



# Gulf International Bank Sustainability Report 2022



# Contents

<b>1. Basis for Preparation</b>	<b>02</b>	<b>6. Sustainability within GIB</b>	<b>28</b>
About this Report	03	From Challenges to Opportunities	29
Application of Global Reporting Standards	03	Our Stakeholders	30
Assurance	03	How we Identify Stakeholders and their Importance	30
Contact Details	03	Stakeholder Engagement	31
Navigating this Report	03	Partnerships and Collaborations	32
<b>2. Messages from Senior Leadership</b>	<b>04</b>	Climate and Environmental Management	33
Sustainability at GIB	05	GHG Targets	33
GIB's Role in the Region's Sustainability Journey	06	Carbon Data	34
Our Contribution to a Sustainable World	07	Planned Initiatives	35
<b>3. About GIB</b>	<b>08</b>	Limitations	35
Organisational Profile	09	Uncertainties	35
Our Global Footprint	10	Environmental Management	35
GIB's Sustainability Strategy and Approach	11	Our People	36
GIB Sustainability Framework	12	People Highlights	36
Sustainable and Transition Finance Framework	13	Learning and Development	36
Materiality	14	Performance Management	38
<b>4. Economic Performance</b>	<b>15</b>	Promotion of Wellbeing	38
Economic Performance	16	Equity, Diversity and Inclusion	39
Financial Highlights	17	Remuneration Policy	41
<b>5. Sustainable Financing &amp; Investment</b>	<b>18</b>	Collective Bargaining	41
Wholesale Banking Group	19	Whistleblowing	42
Sustainable Finance	20	Governance	43
Areas for Enhancement	20	Our Governance Structure	43
Micro, Small and Medium-sized Enterprises	22	Sustainability Governance	44
Treasury	23	Board Level	44
Retail Banking	24	Management Level	44
GIB Capital	25	Other Governance Issues	44
GIB Asset Management	26	Responsible Procurement	45
		<b>7. Assured Data Tables</b>	<b>46</b>
		2022 Assured Data Tables: 1-6	47
		<b>8. GRI Content Index</b>	<b>53</b>
		<b>Glossary</b>	<b>57</b>
		<b>Corporate Directory</b>	<b>58</b>
		<b>Disclaimer</b>	<b>59</b>



# 01

# BASIS FOR PREPARATION

Basis for Preparation

## Basis for Preparation

# About this Report

At GIB, we report our sustainability performance annually. This report is for the period 1 January 2022 to 31 December 2022, the same period as our consolidated financial reporting. Consistent with our financial reporting, this report covers the entire GIB Group:

- Gulf International Bank B.S.C.
- Gulf International Bank – Saudi Arabia
- Gulf International Bank (UK) Limited
- GIB Capital

The activities of each subsidiary and branches are covered in full; no adjustments have been made where there is shared ownership. There have been no mergers, acquisitions or disposals of entities since the previous report.

The report covers all geographies in which the Group operates.

### Application of Global Reporting Standards

GIB has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022. A full GRI Content Index is included in Section 8.

We have applied the reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

Where omissions in disclosure occur, we have explained the reasons using GRI's permissible reasons. Restatements are included in the relevant section, where applicable.

### Assurance

Prior to finalising the report, individual sections were reviewed and approved by members of the Group Management Committee and the Chair of the Group Board.

The entire report was approved by the Chief Sustainability Officer, CEO of GIB B.S.C., and Group CEO. A Board-level Sustainability and Climate Change Committee was in the process of being established in 2022; hence approval of this report, and GIB's material topics, was at management level only.

The financial reporting information in this report was independently audited by EY. Further details can be found on our [website](#).

The quantitative performance metrics in this report have received independent limited assurance by BDO LLP. These assured metrics are clearly marked throughout the report with an asterisk and are shown in the tables on pages 47-52. Access BDO LLP's report [here](#).

### Contact Details

For any questions about this report, please contact: [sustainability@gib.com](mailto:sustainability@gib.com)

### Navigating this Report

External links are indicated bold and underlined. All data is at 31 December 2022, unless otherwise specified.

# 02

# MESSAGES FROM SENIOR LEADERSHIP

## Messages from Senior Leadership

# Sustainability at GIB



When we produced our inaugural Sustainability Report for 2021, it was a moment of immense pride for GIB. The report reflected four years of preparation, hard work, collaboration and transformation.

GIB, with a great deal of passion and commitment, was one of the early movers in the Gulf to make a commitment to a sustainable future, enjoying great support and guidance from our regulators and governments in the countries in which we operate.

2022 has, in many ways, seen the fruits of these labours. If our inaugural report for 2021 was about the year of foundation, 2022 was the year of execution and delivery. The pages that follow give details of the material progress we have made during the year, including product and service offerings, transactions, progress on our own carbon goals, and on our all-important people agenda.

The commitment made by the GCC governments and regulators – particularly in our home markets of Bahrain, Saudi Arabia and the UAE – has given market participants the confidence and the enablers to fast-track their sustainability and ESG initiatives.

The result has been a wider adoption of sustainability principles by companies and government-related entities across the region. It is my firm belief that we have passed the tipping point for the adoption of sustainability: it is now the norm.

### What does the future hold?

For GIB, the path is clear: sustainability and responsible banking are core to our identity. We will continue to expand our sustainable finance products to our clients and will continue to manage our own carbon footprint and ESG metrics. More broadly, we will continue to pursue our goal of being a cultivator of best practices to bring sustainability to life.

Most of all, our success is driven by our people. Over the past year, I have watched as they embraced sustainability with passion, ingenuity and optimism. We have all but banished plastic waste from our offices. We hope to install solar power in our facilities in Bahrain in 2023. We are also seeing growing participation and volunteering in various community activities, such as tree planting.

While encouraged by the progress achieved so far, our aspirations when it comes to sustainability and the broader ESG principle are lofty, and our commitment is resolute.

**Abdulla bin Mohammed Al Zamil**  
Chair of the Board

## Messages from Senior Leadership

# GIB's Role in the Region's Sustainability Journey



The Conference of the Parties (COP) 27 intergovernmental summit that took place in Sharm El Sheikh in November 2022 underlined the sense of urgency that needs to be deployed if we are to meet climate and environmental goals. Progress at the global level remains slow, reflecting the complexities and difficult decisions that have yet to be addressed by the global community.

The GCC nations played an important role at the event, with Saudi Arabia committing US\$ 2.5 billion to green initiatives across the region. Saudi Arabia also announced a plan to reduce and eliminate emissions by more than 670 million tonnes of carbon dioxide equivalent, some 2.5 per cent of global emissions, via the Saudi Green Initiative.

2023 will see the next COP summit take place in the UAE. I am proud that the Gulf is playing its part, and that GIB can be a material contributor to this role.

In October 2022, we took part in the world's carbon credit auction of 1.4 million tonnes, launched by Saudi Arabia's Public Investment Fund. The Voluntary Carbon Market initiative aims to encourage companies in the Kingdom to develop and purchase carbon credits to accelerate the transition to a carbon neutral future.

GIB was one of two banks that participated in the pioneering auction, successfully purchasing high-quality carbon credits which, alongside other initiatives, offset the Bank's entire 2021 emissions. GIB is a partner in the initiative together with 14 other Saudi and regional companies to help Saudi Arabia meet its ambitious climate change commitments.

In another hugely significant transaction, GIB participated in financing the construction of an electric vehicle plant in Saudi Arabia to be built by Lucid, the leading EV manufacturer. This is indicative of the ambition and capability of the GCC in enabling a net zero future.

These transactions, and other developments detailed in this report, reflect our sustainability purpose: for GIB to make a positive impact in the world, for now, and for generations to come.

We will continue to support and to champion initiatives such as the Saudi Voluntary Carbon Market, and we are determined to play a full part in the continued adoption and growth of sustainability across our business and in partnership with our stakeholders.

**Abdulaziz bin Abdulrahman Al-Helaissi**  
Group Chief Executive Officer & Board Member

## Messages from Senior Leadership

# Our Contribution to a Sustainable World



This has been an exciting year for GIB.

I am pleased to report that we have accelerated the adoption of more sustainability practices and processes across our organisation.

In 2021, we reported achievements such as the establishment of a Group Sustainability Council, the issuance of the first Sustainability-Linked Syndicated Loan as part of GIB's capital management programme and the launch of our first sustainability-based institutional investment funds. Just as importantly, 2021 marked the first time that the GIB Group set carbon emissions reduction targets and published the associated data. And overall, we enhanced and deepened our disclosures for 2022.

Increasingly, the conversations we are having with clients are beginning and ending with sustainability. The store of knowledge, infrastructure and capabilities that GIB has built and continues to invest in, position us as a competent partner for any organisation wishing to raise or deploy capital.

Our sustainability credentials and capabilities enabled us to execute some landmark transactions for our clients, including:

- Sustainable financing of USD 2.2 billion facility for **nogaholding**
- Coordinator and Underwriter for refinancing the existing US\$ 1.25 billion Sustainability-Linked Syndicated Loan Facility for **Aluminium Bahrain**
- Participated in the world's first sustainability-linked dual-tranche Murabaha financing for **Ahli United Bank**

GIB's progress in this regard reflects the evolution of the region and stakeholders' desire to integrate sustainability into business. Across the GCC, governments, listed companies and private organisations are embracing the principles of sustainability and adapting to a world that expects them to transition to net zero. The principles of governance, ethics and social impact that guide sustainability thinking are being adopted by the region as it transitions to a future beyond hydrocarbons. GIB is committed to doing all it can to help.

Our people share a genuine desire to be the most responsible financial institution serving our clients, communities and stakeholders.

Thank you all for your contributions in this noble endeavour.

**Jamal Al Kishi**  
CEO, GIB B.S.C.

# 03



## ABOUT GIB

## About GIB

# Organisational Profile

Gulf International Bank B.S.C. (GIB) is a pan-GCC universal bank established in 1975 and regulated by the Central Bank of Bahrain. It is headquartered in the Kingdom of Bahrain.

GIB provides financial products, services and banking solutions to a wide client base in the GCC, Europe and North America. This includes corporate, institutional, global transaction and investment banking; treasury and asset management; and meem, the world's first fully digital Shariah-compliant retail bank.

The Group operates across regional and international markets through its two main subsidiaries GIB Saudi Arabia and GIB (UK) Ltd., and its branches in the UAE and USA.

GIB Saudi Arabia is the first foreign-domiciled bank to establish a local commercial bank in the Kingdom. Headquartered in Al Khobar, the bank has branches in Riyadh and Jeddah with its Riyadh-based subsidiary, GIB Capital, delivering the Bank's investment banking activities. Its activities span equity advisory and placements, mergers, acquisitions and privatisations; debt capital market solutions and strategic financial advisory, along with asset management and equities brokerage.

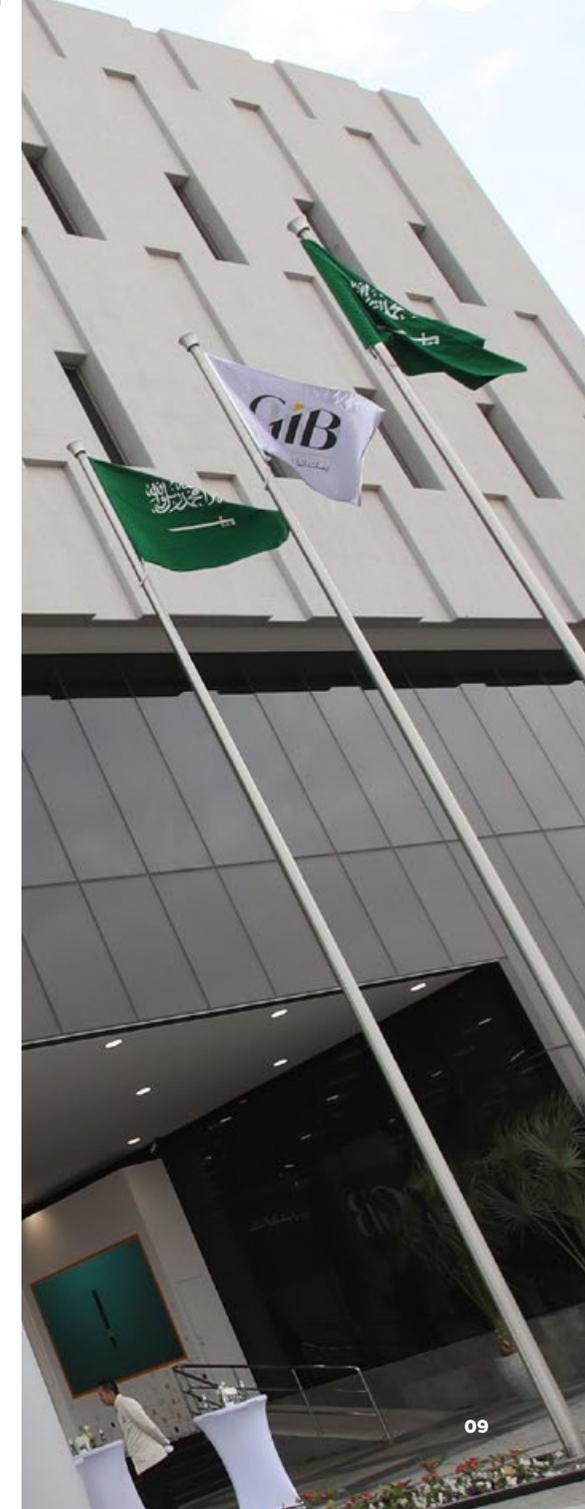
GIB (UK) Ltd., is a boutique institutional asset manager. GIB (UK) seeks to generate superior investment performance through the deep integration of sustainability into investment decision-making, and hence to scale capital in support of sustainable development. Operating in London and New York, it provides a focused set of differentiated, forward-thinking investment solutions for institutional investors.

GIB (UK) has assets under management in excess of US\$ 8 billion as at 31 December 2022. As a signatory to the UN Principles for Responsible Investment, it offers sustainable investment strategies.

GIB procures goods and services from a range of suppliers, including other financial services; professional and commercial services; IT hardware, software and IT services; power; and transportation.

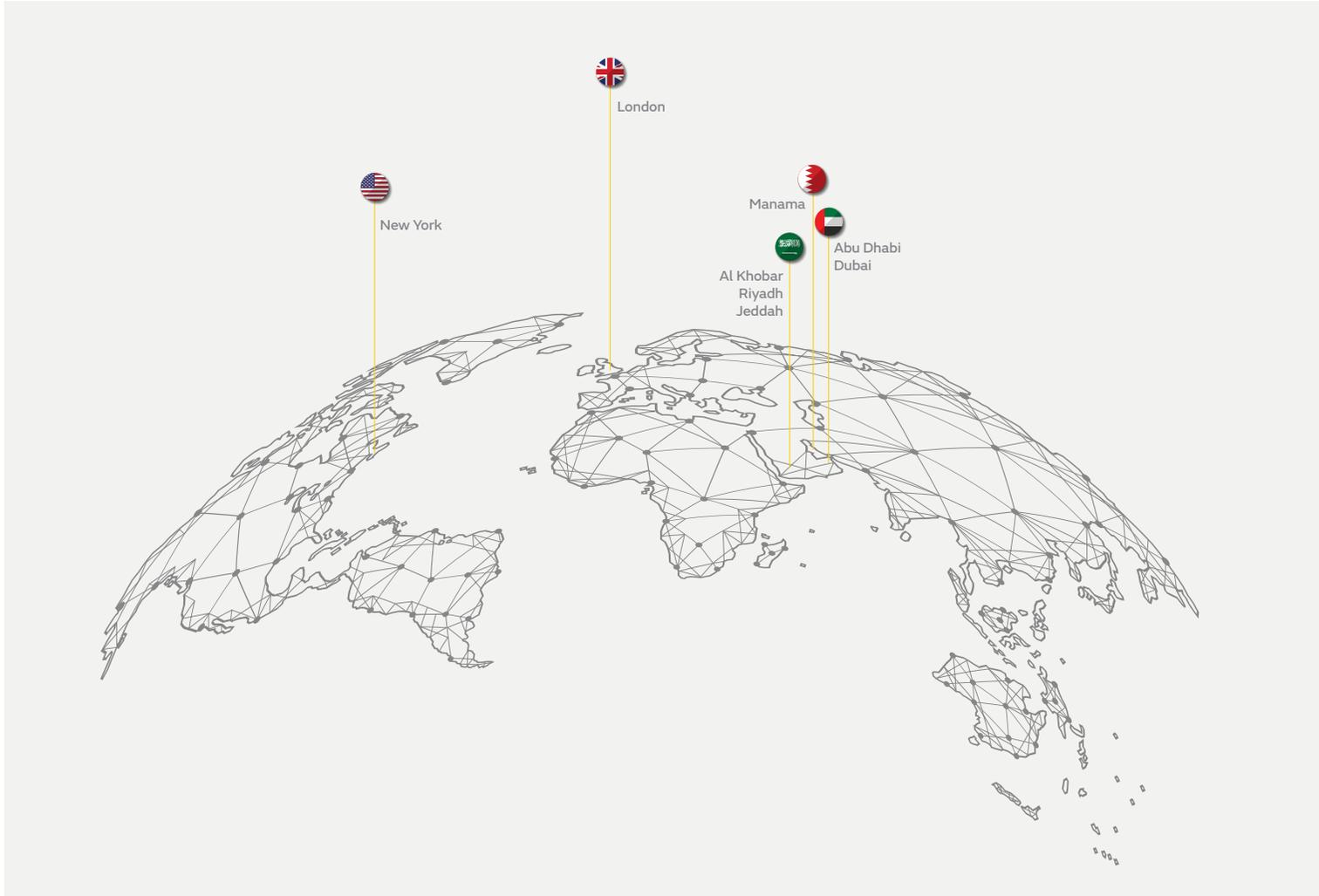
GIB is owned by the governments of the Gulf Cooperation Council countries, with Saudi Arabia's Public Investment Fund (PIF) being the primary shareholder.

There have been no major changes in business activities or relationships since the previous reporting period.



## About GIB

### Our Global Footprint



#### GULF INTERNATIONAL BANK B.S.C.

##### Head Office

Manama, Kingdom of Bahrain

##### Branches

Abu Dhabi

London

##### Representative Offices

Dubai

#### GULF INTERNATIONAL BANK SAUDI ARABIA

##### Head Office

Al Khobar

##### Branches

Riyadh

Jeddah

#### GIB CAPITAL

Riyadh

#### GULF INTERNATIONAL BANK (UK) LIMITED

London

New York

## About GIB

# GIB's Sustainability Strategy and Approach

We believe that finance can be a force for good and that we can help clients transition to a more sustainable economic approach.

Islamic finance is part of our heritage, and we maximise the synergies between Shariah principles and sustainability.

Banks should play an important role in stimulating a more sustainable way of doing business. They are centrally placed through credit and investment decisions to influence and fund the transition to a sustainable and net zero economy. Banks should also reflect the needs of society, and today's society expects banks to be clear about how their products create value for their stakeholders, which includes the environment.

At group level, our sustainability strategy is to:

- > Offer compelling sustainable finance solutions to our clients
- > Embed sustainability considerations into our business model, planning, and how we run our business

As the GCC and the world adopt ambitious targets and plans to transform to a sustainable future, GIB intends to be an enabler and partner on this journey, playing its part to help and collaborate with clients, regulators, governments, our employees and wider society towards this shared goal.

We also understand that financing and investment activity can have negative impacts on people and the planet.

Alongside growing our sustainable finance and investment offering, we are looking to aspects of our traditional business and developing our approach to prevent or mitigate any actual and potential negative impacts.

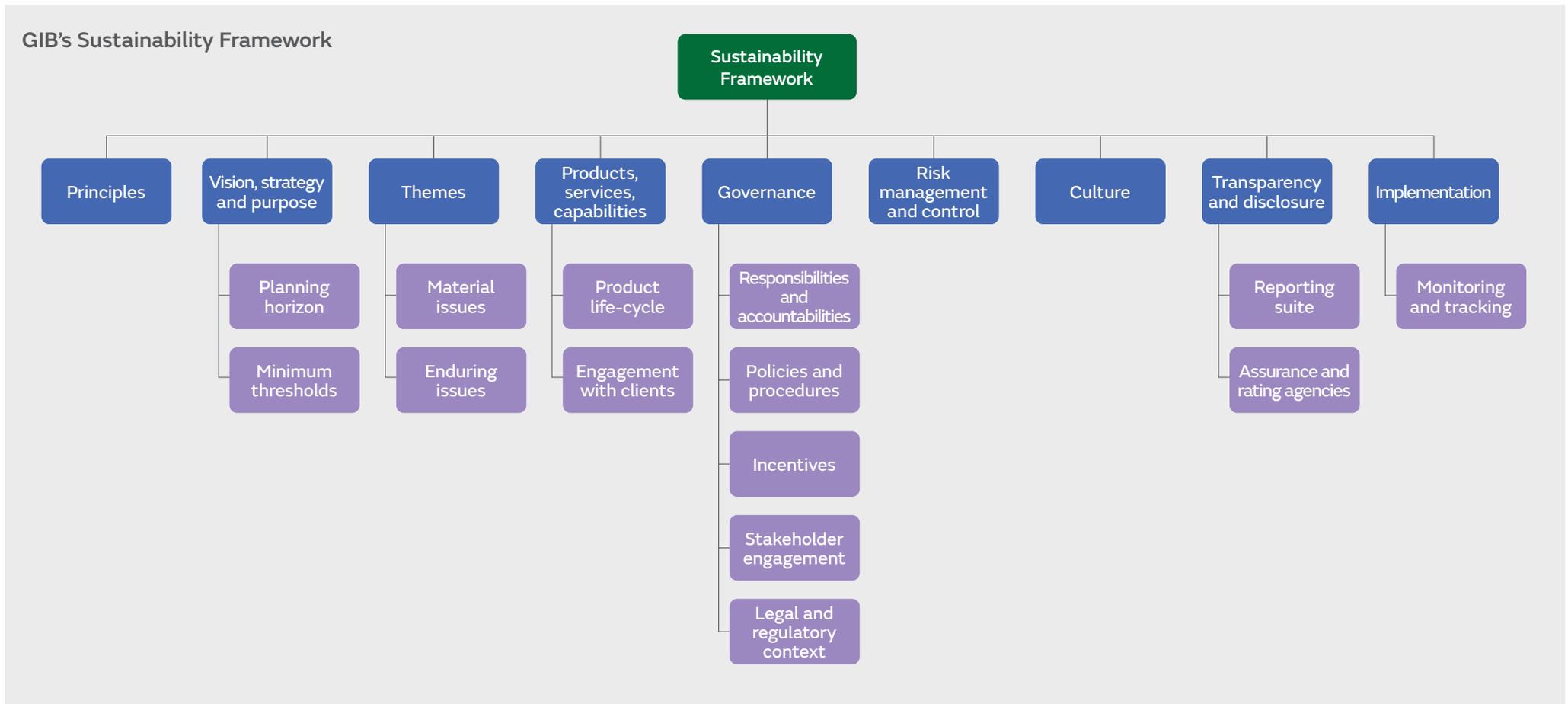
**Alongside growing our sustainable finance and investment offering, we are looking to aspects of our traditional business and developing our approach to prevent or mitigate any actual and potential negative impacts.**

## About GIB

GIB's Sustainability Strategy and Approach (continued)

## GIB Sustainability Framework

In 2021, the Board approved the GIB Sustainability Framework. The framework explains how sustainability is embedded across our business. Based on eight principles, it is the foundation upon which we conduct our business.

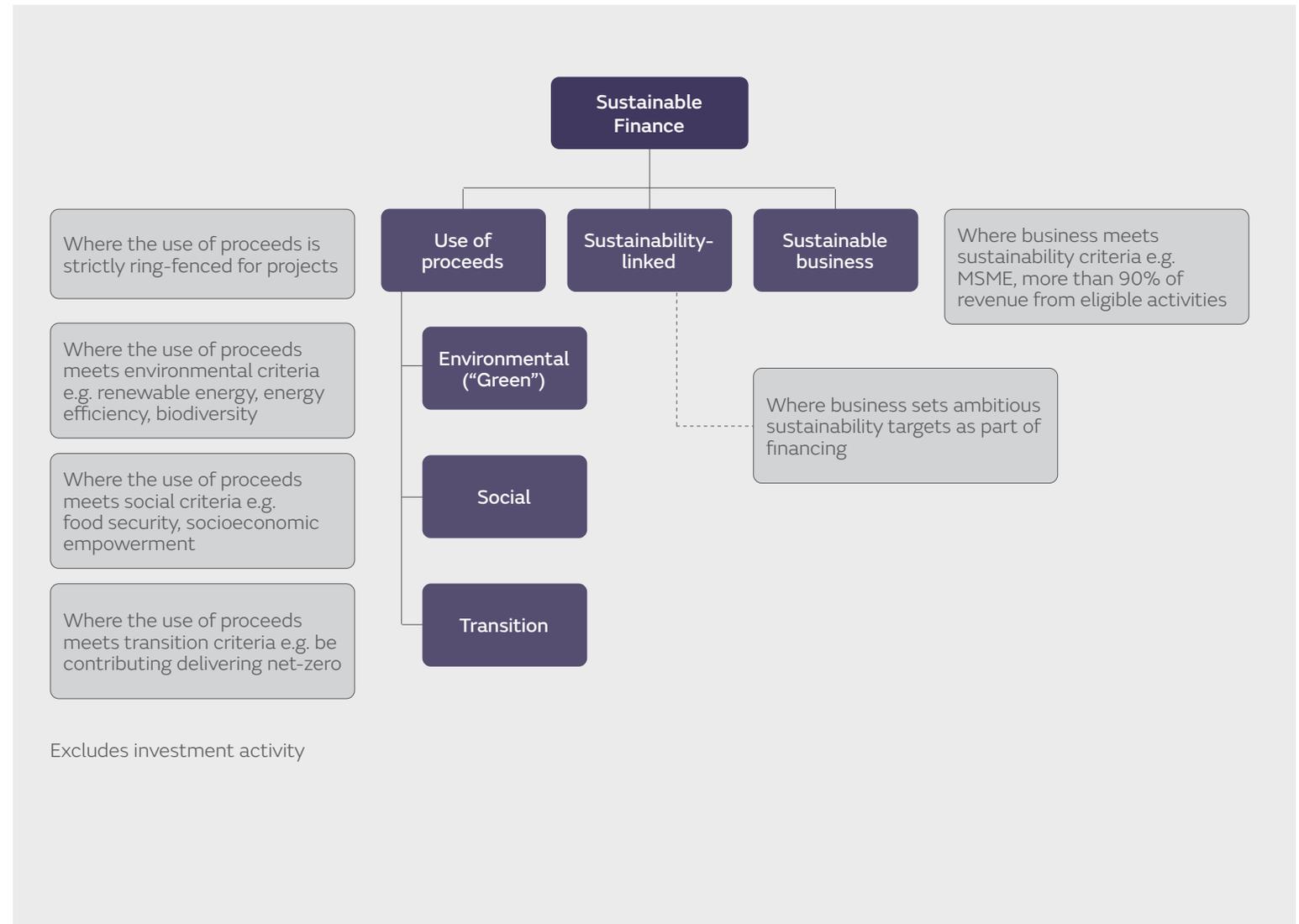


## About GIB

GIB's Sustainability Strategy and Approach (continued)

### Sustainable and Transition Finance Framework

In 2022, we developed the Sustainable and Transition Finance Framework (STFF) to ensure that there is a clear, robust framework in place setting out the categories that will be considered for sustainable and transition financing. It governs GIB's own issuances and will be used as a foundation when originating sustainable finance for our clients. Oversight for the STFF's implementation and future updates is the responsibility of the Sustainability Evaluation and Approval Committee (SEAC) ([See page 44](#)).



## About GIB

### GIB's Sustainability Strategy and Approach (continued)

## Materiality

A core principle of the GRI Standards used to guide this report is that issuers must report based on the sustainability topics that are material to them. We used a three-stage process to understand our most material issues:

1. Reviewed the Sustainability Accounting Standards Board (SASB) map plus peer analysis to identify the material themes pertaining to financial institutions in commercial, investment, consumer banking and asset management.
2. Engaged internal and external stakeholders (see Stakeholder Engagement p31), to understand what themes were considered material from a GIB perspective, although in future years we want to undertake a more systematic engagement exercise.
3. Reviewed GIB's own business context and activities, and conducted a detailed impact analysis exercise. This focused on the Wholesale Bank, UK Asset Management and Treasury and businesses; and used the methodology provided by the Principles for Responsible Banking. The impact analysis exercise identified the key areas where these

business lines have positive, neutral or negative environmental, social (including human rights) and economic impacts, and the scale / severity of those impacts, actual and potential. We also reviewed the equivalent impacts of supporting functions. However, it was necessary to apply significant judgement to the process, and this is an area for future enhancement.

We prioritised the six top issues identified. This was on the basis of where we could reasonably expect to drive improvements in our impacts over a three year period.

### Material Topics:

1) Economic value	
2) Financing and investment activity	
3) Climate change	
4) Equity, diversity and inclusion	
5) Human capital development and wellbeing	
6) Responsible procurement	

Other areas considered but not prioritised at this stage were: financial system stability; data privacy, protection and security; digital solutions; responsible resource consumption and waste management; protection of natural resources, biodiversity, natural habitats and water resources; financial inclusion; and affordable housing.

The list of material topics was approved by the Chief Sustainability Officer. Approval at the management level reflected the fact that we were still in the process of initiating a Board-level Sustainability and Climate

Change Committee during 2022. The material topic list has been refined since the 2021 Sustainability Report based on: expanded methodology; further impact analysis conducted; updated stakeholder input; to match more closely the GRI Standards; and prioritised more tightly. In 2021, the topics were: Strategy, Business Lines and Products, People, Suppliers, Regulation and Culture, Governance, Ethics and Integrity, Stakeholders and Management Approach.

### Mapping from GIB Material Topics to GRI Standards

Economic value	GRI 201 Economic performance
Financing and investment activity	No GRI sector standard available for financial services
Climate change	GRI 305 Emissions
Equity, diversity and inclusion	GRI 405 Diversity and Equal opportunities
Human capital development and wellbeing	GRI 404 Training and Education GRI 403 Occupational Health and Safety (subset only)
Responsible procurement	GRI 204 Procurement Practices



# 04

# ECONOMIC PERFORMANCE



## Economic Performance

# Economic Performance



GIB made meaningful headway in 2022 in terms of financial performance. This success is reflected in record-breaking growth in financial performance and key metrics and a number of successes bank-wide. As a result, there were net positive economic impacts from the delivery of services to clients and customers; wages, salaries and pension contributions to employees; returns to shareholders; interest payments to debt holders; and the payment of taxes to governments.

Our net income increased 82 per cent to US\$ 96.1 million in 2022. We achieved a 32 per cent increase in revenues, a two-fold growth in return on equity and our cost-income ratio reduced by 9 per cent. This reflected a reduced reliance on net interest

income, the diversified and value-accretive offerings we have built and continue to build across our business lines, and the focus on ensuring a diversified and effective funding profile.

Our balance sheet continued to show stable asset quality trends, and improvement in non-performing loan ratios and provisioning coverage ratios reflect the rewards of successfully implementing and putting in place strong governance and capabilities. This was particularly important, as, in the past, non-performing loans and provisioning have pushed GIB into net losses, and resulted in net negative impacts for shareholders. However, this is an area we continue to manage carefully, through robust risk management policies and processes, in order to reduce the potential for future impacts.

Capitalisation (capital adequacy ratio of 17.3 per cent) also remains strong and conducive to our growth aspirations.

Across our jurisdictions and our business lines, we witnessed significant year-on-year growth.

	2022	2021	2020	2019	2018
Net income after tax	96.1	52.7	(308.0)	63.0	(227.0)
Balance sheet	32,646.2	31,797.0	29,606.3	30,241.7	27,546.1
Revenue	521.8	394.7	307.7	384.7	398.5
Operating costs	346.5	296.7	276.9	285.9	265.4
Employee wages and salaries	207.0	176.8	157.9	156.2	156.8
Payments to providers of capital (if any) i.e. dividends	-	-	-	-	-
Payments to government (if any)	-	-	-	-	-
Community investments (if any)	-	-	-	-	-
Retained earnings	(729.0)	(790.1)	(807.4)	(540.1)	(665.2)

Net income after tax at a country / legal entity level<sup>[1]</sup>

Entity	2022 US\$M	2021 US\$M	2020 US\$M	2019 US\$M	2018 US\$M
GIB B.S.C.	54.1	30.2	-176.2	40.4	123.4
GIB - Saudi Arabia	24.5	23.4	-116.7	8.8	-367.2
GIB Capital	10.3	6.2	0.7	1.6	-6.8
Gulf International Bank (UK) Limited	7.1	-7.2	-15.9	12.2	23.6

<sup>[1]</sup> The above information has been prepared on an accruals basis, and are taken from the audited consolidated Financial Statements 2022.

## Economic Performance

### Financial Highlights

	2022	2021	2020	2019	2018
<b>Earnings (US\$ millions)</b>					
Net income after tax	96.1	52.7	(308.0)	63.0	(227.0)
Net interest income	345.8	246.1	232.8	280.4	273.7
Fee and commission income	101.4	72.5	59.0	64.7	61.2
Operating expenses	346.5	296.7	276.9	285.9	265.4
<b>Financial position (US\$ millions)</b>					
Total assets	32,646.2	31,797.0	29,606.3	30,241.7	27,546.1
Loans	11,497.6	11,657.5	10,489.7	9,876.1	9,817.8
Investment securities	5,785.5	5,968.5	4,689.8	3,828.4	3,897.2
Senior term financing	4,940.9	5,100.1	4,924.9	3,502.4	3,338.0
Equity	3,184.2	3,093.0	3,012.5	3,296.3	2,196.2
<b>Ratios (per cent)</b>					
<b>Profitability</b>					
Return on average equity	3.0	1.8	(11.4)	2.8	(9.9)
Return on average assets	0.3	0.1	(0.8)	0.2	(0.9)
<b>Capital</b>					
Risk asset ratio (Basel 3)					
- Total	17.3	16.1	17.2	18.4	14.5
- Tier 1	14.8	14.0	16.4	17.5	13.6
Equity as % of total assets	9.8	9.7	10.2	10.9	8.0
<b>Asset Composition</b>					
Securities as % of total assets	18.3	19.2	16.2	13.1	14.8
Loans as % of total assets	35.2	36.7	35.4	32.7	35.6
<b>Liquidity</b>					
Liquid assets ratio (%)	59.7	61.1	61.8	64.9	61.6
Loans to deposits ratio (%) <sup>1</sup>	42.8	44.7	42.8	39.9	45.3
LCR (%)	299.3	176.3	155.2	163.8	391.0
NSFR (%)	161.5	146.2	156.0	163.5	128.0

<sup>1</sup> Deposits include senior term financing

# 05

# SUSTAINABLE FINANCING & INVESTMENT

Sustainable Financing & Investment



## Sustainable Financing & Investment (continued)

# Wholesale Banking Group

The way in which we can have the most material impact on sustainable development is through our banking and investment activities. Through enabling entities with finance, advice, or capital, we can help them accelerate their sustainability goals, whether that be around mitigating climate change, reducing poverty or advancing other developmental goals.



Our Wholesale Banking Group (WSB) business comprises Institutional Banking, Global Transaction Banking (GTB) and Medium, Small and Micro Enterprises Banking (MSME).

GIB has been providing banking services to governments, financial institutions and corporates in the GCC, UK and USA for over forty years with longstanding client relationships. This status as long-standing trusted adviser has enabled GIB to have meaningful and material engagement with clients and other institutions on the sustainability topic. In the GCC, government and regulatory actions have given an added impetus to these conversations, and the region's corporates and public sector bodies are increasingly seeking sustainable solutions for their capital needs.

This momentum is reflected in GIB's Wholesale Banking Group business. In addition to the growing number of sustainable transactions in which the bank participates, an increasing layer of ESG considerations are factored in how we run our business. ESG scoring of clients is now used in our client reviews, for example. This data enables us to gain a deeper understanding of our clients and how we can help them on their journeys towards a sustainable future, allowing us to hold meaningful conversations around sustainability opportunities across the region and globally, and to drive business forward along ever more sustainable lines.

## Sustainable Financing & Investment (continued)

### Wholesale Banking Group (continued)

#### Sustainable Finance

We have developed specific products that help clients have positive sustainability impacts. Sustainability-linked finance are debt instruments that incentivise the borrower's achievement of ambitious, predetermined sustainability performance objectives. The GIB sustainability-linked loan gives our clients in Saudi Arabia, Bahrain and the United Arab Emirates a channel to contribute to the United Nations Sustainable Development Goals (SDGs).

This deliberate positioning of GIB as a sustainability partner and expert adviser has been reflected in some of the transactions successfully closed in 2022, where we have helped them set KPIs for transactions, and become a partner with them on their journeys towards a more sustainable future.

#### Areas for Enhancement

The impact analysis that was conducted on the wholesale bank, using the methodology provided by the Principles for Responsible Banking, highlighted a number of areas of possible negative impacts. This was based on the sectors to which GIB is exposed, albeit noting that GIB has a diversified loan book by industry. The main areas identified were waste; climate; air; resource efficiency and security. These areas have informed our engagement with clients over the past year, with a view to reducing negative impacts.

#### Case Study

##### The Oil and Gas Holding Company B.S.C. (c) (nogaholding)



GIB was mandated as an Underwriter, Initial Mandated Lead Arranger, Bookrunner, ESG Coordinator, Sole Structuring Bank and Global Facility Agent for the sustainability-linked US\$ 2.2 billion dual-tranche (Islamic and Conventional) facility.

This is the company's first sustainability-linked corporate financing facility, utilising sustainability KPIs related to greenhouse gas emission reduction as well as safety measures, including Lost-Time Injury Frequency Rate. The refinanced facility allowed the entity to cover its CAPEX programme for 2022 aimed at increasing scale and diversification of its oil and gas assets and achieving goals that align with the United Nations Sustainable Development Goals included in the Bahrain Economic Vision 2030.

#### Case Study

##### Aluminium Bahrain (Alba)



GIB was mandated as an Underwriter, Coordinator, Initial Mandated Lead Arranger, and Global Facility Agent for the sustainability-linked US\$ 1.25 billion dual-tranche (Islamic and Conventional) facility where the margin is subject to an adjustment (upwards or downwards) on an annual basis tied to three sustainability-linked key performance indicators: Total Waste Recycled (Solid Waste), Training Hours and Lost Time Injury Frequency's incident count.

## Sustainable Financing & Investment (continued)

### Wholesale Banking Group (continued)

#### Case Study

##### Ahli United Bank



GIB was appointed as a Mandated Lead Arranger and participated in the world's first sustainability-linked dual-tranche Murabahah financing for a financial institution. The three-year facility closed at US\$ 1.1 billion. Proceeds from the facility will be channelled toward meeting AUB's general corporate purposes.

Three main KPIs of green financing, social housing financing and ESG governance are embedded into the facility. Each KPI is based on a sustainability performance target. The margin will be calibrated and reduced or increased depending on whether Ahli United Bank achieves the relevant KPI.

#### Case Study

##### Lucid LLC



GIB was privileged to play a role in the financing of the establishment of the first ever electric vehicle (EV) manufacturing facility in Saudi Arabia. GIB has participated with US\$ 267 million revolving credit facility (committed for 3 years) to support this initiative. Lucid, the leading EV company, raised capital to build a 155,000-vehicle capacity factory in the Kingdom. The new Saudi factory is expected to address growing global demand for Lucid electric vehicles by increasing Lucid's global production capacity. The deal will contribute to transforming the Saudi Arabian economy as envisioned by Saudi Vision 2030 and the Saudi Green Initiative.

#### Spotlight

##### Sustainable Call Account

In 2022, GIB developed a Sustainable Call Account in response to growing client demand. It provides an ESG-linked operating call account that gives our clients in Bahrain and United Arab Emirates a channel to contribute to the United Nations Sustainable Development Goals (SDGs) by linking Treasury KPIs with sustainable objectives, while preserving daily access to cash.



## Sustainable Financing & Investment (continued)

# Micro, Small and Medium-sized Enterprises



Governments in the region have put in place measures to nurture and grow the MSME segment, and the banking industry has stepped up to support in a way that manages risks effectively.

In recognising the contribution SMEs have to economic development, and by addressing the market with our innovative partnership with Beehive, GIB is supporting one of the key regional building blocks of innovation and sustainable growth as well as job creation and employment. By supporting SMEs we are supporting the Saudi Vision 2030 strategy to support SMEs as part of our economic and social commitment of being a sustainable bank.

### Beehive Partnership Renewal

We announced in 2022 that GIB renewed its partnership with Beehive, a regional fintech pioneer, to provide financing capabilities targeted at supporting micro and small-to-medium enterprises across the Kingdom of Saudi Arabia.

This strategic partnership, which initially began in 2020, launched a new digital GIB financing platform to ensure swift and efficient access to finance for MSMEs. The platform is digital and includes an online decision making and lending process to provide faster and more accessible financing.

The platform provides Working Capital Finance, a flexible short-term solution to quickly improve cashflow for up to four months, or Term Finance for a financing period of up to 36 months. These range from SAR 100,000 (US\$ 26,667) to SAR 3 million (US\$ 800,000).

**Through our innovative partnership with Beehive, GIB is supporting one of the key regional building blocks of innovation and sustainable growth as well as job creation and employment.**

## Sustainable Financing & Investment (continued)

**GIB Treasury manages the Bank's own liquidity and investments, while at the same time serving a sophisticated institutional client base**

# Treasury



companies and institutions are naturally positioned to be buyers of high quality, certified carbon credits, but over time the region may be able to increase its role as a supplier of credits.

Through its network of dealing rooms in the Gulf, London, and New York, GIB Treasury manages the Bank's own liquidity and investments, while at the same time serving a sophisticated institutional client base that includes government agencies, financial institutions, large multilateral organisations, and regional corporates.

GIB became a partner of the Voluntary Carbon Market (VCM) initiated by PIF in October 2022. The VCM will connect the supply of carbon credits with demand from investors, corporates and institutions wanting to reduce their carbon footprint by offsetting carbon emissions they generate. While corporates' internal decarbonisation targets should remain the priority, the VCM can effectively complement their efforts until and when they reach net zero. The VCM will seek out carbon credits possessing the highest integrity and quality.

In an oil-dominated economy, Saudi Arabia's

### Spotlight

#### ESG-Linked Repo

In 2022, GIB entered a two year US\$ 200 million ESG KPI-linked repurchase agreement ("repo") with an International Bank Counterparty. GIB was able to borrow at an attractive funding cost owing to the ESG nature of the transaction. GIB will need to meet certain ESG KPIs, subject to which, GIB will receive or pay an annual Sustainability Amount, which would decrease or increase the effective interest rate on the repo transaction, respectively. This is believed to be the first Sustainability KPI-linked repo in the GCC.

## Sustainable Financing & Investment (continued)

# Retail Banking



GIB's retail banking arm, meem Digital Banking was founded in 2014 as the world's first Shariah-compliant digital bank. Today, meem is a growing, sophisticated, digitally driven retail proposition, aligned with the Saudi Vision 2030 goals of increasing digitalisation and financial inclusion across the Kingdom, achieving a cashless economy, increasing education on savings and financial planning. meem is positioned to appeal to digitally savvy nationals and residents across the Kingdom of Saudi Arabia.

Through its digital proposition, meem increased its customer base by over 60 per cent in 2022 by leveraging:

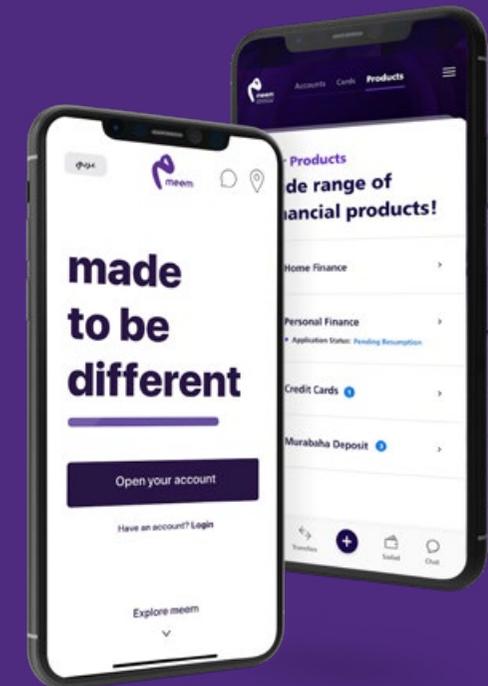
- Digital account opening in less than five minutes, with one of the shortest journeys among banks in Saudi Arabia due to its digital integration with the government provided services.
- Fully digital product application journeys for all asset products including e-signatures.
- A seamless customer and user experience with safe and secure data and information protection due to integration with government databases and in compliance and accordance with the Saudi Central Bank guidelines.
- Collaboration and compliance with National Cyber-security Commission which has resulted in zero cases of cyber fraud for meem customers.

meem's business model is built for the future, with a strategic focus on maximising opportunities for partnerships with third parties to deliver digital services and products which drive the evolution of fintech, financial

inclusion and digitalisation in the region.

This has led to some creative and innovative partnerships and market offerings that are driving growth irrespective of meem's limited physical presence in the Kingdom. Through its enhanced digital model, the geographical span of meem's customer base across Saudi Arabia is increasing therefore delivering on meem's ability to serve a more diverse and equitable customer profile that is inclusive of gender, financial status, and geographical location.

The mobile banking app is designed to be simple and easy to use, providing customers with useful tools and features to simplify savings, track spending and budgeting using iconography and visual based communication. With an easy app, customers can bank on-the-go, positioning meem as an ideal digital banking solution that allows them to connect with life and live the moments that matter.



## Sustainable Financing & Investment (continued)

# GIB Capital



GIB Capital provides a full spectrum of investment banking services to help clients obtain financing through debt and equity offerings. The GIB Capital portfolio incorporates financial advisory services in connection with equity placements (initial public offerings and private placements), mergers, disposals and acquisitions, privatisations, debt capital market products and services, strategic debt advisory and asset management.

In addition, GIB Capital operates an asset management business in Saudi Arabia that offers mutual funds, investment advisory and portfolio management.

For the past two to three years, sustainability considerations have featured in many more client conversations. GIB Capital is able to leverage the sustainability expertise within the GIB Group to bring leading edge ideas and solutions to our clients.

As the Kingdom and the region increasingly adopt sustainable solutions for their capital financing needs, GIB Capital hopes to be central to the conception, planning and future execution of these strategies.

### Case Study

#### PIF Green Bond



GIB participated in the transaction to raise US\$ 3 billion for Saudi Arabia's sovereign wealth fund. The issue meets the International Capital Market Association's Green Bond Principles 2021, which set out requirements covering the use of proceeds, project evaluation and selection, management of profits and reporting. In a ground-breaking element of the transaction, it featured the first 100-year tenor from the region. The issuance is another step in helping the Kingdom achieve its green agenda.

## Sustainable Financing & Investment (continued)

Operating in London and New York, it provides a focused set of differentiated, forward-thinking investment solutions for institutional investors.

# GIB Asset Management



GIB Asset Management (GIB AM) is a boutique, sustainable institutional asset manager, seeking to generate superior investment performance through the deep integration of sustainability into investment decision-making, and hence to scale capital in support of sustainable development.

It believes that the successful companies of the future will be those that transition to a fully sustainable business model. Operating in London and New York, it provides a focused set of differentiated, forward-thinking investment solutions for institutional investors.

As well as the active funds, GIB AM manages money on a segregated mandate basis in the form of index solutions. By their nature, these track established benchmarks and the manager is not able to select stocks to include or exclude. This poses a challenge

for GIB AM's commitment to managing all clients' assets in line with net zero by 2050, as companies in the index may not have credible climate transition plans and may even have negative sustainability impacts. GIB AM's approach is to engage with clients around the choice of benchmark, and to undertake collaborative engagements around climate transition.

### Key Achievements in 2022 Include:

- The launch of two new sustainable funds:
  - > Emerging Markets Active Engagement Fund
  - > Sustainable World Corporate Bond Fund
- Continued building our team with the appointment of world-class talent
- Established numerous partnerships with global organisations that share our vision
- Continued to encourage and to grow the participation of our people in community activities

## Sustainable Financing & Investment (continued)

### GIB Asset Management (continued)

#### Case Study

##### Sustainable World Funds

The GIB Sustainable World Fund range comprises a global equity and a corporate bond fund.

The GIB Asset Management Sustainable World Fund seeks to achieve capital growth through investment in a portfolio of global equities issued by companies that the Investment Manager believes have the potential to create value while having a positive impact on global sustainability.

November 2022 saw the first full year of performance of the fund. Institutional investors typically require at least three years of performance before committing to a fund, and while the Sustainable World Fund has made a good start, it is only expected to attract meaningful assets in the coming years.

The GIB Asset Management Sustainable World Corporate Bond Fund seeks to achieve income and capital growth. The fund's sustainable investment objective is to invest in global corporate bonds of companies that the Investment Manager believes have the potential to create a positive impact on global sustainability. The fund was launched in autumn 2022.

#### Case Study

##### Emerging Markets Active Engagement

The GIB Asset Management Emerging Market Active Engagement Fund's investment objective is to achieve capital growth. We aim to achieve this by a proprietary and tested two-pillar process that identifies undervalued businesses through its fundamentally driven bottom-up and seeks to generate additional alpha by partnering with all portfolio companies on material ESG and operational improvements. This is reflected in a high conviction, concentrated core strategy with a long-term focus on harnessing the power of compounding cash flows and active ESG engagement.

For a full analysis of the impact and engagement activities of the funds in 2022, see:

<https://gibam.com/insights/gib-am-impact-and-engagement-report>



# 06

Sustainability within GIB

# SUSTAINABILITY WITHIN GIB

## Sustainability within GIB (continued)

# From Challenges to Opportunities



Sustainability is both the challenge and opportunity of our time.

While the risks and threats that we see all around the world have never been higher – in particular in relation to the environment – it is also true that we are seeing innovation, global dialogue, cooperation and action to address these risks and threats.

Governments and companies are setting ambitious net zero targets. Consumers are demanding ESG responsibility from brands. Sustainable investing, the biggest investment trend of our times, shows no signs of slowing. Regulation and legislation are keeping up with developments, with the most recent moves to discourage “greenwash” claims being most welcome.

There is a growing realisation that creating a more sustainable world is an ambition that requires collaboration between the public and private sectors. While the pace remains slow, we are starting to see the mobilisation of capital and entrepreneurial energy. The adoption of sustainability as a key business and societal objective is now widespread.

Governments and supranational bodies understand that they need a partnership with the private sector, and many of the moves we are seeing in this regard are positive. GIB has its own positive story to tell.

As a signatory to the Principles for Responsible Banking, we take action to align our strategy, decision-making, lending and investment with the UN Sustainable Development Goals and international agreements such as the Paris Climate Agreement.

In practical terms, this means that GIB is embedding sustainability considerations into all its business decisions. And in this we are in very good company: in the GCC, sustainability is now an established trend. Governments and regulators are forging an environment that is conducive to business being conducted with sustainability considerations to the fore. National strategies across the GCC are being pursued with determination and real vigour, and GIB is proud to support them.

The region’s oil producers are developing into global leaders in clean energy and clean tech. Inward investment is being steered towards ESG-supportive projects, with a great example being the Lucid Motors transaction that we highlight on [page 21](#). The region’s capital markets are now firmly on the watchlist of international investors, with the additional disclosure and scrutiny that brings.

Here at GIB we have developed sustainability knowledge and expertise. The investment in this human and intellectual capital is now paying dividends. Some of the landmark transactions that we detail in this report – nogaholding, Lucid, Aluminium Bahrain – are testament to the bank’s growing sustainability intellectual capital.

Another key benefit of our transformation into a fully sustainable business has been the quality of talent that we are able to attract. Our Asset Management business in London launched two new investment funds in 2022, for example, both managed by some of the most talented asset management executives in the world, who nearly all joined the firm over the past two years. The more that GIB builds its reputation for delivering the kind of bold, innovative products and solutions to sustainability-minded clients, the more we will continue to be a magnet for the best global talent.

**Venetia Bell**  
Group Chief Sustainability Officer

## Sustainability within GIB (continued)

# Our Stakeholders

### How we Identify Stakeholders and their Importance

These stakeholders represent those groups on which the bank can have a material impact, and those which exert a material influence and impact on the bank and its operations.

#### Employees



We want GIB to be a great place to work and build careers. The success of the Group's strategy is dependent upon having motivated people with the expertise and skills required to help deliver it.

#### Suppliers



Our suppliers provide the bank with equipment, services and expertise to help us operate our business effectively and execute our strategy. We work with our suppliers to help ensure mutually beneficial relationships.

#### Business and Sustainability Partners



GIB has forged a strong network of partnerships with organisations and institutions that help to deliver our strategy and drive our sustainability agenda.

#### Clients and Customers



Our business is centred around our customers and clients. The greater the understanding we have of their needs and the challenges they face, the better we can help support them to achieve their financial aims.

#### Regulators



We enjoy strong and positive relations with regulators in all the markets in which we do business. We believe that good regulator relations is built on trust and communication. We therefore proactively share expertise and dialogue with our regulators to ensure we play our part in an efficient and compliant financial system.

#### Communities



We seek to play an important role in supporting the communities in which we operate through our corporate social responsibility and broader engagement activities. We are conscious that our employees, clients and suppliers are also members of those communities.

#### Investors and Shareholders



We seek to understand investor needs through ongoing dialogue. Our majority shareholder is represented on our Board of Directors to ensure alignment between shareholder needs and corporate strategy.

#### Governments and Policy Makers



Maintaining constructive dialogue and relations with the relevant authorities in the markets in which we operate helps the bank to play its part in society and to support the effective functioning of the economy.

## Sustainability within GIB (continued)

### Our Stakeholders (continued)

## Stakeholder Engagement

We use a range of methods to maximise meaningful engagement across our stakeholder groups, although we acknowledge that creating genuinely two-way dialogue can be challenging. We aim to tailor the method and style of communication to the audience, and to monitor the effectiveness of engagement.

STAKEHOLDER	HOW WE ENGAGE	HOW WE SEEK TO MAKE ENGAGEMENT EFFECTIVE AND CHALLENGES
 <b>Employees</b>	Email communications; videos; townhall meetings; Intranet; learning and development; whistleblower hotline; performance appraisals; social events	We aim to use a range of channels and approaches to engage with employees, as we know a one-size-fits-all approach is unlikely to be successful. For example, we share written newsletters on sustainability as well as sharing short videos. We have zero tolerance for breaching the human rights of our employees.
 <b>Clients and Customers</b>	Regular meetings; formal account reviews; marketing activity; website updates; online banking	We tailor our client engagement to the type of clients – for example institutional vs retail activity. We have sought to engage with women in particular through our digital retail platform to better understand how to improve financial inclusion for this group.
 <b>Investors and Shareholders</b>	Website updates; investor relations; Board meetings	Although we have one large majority shareholder, we pay particular attention to ensuring that all our shareholders are treated fairly.
 <b>Suppliers</b>	Regular review meetings; supplier portal intelligence	We have a supplier code of conduct in place (see section on responsible procurement p45) However, it is a challenge to hold our suppliers to the high standards to which we aspire because we are often only a small client; we also need to be proportionate in our approach.
 <b>Regulators</b>	Regular meetings; formal submissions; taskforces	We have tried to engage with some of our regulators on sustainability-related issues, and note that they are at varying levels of maturity in the jurisdictions in which we operate. For example, in the UK we are members of the Climate Financial Risk Forum.
 <b>Governments and Policy Makers</b>	Regular formal meetings and reports; conference and event participation	As a relatively small player, we generally receive information from government and policy stakeholders, rather than engaging in two-way discussions. We are members of some industry associations that seek to aggregate and share industry views, such as the Bahrain Association of Banks and the Investment Association (UK).
 <b>Business and Sustainability Partners</b>	Varies according to partnership	We have aimed to undertake a range of business partnerships where we believe that we can make a real difference, we assess the impact in a variety of ways, for example through the number of engagements we have through the partnership.
 <b>Communities</b>	CSR activities; community groups; industry association	We aim to move beyond providing financial support to building genuine partnerships with community bodies. We are careful in how many groups in which to participate, to ensure we can devote enough resource to make a meaningful contribution.

## Sustainability within GIB (continued)

### Our Stakeholders (continued)

## Partnerships and Collaborations

GIB has always sought to drive its stakeholder engagement and impact through third party partnerships. The drive towards a sustainable future has increased the number of partners we collaborate with, and has broadened the universe of our partnership activities.

The network of partnerships and memberships that the bank enjoys is a material contributor to our journey towards a sustainable future.

In 2022, GIB had a significant role in the following: Abu Dhabi Sustainable Finance Declaration, Bahrain Association of Banks, UK Finance, Investment Association, World Economic Forum (various initiatives), Institutional Investors Group for Climate Change, Principles for Responsible Investment, Principles for Responsible Banking, FAIRR, CDP.

For GIB's Corporate Social Responsibility partnerships, see: <https://www.gib.com/en/gib-community>

### Case Study

#### Partnership with Friends of Ocean Action



Friends of Ocean Action is a unique, informal group of over 70 ocean leaders who are fast-tracking solutions to the most pressing challenges facing the ocean. The mission of Friends of Ocean Action is to use our knowledge, means and influence to help the international community take the urgent steps needed to “conserve and sustainably use our ocean, seas and marine resources for sustainable development”.

In 2022, GIB participated in several initiatives and projects under the Ocean Action umbrella:

- Participation in roundtables and events to promote awareness and understanding of sustainable ocean development, including on blue carbon, the power of ocean stewardship and the Ocean 100 Dialogues.
- We were judges on the Uplink Blue Carbon Challenge, which selected 12 blue carbon entrepreneurs.
- We supported the development of the Blue Carbon Principles.
- We endorsed the statement: “No Healthy Planet Without a Healthy Ocean”, which calls on leaders worldwide to seize this moment in history and join the international consensus necessary to ensure a healthy ocean for generations to come.

**The network of partnerships and memberships that the bank enjoys is a material contributor to our journey towards a sustainable future.**

# Climate and Environmental Management



**GIB committed to reduce its scope 1 and 2 emissions by 11.89 per cent by 2025 compared to 2020 baseline to be in line with the 2°C target, which is equivalent to a 2.5 per cent per year reduction.**



GIB is committed to hold itself to high environmental standards. As part of this commitment, we are committed to reduce our Scope 1 and Scope 2 greenhouse gas (GHG) emissions in our Bahrain, Saudi Arabia, United Arab Emirates, United Kingdom and United States offices.

The methodology for calculating our GHG emissions is explained in our [Enterprise-wide Greenhouse Gases Emissions Assessment Framework](#).

## GHG Targets

GIB set itself carbon reduction targets using the Absolute Contraction approach. According to the [Science Based Target for the Financial Sector](#), this approach is the most straightforward method to link reduction targets to the Paris Agreement goal of limiting global temperature rise to below 2°C.

Under this method, a minimum of 2.5 per cent annual absolute emissions linear reduction is required to be in line with the 2°C target. GIB committed to reduce its Scope 1 and 2 emissions by 11.89 per cent by 2025 compared to 2020 baseline to be in line with the 2°C target, which is equivalent to a 2.5 per cent per year reduction.

According to the Science Based Target for the Financial Sector, base and target years must cover a minimum of five years and a maximum of fifteen years. For GIB, a five-year target was set using 2020 as the base year and 2025 as a target year. The reason for choosing a five-year target was that GIB wanted to ensure that it focuses on making a difference in the short and medium term, consistent with the need to halve global emissions by 2030.

We have yet to commit to reducing our Scope 3 emissions.

We are at varying stages of maturity in measuring Scope 3 emissions across our business, and hence we are not yet in a position to accurately capture past emissions on a consolidated basis, which we believe is a prerequisite for target setting. For example, in our UK business, we capture a range of Scope 3 emissions relating to business travel as well as emissions associated with the investment portfolios we manage on behalf of clients (see: [GIB UK Annual report](#) and [Impact & Engagement Report](#)). For our Wholesale Banking business, we have sought to collect carbon emissions data from our clients via our ESG Scorecard; however, data availability has proved poor. We are working on addressing data gaps and applying a consistent methodology for Scope 3 emissions.

## Sustainability within GIB (continued)

### Climate and Environmental Management (continued)

## Carbon Data

In 2022, GIB's Scope 1 and 2 emissions were assessed as kgCO<sub>2</sub>e 9,368,291.78<sup>1</sup>. This was increased by 19 per cent relative to 2021 but reduced by 18 per cent relative to 2020. The volume of emissions per full time equivalent (GIB's chosen intensity ratio) saw an increase of approximately 7 per cent year-on-year, although it was 26 per cent lower than the 2020 baseline.

Similar to last year, the vast majority of emissions were accounted by Scope 2 – electricity usage. By geography, Saudi Arabia and Bahrain respectively account for the majority of emissions.

GIB's Scope 1 emissions reduced by approximately 20 per cent compared to 2021. This reduction mainly reflects the downsizing of Al Kifah office and the subsequent move to the more energy efficient Head Office, the reduction in the number of meem stores and the reduction in emissions associated with GIB's petrol cars (driven by a change in calculation methodology<sup>1</sup>).

GIB's Scope 2 emissions increased by about 21 per cent relative to 2021. The main reason for this increase was the rise in electricity emission factors for Saudi Arabia. This meant that for each unit of electricity generated in Saudi Arabia, more carbon was emitted than in 2021 (from 0.5059 to 0.6142). This is outside of GIB's control.

This meant that GIB continued to over-achieve its 2025 target (-18 per cent reduction compared with a target of -11.89 per cent). However, GIB failed to meet its year-on-year reduction target of -2.5 per cent by a sizeable margin.

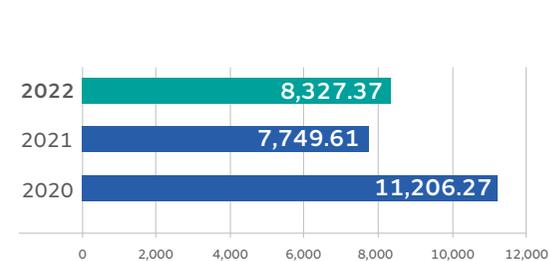
GIB carbon emissions over the years



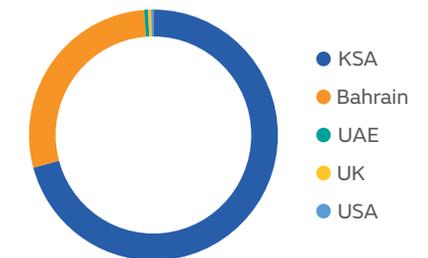
GIB kgCO<sub>2</sub>e emission estimates\*

	2020	2021	2022	Change YoY	Change since 2020
Scope 1	219,172.26	233,220.47	187,282.31	-20%	-15%
Scope 2	11,177,600.86	7,609,379.95	9,181,009.48	21%	-18%
<b>Total</b>	<b>11,396,773.12</b>	<b>7,842,600.42</b>	<b>9,368,291.78</b>	<b>19%</b>	<b>-18%</b>
Total per FTE	11,206.27	7,749.61	8,327.37	7%	-26%

Emissions per FTE



Emissions by location



1 The updated methodology can be found [here](#).

## Sustainability within GIB (continued)

### Climate and Environmental Management (continued)

#### Planned Initiatives

To mitigate an increase in GHG emissions in subsequent years, GIB plans to take a number of steps in 2023. These include:

- Changing all of the Bahrain office's lights to energy efficient LED lighting
- Introduce renewable energy to the Bahrain office



#### Limitations

GHG emission data does not include emissions arising from GHG that GIB does not have sufficient data to estimate. The main source of emissions that is therefore not captured is the use of alternative energy in leased buildings that are owned and managed by the landlord and fugitive emissions from the United Kingdom data recovery sites. GIB has emphasised to the respective stakeholders that it would like to receive the data for its usage of such energy, but it has not been possible for the landlords to provide these data.

#### Uncertainties

By their nature, GIB's emissions estimates are highly uncertain, given incomplete scientific knowledge about the measurement of gasses, and measurement uncertainty arising from limitations in measurement techniques and the use of estimates. GIB's carbon emissions have undergone a limited assurance engagement with BDO LLP in accordance with ISAE 3000 and ISAE 3410. Whilst all possible efforts have been made to estimate actual emissions with accuracy, users should therefore treat the numbers with caution.

## Environmental Management

In addition to greenhouse gas emissions, we understand our activities and premises have wider environmental impacts.

In 2022, we put in place measurement processes for the following: water usage in Bahrain, Saudi Arabia and United Arab Emirates offices; plastic water bottle usage in Bahrain and Saudi Arabia; and waste recycling for Saudi Arabia and Bahrain. Waste recycling was split into the following groups: paper, plastic, metal and general waste.

A number of initiatives were put in place in 2022 to reduce our environmental impact in these areas. One such initiative was to give all colleagues reusable water bottles and install water dispensers to reduce reliance on one-time-use plastic bottles. This saw the volume of plastic bottles across the five main offices fall from around 630,000 in 2021 to around 33,000 in 2022 - a reduction of 94 per cent and saving around 8.5 tonnes of plastic waste.

## Sustainability within GIB (continued)

# Our People

## People Highlights



At GIB, our People Strategy is intended to create and nurture a workforce that can deliver the highest levels of customer service and operational excellence, to create a culture that rewards excellence and develops people for fulfilling careers.

Reflecting the importance of our people, we have identified two people-related areas of material impact: Human Capital and Wellbeing and Diversity and Inclusion.

Our HR strategy and policy governance framework governs the decision-making process with respect to the management of HR policies across the Bank. The HR policies governance framework ensures compliance with legislation and leading practice. All of our HR Policies are in compliance with the applicable labour laws and regulations set out by the relevant regulatory authorities in the respective countries in which we operate.

Group	2022*		
	Female	Male	Total
Number of employees	376	888	1264

Country/region	2022*						
	GCC	Bahrain	Saudi Arabia	UAE	UK	US	Total
Total number of employees	1148	249	862	37	107	9	1264

Female Representation	2022*		
	Female Employees	Total Employees <sup>1</sup>	Female Ratio
Group	361	1125	32.08%
Bahrain	79	227	35%
Saudi Arabia	232	753	31%
UAE	13	36	36%
GCC	324	1016	31.89%
UK & US	37	116	34.00%

<sup>1</sup> Total employees represent all permanent full-time employees

Further data can be found in Section 7

## Learning and Development

We understand that training and development has the potential to generate positive material impacts on the individual receiving the training and development, but also the firm and economy more generally. It is rare that training and development would have negative impacts, although it is important to ensure the training is appropriate and manageable both for the individual and for teams where they need to provide cover for colleagues away on training.

Our approach at GIB is to invest in the development of talent, creating a culture of learning that continues throughout everyone's career with the bank.

We regularly assess business and individual needs and offer our employees a variety of learning and development initiatives to promote personal and professional development in accordance with their job requirements. We encourage all employees to complete the continuing professional development (CPD) hours in place for their respective grade, position and country specific regulations.

## Sustainability within GIB (continued)

### Our people (continued)

#### Learning and Development (continued)

We aim for comprehensive employee development through multiple developmental opportunities. Our training programmes cover technical, behavioural and leadership skills. The programmes offered are in line with an employee's career stage and seniority in the organisation. We also support the development of fresh talent through programmes aimed at recent graduates and employees joining the organisation at entry level.

#### Learning and Development Highlights



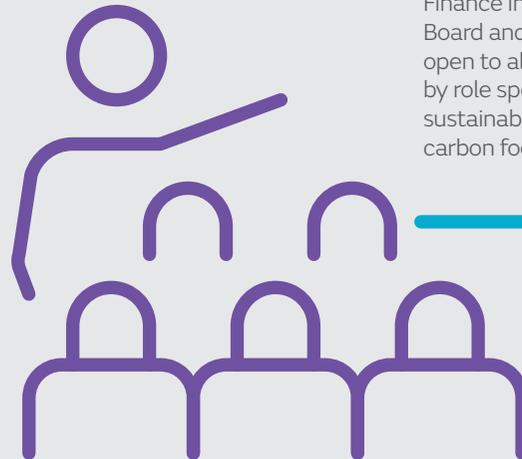
**A total of 27,702\* hours** of training was delivered to employees Group-wide in 2022, ([Data table page 50](#))



**16,305\* hours** of training undertaken by male employees across the Group



**12 Executive Insights sessions:** A programme for managers that seeks to equip them with all the knowledge and understanding to make them an outstanding modern banker. Courses undertaken in 2022 included fintech, blockchain and cyber resilience



The Sustainable Development series delivered through the Bahrain Institute of Banking and Finance and the London Institute of Banking and Finance involved specialised sessions both for the Board and Executive Management, but was also open to all employees. This was further supported by role specific training on sustainable finance, sustainable procurement, GHG quantification and carbon foot-printing



**11,397\* hours** of training undertaken by female employees across the Group



We developed an online communications programme of regular awareness posts aimed at reinforcing awareness and knowledge covered in specialised training on topics such as Compliance, AML, and Islamic Finance

## Sustainability within GIB (continued)

### Our People (continued)

#### Spotlight

#### Future Leaders and Banking Experts

GIB sees the long-term benefit of investing in our future changemakers and supporting their personal growth and development. We do this through specialised programmes for existing employees and through our graduate programme and in partnership with the London Business School.

Our graduate programme, the Jammaz Al-Suhaimi Future Executive Graduates Programme, is spread over twelve months during which employees receive formal classroom training covering technical and behavioural training, certifications as per the role and hands on training across various functions of the bank.

A total of nine\* graduates from the 2021/2022 cohort were offered permanent positions across the Group.

GCC Graduate training programme Jammaz Al-Suhaimi Future Executive Graduates Programme	Number of graduates enrolled	2022*		
		Number of graduates completed programme	Jobs offered	Graduates hired
2021 Cohort	9*	9*	9*	9*



## Performance Management

GIB's performance management infrastructure focuses on both job-related KPIs and behavioural KPIs to ensure performance is delivered in the right cultural context. Performance Management outcomes contribute significantly to all reward, recognition, talent management and career progression decisions.

Sustainability KPIs are incorporated into all departmental scorecards, ensuring that sustainability issues are included in success criteria.

## Promotion of Wellbeing



We believe that a healthy workforce is a happy and productive workforce, and GIB invests in the mental and physical wellbeing of its people. The Covid pandemic demonstrated the importance and value of having a well-rounded health proposition for our people.

Comprehensive health insurance plans are provided to our employees and their dependent family members. Employee medical conditions and health issues are confidential and are managed by our external insurance providers.

We also provide an annual programme of regular online health and wellbeing awareness and information sessions covering issues such as stress management, mental and physical health and wellbeing. Attendance at these sessions is voluntary.

All GCC based employees and their family members have access to a confidential, cost-free mental health and well-being service delivered in partnership with Plumm Healthcare, a leading workplace wellbeing provider.

In our UK-based business several of our employees have trained as 'Mental Health First Aiders' and this group offer a series of mental health related events throughout the year. Furthermore, all employees have access to both them and an employee assistance support service.

## Sustainability within GIB (continued)

*Our People (continued)*

### Equity, Diversity and Inclusion



Enterprises globally recognise the imperative of having a diverse workplace, including the integral benefits of having women in top decision-making positions. Mounting evidence shows that achieving gender balance and diverse management teams at all levels deliver positive business outcomes. Reflecting that, and the importance of our people at GIB, equity, diversity and inclusion (EDI) has been judged to be a material topic for GIB.

We are committed to equity, diversity and inclusion: continuing to embed the appropriate and necessary behaviours across the Group to enable positive impact on people, including their human rights, and hence the economy. We believe that poor management of EDI has the potential to generate negative impacts, such as feelings of exclusion, unhappiness, low productivity and colleagues not realising their full potential.

Our Human Resources policies set out our approach to being an equal opportunity employer where we strive to provide a culturally inclusive and diverse workplace. We recognise and value diversity amongst our staff and are committed to creating an environment that ensures that equal employment opportunities are available to all staff and where they can participate in a safe, equitable workplace that is free from discrimination and harassment.

It is important that our employees can realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, gender, parental status, religion, belief, social or economic class.

In 2021, we set a 3-year target to increase group-wide female representation by 1 percentage point per year – to 29 per cent in 2021, 30 per cent in 2022 and 31 per cent in 2023. These targets were ambitious given the regional context of relatively low levels of female workforce participation in our largest country, Saudi Arabia. We monitor performance against the targets on a monthly basis.

We have exceeded both the 2021 target with 29.64 per cent\* and for 2022 we achieved 32.09 per cent\* female representation.

Fair remuneration is a key part of EDI. We have not carried out a gender pay comparison, and this is something we will review in 2023.

We have a number of initiatives to support women in the workplace. Our GIB UK business has developed a strategy and action plan, whilst through our GIB Head Office in Bahrain, we have been engaged in workshops that promote women's empowerment in the workplace, supply chain and community, delivered by the regional UN Women's Empowerment Principles team.

Parental leave, covering both maternity and paternity leave, is provided for all eligible employees across the Group and is aligned with the legislation in the country where they work.

In 2023 we aim to become a signatory to the UN Women's Empowerment Principles.

## Sustainability within GIB (continued)

### Our People (continued)

#### Equity, Diversity and Inclusion (continued)



##### Spotlight

#### GIB UK equity, diversity and inclusion

GIB UK has set out diversity and inclusion matters for it to have:

- Sound decision-making, effective business activities and to avoid group-think
- Engaged colleagues and alignment with culture
- Drive a positive impact on a changing world.

It has identified six priority areas:

- 1. Engage.** How we engage colleagues to ensure they have a good understanding of EDI, and measure our efforts
- 2. Equip.** How we equip all colleagues, managers and leaders through trainings, policies, processes and guidance
- 3. Empower.** Through networks, team discussion, members; how we provide support and encouragement
- 4. Embed.** Establishing shared responsibility and accountability for improvements
- 5. Evaluate.** How we evaluate progress to set relevant targets and interventions
- 6. Evolve.** Continuous learning and best practice to devise innovative and creative interventions



GIB UK has a number of targets and initiatives as part of its strategy. These include:



**50 per cent** female representation by 2030 – at the end of 2022, our female representation was 34 per cent\*



**50 per cent** of all interview candidates to be women from 2022 onwards – 44 per cent in 2022



**40 per cent** of Board to be female including at least one senior Board position – figure of 30 per cent achieved by end of 2022



**To increase disclosure rates** around ethnicity and with challenges (as part of its commitment to the Valuable 500) achieved increased disclosure rates in 2022



## Sustainability within GIB (continued)

### Our People (continued)

#### Remuneration Policy

The Bank's basic compensation philosophy is to provide a competitive level of total compensation to attract, retain and motivate qualified and competent employees. The Bank's variable remuneration policy is driven primarily by a performance-based culture that aligns employee interests with those of the Shareholders of the Bank. These elements support the achievement of set objectives by balancing rewards for both short-term results and long-term sustainable performance. The strategy is designed to share its success and to align employees' incentives with the risk framework and risk outcomes.

All compensation matters, and overall compliance with regulatory requirements, are overseen by the Governance, Nomination and Remuneration Committee of the Board. The Bank's reward package comprises the following key elements.

Fixed pay	
Benefits, including retirement pension and end of service, parental/maternity leave, healthcare insurance, life insurance	
Annual performance awards	
Deferred remuneration plan	

#### Collective Bargaining

Our employees are not covered by collective bargaining agreements. Our approach in providing safe and equitable working conditions and terms of employment are based on research and in consultation with external advisors.



## Sustainability within GIB (continued)

# Whistleblowing

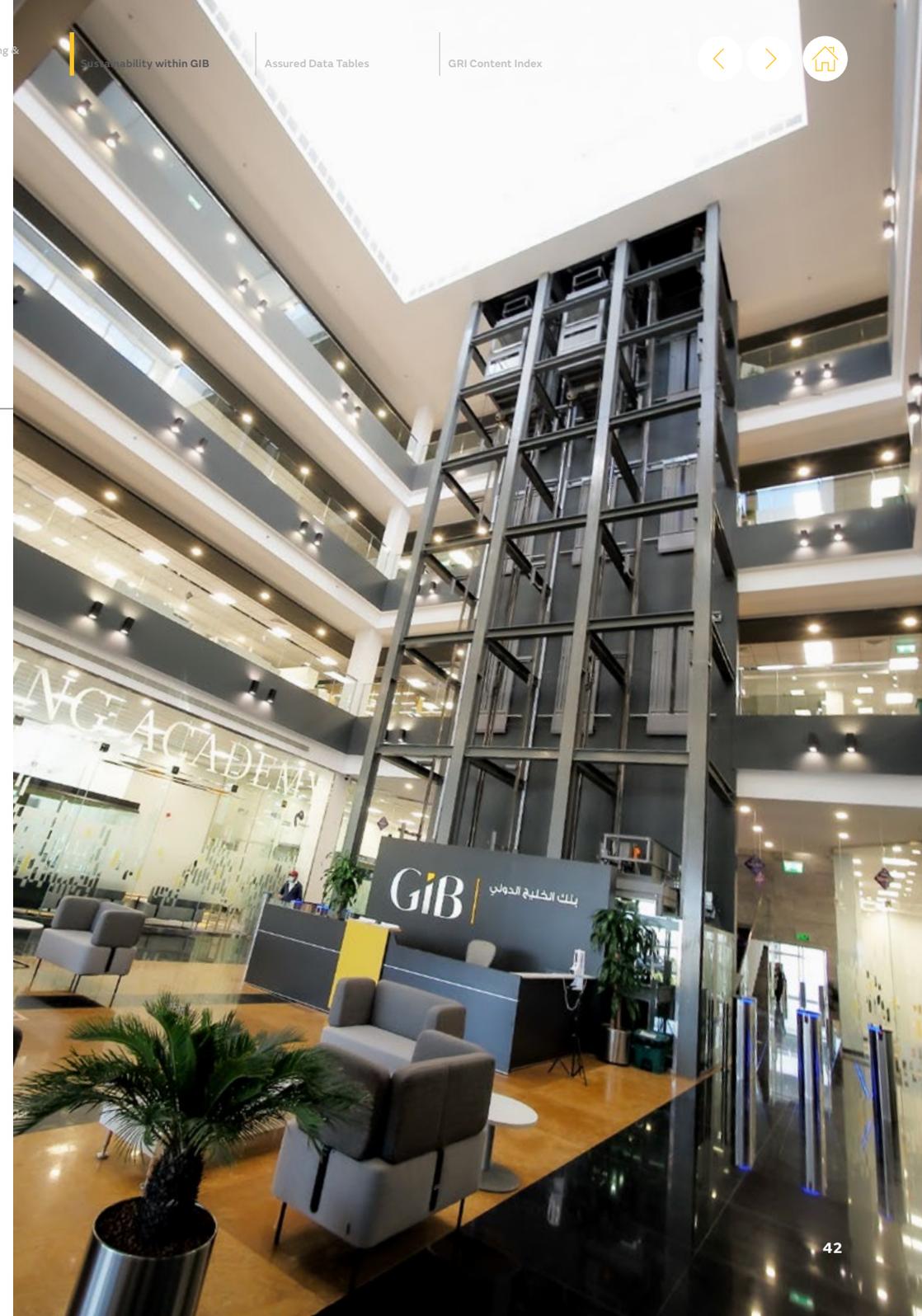
GIB is committed to conducting itself responsibly as a business, and understands that having an effective channel for concerns to be raised is a key part of that.

GIB maintains a robust Whistleblowing Policy which allows colleagues to seek advice and raise any concerns about the ethics and standards of business through multiple anonymous and effective methods.

We understand that these low levels of whistleblowing incidents may represent a negative indicator of colleagues not being prepared to speak up. We look to mitigate this risk by ongoing communications and reminders of the policy, all of which reinforce the culture of openness and transparency.

We provide regular communication and reminders of the Whistleblowing Policy.

GROUP	2022
Total whistleblowing incidents received	5*
Whistleblowing incidents investigated and acted upon	5*
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption/ misconduct	None
Legal and regulatory fines and settlements that resulted from any whistleblowing actions for 2022	None
Total number of monetary and non-monetary regulatory sanctions received for 2022	None

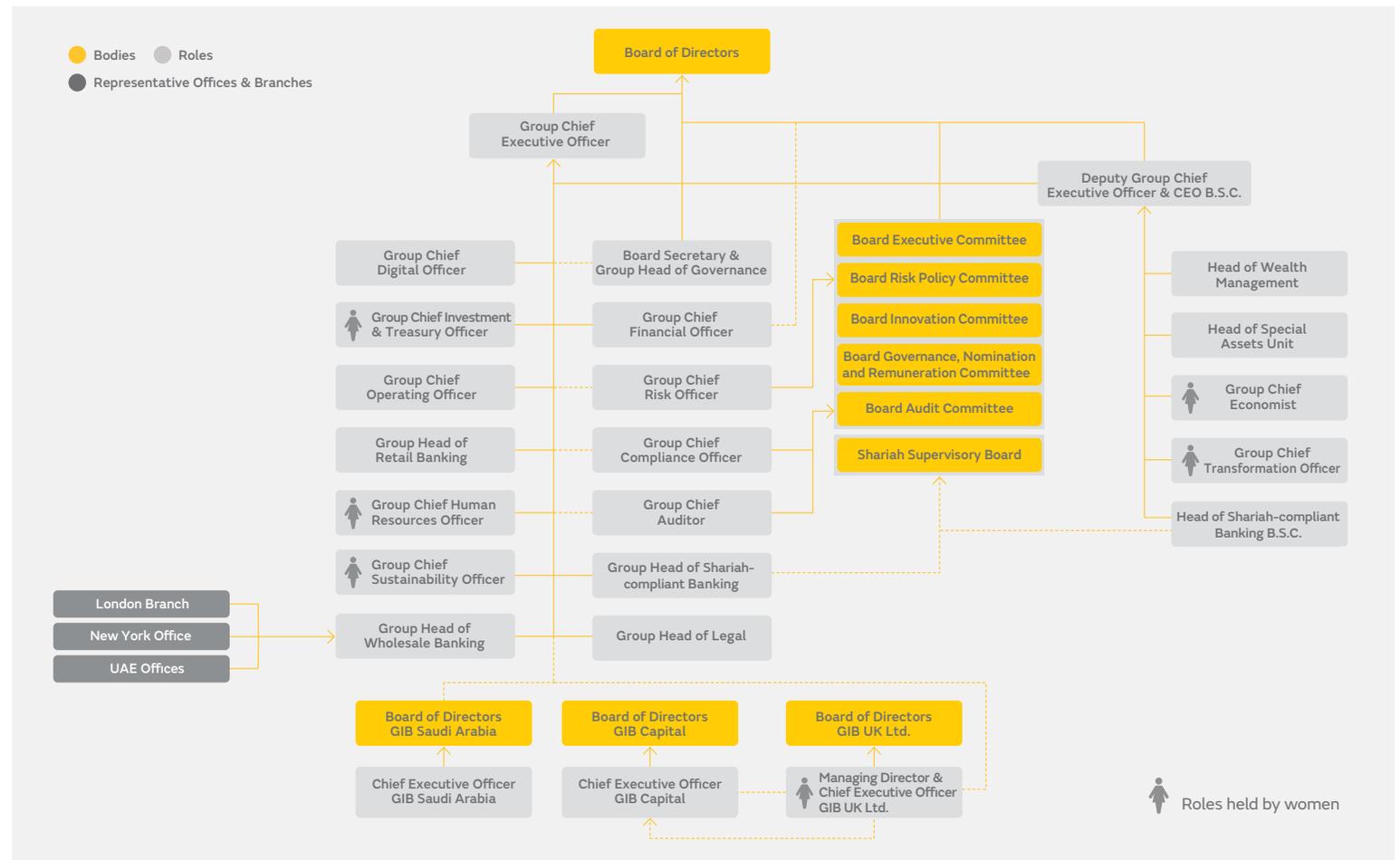


Sustainability within GIB (continued)

# Governance

## Our Governance Structure

At GIB we have consistently and progressively adopted and implemented best practice corporate governance standards on par with publicly traded financial institutions although we are not a listed company. Our corporate governance report is an integral part of GIB's annual report and can be found at: <https://www.gib.com/en/annual-reports>



## Sustainability within GIB (continued)

### Governance (continued)

## Sustainability Governance

### Board Level

The Board is responsible for developing, approving and updating the organisation's purpose and mission statements, strategy and policies. This includes those aspects relating to sustainability. Engaging with stakeholders to do so is a key part of its remit. The Board would be expected to review the effectiveness of its processes to meet its stated purpose and mission on at least an annual basis.

The Board is supported in discharging its responsibilities by a number of Board Committees.

Work has been ongoing to set up a Board-level Sustainability and Climate Change Committee in 2023 to focus specifically on these issues. It is expected to meet six-monthly and provide reports back to the Board after each meeting.

### Management Level

The Group Board has delegated day-to-day management of GIB to the Group CEO.

The main management body with specific responsibility for sustainability is the Sustainability Council. The Sustainability Council meets quarterly, and is a forum for knowledge sharing, providing updates as well as coordinating and driving the implementation of GIB's sustainability strategy. For example, presentations are provided to the Council from experts, as well as GIB employees sharing their insights from ESG-related committees and working groups.

The Group CEO has appointed a Group Chief Sustainability Officer (GCSO), and delegated management of impacts both to her and to relevant members of GIB's senior management team. Specifically, all Management Committee members have a delegated responsibility to meet GIB's targets for female representation.

The GCSO has set up several structures to help manage GIB's sustainability impacts. The GCSO typically reports to the Board on a six-monthly basis.

Group Sustainability Team	Climate Working Group	Sustainability Evaluation and Approval Committee (SEAC)
<ul style="list-style-type: none"> <li>Develop the group sustainability strategy</li> <li>Operationalise sustainability strategy</li> <li>Offer sustainable finance advisory services</li> <li>Provide support and guidance in their capacity as the internal sustainability partner</li> </ul>	<ul style="list-style-type: none"> <li>Undertake work to meet TCFD requirements, building on work completed by UK subsidiary <a href="#">2022 TCFD Report</a>.</li> <li>Made up of colleagues from Finance, Risk, Strategy and Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that GIB's suite of sustainable finance products maintains its integrity and alignment with GIB's agreed Sustainable and Transition Finance Framework</li> <li>Particular focus on mitigating sustainability-related risk, including that relating to climate change and reputational risk</li> </ul>

All teams and groups have clear terms of reference.

## Other Governance Issues

We have made a commitment to responsible business conduct. Our Codes of Conduct are approved by the Board and overseen by them, via the Risk and Audit Committees. They are acknowledged and signed by all employees when they join the Bank, and an up-to-date version is available on our intranet and websites: [https://www.gib.com/en/system/files/corporate/2020\\_code\\_of\\_conduct.pdf](https://www.gib.com/en/system/files/corporate/2020_code_of_conduct.pdf)

[https://gibam.com/assets/Code-of-Conduct-Final\\_21.pdf](https://gibam.com/assets/Code-of-Conduct-Final_21.pdf)

We also have an equivalent supplier code of conduct in place specific to the jurisdictions where we operate (see [p45](#) and [GIB AM Supplier Code of Conduct](#)).

GIB has zero tolerance for non-adherence to laws and regulations. In 2022, there were no instances where fines or non-monetary sanctions were incurred. Significant instances of non-compliance are assessed on a case-by-case basis by the Compliance function. There were no instances of significant non-compliance in 2022.

## Sustainability within GIB (continued)

# Responsible Procurement



GIB sources a material volume of goods and services from suppliers and third parties. This results in significant potential for both positive and negative impacts across our supply chain, with the types of impact depending on the nature of the goods and services provided and the duration of the relationship.

GIB aims to work with suppliers and third parties whose standards and behaviours are aligned with ours. In particular, our suppliers and third-party providers are contractually bound to comply with relevant legislation, and to behave in a responsible, fair and ethical manner at all times. In behaving responsibly, we have particular regard to how our business supports sustainable development and contributes to the United Nations' Sustainable Development Goals.

GIB has a supplier Code of Conduct in place that aims to ensure that any negative impacts from our business with our suppliers are minimised, and, where possible to increase their positive impacts. Our approach aims to go beyond regulatory compliance.

We are committed to sourcing all of our goods and services in a responsible and ethical manner.

We encourage our suppliers to:

### Planet

- Have an environmental policy that sets out clear commitments and targets to improve environmental footprint, including carbon, energy, water and chemical usage.
- Implement optimised measures to progressively reduce and minimise greenhouse gas emissions that are within their control.
- Reduce dependency and consumption of electricity generated by gas and shift to renewable energy sources where possible.
- Reduce water consumption.
- Adopt an environmentally friendly waste management approach.
- Fully and proactively comply with relevant environmental permits, licenses and consents.
- Seek to ensure that climate-related risks are fully embedded in the firm's risk management approach and corporate governance.
- Take a proactive approach to disclosures around climate-related issues.

### People

- Support a diverse and equitable workplace.
- Comply with local and global regulations relating to modern slavery, labour standards and human rights, including relevant minimum wage requirements.
- Adhere to applicable health and safety legislation and regulations.
- Promote the health and wellbeing of employees, providing a safe environment and relevant training.



The Supplier Code of Conduct was adopted in December 2021 and, since its adoption, has become a mandatory component when on-boarding new suppliers and renewing engagements with existing organisations. Suppliers are asked to attest to their adherence to the requirements in order to be on-boarded.

100 per cent of new suppliers signed GIB's Supplier Code of Conduct attestation by end of 2022.

During 2022, goals and targets were in the process of being developed for progress tracking and reporting of the effectiveness of actions taken. In 2022, there were no escalations of known breaches in compliance with the Policy.

GIB is developing a data management system across its significant locations of operation to define and report on what constitutes suppliers local to those operations. In accordance with Saudi Arabia's Local Content & Supplier Development Programme, GIB already achieved 64 per cent localisation for Saudi Arabia in 2022, ahead of the PIF target of 60 per cent by 2025.



# ASSURED DATA TABLES

## 2022 Assured Data

# 2022 Assured Data Tables: 1

### Diversity of Governance Bodies

2022				
GIB B.S.C. Board <sup>1</sup>				
Age in years	Under 30	30-50	Over 50	Total
Female	0	0	0	0
Male	0	4	6	10
<b>Total</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>10</b>
Female Representation Ratio	0%	0%	0%	0%

<sup>1</sup> does not include data on GIB B.S.C., KSA Board or GIB Capital Board

2022				
GIB UK Board and Committees <sup>2</sup>				
Age in years	Under 30	30-50	Over 50	Total
Female	0	5	3	8
Male	0	3	9	12
<b>Total</b>	<b>0</b>	<b>8</b>	<b>12</b>	<b>20</b>
Female Representation Ratio	0%	63%	25%	40%

<sup>2</sup> includes Executive Committee, Audit and Risk Oversight Committee, Nominations and Remunerations Committee, Business Risk Committee

### Mechanisms for Seeking Advice and Raising Concerns

2022	
Total whistleblowing incidents received	5
Whistleblowing incidents investigated and acted upon	5

## 2022 Assured Data (continued)

# 2022 Assured Data Tables: 2

## Employees by Headcount

2022			
Group	Female	Male	Total
Number of employees	376	888	1264
Number of permanent employees	361	764	1125
Number of temporary employees	15	124	139
Number of part time employees	0	0	0
Non-guaranteed hours employees	0	0	0

2022							
Country/region	GCC	Bahrain	Saudi Arabia	UAE	UK	US	Total
Total number of employees	1148	249	862	37	107	9	1264
Number of permanent employees/FTE*	1016	227	753	36	101	8	1125
Number of temporary employees/NFTE**	132	22	109	1	6	1	139
Number of full-time employees	1148	249	862	37	107	9	1264
Number of part-time employees	0	0	0	0	0	0	0

\*FTE: full-time equivalent

\*\*NFTE: non full-time equivalent

2022			
Female Representation	Female Employees	Total Employees <sup>1</sup>	Female Ratio
Group	361	1125	32.08%
Bahrain	79	227	35%
Saudi Arabia	232	753	31%
UAE	13	36	36%
GCC	324	1016	31.89%
UK & US	37	116	34.00%

2021		
Female	Total Employees	Female Ratio
300	1012	29.60%
77	216	36%
179	671	26.70%
10	31	32%
266	918	28.98%
34	94	37%

<sup>1</sup>Total employees represent all permanent full time employees

Note: GCC is used as the regional total of employees based in Bahrain, Saudi Arabia, UAE

## 2022 Assured Data (continued)

# 2022 Assured Data Tables: 3

### New Employees and Turnover

	2022			
New Hires (age in years)	Under 30	30 - 50	Over 50	Total
<b>Group</b>	103	115	9	227
Female	57	31	2	90
Male	46	84	7	137
Ratio of females hired	55.30%	26.90%	22.20%	39.60%
<b>GCC Region (Bahrain, KSA, UAE)</b>	96	100	5	201
Female	55	25	1	81
Male	41	75	4	120
Ratio of females hired	57.20%	25%	20%	40.20%
<b>UK and US</b>	7	15	4	26
Female	2	6	1	9
Male	5	9	3	17
Ratio of females hired	28.50%	40%	25%	34.60%

	2022			
Turnover ratio (age in years)	Under 30	30 - 50	Over 50	Total
<b>Group</b>	2.54%	7.71%	0.85%	11.10%
Female	0.85%	1.97%	0%	3.01%
Male	1.69%	5.74%	0.66%	8.09%
<b>GCC Region (Bahrain, KSA, UAE)</b>				
Female	0.72%	2.16%	0%	2.89%
Male	1.75%	6.08%	0.62%	8.45%
<b>UK and US</b>	3.23%	2.15%	3.23%	8.60%
Female	2.15%	0%	2.25%	4.30%
Male	1.08%	2.15%	1.08%	4.30%
<b>Female turnover by GCC countries</b>	2.47%	8.24%	0.62%	11.33%
Bahrain	0.10%	1.34%	0.10%	1.55%
Saudi Arabia	2.27%	6.70%	0.52%	9.48%
UAE	0.10%	0.21%	0%	0.31%

Note: GCC includes Bahrain, Saudi Arabia, UAE

## 2022 Assured Data (continued)

# 2022 Assured Data Tables: 4

### Average Hours of Training per Year per Employee by Headcount

	GCC		Bahrain		Saudi Arabia		UAE		UK		US	
	Total Hours	Average	Total Hours	Average	Total Hours	Average	Total Hours	Average	Total Hours	Average	Total Hours	Average
Hours - Female	11223	34.75	1828	23.14	9152	39.62	243	18.68	172	4.76	2	2
Hours - Male	16068	23.19	2119	14.71	13600	25.86	350	15.19	236	3.74	1	1
Overall Total Hours	27291		3947		22752		593		408		3	

Note: GCC includes Bahrain, Saudi Arabia, UAE

### Training by Breakdown of Employee by Level

GCC (Bahrain, Saudi Arabia, UAE)	2022			
	Female	Male	Total	Female Ratio
Junior Contributor: Grades 1 to 5	85	68	153	56%
Contributor: Grades 6 to 9	218	416	634	34%
Management: Grades 10 to 12	17	186	203	8%
Senior Management: Grades 13 +	3	23	26	12%
<b>Total Employees</b>	<b>323</b>	<b>693</b>	<b>1016</b>	<b>32%</b>

UK and US	2022		
	Female	Male	Total
Middle (team leader) Line Managers	6	17	23
Professional other staff	23	46	69

GCC Graduate training programme Jammaz Al-Suhaimi Future Executive Graduates Programme	2022			
	Number of graduates enrolled	Number of graduates completed programme	Jobs offered	Graduates hired
2021 Cohort	9	9	9	9
Female	4	4	4	4

Note: GCC is used as the regional total of employees based in Bahrain, Saudi Arabia, UAE

## 2022 Assured Data (continued)

# 2022 Assured Data Tables: 5

### Parental Leave (Maternity/Paternity)

Country/region	Group	2022						
		GCC	Bahrain	Saudi Arabia	UAE	UK	US	
Total number of employees that took parental leave	Female	13	12	1	11	0	1	0
	Male	31	27	5	22	0	4	0
	<b>Total</b>	<b>44</b>	<b>39</b>	<b>6</b>	<b>33</b>	<b>0</b>	<b>5</b>	<b>0</b>

Note: GCC is used as the regional total of employees based in Bahrain, Saudi Arabia, UAE

### Percentage of Employees Receiving Regular Performance and Career Development Reviews

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

## 2022 Assured Data (continued)

# 2022 Assured Data Tables: 6

### Emissions

	2022	2021	2020	Change YoY	Change since 2020
Scope 1	187,282.31	233,220.47	219,172.26	-20%	-15%
Scope 2	9,181,009.48	7,609,379.95	11,177,600.86	21%	-18%
<b>Total</b>	<b>9,368,291.78</b>	<b>7,842,600.42</b>	<b>11,396,773.12</b>	<b>19%</b>	<b>-18%</b>
Total per FTE	8,327.37	7,749.61	11,206.27	7%	-26%



# 08

# GRI CONTENT INDEX

## GRI Content Index

Statement of use	GIB has reported in accordance with the GRI Standards for the period 1 January 2022 - 31 December 2022
GRI 1 used	GRI: Foundation 2021
Applicable GRI Sector	N/A

GRI Standards	Disclosure	Location	Omission – Reason, Explanation	
<b>General Disclosures</b>				
GRI2 General Disclosures 2021	2-1 Organisational details	P-09	About GIB	
	2-2 Entities included in the organisation's sustainability reporting	P-03	Basis for preparation	
	2-3 Reporting period, frequency and contact point	P-03	Basis for preparation	
	2-4 Restatements of information		N/A	There have been no restatements of information since the previous reporting period
	2-5 External assurance	P-03	Basis for preparation	The assurance report is available: <a href="#">Sustainability Reports   Gulf International Bank (gib.com)</a>
	2-6 Activities, value chain and other business relationships	P-09	About GIB	
	2-7 Employees	P-36,48,49	People highlights	
	2-8 Workers who are not employees		N/A	Not available on a consolidated basis for 2022
	2-9 Governance structure and composition	P-43	Governance	
	2-10 Nomination and selection of the highest governance body		N/A	See GIB B.S.C Corporate Governance section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-11 Chair of the highest governance body		N/A	See GIB B.S.C. Board of Directors section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	P-44	Governance	
	2-13 Delegation of responsibility for managing impacts	P-44	Governance	
	2-14 Role of the highest governance body in sustainability reporting	P-03	Basis for preparation	
	2-15 Conflicts of interest		N/A	See GIB B.S.C. Corporate Governance section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-16 Communication of critical concerns		N/A	See GIB B.S.C. Corporate Governance section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-17 Collective knowledge of the highest governance body	P-37	L&D highlights	
	2-18 Evaluation of the performance of the highest governance body		N/A	GIB has not yet conducted an evaluation of the performance of its Board in overseeing management of the organisation's impact on the economy, environment and people. This will be raised for consideration in 2023 and an update will be provided in the 2023 report
	2-19 Remuneration policies	P-41	Remuneration policy	See GIB B.S.C. Corporate Governance section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-20 Process to determine remuneration	P-41	Remuneration policy	See GIB B.S.C. Corporate Governance section of GIB Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>

GRI Standards	Disclosure	Location	Omission – Reason, Explanation
<b>General Disclosures</b>			
	2-21 Annual total compensation ratio		N/A Not available for 2022 on a consolidated basis
	2-22 Statement on sustainable development strategy	P-5-7,11-13	Message from the Chair Message from the CEO Sustainability approach and commitments
	2-23 Policy commitments	P-43-45	Governance Responsible procurement See Board of Directors Code of Conduct in the Corporate Governance Section of the GIB B.S.C. Annual Report 2022: <a href="https://www.gib.com/en/annual-reports">https://www.gib.com/en/annual-reports</a>
	2-24 Embedding policy commitments	P-11-13,29-45	Sustainability strategy, policy and practices
	2-25 Processes to remediate negative impacts		N/A See Customer Complaints and Feedback section: <a href="#">Customer complaints &amp; feedback   Gulf International Bank (gib.com)</a> During 2023 the existing process will be reviewed and assessed to evaluate its effectiveness to meet developing needs and requirements
	2-26 Mechanisms for seeking advice and raising concerns	P-42,47	Whistleblowing
	2-27 Compliance with laws and regulations	P-44	Other governance issues
	2-28 Membership associations	P-32	Our stakeholders
	2-29 Approach to stakeholder engagement	P-30-32	Our stakeholders
	2-30 Collective bargaining agreements	P-41	Collective bargaining

### Material Topics

GRI3	3-1 Process to determine material topics	P14	Material topics
Material Topics 2021	3-2 List of material topics	P14	Material topics
<b>Material Topics: Economic Value</b>			
GRI 201	3-3 Management of material topics	P16-17	Economic performance
Economic	201-1 Direct economic value generated and distributed	P16-17	Economic performance
Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change		N/A GIB is not in a position to make such disclosures as a full assessment has not been conducted. Work has commenced to address this gap, and an initial analysis is planned for publication in 2024
	201-3 Defined benefit plan obligations and other retirement plans		N/A Consolidated data has not been prepared on pension obligations. Addressing this gap is relatively low priority compared with other disclosures
	201-4 Financial assistance received from government		N/A This is not considered to be material
<b>Material Topic: Financing and Investment Activity</b>			
N/A	3-3 Management of material topics	P19-27	Sustainable Financing & Investment

GRI Standards	Disclosure	Location	Omission – Reason, Explanation	
<b>Material topics</b>				
Material Topic: Climate Change				
GRI 305 Emissions 2016	3-3 Management of material topics	P33-35	Climate & environmental management	
	305-1 Direct (Scope 1) GHG emissions	P33-35,52	GHG data, see also detailed <a href="#">methodology document</a>	
	305-2 Energy indirect (Scope 2) GHG emissions	P33-35,52	GHG data, see also detailed <a href="#">methodology document</a>	
	305-3 Other indirect (Scope 3) GHG emissions	N/A	GIB is not in a position to provide consolidated Scope 3 data across all its activities and supply chain. We hope to have this in place by the end of 2024	
	305-4 GHG emissions intensity	P34,52	GHG data	
	305-5 Reduction of GHG emissions	P33-35	GHG targets, GHG data GIB has not accounted separately for the direct reduction in GHG as a result of initiatives undertaken, as it has been hard to disentangle these impacts from other changes. We aim to do so in future, where possible	
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	Not applicable	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	Not applicable	
Material topic: Human Capital & Well-being				
GRI 404 Training and Education	3-3 Management of material topics	P36-38	Our People	
	404-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	P41	Remuneration policy	
	404-1 Average hours of training per year per employee	P37,50	L&D highlights	See data tables on <a href="#">page 50</a>
	404-2 Programmes for upgrading employee skills and transition assistance programmes	P36-37	Learning and Development	GIB did not have any transition assistance programmes in place in 2022
	404-3 Percentage of employees receiving regular performance and career development reviews	P51	Data tables	We did not have consolidated data in 2022 on the percentage of employees receiving regular performance reviews. We plan to put this in place in 2023
GRI 403 Occupational Health and Safety 2018	403-6 Promotion of worker health	P38	Promotion of well-being	
Material topic: Diversity & Inclusion				
GRI 405 Diversity and Equal Opportunity 2016	3-3 Management of material topics	P36,39	Our People Equity, Diversity & Inclusion	
	405-1 Diversity of governance bodies and employees	P39,47,50	Equity, Diversity & Inclusion and data annex	See data tables on <a href="#">page 50</a>
	405-2 Ratio of basic salary and remuneration of women to men	N/A	A group disclosure is planned for the 2024 report	
Material Topics: Responsible Procurement				
GRI 204 Procurement Practices 2016	3-3 Management of material topics	P45	Responsible procurement	
	204-1 Proportion of spending on local suppliers	N/A	GIB does not yet have in place consolidated data on the proportion of spending on local suppliers	

# Glossary

CAPEX	Capital Expenditure
EDI	Equity, Diversity and Inclusion
ESG	Environmental, Social and Governance
FTE	Full-time Equivalent
GCEO	Group Chief Executive Officer
GCC	Gulf Cooperation Council
GCSO	Group Chief Sustainability Officer
GIB	Gulf International Bank
GTB	Global Transaction Banking
GRI	Global Reporting Initiative
KPI	Key Performance Indicator
MSME	Medium, Small and Micro Enterprise
NFTE	Non Full-time Equivalent
PIF	Public Investment Fund
Repo	Repurchase Agreement
SEAC	Sustainability Evaluation and Approval Committee
SDGs	Sustainable Development Goals
SL	Sustainability-Linked
SLBP	Sustainability-Linked Bond Principles
SLD	Sustainability-Linked Deposit
SLL	Sustainability-Linked Loan
SME	Small and Medium Enterprise
STFF	Sustainable and Transition Finance Framework
WSB	Wholesale Banking Group

# Corporate Directory

## GULF INTERNATIONAL BANK B.S.C.

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**S.W.I.F.T:** GULFBHBM

**S.W.I.F.T for Retail:** GULFBHBMRET

### Reuters Direct Dial

Forex Unit & Options: GIBB

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