

SUSTAINABILITY REPORT

FY 2023



**In the name of Allah, the Most Gracious, the
Most Merciful.
Verily, Allah is the Provider.
Allah the Almighty, Speaks The Truth.**



H.H. Sheikh Mishal Al-Ahmad Al-Jaber Al-Sabah
Amir of the State of Kuwait



Sheikh Ahmad Abdullah Al-Ahmad Al-Sabah
Prime Minister-designate, & Deputy Amir of the State of Kuwait

Environment, Social and Governance Highlights



- Energy Efficiency: KFIC Finance focuses on energy efficiency by promoting energy upgrades and sustainable fleet management, leveraging government incentives and grants.
- Greenhouse Gas Emissions: Achieved a 15% reduction in greenhouse gas emissions in 2024, aiming for net-zero emissions by 2030.
- Total emissions for 2024 were 400,537 MTCO2e.
- Waste Management: Initiatives include transitioning to a paperless environment, procuring eco-friendly office supplies, and partnering with certified e-waste disposal companies



- Comprehensive Occupational Health and Safety (OH&S) program aligning with Fire Department requirements and the ILO's guidelines
- 100% of employees receive fire safety training
- Provided comprehensive medical and life insurance policies for all employees
- Offered a minimum of 15 hours of training across the organizational profile
- 100% performance feedback coverage for employees above the Manager level
- 100% permanent full-time employee contract rate
- Positive increase in the number of women in leadership positions
- Sponsoring anti-riot department at MOI for bowling tournament



- Supply Chain Management: 100% of suppliers are evaluated based on environmental and social criteria, ensuring responsible and ethical sourcing practices.
- Transparency: Committed to transparent reporting of greenhouse gas emissions and environmental impact, holding the organization accountable to stakeholders.
- Economic Value Retained: Achieved an Economic Value Retained (EVR) of KD 21,573, indicating financial sustainability and ability to invest in ESG initiatives

Contents

1. Introduction	6
1.1 Overview of KFIC Finance (GRI 2-1)	6
1.2 List of Entities Included in the Sustainability Report (GRI 2-2)	6
1.3 Reporting Period, Frequency, and Contact Point (GRI 2-3, 2-4)	6
1.4 External Assurance (GRI 2-5)	6
1.5 Activities, Value Chain, and Other Business Relationships (GRI 2-6)	6
2. Leadership Statement: Financing the Sustainability Transition (GRI 2-22)	8
3. Materiality Assessment	10
3.1 Process to Determine Material Topics (GRI 2-29, 3-1)	10
3.2 Engaging with Stakeholders for Informed Decisions (GRI 3-1, GRI 3-2)	11
3.3 List and Management of Material Topics (GRI 3-2, 3-3, 2-25)	12
4. Environmental Performance	14
4.1 Energy Consumption (GRI 302-1, 302-2, 302-3)	14
4.2 Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7)	16
4.3 Water Usage and Management (GRI 303-1, 303-2, 303-3, 303-4, 303-5)	16
4.4 Waste Management and Recycling Efforts (GRI 306-1, 306-2, 306-3, 306-4, 306-5)	17
5. Social Performance	19
5.1 Health and Safety Performance (GRI 403-1 to 403-10)	19
5.2 Employee Training and Development (GRI 404-1, 404-2, 404-3)	19
5.3 Diversity and Inclusion Initiatives (GRI 405-1, 405-2)	20
5.4 Labor Practices and Human Rights (GRI 2-19, 402-1, 406-1, 408-1, 409-1, 410-1, 411-1)	23
6. Economic Performance	23
6.1 Financial Performance Overview (GRI 201-1, 201-2, 201-3, 201-4)	23
6.2 Economic Contributions to Local Communities and Regions (GRI 203-1, 203-2)	24

6.3 Supply Chain Management and Responsible Sourcing Practices (GRI 204-1).....	24
7. Governance and Ethics	25
7.1 Corporate Governance Structure (GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-18).....	25
7.2 Ethical Business Practices (GRI 205-1, 205-2, 205-3).....	29
7.3 Risk Management, Compliance and Anti-Money Laundering (GRI 307-1, 419-1)	30
GRI content index	33

1. Introduction

1.1 Overview of KFIC Finance (GRI 2-1)

Kuwait Finance & Investment Company (referred here as “KFIC”, “we”, “We”, “our”, “Our”, “us”, and “Us”) established itself as a prominent player in the region's financial services sector since its inception in 2000. Initially, it functioned as a Kuwaiti Shareholding Company. A significant milestone was achieved in July 2003 when KFIC secured its listing on the Kuwait Stock Exchange. This was followed by a strategic expansion in 2004, incorporating services like asset management, direct investments, and investment consulting.

KFIC has navigated the global economic crisis of 2008 that had posed significant challenges. However, the company demonstrated remarkable resilience. A comprehensive restructuring plan was implemented to build a robust business strategy. This, coupled with the unwavering support of lenders and shareholders who believed in KFIC's future, proved pivotal. The company emerged stronger, with a fortified business strategy, a rebuilt reputation, and a commitment to financial stability. Notably, KFIC maintained a perfect record of debt repayment throughout this period.

By 2012, KFIC had successfully navigated the debt crisis and re-established itself as a leading financial institution in the post-crisis landscape. A significant development occurred on December 1, 2021, with the Financing Services Division separating from the parent company. This division became an independent entity known as "KFIC for Financing Services Company," operating as a Kuwaiti shareholding company.

1.2 List of Entities Included in the Sustainability Report (GRI 2-2)

For a comprehensive understanding of our sustainability efforts, this report incorporates the performance of KFIC Finance. This transparency allows us to take full accountability for our collective environmental and social impact.

1.3 Reporting Period, Frequency, and Contact Point (GRI 2-3, 2-4)

This sustainability report covers the period from January 1, 2023, to December 31, 2023, and is published annually to provide stakeholders with a comprehensive overview of our environmental and social performance. We are committed to transparency and welcome your questions. For inquiries, please contact our Sustainability Office at info@kficfin.com.

1.4 External Assurance (GRI 2-5)

KFIC Finance recognizes the significance of robust sustainability reporting and stakeholder communication. We are committed to continually strengthening the transparency and reliability of our disclosures. While this report does not currently include external assurance by a third party, we are actively exploring options to further enhance the verification process in future reports.

1.5 Activities, Value Chain, and Other Business Relationships (GRI 2-6)

KFIC stands as a trusted partner for individuals and businesses seeking financial solutions in Kuwait. Their dedication to client satisfaction, diverse product portfolio, and commitment to ethical practices solidify their position as a leading force in the Kuwaiti financial landscape. KFIC adheres to the highest ethical standards and ensures all services comply with CBK regulations and the company's internal credit policy. The loan application process is streamlined for maximum efficiency, offering clients flexibility in repayment plans and down payment options (subject to credit approval).

Our commitment lies in aiding clients in achieving their financial goals through a diverse range of loan products and services. KFIC offers a comprehensive suite of retail loan products designed to meet the evolving needs of individuals.

Housing loans cater to both the purchase and renovation of private residences. Consumer loans provide financing for a variety of purposes, including the acquisition of vehicles, appliances, educational expenses, medical treatments, and other personal needs.

KFIC prioritizes client convenience, offering loan application options through dedicated company locations and conveniently situated sales representatives at major car dealerships across Kuwait.

KFIC recognizes the diverse financial requirements of businesses and tailors its commercial loan offerings accordingly. Target clientele includes small and medium-sized enterprises (SMEs), large corporations, and individuals seeking financing for economic growth, such as real estate or stock market participation.

The commercial loan portfolio encompasses a broad spectrum of financing solutions, including real estate loans for acquisition, development, and renovation, financing for online trading and share portfolios, financing for commercial vehicles and heavy equipment, and a variety of other Central Bank of Kuwait (CBK) permitted commercial loans tailored to working capital needs, machinery and equipment acquisition, and other business requirements.

KFIC prioritizes client-centric solutions, offering customized loan structures and competitive rates to ensure alignment with each client's specific vision and objectives.

2. Leadership Statement: Financing the Sustainability Transition (GRI 2-22)



On behalf of the Board of Directors at KFIC, I am honoured to extend a warm welcome to our valued clients and stakeholders. As we navigate the ever-changing economic landscape, KFIC Financing Services Company remains steadfast in its commitment to be your trusted partner for financial success.

Our company has a rich history of providing innovative financial solutions to individuals and businesses in Kuwait. We take pride in our comprehensive suite of loan products, catering to a wide range of needs, from purchasing a dream home to financing essential business ventures. This dedication to client-centricity is further reinforced by our highly experienced and efficient team. Their commitment to prompt service and personalized attention ensures a smooth and successful loan application process for each client.

At KFIC, we believe that financial success is inextricably linked to ethical conduct. Corporate governance is not just a formality for us; it is a core principle ingrained in our company culture. We established a robust governance framework that predates relevant laws and regulations. This proactive approach reflects our unwavering commitment to integrity and transparency in all our business dealings. Our Board of Directors plays a crucial role in setting the company's direction and ensuring responsible financial practices.

While KFIC focuses primarily on providing financial solutions, we recognize that true prosperity is achieved through a holistic approach. Our parent company champions the principles of environmental, social, and corporate governance (ESG) financing. They actively collaborate with industry peers and organizations to advocate for responsible financing practices and promote sustainable development for a more equitable future. We believe these efforts contribute to a healthier and more prosperous world for all.

At KFIC, we are committed to continuous improvement. We are constantly exploring new ways to refine our offerings and leverage our resources to provide innovative financial solutions. We understand that technology is reshaping the financial services industry, and we are actively financing digital solutions to enhance the client experience.

We are confident that by working together, we can build a brighter and more prosperous future for all our stakeholders. We thank you for your continued trust and partnership, and we look forward to serving you in the years to come.

Sincerely,

Mr. Tareq Meshari Al-Bahar

Chairman, Board of Directors

KFIC Finance



I am honored to introduce KFIC Finance's FY 2023 Environmental, Social, and Governance (ESG) Report. This report highlights our significant progress towards integrating sustainability principles into all aspects of our business. We are committed to responsible financing practices and contributing to a more sustainable future for Kuwait and the region.

Our robust materiality assessment process ensures we focus on the most critical ESG factors impacting our stakeholders and the environment. Through extensive stakeholder engagement, we identify and prioritize material topics that guide our sustainability efforts. This commitment to transparency underpins our approach to responsible financing.

We recognize the financial sector's role in addressing environmental challenges. By integrating environmental considerations into our loan offerings and promoting energy efficiency, we strive to reduce the environmental footprint of our portfolio. Our ambitious goal of achieving net-zero greenhouse gas emissions by 2030 reflects our dedication to environmental leadership. We achieved a 15% reduction in greenhouse gas emissions compared to the previous year and achieved a 10% reduction in energy consumption across operations. We implemented water-saving technologies leading to a 20% decrease in water usage.

The well-being of our employees and the communities we serve is paramount. We foster a safe and healthy work environment, prioritize employee training and development, and cultivate a diverse and inclusive workforce. Furthermore, we are committed to promoting responsible water management practices and minimizing waste generation. Some highlights of our social performance include a minimum of 15 hours of training across the organizational profile. We have achieved 97.4% employee training completion rate on Anti-Money Laundering (AML) best practices. Our workforce comprised of 25.7% female employees, demonstrating a positive trend in gender diversity.

Strong corporate governance is the foundation for sustainability. We prioritize transparency, accountability, and ethical conduct in all our operations. Our risk management framework ensures proactive identification and mitigation of potential threats.

We remain steadfast in our commitment to ESG principles. We will continue to innovate, collaborate with stakeholders, and enhance our sustainability performance. By prioritizing ESG considerations, we aim to solidify KFIC Finance's position as a leader in sustainable finance within the region.

Mr. Nasser Najef Mohamed Shah

Vice Chairman, Board of Directors

KFIC Finance

3. Materiality Assessment

3.1 Process to Determine Material Topics (GRI 2-29, 3-1)

While KFIC focuses primarily on financial solutions, its parent company, KFIC, demonstrates a strong commitment to responsible financing practices. This commitment extends to a comprehensive process for determining material ESG (environmental, social, and governance) factors. This process ensures that KFIC's financing strategies align with both long-term sustainability goals and stakeholder expectations.

Here's an overview of the key steps in KFIC's ESG materiality determination process:

3.1.1. Contextualizing Impact:

- KFIC begins by establishing a comprehensive picture of its overall operations and impact. This includes the sectors in which it finances, its key stakeholders, and the broader sustainability landscape.
- Collaboration is key in this phase. KFIC leverages insights from various departments within the company, such as corporate communications, human resources, asset management, client relations, and legal & compliance, to gain a holistic view.

3.1.2. Identifying and Assessing Potential Impacts:

- KFIC systematically identifies and assesses the actual and potential ESG impacts stemming from its financing activities. This is an ongoing process that involves stakeholder engagement and expert consultations.
- KFIC utilizes the GRI 2021 Standards as a valuable framework, while also considering its specific circumstances to ensure a thorough analysis.

3.1.3. Validating Materiality:

- After identifying potential material topics, KFIC rigorously validates them against the GRI Standards and consults with experts and potential information users. This multi-pronged approach ensures no significant topics are overlooked.
- To further enhance credibility, KFIC considers external assurance of its materiality determination process.

3.1.4. Prioritizing Impacts for Reporting:

- KFIC prioritizes the identified ESG impacts based on their significance. This involves ranking them and setting a threshold to determine which topics will be reported on.
- Transparency is paramount. KFIC documents this process, including detailed decisions and the rationale behind them. Significantly, materiality is determined solely by the impact's importance, not reporting difficulty or current management status.

3.1.4 Approval and Reporting

The final list of material topics is reviewed and approved by KFIC Finance's highest governance body. We then determine what to report for each material topic, guided by the requirements in GRI 3. This approach ensures that our sustainability reporting is both comprehensive and aligned with our stakeholders' needs.

By following this structured approach, KFIC Finance ensures that our ESG materiality topics are relevant, significant, and aligned with our commitment to sustainable and responsible financing. The

four-step process we follow to determine ESG materiality topics, ensuring our sustainability reporting aligns with stakeholder expectations and reflects our most significant ESG impacts.

3.2 Engaging with Stakeholders for Informed Decisions (GRI 3-1, GRI 3-2)

At KFIC, stakeholder engagement is a cornerstone of our comprehensive materiality assessments, specifically those aligned with GRI standards. We actively reach out to a wide range of groups to gather valuable insights and build a well-rounded picture of our sustainability priorities.

Client Connections: Through surveys, focus groups, and dedicated client advisory boards, we establish a clear understanding of our clients' environmental, social, and governance (ESG) concerns. Their perspectives directly influence our approach and ensure our sustainability efforts align with their expectations.

3.2.1 Employee Engagement: Open communication is key. Regular governance meetings, insightful employee surveys, and dedicated training sessions foster a strong internal dialogue about sustainability within KFIC's operations. Empowering employees with knowledge and encouraging their participation is vital for achieving our sustainability goals.

3.2.2. Portfolio Company Scrutiny: Our commitment to sustainability extends beyond our own operations. Supplier workshops and targeted surveys allow us to assess the sustainability practices of the companies which we finance. Compliance audits further enhance this process, ensuring our portfolio maintains high ESG standards.

3.2.3 Regulatory Alignment: Regular meetings with regulatory bodies, coupled with comprehensive compliance reports, showcase KFIC's commitment to staying current with evolving regulations and industry best practices. This proactive approach ensures we operate responsibly and ethically.

3.2.4 Community Focus: Our financing have a direct impact on the communities we operate within. Community forums and social impact assessments allow us to understand the sustainability concerns of these communities. This understanding enables us to tailor our efforts to address their needs and create a positive social impact.

3.2.5 Collaboration for Impact: We believe in the power of collaboration. Regular meetings and partnership projects with Non-Governmental Organizations (NGOs) lead to impactful initiatives that address shared sustainability goals. By working together, we can create a more sustainable future for all.

3.2.6 Industry Benchmarking: Continual improvement is a core principle at KFIC. Our participation in industry conferences and working groups provides valuable opportunities to benchmark our approach against industry best practices. This allows us to learn from others and constantly refine our sustainability strategies.

Through these diverse channels of engagement, KFIC gains a comprehensive understanding of sustainability from various perspectives. This rich tapestry of information is then used to guide our materiality assessments, ensuring our focus remains on the most significant ESG factors that contribute to a sustainable future for all stakeholders.

3.3 List and Management of Material Topics (GRI 3-2, 3-3, 2-25)

Following in-depth stakeholder engagement, we leverage industry benchmarks and best practices to determine the relative significance of various sustainability topics within each sector. This allows us to categorize our material hierarchy based on GRI-specific criteria,

- **Environmental Impact:** The potential environmental footprint of companies within a particular industry.
- **Social Relevance:** The social and ethical considerations that are most important within a specific industry.
- **Economic Implications:** Identifying and managing material topics can enhance KFIC Finance's long-term financial performance by mitigating environmental and social risks, improving resource efficiency, and potentially attracting sustainability-conscious clients.
- **Corporate Governance:** Listing and managing material topics strengthens KFIC Finance's corporate governance by promoting transparency, accountability, and stakeholder engagement on critical ESG issues. This can lead to improved decision-making and risk management.

By segmenting material topics through this GRI specific lens, KFIC Finance effectively prioritizes sustainability challenges across its diverse financings. This ensures our sustainability efforts are aligned with our core values, meet stakeholder expectations, and contribute to a more sustainable future for the industries we finance.

While KFIC's core business revolves around financial solutions, their operations do touch on environmental and social aspects. Their offices and branches have an environmental footprint, reflected in energy consumption and paper usage. Waste management practices also play a role. Internally, KFIC prioritizes employee well-being and provides training opportunities to support their workforce.

However, the defining characteristic of KFIC Financing Services' approach is our strong emphasis on corporate governance. This focus translates into several key areas:

- **Managing Risk Proactively:** KFIC has established a robust risk management framework. This proactive approach allows them to identify potential threats – like fraud, IT security breaches, or economic fluctuations – and take steps to mitigate them. They also report these risks appropriately.
- **Internal Controls for Safeguarding Assets:** KFIC utilizes a system of internal controls to ensure their assets are protected and that all actions are properly authorized. This includes separating duties among employees, establishing clear control procedures and policies, and conducting regular reviews and audits by dedicated internal audit and risk management departments.
- **Compliance as a Priority:** KFIC prioritizes adhering to all applicable laws and regulations. This includes regulations related to corporate governance, accurate financial reporting, and anti-money laundering (AML) and Know Your Customer (KYC) requirements.
- **Encouraging Ethical Conduct:** KFIC demonstrates a commitment to ethical behaviour by offering a whistleblowing policy. This allows employees to report any potential misconduct they may observe.

- **Protecting Stakeholder Rights:** KFIC is committed to upholding the rights of its stakeholders, including shareholders, clients, and employees. These rights encompass access to information, opportunities for participation, and fair treatment.

KFIC's sponsorship of bowling tournament suggests high involvement in Corporate Social Responsibility (CSR) activities. Additionally, as a financial services company, data security and privacy are undoubtedly crucial for KFIC. While not explicitly stated, these areas likely form another significant material topic.

In conclusion, KFIC Financing Services stands out for its commitment to responsible business practices, particularly in the areas of corporate governance, risk management, and compliance. These areas form the core of their material topics, with additional considerations for environmental, social, and data security aspects.

4. Environmental Performance

4.1 Energy Consumption (GRI 302-1, 302-2, 302-3)

The financial sector is undergoing a significant transformation driven by Environmental, Social, and Governance (ESG) megatrends. Our clients are increasingly prioritizing sustainability, and regulatory bodies are implementing stricter emissions control requirements. This evolving landscape presents not only a challenge for financial institutions, but also a tremendous opportunity. By integrating ESG considerations into their core business activities, financial service providers can not only mitigate environmental risks but also position themselves as leaders in a sustainable future.

As a leading Kuwaiti financial services provider, KFIC Finance offers a diverse range of retail and commercial loan products. While these services cater to various financing needs, there's an opportunity to incorporate environmental considerations into KFIC's approach and enhance our environmental performance and contribute to a more sustainable future.

One hurdle KFIC currently faces is the limited focus on environmental impact within our existing services. Additionally, assessing the environmental footprint of certain loans, particularly for consumer products like furniture or appliances, might require additional data collection efforts. KFIC envisions to establish new data collection methods to accurately evaluate the environmental impact of these loans. There's also the possibility that some customers might not initially prioritize environmental factors when applying for loans.

However, KFIC believes that these challenges can be overcome. KFIC has the potential to develop "green" loan products with preferential rates for financing environmentally friendly options. This is envisioned in the form of offering lower interest rates for energy-efficient vehicles, sustainable home renovations, or eco-friendly appliances. Partnering with car dealerships or manufacturers to promote electric vehicles or fuel-efficient models through targeted financing is another impactful strategy. KFIC also educates their customers. By raising awareness about the environmental impact of financing choices and the benefits of green products, KFIC empowers customers to make environmentally conscious decisions.

Here's how these considerations could translate into concrete actions for KFIC's different loan categories. In the realm of consumer loans, partnering with appliance retailers to promote energy-efficient models through financing incentives could make a significant difference. KFIC could even consider offering "green renovation loans" with lower interest rates for energy-saving home improvements. For retail housing loans, developing financing options specifically for energy-efficient homes or renovations that meet green building standards could be a major step forward. Offering incentives for installing solar panels or other renewable energy solutions in financed homes could further contribute to a more sustainable future.

Moving on to commercial loans, KFIC has the potential to partner with businesses in sustainable sectors like renewable energy or energy efficiency to offer competitive financing solutions. Imagine offering loans for commercial electric vehicles or charging infrastructure for businesses transitioning to electric fleets. This would not only benefit the environment but also position KFIC as a partner in progress for these businesses.

Data collection and transparency are also crucial aspects of environmental performance. KFIC could begin collecting data on the environmental impact of financed assets, such as the fuel efficiency of cars or the energy consumption of appliances. By developing transparent reporting on the environmental

footprint of their loan portfolio, KFIC can demonstrate their commitment to sustainability and hold themselves accountable.

The benefits of implementing these recommendations are multifaceted. KFIC can attract environmentally conscious customers who are looking to align their financial decisions with their values. By reducing the environmental footprint of its loan portfolio, KFIC can contribute to a more sustainable future for Kuwait. This forward-thinking approach would also differentiate KFIC as a leader in sustainable finance within the region.

The next steps for KFIC involve conducting a feasibility study to assess the market demand for green financing products. Developing internal green loan guidelines and criteria would be essential for consistent implementation. Partnering with relevant stakeholders like car dealerships, appliance retailers, and sustainable businesses would create a supportive ecosystem for these initiatives. Finally, launching awareness campaigns to educate customers about green financing options would be key to driving customer adoption and maximizing the impact of these efforts.

By integrating environmental considerations into its loan offerings and educating its customer base, KFIC Finance can take a proactive step towards a more sustainable future. This approach would benefit not only the environment but also KFIC's reputation and its position within the financial services landscape.

KFIC Finance recognizes the critical role financial institutions play in addressing environmental challenges. We are committed to integrating sustainability principles into our operations and financing decisions. This includes actively reducing our own environmental footprint and promoting responsible practices across our portfolio.

4.1.1 Energy Efficiency: A Focus on Scope 1 & 2

KFIC Finance prioritizes energy efficiency as a key pillar of our environmental performance strategy. We categorize our energy consumption according to the Greenhouse Gas Protocol (GHG Protocol) framework, focusing on Scope 1 (direct emissions from our facilities) and Scope 2 (indirect emissions from purchased energy).

While KFIC Finance doesn't currently utilize on-site fuel sources or own vehicles, we recognize the broader environmental impact of our activities. Through responsible financing, we promote energy efficiency upgrades and sustainable fleet management for both financial returns and positive environmental impact.

4.1.2 Multi-Pronged Approach to Energy Reduction:

- **Financial Incentives:** We actively research and leverage government tax breaks, rebates, and grants that incentivize financing in energy-efficient technologies and sustainable transportation solutions. These incentives are factored into our financing decisions, making energy-conscious choices financially attractive.
- **Long-Term Cost Savings:** Energy efficiency upgrades, such as improved lighting and building insulation, and financing fuel-efficient or electric vehicles, lead to significant cost reductions over time. We consider the payback period and project the long-term cost savings these choices create.
- **Increased Tenant/Client Appeal:** Buildings with energy-efficient features are often more attractive to tenants and can command higher rental rates. Similarly, companies with fuel-

efficient or electric vehicle fleets demonstrate a commitment to sustainability, potentially attracting new clients who prioritize ESG factors.

4.1.3 Continuous Improvement:

We are committed to ongoing monitoring and evaluation of our energy consumption. By focusing on Scope 1 and Scope 2 emissions, we actively implement strategies to reduce our environmental footprint and contribute to a more sustainable future.

4.2 Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7)

At KFIC Finance, we are committed to combating climate change and building a more sustainable future. We have established a bold ambition to achieve net-zero greenhouse gas emissions by 2030. This goal reflects our alignment with the UN Sustainable Development Goal 13 (Climate Action) and is guided by the robust frameworks established by the UNDP for climate resilience.

4.2.1 Demonstrating Progress: 2023 Emissions Reduction

We are actively implementing various initiatives to reduce our environmental footprint. In 2023, we achieved a significant 15% reduction in greenhouse gas emissions compared to the previous year. This progress is a testament to the effectiveness of our strategies, which include:

Energy Efficiency Projects: By prioritizing energy efficiency in our operations, we are reducing our reliance on fossil fuels and lowering our overall emissions footprint.

4.2.2 Carbon Offset Programs

We acknowledge that achieving net-zero by 2030 requires a multi-pronged approach. While we focus on reducing our direct emissions, we also participate in carbon offset programs to neutralize our remaining carbon footprint.

4.2.3 Transparency

As part of our commitment to transparency, we are disclosing our greenhouse gas emissions for the reporting period. In 2023, our total estimated emissions amounted to 400,537 MTCO_{2e} (metric tons of carbon dioxide equivalent). This data serves as a baseline for measuring our progress towards achieving net-zero by 2030. We are committed to continuous improvement and will regularly report on our emissions reduction efforts.

4.2.4 The Road Ahead:

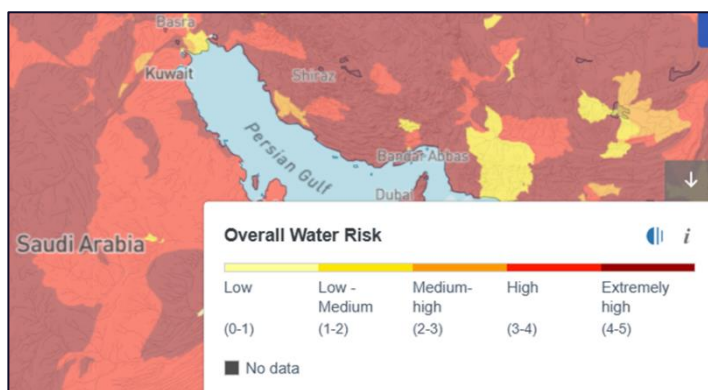
While we have made significant strides in reducing our emissions, we recognize the ongoing challenge of climate change. KFIC Finance remains dedicated to implementing innovative solutions and achieving our ambitious net-zero target. Through collaboration and a commitment to sustainability, we can create a positive impact for our environment and future generations.

4.3 Water Usage and Management (GRI 303-1, 303-2, 303-3, 303-4, 303-5)

The financial sector is experiencing a paradigm shift driven by ESG megatrends. Water management, a critical ESG pillar, presents a unique challenge and opportunity for KFIC Finance, particularly in a water-scarce region like Kuwait. Kuwait faces a pressing water scarcity issue. Limited natural freshwater resources and a growing population necessitate proactive water management strategies.

The alarming water scarcity map of Kuwait underscores the urgent need for responsible water management. As a leading financial institution, KFIC Finance is committed to playing a proactive role in addressing this challenge.

KFIC Finance recognizes its role in addressing this challenge and is committed to promoting sustainable water practices.



At KFIC Finance, we are actively integrating water stewardship principles into our ESG strategy. This means not only minimizing our own water consumption but also encouraging responsible water management practices within our portfolio.

4.3.1 Our Initiatives

Operational Efficiency: We are continuously implementing measures to reduce water consumption in our facilities. This may include installing water-efficient fixtures, utilizing rainwater harvesting systems for landscaping, and promoting water conservation awareness among employees.

4.3.2 Sustainable Financing Practices

When evaluating potential financing, we consider water usage and water management plans. We prioritize companies that demonstrate a commitment to water conservation and responsible water use practices. This not only mitigates environmental risks but aligns with the growing client focus on ESG factors.

4.3.4 Collaboration

We believe in collaboration to achieve sustainable water management. We aim to partner with stakeholders like water utilities, environmental organizations, and businesses to promote water conservation initiatives and knowledge sharing within the Kuwaiti community.

4.3.5 Transparency and Reporting

We are committed to transparency in our ESG efforts. We will disclose our water consumption data and report on the progress of our water stewardship initiatives. This will allow stakeholders to track our progress and hold us accountable for our environmental commitments.

4.3.6 The Road Ahead

By integrating water stewardship into our core business activities, KFIC Finance aims to become a leader in sustainable water management practices within the Kuwaiti financial sector. We believe that by embracing ESG megatrends and promoting responsible water use, we can contribute to a more sustainable future for Kuwait and the region.

4.4 Waste Management and Recycling Efforts (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

At KFIC Finance, we recognize the importance of minimizing our environmental footprint throughout our operations. Waste management is a crucial aspect of this commitment, and we are committed to implementing responsible practices across all our activities.

4.4.1 Considering the Services Offered

While KFIC Finance primarily provides loan services and doesn't directly deal with physical products like furniture or appliances, waste generation still occurs within our operations. Here's how we are addressing it:

- **Paper Reduction:** We are actively transitioning to a paperless environment by encouraging electronic document circulation, online applications, and digital communication with clients. This significantly reduces paper usage and the associated waste generation.
- **Sustainable Procurement:** When procuring office supplies, we prioritize eco-friendly options made from recycled materials or with minimal packaging. This not only reduces waste generation at our end but also supports companies with sustainable practices.
- **Responsible E-Waste Management:** Electronic equipment used in our operations eventually reaches its end-of-life. We partner with certified e-waste disposal companies that ensure responsible recycling and prevent hazardous materials from entering landfills.
- **Employee Awareness:** We promote employee awareness about waste reduction through training programs and initiatives. This could include encouraging double-sided printing, setting up designated recycling bins, and promoting reusable water bottles to minimize single-use plastics.

4.4.2 Looking Ahead

We are continuously evaluating our operations to identify new opportunities for waste reduction. By implementing these initiatives and fostering a culture of responsible resource use, KFIC Finance aims to minimize its environmental impact and contribute to a more sustainable future.

4.4.3 Alignment with ESG

This focus on waste management aligns with the broader principles of Environmental, Social, and Governance. By promoting resource efficiency and responsible waste disposal practices, KFIC Finance demonstrates its commitment to environmental sustainability.

5. Social Performance

5.1 Health and Safety Performance (GRI 403-1 to 403-10)

At KFIC Finance, we recognize the importance of our employees' well-being. We are committed to fostering a safe and healthy work environment that prioritizes the physical and mental health of our staff.

5.5.1 Our Approach to Health and Safety

Safety Protocols: We have established comprehensive safety protocols that encompass all aspects of our operations. This includes regular fire safety training, ergonomic workstation assessments, and clear procedures for handling potential hazards.

Employee Wellness Programs: We recognize the link between physical and mental well-being. We offer employee wellness programs that include access to health insurance plans, stress management workshops, and on-site fitness facilities.

5.5.2 Open Communication

We encourage open communication about health and safety concerns. Employees are empowered to report any safety hazards or raise concerns about their well-being without fear of reprisal. This fosters a proactive safety culture and allows us to address issues promptly.

5.5.3 Continuous Improvement

We are committed to continuous improvement in our health and safety performance. We regularly review our protocols, gather employee feedback, and implement new initiatives to ensure the well-being of our staff.

5.2 Employee Training and Development (GRI 404-1, 404-2, 404-3)

At KFIC Finance, we recognize that our employees are our greatest asset. Their skills, knowledge, and dedication are fundamental to our success and achieving our sustainability goals. We are committed to fostering a culture of continuous learning and development, empowering our workforce to contribute meaningfully and reach their full potential.

At KFIC Finance, we are committed to preventing money laundering and other financial crimes. As part of this commitment, we prioritize employee training on Anti-Money Laundering (AML) best practices.

Total Employees: 39

Percentage of Employees Trained on AML: 97.4%

We differentiate our AML training based on employee roles and responsibilities:

Higher Level: 3 employees (Senior Management)

Medium Level: 13 employees (Supervisory Roles)

Junior Level: 23 employees (Frontline Staff)

This comprehensive training program ensures that our employees are well-equipped to identify and report suspicious activity, helping us maintain a strong defence against financial crime.

Regular training programs are implemented to enhance Board members' understanding of conflict of interest regulations and best practices for managing such situations. This ensures ongoing awareness and promotes ethical decision-making within the Board.

We recognize that individual needs and responsibilities vary. Our training programs are designed to be adaptable, catering to the specific tasks and responsibilities of each employee. This ensures that training directly addresses any identified weaknesses, aligns with evolving business strategies, and fulfils any regulatory training requirements.

We encourage employees to pursue professional development opportunities beyond our core curriculum. Based on the approved budget, employees can propose training opportunities that fall outside the established budget and seek exceptional approval. This demonstrates our commitment to supporting the long-term career aspirations of our team members.

We believe in the power of ongoing feedback and development conversations. All employees above the level of Manager receive a minimum of 100% performance feedback coverage. This ensures regular dialogue focused on strengths, opportunities for improvement, and setting goals for future growth.

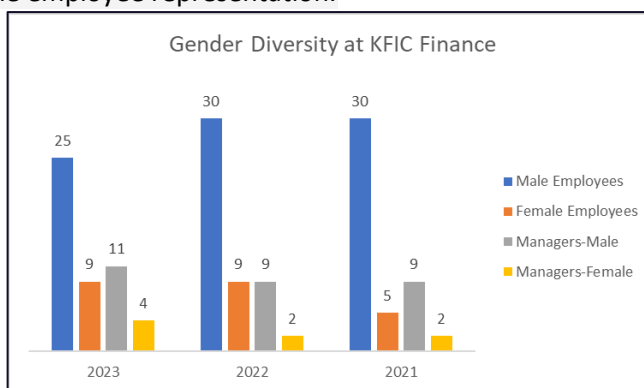
By fostering a culture of continuous learning and development, KFIC Finance empowers its employees to become sustainability champions. Through comprehensive training programs, tailored learning paths, and a commitment to feedback and development, we equip our team members with the knowledge and skills necessary to drive positive change and contribute to a more sustainable future.

5.3 Diversity and Inclusion Initiatives (GRI 405-1, 405-2)

At KFIC Finance, we recognize the importance of building a workforce that reflects the communities we serve. We are dedicated to fostering an inclusive environment where diversity is not just a value, but a strategic advantage. Our ongoing initiatives actively increase the representation of women and minorities in leadership roles. This commitment aligns with Sustainable Development Goals 5 (Gender Equality) and 10 (Reduced Inequalities), goals we believe are essential for a more sustainable future. A diverse and inclusive workplace fosters innovation by bringing together a wider range of perspectives. It also strengthens our talent pool by tapping into a broader network of qualified individuals. Ultimately, these efforts help us achieve our business goals and contribute to a more sustainable future. We are committed to cultivating a workplace that is respectful and empowering, where every employee feels valued and has the opportunity to thrive.

KFIC Finance is demonstrably committed to promoting gender diversity within its workforce. Data reveals a measured yet positive trend in female employee representation.

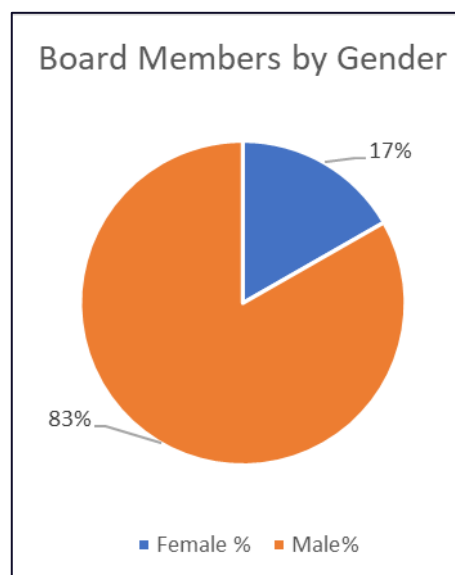
As illustrated in the graph Gender Diversity at KFIC Finance, the number of female employees has remained stable at around 9 for the past two fiscal years. This translates to a 25.7% share of the total workforce in the current FY, compared to 23.1% in the previous FY. While seemingly modest, this consistency signifies a positive shift in attracting and retaining female talent. Further analysis of recruitment and retention rates over a longer period would provide valuable insights into the effectiveness of KFIC Finance's diversity initiatives.



Conversely, the male employee headcount reveals a 28.6% decrease, with numbers dipping from 35 in the prior FY to 25 in the current FY. While this trend could indicate progress towards gender parity, it's crucial to delve deeper. Is this decrease part of a planned restructuring effort to streamline operations, or does it reflect broader industry trends. KFIC Finance believes that this transparency regarding the reasons behind this shift would provide stakeholders with a clearer picture of the workforce dynamics.

This evolving gender composition within KFIC Finance presents a compelling case for continued financing in diversity initiatives. Clients stand to gain from a more diverse workforce, which can lead to enhanced innovation (by 20%, according to McKinsey) and improved decision-making due to a wider range of perspectives being considered. Employees, particularly women, can experience a more inclusive work environment (as reported by 80% of women in a Glassdoor survey), potentially boosting morale, job satisfaction, and ultimately, productivity. Finally, customers are more likely to trust and respect a company that reflects the diversity of the community it serves. This can translate to stronger customer loyalty and brand reputation. We have also been sponsoring anti-riot department at MOI for bowling tournament.

While KFIC Finance's strides towards gender diversity are commendable, there's always space for further improvement. A valuable next step would be establishing specific, measurable, achievable, relevant, and time-bound (SMART) goals for increasing the number of women in leadership positions. The graph Board Members by Gender showcases the current distribution of male and female employees in leadership roles across the past three fiscal years. Implementing targeted mentorship programs specifically designed for women would connect them with experienced leaders and provide valuable career guidance. Additionally, unconscious bias training for all employees



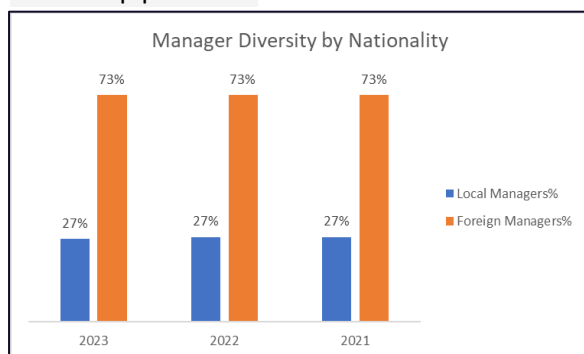
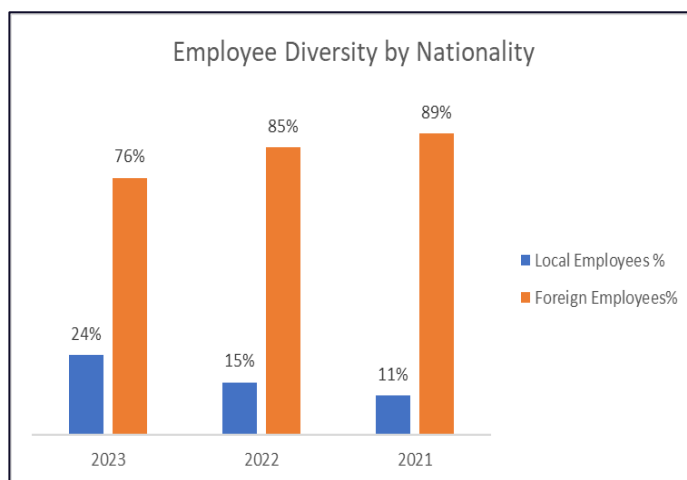
would help to ensure a fair and equitable environment for career advancement regardless of gender. By taking these proactive steps, KFIC Finance can solidify its position as a leader in fostering a diverse and inclusive workplace. This commitment to diversity ultimately benefits all stakeholders – clients through enhanced returns, employees through a more fulfilling work experience, and customers through a deeper sense of trust and connection with the company. Regularly monitoring progress towards diversity goals and making adjustments as needed will ensure KFIC Finance stays on the path to a truly representative and inclusive workforce.

Beyond diversity, we offer a comprehensive benefits package that supports the well-being of all employees, regardless of background or position. This includes life insurance, healthcare coverage, disability and invalidity coverage, parental leave, and retirement provisions. We believe that by investing in the well-being of our workforce, we create a foundation for a successful and sustainable future for both KFIC Finance and our employees.

KFIC Finance recognizes that a diverse and inclusive workforce is not only ethical but also critical for long-term success. Here's a breakdown of our commitment to diversity across various dimensions: **Nationality and Diversity:** We strive to build a workforce that reflects the global nature of our business. This includes attracting and retaining talent from a variety of nationalities and cultural backgrounds.

The graph Employee Diversity by Nationality highlights increasing local employees from 11% in 2021 to 24% in 2023. This underscores the current nationality mix within our workforce, highlighting areas where we can continue to make progress.

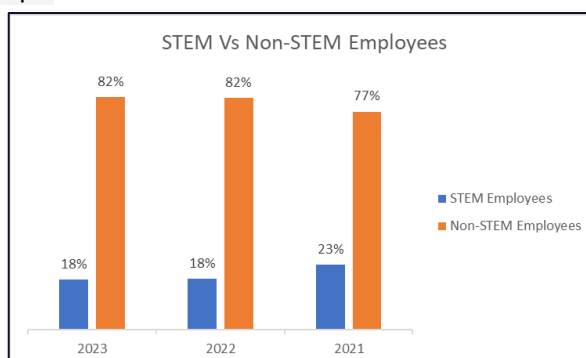
Percentage of local Managers has remained consistent at 27% across a three year period, which shows that we focus on maintaining diversity within our leadership positions.



Hiring and Turnover: A key component of diversity is fostering a dynamic talent pipeline. We focus on attracting a diverse pool of candidates during the hiring process. While the turnover percentage is at 26% in 2023, it is well in range between 23-28% across a three year period. We will continue to stabilize our turnover rate, and continue to analyse trends and implement strategies to improve retention, particularly for high-

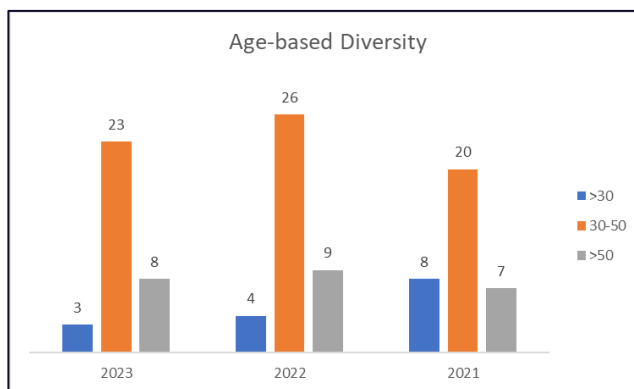
performing employees from underrepresented groups.

Fresh Graduates and STEM vs. Non-STEM: We are committed to nurturing the next generation of talent. Our focus includes attracting both STEM and non-STEM graduates. The graph STEM Vs Non-STEM Employees denotes a decrease of 5% points from two years prior in the STEM Employee %. The percentage of STEM employees (in blue) has consistently hovered around 20% throughout the three-year period. Conversely, the percentage of non-STEM employees (in orange) has gradually increased over the same period, from 77% in FY 2021 to 82% in FY 2023. Possible explanations for the trends attribute to the stability in the percentage of STEM employees could be due to the continued importance of technical skills in KFIC Finance's core business activities, the increase in the percentage of non-STEM employees might reflect a growing need for skills in areas such as business development, marketing, or human resources. KFIC Finance is making a conscious effort to diversify its workforce by attracting more non-STEM talent.



Looking ahead, it will be interesting to see if these trends continue. KFIC Finance may consider setting specific goals for the future composition of its workforce to ensure it has the right mix of skills and expertise to achieve its strategic objectives. KFIC Finance will design specific initiatives in place to attract and retain non-STEM talent. KFIC Finance will also identify if there any specific areas within KFIC Finance where the demand for STEM or non-STEM skills is growing in relation to the distribution of STEM and non-STEM employees compare to KFIC Finance's competitors.

Age Group: An age-diverse workforce benefits from a variety of perspectives and experiences. The graph Age-based Diversity provides insights into the current age distribution of our employees. We will continue to develop programs that cater to the needs of employees across all age groups, fostering a culture of mutual learning and knowledge sharing.



By actively measuring and monitoring these various dimensions of diversity, KFIC Finance remains committed to building a workforce that is not only representative but also empowered to reach its full potential. This focus on diversity is not just an HR strategy, but a cornerstone of our commitment to building a sustainable and successful future for our company.

5.4 Labor Practices and Human Rights (GRI 2-19, 402-1, 406-1, 408-1, 409-1, 410-1, 411-1)

KFIC Finance is committed to upholding the highest standards of labor rights and human rights throughout its operations. This commitment aligns with the principles outlined in the Global Reporting Initiative (GRI) standards, specifically 2-19, 402-1, 406-1, 408-1, 409-1, 410-1, and 411-1. We recognize that our responsibility extends beyond financial performance to encompass the well-being of our employees, clients, and the communities we serve.

To ensure a safe and ethical work environment, KFIC Finance has established a robust whistleblowing channel and a Code of Conduct. This provides employees with a secure platform to report suspected misconduct, fraud, or other critical concerns directly to the Board or a designated committee. This system adheres to GRI 406-1 by offering protection for whistleblowers from retaliation. Additionally, the Client Protection Guide empowers employees to identify and escalate critical concerns related to financial controls, governance practices, or operational risks that could potentially harm clients (GRI 408-1). This guide equips employees with the knowledge and resources to prioritize client well-being, aligning with GRI 409-1.

KFIC Finance fosters a culture of transparency and accountability by allowing employees to directly approach Board Members with complaints (GRI 411-1). This open-door policy ensures that all voices are heard and that concerns are addressed promptly. It demonstrates KFIC Finance's commitment to respecting the rights and dignity of its workforce (GRI 402-1) and creating a work environment built on trust and mutual respect.

By implementing these comprehensive measures, KFIC Finance is actively working to protect the rights of its employees and clients, while also promoting a more ethical and sustainable business environment.

6. Economic Performance

6.1 Financial Performance Overview (GRI 201-1, 201-2, 201-3, 201-4)

KFIC Finance is committed to achieving sustainable financial growth that benefits both our stakeholders and the communities we serve. Our focus on responsible and sustainable operations

aligns with the UN Sustainable Development Goals (SDGs) 8 (Decent Work and Economic Growth) and 9 (Industry, Innovation, and Infrastructure).

At KFIC Finance, we believe that a strong financial foundation is essential for creating a positive social and environmental impact. Our financial well-being allows us to promote sustainability initiatives, such as renewable energy solutions and innovative waste management practices. Additionally, it enables us to contribute meaningfully to the communities we serve.

Understanding how we allocate resources is crucial for transparency. Our financial performance is detailed in the Annual Report.

After accounting for all operating costs, we achieve a positive Economic Value Retained (EVR) that indicates financial sustainability, and continuous improvement to generate greater value for all stakeholders.

Our financial performance has a direct impact on our ability to achieve our Environmental, Social, and Governance (ESG) goals. A strong financial foundation allows us sponsor environmental sustainability projects such as renewable energy projects and energy-efficient technologies. Our commitment to employee well-being, reflected in our employee benefits and wages, contributes to a positive social impact. Additionally, we prioritize responsible governance practices, including transparent financial reporting, to ensure accountability to our stakeholders.

6.2 Economic Contributions to Local Communities and Regions (GRI 203-1, 203-2)

At KFIC Finance, we recognize the interconnectedness of our business with the communities we serve. We actively contribute to local economic well-being through several key initiatives:

6.2.1 Job Creation

We are a significant employer, providing opportunities for skilled individuals within the region.

Local Procurement: We prioritize sourcing goods and services from local vendors whenever possible, supporting local businesses and fostering a vibrant economic ecosystem.

Community Investments: We are committed to giving back to the communities where we operate. This includes financial support for education, social programs, and infrastructure development, contributing to a more prosperous and sustainable future for all.

These efforts directly align with the UN Sustainable Development Goal (SDG) 11: Sustainable Cities and Communities. Additionally, our approach reflects the principles outlined in the OECD guidelines on regional development, promoting balanced economic growth across the region.

6.3 Supply Chain Management and Responsible Sourcing Practices (GRI 204-1)

At KFIC Finance, we recognize that true sustainability extends beyond our own operations. A responsible and ethical supply chain is critical to achieving our Environmental, Social, and Governance (ESG) goals. This is why we prioritize ethical sourcing, environmental responsibility, and transparency throughout our procurement processes.

Our commitment to responsible procurement practices integrates environmental and social considerations throughout our supply chain. This aligns with UN Sustainable Development Goal (SDG)

12: Responsible Consumption and Production and reflects our adherence to the principles of responsible business conduct outlined by the OECD. We take a proactive approach to ensuring the sustainability practices of our partners. We have implemented a comprehensive supplier screening process that evaluates 100% of our existing suppliers based on environmental and social criteria. This allows us to identify and collaborate with suppliers who share our values and commitment to responsible business practices.

We believe that collaboration is key to achieving a more sustainable future. We work closely with our suppliers to identify opportunities for improvement and encourage them to adopt sustainable practices within their own operations. By working together, we can create a more responsible and environmentally conscious supply chain.

Our commitment to sustainable procurement is an ongoing journey. We continuously review and refine our supplier selection process, seeking innovative solutions that minimize our environmental footprint and maximize social good. By building a robust and sustainable supply chain, KFIC Finance contributes to a positive environmental impact, strengthens social responsibility efforts, and ultimately creates long-term value for all stakeholders.

7. Governance and Ethics

7.1 Corporate Governance Structure (GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-18)

At KFIC Finance, we believe sound corporate governance and ethical business practices are fundamental to building trust with our stakeholders and achieving long-term success. We have established a robust governance framework that defines roles, responsibilities, and reporting lines.

Our organizational structure is designed to embed strong corporate governance principles throughout the company. We clearly segregate duties between critical functions, such as Compliance, Risk Management, and Internal Audit. This ensures that independent entities oversee critical activities, mitigating potential conflicts of interest.

Our Corporate Policies provide clear guidance on governance practices. They delineate the distinct roles of the Board, Executive Management, and their various Committees. These policies clearly outline the responsibilities of the Board Chairman, Board Members, Board Committees, Chief Executive Officer (CEO), Deputy CEO, Chief Financial Officer (CFO), Board Secretary, Head of Risk Management, and Internal Auditor. Additionally, the independence of key executives is ensured through well-defined reporting lines. Our governance structure revolves around the Board of Directors, Board Committees, and Management Committees. The Board is responsible for governing the company, including setting and overseeing strategic objectives, risk management policies, and the effectiveness of our governance systems.

Board of Directors	Name of Board member	Position	Gender	Tenure (Report Period)	Attendance rate	Specialization/Skills relevant to Organization	Whether belonging to under-represented group
	Mr. Tareq Meshari Al-Bahar	Chairman	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance
	Mr. Nasser Najef Mohamed Shah	Vice Chairman	Male	From 31-05-2023 until 31-12-2023	100%	Compliance \ Legal \ Management	KFIC Finance
	Mr. Mohammad Othman Al-Aiban	Vice Chairman & CEO	Male	From 01-01-2023 until 09-04-2023	100%	Management \ Financial	Self
	Mr. Shabnan Fahad Al-Mutairi	Board Member	Male	From 01-01-2023 until 31-12-2023	90%	Management \ Financial	Self
	Mr. Tareq Ahmad Al-Jasem	Board Member	Male	From 01-01-2023 until 31-12-2023	100%	Business \ Financial	Self
	Mrs. Maha Adel Sulaiman	Board Member	Female	From 01-01-2023 until 31-12-2023	100%	Business \ Internal control \ Management	KFIC Finance
	Mr. Ehab Alaaeldin Nada	Board Member	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance

KFIC Finance's Board of Directors leverages the expertise of dedicated committees to fulfill its oversight responsibilities:

Risk Management Committee: This committee focuses on managing risk exposure and ensures the company's risk management policies comply with its risk appetite. It reports directly to the Board and plays a vital role in developing and maintaining a comprehensive risk management framework.

Name of Management Committee	Name of Member	Gender	Tenure (Report Period)	Attendance rate	Specialization/Skills relevant to Organization	Whether belonging to under-represented group
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Risk Management Committee (RMC)	Mr. Shabnan Fahad Al-Mutairi	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	Self
	Mr. Nasser Najef Mohamed Shah	Male	From 31-05-2023 until 31-12-2023	100%	Compliance \ Legal \ Management	KFIC Finance
	Mr. Ehab Alaaeldin Nada	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance
	Mrs. Maha Adel Sulaiman	Female	From 01-01-2023 until 31-12-2023	100%	Business \ Internal control \ Management	Self

Audit Committee: Dedicated to fostering a culture of integrity and financial transparency, the Audit Committee oversees the accuracy of financial reporting and evaluates the adequacy and effectiveness of our internal control systems.

Name of Management Committee	Name of Member	Gender	Tenure (Report Period)	Attendance rate	Specialization/Skills relevant to Organization	Whether belonging to under-represented group
Audit Committee (AC)	Mr. Ehab Alaaeldin Nada	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance
	Mr. Nasser Najef Mohamed Shah	Male	From 31-05-2023 until 31-12-2023	100%	Compliance \ Legal \ Management	KFIC Finance
	Mr. Tareq Ahmad Al-Jasem	Male	From 01-01-2023 until 31-12-2023	100%	Business \ Financial	Self
	Mrs. Maha Adel Sulaiman	Female	From 01-01-2023 until 31-12-2023	100%	Business \ Internal control \ Management	KFIC Finance

Nomination and Remuneration Committee: Responsible for developing policies and recommending appointments to the Board and Executive Management, this committee also oversees compensation practices for both groups. They ensure effective selection procedures and fair compensation structures.

Name of Management Committee	Name of Member	Gender	Tenure (Report Period)	Attendance rate	Specialization/Skills relevant to Organization	Whether belonging to under-represented group
Nomination & Remuneration Committee (NRGC)	Mr. Tareq Mishari AlBahar	Male	From 20-12-2023 until 31-12-2023	0%	Management \ Financial	KFIC Finance
	Mr. Tareq Ahmad Al-Jasem	Male	From 01-01-2023 until 31-12-2023	100%	Business \ Financial	Self
	Mr. Mohammad Othman Al-Aiban	Male	From 01-01-2023 until 09-04-2023	100%	Management \ Financial	Self
	Mrs. Maha Adel Sulaiman	Female	From 01-01-2023 until 31-12-2023	100%	Business \ Internal control \ Management	KFIC Finance
	Mr. Nasser Najef Mohamed Shah	Male	From 10-04-2023 until 31-12-2023	100%	Compliance \ Legal \ Management	KFIC Finance

Executive Committee (ECC): This committee reviews and approves financing proposals, financing applications, and write-offs within their delegated authority. They also play a key role in addressing problem financing situations.

Name of Management Committee	Name of Member	Gender	Tenure (Report Period)	Attendance rate	Specialization/Skills relevant to Organization	Whether belonging to under-represented group
Executive Committee (EC)	Mr. Tareq Mishari AlBahar	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance
	Mr. Nasser Najef Mohamed Shah	Male	From 10-04-2023 until 31-12-2023	100%	Compliance \ Legal \ Management	KFIC Finance
	Mr. Mohammad Othman Al-Aiban	Male	From 01-01-2023 until 09-04-2023	100%	Management \ Financial	Self
	Mr. Ehab Alaaeldin Nada	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	KFIC Finance
	Mr. Shabnan Fahad Al-Mutairi	Male	From 01-01-2023 until 31-12-2023	100%	Management \ Financial	Self

7.2 Ethical Business Practices (GRI 205-1, 205-2, 205-3)

At KFIC Finance, we are committed to conducting business ethically and with the utmost respect for our stakeholders, particularly our shareholders. We believe that strong corporate governance and transparency are essential for building trust and ensuring long-term value creation.

KFIC Finance is firmly dedicated to protecting the rights of all our shareholders. The Board of Directors has established comprehensive policies that uphold these rights, as outlined in the Companies Law and the regulations of the Capital Markets Authority. These rights include:

- Fair and Equal Treatment: All shareholders are treated fairly and have equal rights, regardless of their holdings.
- Accurate Recordkeeping: The Company maintains accurate records of all shareholder ownership.
- Shareholder Transactions: Shareholders have the right to freely buy, sell, or transfer their shares.
- Profit Sharing: Shareholders are entitled to receive their fair share of dividends and bonus shares when declared.
- Company Assets: In the event of liquidation, shareholders have the right to receive a portion of the Company's assets based on their shareholding.

- **Transparency and Information:** Shareholders are entitled to receive regular and timely information about the Company's activities, operational performance, and financing strategies.
- **Participation and Voting:** Shareholders have the right to attend General Assembly meetings, vote on key decisions, and participate in discussions.
- **Board Election:** Shareholders hold the right to elect members of the Board of Directors, who are ultimately responsible for overseeing the Company's performance.
- **Monitoring and Oversight:** Shareholders have the right to monitor the Company's performance and hold the Board and Executive Management accountable for their actions.
- **Access to Information:** Shareholders can access the Company's Articles and Memorandum of Association, General Assembly minutes, and shareholder and bondholder registers at the Company's registered address.
- **Pre-emption Rights:** Shareholders have the right to purchase new shares or bonds issued by the Company before they are offered to the general public, subject to specific provisions.

In addition to these fundamental rights, KFIC Finance recognizes the importance of shareholder engagement. We actively encourage our shareholders to participate in General Assembly meetings, ask questions, and express their views. We believe that open communication and collaboration are essential for building a strong and sustainable company.

By upholding shareholder rights and fostering open communication, KFIC Finance demonstrates its commitment to ethical business practices. This commitment extends to all stakeholders, including employees, clients, and the communities we serve. We are confident that by operating with integrity and transparency, we can build trust, create value, and achieve long-term success.

7.3 Risk Management, Compliance and Anti-Money Laundering (GRI 307-1, 419-1)

At KFIC Finance, we understand that operating in today's dynamic financial environment necessitates a robust and forward-looking approach to risk management. Our comprehensive framework prioritizes proactive risk identification, strategic mitigation strategies, and continuous monitoring to safeguard assets, protect our reputation, and support the achievement of our strategic objectives.

7.3.1 Empowering Informed Decisions Through a Well-Defined Structure

The cornerstone of our risk management framework is a clearly defined governance structure. The Board of Directors sets the overall risk management strategy and oversees its implementation. A dedicated Risk Management Committee provides oversight for risk management activities, receiving reports from the department and making recommendations to the Board. The Risk Management Department serves as the engine of the framework, actively identifying, assessing, and reporting on risks. They also develop and implement mitigation strategies and monitor the effectiveness of internal controls.

Complementing this structure, the Compliance Department ensures adherence to all relevant laws, regulations, and internal policies, including Anti-Money Laundering (AML) compliance. An

independent Complaints Unit provides a vital channel for clients to report concerns and seek resolution, further strengthening the framework.

7.3.2 A Holistic Approach to Risk Identification and Assessment

The Risk Management Department employs a comprehensive approach to risk identification and assessment. This process encompasses a wide range of risk categories, including:

Financial Risks: Credit risk, market risk, liquidity risk, and operational risk – directly impacting KFIC Finance's financial performance and stability.

Strategic Risks: Business model risk, reputational risk, and technological risk – affecting the company's long-term viability and competitive advantage.

Regulatory Risks: Ensuring adherence to relevant legal and regulatory requirements.

Environmental, Social, and Governance (ESG) Risks: Environmental impact, social responsibility concerns, and governance vulnerabilities – increasingly impacting stakeholder perception, operational efficiency, and long-term sustainability.

To effectively measure and monitor these risks, the department utilizes defined key risk indicators (KRIs). These quantifiable metrics allow for data-driven assessments of the severity and likelihood of each risk, enabling informed decision-making regarding risk mitigation strategies.

Tailored Mitigation Strategies for Effective Risk Management

The Risk Management Department employs a multi-pronged approach to address identified risks. This may include risk avoidance, risk reduction, risk transfer, or risk acceptance within established tolerance limits. In conjunction with these strategies, the department establishes and implements robust internal controls to further manage and mitigate identified risks, safeguarding KFIC Finance's operations.

7.3.3 Continuous Improvement Through Monitoring and Reporting

To ensure continuous improvement and adaptation to the evolving risk landscape, the Risk Management Department conducts periodic risk assessments. This proactive approach allows for the identification and timely address of new threats. Regular monitoring of Key Risk Indicators (KRIs) provides valuable data on the current status and severity of identified risks. These insights, along with reports on risk management activities, are presented to the Risk Management Committee and the Board. This transparency fosters informed decision-making, enabling adjustments to mitigation strategies and controls as needed. Furthermore, the reports offer valuable information on emerging risks and their potential impact, allowing KFIC Finance to proactively address future challenges.

Upholding the Highest Ethical Standards Through Compliance

KFIC Finance is firmly committed to upholding the highest ethical standards and operating in strict compliance with all applicable laws, regulations, and industry standards. The Compliance Department plays a crucial role in ensuring adherence to these requirements through activities such as:

Maintaining Compliance: Actively monitoring and reviewing relevant laws, regulations, and industry standards to ensure KFIC Finance remains compliant, including meticulous adherence to AML/CFT regulations.

Collaboration and Communication: Fostering open communication and collaboration with key stakeholders, including regulatory bodies, internal auditors, and rating agencies.

7.3.4 A Commitment to Continuous Improvement

Recognizing the ever-evolving risk landscape, KFIC Finance is committed to a process of continuous improvement in its risk management framework. This commitment is evidenced by the following initiatives:

Regular Review and Revision of Risk Assessments: Regularly conducted risk assessments identify changes in the business environment and external factors that may impact the risk profile. These assessments inform adjustments to the risk management framework, ensuring it remains relevant and effective.

Implementation of New Risk Monitoring Technologies: KFIC Finance is committed to leveraging new technologies like advanced data analytics tools and scenario modelling software to enhance its risk monitoring capabilities and facilitate more proactive risk management.

Periodic Reviews of Framework Effectiveness: The risk management framework will undergo periodic reviews to assess its overall effectiveness. These reviews will evaluate the adequacy of risk identification processes, the efficacy of mitigation strategies, and the efficiency of control measures. Outcomes from these reviews will be used to identify opportunities for further refinement and improvement.

By proactively managing risks and fostering a culture of compliance, KFIC Finance positions itself for long-term success.

GRI content index

Statement of use	KFIC Finance has reported the information cited in this GRI content index for the period 1st January 2023-31st, December,2023 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD			
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1a Please report organization's legal name	Kuwait Finance & Investment Company (KFIC Finance)
		2-1b Please report organization's nature of ownership and legal form	Kuwaiti Shareholding Company
		2-1c Please report the location of its headquarters	Dar Al-Awadi Tower - Ground Floor Kuwait - Sharq - Block (5) - Ahmed Al Jaber St.
		2-1 d Please report organization's countries of operation	State of Kuwait
	2-2 Entities included in the organization's sustainability reporting	2-2a Please list all entities included in its sustainability reporting	Not applicable
		2-2b If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Both disclosures relate to KFIC Finance

		<p>2-2c If the organization consists of multiple entities, explain the approach used for consolidating the information, including:</p> <p>i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;</p> <p>ii. whether and how the approach differs across the disclosures in this Standard and across material topics.</p> <p>iii. whether and how the approach differs across the disclosures in this Standard and across material topics.</p>	Not applicable
	2-3 Reporting period, frequency and contact point	2-3a Please specify the reporting period for, and the frequency of sustainability reporting	January 2023-December 2023
		2-3b Please specify the reporting period for its financial reporting and, if it does not align with the period for sustainability reporting, explain the reason for this	Same as sustainability reporting
		2c Please report the publication date of	XX

		the report or reported information	
		2d Please specify the contact point for questions about the report or reported information	info@kfic-kw.com
	2-4 Restatements of information	2-4a Please report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	Not applicable as this is the first sustainability report
	2-5 External assurance	2-5a Please describe organization's policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	KFIC Finance is not seeking external assurance on sustainability disclosures at this moment
		2-5b If the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and	Not applicable

		the assurance provider	
	2-6 Activities, value chain and other business relationships	2-6a Please report the sector(s) in which organization is active	All financing services and products are provided to the company's clients in compliance with and laws and regulations of Central Bank of Kuwait and the internal credit policy of KFIC Finance for financing services Co. 1. Consumer and installment loans 2. Commercial services 3. Branches and automative agencies
		2-6b Please describe organization value chain, including: i. the organization's activities, products, services, and markets served ii. the organization's supply chain iii. the entities downstream from the organization and their activities	KFIC Finance's value chain: 1. Product development and origination 2. Distribution and Marketing 3. Risk management and Compliance 4. Sales and Account Management 5. Transaction and Processing Settlement 6. Customer Service and Support
		2-6c Please report other relevant business relationships	Not applicable
		2-6d Please describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	Not applicable as this is the first sustainability report
	2-7 Employees	2-7a Please report the total number of employees, and a breakdown of this total by gender and by region	Disclosed in Diversity & Inclusion Initiatives

		2-7b Please report the report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region	Disclosed in Diversity & Inclusion Initiatives
		2-7c Please describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Generating report from the system Analyzing the data by pivot table Filter Data: Pivot tables allow us to filter the data based on specific criteria, enabling us to focus on subsets of interest.
		2-7d Please report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	All employees within KFIC Finance have been considered
		2-7e Please describe significant fluctuations in the number of employees during the reporting	Not applicable as this is the first sustainability report

		period and between reporting periods	
	2-8 Workers who are not employees	2-8a Please report the total number of workers who are not employees and whose work is controlled by the organization and describe: the most common types of worker and their contractual relationship with the organization; i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform;	Disclosed in Section Diversity & Inclusion Initiatives
		2-8b Please describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Disclosed in Diversity & Inclusion Initiatives
		2-8c Please describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	Disclosed in Diversity & Inclusion Initiatives

	2-9 Governance structure and composition	2-9a Please describe the governance structure, including committees of the highest governance body	Disclosed in Diversity & Inclusion Initiatives
		2-9b Please list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people	Disclosed in Diversity & Inclusion Initiatives
		2-9c Please describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; number of other significant positions and commitments held by each member, and the nature of the commitments; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	Disclosed in Diversity & Inclusion Initiatives

	2-10 Nomination and selection of the highest governance body	2-10a Please describe the nomination and selection processes for the highest governance body and its committees	Nomination and selection procedures of members of the highest governance body are as per CBK guidelines
		2-10b Please describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization	Please refer disclosure 2-10a
	2-11 Chair of the highest governance body	2-11a Please report whether the chair of the highest governance body is also a senior executive in the organization	No
		2-11b If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	Not applicable
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12a Please describe the role of the highest governance body and of senior executives in developing, approving, and updating the	1. Defining the ESG Vision and Direction: BoD sets the overall strategic direction for ESG integration within the organization, outlining a clear vision for how the organization will address

		<p>organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development</p>	<p>sustainability considerations.</p> <p>2. Shaping Sustainability Policies and Goals: BoD is responsible for approving sustainability policies and goals that align with the organization's broader mission and values. These policies and goals provide a framework for integrating ESG factors into business decisions.</p> <p>3. Guiding Senior Management on ESG: BoD provides ongoing oversight and guidance to senior executives on ESG matters. This ensures that ESG considerations are effectively implemented throughout the organization.</p>
		<p>2-12b Please describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes</p>	<p>Integrates Environmental, Social, and Governance (ESG) Considerations into Financing Services:</p>

		2-12c Please describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	KFIC Finance conducts periodic reviews of its environmental, social, and governance (ESG) due diligence and impact management processes. Insights necessitate more frequent reviews.
	2-13 Delegation of responsibility for managing impacts	2-13a Please describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts ii. whether it has delegated responsibility for the management of impacts to other employees	<p>i. Senior Executive Leadership: The Board appoints a dedicated leader, potentially an existing executive with relevant experience, to spearhead the development and execution of the organization's ESG strategy.</p> <p>ii. Departmental Integration: To ensure seamless integration with existing business functions, the Board delegates specific aspects of ESG impact management to relevant departments, such as compliance, risk management, and human resources. These departments will collaborate with the designated ESG leader to implement the strategy effectively</p>
		2-13b Please describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy,	Regular ESG Reporting: KFIC Finance, as a leading regional financial services company, is committed to transparent communication on ESG matters. This commitment is reflected in our regular ESG reports, issued quarterly or biannually. These

		environment, and people.	reports provide a detailed overview of progress made towards our ESG goals, key performance indicators (KPIs) that track our performance, and any significant ESG-related events that have occurred during the reporting period.
	2-14 Role of the highest governance body in sustainability reporting	2-14a Please report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	Ultimate Responsibility: Board of Directors
		2-14b If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Highest governance body is responsible for ESG
	2-15 Conflicts of interest	2-15a Please describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Board members likely have a duty to disclose any potential conflicts of interest arising from their personal or professional lives that could influence their decisions.

		<p>2-15b Please report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances. 	<ul style="list-style-type: none"> i. Disclosing Board Composition ii. Transparently publishing and admitting to business relationships iii. Reports on public major shareholders of the organization including ownership structure, is detailed in its annual report. iv. Discloses material transactions and outstanding balances with related parties in its annual report or financial statements.
	2-16 Communication of critical concerns	<p>2-16a Please describe whether and how critical concerns are communicated to the highest governance body</p>	<p>Whistleblowing Channel: Confidential whistleblowing hotline for employees to report suspected misconduct, fraud, or other critical concerns directly to the Board or a designated committee.</p> <p>Client Protection Guide: The guide elucidates steps for identifying and escalating critical concerns to the Board, particularly those related to financial controls, governance practices, or operational risks.</p> <p>Clients Complaints: Employees can directly approach Board Members</p>
		<p>2-16b Please report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	None

	2-17 Collective knowledge of the highest governance body	2-17a Please report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Disclosed in Section Governance
	2-18 Evaluation of the performance of the highest governance body	2-18a Please describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people	The Board itself conducts a self-assessment using a pre-defined framework or set of criteria as per CBK
		2-18b Please report whether the evaluations are independent or not, and the frequency of the evaluations	Independent evaluations are conducted periodically
		2-18c Please describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Not applicable

	2-19 Remuneration policies	2-19a Please describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits	KFIC Finance employs a competitive compensation structure designed to attract, retain, and motivate highly qualified individuals for Board and senior management positions.
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		2-19b Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	KFIC Finance recognizes the importance of Environmental, Social, and Governance (ESG) factors in achieving long-term success. We are committed to integrating ESG considerations into our remuneration policies to incentivize and reward executives for achieving both financial and sustainability goals.
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	2-20 Process to determine remuneration	<p>2-20a Describe the process for designing its remuneration policies and for determining remuneration, including: whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>ii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;</p>	Typically, an independent remuneration committee composed primarily of non-executive Board members plays a crucial role in designing remuneration policies and recommending compensation levels.
		2-20b Please report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Not applicable
	2-21 Annual total compensation ratio	2-21a Please report the ratio of the annual total compensation for the organization's highest-paid	4.9

		individual to the median annual total compensation for all employees (excluding the highest-paid individual)	
		2-21b Please report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	0
		2-21c Please report contextual information necessary to understand the data and how the data has been compiled	Basic Salary, Housing Allowance, Telephone allowance, Transportation Allowance, Performance Bonus.

	<p>2-22 Statement on sustainable development strategy</p>	<p>2-22a Please provide if your organization has a sustainability/ESG Strategy with respect to</p> <p>i. Short, medium, and long-term vision and strategy to manage its impacts on the economy, environment, and people, including impacts on their human rights, across the organization’s activities and business relationships;</p> <p>ii. How its purpose, business strategy, and business model aim to prevent negative impacts and achieve positive impacts on the economy, environment, and people;</p> <p>iii. Short and medium-term strategic priorities for contributing to sustainable development, including how the priorities are aligned with authoritative intergovernmental instruments;</p> <p>iv. The broader trends (e.g., macroeconomic, social, political) affecting the organization and its strategy for contributing to sustainable</p>	<p>Disclosed in Section 2- Chairman's Statement: A Commitment to Sustainable Growth</p>
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		<p>development;</p> <p>v. The key events, achievements, and failures associated with the organization's contribution to sustainable development during the reporting period;</p> <p>vi. A view of performance against goals and targets related to the organization's material topics during the reporting period;</p> <p>vii. The organization's main challenges, goals, and targets regarding its contribution to sustainable development for the next year and the coming three to five years.</p>	
	2-23 Policy commitments	<p>2-23a Please describe its policy commitments for responsible business conduct, including:</p> <p>i. the authoritative intergovernmental instruments that the commitments reference;</p> <p>ii. whether the commitments stipulate conducting due diligence;</p> <p>iii. whether the commitments stipulate applying the precautionary principle;</p> <p>iv. whether the commitments</p>	<p>The HR & Admin Affairs Division:</p> <ul style="list-style-type: none"> - Policies and procedures related to HR & Admin Affairs with compliance with the Kuwait Labor Law, Ministry of Commerce and Industry and CBK regulations. - Code of Ethics and Professional Conduct that includes the employees rights.

		stipulate respecting human rights;	
		<p>2-23b Please describe its specific policy commitment to respect human rights, including:</p> <p>i. the internationally recognized human rights that the commitment covers; the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;</p>	<p>The HR & Admin Affairs Division:</p> <ul style="list-style-type: none"> - Policies and procedures related to HR & Admin Affairs with compliance with the Kuwait Labor Law and CMA regulations. - Code of Ethics and Professional Conduct that includes the employees rights.
		2-23c Please provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	HR & Admin Affairs policies are available on internal portal that is accessible by all employees.
		2-23d Please report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	The HR & Admin Affairs Division policies are approved by the Chairman + CEO + Board of Directors.

		2-23e Please report the extent to which the policy commitments apply to the organization's activities and to its business relationships	All Policies related to HR & Admin Affairs are applied within the organization.
		2-23f Please describe how the policy commitments are communicated to workers, business partners, and other relevant parties	<p>The HR & Admin Affairs Division:</p> <ul style="list-style-type: none"> - Conducts awareness to all employees related general instructions. - Policies and procedures related to HR & Admin Affairs are announced to employees. - Code of Ethics acknowledgement is signed by all employees. - Clear instructions are posted in the relevant places regarding electrical tension and warning signs. - For other outside parties, policies are reviewed physically under the supervision of HR (if requested).
	2-24 Embedding policy commitments	2-24a Please describe how organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: <ul style="list-style-type: none"> i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, 	<ul style="list-style-type: none"> i. As per approved JD for each employee. ii. Through the planning objectives process that is set for each employee. iii. By complying with the rules and regulation of the CBK and the Ministry of Commerce and Industry . iv. Providing training courses to employees upon the business needs and in compliance with the career path, succession plan and CBK requirements.

		operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	
	2-25 Processes to remediate negative impacts	2-25a Please describe commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	High commitment
		2-25b Describe approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	As per the: - HR & Admin Affairs Policies and procedures. - Code of Ethics and Professional Conduct.
		2-25c Please describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;	As per the: - HR & Admin Affairs Policies and procedures. - Code of Ethics and Professional Conduct.

		2-25d Please describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	The HR & Admin Affairs Division: - Conducts awareness to all employees related general instructions. - Policies and procedures related to HR & Admin Affairs are announced to employees. - Code of Ethics acknowledgement is signed by all employees.
		2-25e How does the organization track the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Direct Reporting and Corrective Action: Internal audits are reported directly to the Board Audit Committee, enabling swift implementation of corrective measures when needed. Risk-Based Audit Planning: The internal audit plan prioritizes evaluating controls over significant risks, ensuring focus on critical areas for effective risk management, control, and governance processes.
	2-26 Mechanisms for seeking advice and raising concerns	2-26a Please describe the mechanisms for individuals to seek advice on implementing the organization's policies and practices for (i) responsible business conduct; (ii) raise concerns about the organization's business conduct.	Multi-layered Approach: KFIC utilizes a combination of policies, automation, staff selection, awareness training, and segregated duties to ensure the integrity and reliability of its internal controls. Safeguarding Assets and Authorizations: Control procedures are established to protect assets and guarantee proper authorization for decisions, actions, and financial transactions. Regular Monitoring: Risk Control Self Assessments (RCSAs) and compliance testing are conducted periodically by dedicated

			<p>departments to identify and address any control weaknesses.</p> <p>Independent Internal Audit: The internal audit function is outsourced to RSM Albazie, overseen by a registered Internal Audit Officer within KFIC. This ensures an objective assessment of internal controls.</p>
	2-27 Compliance with laws and regulations	2-27a Please report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: (i) instances for which fines were incurred (ii) instances for which non-monetary sanctions were incurred	None
		2-27b Please report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in	None

		previous reporting periods;	
		2-27c Describe the significant instances of non-compliance	None
		2-27d Describe how organization has determined significant instances of non-compliance.	Not applicable
	2-28 Membership associations	2-28a Please report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	N/A
	2-29 Approach to stakeholder engagement	2-29a Please describe approach to engaging with stakeholders, including: (i) the categories of stakeholders it engages with, and how they are identified; (ii) the purpose of the stakeholder engagement; (iii) how the organization seeks to ensure meaningful engagement with stakeholders.	As per the: - HR & Admin Affairs Policies and procedures. - Expenditure Policy.
	2-30 Collective bargaining agreements	2-30a Please report the percentage of total employees covered by collective	Not applicable

		bargaining agreements	
		2-30b For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	Not applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1a Process followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance	Discussed in Section Materiality Topics
		3-1b Please specify the stakeholders and experts whose views have informed the process of determining its material topics	Discussed in Section Materiality Topics
	3-2 List of material topics	3-2a Please list all material topics	Discussed in Section Materiality Topics

		3-2b Please report changes to list of material topics compared to previous reporting period	Discussed in Section Materiality Topics
	3-3 Management of material topics	3-3a Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Discussed in Section Materiality Topics
		3-3b Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Discussed in Section Materiality Topics
		3-3c Policies or commitments regarding the material topic	Discussed in Section Materiality Topics
		3-3d Actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage	Discussed in Section Materiality Topics

		actual and potential positive impacts	
		3-3e Following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures	Discussed in Section Materiality Topics
		f. Please describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Discussed in Section Materiality Topics

GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>201-1a Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below.</p> <p>If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>i. Direct economic value generated: revenues;</p> <p>Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments</p> <p>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.</p>	<p>i. Revenues=462134</p> <p>ii. Operating costs=3072013; Employee benefits and wages=12,12,470; Payments to providers of Capital=470459; Payments to Governments=10,745</p> <p>iii. Economic Value Retained=21,573</p>
		201-1b Where significant, report EVG&D separately at country, regional, or	Not applicable

		market levels, and the criteria used for defining significance	
	201-2 Financial implications and other risks and opportunities due to climate change	201-2a Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: a description of the risk or opportunity and its classification as either physical, regulatory, or other; i. description of the risk or opportunity and its classification as either physical, regulatory, or other ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity	Risk management due to climate related risks is as per CBK guidelines
	201-3 Defined benefit plan obligations and other retirement plans	201-3a The reporting organization shall report the following information if the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	Not applicable

		201-3b If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made.	Not applicable
		201-3c If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	Not applicable
		201-3d Percentage of salary contributed by employee or employer.	Not applicable
		201-3e Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	Not applicable
	201-4 Financial assistance received from government	201-4a Please disclose total monetary value of financial assistance received by the organization from any government during the reporting	Not applicable

		<p>period, including:</p> <ul style="list-style-type: none"> i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; <p>other financial benefits received or receivable from any government for any operation.</p>	
		201-4b Please report the information disclosed in 201-4-a by country.	Not applicable
		201-4c Whether, and the extent to which, any government is present in the shareholding structure.	Not applicable
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1a When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Not applicable
		202-1b When a significant proportion of other workers (excluding employees) performing the organization's activities are	Not applicable

		compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	
		202-1c Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	Not applicable
	202-2 Proportion of senior management hired from the local community	202-2a Percentage of senior management at significant locations of operation that are hired from the local community	23%
		202-2b Definition of senior management	The highest level of managers in the company, i.e VC & CEO + DCEO + Executive Directors
		202-c Definition of 'significant locations of operation'	Kuwait
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1a Extent of development of significant infrastructure investments and services supported.	Not applicable
		203-1b Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Not applicable

		203-1c Whether these investments and services are commercial, in-kind, or pro bono engagements	Not applicable
	203-2 Significant indirect economic impacts	203-2a Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	Not applicable
		203-2b Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1a Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	We try to procure locally as much as possible
		204-1b The organization's geographical definition of 'local'.	We try to procure locally as much as possible
		204-1c The definition used for 'significant locations of operation'.	We try to procure locally as much as possible
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	205-1a What is the total number and percentage of operations assessed for risks related to corruption.	None
		205-1b Significant risks related to corruption identified	None

		through the risk assessment.	
	205-2 Communication and training about anti-corruption policies and procedures	205-2a Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region.	100%
		205-2b Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	100%
		205-2c Please disclose total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	100%
		205-2d Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	100%

		205-2e Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	Total # of employees: 39. Percentage of employees received training on AML: 97.4%. Categories: a. Higher Level: 3 employees b. Medium Level: 13 employees c. Junior Level: 23 employees
	205-3 Confirmed incidents of corruption and actions taken	205-3a Total number and nature of confirmed incidents of corruption.	None
		205-3b Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	None
		205-3c Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	None
		205-3d Any public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	None
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	206-1a Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has	None

		been identified as a participant.	
		206-1b What are main outcomes of completed legal actions, including any decisions or judgements.	None
GRI 207: Tax 2019	207-1 Approach to tax	207-1a A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; how the approach to tax is linked to the business and sustainable development strategies of the organization.	Deemed as confidential
	207-2 Tax governance, control, and risk management	207-2a Please provide a description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded	Deemed as confidential

		<p>within the organization;</p> <p>iii. the approach to tax risks, including how risks are identified, managed, and monitored;</p> <p>iv. how compliance with the tax governance and control framework is evaluated.</p>	
		207-2b A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax	Deemed as confidential
		207-2c A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).	Deemed as confidential
	207-3 Stakeholder engagement and management of concerns related to tax	<p>207-3a A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:</p> <p>i. the approach to engagement with tax authorities;</p> <p>ii. the approach to public policy advocacy on tax;</p> <p>the processes for collecting and considering the views and concerns of stakeholders,</p>	Stakeholders are involved for discussing tax implications

		including external stakeholders.	
	207-4 Country-by-country reporting	207-4a All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.	Not applicable
		207-4b For each tax jurisdiction reported in Disclosure 207-4-a, kindly disclose: i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax	Not applicable

		accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.	
		207-4c Kindly disclose the time period covered by the information reported in Disclosure 207-4.	Not applicable
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1a Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used	Not applicable
	301-2 Recycled input materials used	301-2a Percentage of recycled input materials used to manufacture the organization's primary products and services	Not applicable
	301-3 Reclaimed products and their packaging materials	301-3a Percentage of reclaimed products and their packaging materials for each product category	Not applicable

		301-3b How the data for this disclosure have been collected	Not applicable
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1a Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Not applicable
		302-1b Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Not applicable
		302-1c In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption	Not applicable
		302-1d In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	From April 2022-March 2024: 121,744 kWh
		302-1e Total energy consumption within the organization, in joules or multiples	Not applicable
		302-1f Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable
		302-1g Source of the conversion factors used.	Not applicable
	302-2 Energy consumption outside of the organization	302-2a Energy consumption outside of the organization, in joules or multiples	Not applicable

		302-b Standards, methodologies, assumptions, and/or calculation tools used	Not applicable
		302-c Source of the conversion factors used	Not applicable
	302-3 Energy intensity	302-3a Energy intensity ratio for the organization(kWh/employee)	2484.571429
		302-3b Organization-specific metric (the denominator) chosen to calculate the ratio	Number of employees
		302-3c Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	Electricity
		302-3d Whether the ratio uses energy consumption within the organization, outside of it, or both.	Inside the organization
	302-4 Reduction of energy consumption	302-4a Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples	Not applicable
		302-4b Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all	Not applicable
		302-4c Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	Not applicable
		302-4d Standards, methodologies,	Not applicable

		assumptions, and/or calculation tools used	
	302-5 Reductions in energy requirements of products and services	302-5a Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	Not applicable
		302-5b Basis for calculating reductions in energy consumption, such as base year or baseline including the rationale for choosing it.	Not applicable
		302-5c Standards, methodologies, assumptions, and/or calculation tools used	Not applicable
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1a A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).	Not applicable as office space is leased
		303-1b A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.	Not applicable as office space is leased

		303-1c A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	Not applicable as office space is leased
		303-1d An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	Not applicable as office space is leased
	303-2 Management of water discharge-related impacts	303-2a A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: how standards for facilities operating in locations with no local discharge requirements were determined; i. how standards for facilities operating in locations with no local discharge requirements were determined ii. any internally developed water	Not applicable as office space is leased

		<p>quality standards or guidelines;</p> <p>iii. any sector-specific standards considered;</p> <p>iv. whether the profile of the receiving waterbody was considered.</p>	
	303-3 Water withdrawal	<p>303-3a Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>v. Third-party water.</p>	Not applicable as office space is leased
		<p>303-3b Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.</p>	Not applicable as office space is leased
		<p>303-3c A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the</p>	Not applicable as office space is leased

		following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).	
		303-3d Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Not applicable as office space is leased
	303-4 Water discharge	303-4a Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; Third-party water, and the volume of this total sent for use to other organizations, if applicable.	Not applicable as office space is leased
		303-4b A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).	Not applicable as office space is leased
		303-4c Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater ($\leq 1,000$	Not applicable as office space is leased

		mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	
		303-4d Priority substances of concern for which discharges are treated, including: how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits.	Not applicable as office space is leased
		303-4e Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Not applicable as office space is leased
	303-5 Water consumption	303-5a Total water consumption from all areas in megaliters	Not applicable as office space is leased
		303-5b Total water consumption from all areas with water stress in megaliters	Not applicable as office space is leased

		303-5c Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact	Not applicable as office space is leased
		303-5d Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	Not applicable as office space is leased
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1a For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; Subsurface and underground land that may be owned, leased, or managed by the organization; ii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the	Not applicable

		<p>protected area) or the high biodiversity value area outside protected areas;</p> <p>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</p> <p>iv. Type of operation (office, manufacturing or production, or extractive);</p> <p>v. Size of operational site in km² (or another unit, if appropriate);</p> <p>Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</p> <p>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem);</p> <p>vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</p>	
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	304-2 Significant impacts of activities, products and services on biodiversity	304-2a Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).	Not applicable
		304-2b Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	Not applicable

	304-3 Habitats protected or restored	304-3a Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals	Not applicable
		304-3b Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	Not applicable
		304-c Status of each area based on its condition at the close of the reporting period.	Not applicable
		304-d Standards, methodologies, and assumptions used	Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4a Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1a Direct (Scope 1) GHG Emissions	Not applicable
	305-2 Energy indirect (Scope 2) GHG emissions	305-2a Indirect (Scope 2) GHG Emissions	Not applicable
	305-3 Other indirect (Scope 3) GHG emissions	305-3a Indirect (Scope 3) GHG Emissions	Not applicable

	305-4 GHG emissions intensity	305-4a Energy intensity ratio for the organization	Please refer disclosure 303-1a
		305-4b Organization-specific metric (the denominator) chosen to calculate the ratio	Number of Employees
		305-4c Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Carbon dioxide
		305-4d Gases included in the calculation; whether CO₂ , CH₄ , N₂O, HFCs, PFCs, SF₆ , NF₃ , or all.	Not applicable
	305-5 Reduction of GHG emissions	305-5a GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.	Not applicable
		305-5b Gases included in the calculation; whether CO₂ , CH₄ , N₂O, HFCs, PFCs, SF₆ , NF₃ , or all.	Not applicable
		305-5c Base year or baseline, including the rationale for choosing it.	Not applicable
		305-5d Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Not applicable
		305-5e Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable

	305-6 Emissions of ozone-depleting substances (ODS)	305-6a Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent	Not applicable
		305-6b Substances included in the calculation	Not applicable
		305-6c Source of the emission factors used	Not applicable
		305-6d Standards, methodologies, assumptions, and/or calculation tools used	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7a Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	Not applicable
		305-7b Source of the emission factors used	Not applicable
		305-7c Standards, methodologies, assumptions, and/or calculation tools used	Not applicable
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1a For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; whether these	Not applicable as the office space is leased

		<p>impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.</p> <p>ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain</p>	
	306-2 Management of significant waste-related impacts	306-2a Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated	The waste resulting from the company's activities is limited to only documents/papers that are being filed and stored for a period of time. The measure taken to reduce this waste is that most of the internal procedures have been automated, and electronic means replaced the other means that require paperwork.
		306-2b If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	Old documents/papers available in the company's store aging 10 years and above are being collected and sent to one of the re-cycling companies for destruction.
		306-2c The processes used to collect and monitor waste-related data	Employee in-charge in the Administration Department, is supervising the whole process of collecting the documents/papers, coordinating with the re-

			cycling company and ensuring the safe delivery of the documents to the location where the papers will be shredded.
	306-3 Waste generated	306-3a Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste	10 Ton of paper
		306-3b Contextual information necessary to understand the data and how the data has been compiled.	Not applicable
	306-4 Waste diverted from disposal	306-4a Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	Not applicable
		306-4b Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	Not applicable
		306-4c Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling;	Not applicable

		iii. Other recovery operations	
		306-4d For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite.	Not applicable
		306-4e Contextual information necessary to understand the data and how the data has been compiled.	Not applicable
	306-5 Waste directed to disposal	306-5a Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	Not applicable
		306-5b Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations	Not applicable

		306-5c Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations	Not applicable
		306-5d For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite	Not applicable
		306-5e Contextual information necessary to understand the data and how the data has been compiled.	Not applicable
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1a Percentage of New suppliers that were screened using environmental criteria	Not applicable as there were no new suppliers onboarded in the reporting period
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2a Number of suppliers assessed for environmental impacts.	Please refer disclosure 308-1a
		308-2b Number of suppliers identified as having significant actual and potential negative environmental impacts	Please refer disclosure 308-1a
		308-2c Significant actual and potential negative	Please refer disclosure 308-1a

		environmental impacts identified in the supply chain.	
		308-2d Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	Please refer disclosure 308-1a
		308-2e Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	Please refer disclosure 308-1a
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1a Total number and rate of new employee hires during the reporting period, by age group, gender and region	New Hires : (8) Numbers Male : (4) Numbers - Age Group : 34-58 - Non-Kuwaiti : (4) Numbers. Female : (4) Numbers - Age Group : 32-40 - Kuwaiti : (3) Numbers - Non-Kuwaiti : (1) Number. Rate: 21%
		401-1b Total number and rate of employee turnover during the reporting period, by age group, gender and region	<u>Resigned/Terminated/Transferred to Subsidiaries</u> : (9) Numbers Male : (8) Numbers - Age Group : 25-54 - Kuwaiti : (1) Number. - Non-Kuwaiti : (7) Numbers. Female : (1) Numbers - Age Group : 32 - Non-Kuwaiti : (1) Number. Rate: 23%

	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2a Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others	Life insurance Health care Disability and invalidity coverage Parental leave Retirement provision
		401-2b The definition used for 'significant locations of operation	Health care
	401-3 Parental leave	401-3a Total number of employees that were entitled to parental leave, by gender	Disability and invalidity coverage
		401-3b Total number of employees that took parental leave, by gender	Parental leave
		401-3c Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Retirement provision
		401-d Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Not applicable
		401-e Return to work and retention rates of	Not applicable

		employees that took parental leave, by gender	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1a Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	3-5 working days
		402-1b For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Yes
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1a A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines	Yes, based on Fire Department requirements: - Smoke detectors are installed. - Fire Extinguisher are distributed and periodically maintained. - No chemical, acidic, alkaline, or corrosive substance are stored in the bathrooms and kitchen. - Clear instructions are posted in the relevant places regarding electrical tension and warning signs.

		403-1b A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	All employees are covered by scope of the OH&S system
	403-2 Hazard identification, risk assessment, and incident investigation	403-2a A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: how the organization ensures the quality of these processes, including the competency of persons who carry them out; i. how the organization ensures the quality of these processes, including the competency of persons who carry them out ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system	Oversight lies with the Risk Management Division (RMD)

		<p>403-2b A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals</p>	<p>The HR & Admin Affairs Division:</p> <ul style="list-style-type: none"> - Conducts awareness to all employees related general instructions. - Policies and procedures related related to HR & Administrations are announced to employees. - Code of Ethics that includes the goodness and relavant behaviour that each employee should abide by are circulated - it includes part of safety and security environment. - Clear instructions are posted in the relevant places regarding electrical tension and warning signs. - Property All Risks Insurance Policy is renewed every year with one of the insurance companies. <p>The Risk Management Division:</p> <ul style="list-style-type: none"> - Risk awarness is conducted to all new employees.
		<p>403-2c A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals</p>	<p>Please refer to disclosure 403-2b</p>

		403-2d A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system	Please refer to disclosure 403-2b
	403-3 Occupational health services	403-3a A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Medical & Life Insurance policies are renewed annually with one of the insurance companies. The benefits of both policies are announced to employees.
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4a A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers	Voting announcement is sent annually to all employees to evaluate the services provided by the HR & Admin Affairs - requesting them to provide suggestions for improvement. - Voting announcement is sent annually to all employees to evaluate the Medical services provided by the insurance company - requesting them to provide suggestions for improvement.

		403-3b Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees	Not applicable
	403-5 Worker training on occupational health and safety	403-5a A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	Not applicable
	403-6 Promotion of worker health	403-6a An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	Medical & Life Insurance policies are renewed annually with one of the insurance companies. The benefits of both policies are announced to employees.
		403-6b A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Please refer disclosure 403-6a

	<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>403-7a A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.</p>	<p>Not applicable</p>
	<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>403-8a If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; ii. the number and percentage of all employees and</p>	<p>Not applicable</p>

		workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	
		iii the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	
		403-8b Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	
		403-8c Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	
	403-9 Work-related injuries	403-9a For all employees: i. The number and rate of fatalities as a result of work-related injury; The number and rate of high-consequence work-related injuries (excluding fatalities); ii. The number and	None

		<p>rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked</p>	
		<p>403-9b For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>ii.</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p>	None
		<p>403-9c The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. how these hazards have been determined;</p> <p>which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>ii. which of these hazards have caused</p>	None

		or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	
		403-9d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	<p>The HR & Admin Affairs Division:</p> <ol style="list-style-type: none"> 1. conducts awareness to all employees related general instructions. 2. policies and procedures related relected to HR & Administrations are announced to employees. 3. code of ethics that includes the goodness and relavant behaviour that each employee should abide by are circulated - it includes part of safety and security environment. 4. Clear instructions are posted in the relevant places regarding electrical tension and warning signs. 5. Property All Risks Insurance Policy is renewed every year with one of the insurance companies. <p>The Risk Management Division:</p> <ul style="list-style-type: none"> - Risk awarness is conducted to all new employees.
		403-9e Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	Not applicable as there were no such incidents

		403-9f Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	Not applicable
		403-9g Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Not applicable
	403-10 Work-related ill health	403-10a For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health	None
		403-10b For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health	None
		403-10c The work-related hazards that pose a risk of ill health, including: i. how these hazards	None

		<p>have been determined; which of these hazards have caused or contributed to cases of ill health during the reporting period; ii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls</p>	
		403-10d Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	Not applicable
		403-10e Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Not applicable
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1a Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	15 hours across the organizational profile
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2a Type and scope of programs implemented and	Depends on the employee tasks and responsibilities,

		assistance provided to upgrade employee skills	weakness, business strategy and regulators training requirements
		404-2b Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	Yes; based on the approved budget and exceptional approval can be taken for trainings that are not budgeted
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3a-Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	100% for all employees above the level of Manager
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1a Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups). iii.	50% of senior management are women while 40% of Board members are women
		405-1b Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	Not applicable

		Other indicators of diversity where relevant (such as minority or vulnerable groups).	
	405-2 Ratio of basic salary and remuneration of women to men	405-2a Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	
		405-2b The definition used for 'significant locations of operation'.	State of Kuwait
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1a Number of incidents of discrimination and corrective actions taken	
		406-1b Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	None
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1a Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:	Not applicable

		i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	
		407-1b Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	Not applicable
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1a Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.	None
		408-1b Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	None
		408-1c Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	None

GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1a Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk	None
		409-1b Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor	None
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1a Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	100% (1 off 1)
		410-1b Whether training requirements also apply to third- party organizations providing security personnel.	Yes
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1a Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	Not applicable

		411-1b Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Not applicable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1a Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local	Not applicable

		community consultation committees and processes that include vulnerable groups; vi. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.	
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2a Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1a Percentage of new suppliers that were screened using social criteria.	100% of existing suppliers are assessed for social criteria. No new suppliers have been onboarded during the reporting period
	414-2 Negative social impacts in the supply chain and actions taken	414-2a Number of suppliers assessed for social impacts	Please refer disclosure 414-1a
		414-2b Number of suppliers identified as having significant actual and potential negative social impacts	Please refer disclosure 414-1a
		414-2c Significant actual and potential negative social impacts identified in the supply chain	Please refer disclosure 414-1a
		414-2d Percentage of suppliers identified as having significant actual and potential	Please refer disclosure 414-1a

		negative social impacts with which improvements were agreed upon as a result of ass	
		414-2e Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	Please refer disclosure 414-1a
GRI 415: Public Policy 2016	415-1 Political contributions	415-1a Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	Not applicable
		415-1b If applicable, how the monetary value of in-kind contributions was estimated	Not applicable
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1a Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	KFIC Finance's services do not pose any health or safety impacts to any of the stakeholders
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting	None

		in a warning; iii. incidents of non-compliance with voluntary codes.	
		416-2b If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	Not applicable
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1a Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).	Not required for the industry KFIC is in
		417-1b Percentage of significant product or service categories covered by and assessed for compliance with such procedures	Not applicable

	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.	None
		417-2b If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	None
	417-3 Incidents of non-compliance concerning marketing communications	417-3a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes.	None
		417-3b If the organization has not identified any non-compliance with	None

		regulations and/or voluntary codes, a brief statement of this fact is sufficient	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1a Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies.	None
		418-1b Total number of identified leaks, thefts, or losses of customer data	None
		418-1c If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	None