



شركة الفنادق الوطنية (ش.م.ب.)
NATIONAL HOTELS COMPANY (B.S.C)

ESG Report 2025 National Hotels Company

From Commitment to
Action



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01

**Company
Overview**

ABOUT US

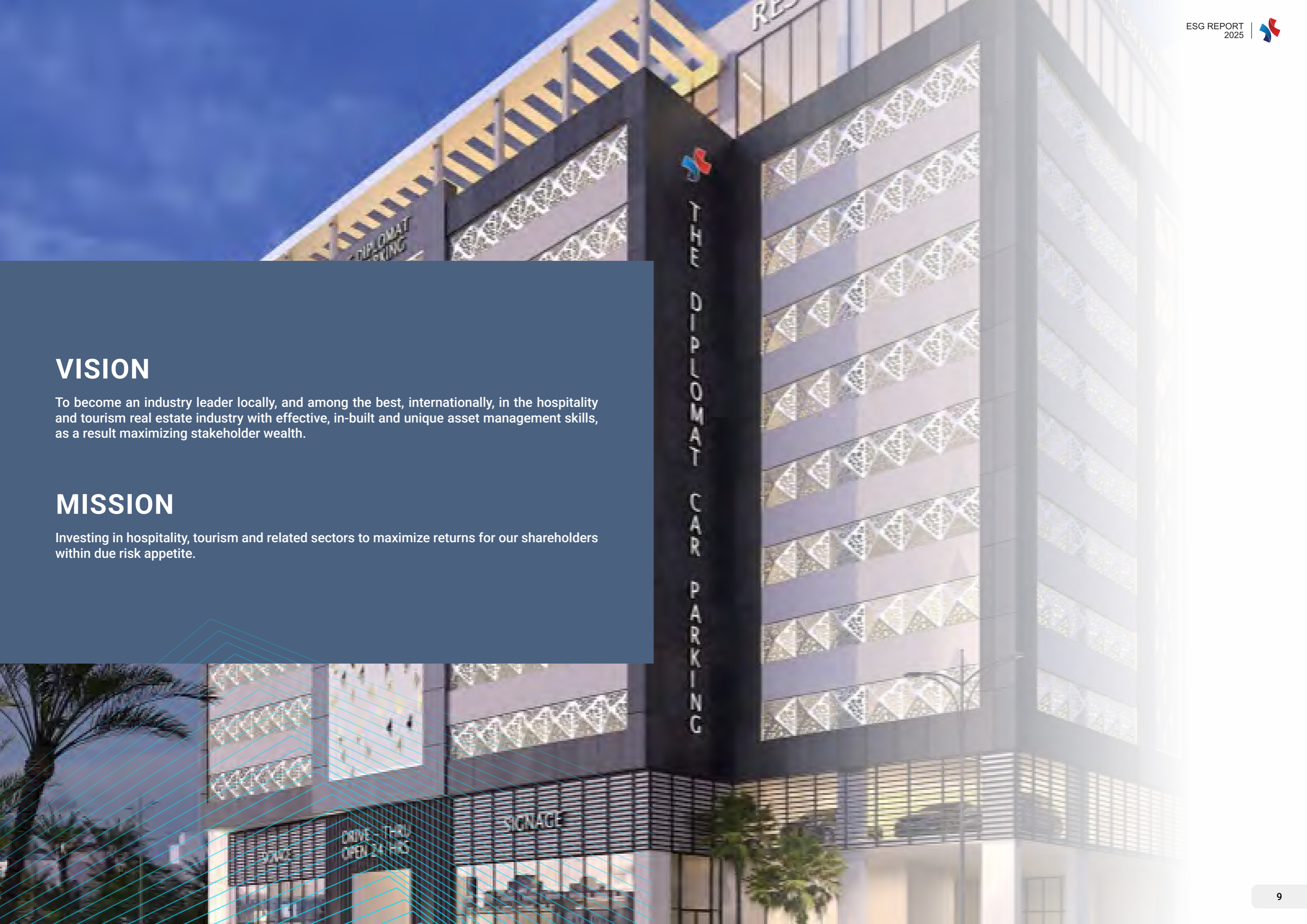
National Hotels Company B.S.C. (NHC), established in 1974, is a leading hospitality and tourism real estate company in the Kingdom of Bahrain. As a publicly listed company on the Bahrain Bourse, NHC has played a longstanding role in supporting Bahrain's tourism sector through the ownership and management of high-quality hospitality and commercial assets.

Our portfolio includes the Diplomat Radisson Blu Hotel, Residence & Spa, a five-star property located in Manama's diplomatic district, offering premium accommodation, conference and event facilities, diverse dining experiences, and wellness amenities. Complementing our hospitality operations, NHC also manages commercial office assets that support business activity within the Kingdom.

Beyond our operational footprint, NHC recognizes its responsibility as a long-standing corporate institution within Bahrain. We contribute to the country's economic and social development through strategic investments, partnerships, and a commitment to responsible business practices. Continuous improvement in service quality, operational efficiency, and stakeholder engagement remains central to our approach.

Sustainability and corporate responsibility are integral to how we operate and make decisions. By supporting local communities, fostering sustainable growth, and strengthening governance practices, NHC aims to create long-term value for its stakeholders while contributing positively to Bahrain's evolving hospitality landscape.





VISION

To become an industry leader locally, and among the best, internationally, in the hospitality and tourism real estate industry with effective, in-built and unique asset management skills, as a result maximizing stakeholder wealth.

MISSION

Investing in hospitality, tourism and related sectors to maximize returns for our shareholders within due risk appetite.

OUR PORTFOLIO & SERVICES

National Hotels Company B.S.C. (NHC) operates a diversified portfolio of hospitality, tourism, and commercial real estate assets designed to meet the evolving needs of guests, tenants, and business partners. Our operations are underpinned by a focus on service quality, operational efficiency, and responsible asset management.

Hospitality and Accommodation

NHC's flagship asset, the Diplomat Radisson Blu Hotel, Residence & Spa, is a five-star hospitality destination located in Manama's diplomatic district. The property offers a range of accommodation and lifestyle services, including well-appointed guest rooms and suites, long-stay serviced residences, and integrated wellness facilities designed to serve both business and leisure travelers.

Dining and Culinary Experiences

The Company offers a diverse selection of dining venues providing international and specialty cuisines. These outlets are complemented by professional catering services that support conferences, events, and private functions hosted across our properties.

Meetings and Events

Our properties include purpose-built meeting and event spaces equipped with modern audiovisual infrastructure. Facilities range from adaptable meeting rooms to large-scale venues such as ballrooms, supported by experienced event planning and management teams to ensure efficient delivery and high service standards.

Commercial Offices

In addition to hospitality operations, NHC manages the Diplomat Commercial Offices, providing premium office spaces within the Diplomat complex. These facilities offer a strategic location, modern infrastructure, secure parking, and comprehensive property management services to support tenant satisfaction and long-term occupancy.

Real Estate Investment and Management

As an active participant in Bahrain's hospitality and tourism real estate sector, NHC invests in and manages high-quality assets with a long-term perspective. Our approach emphasizes asset performance, sustainability considerations, and alignment with Bahrain's broader economic and tourism development objectives.

Through this integrated portfolio, NHC continues to support Bahrain's hospitality and business ecosystem while creating long-term value for its stakeholders through disciplined investment, operational excellence, and responsible growth.



2025 OPERATIONAL HIGHLIGHTS

4%

increase in Average Annual Occupancy compared to 2024 for Hotel & Residence



2%

increase in Net Profits from 2024



1.4%

increase in Average Annual Occupancy compared to 2024 for Commercial Offices

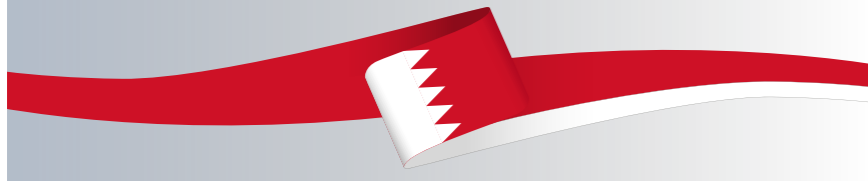
65,250 BHD

Spent on Community Engagement Initiatives in 2025



Construction started on the Diplomat Car Park to modernize property facilities

Awarded Top 50 Bahraini Companies Award in July 2025



AWARDS & INDUSTRY RECOGNITION

01

Awarded as one of Bahrain's Top 50 Companies in 2025



04

Awarded the 30 Best Women Hospitality Leaders in Middle East in August 2025



02

Won the Ohlala Spa and Wellness Award for Best City Spa in April 2025



05

Awarded the Squash Tournament Sponsorship Award by the Kuwait Squash Committee in Oct 2025



03

Won the Bahrain Campaign Award BTEA in Jan 2025



06

Won the FACT Dining Award for Best Pan-Asian Restaurant and Ramadan Best Iftar and Ghabga in Nov 2025





MESSAGE FROM LEADERSHIP

Dear Stakeholders,

We are pleased to present National Hotels Company's (NHC) Environmental, Social, and Governance (ESG) Report for 2025, reflecting our continued commitment to responsible business practices and long-term value creation. Sustainability remains central to our vision of supporting Bahrain's economic and social development while responding to evolving environmental and societal expectations.

Across the hospitality and real estate sectors, sustainability is increasingly shaping how organizations operate and grow. During the year, NHC continued to strengthen its ESG foundations by enhancing environmental performance, deepening social impact, and reinforcing governance practices. Key initiatives included further energy efficiency measures across our properties, ongoing community engagement, and continued investment in employee development and well-being.

Our flagship assets—the Diplomat Radisson Blu Hotel, Residence & Spa and the Diplomat Commercial Offices—remain integral to this progress. Through responsible resource management, collaboration with local suppliers, and a strong focus on service quality, we seek to demonstrate that operational excellence and sustainability can advance together.

At the same time, our workforce initiatives aim to foster an inclusive, safe, and supportive working environment.

Transparency and accountability continue to guide our approach. We remain aligned with recognized reporting frameworks, including the Global Reporting Initiative (GRI), and with applicable regulatory expectations in Bahrain. This report outlines both our progress to date and the areas where we aim to further strengthen our ESG performance.

On behalf of the Board of Directors and the management team, I would like to thank our employees, customers, partners, and communities for their continued trust and support. Together, we will continue to build a resilient and responsible future for National Hotels Company.

Warm regards,

Faizal Ahmed Al Zayani
Chairman
National Hotels Company B.S.C.



ABOUT THIS REPORT

This ESG Report outlines National Hotels Company's (NHC) environmental, social, and governance performance and management approach for the year 2025. It provides stakeholders with an overview of our sustainability priorities, key initiatives, and progress made in integrating ESG considerations into our business operations.

Scope and Boundary

The report covers NHC's sustainability performance across its operations in the Kingdom of Bahrain, including the Diplomat Radisson Blu Hotel, Residence & Spa and the Diplomat Commercial Offices.

Reporting Period

Unless otherwise stated, the information disclosed in this report relates to the period from January 1 to December 31, 2025.

Reporting Framework

NHC is committed to transparent and consistent sustainability reporting. This report has been prepared with reference to internationally recognized frameworks, including:

- The Global Reporting Initiative (GRI) Standards; and
- The United Nations Sustainable Development Goals (SDGs).

The report also aligns with the Central Bank of Bahrain (CBB) ESG Disclosure Guidelines, in line with applicable regulatory expectations.

Data Collection and Disclaimer

Data included in this report has been compiled internally using established data collection processes and is presented in accordance with principles of accuracy, relevance, and comparability. As NHC continues to strengthen its ESG reporting systems, certain data points may be refined in future disclosures.

Stakeholder Feedback

We welcome feedback and engagement from our stakeholders to support the continuous improvement of our ESG reporting. Further information or feedback may be shared through our corporate website or by contacting the Company directly.

External Assurance

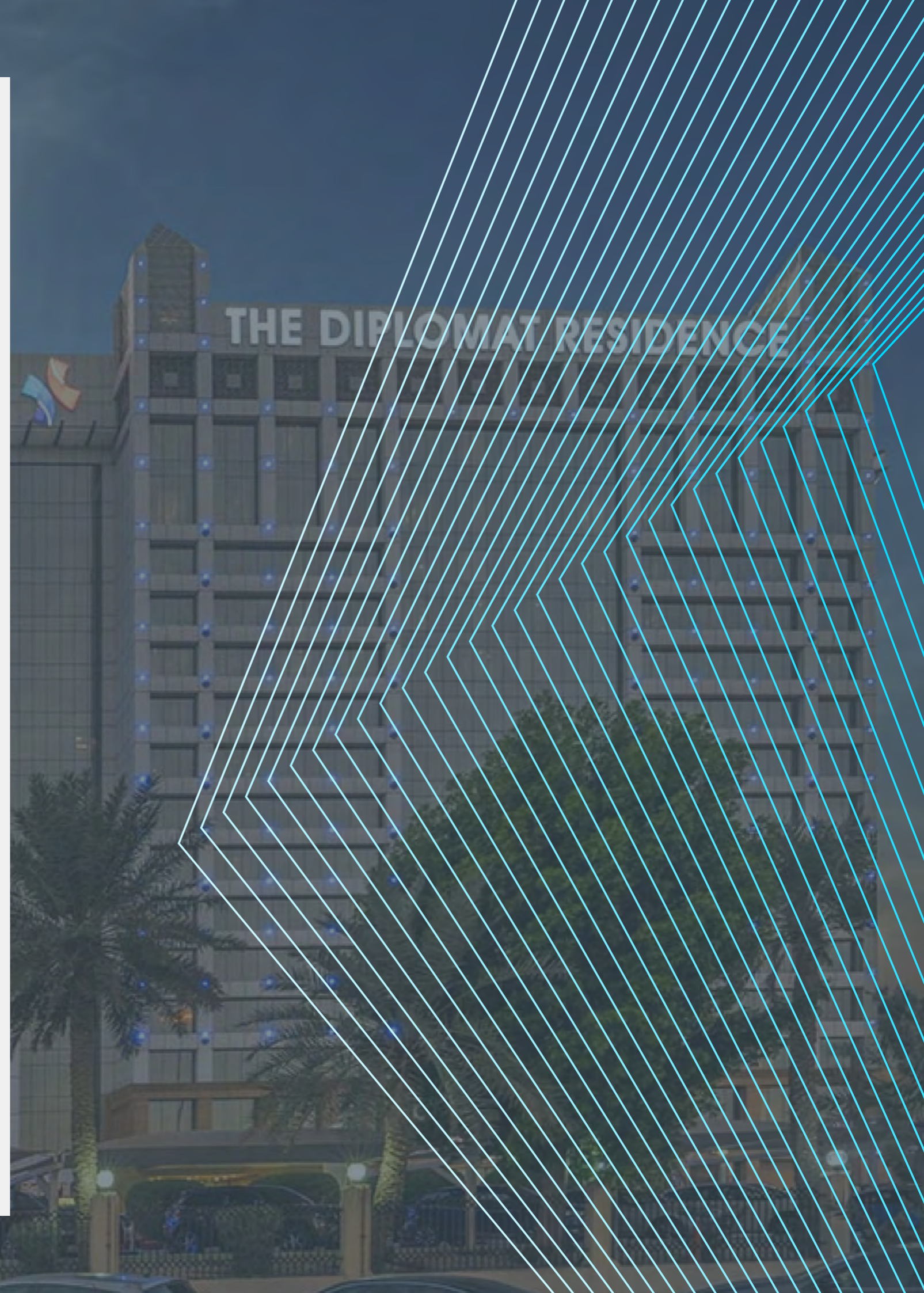
While this report has not been externally assured, NHC continues to evaluate opportunities for independent assurance as our ESG reporting processes and metrics further mature.

Through this report, NHC reaffirms its ongoing commitment to responsible business practices and to contributing positively to the Kingdom of Bahrain's long-term economic and social development.

Contact Information

Email: info@nhcbahrain.com

Phone: (+973) 1753 0838;
(+973) 1753 0839



An aerial photograph of rolling green hills. In the center, a large, dense, dark green tree stands out against the lighter green fields. The hills are covered in lush vegetation, and the overall scene is bright and natural. In the bottom right corner, there is a decorative graphic consisting of multiple parallel, light blue lines that form a series of overlapping, upward-pointing chevrons or a stylized mountain range.

02

**Our Sustainability
Approach**



SUSTAINABILITY GOVERNANCE

At National Hotels Company (NHC), ESG governance is embedded within our overall corporate governance framework. The Board of Directors retains ultimate oversight of sustainability-related matters, ensuring that ESG considerations are aligned with the Company's long-term strategy, risk management approach, and business objectives. Senior management, led by the Chief Executive Officer, is responsible for the day-to-day implementation and monitoring of ESG initiatives across the organization.

During the reporting year, NHC continued to strengthen internal coordination on sustainability matters through cross-functional engagement across key departments. While executive remuneration is currently not linked to sustainability performance, the Board continues to review governance mechanisms to support the effective oversight and delivery of ESG priorities.

To further enhance ESG governance, NHC is progressing toward the formal establishment of a dedicated ESG committee. The committee is intended to comprise representatives from relevant functions, supporting collaboration, information-sharing, and consistent implementation of sustainability initiatives across the business.

As our ESG framework continues to evolve, NHC remains committed to strengthening accountability, transparency, and integration of sustainable practices throughout the organization, ensuring that sustainability remains a core element of our decision-making and operational approach.





STAKEHOLDER ENGAGEMENT

At National Hotels Company (NHC), effective stakeholder engagement is fundamental to our approach to sustainability and long-term value creation. We engage regularly with stakeholders across our value chain to understand their priorities, manage risks and opportunities, and inform decision-making.

This ongoing dialogue supports the alignment of our ESG strategy with stakeholder expectations and the evolving business environment in which we operate.

Employees

Our employees are central to delivering quality hospitality services and advancing our sustainability objectives. Engagement with our workforce focuses on creating a safe, inclusive, and supportive working environment, supported by structured training, performance management, and well-being initiatives.

Feedback mechanisms and regular interactions enable us to understand employee concerns and strengthen engagement across the organization.

Shareholders and Investors

NHC maintains transparent and consistent communication with shareholders and investors to support informed decision-making and long-term confidence.

Engagement is primarily conducted through formal governance channels, including annual general meetings, periodic disclosures, and regulatory filings, ensuring clarity on the Company's performance, strategy, and governance practices.

Board of Directors and Management

The Board of Directors and senior management play a critical role in overseeing ESG priorities and integrating sustainability considerations into strategic and operational decisions. Regular reviews and discussions support oversight of ESG performance, risk management, and alignment with the Company's long-term objectives.

Guests and Customers

Engagement with guests and customers is essential to maintaining service quality and trust. Feedback is collected through surveys, direct interactions, and service channels, enabling continuous improvement in guest experience, health and safety standards, and service delivery across our hospitality assets.

Government and Regulators

NHC engages with government authorities and regulators to ensure compliance with applicable laws, regulations, and ESG disclosure requirements. This engagement supports alignment with national priorities, including Bahrain's broader economic and sustainability objectives, and enables timely and transparent regulatory reporting.

Local Communities

As a long-standing corporate presence in Bahrain, NHC engages with local communities through social investment initiatives, partnerships, and support for community organizations. These efforts are guided by an understanding of local needs and aim to contribute positively to social and economic development.

Suppliers and Business Partners

We engage with suppliers and partners to promote responsible business conduct across our supply chain. This includes communicating expectations related to ethics, environmental performance, and social responsibility, and working collaboratively to strengthen sustainability practices where possible.

Through structured and ongoing stakeholder engagement, NHC seeks to strengthen relationships, enhance transparency, and support informed decision-making. This approach enables us to respond effectively to stakeholder expectations while advancing our ESG objectives and contributing to sustainable, long-term value creation.



MATERIALITY ASSESSMENT

National Hotels Company (NHC) conducted a comprehensive materiality assessment in 2024 to identify and prioritize the environmental, social, and governance (ESG) topics most relevant to our business and stakeholders. The assessment provided the foundation for defining NHC's ESG focus areas and informing our sustainability strategy.

Given the recency of this assessment and the continued relevance of the identified topics, NHC did not repeat the full materiality assessment in 2025. The material topics identified in 2024 therefore remain applicable for the current reporting year and continue to guide our ESG priorities, initiatives, and disclosures.

Why Materiality Matters to NHC

Materiality enables NHC to focus its resources and efforts on the ESG topics that have the greatest potential impact on our long-term performance and stakeholder value. It supports informed decision-making, strengthens stakeholder trust, and ensures alignment between our sustainability strategy, business objectives, and regulatory expectations.

Ongoing Review

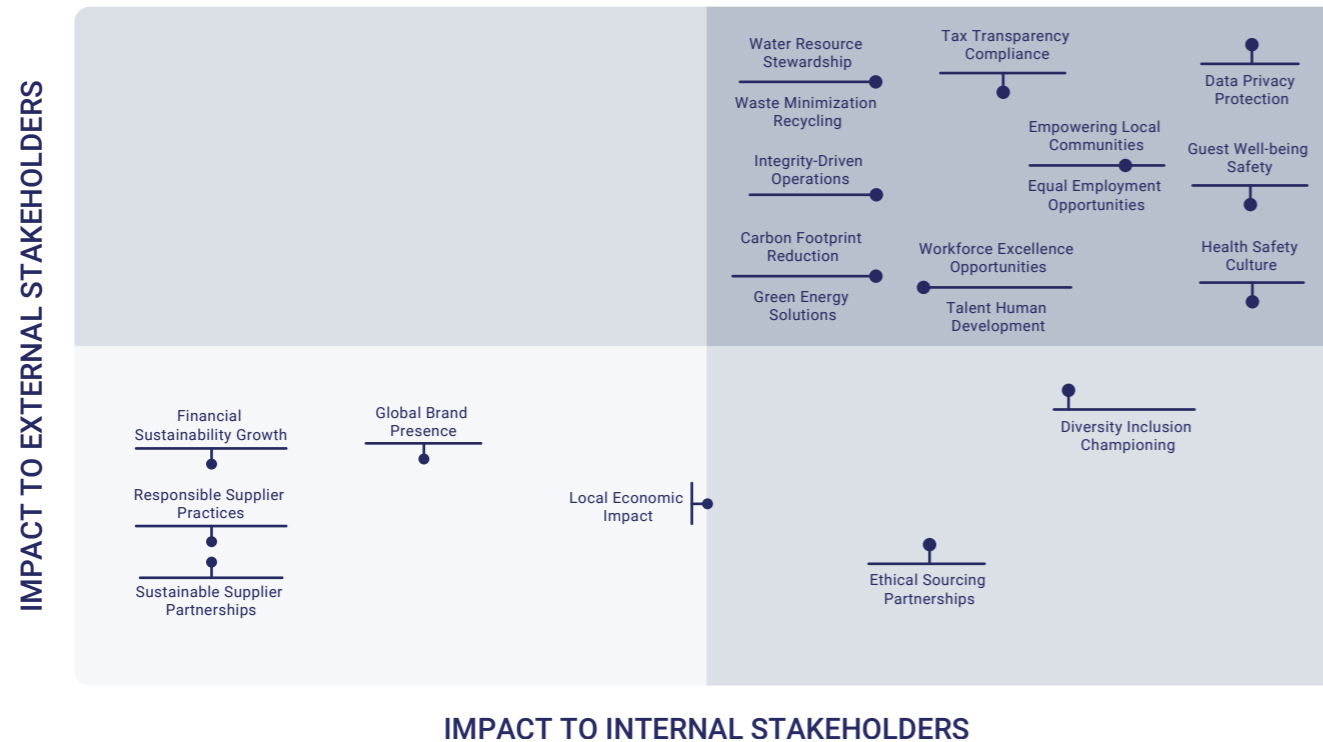
While the formal assessment was not repeated in 2025, NHC continues to monitor internal developments, stakeholder feedback, and external factors such as regulatory changes and industry trends. Any significant changes that may affect the relevance of our material topics will be evaluated and reflected in future reporting cycles.

The material topics and materiality matrix presented in this report therefore reflect the outcomes of the 2024 assessment and remain central to NHC's ESG management approach.



MATERIALITY MATRIX

Materiality Matrix



This materiality table highlights the ESG topics that have been identified as most significant to National Hotels Company (NHC) based on their relative impact on the business and stakeholder priorities. The higher-ranked topics—such as data privacy protection, guest well-being and safety, tax transparency, and health and safety culture—reflect areas that are critical to maintaining trust, regulatory compliance, and service excellence in the hospitality sector.

Environmental priorities, including water resource stewardship, waste minimization, green energy solutions, and carbon footprint reduction, underscore the importance of resource efficiency and climate responsibility within NHC’s operations. Social and economic themes, such as equal employment opportunities, workforce development, community empowerment, and ethical sourcing, highlight NHC’s role as an employer and corporate citizen within Bahrain. Collectively, the table demonstrates how NHC balances governance, environmental, and social considerations, using these material topics to guide strategy, risk management, and ESG initiatives that support long-term value creation and sustainable growth.

Material Topics

| NO. | MATERIAL TOPIC | IMPACT SCORE |
|-----|------------------------------------|--------------|
| 1 | Data Privacy Protection | 2.97 |
| 2 | Guest Well-being Safety | 2.88 |
| 3 | Tax Transparency Compliance | 2.85 |
| 4 | Health Safety Culture | 2.78 |
| 5 | Water Resource Stewardship | 2.73 |
| 6 | Waste Minimization Recycling | 2.73 |
| 7 | Equal Employment Opportunities | 2.72 |
| 8 | Empowering Local Communities | 2.72 |
| 9 | Integrity-Driven Operations | 2.70 |
| 10 | Green Energy Solutions | 2.64 |
| 11 | Carbon Footprint Reduction | 2.64 |
| 12 | Workforce Excellence Opportunities | 2.60 |
| 13 | Talent Human Development | 2.60 |
| 14 | Diversity Inclusion Championing | 2.57 |
| 15 | Ethical Sourcing Partnerships | 2.43 |
| 16 | Local Economic Impact | 2.38 |
| 17 | Global Brand Presence | 2.26 |
| 18 | Financial Sustainability Growth | 2.15 |
| 19 | Responsible Supplier Practices | 2.00 |
| 20 | Sustainable Supplier Partnerships | 1.94 |



ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

National Hotels Company (NHC) aligns its ESG strategy with the United Nations Sustainable Development Goals (SDGs), recognizing their role as a global framework for advancing sustainable, inclusive, and responsible growth. Through our hospitality, real estate, and corporate operations, we contribute to selected SDGs that are most relevant to our business model, stakeholder expectations, and material ESG topics.

| ESG Pillar | UN SDGs |
|-------------|--|
| Environment | <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>07 AFFORDABLE AND CLEAN ENERGY</p> </div> <div style="text-align: center;"> <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> </div> <div style="text-align: center;"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> </div> </div> |
| Social | <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>03 GOOD HEALTH AND WELL-BEING</p> </div> <div style="text-align: center;"> <p>04 QUALITY EDUCATION</p> </div> <div style="text-align: center;"> <p>10 REDUCED INEQUALITIES</p> </div> </div> |
| Governance | <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>17 PARTNERSHIPS FOR THE GOALS</p> </div> <div style="text-align: center;"> <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> </div> </div> |

NHC’s ESG approach is further guided by our management partner, Radisson Hotel Group’s Responsible Business pillars—Think People, Think Community, and Think Planet—which are embedded into our day-to-day operations and decision-making. By aligning our activities with these pillars and the UN SDGs, NHC aims to contribute meaningfully to Bahrain’s sustainable development priorities while creating long-term value for our stakeholders.



03

Our Impact On The Planet

OUR IMPACT ON THE PLANET

At National Hotels Company (NHC), understanding and managing our carbon footprint is a key component of our environmental management approach. As a hospitality and real estate company, our operations rely on energy-intensive activities, making climate change mitigation and efficient resource use increasingly important to our long-term resilience and operational performance.

NHC recognizes the growing global and regional focus on reducing greenhouse gas (GHG) emissions and the need for businesses to play an active role in supporting climate-related objectives. By measuring and monitoring emissions from our operations, we aim to identify key sources of impact, improve efficiency, and inform decision-making related to energy use, asset management, and future sustainability initiatives.

Our carbon footprint assessment provides a structured basis for tracking emissions trends over time and supports alignment with applicable regulatory requirements and internationally recognized methodologies. This approach enables NHC to move beyond compliance, strengthen environmental accountability, and support the gradual integration of climate considerations into operational planning and performance management.

As our ESG framework continues to evolve, NHC remains committed to enhancing the quality, scope, and transparency of its carbon reporting, while exploring opportunities to reduce emissions and improve environmental performance across our portfolio.

Environmental Highlights

12,232 Tons CO₂e

Total Carbon Footprint



624 Tons

Waste Generated



331 GJ/Employee

Energy Intensity



85,476 GJ

Energy Consumed



**47.4 Tons
/Employee**

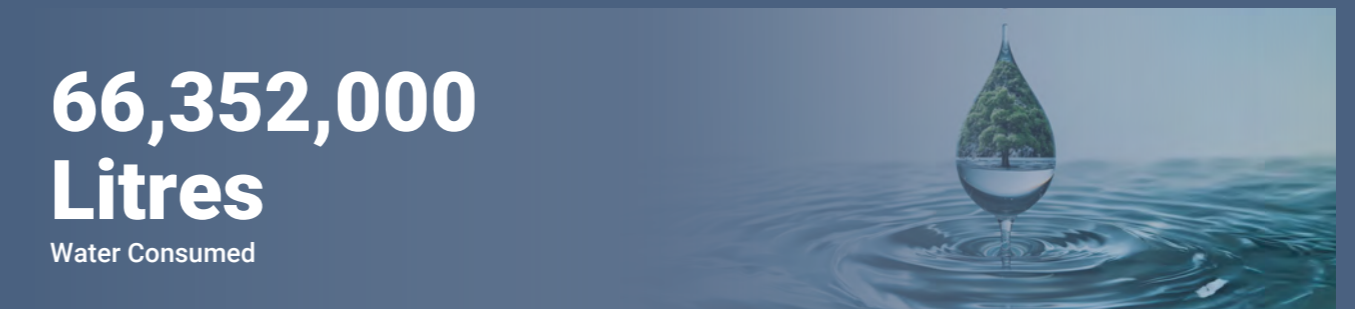
Emissions Intensity



66,352,000

Litres

Water Consumed



CARBON FOOTPRINT OVERVIEW

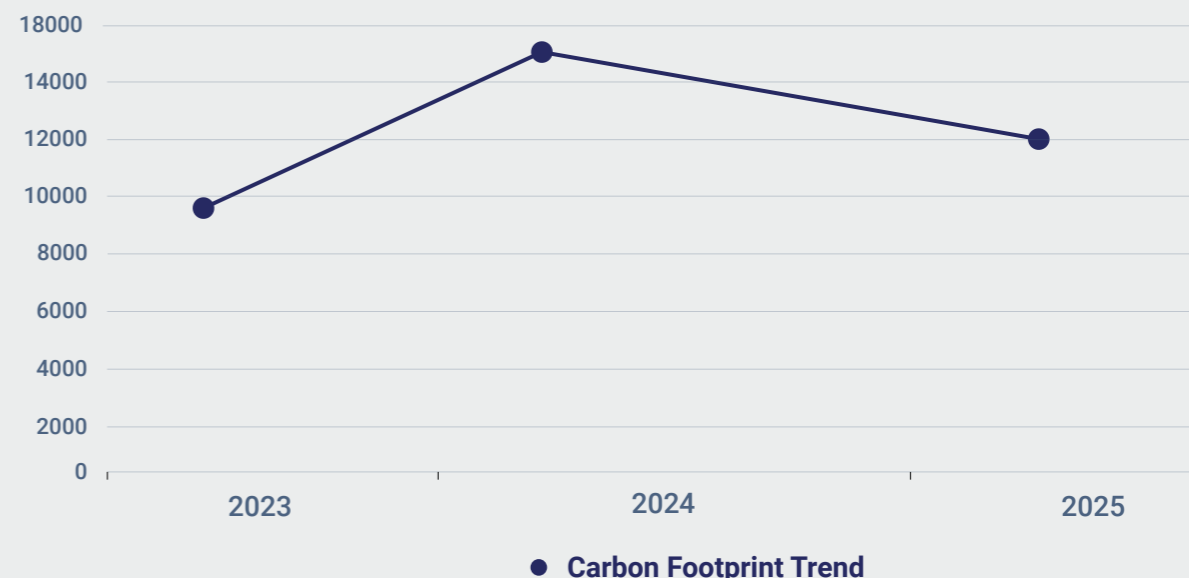
At National Hotels Company (NHC), measuring and managing greenhouse gas (GHG) emissions remains a core element of our environmental management approach. As a hospitality and real estate company, our carbon footprint primarily arises from energy consumption across hotel and residential operations, fuel use associated with on-site activities, and other operational inputs required to maintain service quality and guest comfort. Understanding these emission sources enables NHC to identify efficiency opportunities and support informed decision-making aligned with national and global sustainability objectives.

NHC measures its carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol, categorizing emissions into Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased electricity). For the 2025 reporting year, our assessment covers Scope 1 and Scope 2 emissions across our operations in Bahrain. In addition to fuel consumption, Scope 1 emissions for the current year have been expanded to include refrigerant-related emissions, enhancing the completeness and accuracy of our reporting. Relevant Scope 3 categories have been identified and will be considered for inclusion in future assessments as our data systems continue to mature.

In 2025, the total carbon footprint for NHC's operations was 12,232 tons CO2e with Scope 1 comprising 1,251 tons CO2e and Scope 2 comprising 10,981 tons CO2e.

In 2025, NHC recorded a 16% reduction in total Scope 1 and Scope 2 carbon emissions compared to the previous year.

Carbon Footprint Trend



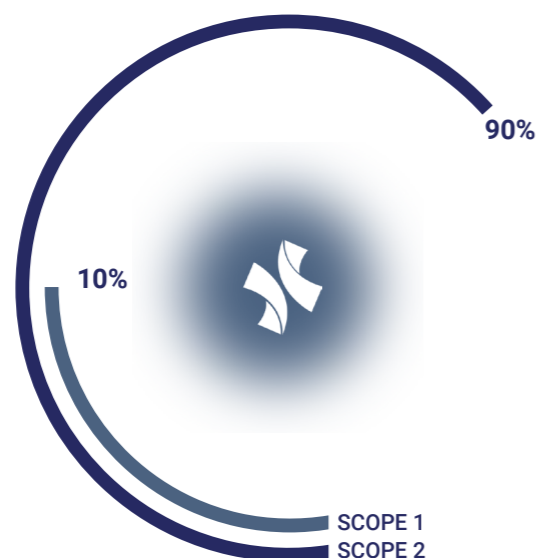
Electricity consumption across our hotel and residential properties continues to represent the largest source of emissions.

Highest Emitting Parameters



To further mitigate our carbon footprint, NHC continues to implement targeted energy efficiency measures, optimize building systems, and promote responsible resource use across our facilities. These actions are complemented by employee awareness initiatives and operational practices aimed at reducing unnecessary energy consumption. Through these efforts, NHC seeks to progressively reduce emissions, strengthen environmental performance, and embed sustainability considerations into day-to-day operations while maintaining high standards of service delivery.

Carbon Footprint



Note: The reduction is primarily attributable to our geographical location, where the electricity grid emission factor has been revised compared to the previous year. An increased share of electricity generated from cleaner energy sources has contributed to a lower overall emission factor in Bahrain.

Emissions Intensity

At National Hotels Company (NHC), carbon emissions intensity is used as a key indicator of how efficiently our operations generate environmental impact relative to business activity. Emissions intensity enables us to assess greenhouse gas emissions in relation to operational scale, such as revenue and occupancy, providing a clearer view of performance trends over time.

By monitoring emissions intensity alongside absolute emissions, NHC is able to identify areas where efficiency improvements can be achieved and to evaluate the effectiveness of operational initiatives. This includes measures related to energy efficiency, building systems optimization, and responsible resource use across our properties.

Tracking emissions intensity supports informed decision-making and helps ensure that improvements in environmental performance are maintained as operations evolve. As our carbon management practices continue to develop, emissions intensity will remain an important metric for assessing progress and supporting NHC's broader sustainability objectives.

Emissions Performance

By Headcount

258 Employees

By Revenue

8.5M BHD

Total Emissions

12,232 tons CO2 emitted

47.4 Tons/Employee

1,439 Tons/Million BHD

↓ **17.5%** compared to 2024

↓ **18%** compared to 2024

ENERGY USE AND EFFICIENCY

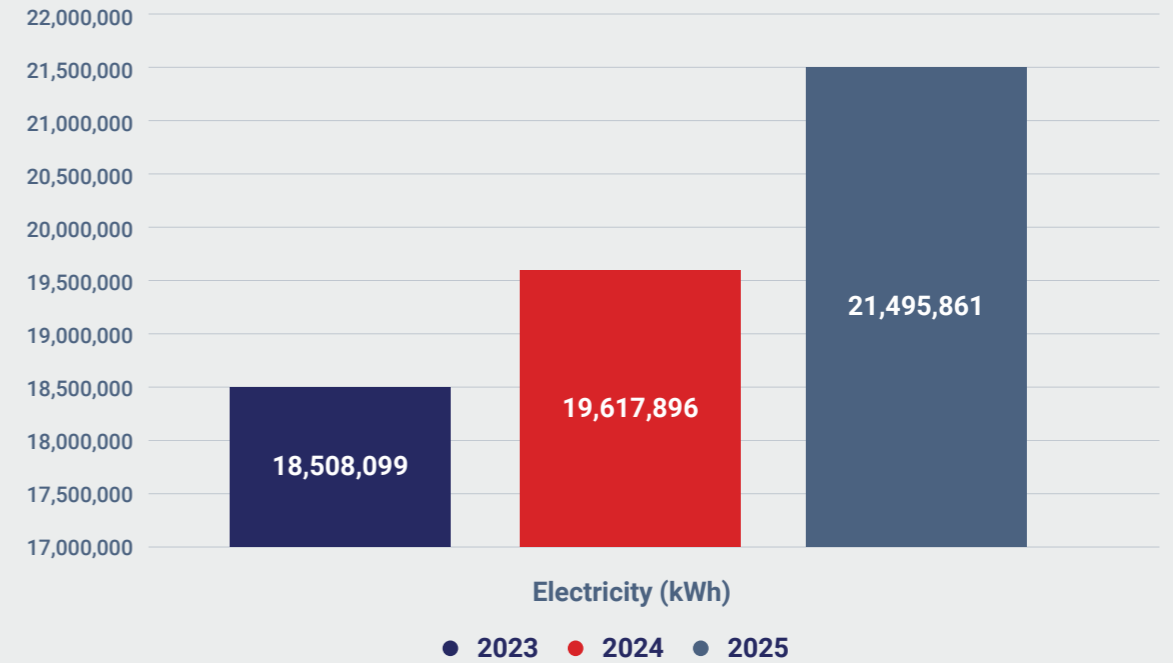
At National Hotels Company (NHC), energy efficiency remains a key focus of our environmental management approach. We seek to reduce energy consumption and optimize resource use across our operations through a combination of operational controls, technology upgrades, and continuous monitoring, while maintaining high standards of service delivery.

During the reporting year, NHC consumed 21,495,861 kWh (77,385 GJ) of indirect energy in the form of purchased electricity to support hotel, residential, and commercial office operations. In addition, 215,677 litres of fuel, equivalent to 8,091 GJ, were consumed as direct energy for operational activities such as cooking, steam generation for laundry, and backup power generation. All energy consumed during the year was derived from non-renewable sources.

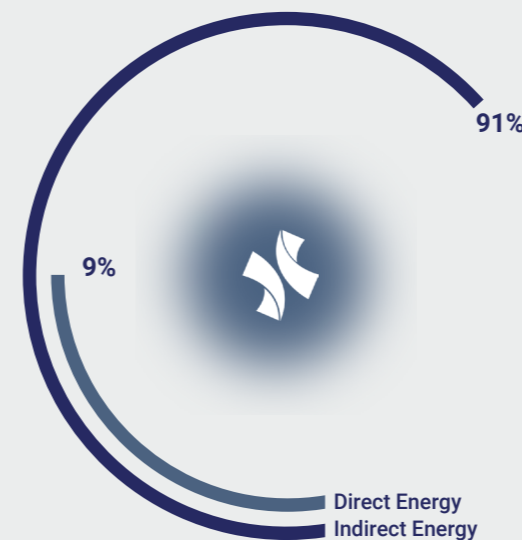
To improve energy performance, NHC continues to implement targeted efficiency measures across its properties. Key initiatives include the installation of a Building Management System to enhance real-time monitoring and control, as well as the transition to energy-efficient LED lighting across hotel facilities. These measures have contributed to improved energy oversight and reduced electricity consumption compared to prior periods.

Through continued investment in energy-efficient technologies, enhanced monitoring systems, and responsible operational practices, NHC aims to progressively reduce its overall energy footprint and strengthen energy performance, while aligning with its broader sustainability objectives.

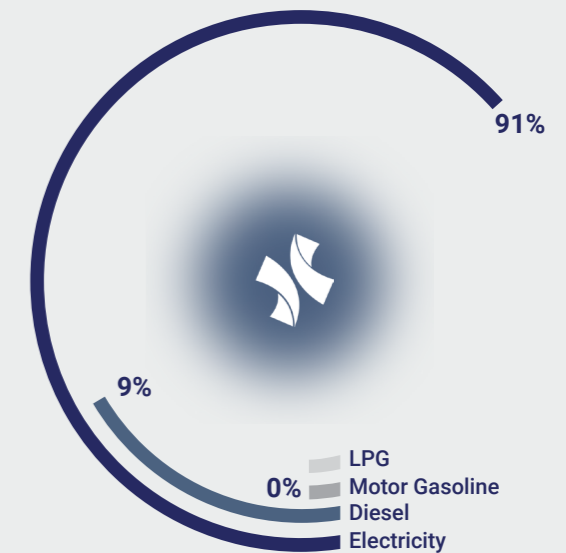
Electricity Consumption Comparison



Energy Mix



Energy By Source





Sustainable Infrastructure Development: Diplomat Car Park

As part of our commitment to modernizing our assets and improving environmental performance across our properties, we commenced the development of the Diplomat Car Park, a multi-storey infrastructure project designed to enhance site capacity while integrating sustainability and safety considerations. The project supports more efficient land use and improved traffic management within the Diplomat complex.

We have incorporated several environmental and design features into the project, including energy-efficient LED lighting with motion sensors, electric vehicle (EV) charging stations for employees and visitors, and clearly defined pedestrian walkways to enhance safety and accessibility. Universal access measures, such as designated accessible parking bays and safe circulation gradients, have also been integrated into the design.

Through this development, we aim to strengthen the environmental performance and long-term resilience of our built assets, while supporting safer mobility, improved operational efficiency, and an enhanced experience for tenants and visitors.

ENERGY INTENSITY

At National Hotels Company (NHC), energy intensity is used as a key indicator to assess how efficiently energy is consumed relative to business activity. By analyzing energy use in relation to metrics such as revenue and operational scale, we are able to monitor performance trends and identify opportunities to improve resource efficiency across our properties.

Monitoring energy intensity supports informed decision-making by highlighting areas where efficiency measures can deliver both environmental and operational benefits. NHC's approach includes the use of building management systems, energy-efficient technologies, and ongoing monitoring of consumption patterns to support continuous improvement.

As our energy management practices continue to evolve, energy intensity remains an important metric for tracking efficiency gains, managing costs, and supporting the sustainable operation of our hospitality and commercial assets while maintaining service quality.

| By Headcount | By Revenue |
|-----------------------|------------------------|
| 258 Employees | 8.5M BHD |
| 331 GJ/Employee | 10,056 GJ/ Million BHD |
| Total Energy Consumed | |
| 85,476 GJ | |

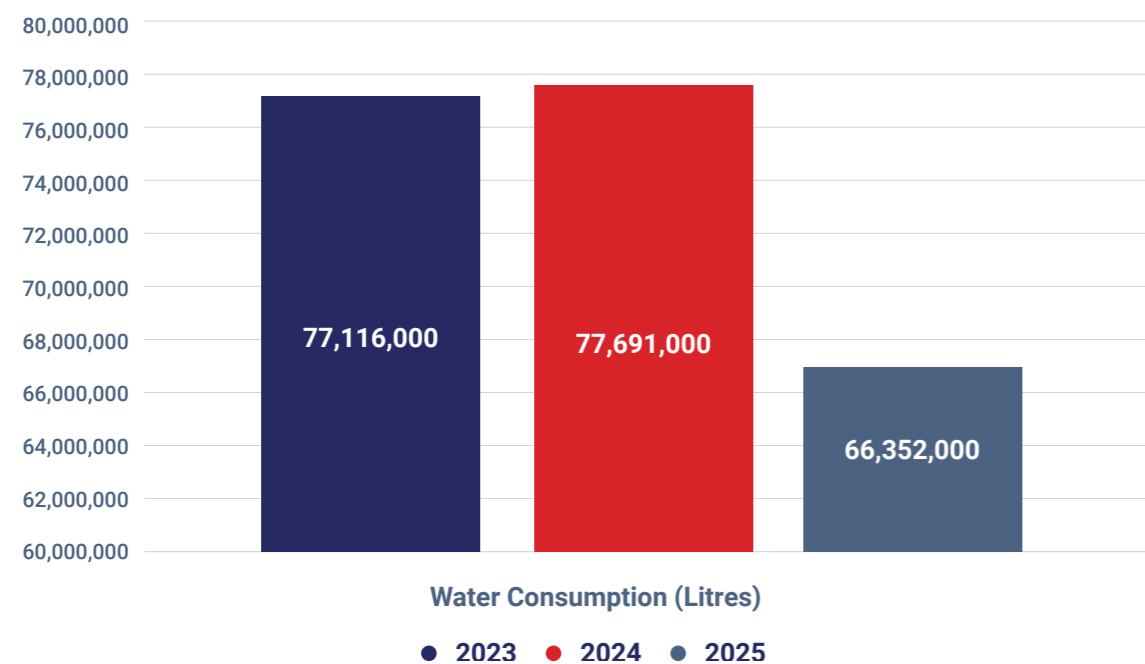
WATER STEWARDSHIP

At National Hotels Company (NHC), responsible water management remains a priority, particularly given the importance of water conservation in the regional context. We monitor water consumption across our hotel, residential, and commercial office operations to identify efficiency opportunities and support informed operational decision-making.

In 2025, total water consumption across NHC's facilities amounted to 66,352,000 litres, representing a 14.5% reduction compared to the previous year. This reduction reflects continued efficiency improvements and strengthened monitoring practices across our properties.

NHC's water management approach focuses on responsible use, ongoing performance tracking, and the gradual integration of efficiency measures to reduce wastage while maintaining service standards. As part of our broader environmental management framework, we continue to assess opportunities to enhance water efficiency and support long-term resource conservation.

Water Consumption



WASTE AND RESOURCE MANAGEMENT

At National Hotels Company (NHC), waste management forms an integral part of our environmental management approach. We focus on minimizing waste generation across our operations while ensuring that waste is handled and disposed of responsibly in compliance with applicable environmental regulations.

In 2025, NHC generated a total of 624 tons of general waste across its hotel, residential, and commercial office operations. Waste management is carried out through approved and certified service providers, with ongoing monitoring to support regulatory compliance and operational efficiency. All of the waste was sent to landfill.

NHC continues to promote responsible waste handling practices through employee awareness and operational controls, supporting a culture of environmental responsibility across the organization. As our environmental management framework evolves, we continue to assess opportunities to improve waste efficiency and reduce environmental impact while maintaining service standards.

As part of its waste reduction efforts, we have implemented an initiative to transition guest rooms toward more sustainable packaging and amenities. In 2025, 50% of rooms across NHC's hospitality operations were equipped with eco-friendly packaging and amenities, supporting the reduction of single-use plastics and unnecessary packaging waste.

This initiative focuses on replacing conventional amenity packaging with environmentally responsible alternatives where feasible, while maintaining guest comfort and service quality. By reducing packaging intensity at the point of use, we aim to lower waste generation at source and support more efficient waste management practices across its properties.

NHC continues to assess opportunities to expand the use of eco-friendly amenities across additional rooms and operations as part of its broader commitment to responsible resource use and waste minimization.



CLIMATE RISK MITIGATION

At National Hotels Company (NHC), climate risk considerations form part of our broader approach to operational resilience and long-term sustainability. We recognize that climate-related risks—both physical and transition-related—have the potential to affect our assets, operations, and service continuity if not appropriately managed.

NHC addresses climate risks through ongoing monitoring of energy use, resource consumption, and operational performance across its properties. Mitigation efforts focus on improving efficiency, strengthening operational controls, and integrating sustainability considerations into asset management and day-to-day decision-making. These actions support efforts to manage emissions, reduce resource intensity, and enhance resilience over time.

Engagement with internal and external stakeholders further supports awareness of climate-related considerations and evolving expectations. As regulatory frameworks and market practices continue to develop, NHC remains focused on strengthening its approach to climate risk management in a manner that supports business continuity, stakeholder interests, and long-term value creation.



04

Our People and Community



OUR PEOPLE AND COMMUNITY

At National Hotels Company (NHC), our workforce is fundamental to delivering quality hospitality services and supporting the long-term performance of our operations. We are committed to maintaining a respectful, inclusive, and supportive working environment where employees are equipped with the skills, resources, and opportunities needed to perform effectively and develop professionally.

Our approach to people management emphasizes employee well-being, capability building, and engagement, while fostering a workplace culture aligned with NHC's values and operational standards. Beyond our organization, we seek to contribute positively to the communities in which we operate through responsible employment practices and social engagement.

258
Total Workforce



2 Hours/Month
Average Training Hours
for Employees

ZERO

Lost Time Injury in the past 3 years

19%
Women in workforce



24%
Employee Turnover

BHD 62,250
Total Amount spent on Community Initiatives



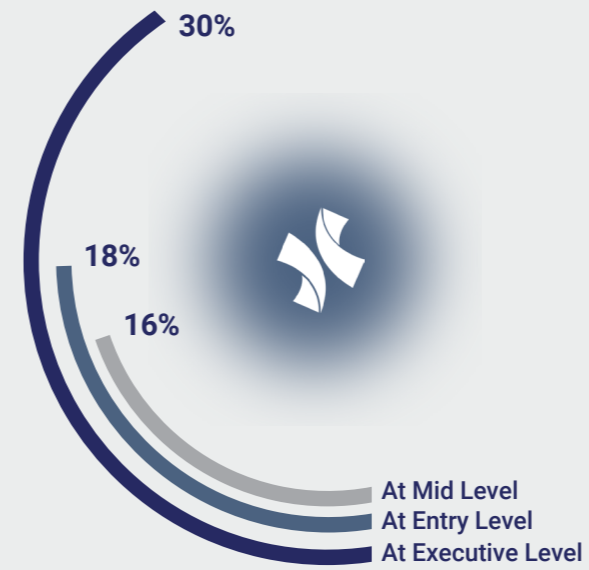
WORKFORCE PROFILE AND DIVERSITY

As of 31 December 2025, NHC's workforce comprised 258 employees, of which 254 were full time employees, with no part-time employees during the reporting year and 4 interns. At National Hotels Company (NHC), we are committed to maintaining a collaborative and inclusive workplace that enables employees to contribute effectively and feel respected at work. We recognize that diversity of perspectives, backgrounds, and experiences strengthens our organization and supports better decision-making and performance.

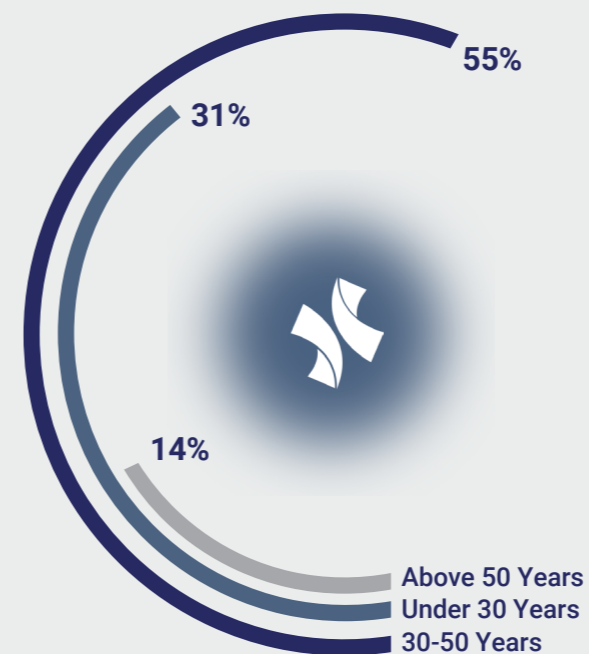
As an equal-opportunity employer, NHC is committed to fair and inclusive employment practices. We seek to provide an accessible workplace and support opportunities for people of determination, recognizing the value of inclusive participation and the positive contribution it brings to our workforce and organizational culture. In 2025, our workforce comprised of 19% female and 81% males. The following graphs represent the diversity metrics among the employees.



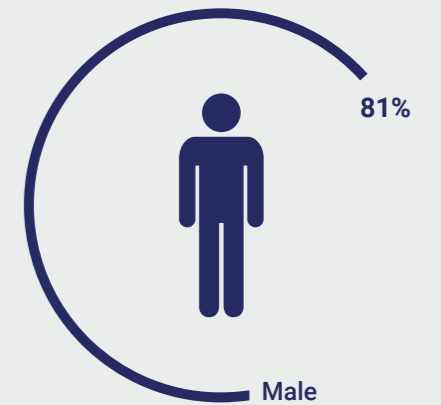
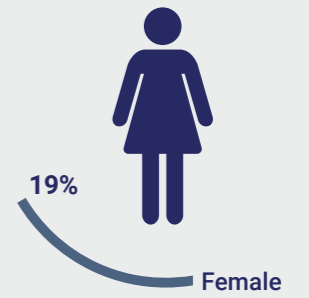
Diversity By Employee Category %



Diversity By Age Group %



Diversity By Age Gender %





OUR COMMITMENT TO OUR EMPLOYEES

At National Hotels Company (NHC), we are committed to upholding the rights, dignity, and well-being of all employees. Our people practices are guided by principles of fairness, respect, and inclusion, and are designed to foster a safe and supportive workplace for everyone.



Non-Discrimination and Equal Opportunity

NHC maintains a zero-tolerance approach to discrimination, harassment, or intimidation in any form. Employment decisions are based on merit, qualifications, and professional capability, without regard to gender, nationality, religion, disability, or any other protected characteristic. We strive to provide an inclusive and accessible work environment where employees feel respected, valued, and empowered to contribute.



Human Rights

Respect for human rights is integral to our operations and people management practices. We are committed to providing fair working conditions, safeguarding employee welfare, and promoting ethical conduct across the organization. Our policies and procedures support integrity, equity, and mutual respect, ensuring that employees can work in an environment that protects their fundamental rights.



Child and Forced Labor

NHC strictly prohibits the use of child labor, forced labor, or any form of involuntary employment across its operations. Employment practices are conducted in compliance with applicable labor laws and regulations, and we are committed to ensuring that all employment relationships are freely chosen and lawful.

EMPLOYEE ENGAGEMENT AND REMUNERATION

Employee engagement is an important focus at National Hotels Company (NHC), supporting workforce well-being, collaboration, and organizational culture. During the year, 12 employee engagement events were conducted to encourage participation, strengthen team connection, and enhance communication across departments. In addition, NHC implements health and well-being initiatives aimed at managing stress and supporting employee health and nutrition. These initiatives contribute to a supportive work environment and reflect the Company's commitment to employee well-being, engagement, and long-term workforce sustainability.

At National Hotels Company (NHC), we seek to attract and retain talent through a compensation framework that is competitive, equitable, and aligned with market practices. Remuneration is structured to reflect role requirements, skills, experience, and individual contributions, and is applied consistently across the organization.

NHC is committed to fairness and transparency in compensation practices, including monitoring gender-based pay metrics. In 2025, the median compensation ratio of women to men is 1:5, reflecting differences in role composition and seniority across the workforce.

In addition to base remuneration, employees may receive performance-related incentives, benefits, and recognition in line with applicable policies. Compensation practices are reviewed periodically to ensure continued alignment with business needs, regulatory expectations, and the Company's objective of supporting employee engagement and long-term retention.

Beach Cleanup



Iftar



Blood Donation



Tree of Life



Futsal Tournament



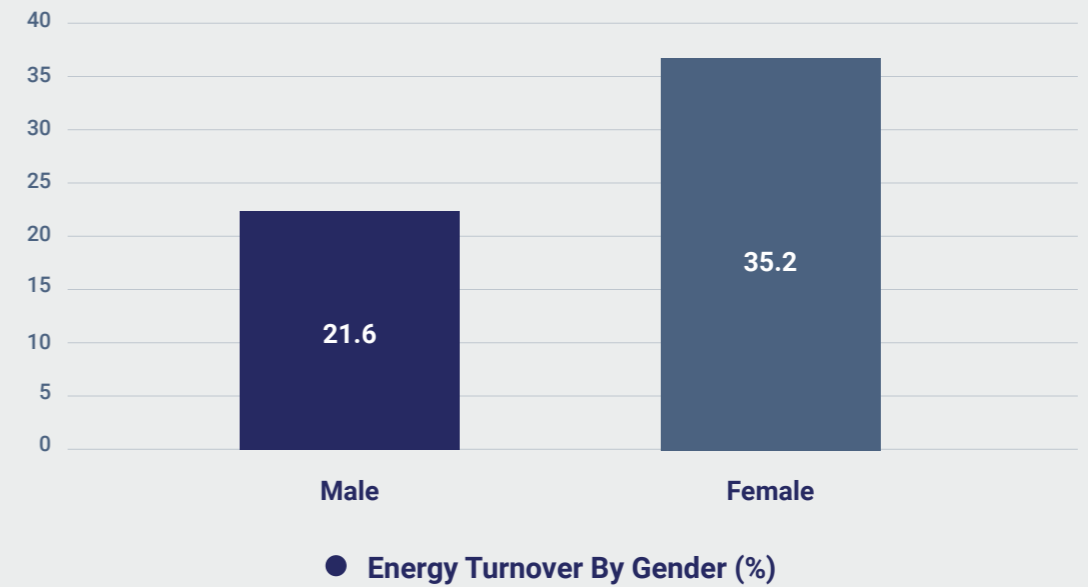


EMPLOYEE TURNOVER AND RETENTION

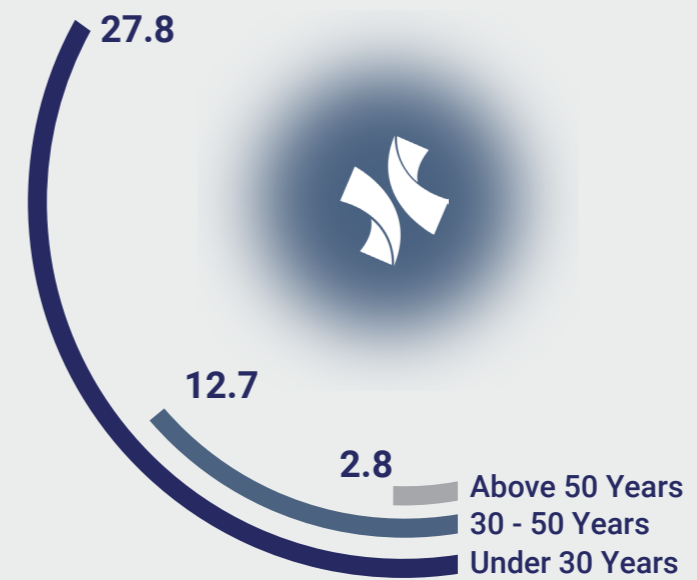
Employee turnover is monitored as an important indicator of workforce stability and engagement at National Hotels Company (NHC). In 2025, the Company recorded an employee turnover rate of 24%, representing a significant improvement compared to 30% in the previous year.

The reduction in turnover reflects increased workforce stability and the effectiveness of ongoing people management practices, including employee engagement, workplace support, and talent development initiatives. NHC continues to monitor turnover trends to identify areas for improvement and to support employee retention and organizational continuity.

Employee Turnover By Gender



Employee Turnover By Age Group



EMPLOYEE DEVELOPMENT AND TRAINING

At National Hotels Company (NHC), employee development is supported through structured performance management and ongoing learning opportunities. We aim to create an environment where employees are encouraged to build skills, develop professionally, and contribute effectively to organizational objectives.

Performance appraisals are conducted on an annual or semi-annual basis, depending on role requirements, to review performance, provide constructive feedback, and discuss development needs and career progression. Employees are informed in advance of appraisal discussions and are encouraged to share self-assessments to support meaningful and balanced dialogue.

Employees reporting directly to the General Manager participate in mid-year and year-end performance reviews, with objectives and outcomes reviewed through the Group Performance Management System (Workday). Human Resources teams support employees throughout this process to ensure consistent application and effective engagement.

To support continuous learning, NHC provides an average of two hours of training per month to full-time employees and interns, across both male and female employees. Training initiatives are designed to support role-specific development, operational effectiveness, and longer-term capability building.

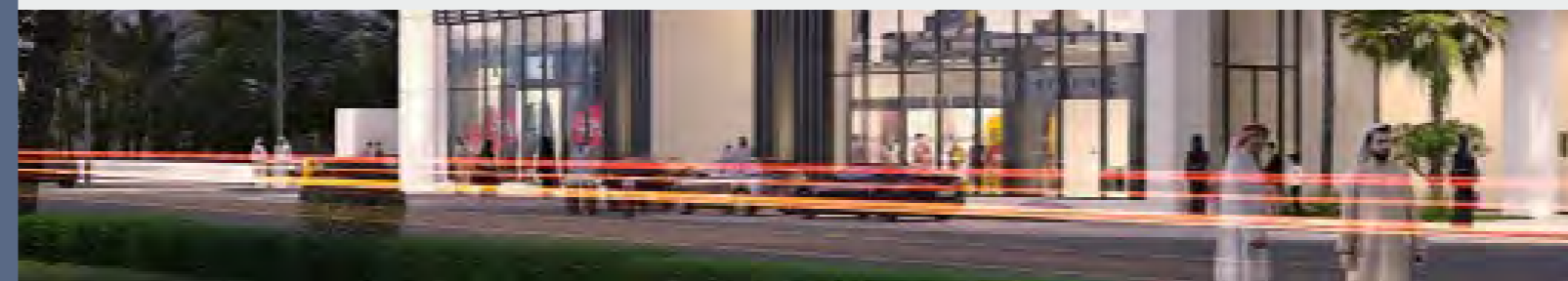
| | 2025 |
|--|---------------|
| Average Hours of Training for Full Time Employee | 2 hours/month |
| Average Hours of Training for Interns | 2 hours/month |
| Average Hours of Training for Male Employees | 2 hours/month |
| Average Hours of Training for Female Employees | 2 hours/month |

DEVELOPING LOCAL TALENT

As a hospitality company operating in the Kingdom of Bahrain, National Hotels Company (NHC) recognizes its role in supporting national workforce development objectives, including the Government of Bahrain's Bahrainization initiative. This initiative seeks to strengthen local participation in the workforce and support sustainable economic growth across key sectors.

NHC prioritizes the employment and development of Bahraini nationals through local hiring, structured training, and fair employment practices in line with applicable labor regulations, including minimum wage requirements. Our approach focuses on building long-term capabilities by providing meaningful roles, skills development, and career progression opportunities for Bahraini employees. Our commitment to supporting local talent is reflected in the composition of our workforce and ongoing investment in employee development.

| | 2025 |
|--------------------------------------|-------|
| Average number of National Employees | 49 |
| Percentage of National Employees | 18.6% |



HEALTH & SAFETY

At National Hotels Company (NHC), the health, safety, and well-being of employees are a core priority. We maintain workplace safety through structured policies, training, and operational controls designed to prevent incidents and ensure preparedness for emergency situations.

Employees receive safety orientation and role-appropriate training to support awareness of emergency procedures, including evacuation protocols, fire safety measures, and the safe handling of equipment and materials. These measures are supported by clearly defined emergency response procedures covering scenarios such as fire, medical incidents, and evacuations.

Workplace safety is a shared responsibility across the organization. Regular inspections are conducted to identify and address potential hazards, and employees are encouraged to report safety concerns promptly. First aid resources are available across all departments, with trained personnel and supervisory support in place to respond to incidents as required.

Through continuous monitoring, training, and employee engagement, NHC seeks to maintain a safe and secure working environment and to foster a culture in which safety awareness and accountability are embedded in daily operations.

| | 2025 |
|----------------------------------|------|
| Lost Time Injury in past 3 years | 0 |
| Total fatalities in past 3 years | 0 |



COMMUNITY ENGAGEMENT AND INVESTMENT

National Hotels Company (NHC) is committed to contributing positively to the social and economic well-being of the communities in which it operates. Our community engagement approach focuses on supporting initiatives that create meaningful and lasting social value, in alignment with our broader sustainability and social responsibility objectives.

During the year, NHC invested
BHD 65,250
in community-related initiatives.



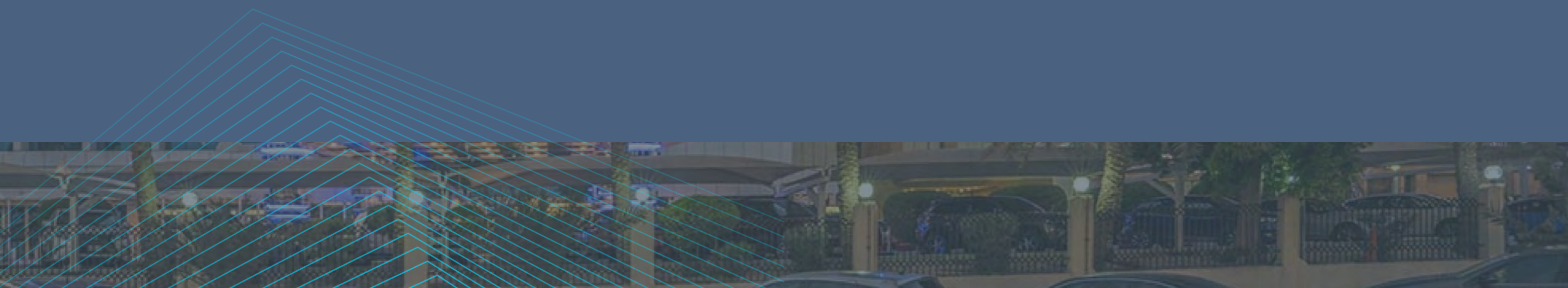
As part of these initiatives,
4
internships were offered annually.



These activities included support for cultural and social programs, partnerships with local organizations, and charitable contributions aimed at addressing community needs. Through these engagements, NHC seeks to strengthen its relationship with the local community while supporting social inclusion and cultural preservation.

In parallel, NHC continues to support local economic development through responsible employment practices and participation in national workforce initiatives, including Bahrainization. By engaging with local talent, businesses, and institutions, we aim to contribute to the diversification and long-term resilience of Bahrain's economy.

NHC remains committed to reviewing and enhancing its community engagement efforts to ensure they remain relevant, impactful, and aligned with stakeholder expectations.





Bahrain Association for Parents & Friends of Disabled

National Hotels Company BSC (NHC) continues to strengthen its social impact through its long-standing partnership with the Bahrain Association for Parents & Friends of Disabled. In a recent ceremony at NHC headquarters, CEO Mr. Zaher M. Al Ajjawi presented the annual financial contribution to the Association's Chairman, Mr. Jassim Mohamed Seyadi. This contribution underscores our commitment to supporting community-led initiatives that enhance the quality of life and inclusivity for people with determination in the Kingdom.



Muharraq Parents Care Home

In a testament to its unwavering commitment to Corporate Social Responsibility, the National Hotels Company BSC is proud to announce its annual financial contribution to the Muharraq Parents Care Home. The cheque was formally presented at the company's headquarters by Mr. Zaher M. Al Ajjawi, Chief Executive Officer, to Mr. Anwar Buhassan, Board Chairman and Mrs. Fatima Bucheeri, Chairman. Mr. Anwar expressed his sincere gratitude for the company's continued support and dedication to advancing the initiatives of the organization.



UCO Parents Care Center

As part of its dedication to Corporate Social Responsibility, the National Hotels Company BSC has proudly provided its annual financial support to the UCO Parents Care Center. The cheque was formally presented at the company's headquarters by Mr. Zaher M. Al Ajjawi, Chief Executive Officer, to Mr. Thabet Alsherooqi, Finance Officer. Mr. Thabet expressed sincere gratitude for the company's continued contributions and steadfast support of the association and its initiatives.



Al Noor Charity Welfare

As part of our commitment to the 'Social' pillar of our ESG strategy, National Hotels Company (NHC) continued its long-standing partnership with Al Noor Charity Welfare through its annual financial contribution. The donation was presented by CEO Mr. Zaher M. Al Ajjawi to Mrs. Huda Bucheeri, representing the charity's leadership. This annual initiative underscores NHC's dedication to community welfare and our mission to create a positive social footprint in the regions where we operate.



Al Rahma Centre

Demonstrating our commitment to social inclusion and community welfare, National Hotels Company BSC recently reaffirmed its long-standing partnership with the Al Rahma Centre. Chief Executive Officer, Mr. Zaher M. Al Ajjawi, presented the annual financial contribution to Board Director Mr. Hassan Al Asfoor at our corporate headquarters. This initiative reflects our strategic focus on supporting local NGOs that provide essential services to the community. Mr. Al Asfoor expressed his appreciation for the Company's sustained advocacy and consistent support for the Centre's developmental activities.



Children & Mother Welfare Society

As part of our ongoing commitment to social responsibility and community welfare, National Hotels Company (NHC) continues its long-standing partnership with the Children & Mother Welfare Society. In a ceremony at our headquarters, CEO Mr. Zaher M. Al Ajjawi presented the annual financial contribution to the Society's Secretary General, Mrs. Sawsan Qamber. This initiative underscores our dedication to supporting local organizations that provide essential social services and foster community development.





Al Sanabel Orphans Care

As part of our commitment to the Social pillar of our ESG strategy, National Hotels Company BSC (NHC) continues its long-standing support for Al Sanabel Orphans Care. Chief Executive Officer, Mr. Zaher M. Al Ajjawi, presented the annual social investment contribution to Mr. Abduljalil Al-Abdullah (Board Director) and Mr. Yusuf Abdulla Aloqab (Head of Public Relations & Charitable Resources). This collaboration underscores NHC's dedication to fostering inclusive social development and supporting vulnerable segments of our community.



Bahrain Society for Child Development

National Hotels Company (NHC) is proud to reaffirm its commitment to the Bahrain Society for Child Development. During the annual contribution ceremony, CEO Mr. Zaher M. Al Ajjawi and Secretary General Mrs. Fawziya Almahroos highlighted the importance of this multi-year partnership. This investment is an integral part of NHC's ESG framework, focusing on social inclusion and community empowerment. By supporting the Kingdom's youth, we align our corporate success with the broader goal of sustainable social development.



Bahraini Association for Intellectual Disability and Autism

As a core component of our Social responsibility framework, National Hotels Company BSC (NHC) remains steadfast in its multi-year partnership with the Bahraini Association for Intellectual Disability and Autism. This year, Chief Executive Officer Mr. Zaher M. Al Ajjawi met with Finance Officer Mrs. Laila Sharakhat to formalize NHC's annual social investment contribution. This initiative reflects our broader ESG mandate to champion social inclusion and provide targeted support to underserved community segments, ensuring that our corporate growth contributes to equitable social development in the Kingdom.



The Bahraini Catalysts Disabilities Association

Central to our Social Pillar and commitment to inclusive growth, National Hotels Company (NHC) has renewed its strategic partnership with the Bahraini Catalysts Disabilities Association. CEO Mr. Zaher M. Al Ajjawi and Chairman Mr. Riyadh Almarzooq recently formalized our annual social investment, a cornerstone of NHC's community engagement framework. By integrating social inclusion into our key performance indicators (KPIs), we ensure our financial performance directly supports the Kingdom's underserved youth, fostering long-term community resilience and equitable development.



Child Welfare Foundation

As a cornerstone of our 'Social' pillar, National Hotels Company (NHC) continues to strengthen its long-term partnership with the Child Welfare Foundation. This year, CEO Mr. Zaher M. Al Ajjawi and Dr. Akbar Mohsin, Chairman of the Board of Trustees, formalized NHC's annual social investment contribution. This partnership is a key performance indicator of our ESG mandate to foster social inclusion. By directing capital toward the Kingdom's underserved youth, NHC ensures that our commercial success translates into measurable, equitable social development and community resilience.



Bahrain Cancer Society

Under the Social pillar of our ESG strategy, National Hotels Company (NHC) remains committed to fostering community resilience through its long-standing partnership with the Bahrain Cancer Society. In 2025, CEO Mr. Zaher M. Al Ajjawi and Financial Secretary Eng. Yusuf Ebrahim Fakhro formalized NHC's annual social investment, reinforcing our mandate to drive equitable social development. This contribution specifically targets support for underserved youth within the Kingdom, ensuring our commercial growth creates tangible shared value and supports national health and inclusion objectives.





National Institute for Disabled

National Hotels Company (NHC) continues to strengthen its strategic partnership with the National Institute for Disabled, reflecting our core commitment to social inclusion and community empowerment. During the annual contribution ceremony, CEO Mr. Zaher M. Al Ajjawi and Executive Office Member Mrs. Ghaida Al Noaimi reaffirmed NHC's multi-year investment in the Institute. This initiative is a cornerstone of our ESG framework. By integrating social responsibility into our corporate strategy, NHC ensures that our commercial success contributes directly to sustainable social development and the advancement of an inclusive society.



The Friendship Society for the Blind

National Hotels Company (NHC) remains dedicated to fostering an inclusive society through its long-standing strategic partnership with The Friendship Society for the Blind. During our annual contribution ceremony, CEO Mr. Zaher M. Al Ajjawi and Chairman Mr. Hussain Alhulaibi reaffirmed NHC's multi-year investment in the Institute, marking a critical milestone in our Social pillar. This collaboration transcends traditional philanthropy; by integrating community empowerment into our core business strategy, NHC ensures that our commercial growth serves as a catalyst for sustainable social development and the dismantling of barriers for the visually impaired.



Future Society for Youth (Smile)

National Hotels Company (NHC) continues to strengthen its commitment to social inclusion through a sustained strategic partnership with the Future Society for Youth (Smile). At our recent annual contribution ceremony, NHC CEO Mr. Zaher M. Al Ajjawi and Chairman Mr. Sabah Alzayani reaffirmed a multi-year investment strategy in the Institute. This collaboration serves as a cornerstone of NHC's Social (S) pillar, driving measurable community impact and supporting the developmental needs of the next generation.



Bahrain National Hereditary Anaemia Society

As part of our ongoing commitment to Social Responsibility and the well-being of the Bahraini community, National Hotels Company (NHC) continues its long-standing support for the Bahrain National Hereditary Anaemia Society. In a formal ceremony at NHC headquarters, CEO Mr. Zaher M. Al Ajjawi presented the annual financial contribution to Society Chairman Dr. Shaikha Alarrayed and Financial Secretary Dr. Amani Alhajer. This contribution is a cornerstone of our social investment strategy, directly supporting the Society's mission to enhance patient care and advocacy for hereditary blood disorders in the Kingdom.



Bahrain Society for S.C.D Patients Care

As part of our ongoing commitment to Social Responsibility, The National Hotels Company BSC continues to prioritize the health and well-being of the local community. Strengthening our long-standing partnership with the Bahrain Society for S.C.D Patients Care, Chief Executive Officer Mr. Zaher M. Al Ajjawi presented the annual financial contribution to the society's General Secretary, Mr. Zakariya Alkadhim. This contribution supports the Society's mission to enhance patient care and advocacy. Mr. Zakariya noted that such steadfast corporate support remains vital to achieving the organization's long-term healthcare objectives.



An aerial, top-down view of a business meeting. Several people in professional attire are seated around a large, round, light-colored table. They are looking at documents and laptops. The scene is overlaid with a semi-transparent blue filter. In the bottom right corner, there is a decorative graphic consisting of numerous thin, parallel lines that form a series of nested, slightly offset rectangular shapes, creating a sense of depth and movement.

05

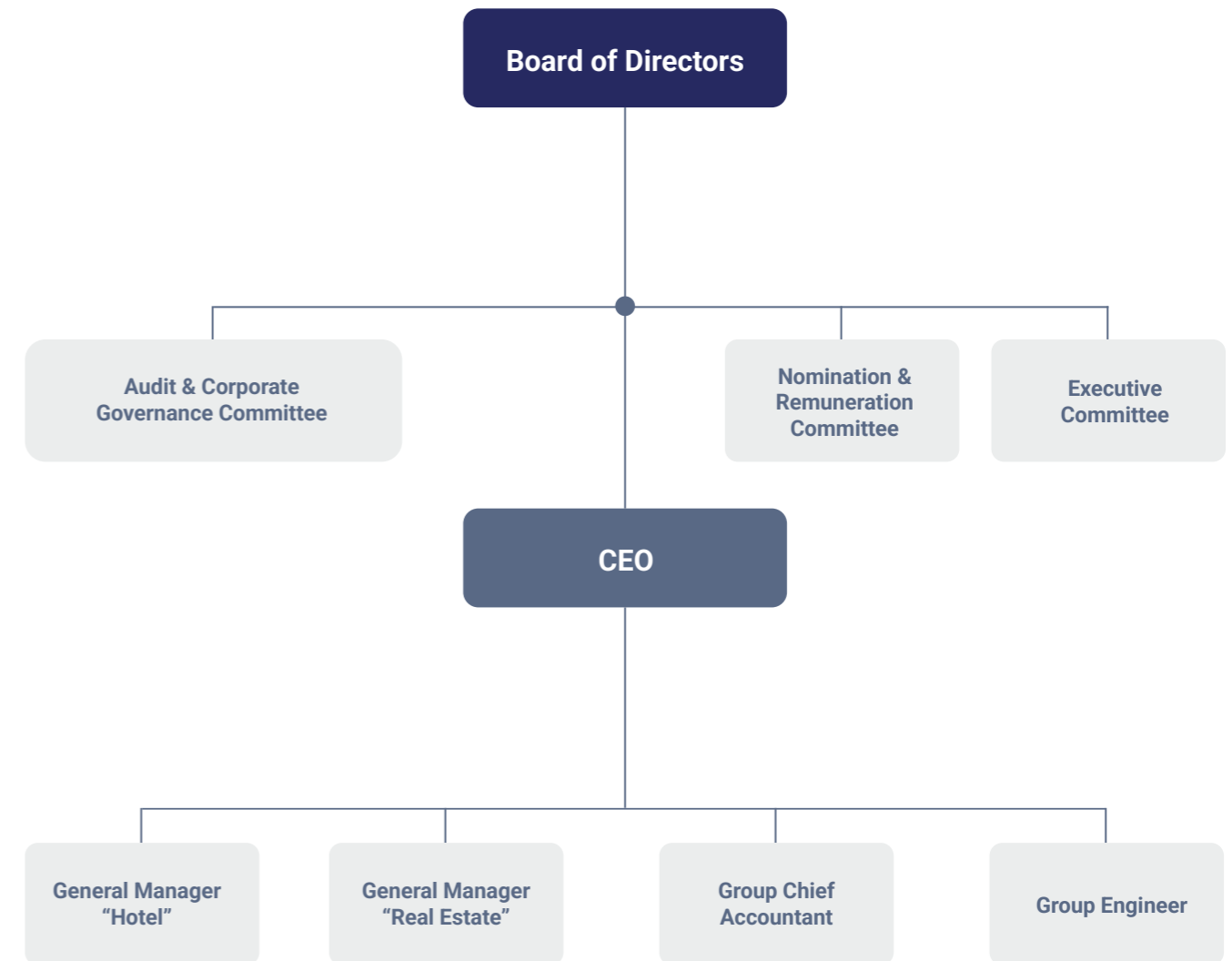
Our Corporate Governance



OUR CORPORATE GOVERNANCE

National Hotels Company B.S.C. (NHC) conducts its business in accordance with the Corporate Governance Code issued by the Ministry of Industry and Commerce of the Kingdom of Bahrain, as well as all applicable laws and regulations. The Code provides the foundation for NHC's governance framework and guides the Company's commercial activities and decision-making processes.

The Corporate Governance Code governs the relationships between NHC and its shareholders, the Board of Directors, executive management, employees, and other stakeholders, including customers, regulators, suppliers, and business partners. Through adherence to this framework, NHC seeks to promote transparency, accountability, and ethical conduct across all aspects of its operations.



GOVERNANCE HIGHLIGHTS

9

Board Members



33.3%

Board Independence



100%

of employees trained on ethics and anti-corruption policies

0

Data breaches and customer complaints



98%

local vendors employed

76%

of suppliers assessed as per Supplier Code of Conduct





BOARD COMPOSITION

The Board of Directors is accountable to shareholders and other stakeholders for the effective oversight of the Company and for ensuring that the business is managed in a sound, prudent, and responsible manner. In fulfilling their fiduciary responsibilities, Directors are expected to maintain independence from executive management, possess appropriate knowledge of the Company's operations, and apply relevant financial and accounting expertise. The Board actively guides strategy and oversees management performance, risk management, and governance practices for a tenure of 3 years.

Executive Management is accountable to the Board for the day-to-day management of the Company and for implementing the strategies, policies, and controls approved by the Board, in compliance with applicable laws and regulatory requirements.

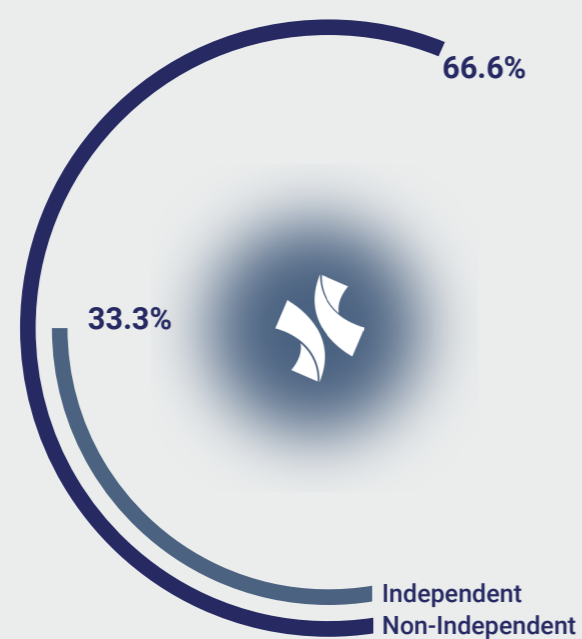


| Name | Designation | Status |
|--------------------------------|-----------------------------------|---------------------------|
| Faisal Ahmed Al Zayani | Chairman | Independent Non-Executive |
| Adel Nuhaba Hamada | Vice Chairman & Managing Director | Non-Executive |
| Abdulaziz Abdulla Alisa | Director | Non-Executive |
| Mishari Zaid Al Khalid | Director | Independent Non-Executive |
| Abdullah Jasim Al Ahmed | Director | Non-Executive |
| Abdullah Sulaiman Al Nasrallah | Director | Non-Executive |
| Shehab Ahmed Haji | Director | Non-Executive |
| Abdulrahman Ali Marshad | Director | Independent Non-Executive |
| Ghazi Qais Al Nisf | Director | Non-Executive |

BOARD DIVERSITY AND INDEPENDENCE

The Board of Directors comprises nine members, all of whom are male. Three of the nine directors are independent, resulting in a board independence ratio of 33.3%. Of the nine board members, 6 are appointed by major shareholders and 3 are elected. The Company recognizes the value of diversity in board composition and will continue to consider opportunities to enhance representation from a broader range of backgrounds in line with governance best practices and regulatory expectations.

Board Independence (%)





ROLES AND RESPONSIBILITIES OF THE BOARD

Stakeholder Interests

The Board of Directors provides oversight with a focus on long-term, sustainable value creation for shareholders and other stakeholders, ensuring that stakeholder interests are considered in strategic decision-making.

Strategy

The Board reviews, monitors, and approves the Company's strategic plans, major investment commitments, capital structure decisions, and dividend policy to support sustainable growth.

Performance

The Board oversees business performance through regular review of financial and operational results and monitors adherence to approved budgets and performance targets.

Integrity of Financial Reporting

The Board reviews and monitors the effectiveness of internal controls, policies, and procedures to safeguard the integrity and reliability of financial reporting and disclosures to shareholders.

Risk Management and Compliance

The Board oversees the Company's risk management framework and ensures compliance with applicable laws, regulations, and regulatory requirements within the Kingdom of Bahrain.

Culture and Succession Planning

The Board monitors organizational culture, ethical standards, and corporate reputation, and oversees succession planning for key management positions to ensure leadership continuity.

Board Performance and Composition

The Board periodically reviews its own performance, composition, size, and effectiveness to ensure it remains appropriately structured and capable of discharging its responsibilities.





BOARD COMMITTEES AND OVERSIGHT

To support the effective discharge of its responsibilities, the Board of Directors has established dedicated Board committees. Each committee operates under approved charters and policies that define its composition, authority, responsibilities, and governance processes.



Audit & Corporate Governance Committee

Audit & Corporate Governance Committee

The Audit & Corporate Governance Committee supports the Board in overseeing the integrity of financial reporting, the effectiveness of internal controls, and the maintenance of appropriate ethical and governance standards across the Company. The Committee is authorized to conduct or commission investigations as required to fulfill its mandate and may engage independent legal, accounting, or other professional advisers at the Company's expense when necessary.

Members:

- Mishari Zaid Al Khalid (Independent / Non-Executive)
- Abdulrahman Ali Marshad (Independent / Non-Executive)
- Abdullah Sulaiman Al Nasrallah (Non-Executive)

Executive Committee

The Executive Committee is responsible for exercising the delegated authority of the Board in circumstances requiring timely decision-making when it is not practicable to convene a full Board meeting. The Committee also supports the Board by maintaining oversight of the Company's operational, financial, investment, and risk management matters.

Members:

- Abdulaziz Abdulla Alisa (Non-Executive)
- Adel Nuhaba Hamada (Non-Executive)
- Ghazi Qais Al Nisf (Non-Executive)
- Shehab Ahmed Haji (Non-Executive)
- Abdullah Jasim Al Ahmed (Non-Executive)

Nomination & Remuneration Committee

The Nomination & Remuneration Committee assists the Board in matters relating to Board composition and succession planning, including the identification and recommendation of candidates for appointment as directors. The Committee also supports oversight of remuneration-related matters in line with governance requirements.

Members:

- Faisal Ahmed Al Zayani (Independent / Non-Executive)
- Mishari Zaid Al Khalid (Independent / Non-Executive)
- Adel Nuhaba Hamada (Non-Executive)

OUR POLICIES AND ETHICAL FRAMEWORK

National Hotels Company B.S.C. (NHC) is committed to upholding high standards of governance, transparency, integrity, and accountability. The Company has established a comprehensive framework of policies and procedures that guide its operations and support compliance with applicable laws, regulations, and recognized governance best practices.

Grievance Mechanism

NHC maintains a formal grievance procedure to provide employees with a clear and confidential channel for raising workplace concerns. The procedure is designed to encourage early resolution through fair and structured escalation, supported by Human Resources and senior management as required. Grievances are addressed in a timely manner, with due consideration given to confidentiality, impartiality, and respect for all parties involved. This mechanism supports employee well-being, trust, and a respectful workplace culture.

Whistleblowing Policy

The Company has established a whistleblowing framework that enables employees and relevant stakeholders to report concerns relating to unethical conduct, fraud, corruption, regulatory non-compliance, or other inappropriate behavior. Reports may be made confidentially and, where appropriate, anonymously. NHC does not tolerate retaliation against individuals who raise concerns in good faith and ensures that reported matters are reviewed and addressed through appropriate and independent processes.

Code of Conduct

National Hotels Company (NHC) maintains a Code of Conduct that sets out the ethical standards, professional behavior, and responsibilities expected of Directors, executive management, and employees. The Code promotes integrity, transparency, accountability, and respect in all business activities and interactions. It provides guidance on ethical decision-making and outlines expectations relating to compliance with laws, prevention of misconduct, and the responsible handling of Company information. Adherence to the Code supports confidence in the Company's governance and reinforces a culture of ethical conduct across the organization.

100% of employees were trained on Ethics & Anti-Corruption as well as Anti Money Laundering at NHC in 2025.

Insider Trading Policy

The Company maintains an insider trading policy governing the acquisition and disposal of its securities, ensuring compliance with applicable laws and protecting the integrity of the market.

Conflict of Interest Policy

NHC's Conflict of Interest Policy is designed to ensure that business decisions are made in the best interests of the Company and its stakeholders. The policy requires Directors, management, and employees to identify and disclose any actual or potential conflicts of interest in a timely manner. Where conflicts arise, appropriate measures are implemented to manage or mitigate them, including recusal from decision-making where necessary. This approach supports fairness, transparency, and objectivity in governance and operational practices.

Collective Bargaining

NHC does not engage in collective bargaining. Employee relations and workplace matters are managed through direct communication, internal engagement mechanisms, and established human resources policies.

Tax Policy

NHC complies with applicable tax laws and regulations in the Kingdom of Bahrain. The Company is subject to a Government Levy administered by the Bahrain Tourism and Exhibitions Authority (BTEA) and Value Added Tax (VAT) administered by the National Bureau for Revenue (NBR). The Government Levy is paid monthly, while VAT obligations are settled quarterly in accordance with regulatory requirements.

Through this governance and policy framework, NHC seeks to promote ethical conduct, protect stakeholder interests, and ensure responsible and transparent business practices.

DATA PROTECTION AND PRIVACY

At National Hotels Company (NHC), protecting the privacy and security of personal information entrusted to us by guests, employees, and business partners is a fundamental responsibility. We are committed to handling personal data with care, confidentiality, and integrity, in line with applicable legal and regulatory requirements.

NHC has implemented a range of cybersecurity and data protection measures designed to safeguard information from unauthorized access, loss, or misuse. These measures include secure digital platforms, encryption protocols, access controls, and system monitoring practices that support the confidentiality and integrity of sensitive data. Access to personal and operational data is restricted to authorized personnel based on role requirements.

Our approach to data privacy is guided by compliance with relevant local regulations and recognized international practices. We regularly review and update our data protection controls to respond to evolving cybersecurity risks and technological developments. Employees with access to sensitive information are expected to adhere to established data protection policies and confidentiality obligations.

Through continuous monitoring, periodic assessments, and a focus on responsible data handling, NHC seeks to maintain stakeholder trust and ensure a secure digital environment that supports safe and reliable hospitality operations.

ZERO There were zero reported data breaches and zero reported leaks of customer data in 2025.



VENDOR MANAGEMENT

Procurement Policy

National Hotels Company (NHC) applies a Procurement Policy aligned with the standards of Radisson Hotel Group to guide sourcing and contracting activities across corporate, regional, and local operations. The policy establishes clear requirements for engaging external suppliers and service providers and promotes transparency, fairness, and ethical conduct throughout the procurement process. It supports consistent decision-making, effective internal controls, and efficient procurement practices, while ensuring employees are informed of relevant requirements through established communication channels.

Supplier Code of Conduct

NHC's approach to responsible sourcing is aligned with Radisson Hotel Group's Responsible Business program, which emphasizes collaboration with suppliers that demonstrate strong social, ethical, and environmental practices. As a condition of engagement, suppliers are expected to comply with the principles outlined in NHC's Supplier Code of Conduct.

The Supplier Code of Conduct is structured around three core pillars:

- **Think People:** Respect for human rights, prohibition of child and forced labor, fair working hours and conditions, non-discrimination, freedom from harassment, and adherence to health and safety standards.
- **Think Community:** Ethical business conduct, fair competition, anti-corruption practices, appropriate management of gifts and gratuities, and positive contributions to local communities.
- **Think Planet:** Responsible environmental practices, including carbon management and emissions reduction, water stewardship, waste minimization, and the safe handling of hazardous materials and restricted substances.

Through this framework, NHC seeks to promote responsible procurement, manage supply chain risks, and encourage suppliers to contribute positively to sustainable and ethical business practices.

76%

In 2025, 76% of suppliers at NHC were assessed as per our Supplier's Code of Conduct.

98%

We employ 98% of local vendors in our supply chain operations of which 95% local vendors are retained.



APPENDIX

CBB Index

| KPI | Main Reporting Component(s) | Location |
|--|---|----------|
| E.1: Environmental Oversight Unit: Statement /Description | 1. A statement on how the company addresses its environmental impact (e.g., explain whether senior management and/or the board address sustainability issues in meetings or have dedicated committees to do so.) | Page 17 |
| | 2. A statement of purpose and approach of the board/management towards sustainability matters. | Page 17 |
| | 3.1 A description of the following (where applicable): Policies | Page 17 |
| | 3.2 A description of the following (where applicable): Commitments | Page 17 |
| | 3.3 A description of the following (where applicable): Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) | Page 17 |
| | 3.4 A description of the following (where applicable): Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.) | Page 17 |
| | 3.5 A description of the following (where applicable): Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about climate/sustainability targets and processes. | Page 17 |
| E.2: Energy Consumption Unit: megawatt hours (MWh) or gigajoules (GJ) or multiples | 1. Report total energy consumed and breakdown by type; 1.1 Indirect energy consumed in the form of electricity, heating, cooling (i.e., total of energy purchases) | Page 40 |
| | 1. Report total energy consumed and breakdown by type; 1.2 Direct energy consumed, classified by renewable and non-renewable sources. | Page 40 |
| | 2. State the standards, techniques, assumptions, and/or calculation tools utilised. | Page 40 |
| E.3: Energy Intensity Unit: gigawatt-hours (GWh) per million BHD/USD or multiples | 1. Report total energy consumed during the year divided by the selected scaling factor (e.g., sales, revenue etc.). | Page 43 |
| | 2. State the standards, techniques, assumptions, and/or calculation tools utilised. | Page 43 |
| E.4: Energy Mix Unit: Percentage (%) | 1. Report the percentage of energy used by source, as part of total energy consumption. | Page 41 |
| | 2. Report the percentage of renewable and non-renewable energy used, as part of total energy consumption. | Page 41 |
| E.5: Green House Gas (GHG) Emissions Unit: metric tons of CO2 or equivalent | 1. Report total absolute emissions by scope; 1. Total amount, in CO2 equivalents, for Scope 1 | Page 36 |
| | 1. Report total absolute emissions by scope; 2. Total amount, in CO2 equivalents, for Scope 2 | Page 36 |
| | 1. Report total absolute emissions by scope; 3. Total amount, in CO2 equivalents, for Scope 3 (if applicable). | Page 36 |
| | 2. State the standards, techniques, assumptions, and/or calculation tools utilised. Note: GHG emissions should be calculated in line with the GHG Protocol4 methodology to allow for aggregation and comparability across companies and jurisdictions. | Page 36 |
| E.6: Emission Intensity Unit: metric tons of CO2 or multiples per unit of scaling factor | 1. Report total annual GHG emission during the year divided by the selected scaling factor. | Page 38 |
| | 2. State the standards, techniques, assumptions, and/or calculation tools | Page 38 |
| E.7: Climate Risk Mitigation Unit: Statement / Description and monetary value in BHD/USD | 1. Describe how your company identifies, assesses, and manages climate-related risks (including physical risks and transition risks). | Page 46 |
| | 2. Report the amount invested annually in climate-related issues (in BHD or USD) (e.g., research and product innovation). | Page 46 |

| KPI | Main Reporting Component(s) | Location |
|---|---|----------|
| E.8: Water Usage Unit: cubic meters (m3) or equivalent | 1. Report the total annual amount of water consumed by the organisation. | Page 44 |
| | 2. Report the total annual amount of water withdrawn by the organisation. | Page 44 |
| | 3. Report the total annual amount of water recycled/reclaimed by the organisation. Note: Companies should refer to CDP term definitions of water withdrawal, consumption and recycling. | Page 44 |
| E.9: Waste Generation Unit: Statement /Description and weight in metric tons or equivalent. | 1. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste (hazardous and non-hazardous). | Page 45 |
| | 2. Description of the company's waste disposal method(s). 2.1 Description of the company's sustainable waste management practices (such as recycling initiatives and waste reduction strategies). | Page 45 |
| | 3. State the standards, techniques, assumptions, and/or calculation tools utilised. | Page 45 |
| E.10: Emission Targets Unit: Statement/ Description | 1. A statement on how the company addresses its total emission. | Page 22 |
| | 2. A statement of the board/management approach towards its total emissions, including whether it is subject to any country, regional, or industry-level emissions regulations and policies. | Page 22 |
| | 3. A description of the following (where applicable): 3.1 Policies | Page 22 |
| | 3. A description of the following (where applicable): 3.2 Commitments | Page 22 |
| | 3. A description of the following (where applicable): 3.3 Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) | Page 22 |
| | 3. A description of the following (where applicable): 3.4 Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer; Board committees etc.) | Page 22 |
| S.I: Total Workforce by sex, age-group, and employment type Unit: Amount and Percentage (%) | 1. Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.1 By sex, as percentage of the total workforce | Page 53 |
| | 1. Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.2 By age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old), as a percentage of the total workforce. | Page 53 |
| | 1. Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.3 By employment type (e.g., full-time, part-time, intern etc.), as a percentage of the total workforce. | Page 53 |

| KPI | Main Reporting Component(s) | Location |
|--|---|----------|
| S.2: Child and Forced Labour Unit: Statement/Description | 1. A statement on how the organisation addresses prohibition of child and or/forced labour. | Page 55 |
| | 2. A statement of the board/management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies. | Page 55 |
| | 3. A description of the following (where applicable): 3.1 Policies | Page 55 |
| | 3. A description of the following (where applicable): 3.2 Commitments | Page 55 |
| | 3. A description of the following (where applicable): 3.3 Goals and targets | Page 55 |
| | 3. A description of the following (where applicable): 3.4 Responsibilities | Page 55 |
| | 3. A description of the following (where applicable): 3.5 Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about any issues concerning child and or/forced labour relating to the company. | Page 55 |
| S.3: Employee Turnover Unit: Amount and Percentage (%) | 1. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, as per the below categories: 1.1 By sex | Page 58 |
| | 1. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, as per the below categories: 1.2 By age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old). | Page 58 |
| S.4: Gender Pay Ratio Unit: Ratio | 1. Report the median total compensation for women compared to the median total compensation for men (as a ratio). | Page 56 |
| S.5: Health and Safety Unit: Amount and Description | 1. Report on the total number of injuries and fatalities occurred in each of the past three years including the reporting year. | Page 62 |
| | 2. Report lost days due to work injury in each of the past three years including the reporting year. | Page 62 |
| | 3. A description of occupational health and safety measures adopted, and how they are implemented and monitored. | Page 62 |
| S.6: Non-Discrimination Unit: Statement /Description | 1.A statement on how the organisation addresses harassment and discrimination matters. | Page 55 |
| | 2.A statement of the board/management approach, including whether it is subject to any country, regional, or industry-level regulations and policies. | Page 55 |
| S.7: Nationalisation Unit: Amount and Statement/Description | 1.A statement of the board/management approach to increase nationalisation, including whether it is subject to any country regulations and policies. | Page 61 |
| | 2.Report the number and percentage of national employees, as part of the total workforce. *Note: Applicable to Bahrain only. | Page 61 |
| S.8: Community Investment Unit: Description and Percentage (%) | 1.Report the amount invested in the community as a percentage of company revenues. | Page 64 |
| | 2.Provide a description of the scope and impact of its community investment initiatives. | Page 64 |
| S.9: Human rights Unit: Statement /Description | 1. A statement on how the organisation addresses human rights. | Page 55 |
| | 2. A statement of the board/management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies. | Page 55 |
| | 3. A description of the following (where applicable): 3.1 Policies | Page 55 |
| | 3. A description of the following (where applicable):3.2 Commitments | Page 55 |
| | 3. A description of the following (where applicable): 3.3 Goals and targets | Page 55 |
| | 3. A description of the following (where applicable): 3.4 Responsibilities | Page 55 |
| S.10: Management Composition/ Diversity Unit: Percentage (%) | 1. Report percentage of male to female metrics, as per the below categories: 1.1 Entry-level | Page 53 |
| | 1. Report percentage of male to female metrics, as per the below categories: 1.2 Mid-level | Page 53 |
| | 1. Report percentage of male to female metrics, as per the below categories: 1.3 Senior/Executive level positions | Page 53 |

| KPI | Main Reporting Component(s) | Location |
|--|---|----------|
| S.II: Development and Training Unit: Percentage (%) | 1. Report average hours of training, as per the below categories: 1.2 By Employee category (Full-time, part-time, internship etc.) | Page 60 |
| | 1. Report average hours of training, as per the below categories: 1.1 By Sex | Page 60 |
| G.I: Board Composition Unit: Statement/ Description | 1. Report board size | Page 80 |
| | 2. Report female board directors by number and percentage of the Board size. | Page 80 |
| | 3. Report composition of the board and its committees by: 3.1 Executive or non-executive. | Page 79 |
| | 3. Report composition of the board and its committees by: 3.2 Independence. | Page 79 |
| | 3. Report composition of the board and its committees by: 3.3 Tenure. | Page 79 |
| | 3. Report composition of the board and its committees by: 3.4 Representation (appointed or elected) | Page 79 |
| | 3. Report composition of the board and its committees by: 3.5 Details of non-compliance with regulations, as well as a description of the corrective actions taken. | Page 79 |
| | 3. Report composition of the board and its committees by: 3.5 Details of non-compliance with regulations, as well as a description of the corrective actions taken. | Page 79 |
| G.2: Collective Bargaining Unit: Description and amount | 1. Report total enterprise headcount covered by collective bargaining agreements (Unions) (if applicable). | Page 87 |
| | 2. Provide a description of the process by which employees negotiate their contracts with the organisation to determine their terms of employment (e.g., compensation, benefits, hours, leave, occupational health and safety standards, initiatives to balance work and family etc.) Note: Companies should refer to International Labour Organisation (ILO) Convention 1545 term definition of 'Collective Bargaining'. | Page 87 |
| G.3: Whistleblowing Unit: Statement / Description | 1. Provide a description of internal and external mechanisms for seeking advice and reporting concerns on organisational integrity. | Page 86 |
| | 2. Provide a description on awareness initiatives conducted by the organisation. | Page 86 |
| G.4: Data privacy Unit: Statement / Description | 1. Provide a description of the company's Data Privacy policy. | Page 88 |
| | 2. Provide a statement of the steps taken to comply with Personal Data Protection Law (PDPL) rules. | Page 88 |
| G.5: Disclosure Practices Unit: Statement / Description | 1. Report if the company provides its sustainability data to sustainability supporting organisations such as the Global Reporting Initiative (GRI) Secretariat, United Nations (UN), CDP etc. | Page 18 |
| | 2. Report if the company focuses on specific UN Sustainable Development Goals (SDGs), including setting targets and reporting progress. | Page 18 |
| | 3. State whether the company publishes a sustainability report and/or how it integrates sustainability data in its disclosures. | Page 18 |
| G.6: Conflict of interest Unit: Statement / Description | 1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: 1.1 Cross-board membership | Page 87 |
| | 1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.2 Cross-shareholding with suppliers and other stakeholders | Page 87 |
| | 1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.3 Existence of controlling shareholders | Page 87 |
| | 1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.4 Related parties, their relationships, nature, transactions, and outstanding balances. | Page 87 |
| | 1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.4 Related parties, their relationships, nature, transactions, and outstanding balances. | Page 87 |
| G.7: Supplier Code of Conduct Unit: Statement / Description and Percentage (%) | 1. Provide a description of the company's Supplier Code of Conduct. | Page 90 |
| | 2. Report the percentage of suppliers that comply with the company's code of conduct and the compliance assessment mechanism. Note: A Supplier Code of Conduct refers to a set of principles and standards that outline the company's expectations for responsible business practices by its supplier. | Page 90 |



| KPI | Main Reporting Component(s) | Location |
|---|--|----------|
| G.8: Incentivised Pay Unit: Statement / Description | 1. Report if executives are formally incentivised to perform on sustainability. | Page 22 |
| | 2. Report the percentage of executive compensation tied to ESG performance metrics | Page 22 |
| | 3. Provide a description of other links between executive performance and sustainability performance (if any). | Page 22 |
| G.9: Ethics & Anticorruption Unit: Statement / Description and Percentage (%) | 1. Report if your company follows an Ethics and/or Anti-Corruption policy. | Page 86 |
| | 1.1 If you have an Anti-corruption policy, report the percentage of the workforce that has formally certified its compliance with the policy (provide description of certification and process). | Page 86 |
| G.10: Assurance Unit: Statement / Description | 2. Provide a statement of the company's commitment towards its ethics and/or anti-Corruption policy/position. | Page 86 |
| | 1. Provide a description of the process by which sustainability disclosures are assured or validated. 1.1 Report if the company's sustainability disclosures are assured or validated by an independent third party. | Page 18 |

GRI Index

| GRI STANDARD | DISCLOSURE | LOCATION/RESPONSE |
|---|--|-------------------|
| GRI 3: Material Topics 2021 | 2-1 Organizational details | Page 6 |
| | 2-2 Entities included in the organization's sustainability reporting | Page 18 |
| | 2-3 Reporting period, frequency and contact point | Page 18 |
| | | Not applicable |
| | 2-5 External assurance | Page 18 |
| | 2-6 Activities, value chain and other business relationships | Page 18 |
| | 2-7 Employees | Page 53 |
| | 2-8 Workers who are not employees | Not applicable |
| | 2-9 Governance structure and composition | Page 79 |
| | 2-10 Nomination and selection of the highest governance body | Page 82 |
| | 2-11 Chair of the highest governance body | Not covered |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Page 22 |
| | 2-13 Delegation of responsibility for managing impacts | Page 22 |
| | 2-14 Role of the highest governance body in sustainability reporting | Page 22 |
| | 2-15 Conflicts of interest | Page 87 |
| | 2-16 Communication of critical concerns | Page 86 |
| | 2-17 Collective knowledge of the highest governance body | Not covered |
| | 2-18 Evaluation of the performance of the highest governance body | Page 82 |
| | 2-19 Remuneration policies | Not covered |
| | 2-20 Process to determine remuneration | Not covered |
| | 2-21 Annual total compensation ratio | Not covered |
| | 2-22 Statement on sustainable development strategy | Page 22 |
| | 2-23 Policy commitments | Page 86 |
| | 2-24 Embedding policy commitments | Page 86 |
| | 2-25 Processes to remediate negative impacts | Not covered |
| | 2-26 Mechanisms for seeking advice and raising concerns | Page 86 |
| | 2-27 Compliance with laws and regulations | Page 18 |
| | 2-28 Membership associations | Page 13 |
| | 2-29 Approach to stakeholder engagement | Page 24 |
| | 2-30 Collective bargaining agreements | Page 86 |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Page 28 |
| | 3-2 List of material topics | Page 28 |
| | 3-3 Management of material topics | Page 28 |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Not covered |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Not covered |
| | 201-3 Defined benefit plan obligations and other retirement plans | Not covered |
| | 201-4 Financial assistance received from government | Not covered |

| GRI STANDARD | DISCLOSURE | LOCATION/RESPONSE |
|--|---|-------------------|
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | Not covered |
| | 202-2 Proportion of senior management hired from the local community | Page 61 |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Not covered |
| | 203-2 Significant indirect economic impacts | Not covered |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Page 90 |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Page 86 |
| | 205-2 Communication and training about anti-corruption policies and procedures | Page 86 |
| | 205-3 Confirmed incidents of corruption and actions taken | Page 86 |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Page 87 |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Page 40 |
| | 302-2 Energy consumption outside of the organization | Not applicable |
| | 302-3 Energy intensity | Page 43 |
| | 302-4 Reduction of energy consumption | Page 41 |
| | 302-5 Reductions in energy requirements of products and services | Not applicable |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Page 43 |
| | 303-2 Management of water discharge-related impacts | Not applicable |
| | 303-3 Water withdrawal | Not applicable |
| | 303-4 Water discharge | Not applicable |
| | 303-5 Water consumption | Page 43 |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Page 36 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Page 36 |
| | 305-3 Other indirect (Scope 3) GHG emissions | Not covered |
| | 305-4 GHG emissions intensity | Page 38 |
| | 305-5 Reduction of GHG emissions | Page 37 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | Not applicable |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Not applicable |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Page 45 |
| | 306-2 Management of significant waste-related impacts | Page 45 |
| | 306-3 Waste generated | Page 45 |
| | 306-4 Waste diverted from disposal | Page 45 |
| | 306-5 Waste directed to disposal | Page 45 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Page 90 |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Not covered |

| GRI STANDARD | DISCLOSURE | LOCATION/RESPONSE |
|--|---|-------------------|
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Page 59 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Not applicable |
| | 401-3 Parental leave | Not covered |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Page 62 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Not covered |
| | 403-3 Occupational health services | Page 62 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Page 62 |
| | 403-5 Worker training on occupational health and safety | Page 62 |
| | 403-6 Promotion of worker health | Page 62 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Page 62 |
| | 403-8 Workers covered by an occupational health and safety management system | Page 62 |
| | 403-9 Work-related injuries | Page 62 |
| | 403-10 Work-related ill health | Page 62 |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Page 60 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Page 60 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Page 60 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Page 53 |
| | 405-2 Ratio of basic salary and remuneration of women to men | Page 56 |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Page 55 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | Page 90 |
| | 414-2 Negative social impacts in the supply chain and actions taken | Not covered |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Page 88 |