiatives in education, healthcare, and workforce empowerment, aligning with national and international sustainable development goals. By working with key stakeholders, we extend our reach and amplify our positive impact, ensuring a more sustainable and resilient future for our communities.

Our ESG Framework



GFH Financial Group's ESG Framework is built on three core principles: Responsibility, Nurturing, and Integrity. We uphold Responsibility by integrating sustainable practices into our operations and investment decisions, ensuring long-term value creation. Through Nurturing, we foster positive social and environmental impact, supporting community growth and employee well-being. Integrity remains at the heart of our approach, guiding transparent governance, ethical business practices, and regulatory compliance to build trust with our stakeholders. We have aligned our ESG management process with national objectives by integrating key elements of Bahrain Vision 2030, which outlines a sustainable roadmap for the future. This vision highlights the Kingdom's global significance while addressing its unique challenges and opportunities for long-term growth.

GFH Financial Group's ESG Framework is build on three core principles, which are:
Responsibility, Nurturing + Integrity



Stakeholders and Materiality Index

Disclosure 2-29 Approach to stakeholder engagement

GFH Financial Group engages a diverse group of stakeholders, including clients, shareholders, employees, regulators, and the wider community. In 2024, we conducted a materiality assessment to identify key ESG priorities, helping shape our sustainability strategy and reporting. Through active collaboration, we ensure our approach aligns with stakeholder expectations.

The Group's key stakeholders include:

Shareholders: Focus on delivering sustainable financial returns and transparent communication

Clients: Providing innovative, Sharia-compliant investment solutions and exceptional service.

Employees: Fostering a culture of inclusion, career growth and wellbeing.

Regulators: Adhering to stringent compliance standards to maintain integrity and trust.

Community: Investing in societal growth through education, healthcare and sustainable development initiatives.

GFH Materiality Topics

Disclosure 3-1 Process to determine material topics

GFH carried out a materiality assessment to determine key Environmental, Social, and Governance (ESG) priorities. These material topics are aligned with Bahrain Vision 2030 and the United Nations Sustainable Development Goals (SDGs), ensuring our sustainability efforts contribute to both national and global objectives.

The materiality assessment process involved extensive stakeholder engagement, including surveys, and industry benchmarking to identify the most significant ESG factors impacting our business and stakeholders. We analyzed both internal and external data, assessing risks and opportunities to prioritize issues that drive long-term value. This structured approach ensures our ESG strategy remains relevant, responsive, and aligned with evolving sustainability expectations

Disclosure 3-2 List of material topics

Our Material Topics

Material Topic	Relevant GRI Standards / Disclosures
Governance, Business Ethics & Compliance	GRI 2-9, 2-15 to 2-16 (Governance); GRI 205 (Anti-corruption)
Sustainable Performance	GRI 201 (Economic Performance); GRI 2-22 to 2-25 (Strategy, Policies, and Commitments)
Social Responsibility	GRI 413 (Local Communities); GRI 2-29 (Stakeholder Engagement)
Diversity and Inclusion	GRI 405 (Diversity and Equal Opportunity); GRI 406 (Non-discrimination)
Customer Experience and Relations	GRI 416 (Customer Health and Safety); GRI 417 (Marketing and Labeling); GRI 418 (Customer Privacy)
Environmental Management	GRI 301 (Materials); GRI 302 (Energy); GRI 303 (Water and Effluents); GRI 305 (Emissions); GRI 306 (Waste); GRI 307 (Environmental Compliance)
Talent Attraction and Management	GRI 401 (Employment); GRI 404 (Training and Education); GRI 2-30 (Collective Bargaining)
Health, Safety and Wellbeing	GRI 403 (Occupational Health and Safety)
Community Engagement	GRI 413 (Local Communities); GRI 203 (Indirect Economic Impacts)
Responsible Finance	GRI 201 (Economic Performance); GRI 207 (Tax); GRI 2-12 to 2-14 (Financial Governance)
Risk Management	GRI 2-23, 2-24 (Policy Commitments); GRI 3-3 (Management of Material Topics)
Data Privacy	GRI 418 (Customer Privacy); GRI 2-17, 2-25 (Data Breaches and Governance Oversight)
Digitalization and Innovation	GRI 3-3 (Management of Material Topics); GRI 203 (Technology Access and Innovation – Indirect Impacts)
Sustainable Procurement	GRI 308 (Supplier Environmental Assessment); GRI 414 (Supplier Social Assessment)

UN Social Development Goals (SDGs) Alignment

Throughout 2024, GFH reaffirmed its commitment to the United Nations Sustainable Development Goals (UNSDGs) by implementing initiatives aligned with its core mission. These 17 global goals serve as a blueprint for sustainable development, and we actively integrate them into our ESG strategy. Our ongoing efforts and contributions

toward these goals are detailed in this section of the report. By aligning our business practices with these global objectives, we aim to create long-term value for both society and the environment.

Responsible Operation



Nurturing Talent



Integrity in Action



Social Initiatives

Education Support

GFH greatly expanded its partnership with local and regional educational institutions to further enhance the access to and provision of quality education. The Group partnered with Britus International School to launch vocational training programs for young professionals.

In 2024, GFH hosted a total of 11 student from Britus International School with the aim of providing high school students with valuable hands-on experience in the workplace, allowing them to apply theoretical knowledge in the working environment and assisting them in exploring and discovering their career interests.

Healthcare Campaigns

GFH organised multiple health awareness drives aimed at fostering healthier communities. During the last 12 months, GFH Financial Group launched a workplace wellness program that included Breast Cancer & Diabetes awareness sessions for the benefit of all staff.

Community Engagement

Youth City 2030

GFH participated in this year's edition of Youth City 2030, which included the delivery of an intensive and practical workshop designed for Bahraini university students with the aim of guiding them through the challenges of entering the job market as fresh graduates. The partnership aims to contribute to the development of a highly qualified Bahraini workforce that is capable of actively contributing towards the growth journey that the Kingdom is witnessing across all sectors.

Backing for Special Needs

GFH signed with the Bahrain Sports Federation for Disabilities to sponsor 3X3 Wheelchair Basketball under the patronage of His Highness Shaikh Khalid bin Hamad Al Khalifa.

Contributions to Local Talent Development

GFH welcomed Summer Internship students for the 2024 programme. The initiative offers high achieving high school students practical experience in the financial sector through on-the-job training across multiple business departments and subsidiaries. The initiative also aims to develop the knowledge and skills of the students, preparing them for higher education, future employment and, ultimately, contributions towards overall local and regional economic development.

Support for Start-Ups

GFH signed as 'Investment Bank Sponsor' with World Business Angels Investment Forum (WBAF) in line with its commitment to support initiatives that drive sustainable growth and create opportunities within the global entrepreneurial landscape.

World Diving Aquatics

Supporting the Bahrain Olympic Committee and World Aquatics, the Group hosted the first stop of the highly anticipated World Aquatics High Diving World Cup 2024 at its Harbour North. The partnership furthers GFH's ongoing support and backing for regional and global athletics and the attraction of sports tourism to Bahrain.

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In 2024, GFH hosted a total of 11 student from Britus International School with the aim of providing high school students with valuable hands-on experience in the workplace



04:

Environmental Performance & Initiatives

Environmental Practices



GFH Financial Group is committed to driving environmental sustainability by integrating eco-conscious strategies into our core operations. Our journey focuses on minimizing environmental impact while creating long-term value for stakeholders. Through responsible investment decisions and sustainable business practices, we strive to align with global and national sustainability goals.

In 2024, we further strengthened our environmental initiatives by prioritizing energy efficiency, waste management, and sustainable resource use. By implementing innovative solutions and adopting best practices, we continue to enhance our environmental performance while contributing to a greener and more sustainable future. Our efforts reflect GFH's commitment to environmental responsibility, ensuring that sustainability remains a key pillar of our corporate strategy.

Energy Efficiency Upgrades:

GFH implemented energy-efficient technologies across its facilities, including high-efficiency HVAC systems and LED lighting. These upgrades contributed significantly to the reduction in Scope 2 emissions by optimizing energy consumption.

Usage of Glass Water Bottles:

Moved from plastic water bottles to glass water bottles for guests. Among the new initiatives started in 2024 was the usage of a new water purification system to reduce reliance on traditional water coolers and use existing water lines as source of drinking water.

In-Office Recycling Program:

GFH has partnered with a recycling company to arrange for recycling stations across all office floors to support the responsible disposal of paper, plastic, and general waste.





GFH flagship environmental projects in 2024 was the restoration of one of the oldest water springs in Bahrain, Ain AlHakeem. This was in partnership with Bahrain Authority and Culture Authority and Clean-up Bahrain.



GFH partnered with Safa to explore innovative strategies for reducing environmental impact and integrating sustainability into corporate operations

Environmental Projects Spotlight

Offsetting Carbon Emissions:

GFH partnered with Safa to explore innovative strategies for reducing environmental impact and integrating sustainability into corporate operations, this reflects a shared commitment to supporting Bahrain's 2035 and 2060 Net Zero goals, demonstrating leadership in environmental stewardship and corporate responsibility.

Water Spring Restoration:

One of the flagship environmental projects in 2024 was the restoration of one of the oldest water springs in Bahrain, Ain AlHakeem, which involved drilling and laboratory process to test the water accessibility and purity. This was in partnership with Bahrain Authority and Culture Authority and Clean-up Bahrain.

Community Sustainability:

GFH partnered with Al Areen Raffles to create a sustainable fruits and herbs garden at the property. Kicking off a series of planned initiatives was the planting of fruit trees at the hotel's garden during an Iftar event. The aim is to create a sustainable fresh source for Al Areen Raffles restaurants whilst contributing to the "greening" of the area.



Carbon Emissions Management

GRI 305: Emissions 2016

At GFH Financial Group, we are committed to reducing our greenhouse gas (GHG) emissions as part of our broader sustainability strategy. We actively monitor, measure, and report our emissions in alignment with the Greenhouse Gas (GHG) Protocol, ensuring transparency and accountability in our efforts to combat climate change. Our approach aligns with the Paris Climate Agreement and global best practices to support a low-carbon economy.

Understanding Scope 1 and Scope 2 emissions is critical to our carbon reduction strategy:

- Scope 1 covers direct emissions from our owned or controlled sources, such as fuel use in company vehicles and facility operations.
- Scope 2 includes indirect emissions from purchased electricity used in our offices and facilities.

We recognize that monitoring emissions is the first step in managing and reducing our carbon footprint. By continuously tracking our environmental impact, we aim to implement targeted strategies that enhance energy efficiency, transition to cleaner energy sources, and drive long-term sustainability across our operations. We aspire to set carbon emission reduction targets and strategies in the future after understanding our emissions profile in greater detail.

Carbon Emissions

Metric	2024	2023
Scope 1 (ton CO ₂ e)	20.5	21.5
Scope 2 (ton CO ₂ e)	321.7	947.4
Total Emissions	342.2	968.9

*The carbon calculations are inclusive of GFH Equities B.S.C (c) among other subsidiaries as outlined in the scope and boundary.

GFH Financial Group is dedicated to managing GHG emissions by consistently monitoring and reporting them in line with the GHG Protocol as part of our sustainability efforts.

Carbon Reduction Initiatives

GFH is actively implementing carbon reduction initiatives by enhancing energy efficiency, optimizing resource consumption, and exploring renewable energy solutions across its operations. We are also integrating sustainable business practices and reducing our reliance on high-emission sources to minimize our overall carbon footprint.

Emissions Intensity

At GFH, we monitor our emissions intensity to comprehensively understand the environmental impact of our operations relative to our business growth. Emissions intensity is calculated as the total GHG emissions per unit of total consolidated revenue at group level. Total revenue is considered an appropriate scaling factor as it reflects the scale of our economic activity, enabling a fair comparison of emissions performance over time regardless of business expansion. This metric supports our efforts to align environmental responsibility with financial performance and operational efficiency.

Metric	2024	2023
Emissions Intensity (MT/US\$ Millions)	0.51	2.00

- The emissions have been calculated as per the reporting scope and boundary outlined; the scaling factor used is annual revenue at group level.
- The carbon intensity calculations are inclusive of GFH Equities B.S.C (c) among other subsidiaries as outlined in the scope and boundary.

Water Management and Conservation

GRI 303: Water and Effluents 2018

Water conservation is a critical component of GFH's environmental sustainability strategy. The Group recognizes the importance of minimizing water usage across its operations, especially in regions where water scarcity is a pressing concern. By implementing innovative water-saving technologies and fostering a culture of conservation, GFH aims to reduce its water intensity and contribute to long-term resource sustainability.

GFH Financial Group is committed to responsible water consumption as part of its broader sustainability strategy. We continuously monitor and manage our water usage to enhance efficiency and reduce environmental impact. Our water consumption is tracked annually, ensuring alignment with sustainable resource management practices.

In 2024, GFH recorded a total water consumption of 2,326 cubic meters, achieving a 35% reduction compared to the previous year. Our water intensity—measured as average water usage per employee—decreased to 2.68 cubic meters, reflecting improved efficiency in resource management.

By implementing water-saving initiatives and optimizing operational efficiency, we continue to work towards further reductions in our water footprint, reinforcing our dedication to sustainable resource management.

Water Consumption

	2024	2023	2022
Total Water Consumed (m3)	2,326	3,587	2,944

*The water consumption metrics are inclusive of GFH Equities B.S.C (c) among other subsidiaries as outlined in the scope and boundary.

Water Intensity

	2024	2023
Water Usage (m3 per employee)	2.68	4.37

- The water consumption has been calculated as per the reporting scope and boundary outlined; the scaling factor used is total headcount at group level.

Waste Management and Circular Economy

GRI 306: Waste 2020

GFH Financial Group is dedicated to minimizing its waste footprint through innovative waste management strategies that prioritize reducing, reusing, and recycling. By adopting a circular economy approach, we ensure responsible resource use and waste reduction across all operations. Our collaboration with certified waste management providers reinforces our commitment to sustainable disposal practices and maximizing resource recovery.

In 2024, GFH generated a total of approximately 75 kgs of paper waste. GFH has partnered with a registered waste management company, Nidukki, to ensure that waste generated across our operations is handled responsibly. Most of our waste consists of non-hazardous paper materials, which are managed with a strong focus on environmental responsibility. Recycling is prioritized as the primary method of waste disposal, reflecting our commitment to sustainable practices and minimizing environmental impact.

By implementing waste minimization initiatives, increasing recycling efforts, and fostering responsible waste disposal, GFH remains committed to reducing environmental impact and promoting a more sustainable future.

Efficient Energy Management

GRI 302: Energy 2016

Efficient energy management is a key pillar of GFH Financial Group's sustainability strategy, supporting our commitment to reducing our environmental footprint while maintaining operational efficiency. By integrating advanced technologies and implementing targeted energy-saving measures, we strive to optimize energy consumption across our operations and enhance sustainability performance.

In 2024, GFH recorded a total energy consumption of 2563.24 gigajoules (GJ), achieving a 50% reduction compared to the previous year. Our focus remains on balancing operational needs with sustainable energy practices to drive long-term environmental benefits.

Our energy consumption trends highlight our continued efforts toward efficiency:

	2024	2023
Total Energy Consumed (GJ)	2,563	5,193
Direct Energy Consumed (GJ)	297	311
Indirect Energy Consumed (GJ)	2,266	4,882

*The energy consumption metrics and related disclosures are inclusive of GFH Equities B.S.C (c) among other subsidiaries.

Fuel Consumption

Metric	2024	2023	2022
Petrol (litres)	8,914	9,336	13,725

*The fuel consumption metrics and related disclosures are inclusive of GFH Equities B.S.C (c) among other subsidiaries.

As electricity remains the primary energy source contributing to our Scope 2 emissions from grid power, we are actively exploring renewable energy alternatives and energy efficiency projects to further reduce our carbon footprint. By monitoring, optimizing, and investing in sustainable solutions, GFH continues to drive energy conservation and responsible resource management.

Electricity Consumption

Metric	2024	2023	2022
Total Electricity Consumption (KwH)	629,510	1,356,122	1,004,722

*The electricity consumption details are inclusive of GFH Equities B.S.C (c) among other subsidiaries.

Key Energy Efficiency Measures

HVAC System Enhancements:

GFH improved the performance of its existing heating, ventilation, and air conditioning (HVAC) systems by upgrading key operational components rather than replacing the entire system. These enhancements increased overall efficiency and contributed to significant energy savings, helping reduce energy intensity across facilities.

Lighting Improvements:

All office locations transitioned to LED lighting systems, which are up to 75% more energy-efficient than traditional lighting. Motion-sensor technologies were also installed to prevent unnecessary energy use in common areas.

Energy Audits:

Comprehensive energy audits identified high-consumption areas, enabling GFH to target inefficiencies and develop tailored optimization strategies.

Smart Energy Management:

GFH piloted building management systems (BMS) that track and regulate energy consumption in real-time. These systems allow for proactive adjustments to maximize efficiency.

Employee Engagement and Smart Office Automation:

GFH has introduced smart automation technologies across its offices to enhance energy efficiency and create a more responsive and comfortable work environment. Automated lighting and curtain systems are programmed to operate based on natural light levels. Curtains automatically close during peak sunlight hours to minimize heat gain and reduce the strain on air conditioning systems. These measures not only lead to significant energy savings but also provide employees with a modern and engaging office experience.

Achievements in 2024

Optimized Equipment Operations: Introduced operational guidelines to reduce energy use during non-peak hours.

Renewable Energy Integration: Launched an initiative to evaluate on-site solar energy generation, with feasibility studies underway.

Energy Intensity

At GFH, we monitor our energy intensity to evaluate how efficiently we use energy in relation to our financial growth. Energy intensity is calculated as total energy consumption per unit of total revenue at group level. Revenue serves as an appropriate scaling factor, as it reflects the scale of our financial activity, allowing us to track improvements in energy efficiency over time. This helps us ensure that our growth is aligned with responsible energy management practices.

	2024
Total Energy Intensity (GJ/US\$ Million)	3.79
Direct Energy Intensity (GJ/US\$ Million)	0.44
Indirect Energy Intensity (GJ/US\$ Million)	3.35

*The energy consumption metrics and related disclosures are inclusive of GFH Equities B.S.C (c) among other subsidiaries.

Environmental Projects 2024

GRI 304: Biodiversity 2016

In 2024, GFH Financial Group undertook several key environmental sustainability projects, reinforcing our commitment to ecological conservation and responsible business practices.

Restoration of Ain Al Hakeem Water Spring: One of our flagship initiatives was the restoration of Ain Al Hakeem, one of Bahrain's oldest natural water springs. This project, conducted in partnership with the Bahrain Authority for Culture and Antiquities and Clean-up Bahrain, involved drilling and laboratory testing to assess water accessibility and purity, preserving a vital natural resource for future generations.

Al Areen Tree Planting Initiative: GFH also contributed to reforestation efforts by participating in the Al Areen tree planting project, enhancing green spaces and promoting biodiversity within Bahrain.

Green Office Initiatives: GFH launched an internal campaign to eliminate single-use plastic bottles, replacing them with sustainable, recycled stainless steel bottles for all employees, significantly reducing plastic waste.

Digital Workflows & Paper Reduction: In line with our ESG objectives, we have promoted digital transformation in the workplace, encouraging paperless workflows and minimizing paper usage to reduce our environmental impact.

Office Recycling Programs: Partnering with a certified recycling company, we introduced recycling stations across office floors for paper, plastic, and general waste disposal, fostering a greener and more sustainable workplace.

Through these initiatives, GFH continues to integrate environmental sustainability into its core operations, demonstrating our long-term commitment to protecting natural resources and reducing our ecological footprint.

Future Aspirations and Targets



GFH Financial Group has set internal sustainability targets to drive energy efficiency, emissions reduction, water conservation, and waste management, ensuring long-term environmental impact reduction and alignment with global sustainability goals.

GFH remains committed to advancing its environmental sustainability agenda through a set of focused targets and forward-looking aspirations. In the area of energy efficiency and emissions reduction, the Group aims to continue transitioning to energy-efficient technologies, expand the use of renewable energy sources, and leverage real-time monitoring tools to optimize consumption. These efforts are aligned with GFH's broader ESG strategy and contribute to the long-term goal of reducing the organization's environmental footprint.

In water management, GFH aspires to enhance conservation efforts by adopting advanced reuse systems and smart irrigation technologies. These initiatives are designed to reduce water consumption while promoting sustainable water use across facilities.

For waste management, GFH's future plans include expanding recycling streams through advanced segregation systems, piloting composting programs for organic waste, and evaluating partnerships that enable conversion of non-recyclable waste into usable energy. Collectively, these aspirations reflect the Group's commitment to embedding sustainability in its operations and driving continuous environmental improvement.



05:

Social Responsibility & Human Capital Development

HR Policies and Processes

GRI 402: Labor/Management Relations 2016

GFH Financial Group values our workforce as one of our greatest strengths, bringing together a diverse team of professionals dedicated to excellence and innovation. As the Group continues to expand, our employee base has grown steadily, reflecting its ongoing success. In 2024, GFH employed over 868 individuals across its global operations, fostering a supportive, inclusive, and dynamic work environment that empowers talent and drives organizational growth.

We are committed to creating sustainable wealth for our stakeholders, primarily our employees. At GFH, we believe that our employees are the key to our success. We offer advanced training and development opportunities for our employees so that they feel appreciated and valued. In addition to attracting the best talent, we strive to promote Bahrainization as well. Moreover, we are dedicated to maintaining a diverse workforce and creating a safe and positive work environment.

We are committed to the following practices and policies:

Talent Attraction and Management

We seek the best talent to participate in a special learning journey that is intended to give chosen participants the skills and exposure they need to start a successful career while building a talent pool of high-performance future employees. We invest in our employees' career development providing funds, time and resources for external training and development. Engaging with all employees and regularly monitoring and assessing employee satisfaction enables the continuous identification and implementation of continuous enhancement to employees' experience.

Health, Safety and Wellbeing

We regard presenting a healthy and safe work environment as an indispensable component of a successful business. We take reasonable precautions to promote health and safety in the workplace and create safe working conditions for all employees. This includes providing adequate control of the health and safety risks arising from work activities, maintaining safe equipment and ensuring the safe handling of all equipment.

Social Responsibility

GFH is committed to promoting human rights and responsible labour practices. We will not invest in companies that violate internationally recognized human rights standards. We will prioritize investment opportunities in affordable housing, healthcare, and education that contribute to social and economic development. GFH will consider the social impact of our investments, including job creation and the treatment of workers, when making investment decisions.

GFH strictly prohibits the use of forced labour or child labour across the group. We are committed to formalizing this stance in line with labour laws and through the development of a dedicated policy that reinforces our adherence to ethical labour practices.





Anti-discrimination

GRI 406: Non-discrimination 2016

Disclosure 2-25 Processes to remediate negative impacts

Our Anti-discrimination Policy assures respect for the personal dignity, privacy, and personal rights of every employee. At GFH, we are committed to maintaining a workplace free from discrimination and harassment. In accordance with this, discrimination on the basis of origin, nationality, religion, race, gender, age, or engagement in any kind of verbal or physical harassment based on any of the above or any other reason is not tolerated. Employees who feel that their workplace does not comply with the above principles are encouraged to raise their concerns with the HR Department. These concerns or occurrences are dealt with in line with our Grievance Policy.

Owing to our robust policies and procedures, there were no reported incidents of discrimination across our reported scope and boundary for social indicators.

Collective Bargaining

GRI 407: Freedom of Association and Collective Bargaining 2016

GFH supports the right to collective bargaining in line with legal provisions for private companies, ensuring employees have the freedom to form or join trade unions. The Group values employee representation and actively involves their perspectives when significant changes are proposed that may impact the workforce.

Our Talent Management Principles

GFH rewards excellence and gives its employees adequate and consistent opportunities for enhancing their skills between professional excellence and continuous learning.

Innovation & Entrepreneurship

Innovation and entrepreneurship are important facts of GFH's business culture, and as part of this culture GFH expects its employees to constantly seek new knowledge and always challenge themselves to do better in what they are already doing well, as well as providing suggestions resulting in significant improvement of business processes.

Empowerment

GFH trusts its employees, respects them, and believes in their integrity, and will give them the tools and skills needed to get the job done and sense of confidence needed to take initiatives, manage risks, and adapt to change. GFH requires its managers and supervisors to efficiently delegate responsibilities as required and ensure efficiency in the decision-making process.

Teamwork

The best solutions come from working together, therefore employees, including managers, must work cooperatively to realize GFH's objectives.

Knowledge & Information Sharing

At GFH, collaborative knowledge sharing among units is highly encouraged to make the most efficient and collective decisions possible within the team.

Family & Work Responsibilities

GFH believes that helping its employees meet their family responsibilities is compatible with the teachings of its glorious Shari'a and contributes to increased productivity. Moreover, GFH is committed to having the most progressive benefit schemes for its employees and their families.

Respect

GFH treats its colleagues, clients and others with whom GFH does business with respect, dignity, fairness and courtesy. Also, GFH is committed to maintaining a work environment that is free from discrimination.

Corporate Social Responsibility

GFH encourages the support of charitable, educational and community service activities with the efforts of the Staff Social Committee continuous initiatives.

Workforce Composition and Diversity

Disclosure 2-7 Employees

Disclosure 2-8 Workers who are not employees

GRI 405: Diversity and Equal Opportunity 2016

GFH Financial Group is dedicated to fostering an inclusive and equitable workplace. By promoting diversity across gender, age, and professional expertise, GFH aims to create a dynamic workforce that drives innovation and aligns with its corporate values. The Group also tracks workforce metrics annually to measure progress and ensure accountability.

Total Workforce

Year	Full-Time Employees
2024	868
2023	821
2022	703

*The total workforce details are inclusive of GFH employees globally across our operations, which also includes the employees of GFH Equities B.S.C (c). We do not have any part-time or contractual employees.

Gender Diversity

GFH is dedicated to fostering an equal opportunity workplace that promotes diversity and inclusivity across all roles and responsibilities. GFH is actively working to close the gender gap and support Bahrain's national efforts to highlight the vital contributions of women in societal progress. As part of our commitment to achieving a more balanced gender ratio, GFH continues to expand opportunities for female professionals within the Group. Additionally, the Group engages in various initiatives and events aimed at promoting gender equality and empowering women.

We are proud to maintain a gender-diverse workforce with 36% female representation, aligning with the private sector standard. This commitment to diversity fosters a more equitable and innovative work environment.

Workforce Gender Distribution

	2024	2023	2022
Male	64%	63%	64%
Female	36%	37%	36%

*The gender diversity data includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Gender Distribution by Employment Category

	2024	
	Male	Female
Non-Management	35%	65%
Middle Management	71%	29%
Senior Management	87%	13%

* The data presented in this table is inclusive of the details of personnel from GFH Equities B.S.C (c).

The median compensation ratio of women to men stands at 0.37:1, reflecting our ongoing commitment to fairness, equity, and inclusivity across all levels of the organization. This metric has been derived based on remuneration data from our regional subsidiaries, including GFH Equities B.S.C (c).

Youth Engagement

We are proud to employ professionals across diverse age groups, fostering a cohesive and dynamic workforce. At GFH, 17% of employees are under the age of 30, with 76% between 30 and 50 years, and 7% over the age of 50. To further strengthen our commitment to youth empowerment, we introduced initiatives such as the Executive Associate Program, aimed at attracting and nurturing young Bahraini talent.

Employee Age Diversity

	2024
Under 30 years	17%
30-50 years	76%
Over 50 years	7%

*The age diversity data includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

GFH launched the Executive Associates Program in 2024, designed to empower exceptional Bahraini graduates. This initiative is borne out of our commitment to nurturing future leaders by investing in top scholars and enhancing their skills. By integrating these distinguished graduates into various business units across our Group, we aim to foster a culture of excellence and innovation. This program aligns with GFH's mission to build a robust pipeline of Bahraini talent and inject it into our Human Capital, contributing to both our firm's success and the broader economic development in the Kingdom.

New Hires Age Diversity

	2024
Under 30 years	11.5%
30-50 years	77%
Over 50 years	11.5%

*The age diversity data for new hires includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Retention Efforts

GRI 401: Employment 2016

At GFH, our investment decision-making is in accordance with our ambition to transform the daily lives of the communities we're a part of. We are committed to creating sustainable wealth for our stakeholders, primarily our employees, investors, and the communities we serve every day. We regard building a workplace environment that fosters equality, employee wellbeing, development, and satisfaction as a crucial part of this commitment.

We are pleased to report a significant improvement in employee retention in 2024. Through targeted initiatives, we have successfully reduced our turnover rate from 12% in 2023 to only 6% in 2024, demonstrating our commitment to creating a positive and rewarding work environment.

In order to maintain low employee turnover rates, we prioritize the wellbeing of our employees by organizing a range of activities, including sports and tournaments, along with initiatives that support work-life balance and encourage both physical and mental wellness—during work hours and beyond. Our aim is to cultivate a positive, inclusive workplace where employees feel supported and empowered to thrive.

Employee Turnover

Metric	2024	2023	2022
Turnover Rate	6%	12%	13%

*The employee turnover includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Employee Turnover (by gender)

Turnover Rate	2024
Male	59%
Female	41%

*The employee turnover includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Turnover by age group

Turnover Rate	2024
Under 30 years	14%
30-50 years	72%
Over 50 years	14%

*The employee turnover includes employees from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Promoting Health and Safety

GRI 403: Occupational Health and Safety 2018

GFH Financial Group prioritizes the health, safety, and well-being of its employees, stakeholders, and business partners by maintaining rigorous safety standards across its operations. We are committed to fostering a safe and healthy work environment, ensuring compliance with global occupational health and safety regulations. Through proactive risk management, regular safety training, and workplace wellness programs, we promote a culture of safety awareness and prevention. By continuously enhancing our health and safety policies, implementing emergency response measures, and integrating best practices, GFH ensures the protection and well-being of its workforce while supporting a resilient and secure workplace.

We provide training, instructions, and supervision for all employees in line with our Health and Safety Policy that is applicable to all our employees. We also take care of our employees' wellbeing, offering activities including sport activities and tournaments, as well as arrangements that promote work-life balance and that enhance physical and mental health in their free time and during working hours. Our goal is to create a supportive and inclusive work environment where our employees can thrive.

Health and Safety Performance

Metric	2024	2023	2022
Total Reported Injuries	0	0	0
Lost Time Injuries	0	0	0
Fatalities	0	0	0
Number of Workdays Lost	0	0	0
Number of Hours Worked	1,736,000	1,642,000	1,406,000
LTI Rate	0	0	0

*The health and safety performance indicators encompass information from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

HSE Initiatives in 2024

Promoting Health: At GFH, we prioritize the health and well-being of our employees. In 2024, we have conducted interactive sessions focusing on different health topics such as Breast Cancer & Diabetes. These programs demonstrate our ongoing commitment to creating a healthy and safe workplace.

Risk Assessments: Comprehensive risk assessments were carried out across all facilities, identifying potential hazards and implementing targeted mitigation strategies.

Ergonomic Enhancements: To reduce physical strain in the workplace, GRH provides adequate workstations and office equipment designed to enhance employee comfort. Additionally, efforts are made to raise awareness on best practices for minimizing physical discomfort, particularly related to prolonged sitting.

Emergency Preparedness: Regular fire drills and evacuation exercises were held to ensure employees are well-prepared for emergencies.

Employee Development and Training

GRI 404: Training and Education 2016

We are aware that training and upskilling is an essential and continuous process for employees at every level to utilize their potential towards their personal development objectives and GFH's sustained success. Hence, we invest in our employees' career development, which covers providing training, providing funds, time and resources for external training and other opportunities. GFH also provides employees with paid time off for attending training courses, exams, professional certification programs, and relevant industry conferences and events. All employees are encouraged to pursue career development opportunities. In this respect, it is among line managers' responsibilities to help employees and to ensure all employees receive fair opportunities for career development opportunities.

Employee Training Hours

	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
Average Trainings Hours	29	30	23	28	24	21

*The training and development indicators encompass information from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Employee Wellbeing and Engagement

GRI 402: Labor/Management Relations 2016

At GFH Financial Group, we recognize that employee engagement and well-being are essential to fostering a productive and thriving workplace. We are committed to creating a supportive and inclusive work culture that prioritizes mental, physical, and professional well-being. Through wellness programs, professional development opportunities, and open communication channels, we empower our employees to grow and succeed. Regular engagement initiatives, such as team-building activities, feedback sessions, and recognition programs, help strengthen collaboration and motivation. By investing in our people, we ensure a healthy, engaged, and high-performing workforce that drives GFH's long-term success.

Employee Engagement Initiatives 2024

Employee Feedback Mechanisms

Conducted biannual surveys to measure employee engagement and satisfaction. The employee satisfaction was 81% for the year 2024. Feedback received led to the introduction of new wellness programs and initiatives that support employees in the workplace.

Work-Life Balance Programs:

GFH introduced initiatives such as, wellness workshops and enhanced benefits to support employee well-being.

Encouraging Innovation and Continuous Learning:

GFH nurtures a work environment where employees are empowered to contribute new ideas and drive innovation across business functions. Regular training programs and knowledge-sharing sessions foster professional growth and align staff with evolving business goals.

Commitment to Well-being and Inclusion:

We prioritize employee well-being by creating a workplace that promotes physical and mental health. The company champions diversity and inclusion, ensuring a collaborative environment where every voice is valued.

Employee Engagement for Sustainability:

Employees are actively involved in sustainability programs, helping to embed environmentally conscious behaviours into everyday operations. Through internal campaigns and volunteer programs, employees engage in local community initiatives, reflecting GFH's commitment to social responsibility.

ESG Training

Metric	2024	2023
Number of employees attending ESG Training	111	80

Supporting Local Hiring and Nationalisation Goals

GRI 202: Market Presence 2016

In line with national agendas, GFH takes affirmative actions in hiring decisions. Employment decisions are made on merit and many other objective criteria, yet for candidates of similar calibre, this gives Bahraini citizens priority over others when making hiring decisions.

In coordination with the Bahrain Institute of Banking and Finance, we select top Bahraini prospects to undergo a unique learning journey designed to provide selected participants with the necessary tools and learning exposure to launch a successful career, while creating a pool of high-performance future talent.

GFH has implemented Nationalization programs in its Bahrain operations as part of its commitment to supporting local talent. These programs are designed to attract and retain National talent, providing them with the skills and opportunities needed to thrive in the financial services sector.

Nationalization Rate

Metric	2024	2023	2022
Percentage of National Employees	83%	80%	80%

*The nationalization rate encompasses information from our regional operations and subsidiaries in Bahrain, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Local Talent Development Efforts

GFH welcomed a cohort of Summer Internship students as part of its annual program, designed to provide high-performing high school students with hands-on experience in the financial sector. Through on-the-job training across various departments and subsidiaries, the program aims to enhance their knowledge and skill sets, supporting their journey towards higher education, future career opportunities, and meaningful contributions to local and regional economic development.

Total number of Interns

Metric	2024	2023	2022
Total Number of Interns	36	5	4

*The total number of interns encompasses information from our regional operations and subsidiaries, as defined in the scope and boundary. It also encompasses personnel from GFH Equities B.S.C (c).

Community Development and Engagement

GRI 413: Local Communities 2016

GFH is deeply committed to contributing to developing the communities in which it operates. In 2024, the group launched several community development initiatives, including educational programs, health campaigns, and infrastructure projects. Notably, GFH's investment in the Britus Education platform has expanded access to quality education for thousands of students across the GCC.

Key CSR Initiatives in 2024

GFH's community engagement efforts are focused on creating positive social impact through partnerships, sponsorships, and volunteer programs. These initiatives reflect GFH's commitment to promoting healthy lifestyles and supporting local and international sporting events.

- Marathon Run
- Celebrate Bahrain
- WBAF & Global Women Society
- Sponsoring Sports Clubs and Paralympic Committees in Bahrain
- Ramadan Community Engagement
- Cultural Center Sponsorship
- Tech Startups Support

Education Support

GFH expanded its partnership with local and regional educational institutions to enhance access to quality education.

Partnered with Britus International School to launch vocational training programs for young professionals. In 2024, GFH hosted a total of 11 student from Britus International School with the aim in providing high school students with valuable hands-on experience in the workplace, allowing them to apply theoretical knowledge in the working environment, and assisting the students in exploring and discovering their career interests.

Healthcare Campaigns

GFH organized multiple health awareness drives aimed at fostering healthier communities.

Launched a workplace wellness program that included mental health resources for employees and their families. Breast Cancer & Diabetes

Economic Empowerment

GFH supported entrepreneurship and skill-building initiatives to promote self-reliance and economic growth.

Funded community-based startups, focusing on women-led enterprises.

Conducted various workshops on financial literacy, empowering participants with the tools to manage personal and business finances effectively.

Charitable Contributions

Metric	2024	2023	2022
Amount invested in Community Development projects (USD)	3,027,000	2,120,000	1,900,000

*The amount disclosed in the table is inclusive of amount invested by GFH Equities B.S.C (c).

In 2024, GFH invested 0.44% of our revenues for the year in community development initiatives. This percentage has been calculated at the consolidated level and includes group-wide data, including contributions from GFH Equities.

Future Aspirations and Targets

At GFH Financial Group, we are dedicated to fostering an inclusive, equitable, and supportive environment both within our organization and in the communities we serve. Our social sustainability goals are rooted in the creation of long-term value for our people and society, reflecting our commitment to responsible growth and positive impact.

We continue to strengthen diversity and inclusion across all levels of the Group, with a particular focus on attracting, retaining, and nurturing young talent. By expanding our training and development initiatives, we aim to empower employees at every stage of their careers and support their ongoing professional growth.

Employee well-being remains a priority, and we are actively promoting a strong culture of health and safety. Our efforts include initiatives to reduce workplace risks and extend wellness programs that address physical, mental, and emotional health needs. We are also working to align our practices with international health and safety standards to ensure a safe and supportive work environment. We are committed to providing equal opportunities and maintaining non-discriminatory practices throughout our operations. Our whistleblowing mechanisms have been enhanced to encourage transparency and accountability, while our broader social policies aim to uphold human rights and promote ethical labour standards across our supply chain.

Beyond the workplace, we are deeply invested in the communities we operate in. We support educational initiatives and skill-building programs designed to empower individuals and create pathways to sustainable livelihoods. Through targeted healthcare outreach and community health initiatives, we seek to address local needs, while also promoting entrepreneurship and economic empowerment—particularly among underserved and marginalized populations.



06:

Our Corporate Governance

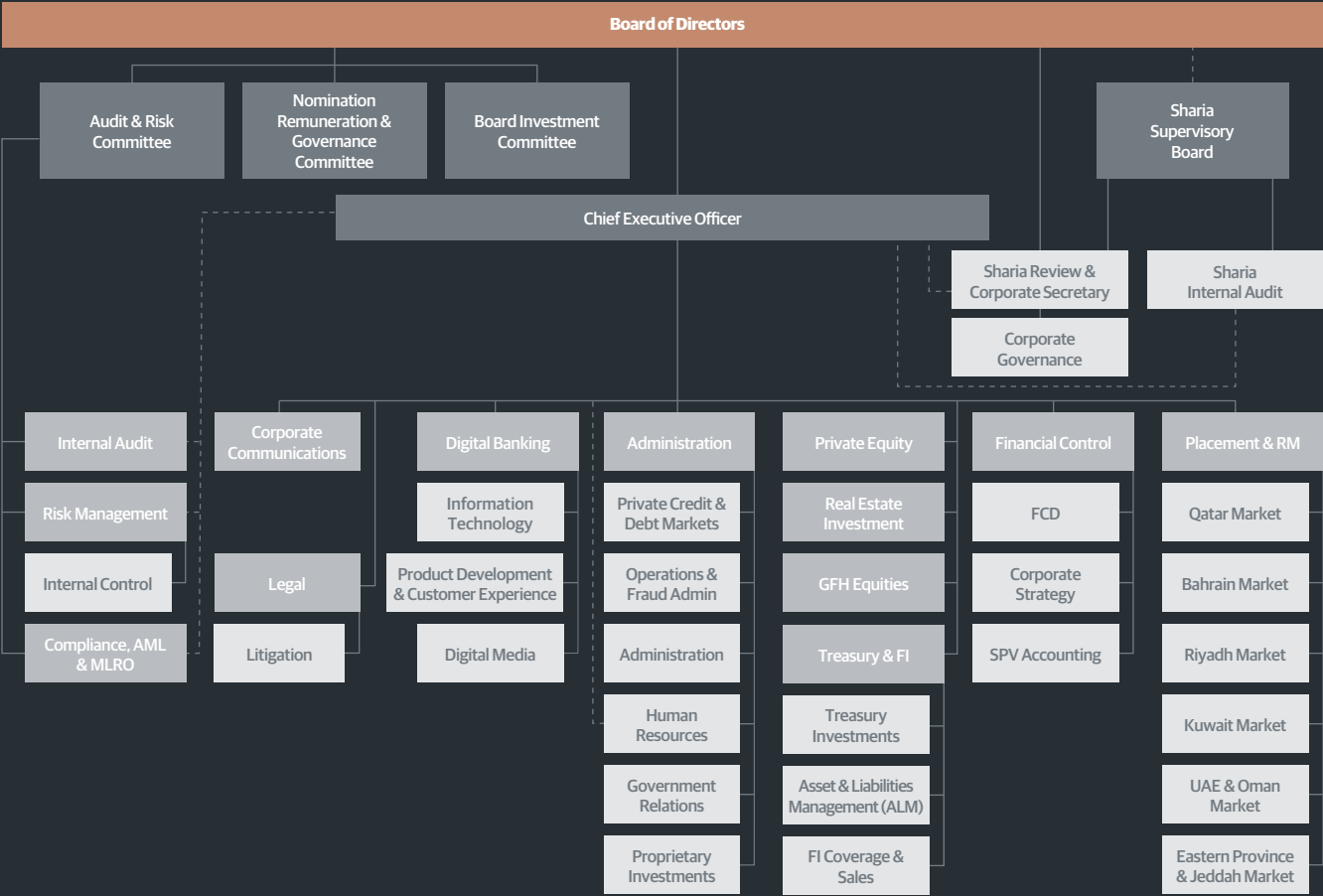
Organizational Structure

Disclosure 2-9 Governance structure and composition

At GFH, we believe that strong and ethical corporate governance is the foundation for responsible and effective management. Therefore, we remain committed to maintaining high standards of integrity, transparency, and accountability across all levels of the organization. By aligning our governance practices with international principles and regulatory requirements, we ensure that our Board of Directors, Board committees, and senior management operate within a well-defined framework—one that protects the interests of shareholders, supports sustainable growth, and fosters long-term value creation.

Organizational Structure

As of 31st December 2024



Corporate Governance Framework

GFH's Corporate Governance framework aligns with all relevant regulatory requirements and includes a comprehensive set of governance documents and policies. These consist of the Board of Directors' Charter, Code of Conduct for the Directors, Conflict of Interest Policy, Gift Policy, Whistleblowing Policy, Public Disclosures & Communication Policy, Client Charter, Code of Business Ethics & Conduct for the Management & staff members, NRGCC Charter, Anti Bribery Corruption Policy, Insider Trading Policy, Complaint Policy, Key Person Dealing Policy, Risk Management Framework, SSB Charter, and Fraud Risk Management Policy.

Additionally, we have established a structured mechanism for Performance Evaluation covering the Board, its committees, and individual Board members. These practices, along with other internal policies, are fully aligned with the regulations and guidelines issued by the CBB and follow international best practices.



Board of Directors

Disclosure 2-9 Governance structure and composition

As of 31st December 2024, the Board of GFH is composed of ten (10) Directors. They are at the helm of the Bank’s overall management, providing strategic direction, oversight, and guidance to ensure the effective governance and sustainable growth of the organization.

Board of Directors	Designation	Representation	Start Date	Term
Mr. Abdulmohsen Rashed Alrashed	Chairman – Independent Director	NA	24-Mar-24	First
Mr. Ghazi Faisal Alhajeri	Vice Chairman – Independent Director	NA	1-Mar-17	Third
Mr. Hisham Ahmed Alrayes	Member – Executive Director	NA	5-Apr-16	Fourth
Mr. Rashid Nasser Al-Kaabi	Member – Non-Executive Director	NA	1-Mar-17	Third
Mr. Ali Murad Ali Murad	Member – Independent Director	NA	31-Mar-20	Second
Mr. Abdulla Jehad Alzain	Member – Independent Director	NA	24-Mar-24	First
Mr. Abdulaziz Abdulhamid Albassam	Member – Independent Director	NA	24-Mar-24	First
Mr. Fawaz Talal Altamimi	Member – Independent Director	NA	30-Sep-20	Second
Mr. Darwish Abdulla Alketbi	Member – Independent Director	NA	3-Apr-22	Second
H.H Shaikha Minwa Bint Ali AlKhalifa	Member – Independent Director	NA	24-Mar-24	First

*10% of the Board Members is represented by women.

*90% of the Board Members is represented by men.

*80% of the Board Members are independent directors.

Separation of the position of Chairman and CEO

Disclosure 2-11 Chair of the highest governance body

In line with CBB requirements, the roles of the Chairman/Deputy Chairman and the Chief Executive Officer are clearly separated, with no overlap in their responsibilities. This segregation is essential to ensure independent oversight, avoid conflicts of interest, and maintain a healthy balance between governance and executive functions.

Role of Sharia Supervisory Board

In accordance with its Articles of Association, GFH Financial Group conducts all its banking activities in full compliance with Islamic Sharia principles, which are deeply embedded in the Bank’s overall policies. The Group’s Sharia Supervisory Board (SSB), consisting of experienced Sharia scholars, provides essential guidance and oversight to ensure ongoing adherence to these principles.

Board Committees

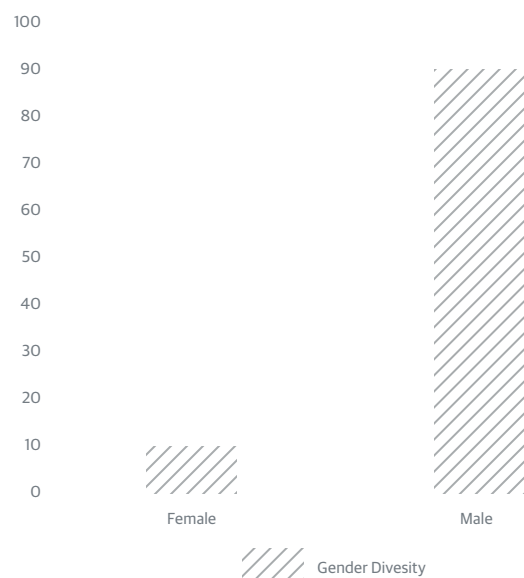
Disclosure 2-9 Governance structure and composition

The GFH Board has established three committees, each tasked with specific roles and responsibilities. These include the Board Investment Committee (BIC), the Audit and Risk Committee (ARC), and the Nomination, Remuneration, and Governance Committee (NRGC).

Board Committee	Function	Members
Board Investment Committee	The Board Investment Committee (BIC) is tasked with setting operational guidelines and reviewing and approving recommendations related to investment strategies, products, and services. It is also authorized to make investment decisions within the limits delegated by the Board of Directors.	<ul style="list-style-type: none"> • Mr. Hisham Ahmed Alrayes (Chairman- Executive Director) • Mr. Ali Murad Ali Murad (Independent Director) • Mr. Abdulla Jehad Alzain (Independent Director) • Mr. Abdulaziz Abdulhamid Albassam (Independent Director)
Audit and Risk Committee	The Audit & Risk Committee (ARC) supports the Board of Directors in carrying out its oversight responsibilities. Its key duties include supervising the audit and financial reporting processes, evaluating the effectiveness of the internal control system, overseeing the risk management framework, and monitoring the Bank's compliance with applicable laws, regulations, and codes of conduct.	<ul style="list-style-type: none"> • Mr. Ghazi Faisal Alhajeri (Chairman - Independent Director) • Mr. Fawaz Talal Altamimi (Independent Director) • Mr. Darwish Abdulla Alketbi (Independent Director)
Nomination, Remuneration & Governance Committee	<p>The Nomination, Remuneration & Governance Committee (NRGC) is responsible for overseeing recruitment, employee rewards, and incentive compensation, as well as formulating internal policies related to human resources and administrative matters. In addition, the Committee plays a key role in monitoring and strengthening the governance framework of GFH Financial Group.</p> <p>The Committee also plays a key role in developing strong succession plans to identify future leaders and maintain business continuity. All efforts are aligned with the Bahrain Corporate Governance Code and CBB guidelines. This comprehensive framework supports effective governance, risk management, and compliance across the organization.</p>	<ul style="list-style-type: none"> • Mr. Fawaz Talal Altamimi (Chairman- Independent Director) • Mr. Rashid Nasser Al-Kaabi (Non- Executive Director) • H.H Shaikha Minwa Bint Ali Alkhalifa (Independent Director)

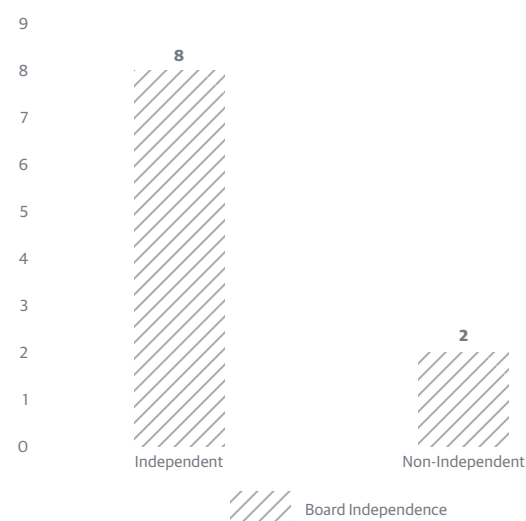
Board Gender Demographics

At GFH, we believe that board diversity promotes impartial decision-making and ensures that a wide range of perspectives are considered in both strategic planning and key business decisions. Currently, 10% of the Board of Directors are female and 90% are male members.



Board Independence

In line with the CBB's requirements, which stipulate that at least one-third of the Board must be Independent Directors, GFH's Board included eight Independent Directors as of 31st December 2024, which translates to Board Independence ratio of 80%. Additionally, the Chairpersons of both the Audit and Risk Committee and the Nomination, Remuneration and Governance Committee are independent members.



The Nomination, Remuneration and Governance Committee plays a key role in verifying the independence of Directors, as well as identifying, evaluating, and nominating suitable candidates for Board membership. During the selection process, the Committee ensures that both executive and non-executive nominees possess diverse expertise across business and support functions. Independent Directors are selected from a variety of sectors—including financial, commercial, and governmental—to ensure a broad range of perspectives and expertise are represented on the Board.

Board Responsibilities and Functions

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

Disclosure 2-16 Communication of critical concerns

The Articles of Association of GFH Financial Group define the roles and responsibilities of the Chairman and Board members, along with the corporate governance guidelines governing the division of duties between the Board of Directors and executive management.

- The Board of Directors at GFH is responsible for setting the Group's strategic direction and overseeing its implementation in collaboration with executive management. It ensures all business activities align with the organization's long-term goals and core values.
- The Board also approves key matters such as business plans, corporate governance frameworks, major investments or divestments, and risk management practices. It ensures the financial statements comply with AAOIFI standards as modified by the CBB and promotes ethical, transparent governance across the Group.

Critical concerns are promptly communicated to the Board of Directors through regular and ad-hoc updates to ensure timely oversight and decision-making. The executive management is responsible for keeping the Board informed of GFH's performance, as well as any significant issues or developments that may require their attention or approval. These matters are included in the agenda and supporting documents shared with Board members ahead of each meeting to enable thorough review and discussion.

Board Selection, Appointment and Training

Disclosure 2-10 Nomination and selection of the highest governance body

Disclosure 2-17 Collective knowledge of the highest governance body

The selection and termination of Board members at GFH Financial Group are governed by the provisions of the Commercial Companies Law (CCL-2001) and GFH's Articles of Association. Shareholders owning 10% or more of the Bank's capital have the right to appoint representatives to the Board in proportion to the number of Directors.

Upon appointment, each Director signs a formal letter of appointment outlining their roles, responsibilities, powers, and regulatory obligations. They are also provided with a structured induction program, which includes detailed presentations from senior management on GFH's strategic direction, financial performance, risk framework, governance practices, and organizational structure.

To ensure continuous development, Board members are required to complete a minimum of 15 hours of professional training annually, in accordance with the Central Bank of Bahrain's Training and Competency requirements. The Board Charter serves as a foundational guide, detailing Board duties, committee roles, conflict of interest policies, and expectations regarding performance, confidentiality, and ethical conduct.

ESG Governance

Disclosure 2-13 Delegation of responsibility for managing impacts
Disclosure 2-19 Remuneration policies

At GFH Financial Group, ESG governance is driven by a dedicated management-level ESG Committee that ensures the Group's Environmental, Social, and Governance strategy is effectively implemented and aligned with regulatory requirements and international standards. The Committee operates under a formal charter that outlines its structure, roles, and authority, enabling robust oversight and accountability.

With representation from key internal departments, the ESG Committee fosters cross-functional collaboration, bringing together diverse insights to inform strategic decisions. This integrated approach supports the continuous enhancement of ESG practices and governance frameworks across the Group. Through proactive monitoring, regular reviews, and stakeholder engagement, the Committee plays a vital role in driving sustainable growth, managing risks, and achieving long-term ESG objectives.

Role of ESG Committee

Review & Assessment: Review and assess the implementation and effectiveness of GFH Financial Group's ESG Strategies.	Performance Efficacy: Review the Group's overall performance efficacy against its stated ESG objectives and targets.
Coherent Alignment: Ensure both business and ESG priorities are coherently aligned & effective.	Continual Exploration: Explore, advise and wherever possible, approve new ESG opportunities and initiatives.
Recommend & Advise: Make required board recommendations, including new policies implementations and the proposal of strategic initiatives.	Maintain Relevance: Be updated on regulatory requirements and laws pertaining to ESG and sustainability disclosures.

The Nomination, Remuneration, and Governance Committee is responsible for ensuring that executive compensation is designed to drive high performance, using competitive benchmarks and linking rewards to both financial and ESG performance metrics.

Board Performance Evaluation

Disclosure 2-18 Evaluation of the performance of the highest governance body

At GFH Financial Group, a robust and comprehensive Board Performance Evaluation Framework is implemented annually, in line with the Central Bank of Bahrain (CBB) guidelines under the HC Module. This framework is designed to assess the effectiveness of the Board of Directors, its Committees, and individual Board members. The primary objective is to enhance the performance and efficiency of the Board by identifying areas that may require a revised mix of skills and experience, targeted training or professional support, or, where necessary, the replacement of Directors whose contributions are deemed insufficient.

The evaluation is conducted by the Nomination, Remuneration and Governance Committee (NRGC), which undertakes a formal and rigorous review each year. The Chairman of the Board acts on the findings by recognizing strengths and addressing any weaknesses within the Board, while the NRGC Chairman oversees the evaluation of the Chairman's performance based on input from other Board members. This process serves as a constructive mechanism for continuous improvement and is grounded in the Group's strategic objectives and key performance indicators. Evaluation results are shared collectively with the Board, while individual assessments remain confidential between the Chairman and the respective Director.

The evaluation process involves all Directors completing a Board Performance Evaluation Form and an Individual Director's Self-Evaluation Form. The Chairman also conducts independent assessments of each Director. The NRGC compiles the evaluation results for the Board and its Committees, including NRGC, the Audit and Risk Committee, and the Board Investment Committee. In addition, each Committee Member rates their own committee's performance, contributing to a comprehensive understanding of overall effectiveness.

Board Remuneration

Disclosure 2-19 Remuneration policies

Disclosure 2-20 Process to determine remuneration

Disclosure 2-21 Annual total compensation ratio

The compensation of the Board of Directors is guided by a transparent process overseen by the Nomination, Remuneration and Governance Committee (NRGC). The Committee recommends the proposed remuneration to the Board, which then presents it to shareholders for approval at the Annual General Meeting. Board remuneration is based not only on the overall performance of GFH Financial Group but also on individual compliance with performance agreements and fulfilment of assigned responsibilities. GFH determines board remuneration in accordance with Article 188 of the Commercial Companies Law of 2001 and in alignment with the shareholder approved Remuneration Policy. The remuneration for the Board of Directors is subject to a cap, ensuring that variable compensation in any financial year—excluding sitting fees—does not exceed 10% of the net profit after all deductions required under Article 188 are applied. Non-executive directors are not entitled to performance-based rewards such as share grants, stock options, deferred incentives, bonuses, or pension benefits.

For the year 2024, details of Board remuneration are disclosed in the Chairman's Report accompanying the Group's consolidated financial statements.

Upholding Ethics and Integrity

Disclosure 2-23 Policy commitments

Disclosure 2-24 Embedding policy commitments

At GFH, ethics and integrity form the cornerstone of sustainable operations, guiding how we conduct business and engage with stakeholders. These values are embedded across our corporate policies and framework, ensuring transparency, accountability, and compliance with regulatory standards. By upholding the highest ethical principles, we create a foundation for responsible decision-making, long-term value creation, and a resilient organizational culture that supports our sustainability goals.

Policies and Procedures

GFH has established comprehensive policies on corporate governance that embed transparency, ethics, and integrity across all levels of the organization. These policies serve as a foundation for responsible decision-making and reflect the Group's commitment to upholding the highest standards of conduct. By clearly defining roles, responsibilities, and expectations, they help guide operations in a consistent and accountable manner. This structured approach supports the effective management of our ESG goals and reinforces stakeholder trust.

- Board of Directors' Charter
- Complaint Policy
- Insider Trading Policy
- AML/CFT Policy
- Gift Policy
- ECL Policy
- Conflict of Interest Policy
- Key Person Dealing Policy
- Dividend Payout Policy
- Sanctions Policy
- Fraud Risk Policy
- FATCA & CRS Policy

Whistleblowing Policy

Disclosure 2-26 Mechanisms for seeking advice and raising concerns

Disclosure 2-25 Processes to remediate negative impacts

At GFH Financial Group, we are committed to fostering a culture of transparency, accountability, and ethical conduct. Our Whistleblowing Policy provides employees and stakeholders with a secure and confidential channel to report any observed misconduct, unethical behavior, or malpractice. Whistleblowers may report incidents directly to the Head of Compliance or the Head of Internal Audit via email at whistleblow@gfh.com or by mail.

To uphold the integrity of the process, GFH ensures that:

- Whistleblowers are protected against retaliation or reprisals, whether actual or threatened.
- All reports and the identities of those involved are handled with the strictest confidentiality.
- No adverse action will be taken against individuals who report concerns in good faith, regardless of the investigation outcome.

The Board Audit & Risk Committee is responsible for reviewing all reported incidents and determining the appropriate course of action, ensuring objectivity and fairness in every case. This robust mechanism reinforces GFH's governance framework and supports our long-term commitment to ethical practices and responsible business conduct.

Conflict of Interest

Disclosure 2-15 Conflicts of interest

To maintain independent decision-making Board of Directors are expected to promptly notify the Board of any changes in their circumstances that may impact their independence status. They must also ensure that their Board responsibilities do not conflict with any personal interests and allow them to dedicate sufficient time and attention to their roles. At the beginning of each Board meeting, the Chairman reminds members to abstain from voting on matters where a conflict of interest may exist. This is complemented by an annual disclosure requirement, in accordance with GFH's Conflict of Interest Policy. All potential conflicts of interest, including those related to cross-board memberships, cross-shareholdings, controlling shareholders, and related party transactions, are disclosed to and reviewed by the Board of Directors.

Any conflict of interest that might arise from the Board of Directors is governed by the Board Conflict of Interest Policy. Each Director is required to annually disclose any potential conflict of interest that might arise during the term of their membership. Any transaction that has occurred during their term as a Director must be disclosed to the Board through the Conflict-of-Interest Reporting Form. Any conflict of interest arising from any Director must be ratified by the Board, and the respective Director will be refrained from voting on that matter.

In order to ensure transparency and awareness among all stakeholders, our key governance policies are made available on the company website. Additionally, we conduct periodic training sessions for our employees on critical policies such as Conflict of Interest and Whistleblowing, enabling them to stay informed about best practices and all applicable regulatory and procedural requirements.

Compliance Management

Disclosure 2-27 Compliance with laws and regulations

GFH maintains a robust compliance framework to ensure adherence to all applicable legal, regulatory, and Sharia requirements. The Bank has established approved policies governing legal, regulatory, and compliance risks, supported by dedicated Compliance and Legal departments that oversee implementation and enforcement. All contracts and official documents are subject to legal review to safeguard the Bank’s interests and maintain regulatory compliance.

In alignment with Islamic finance principles, the Sharia Supervisory Board (SSB) plays a vital role in ensuring all products, services, and transactions comply with Sharia standards and AAOIFI guidelines. The Bank also has a dedicated Sharia audit function that independently reviews compliance with SSB rulings and conducts periodic assessments.

Oversight is further strengthened through the Audit and Risk Committee, which assists the Board of Directors in monitoring internal controls, financial reporting, risk management, and compliance with relevant laws, regulations, and codes of conduct.

Upholding Data Privacy

Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

At GFH, we are committed to using digital technologies to unlock growth and innovation. As we embrace digital transformation, we remain acutely aware of the risks tied to data security and confidentiality. Safeguarding information is not just a regulatory obligation—it is a cornerstone of our responsibility to clients, partners, and the communities we serve.

Information security plays a vital role in protecting our assets, preserving the integrity of sensitive data, and maintaining operational resilience. More importantly, it helps us uphold the trust of our stakeholders and reinforces the long-term sustainability of our business.

We operate under a robust data privacy framework, governed by the GFH Data Privacy Manual. This framework is aligned with international standards and provides clear guidance on obtaining consent, delivering transparency, and ensuring responsible handling of personal and sensitive data in compliance with regulations such as those from the Central Bank of Bahrain (CBB) and the Bahrain Data Protection Law (PDPL).

To oversee our compliance, we have appointed a Data Protection Officer—approved by the Board—tasked with aligning our practices with evolving regulations and best practices issued by data protection authorities. We foster a strong privacy culture by training all employees, embedding data security KPIs across functions, and monitoring performance against these benchmarks. Regular reports are submitted to the Management, covering legislative updates, incidents, audit findings, and resource allocation, to ensure ongoing improvement.

Cybersecurity Performance

Metrics	2024	2023	2022
Complaints received concerning breaches of customer privacy	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

Risk Management

At GFH, we view strong risk management as a core foundation for delivering long-term value to our customers, investors, and shareholders. We are committed to continuously enhancing our risk management framework by integrating international best practices in enterprise risk management, corporate governance, and market discipline. Our approach is proactive, aiming to identify, assess, and manage risks across all areas of our operations in alignment with our risk appetite and strategic objectives.

Risk Management Framework



Through our Enterprise Risk Management (ERM) framework, we seek to address both existing and emerging risks in a structured and consistent manner. Our key objectives include aligning internal capital requirements with the materiality of risks, strengthening our risk practices in line with industry standards, and assigning dedicated teams to manage specific risk exposures. We define clear risk limits and targets based on our business plans, regulatory guidelines, and market conditions. These limits reflect the level of risk we are prepared to take and are regularly reviewed to ensure they remain aligned with our evolving business environment. This disciplined approach helps us maintain a strong risk culture and make informed decisions that support our growth and resilience.

Risks in Pillar I	Risks in Pillar II
<ul style="list-style-type: none">• Credit risk• Market risk• Operational risk	<ul style="list-style-type: none">• Liquidity risk• Investment Risk• Concentration risk• Profit rate risk in banking book• Reputational risk• Other risks – including strategic risk, pillar 1 residual risks etc.

The details of components of risks and how they are managed are discussed in detail in the Annual Report 2024.

Customer Experience and Satisfaction

At GFH, customer satisfaction is a top priority, and we continuously seek to enhance our services based on valuable feedback received through our online portal and automated investor satisfaction surveys. We regularly monitor and measure satisfaction levels to identify areas for improvement and to ensure we are meeting the evolving needs of our clients.

We are committed to delivering a high standard of service while upholding our reputation for honesty, transparency, and integrity in all interactions. GFH has a comprehensive, Board-approved policy for handling external complaints, which reflects our serious approach to resolving any disputes raised by customers or business partners. This process is clearly outlined on our website and in all printed prospecting materials, ensuring transparency and accessibility. To maintain objectivity, complaints are typically investigated by individuals not directly involved in the matter, and all employees are well-informed of and adhere to this policy. Through these measures, we strive to create a reliable and responsive customer experience.

Grievance Management

GFH is committed to maintaining transparent and responsive communication with all stakeholders. To uphold this commitment, the Group has established clear channels through which stakeholders can raise concerns or grievances related to its operations, services, or practices. We ensure that all complaints are handled fairly, promptly, and in line with regulatory requirements. Dedicated mechanisms, including a formal complaint handling process, allow stakeholders to submit their concerns in writing through various means such as email, postal mail, or in-person delivery. GFH's appointed Complaints Handling Officer oversees the resolution process to ensure timely investigation and appropriate redress. These practices reflect our broader commitment to accountability, stakeholder engagement, and continuous improvement.

Local Supply Chain

GFH prioritizes local suppliers as a key part of our sustainability approach, recognizing their vital role in supporting the local economy and creating employment opportunities. By sourcing goods and services locally, we strive to reduce the environmental impact associated with long-distance transportation, helping to manage carbon emissions more effectively. This approach not only strengthens our community ties but also enhances supply chain resilience. Supporting local vendors encourages innovation and business growth within the region. GFH's commitment to local sourcing reflects its broader ESG values and dedication to responsible, impactful investment practices.

We currently do not have a dedicated Supplier Code of Conduct in place. However, we are in the process of developing a formal policy that will outline our expectations regarding ethical, environmental, and social practices to be upheld by all our suppliers.

Procurement Budget spend on Local Suppliers

Metrics	2024	2023	2022
Procurement Spending on Local Suppliers	1,164,406	1,238,568	1,354,427



CBB Index

Pillar	KPIs	Location/Response
Environmental	E.1: Environmental Oversight	ESG Governance, Pg 70
	E.2: Energy Consumption	Efficient Energy Management, Pg 44
	E.3: Energy Intensity	Efficient Energy Management, Pg 44
	E.4: Energy Mix	Efficient Energy Management, Pg 44
		Direct Energy- 11.58%
		Indirect Energy- 88.42%
	E.5: Green House Gas (GHG) Emissions	Carbon Emissions Management, Pg 41
	E.6: Emission Intensity	Emissions Intensity, Pg 42
	E.7: Climate Risk Mitigation	During the year 2024, no formal climate risk assessment was conducted nor any specific investments made towards mitigation measures. The Group will evaluate the feasibility of such investments in future.
	E.8: Water Usage	Water Management and Conservation, Pg 43
	E.9: Waste Generation	Waste Management and Circular Economy, Pg 43
	E.10: Emission Targets	Carbon Emissions Management, Pg 41
		Future Aspirations and Targets, Pg 46
Social	S.1: Total Workforce by sex, age-group, and employment type	Workforce Composition and Diversity, Pg 53 Gender Diversity, Pg 53 Gender Distribution by Employment Category, Pg 54
	S.2: Child and Forced Labour	HR Policies and Processes, Pg 50-52
	S.3: Employee Turnover	Retention Efforts, Pg 54
	S.4: Gender Pay Ratio	Gender Distribution by Employment Category, Pg 54
	S.5: Health and Safety	Promoting Health and Safety, Pg 55
	S.6: Non-Discrimination	HR Policies and Processes, Pg 50-52
	S.7: Nationalisation	Nationalization Rate, Pg 57 There are 356 Bahraini nationals employed by GFH Financial Group.
	S.8: Community Investment	Community Development and Engagement, Pg 57-58
	S.9: Human rights	HR Policies and Processes, Pg 50-52
	S.10: Management Composition/Diversity	Gender Distribution by Employment Category, Pg 54
	S.11: Development and Training	Employee Development and Training, Pg 55

Governance	G.1: Board Composition	Board of Directors, Pg 66-67 Board Gender Demographics, Pg 68 Board Independence, Pg 68
	G.2: Collective Bargaining	HR Policies and Processes, Pg 50-52
	G.3: Whistleblowing	Whistleblowing Policy, Pg 72
	G.4: Data privacy	Upholding Data Privacy, Pg 73
	G.5: Disclosure Practices	About the Report, Pg 20-21
	G.6: Conflict of Interest	Upholding Ethics and Integrity, Pg 71 Conflict of Interest, Pg 72
	G.7: Supplier Code of Conduct	Local Supply Chain, Pg 76
	G.8: Incentivised Pay	ESG Governance, Pg 70 Currently, there are no financial metrics tied to performance on sustainability at executive or board level.
	G.9: Ethics & Anticorruption	Upholding Ethics and Integrity, Pg 71
	G.10: Assurance	About the Report, Pg 20-21

GRI Content Index

Statement of use

GFH Financial Group has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.

GRI 1 used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021	2-1 Organizational details	About GFH Financial Group, Pg 6-8
	2-2 Entities included in the organization's sustainability reporting	About the Report, Pg 20-21
	2-3 Reporting period, frequency and contact point	About the Report, Pg 20-21
	2-4 Restatements of information	There are no restatements of information
	2-5 External assurance	About the Report, Pg 20-21
	2-6 Activities, value chain and other business relationships	Our Subsidiaries, Pg 14-15 Our Portfolio, Pg 16-17
	2-7 Employees	Workforce Composition and Diversity, Pg 53 Gender Diversity, Pg 53 Gender Distribution by Employment Category, Pg 54
	2-8 Workers who are not employees	There are no workers who are not employees.
	2-9 Governance structure and composition	Organizational Structure, Pg 62-64 Board of Directors, Pg 66 Board Committees, Pg 67 Board Gender Demographics, Pg 68 Board Independence, Pg 68
	2-10 Nomination and selection of the highest governance body	Board Selection, Appointment and Training, Pg 69
	2-11 Chair of the highest governance body	Board of Directors, Pg 66 Board Committees, Pg 67
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Responsibilities and Functions, Pg 69
	2-13 Delegation of responsibility for managing impacts	ESG Governance, Pg 70
	2-14 Role of the highest governance body in sustainability reporting	Board Responsibilities and Functions, Pg 69 ESG Governance, Pg 70
	2-15 Conflicts of interest	Upholding Ethics and Integrity, Pg 71 Conflict of Interest, Pg 72
	2-16 Communication of critical concerns	Conflict of Interest, Pg 72
	2-17 Collective knowledge of the highest governance body	The details of the Board members is disclosed as part of annual report.
	2-18 Evaluation of the performance of the highest governance body	Board Performance Evaluation, Pg 70
	2-19 Remuneration policies	The Remuneration details at Board and Management level are disclosed as part of annual report.
	2-20 Process to determine remuneration	The Remuneration details at Board and Management level are disclosed as part of annual report.

	2-21 Annual total compensation ratio	The Remuneration details at Board and Management level are disclosed as part of annual report.
	2-22 Statement on sustainable development strategy	Leadership Message, Pg 22-23
	2-23 Policy commitments	Upholding Ethics and Integrity, Pg 71
	2-24 Embedding policy commitments	Upholding Ethics and Integrity, Pg 71
	2-25 Processes to remediate negative impacts	Grievance Management, Pg 76
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblowing Policy, Pg 72 Grievance Management, Pg 76
	2-27 Compliance with laws and regulations	In 2024, Capital Market Authority ("CMA") of Kuwait imposed a financial penalty of KWD 10,000 on GFH Financial Group for purchase of treasury shares on Kuwait Bourse without obtaining CMA's prior approval. Compliance Management, Pg 73
	2-28 Membership associations	Achievements and Recognitions, Pg 12
	2-29 Approach to stakeholder engagement	Stakeholders and Materiality Index, Pg 30-31
	2-30 Collective bargaining agreements	HR Policies and Processes, Pg 50-52
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholders and Materiality Index, Pg 30-33
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial, Pg 8-9 The detailed financial statements are disclosed as part of annual report.
	201-2 Financial implications and other risks and opportunities due to climate change	
	201-3 Defined benefit plan obligations and other retirement plans	
	201-4 Financial assistance received from government	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Supporting Local Hiring and Nationalisation Goals, Pg 57
	202-2 Proportion of senior management hired from the local community	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Development and Engagement, Pg 57-58
	203-2 Significant indirect economic impacts	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Supply Chain, Pg 76
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Governance Framework, Pg 64
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	

GRI 207: Tax 2019	207-1 Approach to tax	The tax related details are disclosed as part of annual report.
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Efficient Energy Management, Pg 44 Key Energy Efficiency Measures, Pg 44
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management and Conservation, Pg 43
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Emissions Management, Pg 41 Future Aspirations and Targets, Pg 46
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, Pg 43
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Local Supply Chain, Pg 76
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Turnover, Pg 54 New Hires Age Diversity, Pg 54
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	

GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	HR Policies and Processes, Pg 50-52
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health	Promoting Health and Safety, Pg 55
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Training, Pg 55
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	Board Gender Demographics, Pg 68 Gender Distribution by Employment Category, Pg 54
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no reported cases of discrimination.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	HR Policies and Processes, Pg 50-52
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No such risk identified.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No such risk identified.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	Community Development and Engagement, Pg 57-58

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Local Supply Chain, Pg 76
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Compliance Management, Pg 73
	417-2 Incidents of non-compliance concerning product and service information and labelling	
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Upholding Data Privacy, Pg 73

