



Sustainability Report

2024



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About this Report

This report highlights SICO BSC (c) (also referred to as 'SICO') Environmental, Social, and Governance (ESG) performance and initiatives for the reporting period January 1 – December 31, 2024, showcasing our efforts to integrate sustainability into operations, investments, and governance.

Scope and Standards

This report encompasses SICO's operations across the Kingdom of Bahrain (Bahrain), the Kingdom of Saudi Arabia (KSA) and the United Arab Emirates (UAE).

It adheres to the Central Bank of Bahrain (CBB) ESG Guidelines and aligns with Bahrain Vision 2030. It references alignment with globally recognized frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Climate Disclosure Standards Board (CDSB), Greenhouse Gas Protocol (GHG Protocol), Carbon Disclosure Project (CDP), Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs).

Forward-Looking Statements

This report includes forward-looking statements reflecting SICO's sustainability ambitions. Actual results may vary due to evolving circumstances and risks.

Contact Us

We welcome your feedback and questions on the content of this report, or on our sustainability journey.

For inquiries, please contact us at: noweis@sicobank.com



Message from the CEO

I am pleased to share SICO's 2024 Sustainability Report, a testament to our unwavering commitment to embedding ESG principles across our operations and investment practices. This report captures the progress we have made in fostering positive changes while positioning SICO as a catalyst for sustainability in the financial sector.

Over the past year, we have achieved significant milestones in aligning our business with global sustainability goals and regional mandates. From integrating ESG considerations into our investment decision-making to enhancing operational efficiencies, we remain steadfast in our mission to support the transition to a low-carbon, inclusive economy. These initiatives are in harmony with Bahrain's Vision 2030, the Kingdom's net-zero carbon emissions goal by 2060, and the broader sustainability ambitions of the region we operate in.

Collaboration has been a cornerstone of our success. We have worked closely with clients, regulators, and industry peers to align shared ESG priorities, ensuring that sustainability is not just a goal but a collective effort. Within SICO, we have fostered a culture of sustainability through training programs, employee engagement initiatives, and internal awareness campaigns to inspire meaningful contributions at every level.

Our commitment extends beyond our organization. Through our community-focused initiatives, we have supported programs that drive education, entrepreneurship, and social inclusion. These efforts are integral to creating long-term, tangible impacts for the communities we serve.

While we celebrate our accomplishments, we recognize that the path to sustainability is not without challenges. Global economic shifts and evolving regulatory landscapes demand resilience and agility. At SICO, we see these as opportunities to strengthen our ESG leadership, deepen stakeholder trust, and continue creating long-term value.

Diversity and inclusion remain at the heart of our approach. We are committed to empowering women and championing diversity within our workplace and beyond. This is reflected in the strides we have made in promoting gender diversity, an essential pillar of sustainable growth.

As we look to the future, we remain dedicated to pushing the boundaries of what is possible in sustainable finance. We will drive innovation, champion inclusivity, and deepen our impact on the communities we serve.

“ ”

We have worked closely with clients, regulators, and industry peers to align shared ESG priorities, ensuring that sustainability is not just a goal but a collective effort



Najla Al Shirawi
Group Chief Executive Officer

About SICO BSC (c)

SICO is a leading regional asset manager, broker, market maker, and investment bank with USD 7.4 billion in assets under management (AUM). Today, SICO operates under a wholesale banking license from the CBB.

Headquartered in Bahrain with on-the-ground presence in KSA and the UAE, SICO has a well-established track record as a trusted regional bank offering a comprehensive suite of financial solutions, including asset management, brokerage, market making, investment banking, advisory, treasury, and securities services, backed by a robust and experienced research team that provides regional insight and analysis of more than 90% of the region's major equities.



Vision

To be the region's partner of choice for innovative and reliable investment solutions



Mission

To continue inspiring, enabling, and creating sustainable value for our people, clients, and the communities we serve



Values

The passion to perform with honesty, transparency, and integrity

Acting in the best interests of our clients and stakeholders, striving to exceed expectations

Commitment to the communities we serve by contributing toward sustainable growth

Commitment to nurture, recognize, and empower our employees, and provide equal opportunities for all

Chapter 1

Sustainability at SICO

ESG strategy

In 2024, SICO formalized its ESG strategy, reinforcing its commitment to responsible investment and sustainable business practices. Our strategy is guided by the vision:

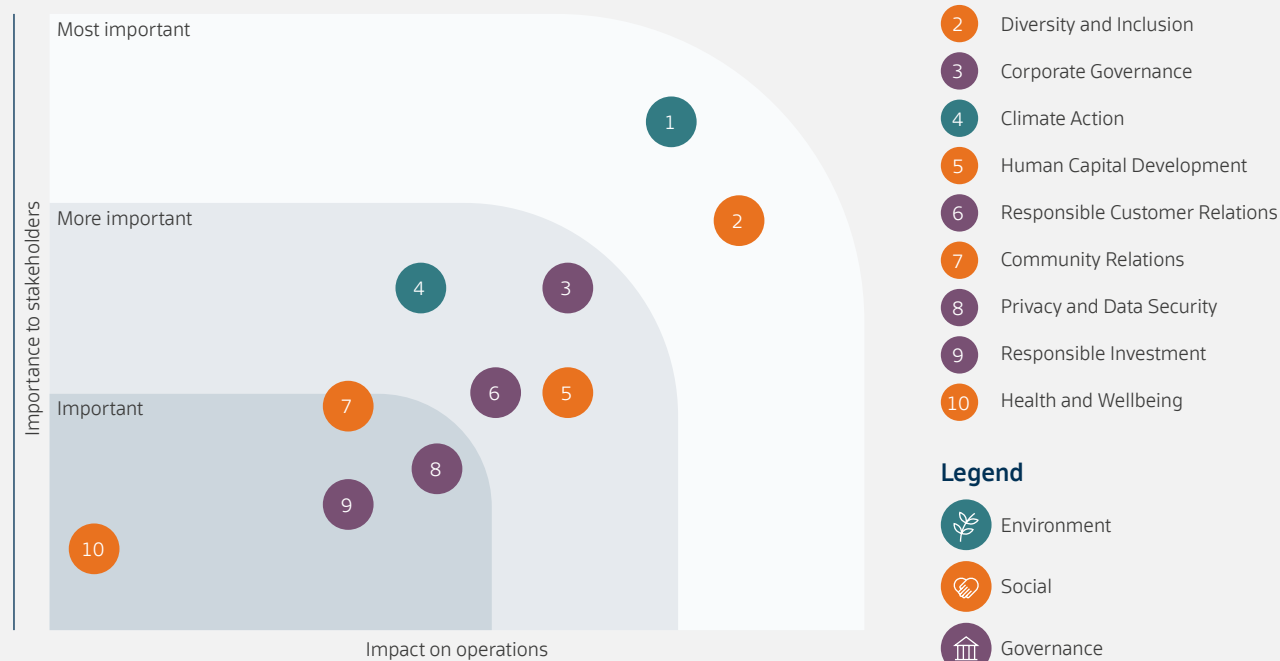
“”

SICO achieves competitive advantage by appropriately integrating ESG considerations into our investment decisions and operational performance. In so doing, we also enhance our alignment to the region's development ambitions.

SICO integrates sustainability principles across its operations to create long-term stakeholder value while aligning with Bahrain Vision 2030, the CBB ESG Guidelines, and the United Nations Principles for Responsible Investment (UN PRI).

Materiality assessment

In 2024, SICO conducted a materiality assessment that identified ten priority ESG topics based on their importance to stakeholders and impact on operations. These topics guide the implementation of SICO's ESG strategy, ensuring alignment with stakeholder expectations and regulatory requirements.



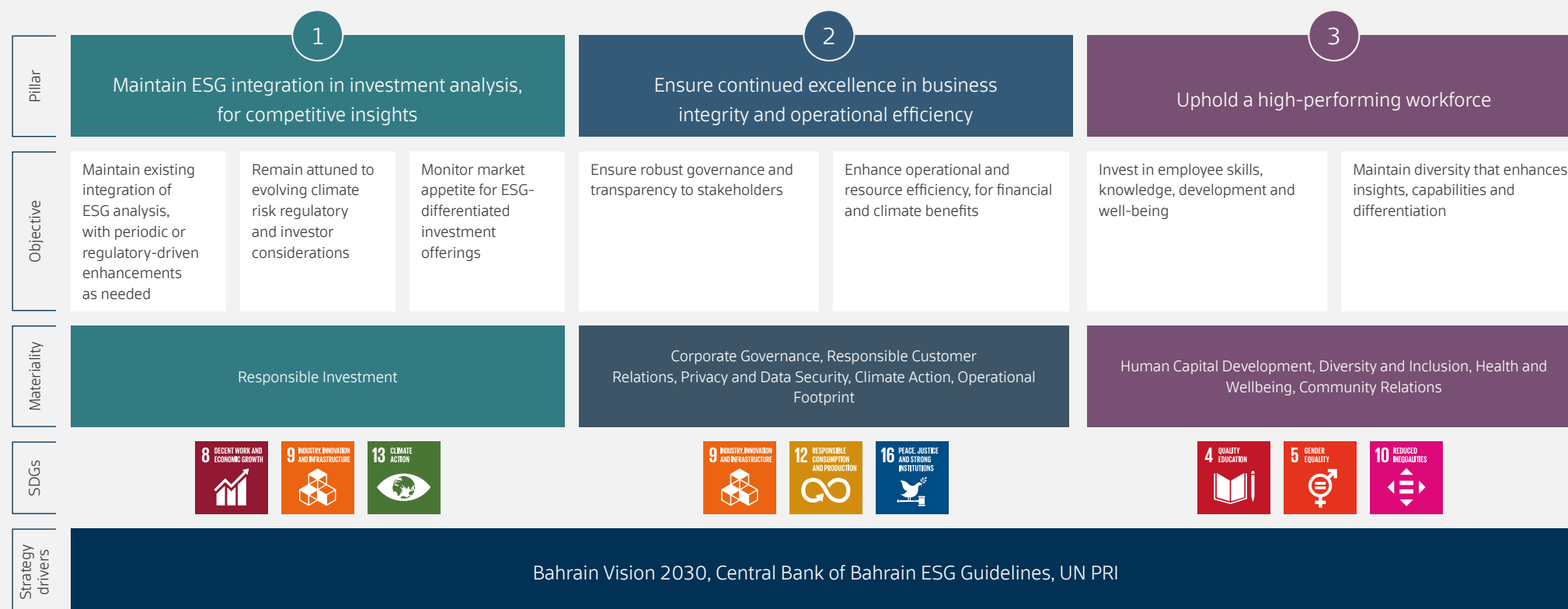
As per the CBB ESG guidelines, most important issues are those classified as both Material and Significant, having high impact and either high or lower importance; more important issues are classified as Moderate, with lower impact but high importance; important issues are classified as Minimal, with lower impact and lower importance.

Sustainability framework

SICO's sustainability framework is built around three interconnected pillars that guide its sustainability efforts.

Maintaining ESG integration in investment analysis enhances decision-making by incorporating ESG insights, managing risks, and identifying opportunities for long-term value creation. Ensuring excellence in business integrity and operational efficiency reinforces strong corporate governance, transparency, and ethical business practices while driving efficiency and responsible resource management. Upholding a high-performing workforce focuses on talent development, diversity, and employee well-being, fostering a dynamic and inclusive workplace.

Together, these pillars enable SICO to integrate sustainability across its operations and investments, strengthening its market position while contributing to the region's sustainable development.



ESG Policy and Responsible Investment Policy

SICO's sustainability journey began with the establishment of its Responsible Investment Policy, which was developed to ensure that ESG considerations are systematically integrated into all investment decisions. This policy, aligned with global best practices such as the UN PRI, serves as a cornerstone for fostering sustainable investment practices. By prioritizing ESG risks and opportunities, SICO aims to drive positive environmental and social outcomes while delivering long-term financial returns.

➤ [Click here to read our Responsible Investment Policy.](#)

Building on this foundation, in 2024, we developed our ESG Policy to formalize SICO's commitment to embedding ESG principles into all aspects of our operations. This policy reflects our dedication to fostering sustainable growth, addressing regional ESG challenges, and creating long-term value for stakeholders. It provides a clear framework for embedding sustainability into decision-making processes, enhancing transparency, and promoting accountability across our business.

ESG Governance

In 2024, SICO initiated the formal expansion of its Board-level Nominations, Remuneration, and Corporate Governance Committee (NRCGC) to include ESG oversight, with plans to rename it the Nominations, Remuneration, Corporate Governance, and Sustainability (NRGS) Committee. Once formalized, the NRGS Committee will play a central role in overseeing SICO's ESG strategy, including periodic reviews of targets and KPIs, and tracking progress on sustainability issues such as GHG emissions and environmental impact. It will also guide critical sustainability matters, ensuring alignment with corporate priorities, stakeholder expectations, and market trends.

At the management level, SICO initiated the establishment of a Sustainability Management Committee, composed of C-suite and executive representatives and chaired by the Group CEO, to drive the effective implementation of the ESG strategy across operations. This committee ensures that ESG considerations are systematically embedded into day-to-day practices, aligned with corporate strategy, and compliant with regulatory requirements. The Group Head of Sustainability & Corporate Communications plays a key role in these efforts, collaborating with departments across the organization to integrate sustainability into operations.








These governance enhancements mark a significant step forward in SICO's sustainability journey, reinforcing accountability, clarity, and alignment across all levels of the organization. With this strengthened governance framework, SICO is well-positioned to deliver on its climate and sustainability-related targets, while creating long-term value for stakeholders through transparency, resilience, and strategic oversight.

Alignment with national frameworks and global standards

Pillar	Material Topics	Aligned SDGs	Bahrain Vision 2030	UN PRI
Maintain ESG integration in investment analysis, for competitive insights	Responsible Investment	  	<ul style="list-style-type: none"> - Sustainable economic growth through environmental stewardship - Encouraging low-carbon investments 	<p>Principle 1: Incorporate ESG into investments</p> <p>Principle 2: Active ownership on ESG</p>
Ensure continued excellence in business integrity and operational efficiency	Corporate Governance, Responsible Customer Relations, Privacy and Data Security, Climate Action, Operational Footprint	  	<ul style="list-style-type: none"> - Transparent and ethical business practices - Strengthen trust in financial services 	<p>Principle 3: ESG disclosure from entities invested</p> <p>Principle 6: Promote ESG implementation</p>
Uphold a high-performing workforce	Human Capital Development, Diversity and Inclusion, Health and Wellbeing, Community Relations	  	<ul style="list-style-type: none"> - Inclusive economic participation - Prioritize social development and talent nurturing 	<p>Principle 4: Promote ESG acceptance</p> <p>Principle 5: Work with stakeholders on ESG issues</p>

Our Stakeholders

At SICO, we recognize that our success and ability to create sustainable value are deeply connected to our relationships with our stakeholders. We define stakeholders as individuals or groups that significantly influence or are impacted by our activities. Engaging with our stakeholders is central to our ESG progress. Through various collaborations, we ensure that our initiatives address their concerns, align with their expectations, and contribute to shared goals.

Pillar	Material Topics	Engagement Methods
 Clients	Provide innovative, responsible investment products and tailored financial solutions to meet their evolving needs.	Client meetings, portfolio reviews, surveys, reports, and digital tools.
 Investors	Deliver financial returns and long-term value while ensuring transparency and accountability in all operations.	Annual General Meetings (AGMs), quarterly earnings updates, ESG reporting, and investor roadshows.
 Employees	Support career development, diversity, inclusion, and mental and physical well-being in alignment with our values.	Training programs, performance reviews, employee engagement and satisfaction surveys, and open forums.
 Regulators	Adhere to all regulatory frameworks and guidelines, including ESG-related mandates, to maintain compliance and mitigate risks.	Regulatory reporting, audits, and consultations to address sector-specific requirements.
 Shareholders	Provide strong financial performance, transparency, and long-term growth, while ensuring alignment with their expectations.	AGMs, investor presentations, dividend updates, and financial disclosures.
 Suppliers	Maintain professional and ethical relationships with suppliers to ensure high-quality services and compliance with contractual obligations.	Supplier onboarding assessments, performance reviews, and contractual engagements.
 Community	Contribute to economic development and social welfare through targeted community initiatives.	Sponsorships, community investments, and partnership programs.

Chapter 2




Maintain ESG integration in investment analysis, for competitive insights

We remain committed to maintaining ESG integration in investment analysis, reinforcing our ability to gain competitive insights, monitor market risks and opportunities, and deliver long-term value. In so doing, we also enhance our alignment to the region's development ambitions.

Alignment with SDGs:



SICO's Objectives:

-  Maintain existing integration of ESG analysis, with periodic or regulatory-driven enhancements as needed
-  Remain attuned to evolving climate risk regulatory and investor considerations
-  Monitor market appetite for ESG-differentiated investment offerings

Material topics:

Responsible Investment

Responsible Investment

Responsible investment is one of the guiding elements of our ESG strategy, driven by our Responsible Investment Policy. This policy outlines our commitment to integrating ESG considerations into investment decisions, ensuring alignment with global standards, including the Global Investment Performance Standards (GIPS).

We actively adhere to SICO's Responsible Investment Policy, integrating ESG principles across asset classes to strengthen our investment processes. Additionally, we engage in ongoing discussions with clients to understand their interest in and awareness of ESG considerations.

To build capacity for identifying sustainable market opportunities, we are working to enhance our analytical tools and provide specialized training to our research teams, equipping them to assess opportunities and risks effectively.

Our ESG approach is tailored to align with sector-specific risks and opportunities, enabling informed and responsible investment decisions.

🔗 Click here to read our **Responsible Investment Policy**.



Chapter 3

Ensure continued excellence in business integrity and operational efficiency

We maintain a steadfast commitment to excellence in business integrity and corporate governance. This includes the steps we are taking to incorporate governance of ESG. Similarly, we take pride in organizational efficiency. We recognize that operational efficiencies can also contribute to reductions in environmental impacts, while efforts to reduce environmental impacts can lead to efficiency gains. We regularly adopt relevant improved practices.

Alignment with SDGs:



Objectives:



Ensure robust governance and transparency to stakeholders



Enhance operational and resource efficiency, for financial and climate benefits

Material topics:

Corporate Governance, Responsible Customer Relations, Privacy and Data Security, Climate Action, Operational Footprint

Corporate Governance

SICO's corporate governance framework is built on principles of transparency, accountability, and ethical conduct, ensuring compliance with Bahrain's regulatory requirements, including the High-Level Controls (HC) Module of the CBB and the Corporate Governance Code of Bahrain. Our Corporate Governance Policy outlines the structures and mechanisms through which the organization is directed and controlled, safeguarding stakeholder interests and fostering long-term sustainable growth.

At the core of this framework is the Board of Directors, responsible for setting SICO's strategic direction, ensuring compliance with regulatory and ethical standards, monitoring risk management systems, and conducting periodic self-evaluations to maintain accountability and effectiveness. This governance structure supports clear accountability and strategic oversight, ensuring SICO operates responsibly and transparently.

Read more about our Corporate Governance Policy [here](#).

SICO's Board of Directors consists of ten members, with 40% female representation. The Board comprises 60% executive and 40% non-executive members, while 30% of the Board members are classified as independent directors.

Read more about our Board composition, including details on tenure and appointments/elections, in our Annual Report and on our [website](#).

Board of directors



Board tenure runs through 2026, with three members elected and seven appointed.

Board and Committee Oversight

SICO's governance structure is supported by three key Board Committees:



Audit, Risk, and Compliance Committee (ARCC):

Oversees financial reporting, internal controls, risk management, and compliance in alignment with regulatory requirements.



Nominations, Remuneration, and Corporate Governance, and Sustainability (NRGS) Committee:

Ensures sound governance practices, oversees remuneration policies, evaluates board and executive appointments, and integrates ESG oversight into decision-making processes.



Investment Committee

Reviews and approves strategic investments and oversees portfolio performance.

These committees, along with the Board, are responsible for ensuring the implementation of governance policies, managing conflicts of interest, and addressing issues that impact organizational integrity.

For more information refer to our website section on **Board Committees** and our Annual Report 2024.



Ethics, Human Rights, and Anti-Corruption

SICO enforces a zero-tolerance **Anti-Harassment and Discrimination Policy**, creating a safe, inclusive, and equitable workplace environment. Regular ethics and compliance training sessions are conducted to reinforce awareness, encourage ethical behavior, and ensure employees are equipped to identify and address potential ethical risks.

Whistleblowing

SICO's **Whistleblowing Policy** provides a confidential and secure channel for employees to report concerns related to fraud, misconduct, or violations of company policies. Reports are managed with strict confidentiality and directed to the Head of Internal Audit or escalated to the Chief Executive Officer. To strengthen trust in this system, SICO conducts annual training and awareness programs, ensuring employees understand their responsibilities and the reporting process.

➤ Read more about our Whistleblowing Policy **here**.

Anti-Money Laundering

SICO's Anti-Money Laundering (AML) Policy reflects our commitment to maintaining the highest standards of integrity and compliance in combating money laundering and counter-terrorism financing (CFT). Guided by the CBB regulations and international standards, our policy incorporates robust measures, including risk-based monitoring systems, customer due diligence, and regular employee training to mitigate financial crime risks.

In 2024, our employees completed 97 AML training sessions, reinforcing awareness and compliance across the organization.

➤ Read more about our Anti-Money Laundering Policy **here**.



97

AML training sessions completed
by SICO employees in 2024

Conflict of Interest and Transparency

SICO ensures that conflicts of interest are identified, disclosed, and managed transparently. This includes areas such as cross-board memberships, related-party transactions, and cross-shareholdings with suppliers or other stakeholders. The NRGs Committee conducts annual reviews of these disclosures, ensuring compliance with regulatory requirements and transparency in reporting to both the Board and shareholders.

Executive Remuneration and ESG Incentives

SICO's Remuneration Policy aligns executive and Board compensation with the organization's performance objectives. While ESG performance metrics are not currently tied to executive compensation, SICO is exploring a phased approach to integrate these considerations in the future. The NRGs Committee oversees the remuneration system to ensure it rewards long-term value creation while complying with CBB regulations and international standards. Directors' remuneration is approved by shareholders at the Annual General Meeting and includes sitting fees for Board and committee meetings.

➡ Read more about our Remuneration Policy [here](#).

Collective Bargaining and Employment Terms

SICO ensures fair and transparent employment terms, guided by a structured approach overseen by the NRGs Committee. Employment terms, including compensation, benefits, and leave policies, are designed to attract, and retain talent while supporting employees in balancing work and personal well-being. We are committed to fostering inclusivity, ensuring equal opportunity, and maintaining transparent communication regarding workforce policies and practices. Regular reviews are conducted to ensure alignment with evolving employee needs and organizational objectives.

Responsible Customer Relations

We are embracing digital transformation to enhance customer experience and improve operational efficiency. By adopting technologies like data analytics and cloud computing, we are streamlining processes and enabling more responsive decision-making to meet evolving market demands. Our focus remains on delivering solutions that address client needs while strengthening engagement and loyalty.

Expanding our technology-driven capabilities helps achieve strategic objectives such as enhancing customer experience, improving asset utilization, achieving cost efficiencies, and strengthening risk controls. As part of this approach, we are exploring the adoption of a responsible customer relations mechanism and a feedback system to continuously improve satisfaction and engagement.

We assess customer loyalty and satisfaction through Net Promoter Score (NPS) surveys. In 2024, we achieved an impressive NPS score of 51, demonstrating strong customer satisfaction, loyalty, and the trust our clients place in us. Moving forward, we are dedicated to enhancing our service offerings to align with customer expectations, fostering deeper relationships that continue to position client trust and loyalty as a cornerstone of SICO's success.

“”

In 2024, we achieved an impressive NPS score of 51, demonstrating strong customer satisfaction, loyalty, and the trust our clients place in us

Privacy and Data Security

We are committed to ensuring the privacy and security of data across all our operations. Our Data Privacy Policy is designed to align with the Personal Data Protection Law (PDPL), safeguarding customers, employees, business contacts, and stakeholders' information and ensuring compliance with all applicable regulations. The policy governs the collection, storage, processing, and sharing of data, emphasizing transparency, accountability, and secure handling to protect client and organizational information.

To meet PDPL requirements, we have implemented systems and procedures, including the use of advanced encryption technologies, secure data centers, and automated processes like eKYC (Know Your Customer), developed by the Bahrain Information & eGovernment Authority (iGA), ensuring secure and seamless client onboarding.

As part of our compliance journey, we conducted a comprehensive gap assessment of SICO's alignment with the Bahrain's PDPL. This involved reviewing functional policies, procedures, and business processes across all departments to update Records of Processing Activities (RPAs). Stakeholders from each department were engaged to assess how personal data is collected, processed, retained, and shared, resulting in the creation of tailored Data Registers for each department. Gaps were identified and addressed through recommended actions,

including ensuring website and application compliance, implementing cookie consent mechanisms, and improving data privacy measures. Additionally, our state-of-the-art data management framework digitizes and centralizes data access, reducing reliance on physical records and enhancing operational efficiency.

Cybersecurity remains a cornerstone of our data protection strategy. In partnership with Beyon Cyber, we established a managed Cybersecurity Operations Centre (CSOC) to monitor all systems 24/7, leveraging advanced artificial intelligence tools to proactively detect and neutralize potential threats. This partnership has significantly enhanced the maturity of our infrastructure, ensuring resilience against cyberattacks.

We actively monitor attempted breaches, with no successful incidents recorded, highlighting the strength of our cybersecurity measures. Additionally, 100% of employees completed cybersecurity training, reinforcing our commitment to a strong culture of digital security awareness.

Moving forward, we continue to prioritize the integration of innovative technology to protect client data, enhance digital resilience, and ensure compliance with evolving regulatory landscapes.

100%

of employees completed
cybersecurity training

Climate Action

We address GHG emissions through policies, governance frameworks, and targeted initiatives. The ESG Policy and Responsible Investment Policy guide our efforts to integrate sustainability principles into operations and investments, reduce emissions, and align with Bahrain's net-zero target by 2060.

We recognize the importance of identifying and managing climate-related risks. While these risks remain areas for further development, we have taken steps to align our operations with sustainability principles. A key example of this commitment is our ongoing partnership with The National Initiative for Agricultural Development (NIAD)'s 'Forever Green' campaign, held under the patronage of Her Royal Highness Princess Sabeeka bint Ibrahim Al Khalifa.

In 2024, SICO completed its fifth tree-planting initiative as part of the campaign, bringing the total number of trees planted to 2,700. These efforts have resulted in the sequestration of 48.6 tonnes of CO₂e, contributing to enhanced air quality, biodiversity promotion, and soil conservation. Expanding urban green spaces reflects SICO's dedication to supporting Bahrain's national net-zero carbon emissions target by 2060.

This initiative also underscores SICO's collaborative approach, with employees and their families actively participating to combat climate change. Together, we strive to generate oxygen, absorb carbon dioxide, and enhance the natural environment in ways that contribute to a more sustainable future.

Through these efforts, we aim to demonstrate our commitment to climate resilience and environmental stewardship, taking meaningful steps to address climate-related challenges and contribute positively to Bahrain's sustainability ambitions.

We monitor our GHG emissions annually and this year we observed a 29% increase in total emissions compared to the previous year. This increase was primarily due to two factors. The first is the number of employees in our KSA subsidiary nearly doubled in 2024 compared to 2023, leading to higher emissions. Additionally, this year's employee commuting survey had a larger sample size, with 101 employees participating—more than last year. We also extrapolated the results to represent the total workforce, contributing to a more comprehensive emissions assessment. To further strengthen our monitoring, we enhanced our tracking systems and began measuring Scope 3, Category 1 emissions (purchased goods and services) to improve overall GHG emissions reporting. Despite the overall increase in emissions and expanded monitoring, GHG intensity remained nearly unchanged, reinforcing our commitment to responsible and sustainable operations.

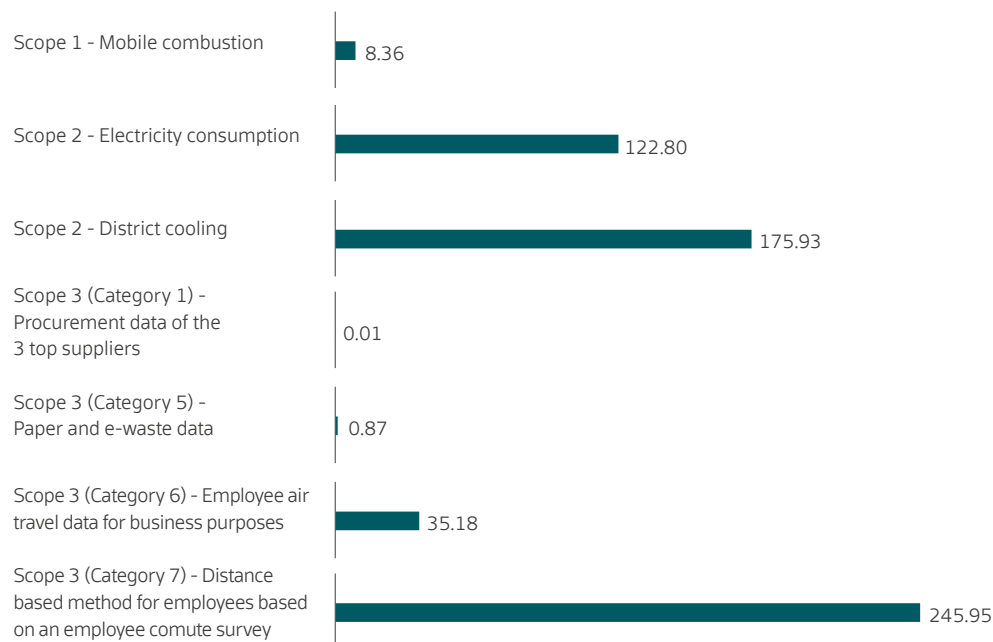
2,700
—
trees planted due to SICO's
tree-planting initiative



GHG emissions	2022	2023	2024
Scope 1 (metric tonnes of CO ₂ eq, MTCO ₂ eq)	210.80	7.88	8.36
Scope 2 (MTCO ₂ eq)	317.38	282.72	298.73
Scope 3 (MTCO ₂ eq)	141.16	164.97	282.01
Total emissions (MTCO ₂ eq)	669.34	455.57	589.10
Emission intensity (MTCO ₂ eq/ employee)	5.00	3.35	3.41

Note: SICO's GHG emissions are calculated using the GHG Protocol under the Operational Control Approach, covering SICO entities in Bahrain, the UAE, and Saudi Arabia, where relevant to each scope. The methodology follows specific guidelines for each scope, applying BEIS Conversion Factors 2024, UNFCCC methodologies for Scope 2 and district cooling, and IPCC emission factors for consistency. The coverage of each scope varies based on the availability of activity data and operational control over emissions. Details on the scope, coverage, boundaries and emission factors used are provided in Appendix B.

SICO's 2024 GHG emissions breakdown (metric tonnes of CO₂eq)



In 2024, SICO offset its measured GHG emissions by supporting a Gold Standard-certified climate project in Türkiye that converts methane from landfill sites into renewable energy. SICO's carbon accounting will become more comprehensive and accurate over time.

The initiative supports SDGs 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), and 13 (Climate Action).

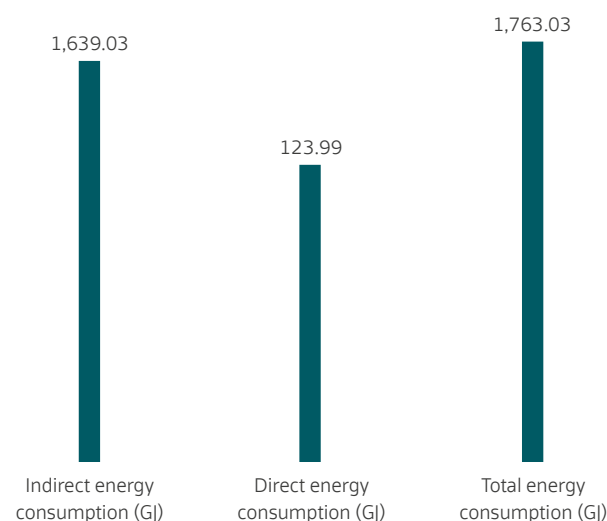
Operational Environmental Footprint

Addressing our environmental impact is a core component of our sustainability efforts, led by a governance structure that ensures accountability and strategic alignment. We are committed to environmental management through responsible energy management, waste management and water conservation.

SICO is committed to reducing its environmental footprint by implementing practical and efficient solutions. While paper consumption increased in 2024 due to a higher volume of transactions, we are addressing this through the implementation of a new Society for Worldwide Interbank Financial Telecommunication (SWIFT) solution. SWIFT is a global messaging network used by financial institutions to securely send payment instructions and related financial information. The new system is expected to eliminate the need for printing SWIFT messages entirely, allowing for the removal of the SWIFT room and printer, and significantly reducing paper usage and associated waste.

In water conservation, we adopt water-efficient technologies and conduct regular employee awareness campaigns to reduce consumption and enhance resource management across our facilities. Our biodiversity initiatives, including our active participation in The NIAD's "Forever Green" campaign. Refer to Climate Action for details. Through these collective efforts, we are taking meaningful steps to reduce our environmental footprint.

SICO's 2024 energy consumption



10.19
—
Energy intensity (GJ/employee)

100%
—
of e-waste recycled in 2022,
2023 and 2024

Waste generation and recycling	2022	2023	2024
Total e-waste generated (kg)	950	40	500
Total e-waste recycled (kg)	950	40	500

Chapter 4

Uphold a high-performing workforce

Our business performance is determined by the caliber of our people. We will uphold our high-performing workforce, attracting, retaining and benefiting from top talent through a focus on SICO's growth and performance, our investment in our people, our responsible investment commitment and market differentiation, and our ability to seek and benefit from diversity.

Objectives:



Invest in employee skills, knowledge, development and well-being



Maintain diversity that enhances insights, capabilities and differentiation

Alignment with SDGs:



Material topics:

Human Capital Development, Diversity and Inclusion, Health and Wellbeing, Community Relations

Human Capital Development

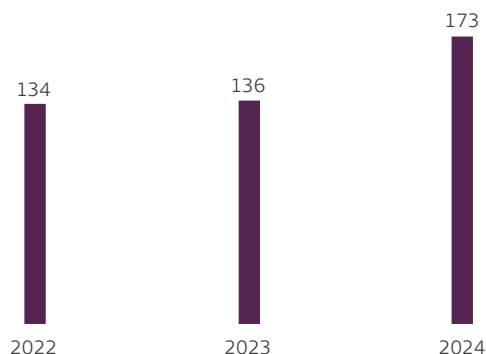
Employee well-being is a key pillar of SICO's human capital strategy. We offer flexible working arrangements, with our work-from-home (WFH) policy enabling eligible employees to work remotely up to 50% of the time. In 2024, 73% of WFH hours in Bahrain, 59% in the UAE, and 24% in Saudi Arabia were granted to women, with a total of 1,215 WFH days recorded across offices.

Our focus on work-life balance includes flexible and remote hours, family leave policies, maternity support, children's vaccination leave, health club allowances, and recognition programs like long-service awards and referral bonuses.

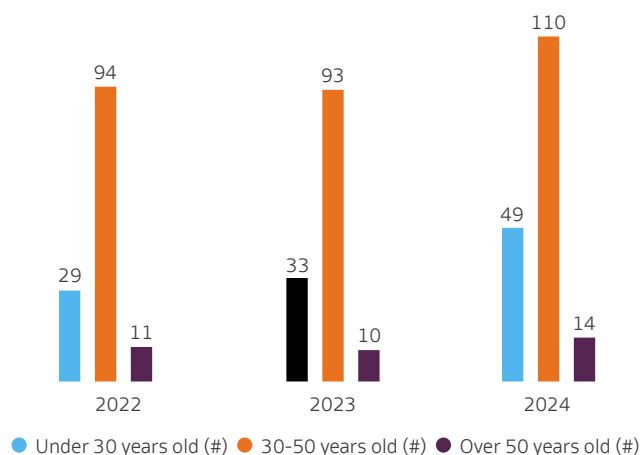
We provide wellness programs, counselling services, and training initiatives to foster a supportive and productive workplace. In 2024, we introduced mental health sessions to enhance emotional resilience and productivity. Employees are also supported through our open-door policy, promoting transparency and trust, and our Grievance Policy, ensuring workplace concerns are addressed fairly.

We uphold a zero-tolerance policy for child and forced labor, embedding this commitment in our employment policies and supplier engagement practices and are proud to report zero incidents of discrimination, harassment, or compulsory labor in 2024.

Total number of employees (#)



Employee breakdown by age



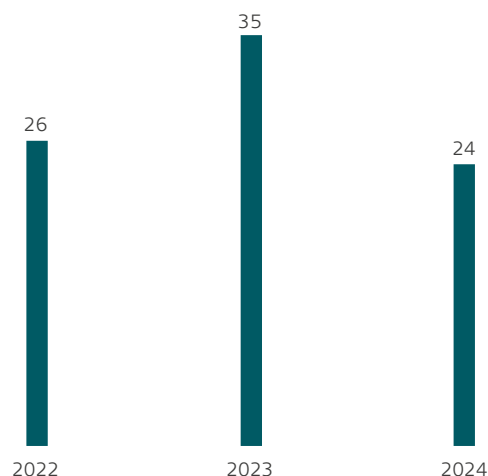
Note: SICO does not have any part-time employees.

73%

of WFH hours in Bahrain in 2024
were granted to women

Turnover	2022	2023	2024
Total number of employees that left the company (#, voluntary and involuntary)	26	35	24
Voluntarily leave			
Total number of employees that left the company voluntarily (#)	24	32	20
Voluntarily leave by gender			
Male (#)	15	22	14
Female (#)	9	10	6
Voluntarily leave by age			
Under 30 years old (#)	4	9	6
30-50 years old (#)	17	19	13
Over 50 years old (#)	3	4	1
Involuntarily leave			
Total number of employees that left the company involuntarily (#)	2	3	4
Involuntarily leave by gender			
Male (#)	2	2	4
Female (#)	0	1	0
Involuntarily leave by age			
Under 30 years old (#)	0	0	0
30-50 years old (#)	2	3	4
Over 50 years old (#)	0	0	0

Total number of employees that left the company
(#, voluntary and involuntary)



87%

of employees view SICO
as a great place to work

Employee Engagement

At SICO, fostering collaboration, transparency, and employee satisfaction is central to our success. To enhance workplace experience, we conduct employee engagement surveys biennially. In 2024, using the globally recognized 'Great Place to Work' methodology, the survey achieved an 82% participation rate, up from 75% previously. Results revealed that 87% of employees view SICO as a great place to work, with 79% of responses being positive. These insights reinforce our commitment to creating a supportive, inclusive environment where employees feel valued and empowered to drive organizational success.

Parental Leaves

SICO recognizes the importance of supporting employees during key life events and provides comprehensive parental leave benefits that go beyond regulatory requirements. Women are entitled to paid leave in accordance with the Bahrain Labor Law, plus up to 120 calendar days of remote work and an additional 60 days of leave with full pay, ensuring they have the flexibility to balance professional and personal commitments. For male employees, SICO offers five days of parental leave, promoting a culture of inclusivity and shared family responsibilities. These benefits also extend to cases of child adoption, reflecting SICO's commitment to fostering a supportive and equitable workplace for all employees.

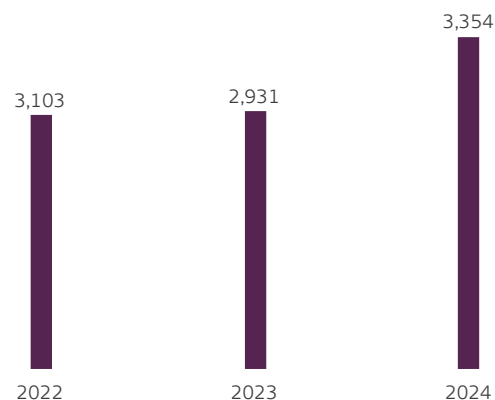
Employee Training

Aligned with our commitment to human capital development, we invest in professional growth through various training programs. In 2024, our employees completed 3,000+ training hours. Additionally, we strengthened our focus on responsible investing by completing the PRI Academy training, with 22% of employees trained to enhance their understanding of ESG integration in investment decisions.

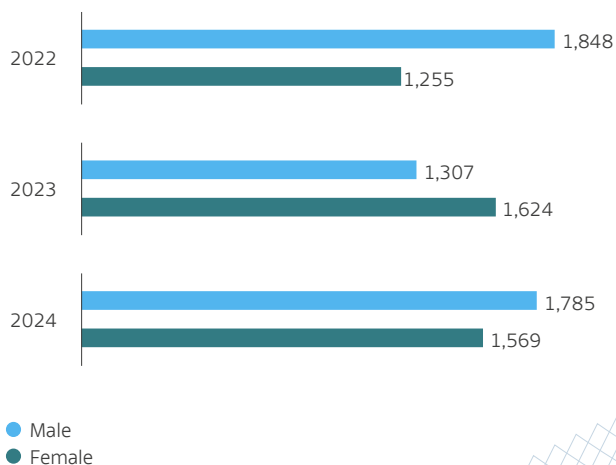
To further nurture leadership across all levels, SICO has aligned with our ESG commitment to fostering leadership potential and enhancing career progression. Additionally, SICO upholds structured processes to define employee terms of employment, including compensation, benefits, working hours, leave entitlements in adherence to Bahrain's labor laws.

Last year, SICO launched the Employee Savings Scheme (ESS), enabling employees to build long-term financial security through matched contributions and flexible investment options. In 2024, 81% of the workforce participated in the scheme, excluding Saudi Arabia, where it has not yet been rolled out.

Total number of training hours (#)



Training hours by gender



3,000+
training hours completed
by employees in 2024

Diversity and Inclusion

Diversity and inclusion are at the heart of SICO's values and culture. As part of our ESG strategy's focus on driving diversity, and people empowerment, we are committed to fostering a workplace that embraces equality, celebrates diversity, and creates opportunities for all.

Our leadership reflects this commitment. Since 2014, SICO has been led by its first female CEO, Najla Al-Shirawi, with 15% of managerial roles and 41% of total workforce positions held by women. We continue to increase female representation through targeted recruitment, leadership development, and mentorship initiatives, ensuring that women are empowered to succeed at all levels.

In line with our commitment to equal opportunity, SICO has implemented policies to ensure fair hiring, promotion, and performance management practices that are free from bias. Guided by our Talent Acquisition, Talent

“”

Since 2014, SICO has been led by its first female CEO, Najla Al-Shirawi, with 15% of managerial roles and 41% of total workforce positions held by women

Development, and Talent Acknowledgement Policies, these efforts are designed to create an inclusive workplace that values diversity at all levels. The SICO Equal Opportunity Committee plays a key role in promoting gender inclusion and enhancing these policies across the organization.

SICO continued its collaboration with Warsha Consultancy under the regional Support and Accelerate Women's Inclusion (SAWI) project, led by the American University in Beirut. The initiative aims to enhance workplace policies that promote the recruitment, retention, and advancement of women. As one of two Bahraini organizations advancing this work, SICO focused on strengthening its Work from Home (WFH) Policy. Warsha provided recommendations to improve flexibility, performance tracking, and employee well-being considerations. A customized policy implementation and monitoring tool was also introduced to measure long-term impact.

In line with our broader inclusion and ethics commitments, SICO launched an unconscious bias and business ethics training program in late 2024. To date, 75% of employees have completed the training, which is actively measured and monitored, with final completion rates to be disclosed in 2025.

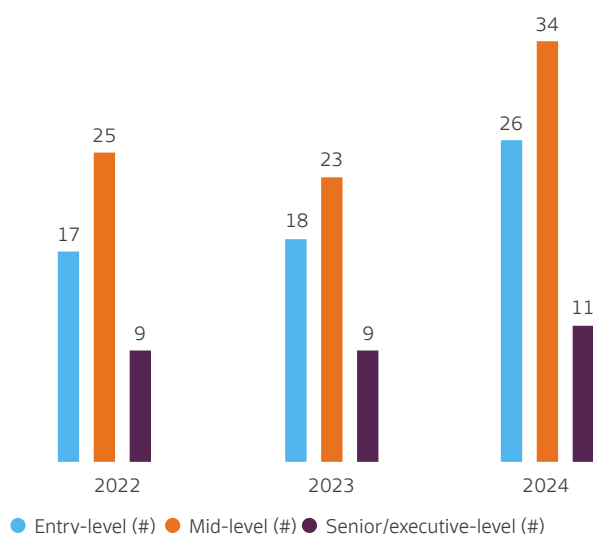
SICO reinforces its commitment to diversity and inclusion by sourcing Ramadan gifts from the Jordan River Foundation (JRF), a nonprofit empowering woman through economic opportunities. JRF has supported over 55,880 women, many from underprivileged or refugee backgrounds, providing them with sustainable income through artisanal craftsmanship. By supporting this initiative for the past three years, SICO promotes women's empowerment, economic resilience, and cultural preservation.

41%

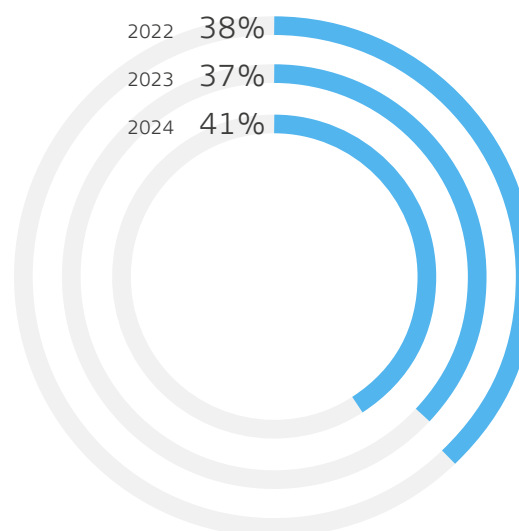
of total workforce positions
held by women

Diversity and Inclusion	2022	2023	2024
Total number of male employees (#)	83	86	102
Male employees by seniority level			
Entry-level (#)	16	21	19
Mid-level (#)	37	38	50
Senior/ executive-level (#)	30	27	33
Total number of female employees (#)	51	50	71
Female employees by seniority level			
Entry-level (#)	17	18	26
Mid-level (#)	25	23	34
Senior/ executive-level (#)	9	9	11
Percentage of females amongst the workforce (%)	38%	37%	41%
Percentage of females in senior/ executive-level positions (%)	18%	18%	15%

Female employees by seniority level



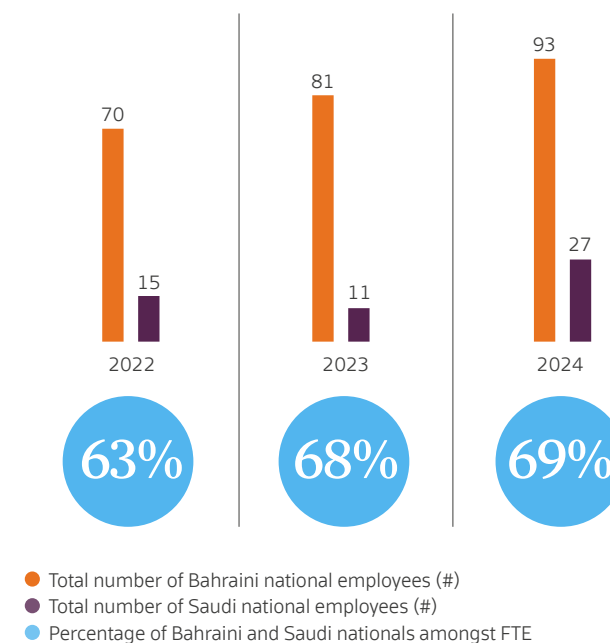
Percentage of females amongst the workforce (%)



Nationalization

SICO prioritizes hiring nationals across its offices in Bahrain and Saudi Arabia, with Bahrainis, and Saudis collectively making up 69% of the total workforce. These efforts align with national priorities and contribute to economic growth within the regions where we operate. By fostering a culture that values diverse perspectives and inclusive practices, SICO is building a stronger, more equitable organization where every employee is empowered to contribute to our collective success.

Nationalization



Note: While SICO also operates in the UAE, its current workforce does not include Emirati nationals. We remain committed to fostering local talent across all regions where we operate.

Health and Wellbeing

At SICO, health and wellbeing are central to fostering a safe and supportive workplace that promotes both physical safety and mental well-being. Our approach ensures employees have the resources and environment needed to thrive.

Recognizing the importance of mental health, SICO offers dedicated support programs, counselling services, wellness initiatives, and access to support resources to foster holistic employee well-being.

We regularly review and update policies to ensure compliance with evolving regulations, industry best practices, and operational needs. Moreover, health and safety training sessions are conducted to promote risk awareness and create a culture of accountability. Through these measures, SICO aims to create a workplace where employees feel secure, valued, and empowered to contribute to the organization's long-term success.

Over the past three years, SICO has achieved an exemplary safety record with zero injuries, fatalities, or lost workdays due to work-related incidents, reflecting our unwavering commitment to employee well-being and workplace safety. In 2024, 17% of our workforce participated in targeted health and safety training sessions, with 15 employees trained in first aid and 14 in fire safety. These sessions represent initial steps to strengthen awareness and preparedness across the organization.

A teal-colored rectangular box containing the text '17%' in large white font, with the percentage sign slightly offset to the right. Below the percentage, the text 'of our workforce participated in targeted health and safety training sessions' is written in a smaller white font.

17%

of our workforce participated in targeted
health and safety training sessions

Community Relations

At SICO, we are committed to driving sustainable value through impactful community initiatives, employee engagement, and responsible partnerships. In 2024, we invested 1.8% of our Bank revenues into community initiatives, supporting education, financial inclusion, and cultural enrichment in alignment with Bahrain Vision 2030 and our ESG priorities.

We strengthened our role in education by establishing the Cybersecurity Research Lab at Bahrain Polytechnic, equipping students with innovative tools to address digital security challenges. The lab is expected to support over 30 research projects annually, contributing to Bahrain's growing cybersecurity ecosystem. Additionally, we renewed our 19-year commitment to the Crown Prince's International Scholarship Program (CPISP), helping over 195 scholars pursue degrees at top global universities.

Our investment in youth empowerment continued through the SICO Trading Game at Bahrain Polytechnic, the TradeQuest program, and the 11th Annual Ibn Khuldoon Model United Nations Conference, engaging hundreds of students in financial literacy, leadership, and global affairs.

Beyond education, we actively support cultural and social initiatives. In 2024, we continued our partnership with the Shaikh Ebrahim Center, which has hosted over 500 global thinkers, poets, and philosophers and restored historic Bahraini sites. We also reinforced our commitment to inclusion through signing the UN Women's Empowerment Principles (WEP), partnering with CFA for the "Women in Investment" program, and supporting initiatives for autistic children, equestrian athletes, and football programs.

To address societal needs, our employees dedicated over 1,180 hours to volunteering initiatives. We also organized a Ramadan food drive to provide meals to underprivileged families across Bahrain.

SICO's impact extends beyond philanthropy. In 2024, we continued efforts to enhance financial inclusion, expanding access to investment solutions for underserved segments and supporting SMEs with innovative financing options. Through internships, training programs, and educational partnerships, we invested in future leaders of Bahrain's financial sector, reinforcing national economic diversification goals.

Our long-term commitment to community investment and economic impact reflects our dedication to building a more inclusive, sustainable, and resilient society. Read more about our economic impact, [here](#).

1.8%

of our company revenues invested
into community initiatives

Chapter 5

Appendices

Appendix A.

Alignment with CBB ESG Reporting Guidelines

KPI	References	Main Reporting Components	Location/ coverage in this report
Environmental			
E.1: Environmental Oversight The company should describe its management and board oversight on climate-related risks and opportunities.	GRI: 103-2 TCFD: Strategy - Recommended Disclosure (a) and (b) CDSB Framework: REQ-01, REQ-02	<ol style="list-style-type: none"> 1. A statement on how the company addresses its environmental impact (e.g., explain whether senior management and/or the board address sustainability issues in meetings or have dedicated committees to do so.) 2. A statement of purpose and approach of the board/management towards sustainability matters. 3. A description of the following (where applicable): <ol style="list-style-type: none"> 3.1. Policies 3.2. Commitments 3.3. Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) 3.4. Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.) 3.5. Specific actions, such as processes, projects, programs, initiatives, and frequency at which the board is informed about climate/sustainability targets and processes. 	Operational Environmental Footprint

E.2: Energy Consumption The company should provide information on both direct and indirect energy usage. Direct energy usage refers to energy that is generated and used on property owned or operated by the company. Indirect energy usage refers to energy that is generated elsewhere, such as through utilities, but is used by the company.	GRI: 302-3: Energy 2016	<ol style="list-style-type: none"> 1. Report total energy consumed and breakdown by type. <ol style="list-style-type: none"> 1.1. Indirect energy consumed in the form of electricity, heating, cooling (i.e., total energy purchases) 1.2. Direct energy consumed, classified by renewable and non-renewable sources. 2. State the standards, techniques, assumptions, and/or calculation tools utilized. 	Operational Environmental Footprint
E.3: Energy Intensity The company should report total annual energy usage per output scaling factor (such as sales or revenue).	GRI: 302-3: Energy 2016	<ol style="list-style-type: none"> 1. Report total energy consumed during the year divided by the selected scaling factor (e.g., sales, revenue etc.). 2. State the standards, techniques, assumptions, and/or calculation tools utilized. 	Operational Environmental Footprint
E.4: Energy Mix The company should provide a breakdown of its energy consumption by source.	GRI: 302-3: Energy 2016	<ol style="list-style-type: none"> 1. Report on the percentage of energy used by sources as part of total energy consumption. 2. Report the percentage of renewable and non-renewable energy used, as part of total energy consumption. 	Operational Environmental Footprint

E.5: Green House Gas (GHG) Emissions The company should report its total Green House Gas Emissions	GRI 305: Emissions 2016 GHG Protocol: Calculation Tools and Guidance	<ol style="list-style-type: none"> Report total absolute emissions by scope; <ol style="list-style-type: none"> Total amount, in CO2 equivalents, for Scope 1 Total amount, in CO2 equivalents, for Scope 2 Total amount, in CO2 equivalents, for Scope 3 (if applicable). State the standards, techniques, assumptions, and/or calculation tools utilized. 	Climate Action
E.6: Emission Intensity The company should report annual GHG emissions scaled by a relevant scaling factor (such as size (e.g., m2 floor space), employment (e.g., headcount) and monetary units (e.g., revenue or sales)).	GRI 305: Emissions 2016 GHG Protocol: Calculation Tools and Guidance	<ol style="list-style-type: none"> Report total annual GHG emission during the year divided by the selected scaling factor. State the standards, techniques, assumptions, and/or calculation tools utilized. 	Climate Action
E.7: Climate Risk Mitigation The company should describe its climate risk identification process, assessment, management processes, and report annual investment in infrastructure, resilience, and product development.	TCFD: Risk Management – Recommended Disclosure (a) and (b) CDSB Framework: REQ-03	<ol style="list-style-type: none"> Describe how your company identifies, assesses, and manages climate-related risks (including physical risks and transition risks). Report on the amount invested annually in climate-related issues (in BHD or USD) (e.g., research and product innovation). 	Climate Action
E.8: Water Usage The company should report total annual amount of water withdrawn, consumed, and recycled.	GRI 303: Water and Effluents 2018 CDP Water Security Reporting Guidance 2018	<ol style="list-style-type: none"> Report on the total annual amount of water consumed by the organization. Report on the total annual amount of water withdrawn by the organization. Report the total annual amount of water recycled/reclaimed by the organization. 	Operational Environmental Footprint

E.9: Waste Generation The company should report total weight of waste generated and a description of its waste disposal method.	GRI 306: Waste 2020	<ol style="list-style-type: none"> Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste (hazardous and non-hazardous). Description of the company's waste disposal method(s). State the standards, techniques, assumptions, and/or calculation tools utilized. 	Operational Environmental Footprint
E.10: Emission Targets The company should provide a description of emission targets set, and steps taken to achieve them, including energy conservation measures.	GRI 103: Management Approach 2016 GRI 305: Emissions 2016	<ol style="list-style-type: none"> A statement on how the company addresses its total emission. A statement of the board/management approach towards its total emissions, including whether it is subject to any country, regional, or industry-level emissions regulations and policies A description of the following (where applicable): <ol style="list-style-type: none"> Policies Commitments Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer; Board committees etc.) Specific actions, such as processes, projects, programs, initiatives, and frequency at which the board is informed about emission targets and process. 	Climate Action

Social						
S.1: Total Workforce by sex, age-group, and employment type The company should report the composition of its total workforce by sex, employment type and age group.	GRI 102: General Disclosures 2016	1.	Report on the total number of employees currently employed within the organization and the composition of the total workforce as per the below:	Human Capital Development		
	GRI 405: Diversity and Equal Opportunity 2016	1.1.	By sex, as percentage of the total workforce			
		1.2.	By age group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old), as a percentage of the total workforce.			
		1.3.	By employment type (e.g., full-time, part-time, intern etc.), as a percentage of the total workforce.			
S.2: Child and Forced Labor The company should provide a statement of policies it applies to prohibit child/and or forced labor within the company, and if it considers policies that prohibit that same for their suppliers and/or vendors.	GRI 102: General Disclosures 2016	1.	A statement on how the organization addresses prohibition of child and or/forced labor.	Human Capital Development		
	GRI 405: Diversity and Equal Opportunity 2016	2.	A statement of the board/management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies.			
		3.	A description of the following (where applicable):			
		3.1.	Policies			
		3.2.	Commitments			
		3.3.	Goals and targets			
		3.4.	Responsibilities			
		3.5.	Specific actions, such as processes, projects, programs, initiatives, and frequency at which the board is informed about any issues concerning child and or/forced labor relating to the company.			
		S.3: Employee Turnover				
		GRI 401: Employment 2016	1.		Report total annual employee turnover rate (whether voluntary or involuntary) during the reporting period, as per the below categories:	Human Capital Development
1.1.			By sex			
1.2.			By age group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old)			
1.3.			By employment type (e.g., full-time, part-time etc.)			
S.4: Gender Pay Ratio						
GRI 405: Diversity and Equal Opportunity 2016	1.		Report the median total compensation for women compared to the median total compensation for men (as a ratio).	Not available.		
S.5: Health and Safety						
GRI 403: Occupational Health and Safety 2018	1.		Report on the total number of injuries and fatalities occurred in each of the past three years including the reporting year.	Health and Wellbeing		
	2.		Report lost days due to work injury in each of the past three years including the reporting year.			
	3.		A description of occupational health and safety measures adopted, and how they are implemented and monitored.			
S.6: Non-Discrimination						
GRI 406: Non-Discrimination 2016	1.		A statement on how the organization addresses harassment and discrimination matters.	Ethics, Human Rights, and Anti-Corruption		
	GRI 103: Management Approach 2016	2.			A statement of the board/management approach, including whether it is subject to any country, regional, or industry-level regulations and policies	
S.7: Nationalization						
GRI 406: Non-Discrimination 2016	1.		A statement of the board/management approach to increase nationalization, including whether it is subject to any country regulations and policies.	Nationalization		
	GRI 103: Management Approach 2016	2.			Report on the number and percentage of national employees, as part of the total workforce.	

S.8: Community Investment The company should provide detailed information on the scope and impact of its community investment activities, as well as amount invested in community as a percentage of company revenue.	GRI 103: Management Approach 2016	<ol style="list-style-type: none"> Report on the amount invested in the community as a percentage of company revenues. Provide a description of the scope and impact of its community investment initiatives. 	Community Relations
S.9: Human rights The company should provide a description of its policy on human rights.	GRI 412: Human Rights Assessment 2016 GRI 103: Management Approach 2016	<ol style="list-style-type: none"> A statement on how the organization addresses human rights. A statement of the board/ management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies. A description of the following (where applicable): <ol style="list-style-type: none"> Policies (and if it also covers suppliers and vendors). Commitments Goals and targets Responsibilities 	Ethics, Human Rights, and Anti-Corruption
S.10: Management Composition/Diversity The company should report the percentage of male to female metrics broken down by various organizational levels.	GRI 405: Diversity and Equal Opportunity 2016	<ol style="list-style-type: none"> Report percentage of male to female metrics, as per the below categories: <ol style="list-style-type: none"> Entry-level Mid-level Senior/Executive level positions 	Diversity and Inclusion
S.11: Development and Training The company should report on average hours of training that its employees have undertaken during the reporting period.	GRI 404: Training and Education 2016	<ol style="list-style-type: none"> Report on average hours of training, as per the below categories: <ol style="list-style-type: none"> By Sex By Employee category (Full-time, part-time, internship etc.) 	Employee Training

Governance			
G.1: Board Composition The company should report the composition of the Board categorized by directors, such as the chairman, executive directors, non-executive directors, and independent non-executive directors.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Report Board size Report female Board directors by number and percentage of the Board size. Report on the composition of the Board and its committees by: <ol style="list-style-type: none"> Executive or non-executive. Independence. Tenure. Representation (appointed or elected) Details of non-compliance with regulations, as well as a description of the corrective actions taken. 	Corporate Governance
G.2: Collective Bargaining The company should report on the total enterprise headcount covered by collective bargaining agreements (Unions) and the process in which employees' contracts with their employers to determine their terms of employment.	GRI 407: Freedom of Association and Collective Bargaining 2016	<ol style="list-style-type: none"> Report total enterprise headcount covered by collective bargaining agreements (Unions) (if applicable). Provide a description of the process by which employees negotiate their contracts with the organization to determine their terms of employment (e.g., compensation, benefits, hours, leave, occupational health and safety standards, initiatives to balance work and family etc.) 	Collective Bargaining and Employment Terms
G.3: Whistleblowing The company should provide a description of the mechanisms used to discuss and report on behavior.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Provide a description of internal and external mechanisms for seeking advice and reporting concerns on organizational integrity. Provide a description of awareness initiatives conducted by the organization. 	Whistleblowing
G.4: Data privacy The company should Report if it follows a Data Privacy policy and if the company has taken steps to comply with Personal Data Protection Law (PDPL) rules.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Provide a description of the company's Data Privacy policy. Provide a statement of the steps taken to comply with Personal Data Protection Law (PDPL) rules. 	Privacy and Data Security

G.5: Disclosure Practices The company should provide a description of its sustainability disclosure practices.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Report if the company provides its sustainability data to sustainability supporting organizations such as the Global Reporting Initiative (GRI) Secretariat, United Nations (UN), CDP etc. Report if the company focuses on specific UN Sustainable Development Goals (SDGs), including setting targets and reporting progress. State whether the company publishes a sustainability report and/or how it integrates sustainability data in its disclosures. 	About this Report
G.6: Conflict of interest The company shall describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Report on whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: <ol style="list-style-type: none"> Cross-board membership Cross-shareholding with suppliers and other stakeholders; Existence of controlling shareholders; Related parties, their relationships, nature, transactions, and outstanding balances. 	Conflict of Interest and Transparency
G.7: Supplier Code of Conduct The company should report if it has established a Supplier Code of Conduct.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Provide a description of or the company's Supplier Code of Conduct. 	N/A
	GRI 103: Management Approach 2016	<ol style="list-style-type: none"> Report on the percentage of suppliers that comply with the company's code of conduct and the compliance assessment mechanism. 	
G.8: Incentivized Pay The company should describe the processes for incentivizing executives to perform sustainably.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Report if executives are formally incentivized to perform on sustainability. Report on the percentage of executive compensation tied to ESG performance metrics. Provide a description of other links between executive performance and sustainability performance (if any). 	Executive Remuneration and ESG Incentives

G.9: Ethics & Anti-corruption The company should describe its policy on ethical conduct and anti-corruption.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Report if your company follows an Ethics and/or Anti- Corruption policy. <ol style="list-style-type: none"> If yes, report the percentage of the workforce that has formally certified its compliance with the policy (provide description of certification and process). Provide a statement of the company's commitment towards its ethics and/or anti-Corruption policy/position. 	Ethics, Human Rights, and Anti-Corruption
	GRI 103: Management Approach 2016		
G.10: Assurance The company shall describe the processes by which its sustainability disclosures are assured or validated.	GRI 102: General Disclosures 2016	<ol style="list-style-type: none"> Provide a description of the process by which sustainability disclosures are assured or validated. <ol style="list-style-type: none"> Report if the company's sustainability disclosures are assured or validated by an independent third party 	Not assured.
	GRI 103: Management Approach 2016		

Appendix B.

GHG Emissions Boundaries and Methodology

SICO's GHG emissions are calculated using the GHG Protocol under the Operational Control Approach, covering SICO entities in Bahrain, the UAE, and Saudi Arabia, where relevant to each scope. The methodology follows specific guidelines for each scope, applying BEIS Conversion Factors 2024, UNFCCC methodologies for Scope 2 and district cooling, and US EPA supply chain emission factors for consistency. The coverage of each scope varies based on the availability of activity data and operational control over emissions.

Scope 1 – Direct Emissions from Mobile Combustion

- This category covers only SICO B.S.C. (Bahrain) and SICO Capital (Saudi Arabia), as these entities own company vehicles. SICO Invest (UAE) does not own vehicles and is not included.
- The emissions are based on direct fuel (petrol) consumption data from owned vehicles. Since current-year data is unavailable, 2023 fuel consumption records are used as a proxy for 2024.
- Emission factors from BEIS, Conversion Factors 2024 are applied.

Scope 2 – Indirect Emissions from Purchased Energy

Electricity Consumption:

- This category covers SICO B.S.C. (Bahrain), SICO Invest (UAE), and SICO Capital (Saudi Arabia).
- SICO B.S.C, SICO Capital, and SICO Invest use actual electricity meter readings.
- Emission factors from UNFCCC methodology are applied.

District Cooling:

- This category applies only to SICO B.S.C. (Bahrain) and SICO Invest (UAE), as these entities use district cooling systems. SICO Capital (Saudi Arabia) does not use district cooling and is excluded.
- Refrigerant Tonne (RT) data is collected from cooling systems. For SICO Invest, cooling data is reported in Refrigerant Tonne hours (RTh), which is multiplied by 8 to reflect standard daily working hours and estimate RT consumption.
- Emission factors from UNFCCC methodology are applied.

Scope 3 – Indirect Emissions from Value Chain Activities

Category 1: Purchased Goods and Services

- This category applies only to SICO B.S.C. (Bahrain), where procurement data is available.
- The emissions are based on spend-based data from the top three suppliers, using invoice records.
- Emission factors from US EPA's Supply Chain GHG Emission Factors are applied.

Category 5: Waste Generated in Operations

- This category applies only to SICO B.S.C. (Bahrain), as waste data is not available for SICO Capital or SICO Invest.
- The emissions account for paper and e-waste disposal, assuming each paper copy weighs five grams. Paper is disposed of in landfills, while e-waste is shredded and sent for recycling.
- Emission factors from BEIS, Conversion Factors 2024 are applied.

Category 6: Business Travel

- This category applies to all three entities: SICO B.S.C. (Bahrain), SICO Capital (Saudi Arabia), and SICO Invest (UAE).
- The emissions are based on air travel records for individual employees, including origin, destination, and class of travel.
- Emission factors from BEIS, Conversion Factors 2024 are applied.

Category 7: Employee Commuting

- This category covers all three entities: SICO B.S.C. (Bahrain), SICO Capital (Saudi Arabia), and SICO Invest (UAE).
- The data is based on an employee commute survey from a sample of 101 full-time equivalent (FTE) employees across SICO offices, with results extrapolated to represent the total workforce in 2024.
- A distance-based method is used, with emission factors from BEIS, Conversion Factors 2024.

**Sustainability
Report
2024**

