



Date: 29 June 2026

To : Boursa Kuwait Company

Dear Sir,

Subject: Sustainability Report

Reference to the regulations of Chapter (1) of Module (12) of the Executive Bylaws of Capital Markets Authority's Law concerning the regulatory rules pertinent to the Sustainability Report of the Listed Companies.

We would like to advise that KIB has issued its annual report on Sustainability, which demonstrates the impact of the bank's activities and governance practices on environment, society and economy, as well as the risks associated therewith.

Please find attached the Sustainability Report for the year 2025.

Best regards,

التاريخ: 29 يونيو 2026

السادة/شركة بورصة الكويت المحترمين

تحية طيبة وبعد ،،

الموضوع / تقرير الاستدامة

بالإشارة إلى تعليمات الفصل الأول من الكتاب الثاني عشر لللائحة التنفيذية لقانون هيئة أسواق المال بشأن القواعد التنظيمية الخاصة بتقرير الاستدامة للشركات المدرجة.

نود الإفادة ان مصرفنا قد أصدر تقريره السنوي حول الاستدامة، الذي يوضح تأثير أنشطة البنك وممارسات الحوكمة الخاصة به على البيئة والمجتمع والاقتصاد والمخاطر المتعلقة بهذه الأنشطة.

مرفق لكم طيه تقرير الاستدامة عن عام 2025.

وتفضلوا بقبول فائق الاحترام والتقدير،،

محمد سعيد السقا
نائب الرئيس التنفيذي

Mohamed Said EL Saka
Deputy Chief Executive Officer





Sustainable Bank For Life

**Kuwait International Bank (KIB)
Sustainability Report 2025**

Sustainable Bank For Life



His Highness Sheikh
Mishal Al-Ahmad Al-Jaber Al-Sabah
Amir of the State of Kuwait
May Allah Grant Him Protection



His Highness Sheikh
Sabah Al-Khaled Al-Hamad Al-Sabah
Crown Prince of the State of Kuwait
May Allah Grant Him Protection

Awards 2025 Selected

Together We Succeeded For Life



Excellence in Innovative Corporate
Banking Service - MENA 2025
by
"Capital Finance International"



Excellence in Branch Design and
Customer Journey - MENA 2025
by
"Capital Finance International"



Best Bank in Financial Literacy
Program - MENA 2025
by
"Capital Finance International"

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Report Overview

We are pleased to publish Kuwait International Bank's (KIB) fifth annual Sustainability Report, which covers the calendar year 2025 (January 1, 2025, to December 31, 2025).

Prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, this report presents our sustainability performance and strategic ESG priorities. In doing so, we continue to apply GRI's core reporting principles to keep our disclosures accurate, balanced, clear, comparable, complete, timely, and verifiable.

This report is aligned with United Nations Sustainable Development Goals (SDGs) and Kuwait's National Vision. This reflects our commitment to global sustainability efforts.

Reporting Boundary

The report has been prepared for the banking services of KIB (referred to as "KIB," "the Bank," "we" or "us" throughout this report). The report covers our subsidiaries, operating facilities, branches, and offices across Kuwait. The sustainability performance disclosed throughout the report refers to KIB, unless otherwise mentioned.

Contact Information

Please contact us via email for any queries related to the content of this report or about KIB's sustainability performance and/or practices: ESG@kib.com.kw

Message from the Chairman



Dear Valued Shareholders,

Peace, mercy, and blessings of Allah be upon you,

On behalf of the Board of Directors, I am pleased to present Kuwait International Bank's Sustainability Report for the year ended December 31, 2025.

Sustainability at KIB is closely tied to the way we govern, oversee risk, and uphold our responsibilities as a financial institution operating in a changing regulatory and economic environment. It is not separate from performance. It is part of how the Bank protects its resilience, preserves trust, and supports long-term value creation for shareholders, customers, employees, and the wider community.

During 2025, we continued to strengthen the foundations that support responsible growth. Governance, oversight, compliance, and internal control remained central priorities, alongside continued attention to customer protection, ethical conduct, and institutional accountability. These areas are critical to maintaining confidence in the Bank and ensuring that decision-making remains disciplined and aligned with our obligations as a regulated Islamic bank.

The year also marked tangible progress in the Bank's sustainability agenda. KIB advanced the development of its Sustainable Finance Framework and completed the issuance of a USD 300 million Sustainable Sukuk, reflecting a more structured effort to connect financial activity with broader environmental and social considerations. The Sustainable Sukuk represents an important step in translating our sustainability direction into financing activity, with proceeds allocated toward eligible green and social categories under KIB's Sustainable Finance Framework. It also reflects the Bank's growing capacity to channel capital toward projects that carry environmental and social value, while supporting national priorities linked to responsible economic development. This direction is consistent with the Bank's long-term view that responsible finance must be embedded in the institution's strategic evolution rather than treated as a parallel activity.

Beyond finance, we continued to support our people and the communities we serve through training, engagement, inclusion, and social contribution. We also progressed in strengthening our environmental management practices through improved monitoring

of energy use, emissions, and resource consumption. At the same time, we recognize that some areas of ESG practice, particularly data maturity and environmental performance management, still require further development, stronger systems, and greater depth over time.

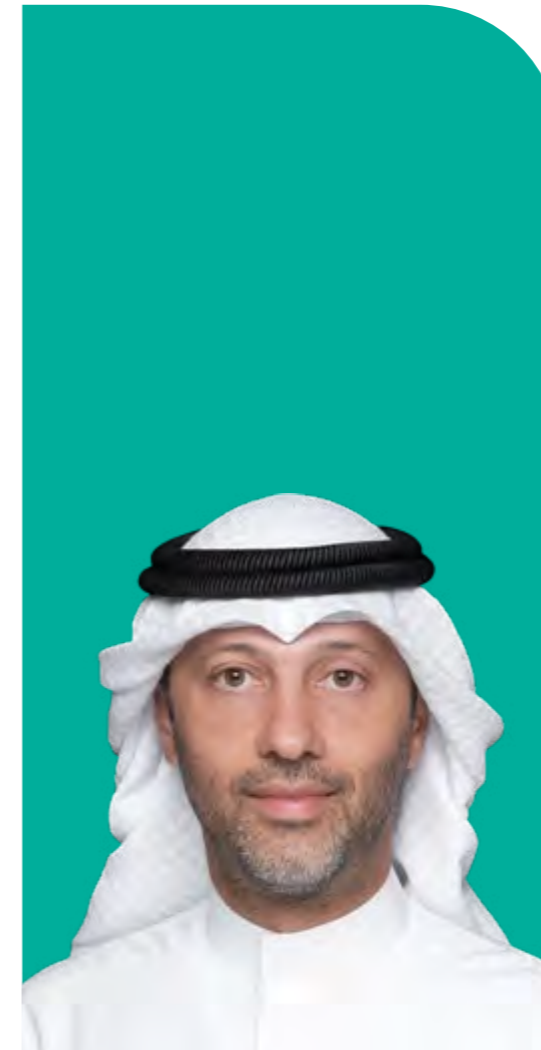
The Board views this progress as part of a broader institutional responsibility. Our role is to ensure that the Bank advances with prudence, clarity of purpose, and a governance culture that can support sustainable growth over the long term. As expectations continue to evolve, KIB will remain focused on strengthening its ESG Strategy in a way that is credible, practical, and aligned with both national priorities and international expectations. Looking ahead, we will focus on turning maturity into discipline: stronger ESG data governance, more reliable reporting processes, deeper climate-related risk management, and broader sustainable finance activity where the Bank can support real economic transition. We will also continue to sharpen our environmental performance monitoring and operational efficiency, so that ESG considerations become increasingly reflected in the decisions we make, the risks we manage, and the value we create.

I extend my sincere appreciation to our shareholders, customers, employees, regulators, and partners for their continued confidence in KIB.

May Allah grant us continued success.

Mohammed Jarrah Al-Sabah
Chairman of the Board of Directors

Message from the VC & CEO



Dear Valued Shareholders,

Greetings to you all, 2025 was a year of continued success for KIB as we worked to strengthen ESG integration across the Bank's operations, financial activities, customer channels, and internal systems.

During the year, we focused on translating directions into implementation. This included reinforcing governance and risk management practices, advancing sustainable finance, improving digital service delivery, supporting employee development, and strengthening the Bank's ability to monitor its environmental performance more consistently. Our objective has been to move ESG from a general commitment into a more structured part of how the Bank operates day to day. This progress was visible across several priority areas, from sustainable finance and employee development to digital accessibility, community engagement, and environmental monitoring. It was also reflected in the Bank's continued investment in people, with employee training reaching 18.8 hours per employee during 2025.

One of the year's important milestones was the development of KIB's Sustainable Finance Framework and the issuance of a USD 300 million Sustainable Sukuk. These steps helped establish a stronger basis for integrating sustainability considerations into our funding activities and demonstrated the Bank's ability to convert strategy into practical financial execution. At the same time, we continued expanding access to services through digital channels and targeted solutions aimed at supporting broader financial inclusion. Oversight from the Board and Executive Management remained central to this progress, helping ensure that sustainability priorities were reflected in governance processes, strategic direction, risk management practices, and long-term institutional performance. This disciplined oversight supports the continued integration of sustainability within the Bank's operating model.

Operationally, we continued to improve the systems that support resilience and service quality. Internal controls, compliance practices, and data governance capabilities were further developed to support more consistent oversight and decision-making across the Bank. We also maintained a strong focus on customer experience through complaint handling improvements, digital banking enhancements, and broader service accessibility across our physical and electronic channels.

Our progress also depended on our people. During 2025, we continued to invest in employee development, engagement, and wellbeing through training programs, structured feedback mechanisms, and internal initiatives designed to strengthen capability and collaboration. In parallel, our community efforts remained active across youth engagement, social support, education-linked initiatives, and broader public participation, reflecting the Bank's continued commitment to meaningful social engagement.

From an environmental perspective, we made progress in improving the monitoring of energy consumption, emissions, and resource use, while advancing related initiatives such as efficiency measures, waste reduction, and paper reduction. We recognize that this area still requires deeper systems, stronger data consistency, and continued management attention, and that will remain part of our focus going forward.

Looking ahead, our priority is to continue strengthening implementation across governance, operations, and sustainable finance in a way that is measurable, disciplined, and relevant to the Bank's operating reality. We will continue building on the progress made, while giving equal attention to the areas that still require maturity and refinement.

I would like to thank our customers, shareholders, employees, and partners for their continued trust and support.

Yours sincerely,

Raed Jawad Bukhamseen
Vice Chairman & Chief Executive Officer



1

Introduction to KIB

1.1 Overview

Bank for Life:

KIB offers customers a range of convenient and accessible banking channels designed to support their day-to-day financial needs. Through our digital and service platforms, we enable customers to access banking services securely and efficiently across multiple touchpoints, including



KIB Online



KIB Mobile App



ATM Services



Interactive Teller Machines (ITMs)



SMS Service



Contact Center Support



Digital Payment Solutions



WAGE by KIB



KIB Pay



Payment Gateway



POS Terminals



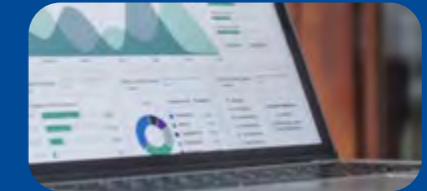
Tap & Pay



KIB Rewards Program



KIB Concierge



Push-to-Wallet

This range of services reflects our focus on delivering flexible, user-friendly, and technology-enabled banking experiences.

Mission

To enhance performance in core banking activities and explore new growth opportunities, positioning KIB as a unique and valuable profitability leader in the market.

Vision

To become the Islamic Bank of choice in Kuwait.

Values

Teamwork, Efficiency and Customer Centricity.

1.1.1 KIB's Physical and Digital Service Presence

KIB strives to serve its customers through multiple accessible channels, ensuring support is available both 24/7 and during official working hours. Through our network of branches, ATMs, ITMs, and other service touchpoints, we continue to strengthen our physical and digital presence to provide customers with convenient access to banking services based on their different needs and preferred modes of interaction. KIB operates in a single country, Kuwait, which is considered the Bank's significant location of operation.


19
Operating Branches


14
Available ITMs


135
Available ATMs


18
Cash Deposit Machines

1.1.2 Major Investors and Shareholders

KIB's corporate profile is also shaped by its ownership structure, with the following shareholders holding significant influence, as disclosed on the Bursa Kuwait website.



KIB's Subsidiaries:

Name of company	Country of incorporation	Principal Activities	2025	2024
			% Effective ownership	
Al Dawli Takaful Insurance Company KSCC ("KIB Takaful")	Kuwait	Shari'aa compliant insurance services	73.6	73.6
Al Dawli Invest Investment Company KSCC ("KIB Invest")	Kuwait	Islamic investment	99.9	99.9
KIB Mubader Business Incubator Center, Specialising in Commercial, Administrative and Marketing Fields Company WLL	Kuwait	Business Support	99	99
Innovatech Center for Computer Integrated Services Company S.P.C	Kuwait	Digital solutions	100	100
KIB Tier 1 Sukuk 2 Limited	Cayman Islands	Sukuk Issuance	100	100
KIB Sukuk Limited	Cayman Islands	Sukuk Issuance	100	100

Financial Performance

2025
KD '000's



Total Revenue
101,526



Total Expense
59,559



Total Audit Fees
267



Employee Wages & Benefits
32,242



Net Profit
30,455



Zakat
431



Non-Audit Fees Paid to Audit Companies
58



National Labor Support Tax (NLST)
1,089



Payments to Providers of Capital
7,924



Payments to Government
1,810



Growth in KIB's Depositors Accounts (%)
17%



Growth in KIB's Financing Portfolio (%)
17%



Kuwait Foundation for the Advancement of Sciences (KFAS)
290

1.2

ESG Performance Highlights



Total ESG Investments
KD 56 million
(USD 184 million)



Sustainable Sukuk Tier 2 Issuance
USD 300 million
(KD 92 million)



Active Community Investment & Social Impact
KD 237 Thousand



Average of Employee Training Hours
18.8



Decrease in Customer complaints
52%



Suppliers Screened using Environmental Criteria
15%



Reduction in Electricity Consumption
24%



Reduction in Total GHG Emissions
45%



Total GHG Emissions Intensity
7.62 tCO2e/Employee



1.3 Stakeholder Engagement and Materiality

1.3.1 Stakeholder Engagement

Stakeholder engagement remains integral to KIB's approach to sustainability reporting and ESG integration. Stakeholder input supports the identification and validation of material topics, ensuring that the Bank's priorities reflect both its operational impacts and stakeholder expectations in line with GRI principles.

KIB periodically engages with a range of key stakeholders, including customers, employees, regulators, partners, and the wider community. These groups are identified based on their relevance to our operations and their level of interaction with our activities. Engagement varies based on the stakeholders, and is conducted through appropriate communication channels, consultations, and targeted initiatives aligned with the Bank's operational and ESG priorities.

The purpose of this engagement is to understand stakeholder expectations, gather relevant feedback, and support informed decision-making across KIB.

The Bank continues to emphasize a structured and meaningful approach to stakeholder engagement through two-way communication and ongoing follow-up. Engagement activities are designed to capture stakeholder input and reflect relevant feedback in internal processes and decision-making where applicable. Feedback is reviewed internally and used to support continuous improvement in services, communication practices, and operational processes.

These engagement practices continue to inform the Bank's understanding of its material sustainability topics and support alignment between its ESG priorities, stakeholder expectations, and operating environment. The following sections present how these priorities are reflected across our ESG performance and disclosures.

1.3.2 Materiality

During the reporting year, we reviewed our existing material topics to assess whether any changes in our operations, business activities, or external environment would warrant an update. Based on this review, no material changes were made to the material topics.

The material topics were initially identified through a double materiality assessment conducted in 2024, which considered both KIB's impacts on the economy, environment, and society, and the sustainability-related risks and opportunities that may affect the Bank's business and performance. This process helped prioritize the topics most relevant to KIB and our stakeholders.

This year's review reaffirmed the continued relevance of these topics considering the Bank's operating context, regulatory landscape, and stakeholder expectations. For further details on the materiality assessment methodology and matrix, visit our [2024 Sustainability Report](#).



Material Topics Alignment

#	Materiality Topics	Inside-Out Impact	Outside-In Impact	UN SDGs Alignment
1	Ethical Business Governance and Integrity	High	High	Goal 16
2	Responsible Governance and Regulatory Compliance	High	High	Goal 8
3	Sustainable Supply Chain Management	High	High	SDG 12
4	Sustainable Finance	Moderate	High	SDG 7 SDG 9 SDG 12
5	Financial Accessibility and Inclusion	High	High	SDG 1 SDG 8
6	Data Privacy and Cybersecurity	High	High	SDG 16
7	Customer Satisfaction	High	High	SDG 12
8	Community Empowerment	High	High	SDG 11
9	Inclusion and Wellbeing	High	High	SDG 5
10	Engagement and Workforce Development	High	High	SDG 8
11	Nationalization	High	High	SDG 8
12	Occupational Wellbeing and Safety	High	High	SDG 8
13	GHG Emissions	Moderate	Moderate	SDG 13
14	Environmental Efforts	Moderate	Moderate	SDG 7 SDG 13
15	Energy and Resource Management	High	Moderate	SDG 7 SDG 13



The material topics identified by KIB reflect a balance across governance, and customer-related, workforce, social, and environmental priorities. Together, they shape the structure of this report and inform the disclosures presented in the sections that follow. Also, several material topics identified through our materiality assessment are presented in this report under broader reporting chapters to improve readability and reflect how related ESG issues are managed in practice across the Bank.

2

Community and People Development

This chapter outlines the Bank's 2025 efforts to strengthen customer service quality, workforce development, inclusive employment practices, and contribute to wider community engagement, in alignment with KIB's broader strategic and social priorities.

2.1 Diversity and Inclusion

KIB continues to promote a diverse and inclusive workplace that reflects the communities it serves and supports Kuwait's national workforce development priorities under New Kuwait Vision 2035. Workforce practices emphasize equal opportunity, fair remuneration, and inclusive employment policies that comply with Kuwait Labor Law and regulatory expectations governing employment practices in the financial sector. These efforts support KIB's broader ESG Strategy and contribute to building a stable and capable workforce aligned with our long-term growth objectives.

2.1.1 Workforce Demographic Composition

KIB maintains a diverse workforce composed of employees from different nationalities and professional backgrounds, while continuing to support local employment and national workforce participation. In 2025, we saw a 12% increase in our total workforce. All employees are full-time and permanent under the Bank's employment structure.

Total Workforce	2025		2024	
	Male	Female	Male	Female
Number of Employees Per Gender	596	237	514	218
Percentage	71.54%	28.45%	70.22%	29.78%
Total	833*		732	

*Note: The total number of employees encompasses 33 support staff and excludes outsourced employees and employees in KIB's subsidiaries.

2.1.2 Workforce Diversity Across Management Levels

KIB monitors diversity across different organizational levels to ensure balanced workforce representation and fair employment practices.

The following figures present KIB's workforce distribution in 2025 by gender, age group, and employee level. They provide a snapshot of employee representation across organizational levels and key demographic groups.

Gender Distribution by Employee Category	2025	
	Male	Female
Entry and Junior Level	66.09%	33.91%
Middle Management	75.70%	24.30%
Senior Management and Above	88.89%	11.11%

* Senior management is defined as employees who report directly to the Chief Executive Officer (CEO) or Deputy Chief Executive Officer (DCEO), excluding administrative support roles.

Workforce Distribution by Age Group and Level	Under 30	30 - 50	Over 50	Total for Each Level	Percentage for Each Level
Entry and Junior Level	237	210	14	461	57.62%
Middle Management	9	281	31	321	40.22%
Senior Management and Above	0	13	5	18	2.2%
Total for Each Age Group	246	504	50	800*	100%
Percentage for Each Age Group	30.7%	63.08%	6.2%	100%	-

*Note: The total does not include the 33 workers who are support staff.

Local Employment and National Workforce Participation

We remain committed to supporting national workforce development by continuing to employ and develop local talent across our operations.

Employees by Nationality	2025		2024	
	Local	Foreign	Local	Foreign
Number of Employees per Nationality	610	223	553	179
Percentage	73.22%	26.8%	75.5%	24.5%

KIB continues to prioritize the employment and development of local nationals across management levels. "Local employees" are defined as Kuwaiti citizens for the purpose of workforce reporting.

Local Employee Representation in Managerial Positions	2025	
	Local	Foreign
Middle Management	75%	25%
Senior Management and Above	77%	23%

2.1.3 Employee Growth

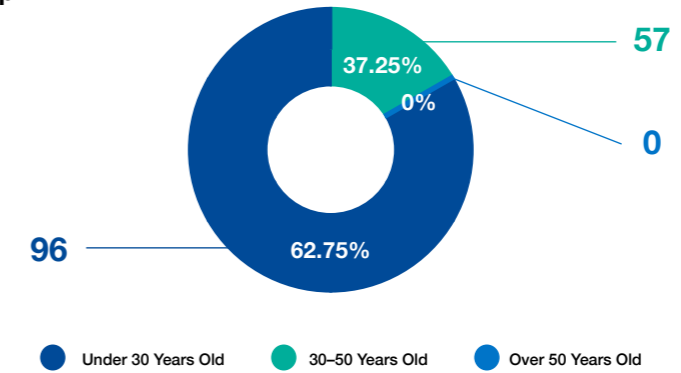
KIB continues to recruit employees across different age groups and professional backgrounds to support workforce renewal and organizational growth.

The following presents trends on KIB's employee hiring and turnover for 2025, including breakdowns by age group, gender, nationality, and overall workforce movement compared with 2024. Together, they provide a snapshot of how the Bank is managing talent inflow, workforce composition, and employee retention.

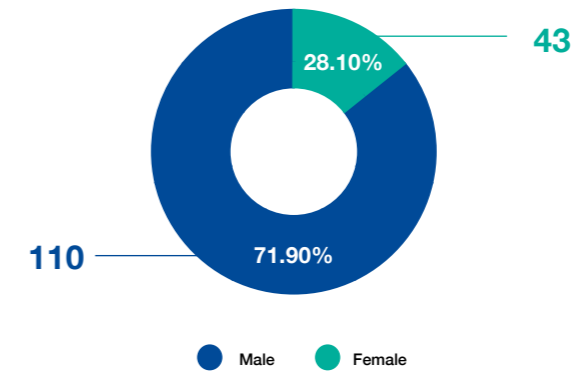
These hiring practices support workforce development while maintaining a balance between experience, youth talent, and national workforce participation.

New Employee Hires	2025	2024
Total Number of New Hires	153	135
Percentage Change	11.7%	

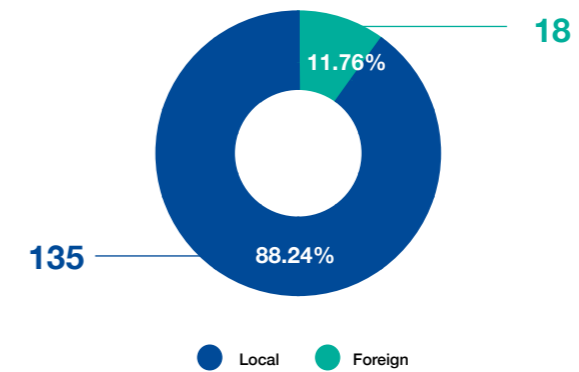
New Hires by Age Group



New Hires by Gender

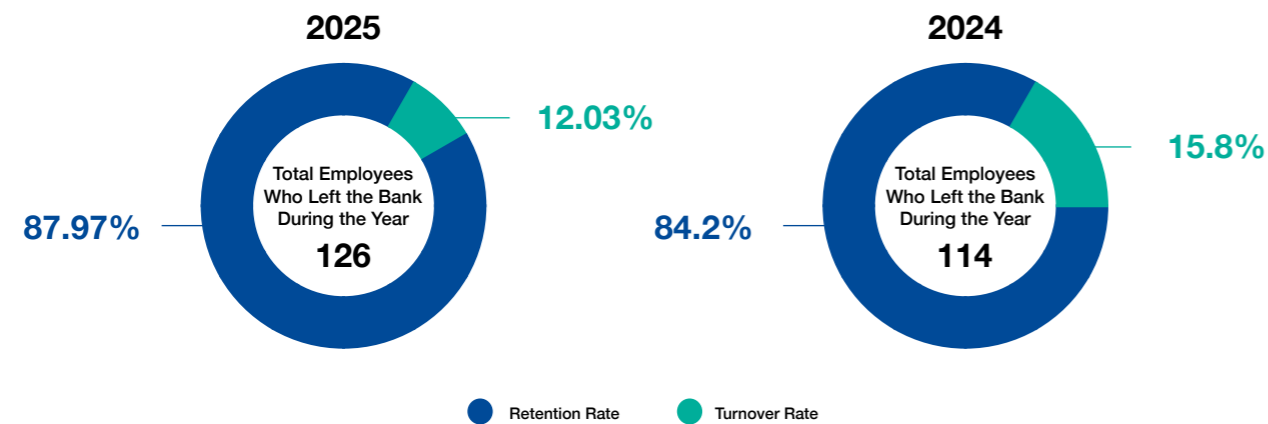


New Hires by Nationality



Employee Turnover

KIB monitors employee turnover as part of its workforce management processes. Turnover is calculated based on quarterly workforce movements relative to the average number of employees during the reporting period.

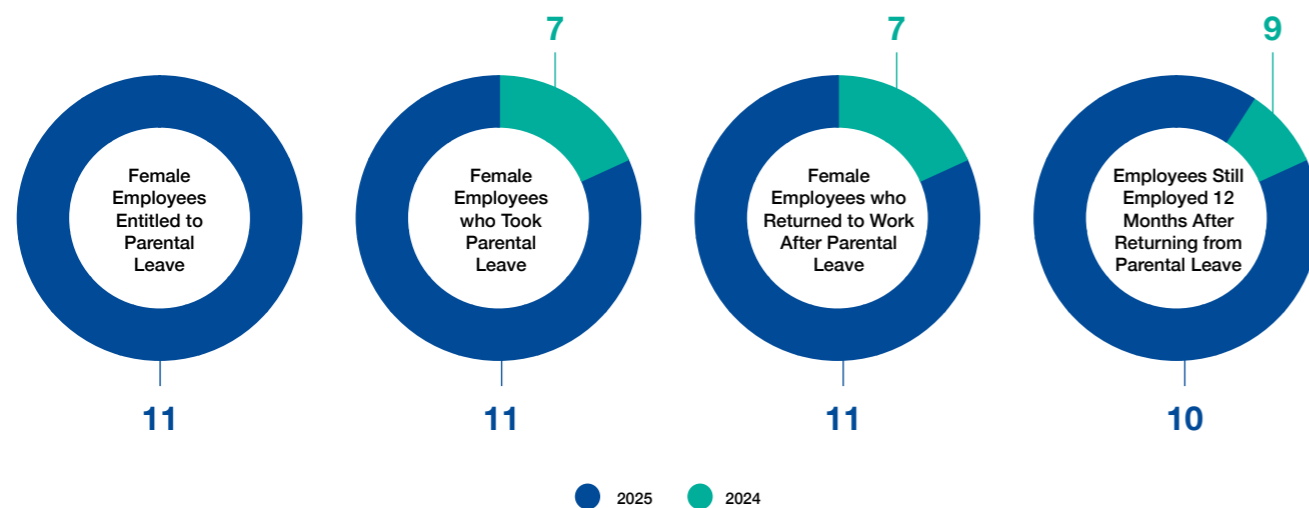


2.1.4 Equal Pay and Fair Remuneration

KIB maintains equal pay practices across comparable roles and employment categories. The ratio of the basic salary and remuneration of women to men across entry-level, middle management, and senior management positions is 1:1, indicating parity in compensation for equivalent roles within the Bank's operations in Kuwait. Entry-level wages at KIB are eight times the legal minimum wage, applicable equally to male and female employees.

2.1.5 Parental Leave

Return-to-work and retention indicators following parental leave provide insight into how effectively we support our employees during major life events and sustain workforce continuity after leave periods.



2.2 Career Management and Performance Review

Career management is central to supporting employee development, workforce stability, and long-term organizational capability. We maintain structured performance review processes, career development discussions, and employee benefit arrangements that support professional growth, fair recognition, and overall employee wellbeing. These efforts help strengthen engagement across the Bank while supporting a more stable and capable workforce.

2.2.1 Career Performance Reviews

Regular performance evaluation and career development discussions remain an important element of the Bank's workforce management approach. These reviews provide employees with structured feedback and support professional development planning.

Performance Review Coverage

Employees who Received a Regular Performance and Career Development Review	738
Percentage of Total Employees who Received a Regular Performance and Career Development Review	88.6%

2.2.2 Employee Benefits

We continue to provide 100% of our employees with a range of compensation and benefits designed to support workforce stability and wellbeing. These benefits include health and insurance coverage, pension arrangements, and other employment benefits available to the workforce. We also offer performance-based variable pay to eligible non-officer employees as part of our incentive framework.

During the reporting period, the Bank recorded an employee turnover rate of 12%, reflecting workforce movement across the organization. This indicator is relevant to overall workforce stability, alongside the benefits and support mechanisms described above.

Employee retirement benefits and pension obligations are administered in accordance with Kuwait Labor Law. Through these initiatives, we continue to strengthen employee capabilities and support professional development across our workforce. These efforts are complemented by the Bank's broader approach to diversity, inclusion, and equitable employment practices, discussed in the following section.

2.3 Talent Development

Supporting employee growth and development remains central to KIB's approach to building a capable workforce. We continue to strengthen workforce development through structured learning and development programs, employee training metrics, and focused ethical and compliance awareness initiatives.

2.3.1 Learning and Development Programs

We remain committed to providing a wide range of learning and development initiatives aimed at strengthening employee skills and preparing future leaders. These programs support continuous professional development and are accessible to employees across the organization. We also support employees in pursuing further professional certifications and qualifications through incentives such as financial rewards and career progression opportunities, encouraging continuous learning and professional advancement.

The Bank has implemented several structured capability-building initiatives and programs in collaboration with external institutions and knowledge partners. These focus on developing technical expertise, strengthening innovation capabilities, and preparing employees for leadership roles within the Bank. Key initiatives and programs include, but not limited to the below initiatives.

Initiatives



AI Hackathon

AI Hackathon Initiative:

An internal hackathon designed to encourage employees to develop AI-driven solutions that improve operational processes and efficiency. The winning team was recognized for improving internal procedures and received an additional day of annual leave along with a recognition award. Building on these initiatives, the Bank is preparing to launch an additional AI-focused hackathon in early 2026 to further promote innovation across its workforce.



Learning Initiatives:

During the reporting period, internal learning sessions were conducted to support employees in strengthening workplace competencies and adapting to evolving operational requirements. These sessions included topics such as administrative creativity and modern change management skills, which aim to enhance problem-solving capabilities and encourage innovative approaches to daily work activities.

Programs



WAED Program:

A leadership development program designed to prepare young employees for future leadership roles, implemented in cooperation with MAU (Millenia Atlantic University).



KFAS Programs:

Participation in initiatives organized in collaboration with the Kuwait Foundation for the Advancement of Sciences (KFAS) to strengthen employee knowledge and innovation capabilities.



MBA Scholarships:

4 MBA scholarships were granted to KIB employees from the American University of the Middle East (AUM).

Case Study

Change Management Department Highlights

The change management function also continues to enhance operational coordination across departments. Through structured facilitation and collaboration mechanisms, the team supports interdepartmental communication, documents outcomes of strategic meetings, and helps resolve workflow challenges across internal functions. These activities contribute to improving operational alignment and supporting the Bank's strategic objectives.

In parallel, 421 for procedures were applied and 8 service level agreements (SLAs) were amended across internal and external processes to improve turnaround times for interdependent tasks between departments. These adjustments support improved operational efficiency and help ensure that service delivery meets evolving market expectations.

During the reporting period, the real estate department also continued to support professional learning and sector capacity-building through events, workshops, and training.

In 2025, it organized events focused on real estate and digital transformation, as well as a dedicated event for real estate appraisers in collaboration with the Real Estate Appraisers Association, with participation from sector professionals and the International Valuation Standards Council (IVSC).

Additional training was delivered through the Kuwait Institute of Banking Studies (KIBS), while the department also took part in meetings with the Ministry of Commerce and Industry and broader industry events to contribute practical expertise to the development of the real estate valuation profession in Kuwait.

2.3.2 Workforce Development Metrics

To assess the effectiveness of its workforce development efforts, KIB monitors employee training participation and performance management indicators alongside its learning and development programs. The training metrics below provide a quantitative view of how workforce development was distributed across the Bank during 2025 and how learning investment varied across employee groups. In addition to that, a total of 980 employees received anti-corruption training.

Employee Training and Development

	Hours
Average Hours of Training for All Employees	18.8
Average Male Training Hours	21.9
Average Female Training Hours	15.7

Average Training Hours by Employee Category

	Hours
Average Hours by Employee Category	32.05
Entry and Junior Level	15.9
Middle Management	14.6
Senior Management and Above	1.55

Senior management is defined as employees who report directly to the Chief Executive Officer (CEO) or Deputy Chief Executive Officer (DCEO), excluding administrative support roles.

Case Study

Mastering Change: The Skill of Modern Employee

As part of its efforts to strengthen employee adaptability and readiness for evolving workplace requirements, KIB delivered a full-day training program titled “Mastering Change: The Skill of the Modern Employee” on 23 October 2025. The program focused on helping employees understand the business and personal value of change, build personal resilience, and move from passive acceptance to active commitment toward new ways of working.

The training also supported employees in developing practical skills for converting learning into measurable job performance, identifying process issues, eliminating inefficiencies, and applying targeted solutions. In addition, the program addressed common barriers to change, including lack of desire, limited skills, or uncertainty, while equipping employees with tools to reinforce new habits and prevent regression to less efficient practices.

2.3.3 Ethical Awareness and Compliance Training

Ethics and compliance training remains an important part of employee development at KIB. Anti-corruption policies and procedures were communicated to 832 governance body members and employees, supporting awareness of ethical standards and compliance requirements across the Bank.

Security personnel are also subject to training related to human rights policies and procedures, with 2.96% of security personnel receiving formal training during the reporting period. These requirements also apply to third-party organizations that provide security personnel to the Bank.

2.4 Employee Wellbeing

The Bank continues to maintain policies and programs that support employee health, workplace safety, and engagement while ensuring that employees have access to appropriate reporting channels and support mechanisms. These practices contribute to maintaining a supportive work environment that aligns with regulatory expectations governing employee welfare within Kuwait’s financial sector and supports the Bank’s broader ESG Strategy.

2.4.1 Workplace Health and Safety

KIB monitors workplace health and safety indicators to help maintain a safe working environment and assess whether its operations present material risks to employees and other workers. During the reporting period, the Bank recorded no workplace injuries, fatalities, or high-consequence incidents among employees or other workers operating within KIB facilities. This extended to workers who are not employees, where the Bank also recorded no work-related injuries or fatalities. Additionally, no work-related hazards with a high risk of injury or ill health were identified during the reporting period.

Workplace Safety Indicators

	Number
Total Work-Related Injuries	0
Fatalities Resulting from Work-Related Injuries	0
High-Consequence Work-Related Injuries (Excluding Fatalities)	0
Recordable Work-Related Injuries	0

Work-Related Injuries for Non-employees

	Number
Work-Related Injuries for Non-Employees	0
Fatalities for Non-Employees	0
Recordable Work-Related Injuries for Non-Employees	0

Work-Related Cases of Ill Health

	Number
Total Work-Related Ill Health Cases	0
Recordable Work-Related Ill Health Cases	0

2.4.2 Employee Engagement

Workplace culture and employee engagement remain important to KIB’s efforts to sustain a supportive and collaborative working environment. Employee satisfaction surveys contribute to this process by helping the Bank assess employee sentiment and identify areas for improvement.

KIB conducts Organizational Health Index (OHI) pulse checks to measure employee engagement across several organizational dimensions. In 2024, the Bank recorded an OHI score of 67%, which increased to 77% in 2025, with participation exceeding 80% of employees. The improvement across all nine measured areas indicates stronger employee engagement and positive workplace sentiment.



Case Study

The TaMM Operating Model

As part of the Bank's TaMM operating model, initiatives have been implemented to address areas identified through employee survey feedback. The TaMM council developed action plans to address lower-scoring areas and strengthen workplace engagement. As a result of these efforts, employee satisfaction levels reached 70% in 2025, reflecting improvements in internal workplace engagement initiatives.

Operational initiatives continue to support employee collaboration and workplace effectiveness. Through the TaMM operating model, the operations function has deployed Lean and Agile practices across several units. These practices include digital huddle boards, balanced scorecards, and root cause problem solving (RCPS), which promote transparency, collaboration, and continuous improvement within operational teams.

In addition to that, the Bank hosted a collaborative workshop with the Public Institution for Social Security (PIFSS) strategic planning and project management department to share best practices related to the TaMM operating model. The workshop focused on strengthening operational capabilities and fostering collaboration between institutions within Kuwait's public and financial sectors.

Employee wellbeing at KIB is supported through healthcare coverage and wellness initiatives that help employees access medical support and participate in preventive health activities. Employees are provided with general health and life insurance coverage that supports access to healthcare services beyond work-related medical needs.

The Bank also conducts health-related workshops and provides opportunities for employees to participate in health screenings such as vital signs testing, helping employees monitor and manage personal health risks.

Employee health information is handled through controlled systems with restricted access. Health-related records are accessible only to authorized insurance and HR personnel to protect employee privacy. These records are handled confidentially and are not used as part of employee performance evaluations or decision-making processes related to promotions or compensation.

We seek to maintain a workplace culture grounded in respect, fairness, and collaboration, while promoting employee engagement through open communication, feedback, and inclusive people's practices. These efforts support a positive work environment and help strengthen trust, accountability, and day-to-day employee experience across the Bank.

Through these practices, we continue to maintain inclusive employment policies, promote workforce diversity, and support national workforce participation within Kuwait's financial sector.

These practices support a positive working environment and are complemented by formal reporting channels that help employees raise concerns and seek resolution where needed.

Case Study

Unlocking Administrative Creativity

KIB delivered a full-day training program titled "Unlocking Administrative Creativity" on 19 May 2025. The program focused on strengthening employees' understanding of the role of creativity in administrative work and helping them identify common barriers that may limit creative thinking in the workplace.

The training introduced practical techniques, including brainstorming and mind mapping, to support employees in developing innovative solutions to real-world administrative challenges. It also aimed to improve problem-solving and decision-making skills, while enhancing communication and collaboration within teams.

2.4.3 Reporting Channels and Workplace Grievances

KIB maintains internal reporting channels to support accountability and give employees and stakeholders a formal means of raising concerns related to misconduct or unethical behavior. These mechanisms include a whistleblowing channel that enables employees to escalate concerns directly to the Chairman, supporting transparency and accountability in addressing workplace issues.

In addition, internal escalation procedures for HR-related grievances are governed by established policies that guide how employee concerns are reviewed and addressed within the organization. Together, these practices support employee wellbeing, workplace safety, and organizational engagement, while reinforcing the internal foundations behind KIB's broader social contribution.



2.5 Customer Experience and Service Quality

Delivering reliable and accessible banking services remains central to KIB's approach to customer engagement. We continue to enhance service quality through improved complaint-handling processes, expanded digital banking services, and strengthened governance oversight. These efforts support transparent interactions with customers while maintaining compliance with regulatory expectations set by the Central Bank of Kuwait (CBK). They also support an improved customer experience across physical and digital channels.

2.5.1 Customer Feedback and Complaints Management

Customer protection and complaint management remain subject to formal governance oversight. Customer complaints are monitored through an established governance framework that includes Board-level oversight mechanisms to ensure transparency and accountability in addressing customer concerns.

Continuous improvements to complaint management processes remain a focus area. During the reporting year, the Bank was fully compliant with the requirements of the Customer Protection Manual and continues to coordinate with relevant departments to update the Customer Protection Guide in line with regulatory expectations, with further enhancements targeted by April 2026.

Operational improvements have also contributed to reduced complaint volumes, with complaints decreasing by approximately 52% following improvements to complaint withdrawal and resolution processes. Where complaints required corrective action, we implemented the necessary remediation measures to address the underlying issues.

Complaints received through official channels are formally logged into the CBK system and forwarded to the relevant department for investigation and response. Once the review is completed, a response letter is prepared and uploaded to the CBK system before being communicated to the customer.

During the reporting period, the Bank recorded a total of 125 customer complaints, which were processed through the formal complaint management framework and addressed through the relevant internal review procedures.

2.5.2 Service Accessibility and Distribution Channels

Expansion of customer access to KIB's services through both branch and non-branch channels remains a key focus area. While temporary service booths may be deployed as needed, the Bank maintains permanent sales presence through central sales offices located within retail outlets such as IKEA, Asnan stores, and automobile showrooms. These locations allow the Bank to reach customers in high-traffic commercial environments and improve accessibility to banking services outside traditional branches.

Digital banking services remain a key pillar of KIB's customer experience strategy. Enhancements to the KIB mobile application continue to introduce customer-centric features designed to improve convenience and efficiency. These include biometric one-time password (OTP) verification for transfers, introducing VISA Direct (fast transfer), improved beneficiary management, instant card issuance, stateless know your customer (KYC) updates, Visa Click-to-Pay functionality, Western Union remittance services, and digital salary certificates.

We have also continued to expand our ATM and Interactive Teller Machine (ITM) network across Kuwait which enhances 24/7 service accessibility and supports the shift of customers from branch counters to digital channels. Newly deployed ITMs in key locations support services such as Near Field Communication (NFC) functionality, card activation, card printing through ITMs, and services designed for customers with special needs. Additional ATM features support non-cash transactions and environmentally conscious initiatives, while customer support continues to be available through the contact center supported by interactive voice response (IVR) systems.

2.5.3 Continuous Improvement in Service Quality

Operational efficiency and service quality remain ongoing priorities across internal banking processes. The operations department introduced the First Time Right (FTR) concept to improve the accuracy and quality of transaction processing. This initiative resulted in an FTR rate of approximately 98%, reflecting improved operational reliability.

Digitization initiatives further supported this effort, including the introduction of QR-enabled forms for trade finance products such as Letters of Credit (LC) and Letters of Guarantee (LG). The integration of QR forms into the system reduced manual data entry and improved processing accuracy, with the trade finance FTR rate also reaching approximately 98%.

Case Study

Internal Service Quality

Internal collaboration and service delivery across departments are also regularly assessed. An internal customer satisfaction survey conducted for operational stakeholders measures performance across knowledge, speed, quality, accessibility, friendliness, and communication. Beginning in 2025, the survey is conducted twice a year. Results for 2025 indicated an internal satisfaction rate of 75%.



2.5.4 Product Development and Customer Segmentation

We continue to refine our product offerings to better serve different customer segments. A segmentation exercise conducted within the retail banking department during the reporting period enhanced the Bank's ability to tailor products and customer journeys. As part of this effort, the Bank introduced the Wage Account to serve customers with lower salary levels and improve access to basic banking services.

Digital initiatives supporting this segmentation strategy include the continued digitization of trade finance services such as LC and LG processing, allowing customers to complete required forms through QR-enabled digital channels. The Bank also expanded digital squads dedicated to improving customer journeys and accelerating the digitization of services. In addition, the Bank partnered with Western Union to enhance remittance services, including services relevant to Wage Account holders who rely on international transfers.

2.5.5 Integrity and Incident Management

Maintaining transparency in customer dealings remains a priority. Individual complaints alleging fraudulent transactions were received and processed through the formal complaint management framework, with each case reviewed and resolved in accordance with established procedures.

Through these initiatives, we strengthened service quality, expanded digital banking capabilities, and maintained transparent complaint management processes. These outcomes are closely linked to workforce capability, making talent development and employee enablement essential to sustaining service excellence across the Bank.

2.6 Community Impact

Community impact remains an important part of KIB's social role within Kuwait. During 2025, we supported youth development, public engagement, charitable giving, local partnerships, and inclusive access to services through initiatives aligned with its wider social priorities and New Kuwait Vision 2035. These activities extended across sports, sustainability awareness, innovation, education, entrepreneurship, and community wellbeing, while also supporting local economic activity and broader social participation.

Case Study

KIB The Stadium

Over the years, KIB continues to promote youth engagement and healthy lifestyles through the KIB The Stadium Discover — KIB THE STADIUM. The event focuses on youth participation, sports development, and social wellbeing, while also supporting Kuwait's position as a host for high-quality sporting events. The 2025 edition, which marked the third consecutive year of the platform, and the second international show jumping championship under its umbrella, attracted more than 160 professional riders from multiple countries and engaged thousands of spectators and young participants.

This platform also contributed to broader social and economic value. It supported local sports professionals, event staff, and service providers, created a family-friendly environment, and strengthened public awareness of the benefits of sports and structured youth participation. Its nomination at the SPIA Awards in Abu Dhabi further reflected the event's regional visibility and organizational scale.



2.6.1 Financial Inclusion and Accessible Community Services

KIB continued to support underserved groups through accessible digital banking tools. The Wage application remained available to help underserved customer segments access banking services through a simplified and multilingual digital experience. The application offers digital onboarding, account opening without minimum balance restrictions, money transfers, real-time notifications, and support in six languages, supported by dedicated service channels including a specialized contact center.

Case Study

Charitable Giving and Social Support

KIB continued its community support activities during Ramadan through the “حول قوتك” (Transform Your Strength) campaign, delivered in collaboration with Flare Fitness. The campaign linked physical activity with charitable giving and focused on supporting underprivileged families, encouraging community participation, and promoting a more structured approach to social contribution during the holy month. Activities included a Ramadan walkathon, Iftar meal distribution, and community celebrations for families in need.

Additional social support activities continued across other community groups. These included support for elderly welfare programs, initiatives that promote inclusion for persons with disabilities, participation in community milestones such as Teacher's Day, and visits and engagement activities for priority groups within Kuwaiti society. KIB also continued to adapt branch and service access for customers with special requirements, including visually impaired and hearing-impaired individuals, reflecting a broader approach to social inclusion and accessible service delivery.

KIB Invest also contributed to this area through the distribution of toys to children's hospitals. This initiative aimed to provide emotional comfort and support to children receiving medical treatment while reinforcing the Bank's wider commitment to community engagement and social responsibility.

These initiatives contribute to financial inclusion by extending practical banking access to customer groups that may otherwise face barriers to entry. In this section, their relevance lies in their social impact and improving accessibility, while the customer service and product functionality aspects of the Bank's offerings were addressed earlier in the report.

Case Study

Academic Partnerships

KIB continued to contribute to academic and professional development through the real estate department's cooperation with Kuwait University. In continuation of the existing memorandum of understanding, the department delivered awareness lectures, workshops, curriculum input, and practical training programs designed to strengthen students' readiness for the labor market. Faculty members were also granted access to selected departmental data for research purposes starting in 2025.

2025 Initiative Highlights



330
students trained



40
internship opportunities
for students

2.6.2 Indirect Economic Impact and Local Development

KIB also contributed to community impact through infrastructure-related support and broader indirect economic effects. In addition, community investments reached 237,000 KWD.

Projects such as the Dirwaza Renovation Project and the Institute of Banking Studies' new headquarters support cultural preservation, local economic activity, and community development. These initiatives were considered important in relation to stakeholder priorities and wider development frameworks, particularly through their contribution to heritage preservation, visitor activity, and engagement with nearby businesses.

KIB also continued to support youth employment and entrepreneurship through its participation in exhibitions such as Watheefti and the Nexus Technology & Startup Summit 2025. These engagements created touchpoints with job seekers, graduates, startups, innovators, and small enterprises, while supporting visibility for entrepreneurship and the broader innovation ecosystem in Kuwait.

Beyond Kuwait, the international banking department supports access to essential food and agricultural commodities in Egypt and manages trade-related commodity flows linked to Türkiye. These examples indicate that some financing activities may also generate wider social and economic effects by supporting supply continuity and trade flows, although they should be presented as broader development-linked outcomes rather than local community programs.

Through these initiatives, KIB continued to contribute to youth development, social inclusion, innovation, education, and local economic participation during 2025. Together, the activities under this chapter reflect a broader approach to community wellbeing that connects responsible banking with practical social value. The next chapter discusses KIB's governance framework and ethical compliance practices.

Case Study

Education and Innovation

KIB continued to invest in youth capability-building and future talent development through education-linked programs. The Human Intelligence Innovation Program engaged university students from across Kuwait in real banking and digital use cases, helping bridge the gap between academic learning and workplace application. The program supported skills development, employability, and awareness of banking sector opportunities, while also helping KIB identify future talent and strengthen its position within Kuwait's academic and innovation ecosystem.

Case Study

Community Partnerships and Public Engagement

KIB continued to use partnerships and public events as a channel for community engagement. The Bank's participation in the Kuwait Sustainability Event (KSE) – Murouj 2025 supported national sustainability awareness and enabled direct engagement with businesses, entrepreneurs, and members of the public on sustainability, responsible banking, and social impact topics. This participation also strengthened KIB's presence within a wider national platform focused on environmental action, innovation, and community solutions.

The Bank also continued its community engagement through partnerships with public exhibitions, family-focused events, and local cultural experiences. Collaborations with platforms such as K-Land, FoodBuzz, Charcoal Event, Baiti Expo, Auto World Show, and Almekshat helped connect KIB with families, youth, entrepreneurs, and community members across different segments, while also supporting local organizers, vendors, and service providers.





3

Governance and Ethical Compliance

This chapter outlines how KIB's existing governance structures, risk management practices, inclusive financial solutions, and data protection measures collectively contribute to maintaining trust and operational integrity across the Bank. We are further strengthening our governance and ethical compliance structures to support transparent, accountable, and responsible banking practices.

3.1 Ethical Governance and Integrity

KIB's governance framework is built around effective oversight, ethical conduct, and clear accountability across the organization. As a regulated Islamic bank operating in Kuwait, the Bank maintains governance arrangements intended to support sound decision-making, responsible leadership, and appropriate oversight of key risks, impacts, and stakeholder interests.

From an oversight perspective, the Board and its committees play a central role in supervising strategy, risk, compliance, and internal control matters, supported by defined reporting lines and periodic review mechanisms. Integrity is reinforced through formal policies, declarations, and control procedures that govern conduct, conflicts of interest, and ethical expectations across leadership and management levels. Accountability is reflected in our approach to Board effectiveness, remuneration governance, internal review, and the assignment of responsibilities for managing material issues. Together, these elements support a governance environment aimed at maintaining institutional credibility, transparency, and long-term stewardship.

During 2025, KIB did not identify any incidents indicating material concerns related to Board or Senior Executive Management integrity, conflicts of interest, discrimination, human rights, collective bargaining, or discriminatory access to services, based on the internal records reviewed for this report.

3.1.1 Governance Structure and Board Oversight

At KIB, we continue to maintain a formal governance structure in which the Board approves the Bank's mission, strategy, and sustainability practices, while Senior Executive Management remains responsible for developing, implementing, and monitoring those priorities. Oversight is supported through periodic reporting to the Board, with executive management providing updates on impacts and performance through quarterly, semiannual and annual reporting cycles.

The Chair of the Board is an independent, non executive Board Member, and the organization does not have a combined CEO and Chair structure. At the same time, the Bank's Deputy Chair is also the CEO, with conflict safeguards including the CEO not voting in any Board committees. Moreover, there are no concerns regarding excessive influence by a leader across the assessed indicators. In addition, the Board is led by four independent members in accordance with regulatory requirements.

The Bank continues to assign clear responsibilities for impact management across governance and management functions. The Board has appointed senior executives, including the Head of Governance and Head of ESG, to manage impacts, while implementation support is also delegated through the ESG Unit. Effectiveness is assessed through regular internal audit, Shari'a internal audit, and periodic management and Board reviews, with outcomes used to develop and enhance charters, policies, and procedures where needed.



Also, Board effectiveness is reviewed through annual independent evaluations of Board and its committees' objectives. These evaluations have contributed to enhancements in Board composition, committee structures, governance practices, and training programs. We also continue to provide annual training to strengthen the knowledge and skills of the Bank's highest governance body, including on sustainable development-related topics. The following provides an overview of KIB's Board members. For more information on Board members, please visit the [KIB Annual Report 2025](#).

Members of the Board of Directors



Sheikh Mohammed Jarrah Al-Sabah

Independence Status: **Chairman
Non-executive Member**
Tenure: **2010**
Attendance Rate: **100%**



Mr. Raed Jawad Bukhamseen

Independence Status: **Vice Chairman and Chief Executive Officer
Executive Member**
Tenure: **2010**
Attendance Rate: **100%**



Mr. Anwar Jawad Bukhamseen

Independence Status: **Non-executive Member**
Tenure: **2004**
Attendance Rate: **94%**



Mr. Jassem Hassan Zainal

Independence Status: **Non-executive Member**
Tenure: **2006**
Attendance Rate: **100%**



Dr. Abdullah Abdul Samad Marafi

Independence Status: **Non-executive Member**
Tenure: **2021**
Attendance Rate: **100%**



Mr. Saleh Sulaiman Trad Al Trad

Independence Status: **Non-executive Member**
Tenure: **2016**
Attendance Rate: **100%**



Mr. Marzook Khaled Yousef Al Marzook

Independence Status: **Non-executive Member**
Tenure: **2019**
Attendance Rate: **94%**



Mr. Jihad Mohammed Ahmed Al-Qabandi

Independence Status: **Independent Member**
Tenure: **2025**
Attendance Rate: **100%**



Dr. Salem Falah Mubarak Al-Hajraf

Independence Status: **Independent Member**
Tenure: **2025**
Attendance Rate: **100%**



Mr. Jassim Mohamed Al Wazzan

Independence Status: **Independent Member**
Tenure: **2022**
Attendance Rate: **100%**



Mr. Abdulrazzaq Salah Al Mutawa

Independence Status: **Independent Member**
Tenure: **2022**
Attendance Rate: **100%**

The majority of the Board members have attended all Board meetings held during the reporting year; the minimum number of required meetings was six, and the Board held 11 meetings.



Members of the Shari'a Supervisory Board



Sheikh Dr. Khalid Mathkour AlMathkour

Chairman of Shari'a Supervisory Board



Sheikh. Ali Mohammed Hejji Al-Jady

Vice Chairman of Shari'a Supervisory Board



Sheikh Dr. Abdulaziz Khalifa Al-Qassar

Executive Member of Shari'a Supervisory Board

3.1.2 Independence, Committees, and Oversight Quality

Board members are nominated by the Board Nomination and Remuneration Committee based on predefined criteria that include qualifications, experience, independence, and regulatory requirements. Shareholder input is incorporated through voting at the General Assembly, and directors are elected by shareholders in the General Assembly for three-year terms. Qualified shareholders are therefore able to influence Board composition through formal election processes at shareholder level

Board selection also takes account of independence, and relevant expertise. Diversity considerations are applied in accordance with CBK governance requirements to ensure an appropriate mix of skills and experience. The Board also seeks members with expertise in areas such as risk management, finance, and governance to support oversight of the Bank's long-term strategy and impacts

Stakeholder engagement also informs governance processes. The highest governance body connects with stakeholders primarily through ordinary and extraordinary General Assembly meetings, and shareholder input is also considered in remuneration-related decisions through General Assembly approvals. These governance channels support accountability to shareholders while reinforcing transparency in formal decision-making processes


Additionally, committee governance remains an important part of the Bank's control environment. For example, KIB continues to maintain an Audit Committee, Board Nomination and Remuneration Committee, with no executive management serving on either the Audit or Remuneration Committees. The Audit Committee includes members with accounting, financial management, and industry expertise, while remuneration practices are overseen by Board Nomination and Remuneration Committee and approved by the Board in line with CBK governance requirements

Board Committees

The following table presents KIB's key Board committees, together with their main responsibilities and respective chairpersons. These committees play an important role in supporting the Board's oversight responsibilities by providing structured governance across key areas such as risk management, strategy and investment, nominations and remuneration, governance, and audit.

Committee Name	Main Responsibility	Committee Members
 Board Risk Management Committee	<p>The Committee consists of four members, including two non-executive members and two independent Board members. One of the two independent members is the Chairman of the Committee. The Committee helps the Board to fulfill its responsibilities by overseeing the tasks of the risk management department in the Bank and ensuring that the Bank's policies embody sound risk management practices and implementation thereof.</p> <p>The Committee also monitors the risk management department's compliance with the standards set by the Central Bank of Kuwait and the IFSB, provided, however, that they should not conflict with the provisions and principles of Islamic Shari'a and with the regulations issued by the Central Bank of Kuwait to this effect. In addition, the Committee conducts revision and assessment of the Bank's capital adequacy and its distribution and the soundness and adequacy of the risk management department function. It also ensures that senior management is well aware of and continually oversees the risks encountered by the Bank, such as credit, financing and real estate risks, including the pertinent policies and procedures, the risk arising within the frameworks of ESG and Sustainable Finance. The Committee also reviews the effectiveness and functions of risk management at the group level and supervises and approves the performance of risk management functions for the Bank's subsidiaries if required.</p> <p>The Committee also ensures that the Bank is not exposed to cybersecurity risks, and reviews each of the periodic reports on information security systems, fraud and cybersecurity, and combating money laundering and terrorist financing/tax compliance. The Committee also ensures that the Bank applies compliance governance and supports the Board Nomination & Remuneration Committee to evaluate the incentives proposed under the Remuneration Program. The Provisioning and Impairment Committee, the Asset and Liabilities Committee, the Business Continuity & Operation Resiliency Committee, the Information Security Steering Committee, Anti-Fraud Committee, the AML/CFT & Tax compliance (FATCA&CRS) department, and regulatory compliance department report to this Committee.</p>	<p>Mr. Jehad Mohamad Al Qabandi – Chairman and Independent Member</p> <p>Mr. Jassem Hassan Zainal – Vice Chairman</p> <p>Dr. Abdullah Abdul Samad Marafi – Member</p> <p>Mr. Jassim Mohamed Al Wazzan – Independent Member</p>
 Board Credit and Investment Committee	<p>The Committee consists of four members headed by the Chairman of the Board of Directors of KIB. One of the tasks assigned to the Committee is to ensure that the Bank is constantly compliant with CBK instructions and regulations as well as with the Bank's policies and procedures to protect the Bank's assets portfolio and ensure their quality and make sure that the financing and investment exposures limits are in full conformity with the rules and regulations issued by the Central Bank of Kuwait and the Bank's applicable policies and to ensure the highest returns while securing the financial stability of the Bank. The Committee shall regularly monitor the performance of the financing and investment portfolios and shall follow up on the role and achievements of the Executive Credit Committee and Assets and Liability Committee. Securing the highest returns, without negative impact on the Bank's financial Stability.</p> <p>The Committee shall ensure that the Executive Management is fully aware of the exposures to finance and investment</p> <p>risks in the Bank, continuously monitors such exposures and the non-performing finance and investment transactions, and takes all remedial actions necessary to maintain the Bank's interests and the quality of its assets.</p>	<p>Sheikh Mohammed Jarrah Al-Sabah – Chairman</p> <p>Mr. Anwar Jawad Bukhamseen – Vice Chairman</p> <p>Dr. Abdullah Abdul Samad Marafi – Member</p> <p>Mr. Jassem Hassan Zainal – Member</p>

Committee Name	Main Responsibility	Committee Members
 Board Nomination & Remuneration Committee	<p>The Committee consists of four members, including three non-executive members and an independent member who acts as the Chairman of the Committee. The role of this Committee is to submit recommendations to the Board of Directors concerning the candidates to the Board in accordance with the approved policies, standards, and instructions issued by the Central Bank of Kuwait with regard to controls of nomination to the membership of the Board. The Committee also monitors and ensures transparency in appointing the members of the Shari'a Supervisory Board members and estimates its effectiveness as a whole and the effectiveness of each member of it. It also warrants the placement of transparent policies, rewards, and compensations for the Shari'a Supervisory Board in line with their duties and responsibilities. The Committee also carries out periodic reviews of the requirements of the appropriate skills for the membership of the Board and determines the qualifications and efficiencies required for the Board membership in accordance with the Central Bank of Kuwait's instructions in this regard.</p> <p>The Committee also conducts an annual assessment of the performance of the Board as a whole and the performance of each member independently, as well as checking and endorsement of the standards of selection and measures for appointment of the Chief Executive Officer and the Deputy Chief Executive Officer (DCEO) and executive managers. It also determines the framework of remunerations that are granted to CEO and DCEO and executive positions. The Committee also reviews and submits recommendations concerning the matters relevant to the changes in the pay, promotions, and remuneration policy, including end-of-service policies. In addition, the Committee reviews and verifies the annual increments of the staff within budget limits approved by the Board.</p> <p>Furthermore, the Committee supervises the appointment and evaluation of the performance of the Boards of the Bank's subsidiaries.</p>	<p>Mr. Abdulrazzaq Salah Al Mutawa – Chairman and Independent Member</p> <p>Mr. Anwar Jawad Bukhamseen – Vice Chairman</p> <p>Mr. Saleh Sulaiman Trad Al Trad – Member</p> <p>Dr. Abdullah Abdul Samad Marafi – Member</p>
 Board Governance Committee	<p>The Committee consists of four members, including two non-executive members and two independent members, headed by the Chairman of the Board of Directors. The Committee assists the Board of Directors to assume its oversight responsibilities vested in the Board concerning sound application and activation of good governance and sustainability (ESG), including setting up the Bank's and its subsidiaries governance standards. The Committee also works on introducing and updating the Governance Manual for approval by the Board and then uploading it to the Bank's website, with close supervision of the concerned parties' compliance with the Manual and reporting the same to the Board. The Committee also reviews the Sustainability (ESG) Manual to be presented to the Board for approval. On another front, the Governance Committee is assigned to focus on protecting the interests of investment account holders and coordinating with the Shari'a Supervisory Board and the Internal Audit Committee to ensure compliance with the Shari'a Audit Manual and Shari'a Supervisory Governance and may seek external Shari'a expertise after obtaining the Board of Directors' approval.</p>	<p>Sheikh Mohammed Jarrah Al-Sabah – Chairman</p> <p>Mr. Anwar Jawad Bukhamseen – Vice Chairman</p> <p>Dr. Salem Falah Mubarak Al-Hajraf – Independent Member</p> <p>Mr. Abdulrazzaq Salah Al Mutawa – Independent Member</p>

Committee Name	Main Responsibility	Committee Members
 Board Audit Committee	<p>The Committee consists of four members, including two non-executive members and two independent members. The Committee is chaired by an independent member in accordance with CBK Governance instructions. The duties of the Board Audit Committee consist of enhancing the quality of the financial reports and reviewing them on behalf of the Board of Directors and validating the financial reports' credibility and subjectivity by setting the appropriate standards to enhance the working mechanism of internal audit to help the Board to fulfill its supervisory responsibilities over the effectiveness of internal controls according to the statutory and regulatory requirements. The Board, in return, provides the needful support to the Committee to secure complete independence of the internal audit department from the senior executive management and by executing the external audit functions are performed in line with the approach that realizes the dual audit principle. On the other hand, the Committee also ensures compliance with the Bank's internal policies and procedures and the other respective laws, regulations, and instructions issued by government authorities and regulatory bodies.</p> <p>Furthermore, a report is presented to the Committee that is related to the level of compliance with the Islamic Shari'a laws and principles and the funds for listed investment accounts. It ensures that expenses and profits are distributed as agreed between the Bank and account holders, all in accordance with the Islamic Shari'a provisions and system approved by Shari'a Supervisory Board. The Committee also evaluates the effectiveness and efficiency of the internal Shari'a audit and its contribution to securing compliance with the Islamic Shari'a provisions and principles and executing all the audit tasks that are related to cybersecurity by an independent third-party approved and authenticated by CBK. The Committee also ensures that the internal control systems related to financial and management issues are characterized by financial comprehensiveness and are controlled and audited in due course. The Committee shall also ensure the adequacy of qualifications and expertise of the external auditors and their independence, and shall secure an environment of disciplines and internal controls within the Bank.</p>	<p>Dr. Salem Falah Mubarak Al-Hajraf – Chairman and Independent Member</p> <p>Mr. Marzook Khaled Yousef Al Marzook – Vice Chairman</p> <p>Mr. Saleh Sulaiman Trad Al Trad – Member</p> <p>Mr. Jehad Mohamad Al Qabandi – Independent Member</p>



3.1.3 Ethical Conduct and Grievances

KIB maintains internal mechanisms to support ethical conduct, grievance handling, and remediation across its operations. Customers and employees may raise complaints and concerns through formal customer service channels and internal reporting and escalation processes, including the [Whistleblowing Report](#). These matters are addressed in accordance with internal policies, regulatory requirements, confidentiality expectations, and established resolution procedures, and remain subject to internal oversight and management review to assess effectiveness and identify areas for improvement.

Formal governance structures on grievance mechanisms also include oversight of customer complaints. Customer Complaints Unit sends the reports to EMC & BOD through CEO indicating that customer protection continues to receive formal governance attention in addition to the operational complaint-handling processes.

Where the Bank becomes aware that it has caused or contributed to a negative impact, it addresses the matter through internal governance and oversight processes. This includes reviewing the matter, identifying root causes, and implementing corrective actions within our policies and regulatory framework. The Bank's preventive and corrective measures also include policy reviews, internal oversight, audits, and employee awareness and training activities

During the reporting period, the Bank did not record any incidents related to:



**Honesty and Integrity
at Board or Senior
Executive Level**



Collective Bargaining



**Discrimination and
Workforce Diversity**



Human Rights



**Discriminatory
Access**

Taken together, these disclosures support the Bank's position that ethical conduct and fair treatment remain embedded within its governance and workplace framework.

3.1.4 Conflicts of Interest and Transparency

KIB manages conflicts of interest through formal policies, disclosure requirements, and periodic declarations by Board members and senior management. These controls are intended to support transparency in governance relationships and help us identify, assess, and manage situations that could affect independent judgment or decision-making. Together with committee oversight and established reporting procedures, these measures strengthen confidence in the Bank's ethical governance framework.

These disclosures contribute to transparency around governance relationships and support confidence in our ethical oversight arrangements. They also complement the broader governance controls described above, including but not limited to committee review, independent Board participation, and formal reporting lines.

3.1.5 Remuneration Governance and Accountability

Remuneration governance at KIB is structured to support accountability, prudent decision-making, and alignment with the Bank's long-term interests. Oversight of remuneration matters is exercised through the appropriate governance channels, with the framework covering Board remuneration, executive pay, incentive arrangements, and related control mechanisms. Our approach is designed to balance performance recognition with risk awareness and governance discipline.

From a structure perspective, remuneration arrangements distinguish between fixed and variable components and are subject to formal review and approval processes. From a safeguard perspective, the framework includes oversight mechanisms intended to manage potential conflicts, support transparency, and reinforce responsible pay practices. Sustainability-related performance has also been incorporated into the remuneration policy. Where relevant, this integration is reflected through performance evaluation criteria linked to responsible business practices and governance expectations.

The remuneration policy also includes accountability safeguards. The Bank has a claw back provision within its remuneration policy that applies to both annual and long-term incentive plans. Senior executive severance and retirement or end-of-service benefits are governed by contracts, labor law, and internal HR policies, while Board members do not receive termination payments or retirement benefits. Remuneration oversight is carried out by the Board Nomination and Remuneration Committee, which includes independent directors and may use external consultants where required and after regulatory approvals.

CEO incentives and equity-related pay remained aligned with annual performance outcomes and total shareholder return measures, including relative performance against peer groups. Executive remuneration details are disclosed in the annual governance report. The next section explains how these governance mechanisms connect to enterprise risk management, regulatory compliance, and the Bank's wider control environment.

3.2 Risk Management and Regulatory Compliance

KIB's risk management and regulatory compliance framework supports how the Bank identifies, monitors, and responds to financial, operational, and regulatory exposures across its activities in Kuwait and selected external markets. The Bank continues to maintain compliance arrangements, internal control processes, and risk oversight mechanisms that support prudent decision-making across its activities, while responding to regulatory expectations issued by the CBK and other applicable authorities. This section first outlines our approach to integrity-related matters, including anti-corruption and due diligence, followed by areas of higher-risk exposure and, finally, non-compliance outcomes within our wider governance framework and ESG practices.

3.2.1 Risk Governance

KIB maintains Board and management oversight over risk-related matters. There is at least one non-executive member who is included on the Board with general expertise in risk management. This oversight is further reinforced through dedicated governance mechanisms for integrity-related matters through a Board-level body responsible for oversight of business ethics and corruption issues. This governance structure is also supported by internal review mechanisms applied to the Bank's products and services. Financial products and services are subject to review by an appropriate Board-level, committee-level, or internal body, which supports governance over product-related risks and compliance obligations.

Risk governance also extends to environmental, social, and human rights considerations. Relevant policies addressing these areas are already in place, including the ESG Policy, Operational Risk Policy, Sustainable Financing Policy, and HR recruitment and selection procedures. Our policies include commitments related to human rights through the HR Code of Conduct and Whistleblowing Policy, supporting integration of these issues within the wider control environment.

There was no evidence of material weakness in our internal control systems during the reporting period and no indicators of financial distress that would suggest pressure on our regulatory or operating position. This indicates continued resilience in our control environment and financial governance framework.

We are also in the process of incorporating ESG factors into our risk framework so that transactions can be dual evaluated, and that better funds transfer pricing (FTP) rates may be considered for such transactions. This reflects ongoing integration of work between sustainability considerations and financial decision-making, which should be presented carefully as a developing mechanism.

Development work is also continuing in relation to ESG-related credit risk escalation. The working group responsible for this area is still under development, and thresholds for additional ESG review or escalation are not yet available because the sustainable finance working group is being established.

At the same time, we continued to refine the internal mechanisms that support pricing and capital allocation decisions. We revised our risk-adjusted return on capital (RAROC) model and funds transfer pricing (FTP), with improvements in productivity, profitability, cost of funds, shareholder returns, and governance.

3.2.2 Anti-Bribery, Anti-Corruption, and Ethical Risk Controls

Established anti-bribery and anti-corruption controls remain strong across KIB business activities. Governance oversight extends to encompass anti-bribery, anti-corruption, and other ethical risk controls. For example, Board members, executive management, and employees are prohibited from directly or indirectly offering or accepting bribes, and that suspected bribery must be refused and reported immediately to the Chairman or the CEO or Deputy CEO.

Anti-bribery and anti-corruption requirements extend to customers, third parties, business partners, and suppliers. Suppliers are required to maintain anti-corruption policies and programs, and anti-corruption and business ethics training is provided across relevant employee groups. In addition, relationships with business partners are expected to comply with the Bank's ethical principles, with the right reserved to terminate relationships where conduct falls short of those standards. These activities are covered by regular internal audit reviews under a risk-based audit plan, including controls relating to anti-bribery and corruption, anti-money laundering (AML) and countering the financing of terrorism (CFT), and compliance with internal policies.

The following figures offer a snapshot of the Bank's 2025 anti-corruption metrics.

Anti-Corruption and Business Partner Metrics

Confirmed Incidents of Corruption	0
Local Business Partners Covered by Anti-Corruption Policies and Procedures	151
Foreign Business Partners Covered by Anti-Corruption Policies and Procedures	85
Total Business Partners Covered by Anti-Corruption Policies and Procedures	236

In the reporting period, we also identified several sample corruption risks addressed through our internal controls, including lack of segregation of duties, controls around accepting gifts above KD 25, and weak maker-checker arrangements. These examples indicate continued attention to practical control points within the operating environment.

KIB's exposure to corruption-prone geographies and business activities remains limited, with operations primarily concentrated in Kuwait and subject to strong regulatory oversight. Enhanced due diligence, transaction monitoring, and escalation mechanisms remain part of the Bank's anti-bribery, AML/CFT, and know your customer (KYC) framework for higher-risk cases.

3.2.3 Higher-Risk Exposure

KIB monitors regulatory compliance outcomes across its operations, including significant instances of non-compliance, related financial penalties, and cases linked to instructions issued by CBK.

The Bank's involvement in high-risk financing remains limited and managed on a selective basis. There were limited transactions linked to Egypt and Türkiye, including oil-related letters of credit with fully government-owned entities in Egypt supplying essential goods, and unfunded guarantees and Murabaha refinancing transactions linked to leading local banks in Türkiye. These examples were presented as being managed through responsible risk management practices.

Moreover, no controversial investments during the reporting period, which supports the Bank's broader position on prudent oversight of investment-related exposure.

3.2.4 Compliance Performance and Regulatory Non-Compliance

During the reporting year, KIB recorded five significant instances of non-compliance with laws and regulations. Of these, three resulted in fines, while no instances led to non-monetary sanctions. The Bank paid three fines during the year, all of which related to current-period non-compliance, with no fines carried over from prior periods. The total monetary value of current-period non-compliance fines amounted to KD 75,000 determined in accordance with CBK instructions. The disclosed cases included two anti-money laundering-related issues and one issue related to cash currency notes, while two instances resulted in fines and none resulted in non-monetary sanctions.

3.2.5 Audit, Monitoring, and Escalation

Internal audit and oversight are core components of KIB's risk management system. Regular internal audit coverage includes anti-corruption and business ethics areas under a risk-based audit plan, with findings reported to senior management and the Board Audit Committee and tracked until resolution. This supports accountability and corrective action within the Bank's wider control environment.

We also monitor work-related hazards through our operational risk department on an annual basis. While the underlying response is brief, it indicates that risk identification and assessment processes are in place within the operational risk function for routine and non-routine workplace-related risks.



3.2.6 Responsible Marketing Compliance

KIB's compliance practices extend to marketing practices covered by internal policies and review processes. Marketing activities are subject to internal oversight to promote accuracy, transparency, and compliance with applicable regulations, and to ensure that relevant employees receive guidance and training where appropriate. Internal reviews are also conducted to assess compliance with responsible marketing practices and ethical product promotion before materials are released.

0 Material cases of false or misleading marketing. during 2025

Overall, KIB continues to manage regulatory, ethical, and operational risks through governance oversight, internal controls, policy frameworks, audits, and monitored compliance processes. These foundations also shape how we approach inclusive finance and responsible financial products.

3.3 Inclusive Finance

Alongside governance, risk, and compliance controls, KIB also considers how its financial products and channels can support broader access to banking services and economic participation. We approach inclusive finance through accessible retail banking channels, digital inclusion tools, and selected financing activities that support broader participation in the economy. These efforts support broader financial inclusion objectives, contribute to New Kuwait Vision 2035, and reflect our ongoing ESG Strategy and responsible banking approach.

3.3.1 Access to Banking Services and Financial Inclusion

KIB continues to support access to banking services through a mix of retail, digital, and specialized service channels that help extend service reach across customer segments. Core service activities include business banking through the merchant unit, while the Wage branch serves lower-income customers. The mobile application and contact center serve all customers, alongside access provided through the branch network, satellite branches, and ATMs located across residential areas. Together, these channels support broader access to formal banking services and help customers enter and use the banking system more easily.



Case Study

Strengthening Inclusive Financing

KIB continues to promote financial inclusion through the Wage KIB App, which provides accessible digital banking services tailored to low-income and underserved segments, including blue-collar workers and domestic helpers earning below KD 400 per month. The platform offers a simplified and multilingual user experience, enabling customers to manage accounts, conduct transactions, and engage with formal banking services with ease.

This approach supports improved financial awareness, strengthens confidence in financial services, and encourages responsible financial behavior across diverse customer groups.

Supporting elements of these initiatives include:

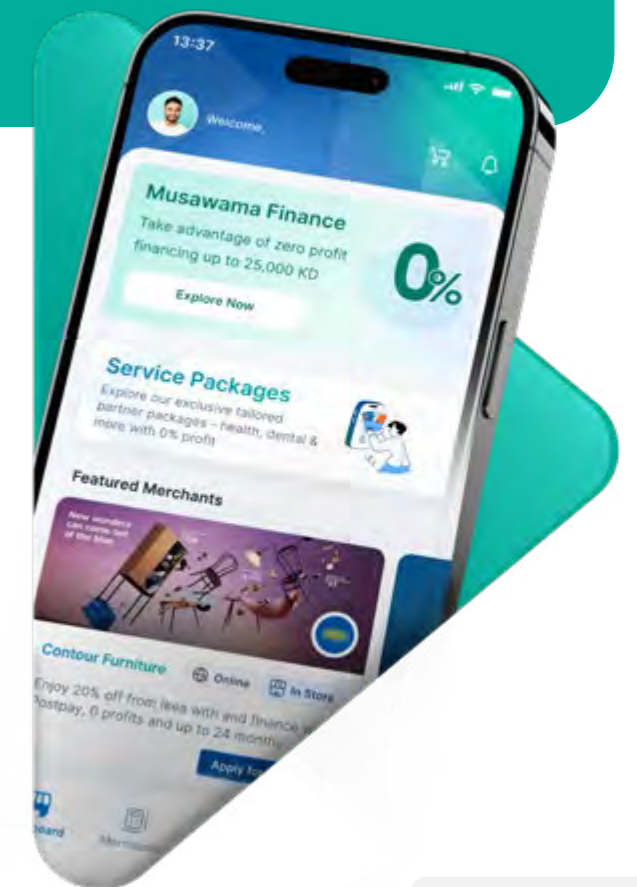
- Development of financial and risk models to support decision-making processes
- Multilingual Wage KIB App (Arabic, English, Urdu, Hindi, Bengali, Filipino)
- Fully digital onboarding and simplified customer journeys for underserved segments

This practical model is particularly relevant for underserved and lower-income customers using the Wage KIB App. In those cases, financial literacy is delivered through simplified, multilingual, usage-based engagement that helps customers better understand transactions, account management, and responsible use of banking services in everyday settings.

Together, these initiatives reflect KIB's continued efforts to integrate data-driven practices with inclusive digital solutions, supporting broader financial inclusion objectives and responsible banking practices in Kuwait.

We also support financial literacy through outreach, customer awareness, and embedded digital experiences. At a broader level, the Bank promotes awareness of basic financial concepts and responsible banking practices through campaigns, educational content, and participation in community or educational initiatives, independently or with relevant partners where applicable.

KIB implemented a more practical approach to financial literacy through strategic partnerships and customer-facing digital enablement. Through partnerships with organizations such as Western Union, Salamtek, and Muzaini Exchange, the Bank integrates financial awareness into real customer journeys involving payments, remittances, affordability, and digital service usage. This model supports customer understanding and confidence through practical use of services rather than formal stand-alone financial education programs.



3.3.2 Financing and Broader Economic Participation

KIB continues to integrate sustainability into its funding and financing activities as part of its broader contribution to economic participation. During 2025, the Bank established its Sustainable Finance Framework and completed its inaugural USD 300 million Sustainable Sukuk issuance, marking an important milestone in embedding sustainability considerations into its funding strategy and strengthening engagement with ESG-focused investors through a Shari'a-compliant instrument.

This progress is also reflected in the Bank's investment activity. As of December 31, 2025, KIB holds USD 184 million in ESG Sukuk, while broader ESG and green financing activity is captured within our wider sustainable finance efforts. These developments indicate continued progress in linking capital-raising, investment activity, and responsible banking practices within a formal sustainable finance structure.

KIB's financing activity also includes a measurable ESG-linked component across several business areas. The Bank's financing and investment portfolio data indicates that ESG-linked activity is currently more visible within selected business lines, particularly Retail Banking and International Banking. Retail Banking recorded the highest ESG financing contribution in absolute terms and represented the largest ESG share of total financing, while International Banking carried a smaller ESG share relative to its overall financing portfolio but maintained ESG-related investments. Overall, this suggests that KIB's ESG-related portfolio exposure is currently concentrated in specific areas, with scope for broader integration across the Bank's financing and investment activities.

The following figures provide insight into the Bank's continued development of sustainable finance, ESG investment, and broader ESG integration across its financing activities.

Selected Financing and Investment Portfolio Indicators KD "000"s

Retail Banking	Total Financing Portfolio	405,072
	ESG Financing Portfolio	115,623
	ESG Portfolio as a Share of Total Financing (%)	28.54%
International Banking	Total Financing Portfolio	626,904
	ESG Financing Portfolio	80,698
	ESG Portfolio as a Share of Total Financing (%)	12.87%
Real Estate Banking	Total Financing Portfolio	665,514
Wholesale Banking	Total Financing Portfolio	1,702,723
	ESG Financing Portfolio	78,779
	ESG Portfolio as a Share of Total Financing (%)	4.63%
KIB Group	Total Investment Portfolio	666,627
	Total ESG Investments	56,194
	ESG Portfolio as a share of total Investments	8.43%

In KIB's Wholesale Banking, the corporate financing portfolio remains primarily concentrated in large corporations. Large corporation financing represented 77.37% of total financing during the reporting year, while large corporation clients accounted for 58.48% of total corporate clients. In comparison, financing to small and medium-sized enterprises (SMEs) represented 1.76% of total financing.

While International Banking's financing activities also extend to selected cross-border transactions that support essential goods and productive sectors. The international banking department was involved in financing support for the Arab Republic of Egypt through a syndication involving the General Authority for Supply Commodities, with financing used for the purchase of food and agricultural commodities including wheat and corn. The Bank also participated in a Türkiye Eximbank syndication supporting Shari'a-compliant export-oriented private sector businesses and exports.

Moreover, credit limits for Egypt, India, Jordan, Morocco, Tunisia, the Philippines, Pakistan, Uzbekistan, and Vietnam were established, with current active exposure in Egypt, India, Jordan, and Pakistan. Support to improve the capacity of local manufacturers in low- and middle-income countries is also delivered indirectly through banks and financial institutions.

Case Study

Mubader Center

KIB continues to support entrepreneurship and SME development through KIB Mubader and its associated capability-building initiatives. The Ignite Program was delivered as a five-day training series aimed at helping aspiring and existing entrepreneurs in Kuwait strengthen practical skills in e-commerce, marketing, sales, finance, and strategic planning. More than 200 entrepreneurs participated across Ignite 1.0 and 1.1, with post-program satisfaction exceeding 95%, and participants reporting improvements in product-market fit, sales, and business model structure.

This year, KIB Mubader also supported entrepreneurs through Ask WaFi, an AI-powered software platform that helps SMEs design, assess, and optimize customer journey maps. The tool provides smaller businesses with accessible analytical support that would otherwise be difficult to obtain, helping improve customer service flows, identify user experience gaps, and support customer retention and growth.

In addition, KIB Mubader sponsored communication and digital marketing capacity-building for non-profit entities including KACCH and BACCH through the Markathon initiative. While this activity sits partly within community development, it also reflects the Bank's wider role in strengthening organizational capability and sustainable outreach among mission-driven entities that operate within Kuwait's broader social ecosystem.

MUBADER CENTER | KIB



Overall, these activities reflect KIB's contribution to broader economic participation through sustainable funding instruments, selected financing activity, cross-border support for productive sectors, and entrepreneurship enablement across the local market.

3.4 Data Protection and Digital Security

As KIB expands digital services and data-driven processes, data protection and digital security remain central to how the Bank protects information, supports cyber resilience, and sustains trust in its digital banking services. These controls contribute to customer trust, regulatory compliance, and the secure delivery of digital banking services, while supporting the Bank's wider ESG Strategy and governance framework discussed earlier in this chapter.

3.4.1 Information Security Governance and Certifications

KIB's certifications for ISO 27001, ISO 22301, PCI DSS, and SWIFT Customer Security Program (CSP) indicate that key elements of its information security, business continuity, and payment security controls are aligned with recognized external standards. Information security matters are also overseen quarterly by the Information Security Steering Committee, placing data security strategy and performance within a formal internal governance structure.

3.4.2 Cyber Resilience and Awareness

KIB supports cyber resilience through awareness and training programs focused on cybersecurity, data protection responsibilities, and privacy obligations in response to rising digital threats. This has improved awareness among employees and customers regarding cyber and privacy-related responsibilities. This awareness effort is supported by tailored employee training on privacy and data security, or training related to privacy risks and procedures, indicating organization-wide attention to digital security responsibilities.

3.4.3 Incident Response and Security Reviews

KIB maintains an incident response framework supported by policies, procedures, response plans, and operational playbooks designed to address cybersecurity and data-related incidents in a timely and coordinated manner. This framework helps the Bank respond to potential threats, contain their impact, support recovery, and strengthen its overall cyber resilience. Regular security reviews and control assessments also contribute to our ability to identify vulnerabilities, reinforce response readiness, and maintain confidence in our digital operations.

3.4.4 Data Protection Principles and Policy

Our data protection principles are well-established to limit data collection to what is necessary for defined purposes. The data collected is adequate, limited, and relevant to the purpose for which it is collected, reflecting a data minimization approach within its privacy practices. The Bank's customers are granted rights over their personal data, including the right to access, correct, and erase personal data where it is no longer processed or no longer necessary.

The Bank's Data Protection Policy applies across all business lines, and it specifies how data is collected, whether third parties have access to it, and the purpose of such access. Moreover, privacy requirements extend to suppliers and business partners handling organizational data or accessing the Bank's network, in accordance with our Privacy Policy and regulatory requirements.

3.4.5 Customer Data Protection and Privacy

Customer data protection forms part of KIB's customer service practice. Our Data Protection Policy outlines the purposes for which customer data is collected and processed, ensuring transparency in how personal information is handled. During the reporting year, no substantiated complaints related to customer privacy were identified.

Customer Privacy and Data Protection Incidents

Substantiated Complaints – Customer Privacy	0
Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	0
Total Substantiated Complaints on Breaches of Customer Privacy from External Parties	0
Total Substantiated Complaints on Breaches of Customer Privacy from Regulatory Bodies	0
Total Number of Identified Leaks of Customer Data	0
Total Number of Identified Thefts of Customer Data	0
Total Number of Identified Losses of Customer Data	0



4

Responsible Operations

KIB's approach to responsible operations focuses on strengthening environmental performance and operational efficiency across its activities. During 2025, we continued to advance our efforts in resource management, emissions monitoring, waste reduction, and responsible procurement, reflecting our broader commitment to integrating environmental responsibility into our operations.

4.1 Resource Management and Environmental Impact

Our approach to responsible operations focuses on managing resource use more efficiently across our head office and branch network. During 2025, this included practical measures related to energy efficiency, solar deployment, water-saving controls, paper reduction, and internal monitoring of key environmental indicators.

4.1.1 Energy Management and Efficiency

We monitor energy use across our facilities as part of our effort to improve operational efficiency and reduce the environmental impact of our branch and office network. The year 2024 is used as the baseline for reduction analysis because it was the first year in which the Bank had sufficient ESG planning and visibility to establish a reference point.

Energy Performance	2025 (Mega Joules)
Total Energy Consumption within the Organization from Electricity	18,722,332.8
Reduction in Energy Consumption from Conservation and Efficiency Initiatives	1,337.4
Electricity Sold to MEW from Solar Generation	1,337.4

4.1.2 Carbon Reduction Plans

KIB's carbon emissions reduction target is 50 tons, with monthly internal reporting used to monitor progress. Current mitigation actions identified by the Bank include solar deployment in new branches and the start of paper recycling in November 2025, both of which contribute to lower operational environmental impact.

Renewable Energy and Carbon Reduction Metrics

Solar Renewable Energy Capacity	1.53 KWh
*Total Renewable Capacity	1.53 KWh
Ratio of Planned Additional Renewable Electricity Generation Capacity to Current Total Capacity	0.0071%
Carbon Emissions Performance	493.2 kg of CO2
Energy Types Contributing to Reduction	Solar Energy and LED Lights

*The total renewable energy capacity is constituted of only solar renewable energy.

During 2025, KIB installed solar systems in four new branches, while solar energy and LED lighting formed part of the measures contributing to lower electricity use and reduced monthly energy costs.

Property-level environmental performance is also supported through building and maintenance features intended to improve natural lighting, reduce cleaning and cooling requirements, and strengthen overall resource efficiency across KIB's branches.

4.1.3 Carbon Footprint

KIB monitors and discloses its greenhouse gas emissions as part of its environmental performance management and ongoing improvement in climate-related reporting. Emissions for 2025 were calculated in accordance with the GHG Protocol and are presented across Scope 1, Scope 2, and Scope 3, together with intensity indicators to support consistent tracking of the Bank's operational footprint over time.

The following section presents KIB's total GHG emissions, including Scope 1, Scope 2, and Scope 3 emissions, alongside a detailed breakdown of emissions by scope to highlight key sources of emissions and support ongoing monitoring and reduction efforts.

Total GHG Emissions	2025	2024
	tCO2e	tCO2e
Scope 1	21.90	324.07
Scope 2	5,011.10	5,083
Scope 3	1,306.90	6,165.70
Total	6,339.91	11,572.77

Total GHG Emissions Intensity	2025	2024
	tCO2e/employee	tCO2e/employee
Scope 1	0.03	0.44
Scope 2	6.02	6.94
Scope 3	1.57	0.54
Total	7.62	7.92

Scope 1 Emissions

Scope 1 emissions represent direct GHG emissions from sources owned or controlled by KIB, including fuel consumption from stationary and mobile sources as well as fugitive emissions from refrigerants. Overall, Scope 1 emissions show a significant decrease compared to the previous year. The significant year-on-year reduction in Scope 1 emissions primarily reflects improvements in data collection methodology and monitoring practices. This variation primarily reflects strengthened internal monitoring and control measures over fuel consumption across the Bank's operations.

In particular, the reduction in mobile and stationary fuel consumption is linked to improved tracking mechanisms, more controlled usage practices implemented across departments, and decreased fuel consumption. In addition to that, the total number of generators has increased from 13 in 2024 to 15 in 2025. Further details on the significant decrease in emissions are mentioned below in the combustion tables. These measures have contributed to more efficient resource use and enhanced oversight of direct emissions sources. At the same time, the current year includes a more comprehensive disclosure of fugitive emissions, reflecting continued progress in expanding emissions coverage and improving data completeness.

The following tables present the detailed breakdown of Scope 1 emissions, including stationary combustion, mobile combustion, and fugitive emissions, along with the corresponding emissions intensities.

Stationary Combustion

		2025	2024
Total Consumption	Liters	320	2,461.88
Total Emissions	tCO2e	0.93	7.20

Mobile Combustion

		2025	2024
Total Consumption	Liters	3,497	135,754.19
Total Emissions	tCO2e	8.04	316.86

Note: Total number of Bank operated cars increased from 18 in 2024 to 20 in 2025, in addition to that, consumption decreased due to monitoring of fuel consumption instead of handing fuel cards. The employees are requested to bring in fuel bills. Also, the total distance travelled during 2025 was 43,198.8 km.

Fugitive Emissions

Total Emissions	12.93	tCO2e
Total Refrigerant Charged	7.41	Kg

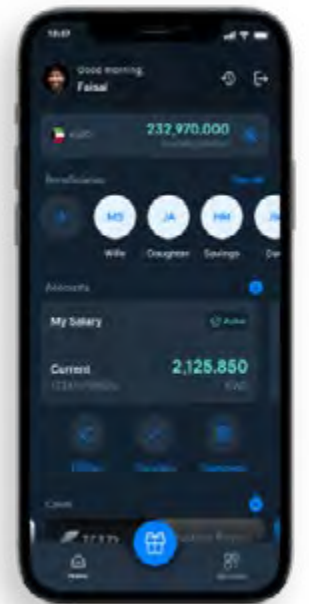
Scope 2

During the reporting year, Scope 2 emissions showed a decrease compared to the previous year, largely driven by changes in the Bank's operational footprint and electricity consumption levels. While total electricity consumption has declined, emissions levels remain relatively stable due to the nature of electricity emission factors, which are externally determined. This has also contributed to a reduction in emissions intensity, reflecting improved efficiency relative to our workforce.

Scope 2 emissions represent indirect greenhouse gas emissions associated with purchased electricity consumed across our operations. These emissions are primarily driven by the Bank's operational footprint, including the number of active branches and facilities, as well as overall electricity usage patterns.

Purchased electricity consumption fell by 24%, while Scope 2 emissions declined by 1% and intensity fell by 13%, this is due to 6 out of the 18 branches' electricity consumption being included directly in the rental payments. As such, the current reflection of electricity consumption and emissions are for 12 branches only.

The table below presents the detailed breakdown of Scope 2 emissions from purchased electricity, including total consumption, total emissions, and emissions intensity.



Purchased Electricity

		2025	2024
Total Consumption	KWh	6,211,009	8,147,360
Total Emissions	tCO2e	5,011.10	5,083
Total Emissions Intensity	tCO2e/employee	6.02	6.94

Scope 3

Scope 3 emissions represent indirect greenhouse gas emissions arising from activities across KIB's wider value chain, including water consumption, waste generation, and employee commuting. During the reporting year, Scope 3 emissions show notable variation across categories, reflecting both operational changes and improvements in the quality and coverage of underlying data.

Reductions in some categories are linked to lower resource consumption and changes in waste generation patterns, while increases in other categories reflect broader data capture and higher reported activity levels during the year. As a result, year-on-year movements in Scope 3 should be read in the context of both operational performance and the continued improvement of emissions measurement practices. The tables below present the detailed breakdown of Scope 3 emissions by category, including water, waste streams, and employee commuting, together with the corresponding emissions intensities.

Water Emissions

The reduction in total water consumption in 2025 led to a corresponding decline in associated emissions. This is also due to 6 out of the 18 branches' water use being included directly in the rental payments. As such, the current reflection of electricity consumption and emissions are for 12 branches only.

		2025	2024
Total Consumption	m3	193	341.60
Total Emissions	tCO2e	0.04	0.06
Total Emissions Intensity	tCO2e/employee	0.00004	0.00008



Plastic Waste Emissions

Plastic waste generation recorded a decrease, highlighting improved efficiency in managing plastic-related waste relative to the Bank's workforce. Overall, the data reflects a notable improvement in reducing plastic waste and its environmental impact. Plastic emissions during 2025 primarily relate to plastic bottles and water gallons.

		2025	2024
Total Amount Produced	Tonne	1.20	22.86
Total Emissions	tCO2e	0.01	0.20
Total Emissions Intensity	tCO2e/employee	0.00	0.0003

Paper Waste Emissions

Paper waste generation increased, reflecting higher usage levels during the reporting period. This increase is mirrored in total emissions, which also rose, indicating a direct relationship between paper consumption and associated emissions.

Emissions intensity also increased, suggesting higher paper-related environmental impact relative to our workforce. Overall, the data indicates an increase in paper usage and its corresponding emissions impact during the year.

		2025	2024
Total Amount Produced	Tonnes	6.34	4.02
Total Emissions	tCO2e	7.38	4.69
Total Emissions Intensity	tCO2e/employee	0.009	0.006

Employee Commute

Employee commuting emissions increased by 156%, while emissions intensity rose, reflecting a significant increase in commuting-related impact. This change is primarily influenced by contracted data coverage and a smaller sample size, which was 46 compared to the previous year's 94.

Distance travelled also increased by 18%, indicating higher commuting activity. Overall, the data reflects improved data capture and broader participation rather than a proportional increase in actual commuting intensity.

		2025	2024
Total Emissions	tCO2e	1,299.47	506.67
Total Emissions Intensity	tCO2e/employee	1.56	0.69

4.1.4 Water Management

We continue to manage water use through practical controls across our facilities. Water use remains limited mainly to domestic use and cleaning, and all operating facilities are equipped with water tanks that can serve operations for at least three days. The Bank also uses sensor-type mixers and faucets to reduce excessive water use and limit water losses.

Operational services such as water supply are obtained through local public infrastructure and service providers, with water supplied through the Ministry of Electricity and Water network for our head office and branches, except for one branch supplied by tankers.

Case Study

Community Support and Inclusive Social Impact

As part of its support for elderly welfare, KIB contributed to programs during the reporting period focused on the wellbeing of senior citizens through visits to care centers and community engagement activities intended to promote dignity, inclusion, and social support for older members of society. The Bank also continued to support initiatives for persons with disabilities through sponsored events, experiential activities, and accessible banking services tailored to customers with special requirements. In addition, branch services were adapted to better accommodate visually impaired and hearing-impaired individuals. KIB also participated in community occasions such as Teacher's Day and other national observances that recognize the contributions of educators and community leaders, helping strengthen social cohesion and reinforce the Bank's role as an active community partner.

KIB also supported the Saqya Al Ghad (سقييا الغد) initiative in collaboration with the Capital Governorate and the Ministry of Education, as part of its commitment to environmental responsibility. The initiative focused on raising awareness among school students about water conservation and promoting sustainable habits from an early age. Its objectives included educating students on practical ways to reduce water consumption, instilling long-term environmental responsibility, encouraging creative thinking around resource conservation, and supporting national efforts toward sustainability and responsible water use.

The initiative was implemented through awareness sessions and educational engagement in schools on different methods of conserving water. Students were encouraged to develop innovative ideas and practical solutions for water rationalization, and a competition was organized among participating schools to identify and present the most effective water-saving initiative. The winning school was then honored and recognized for presenting the most impactful and creative conservation idea.

Through these activities, the initiative contributed to increased environmental awareness among young students at a formative stage, encouraged behavioral change within schools and student households, and promoted a culture of sustainability through education and creativity. It also strengthened collaboration between the private sector and public institutions in advancing environmental goals.

Overall, these initiatives contributed to social inclusiveness and community empowerment by supporting vulnerable and priority groups within Kuwaiti society. They reflect KIB's broader approach to social responsibility, integrating care, inclusion, education support, and sustainable community engagement into its overall ESG direction, while reinforcing the Bank's role in supporting community wellbeing and national sustainability priorities.

4.1.5 Environmental Risk Approach

The Bank has not conducted a formal water-related impact assessment because water supply is considered stable. At the same time, we have set water reduction targets since 2021 based on annual consumption data, with a stated objective of reducing water use by 15% by 2027. These measures are supported by monthly data collection and comparison, and by the continued use of sensor-type faucets in head office toilets and new branches.

Water Performance

	2025 (Mega Liters)
Total Water Withdrawal from All Areas	5.37
Third-Party Water Withdrawn	0.056
Total Water Consumption from All Areas	0.52

Water withdrawal increased by 13% compared with 2024, which was attributed to business expansion and the addition of three new branches during the year. The Bank's water reduction measures include RITEC protective layers that reduce water use for façade cleaning and sensor-type faucets installed in our head office and new branches.

Wastewater from KIB's facilities is discharged into the public drainage system. There are no processed water streams requiring special treatment, and no specific local limits apply to discharge quantities for office buildings and facilities.

4.1.6 Waste Management and Paper Reduction

KIB continues to strengthen waste reduction efforts, with the clearest progress currently linked to paper reduction and paper recycling. The total waste weight is not fully tracked, while recycled paper waste has been weighed since November. The main waste streams identified during the year included paper, plastic, and general waste.

Waste Performance

	2025 (Tons)
Total Weight of Waste Generated	7.8
Total Weight of Waste Diverted from Disposal	0.265
Type of Waste Diverted from Disposal	Paper Waste
Recycled Paper Waste	0.265

The Bank's paper recycling project continues to focus on head office facilities, where recycled paper waste generated through daily work activities was at approximately 100 to 150 kg per month. This initiative supports our wider effort to reduce paper waste generated through routine operations.

Paper reduction also continued through operational and business process improvements. More than 80,000 papers per year were saved in 2025 through the Objective Key Result (OKR) framework, while the real estate division continued the transition from paper-based archiving to electronic archiving through the KIB Aqari platform.

Case Study

Environmental and Social Awareness in the Community

During the reporting period, KIB continued to support environmentally focused community initiatives through Saqya Al Ghad, delivered in collaboration with the Capital Governorate and the Ministry of Education. The initiative focused on raising awareness among school students about water conservation and sustainable habits through school-based engagement, awareness sessions, and a competition designed to encourage practical ideas for reducing water consumption. This initiative supported environmental awareness at an early stage while reinforcing KIB's broader role in community education and sustainable behavior change.

Real estate continued to reduce paper use through the transition from paper-based to electronic archiving as part of the KIB Aqari platform. While this initiative primarily supports internal digital transformation, it also reflects wider efficiency and awareness benefits connected to responsible operational practices and sector modernization.

In addition to its electrification efforts, the real estate department also referenced efforts toward a unified electronic real estate platform intended to facilitate valuation procedures and reduce reliance on paper-based transactions.

We have also begun formalizing our approach to electronic waste management within our IT-related operations. We have started tracking electronic waste generated through our operations and are coordinating with approved external vendors to establish collection and responsible disposal mechanisms. Current initiatives focus on selected IT and office equipment such as keyboards, mouse devices, and peripheral accessories, while laptops, hard disks, and storage devices are excluded from external recycling because of data confidentiality and information security requirements.

The Bank relies on licensed external vendors for collection and environmentally responsible disposal, while maintaining internal controls over data security and disposal requirements.

Overall, KIB strives to maintain formal data protection and digital security controls supported by recognized certifications, annual audits, structured incident response processes, employee training, and policy coverage across the business. The same emphasis on operational control also shapes how we manage resource use and environmental performance across our facilities.

4.2 Responsible Procurement

Responsible procurement is integral to KIB's operational approach, supporting supply chain integrity, local economic participation, and environmental screening practices. The Bank continues to engage suppliers and contractors within a controlled procurement framework that considers local presence and supplier-related environmental impacts, while also contributing to economic activity through relationships with businesses operating in Kuwait. These practices support our broader ESG Strategy and complement the Bank's wider responsible operations framework.

4.2.1 Local Supplier Engagement

KIB supports local economic participation through engagement with suppliers and contractors operating in Kuwait, helping reinforce domestic business linkages within the Bank's operating footprint. For reporting purposes, a local supplier is defined as one that is legally registered and operates within the same country as the reporting location.

This procurement approach also contributes to indirect economic value. Positive indirect economic impacts include the engagement of local contractors and suppliers, support for cultural and educational activities, and increased economic activity for nearby businesses. This indicates that procurement decisions contribute to operational continuity and wider local economic participation.

KIB's community contribution is also supported through procurement practices that recognize the importance of local economic participation. The Bank has a policy to support local suppliers or prioritize purchases that benefit local communities, which strengthens the local value chain and complements its wider community impact agenda.

Overall, we continue to apply responsible procurement practices through local supplier engagement and environmental supplier screening, while contributing to economic activity through our relationships with contractors and suppliers in Kuwait.

4.2.2 Environmental Screening of Suppliers

KIB strengthens its supplier oversight practices by incorporating ESG and supplier performance considerations into its procurement review process. Out of 236 active suppliers, we are currently assessing 36 suppliers based on ESG and supplier performance management criteria. These suppliers are selected based on their relevance to the Bank's operations, including high-spend suppliers, critical suppliers with continuous business engagement, suppliers with operational impact, and frequently used suppliers. This approach allows us to prioritize suppliers that have a more direct influence on operational continuity, service quality, and responsible procurement practices.

Supplier Environmental Screening

	2025
Percentage of New Suppliers Screened Using Environmental Criteria (%)	15%
Suppliers Assessed for Environmental Impacts	36
Suppliers Identified with Significant Actual or Potential Negative Environmental Impacts	0



5

Appendix

5.1 GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	a-d) Report Overview	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	a-c) Reporting Boundaries			
	2-3 Reporting period, frequency and contact point	a-d) Report Overview			
	2-4 Restatements of information	a) Report Overview			
	2-5 External assurance	No sustainability report assurance was conducted			
	2-6 Activities, value chain and other business relationships	a) KIB's sector of activity is disclosed on KIB's website KIB Online Banking Kuwait International Bank b.i.) KIB's activities, products, services and markets served are covered in Section 'Community Growth and Workforce Empowerment', subsection 'Customer-Centric Service Excellence'. More information is on KIB's website KIB Online Banking Kuwait International Bank b.ii.) 4.2 Responsible Procurement b.iii.) 4.2 Responsible Procurement c) 2.6 Community Impact d) No significant changes compared with the previous reporting period			
	2-7 Employees	a, b.i.,iv.) 2.1 Diversity and Inclusion e) No significant fluctuations occurred in the reporting year	b.ii.) b.iii.) b.v.) c d	Not applicable	All employees are full-time, permanent employees. Additionally, the Bank does not employ non-guaranteed hour employees For c, d, e - Information is unavailable
	2-8 Workers who are not employees		a b c	Not applicable	Information is unavailable; KIB does not have employees who are not workers
	2-9 Governance structure and composition	a-c) 3.1 Ethical Governance and Integrity			
	2-10 Nomination and selection of the highest governance body	a-b) 3.1 Ethical Governance and Integrity			
	2-11 Chair of the highest governance body	a-b) 3.1 Ethical Governance and Integrity			
	2-12 Role of the highest governance body in overseeing the management of impacts	a-c) 3.1 Ethical Governance and Integrity			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	a.i.) Responsibility for managing economic, environmental, and social impacts is delegated to senior executives and other employees who provide periodic reports to the Board a.ii.) The organization has not given other employees responsibility for impact management b) 3.1 Ethical Governance and Integrity			
	2-14 Role of the highest governance body in sustainability reporting	a) 3.1 Ethical Governance and Integrity	b	Not applicable	The highest governance body does review and approve reported information
	2-15 Conflicts of interest	a-b) 3.1 Ethical Governance and Integrity			
	2-16 Communication of critical concerns		a b	Information unavailable/incomplete	Information is unavailable
	2-17 Collective knowledge of the highest governance body	a) 3.1 Ethical Governance and Integrity			
	2-18 Evaluation of the performance of the highest governance body	a-c) 3.1 Ethical Governance and Integrity			
	2-19 Remuneration policies	a-b) 3.1 Ethical Governance and Integrity			
	2-20 Process to determine remuneration	a) 3.1 Ethical Governance and Integrity	b	Information unavailable/incomplete	Information on stakeholder voting on pay policies or proposals is deemed confidential by the Bank
	2-21 Annual total compensation ratio		a b c	Information unavailable/incomplete	Information on annual total compensation ratio is unavailable
	2-22 Statement on sustainable development strategy	a) Message from the Chairman			
	2-23 Policy commitments	a.ii.,iv.) 3.2 Risk Management and Regulatory Compliance a.iii.) Yes, under the BCM and Operational Risk	a.i.) b c d e f	Confidentiality constraints	Information on policy commitments is confidential a.i.) The authoritative intergovernmental instruments that the commitments reference are not applicable
	2-24 Embedding policy commitments		a	Confidentiality constraints	Information on embedding policy commitments is confidential
	2-25 Processes to remediate negative impacts	a,b,c,e) 3.1 Ethical Governance and Integrity	d	Information unavailable/incomplete	Information on describing how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms is unavailable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	a.ii.) 2.4 Employee Wellbeing and 3.1 Ethical Governance and Integrity	a.i.)	Confidentiality constraints	Information on seeking advice on implementing the organization's policies and practices for responsible business conduct is confidential
	2-27 Compliance with laws and regulations	a,b,c,d) 3.2 Risk Management and Regulatory Compliance			
	2-28 Membership associations	a) KIB engages in relevant banking and financial sector initiatives in Kuwait in line with regulatory and industry frameworks. Such engagement supports responsible banking practices and aligns with the Bank's governance and sustainability objectives.			
	2-29 Approach to stakeholder engagement	a) 1.3 Materiality and Stakeholder Engagement			
	2-30 Collective bargaining agreements		a b	Information unavailable/incomplete	Information on collective bargaining agreements is unavailable
	Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.3 Materiality and Stakeholder Engagement	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	1.3 Materiality and Stakeholder Engagement			
Financial Accessibility and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Inclusive Finance 1.1.3 Financial Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	a) 1.1.3 Financial Performance b) Since KIB Bank's operations are fully based in Kuwait, the entire economic value generated and distributed (EVC&D) is reported at the national level. No disaggregation by other countries or markets is applicable.			
	201-2 Financial implications and other risks and opportunities due to climate change	a.ii.) Natural disasters may have implications on the daily operations in addition to financial losses impact to the organization in terms of property damages a.iii.) The Bank's Sukuk issuance sustainable Tier 2 has saved KIB 7 million KD approximately and has been oversubscribed 7 times. a.iv.) KIB has installed solar panels on 4 branches so far a.v.) Investment of solar panels reduced energy costs	a.i.,ii.)	Information unavailable/incomplete	Information on the risk or opportunity and its classification as either physical, regulatory, or other is unavailable and a description of the impact associated with the risk or opportunity is also unavailable
	201-3 Defined benefit plan obligations and other retirement plans		a b c d e	Not applicable	The Bank follows Kuwaiti Labor Law
	201-4 Financial assistance received from government		a b c	Not applicable	The Bank does not receive any financial assistance from the government
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	a,d) 2.1 Diversity and Inclusion b) 2.4 Employee Wellbeing c) No			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	a,b,c) 2.1 Diversity and Inclusion d) Within Kuwait			
Sustainable Finance					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.5 Community Impact 4.2 Responsible Procurement			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	a,b) 2.5 Community Impact	c	Information unavailable/incomplete	The information on the type of investments is unavailable
	203-2 Significant indirect economic impacts	a) 4.2 Responsible Procurement b) 2.6 Community Impact			
Sustainable Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.2 Responsible Procurement			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	a-c) 4.2 Responsible Procurement			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	a) 4.2 Responsible Procurement			
	308-2 Negative environmental impacts in the supply chain and actions taken	a,b) 4.2 Responsible Procurement	c d e	Information unavailable/incomplete	Information on negative environmental impacts in the supply chain and actions taken is unavailable
Ethical Business Governance and Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1 Ethical Governance and Integrity			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		a b	Information unavailable/incomplete	Information on main outcomes of completed legal actions, including any decisions or judgements is unavailable
Responsible Governance and Regulatory Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 Talent Development 3.2 Risk Management and Regulatory Compliance			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	b) 3.2 Risk Management and Regulatory Compliance	a	Information unavailable/incomplete	Information on total number and percentage of operations assessed for risks related to corruption is unavailable
	205-2 Communication and training about anti-corruption policies and procedures	a,b,e) 2.3 Talent Development c) 3.2 Risk Management and Regulatory Compliance	d	Information unavailable/incomplete	Board training data on anti-corruption is not available
	205-3 Confirmed incidents of corruption and actions taken	a) 0 b) 0 c) 0 d) 0			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy and Resource Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.1 Resource Management and Environmental Impact			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	a,b,c,i.,d,i.,e,f) 4.1 Resource Management and Environmental Impact	c.ii.) c.iii.) c.iv.) d.ii.) d.iii.) d.iv.) g	Information unavailable/incomplete	Information on heating, cooling and steam consumption and sold amounts is unavailable
	302-2 Energy consumption outside of the organization		a) 27 GJ/FTE b) Total number of employees c) Fuel and electricity consumption d) The ratio uses energy consumption within the organization		
	302-3 Energy intensity	a) 27 GJ/FTE b) Total number of employees c) Fuel and electricity consumption d) The ratio uses energy consumption within the organization			
	302-4 Reduction of energy consumption	a,b,c) 4.1 Resource Management and Environmental Impact	d	Information unavailable/incomplete	Information on standards, methodologies, assumptions, and/or calculation tools used is unavailable
	302-5 Reductions in energy requirements of products and services		a b c	Not applicable	Information on energy savings achieved by KIB's sold products or services during the reporting period is not applicable due to the nature of the company
GHG Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.1 Resource Management and Environmental Impact			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	a,b,d,e,f,g) 4.1 Resource Management and Environmental Impact	c	Not applicable	Information on biogenic CO2 emissions in metric tons of CO2 equivalent is not applicable
	305-2 Energy indirect (Scope 2) GHG emissions	a,c,d,e,f,g) 4.1 Resource Management and Environmental Impact	b	Not applicable	Information on gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent is not applicable.
	305-3 Other indirect (Scope 3) GHG emissions	a,b,d,e) 4.1 Resource Management and Environmental Impact	c	Not applicable	Information on biogenic CO2 emissions in metric tons of CO2 equivalent is not applicable.
	305-4 GHG emissions intensity	a-d) 4.1 Resource Management and Environmental Impact			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions		a b c d e	Information unavailable/incomplete	KIB did not quantify emission reduction occurring due to specific initiatives in the reporting year
	305-6 Emissions of ozone-depleting substances (ODS)		a b c d	Not applicable	Due to the type of services, the Bank does not have information available on emissions of ozone-depleting substances (ODS) as a result of operations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.1 Resource Management and Environmental Impact	a b c	Information unavailable/incomplete	The Bank does not have information available on NOx, SOx, and other significant air emissions as a result of operations
Inclusion and Wellbeing					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 Talent Development 2.1 Diversity and Inclusion			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	b) 2.1 Diversity and Inclusion	a	Information unavailable/incomplete	Information on percentage of individuals within the organization's governance bodies is unavailable
	405-2 Ratio of basic salary and remuneration of women to men	a-b) 2.3 Talent Development			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		a b	Information unavailable/incomplete	No incidents of discrimination during the reporting period
Occupational Wellbeing and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.4 Employee Wellbeing 3.2 Risk Management and Regulatory Compliance			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		a b	Information unavailable/incomplete	Information on the occupational health and safety system is unavailable Information on the scope of coverage is unavailable
	403-2 Hazard identification, risk assessment, and incident investigation	a.i.) 3.2 Risk Management and Regulatory Compliance	a.ii.) b c d	Information unavailable/incomplete	Information on detailed hazard identification, risk assessment, and incident investigation

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services		a	Not applicable	Information on occupational health services that help identify and eliminate hazards / minimize risks, and how their quality and worker access are ensured is unavailable.
	403-4 Worker participation, consultation, and communication on occupational health and safety		a b	Not applicable	The organization has not yet documented or formalized the mechanisms that would allow it to report on the disclosure requirements
	403-5 Worker training on occupational health and safety		a	Information unavailable/incomplete	KIB has not yet consolidated or verified data on the occupational health and safety training it provides (covering both generic safety instruction and hazard-specific programs). As a result, no reportable information is presently available for this disclosure.
	403-6 Promotion of worker health	a-b) 2.4 Employee Wellbeing			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		a	Not applicable	KIB has not yet completed a systematic assessment of occupational health and safety hazards and risks that arise through its value-chain relationships, nor has it formalized the policies, controls, and monitoring processes required to describe how significant OHS impacts linked to suppliers, contractors, or other business partners are prevented or mitigated
	403-8 Workers covered by an occupational health and safety management system		a b c	Not applicable	The organization has not yet gathered or validated the data required to disclose on this requirement

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	a.i.-iii.,a.v.,b.i.-iii.,b.v.,c,d,e,f,g) 2.4 Employee Wellbeing	a.iv.) b.iv.)	Information unavailable/incomplete	Information on the main types of work-related injury for all employees and for all workers who are not employees, but whose work and/or workplace is controlled by the organization is unavailable
	403-10 Work-related ill health	a-e) 2.4 Employee Wellbeing			
Engagement and Workforce Development					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a-b) 2.1 Diversity and Inclusion			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		a b	Information unavailable/incomplete	The Bank has benefits for full-time employees; however, this information was not reported on for this reporting year
	401-3 Parental leave	a-d) 2.1 Diversity and Inclusion			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		a b	Information unavailable/incomplete	Information on minimum notice periods regarding operational changes is unavailable
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	a) 2.3 Talent Development			
	404-2 Programs for upgrading employee skills and transition assistance programs	a) 2.3 Talent Development b) No			
	404-3 Percentage of employees receiving regular performance and career development reviews	a) 2.3 Talent Development			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	a-b) 2.3 Talent Development			
Community Empowerment					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.4 Employee Wellbeing 2.5 Community Impact 3.4 Data Protection and Digital Security			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	a) The Bank did not record any incidents or violations against indigenous peoples for this year.	b	Not applicable	No incidents of violations were identified or recorded at the Bank
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	a) 3.4 Data Protection and Digital Security			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		a	Information unavailable/incomplete	KIB has not yet completed a systematic assessment to identify which of its operations, if any, impose significant actual or potential negative impacts on local communities.
Data Privacy and Cybersecurity					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.5 Customer Experience and Service Quality 3.4 Data Protection and Digital Security			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	a-c) 2.5 Customer Experience and Service Quality			
Environmental Efforts					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.1 Resource Management and Environmental Impact			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	a,c,d) 4.1 Resource Management and Environmental Impact	b	Not applicable	Information on a description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.
	303-2 Management of water discharge-related impacts	a.i.) 4.1 Resource Management and Environmental Impact	a.ii.) a.iii.) a.iv.)	Not applicable	The specified disclosures are not applicable to the Bank
	303-3 Water withdrawal	a, a.v.) 4.1 Resource Management and Environmental Impact	a.i.) a.ii.) a.iii.) a.iv.) b c d	Information unavailable/incomplete	Information on detailed sources of water is unavailable
	303-4 Water discharge		a b c d e	Not applicable	Information on water stress is not applicable
	303-5 Water consumption	a) 4.1 Resource Management and Environmental Impact d) Water-use data are sourced from digital utility bills (Ministry of Electricity and Water), meter-read to the nearest liter.	b c	Not applicable	Detailed information on water consumption is not applicable
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	a) No significant actual and potential waste-related impacts			
	306-2 Management of significant waste-related impacts	a-c) 4.1 Resource Management and Environmental Impact			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 306: Waste 2020	306-3 Waste generated	a) 4.1 Resource Management and Environmental Impact	b	Information unavailable/incomplete	Contextual information necessary to understand the data and how the data has been compiled is unavailable
	306-4 Waste diverted from disposal	a, c.ii., e) 4.1 Resource Management and Environmental Impact	b c.i.) c.iii.) d	Information unavailable/incomplete	Information on hazardous waste and information on details of recycling are not applicable to KIB
	306-5 Waste directed to disposal	c..iv) 4.1 Resource Management and Environmental Impact	a b c.(i.-iii.) d e	Information unavailable/incomplete	Information on waste directed from disposal is not completely available
Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.5 Customer Experience and Service Quality 3.4 Data Protection and Digital Security			
Nationalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.1 Diversity and Inclusion			

5.2 Additional ESG Disclosures

No.	Metric	Performance
1	Constituency provision for the organization or being subject to constituency protection under applicable law	Yes
2	Voting rights for foreign or non-resident shareholders	Voting rights do not differ for foreign or non-resident shareholders.
3	Voting rights ceiling	Voting rights are not capped regardless of the number of shares held.
4	Vesting eligibility of unvested equity awards upon CEO termination	Unvested equity awards are not eligible for vesting upon CEO termination.
5	Scope of ESG risk management system in financing activities	The Sustainable Financing Working Group covers both ESG and sustainable financing matters.
6	Planned additional renewable electricity generation capacity ratio	The ratio of planned additional renewable electricity generation capacity to current total capacity is at 0.0071%.

No.	Metric	Performance
7	The organization or its material subsidiaries are not in receivership, bankruptcy protection, or facing liquidation.	The organization and its material subsidiaries were not in receivership, bankruptcy protection, or facing liquidation.
8	The organization or its material subsidiaries have not breached debt covenants or faced material covenant-related concerns recently.	The organization and its material subsidiaries did not breach debt covenants or face material covenant-related concerns during the reporting period.
9	Share incentive run rate	The current run rate of share-based incentive awards is below 2%.
10	CEO pension contribution rate relative to peers	The CEO pension contribution rate is not excessive relative to the Bank's pay peer group.
11	CEO accumulated pension relative to peers	The CEO accumulated pension figure is not excessive relative to the Bank's pay peer group.
12	Board authority to amend bylaws without shareholder approval	The Board does not have unilateral authority to amend bylaws or Articles of Association without shareholder approval.
13	Adverse public comment on pay policies and practices	The Bank's pay policies and practices have not attracted adverse public comment from stakeholders.
14	Golden share or equivalent control provisions	The Bank's capital and ownership structure does not include a golden share provision or equivalent overriding shareholder rights.
15	Compliance with listing obligations	The Bank was not in breach of continuing obligations applicable to the listing of its securities.
16	External audit opinion and auditor independence	Any changes applicable, were conducted in accordance with regulatory requirements and approved through appropriate governance channels
17	Loan modification options for retail customers	The Bank offers several loan modification options, including income-driven payment plans, extended repayment plans, forbearance, principal reduction, and modification of loan terms, among others.
18	Cross-shareholding involvement	The Bank is not involved in cross-shareholding structures with other companies.
19	Climate-related business risk assessment initiatives	The Bank is in the process of establishing a risk assessment framework that includes climate risk.
20	Takeover defense mechanisms	The Bank has not adopted takeover defenses such as a poison pill or equivalent shareholder rights plan.
21	Formal management system for ESG risks in financing activities	The Bank has established a working group to review and evaluate ESG-compliant financing activities.
22	Environmental credit policy for power industry financing	The Bank has established a Sustainable Finance Policy covering eligible projects, financing, and investments relevant to power sector financing.

No.	Metric	Performance
23	Environmental credit policy for oil and gas financing	The Bank has established a Sustainable Finance Policy covering eligible projects, financing, and investments relevant to oil and gas financing.
24	Environmental credit policy for mining industry financing	The Bank has established a Sustainable Finance Policy covering eligible projects, financing, and investments relevant to mining-related financing.
25	Environmental credit policy for agriculture financing	The Bank has established a Sustainable Finance Policy covering eligible projects, financing, and investments relevant to agriculture-related financing.
26	Anti-bribery and anti-corruption policy	The Bank has a formal anti-bribery and anti-corruption policy through its Code of Conduct and Whistleblower mechanisms.
27	Classified or staggered board with shareholder-rights limitations	The Bank does not maintain a classified or staggered board combined with other shareholder-rights limitations.
28	Plurality voting without cumulative voting under controlling ownership	The Bank does not apply the flagged plurality vote structure described in the underlying metric.
29	Responsible electronic waste disposal practices	The Bank applies responsible electronic waste disposal practices through licensed recycling vendors, aligned with applicable regulations and international good practice.
30	Green securities and sustainable financing involvement	The Bank actively invests in and structures green and sustainable financing, supported by its Sustainable Finance Framework and the issuance of a landmark Tier 2 Sustainable Sukuk.
31	Shareholder right to requisition an extraordinary general meeting	Shareholders retain the right to requisition an extraordinary general meeting without excessive threshold restrictions.
32	CEO cash severance multiple	Potential CEO cash severance does not exceed five times annual pay.
33	Oversight of ESG integration in financing and investment activities	Oversight of ESG integration in financing and investment activities is assigned to a dedicated working group established by the Bank.
34	Performance-based pay for non-officer and non-sales staff	Non-officer and non-sales staff are eligible for performance-based pay such as bonuses.
35	Special charges or write-offs raising stewardship concerns	No special charges or write-offs raising concerns over Board stewardship were reported.
36	Concentrated ownership and board election control	No shareholder or shareholder bloc controls more than 30% of voting shares or can elect more than 50% of the Board.
37	Restatement of previously published financial statements	No restatement of previously published financial statements due to fraud, error, or misapplication of accounting standards was reported.
38	Public criticism of golden hello awards	No public criticism was reported regarding golden hello awards to the CEO or other senior executives.

No.	Metric	Performance
39	Minority shareholder protection concerns	No ownership or governance concerns affecting minority public shareholders were identified.
40	Shareholder opposition to pay policies and practices	No negative shareholder vote in excess of 10% was reported on pay policies and practices during the most recent reporting period.
41	Shareholder ability to make governance changes	No governing document provisions were identified that unduly limit shareholders' ability to make changes at the Bank.
42	Negative shareholder vote against directors	No director received a negative or withheld shareholder vote in excess of 10% in the most recent election.
43	Treatment of security holders in capital raising and return of capital	No concerns were identified regarding the treatment of security holders in relation to capital raising or return of capital.
44	No concerns have been identified regarding going concern or financing difficulties.	No concerns were identified regarding going concern or financing difficulties.
45	Presence of flagged directors	No Board members were identified as flagged directors.
46	Revenue from VIEs with limited voting rights	Less than 5% of group revenue is derived from VIEs where the Bank holds less than 10% voting rights.
47	Involvement in high-risk financing or speculative products	KIB maintains a conservative risk appetite and does not actively engage in high-risk financing or speculative investment activities.
48	Debt collection policy and employee training	KIB has established a formal debt collection framework aligned with regulatory requirements and Shari'a principles, supported by employee training.
49	Executive director representation on the Board	Executive directors do not comprise 30% or more of the Board.
50	External Board memberships of executive directors	Executive Board members do not serve on an excessive number of additional issuer boards.
51	Geographic scope of electronic waste management	Electronic waste management and recycling activities cover the Bank's Kuwait operations through approved local vendors.
52	Credit risk involvement in ESG due diligence	Credit risk review performs due diligence on business proposals and the Bank is progressing a working group to strengthen ESG review and evaluation.
53	CEO pay multiple relative to named executive officers	CEO total awarded pay does not exceed three times the median pay of other named executive officers.
54	CEO perquisites and other pay thresholds	CEO perquisites and other pay do not exceed the relevant threshold.
55	Board size and oversight effectiveness	Board size does not indicate obstacles to effective oversight and decision-making.

5.3 Boursa Kuwait Index

Metric	Description	Section/ Answer
Environmental		
Greenhouse Gas (GHG) Emissions (Scope 1 & 2)	Total direct (Scope 1) and energy indirect (Scope 2) GHG emissions, in tones of CO ₂ equivalent. A core climate metric indicating the company's carbon footprint.	4.1 Resource Management and Environmental Impact
GHG Emissions – Scope 3	Total indirect GHG emissions from the value chain (Scope 3), if significant (e.g., supply chain, product use). Indicates broader climate impact beyond operations.	4.1 Resource Management and Environmental Impact
Emissions Intensity	GHG emissions intensity, e.g., tones CO ₂ per output unit (product, revenue, or BOE for oil/gas). Normalizes emissions relative to business size or activity.	4.1 Resource Management and Environmental Impact
Energy Consumption	Total energy used: direct energy (fuels) and indirect energy (electricity/steam) consumed (in MWh or GJ). Indicates the company's overall energy footprint.	4.1 Resource Management and Environmental Impact
Energy Intensity	Energy intensity, e.g., energy consumed per unit output or revenue. Measures energy efficiency of operations.	27 GJ/ FTE
Energy Mix (Renewables %)	The breakdown of energy sources used (e.g., % from renewable sources vs. fossil fuels). Shows transition to cleaner energy.	4.1 Resource Management and Environmental Impact
Water Usage	Total water withdrawn/consumed and water recycled or reclaimed (in cubic meters). Reflects the company's water footprint and conservation efforts.	4.1 Resource Management and Environmental Impact
Environmental Policy & Management	Existence of formal environmental management policies and systems. For example: Does the company have an environmental policy? Are there specific policies on waste, water, energy, recycling? Is an energy management system (e.g., ISO 50001) in place? (Yes/No for each).	Not Available
Climate Governance and Risk Mitigation	Whether the Board or executive management explicitly oversees climate-related risks and opportunities (Yes/No). Indicates if climate change is integrated into governance structures.	Not Available
Climate Risk Mitigation Investments	Climate Risk Mitigation Investments Annual investment (CAPEX or R&D spend) in climate change mitigation or adaptation projects – e.g. renewable energy, energy efficiency, climate-resilient infrastructure, low-carbon product development (in KD).	Not Available
Social		
Employee Turnover	Annual employee turnover rate – e.g., percentage of workforce leaving the company over the year, typically broken out by employee type: S2.1 Full-time, S2.2 Part-time, S2.3 Contractors. Indicates retention and stability of the workforce.	2.1 Diversity and Inclusion
Gender Diversity (Workforce Composition)	Gender breakdown of employees at different levels – e.g., S3.1 % of total workforce that is female vs male; S3.2 % of entry/mid-level positions held by women; S3.3 % of senior/executive positions held by women. Shows representation of women across the organization.	2.1 Diversity and Inclusion
Training and Learning	Average training hours per employee (by gender and employee category). Total investment in training and development. Percentage of employees receiving regular performance and career development reviews. Qualitative summary of key programs.	2.3 Talent Development

Metric	Description	Section/ Answer
Temporary & Contract Workers	Proportion of workforce on non-permanent contracts – e.g., % of total employees who are part-time; % who are contractors/seasonal. Indicates reliance on contingent labor.	Not Available
Non-Discrimination Policy	Whether the company has a formal policy against discrimination and sexual harassment (Yes/No). Reflects commitment to equal opportunity and a safe workplace.	Yes
YInjury Rate (Health & Safety)	Work-related injury rate, e.g., Lost Time Injury Frequency Rate (LTIFR) – number of injuries per million hours worked (or similar). Indicates workforce health and safety performance.	2.4 Employee Well Being
Occupational Health & Safety Policy	Whether the company has a formal occupational health and/or global safety policy in place (Yes/No). Shows if the company systematically manages employee health and safety.	No
Human Rights Policy	Whether the company has a formal human rights policy (Yes/No) and if it extends to suppliers/vendors (Yes/No). Broadly covers commitments to respect human rights (fair labor practices, community impact, etc.).	3.2 Risk Management and Regulatory Compliance
Nationalization (Kuwaitization)	Percentage of the company's workforce that are Kuwaiti nationals, and qualitative information on local hiring initiatives. E.g., S10.1 % of total employees who are Kuwaiti; S10.2 contribution to direct and indirect local job creation (e.g., via training, outsourcing to local firms).	2.1 Diversity and Inclusion
Community Investment	Total investment in community programs and initiatives that contribute to social, environmental, or economic development, expressed as a percentage of company revenues.	2.6 Community Impact
Governance		
Board Diversity	Gender composition of the Board of Directors – e.g., % of board seats occupied by women vs men; % of board committee chairs held by women vs men. Indicates gender diversity at the highest governance level.	3.1 Ethical Governance and Integrity
Board Independence & CEO/Chair Separation	Independence of the Board: Does the company prohibit the CEO from also being Board Chair? (Yes/No). Percentage of board seats that are independent (per CMA definition). Reflects checks and balances in governance.	3.1 Ethical Governance and Integrity
Supplier Code of Conduct	Whether the company requires its suppliers/vendors to adhere to a Code of Conduct (covering ethics, labor, environmental standards) (Yes/No), and if yes, what percentage of key suppliers have formally certified compliance. Shows how the company manages ESG risks in its supply chain.	No
Ethics & Anti-Corruption	Whether the company has a formal Ethics and/or Anti-Corruption policy (Yes/No), and if yes, what percentage of employees have formally certified compliance with it (e.g., via training or annual sign-off).	3.2 Risk Management and Regulatory Compliance
Data Privacy	Policies and procedures in place to comply with GDPR or similar global data protection and information security awareness standards (e.g., data security, user consent mechanisms, breach response plans).	3.4 Data Protection and Digital Security
External Assurance of ESG Data	Whether the company's sustainability disclosures are assured or verified by an independent third party (Yes/No). Assurance can apply to certain metrics (e.g., GHG emissions) or the whole report. (This is the recommended best practice.)	No external assurance was conducted on sustainability disclosures in 2025

