

ESG Report 2024

National Hotels Company B.S.C.

Driving Sustainability, Empowering Progress



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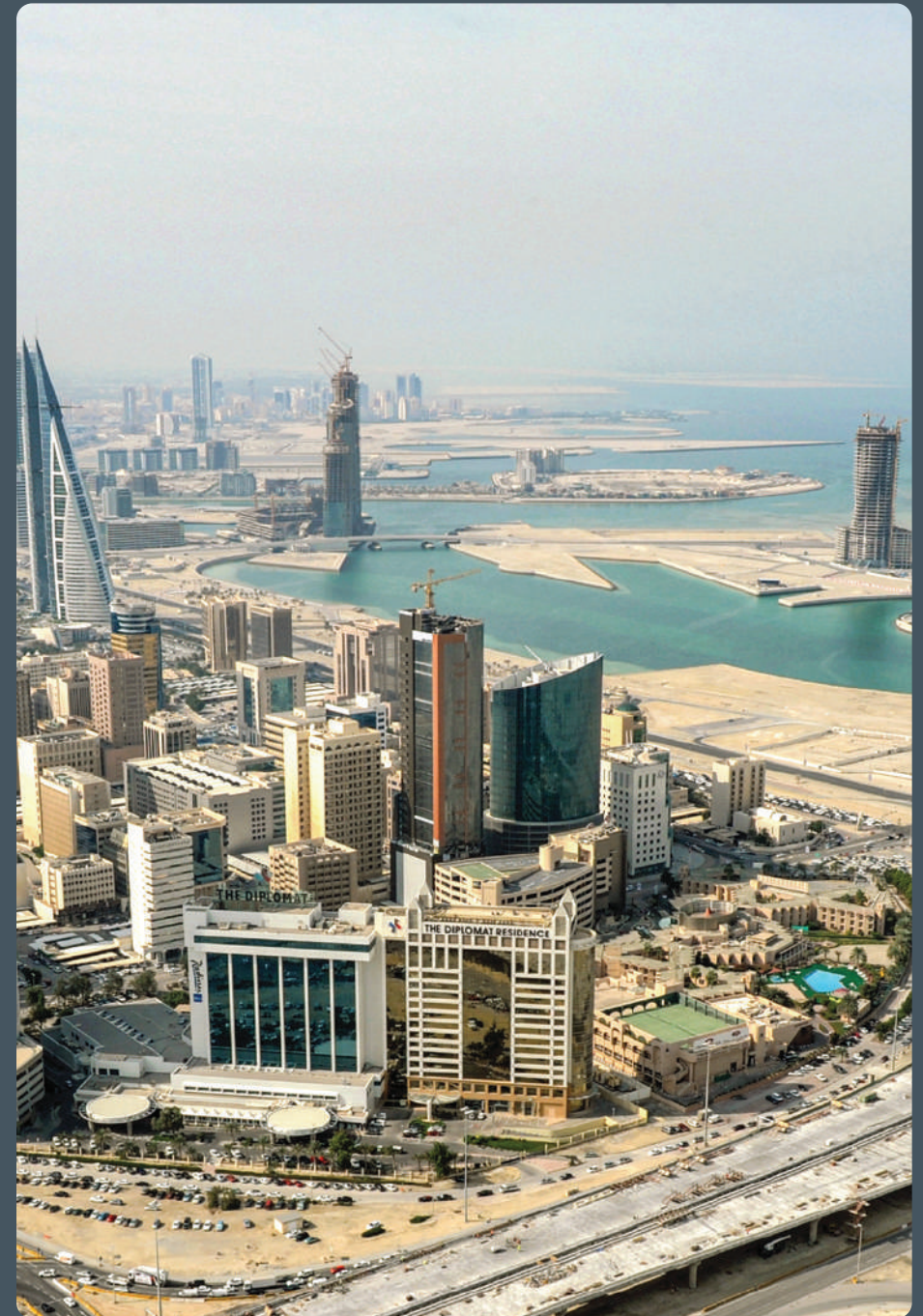
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Introduction

National Hotels Company B.S.C., established in 1974, is a pioneering entity in Bahrain's hospitality sector, playing a key role in shaping the Kingdom as a premier tourist destination. As a publicly listed company on the Bahrain Bourse, our portfolio boasts luxurious offerings, including the renowned 5-star Diplomat Radisson Blu Hotel, Residence & Spa, strategically located in the heart of Manama's diplomatic area. With a focus on exceptional service, we provide an array of experiences, including upscale accommodations, world-class conference facilities, diverse dining options, and top-tier wellness amenities.

We pride ourselves on being more than just a hospitality provider; we are an integral part of Bahrain's economic and social fabric. Through strategic investments and partnerships in hospitality and tourism, we actively contribute to the nation's growth and development. Our commitment to excellence is reflected in our consistent efforts to enhance the quality of services and amenities for our guests, ensuring their satisfaction and loyalty.

Corporate social responsibility is at the core of our operations, as we strive to make meaningful contributions to Bahrain's community and economy. From supporting local initiatives to delivering sustainable growth, we are steadfast in our dedication to creating value for our stakeholders and fostering a lasting positive impact on the Kingdom's hospitality landscape.



Mission

To deliver exceptional hospitality experiences and create value for our stakeholders by investing in high-quality assets within the hospitality and tourism sectors. We are committed to maintaining the highest standards of service and operational excellence, ensuring customer satisfaction and sustainable growth while actively contributing to Bahrain's economic and social development.

Vision

To be a leading company in the hospitality and tourism real estate industry, both locally and internationally, by leveraging unique asset management skills and innovative strategies. We aim to maximize stakeholder wealth and establish ourselves as a trusted partner in the development of Bahrain's tourism and hospitality sectors.



Our Products & Services

At **National Hotels Company B.S.C.**, we provide a diverse portfolio of premium products and services tailored to meet the needs of our customers in the hospitality, tourism, and real estate sectors. Our offerings emphasize luxury, convenience, and operational excellence.



Hospitality and Accommodation

Our flagship property, the **Diplomat Radisson Blu Hotel, Residence & Spa**, is a 5-star luxury hotel located in the heart of Manama's diplomatic area. It features:

- Elegant guest rooms and suites designed for comfort and sophistication.
- Long-stay serviced residences equipped with modern amenities, ideal for business and leisure travelers.
- A serene spa and wellness center, providing rejuvenating treatments and fitness facilities.



Dining and Culinary Experiences

We offer a variety of dining options that cater to diverse tastes, including:

- Fine dining restaurants serving international cuisines crafted by expert chefs.
- Casual and specialty dining outlets offering innovative and flavorful dishes.
- Exclusive catering services for events and private functions hosted at our property.



Meetings and Events

Our state-of-the-art conference and event facilities are tailored to accommodate corporate and private gatherings:

- Flexible meeting rooms equipped with the latest audiovisual technology.
- A grand ballroom for weddings, banquets, and large-scale conferences.
- Professional event planning and management services for seamless execution.



Diplomat Commercial Offices

In addition to our hospitality offerings, we manage the Diplomat Commercial Offices, a modern office space located within the Diplomat complex. These offices provide:

- Prime commercial spaces designed to meet the needs of businesses in Bahrain.
- Access to top-tier facilities, including secure parking, modern infrastructure, and strategic location advantages.
- Comprehensive property management services to ensure tenant satisfaction and operational efficiency.



Real Estate Investment and Management

As a key player in the hospitality and tourism real estate market, we:

- Invest in high-quality assets to maximize returns for stakeholders.
- Manage hospitality and commercial projects with a focus on sustainability and growth.
- Enhance Bahrain's tourism infrastructure by contributing to the Kingdom's long-term development goals.

Through these products and services, National Hotels Company B.S.C. continues to deliver exceptional value and reinforce its position as a leader in Bahrain's hospitality and real estate sectors.

Operational Highlights

16%

Increase in Average
Annual Occupancy from
2023 for Hotels

38%

Increase in Overall Net
Profits from 2023

Awarded 'On the path to
Net Positive Hospitality'
by Hotels Sustainability
Basics

18%

Increase in Average
Annual Occupancy from
2023 for Commercial
Offices

Switched to LED Lighting
across premises

Adopted a Building
Management System for
Energy Efficiency

Awarded Bahrain's Top
50 Companies in 2024

62,700 BHD

spent on Community
Engagement in 2024

100%

Employees trained on
Anti Corruption Policies

0

Reported cases of
employee injury

0

Reported cases of Data
Breach

75%

Suppliers assessed on
Supplier Code of Conduct

Awards & Recognition

Recognized as one of
Bahrain's Top 50
Companies in 2024

Awarded 'On the Path to
Net Positive Hospitality'
by Hotels Sustainability
Basics

Received 6 Awards at the Business Traveler ME Awards in
Dubai in 2024

- Bo.Sabi - Favorite Southeast Asian Restaurant (FACT Dining Awards Bahrain 2024).
- Mondo, Taste of Italy - Best Business Lunch - (FACT Dining Awards Bahrain 2024).
- Fiddlers Green - Best Sports Bar - (FACT Dining Awards Bahrain 2024).



Message from the Leadership

Dear Stakeholders,

It is with great pride that we present **National Hotels Company's (NHC)** inaugural Environmental, Social, and Governance (ESG) report for the year 2024. This report represents a significant milestone in our journey towards embedding sustainability and responsibility into every aspect of our business. Guided by our vision to contribute to Bahrain's long-term economic and social development, we are committed to creating lasting value for our stakeholders while addressing the environmental and societal challenges of our time.

The hospitality and real estate sectors are undergoing a transformation, with sustainability becoming a central focus. At NHC, we view this as an opportunity to lead by example, leveraging our resources and expertise to integrate ESG principles into our operations. In 2024, we took deliberate steps to enhance our environmental stewardship, strengthen our social impact, and reinforce governance practices. Through initiatives like energy efficiency programs at our properties, community engagement efforts, and investments in employee development, we have laid a solid foundation for a more sustainable future.

Our flagship property, the **Diplomat Radisson Blu Hotel, Residence & Spa**, as well as the **Diplomat Commercial Offices**, have been at the forefront of this transformation. By adopting resource-efficient practices, fostering partnerships with local suppliers, and maintaining the highest standards of customer service, we are demonstrating that sustainability and excellence can go hand in hand. We also made significant strides in workforce development, with targeted training programs and wellness initiatives to ensure that our employees feel empowered, valued, and inspired to contribute to our shared goals.

As we navigate an increasingly dynamic and interconnected world, we are keenly aware of the growing importance of transparency and accountability. Our decision to align our ESG disclosures with global standards, such as the **Global Reporting Initiative (GRI)**, and respond to Bahrain's evolving regulatory frameworks reflects our unwavering commitment to responsible business practices.

Looking ahead, we remain steadfast in our resolve to drive positive change through innovative solutions, collaborative partnerships, and an unwavering focus on sustainability. This report is not just a reflection of our achievements but also a roadmap for the future, as we continue to adapt, evolve, and thrive in a rapidly changing world.

On behalf of the Board of Directors and the management team, I extend my heartfelt thanks to our stakeholders—our employees, customers, partners, and the broader community—who have supported us in this journey. Together, we will continue to uphold our legacy of excellence while embracing a sustainable and inclusive future for all.

Thank you for your trust and support.

Warm regards,

Faisal Ahmed Al Zayani

Chairman

National Hotels Company B.S.C.



About the Report

This inaugural ESG Report represents a pivotal moment in **National Hotels Company's (NHC)** journey towards embedding sustainability into our business practices. The report provides an overview of our ESG performance, management approaches, and guiding principles, with the aim of engaging and informing our stakeholders about the progress we've made in our sustainability initiatives.

Scope and Boundary

This report highlights NHC's sustainability performance for the year 2024, encompassing our environmental, social, and governance impacts across all business operations, including the **Diplomat Radisson Blu Hotel, Residence & Spa** and the **Diplomat Commercial Offices** within the Kingdom of Bahrain.

Reporting Period

The data and insights in this report cover the period from **January 1 to December 31, 2024**, unless otherwise specified.



About the Report

Reporting Framework

Transparency and accountability are central to NHC's commitment to sustainability. This report has been prepared in alignment with internationally recognized ESG reporting standards and frameworks, including:



The **Global Reporting Initiative (GRI)** framework.



The **United Nations Sustainable Development Goals (SDGs)**.



We also align with the **Central Bank of Bahrain (CBB) ESG Disclosure Guidelines** to ensure compliance with local regulations and best practices.

Data Collection and Disclaimer

The data provided in this report has been collected and analyzed internally, based on the principles of accuracy, relevance, and comparability. While every effort has been made to ensure the reliability of the information presented, some data may be subject to refinement as our reporting processes evolve.

Feedback

We welcome feedback, inquiries, and suggestions from all stakeholders to strengthen and improve our future ESG reporting. For more information or to share your feedback, please visit our **corporate website** or contact us directly.

External Assurance

We are committed to ensuring the credibility of our reporting and will consider external assurance in future reports as we continue to refine our processes and metrics. Through this report, NHC reaffirms its dedication to creating a sustainable, inclusive, and responsible business that contributes to the Kingdom of Bahrain's long-term prosperity.

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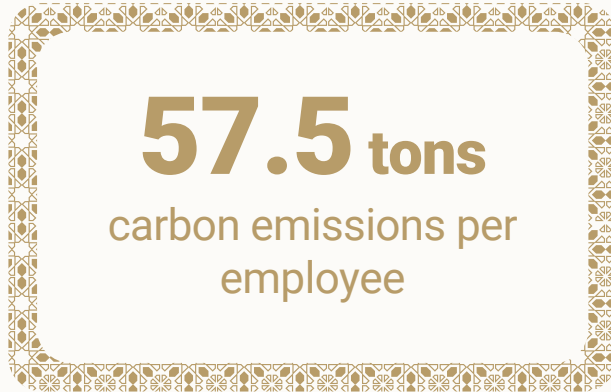
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SUSTAINABILITY STRATEGY

Sustainability Highlights

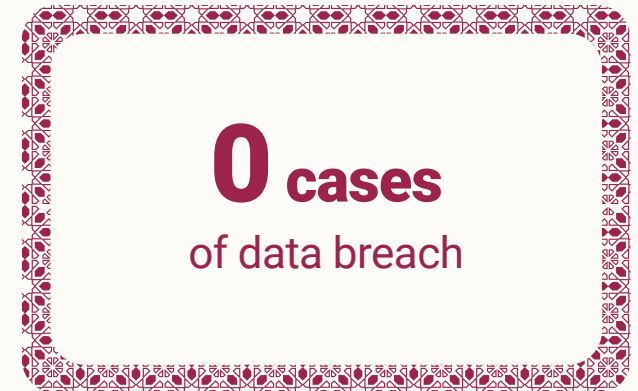
Environment



Social



Governance



United Nations SDGs

At **National Hotels Company (NHC)**, our ESG initiatives are deeply aligned with the framework of the **United Nations Sustainable Development Goals (UN SDGs)**. These global goals provide a comprehensive roadmap for creating a more sustainable and equitable future by 2030. We recognize the critical role we play in addressing pressing environmental, social, and governance challenges, and we are dedicated to making meaningful contributions toward the achievement of the UN SDGs through our operations, initiatives, and partnerships.



Our ESG Strategy is in line with our management partner, Radisson Hotel Group's Responsible Business Pillars:

- 1 Think People
- 2 Think Community
- 3 Think Planet

Our day-to-day operations are governed by these pillars and are an important aspect of our ESG strategy which is detailed in the next sections of this report.



Stakeholder Engagement

At **National Hotels Company (NHC)**, we recognize the importance of meaningful engagement with our stakeholders to ensure that our ESG strategies align with their needs and expectations. By maintaining open and transparent communication, we foster collaboration and create value for both internal and external stakeholders.

Stakeholder Engagement

Internal Stakeholders

These are individuals and groups directly involved in or impacted by NHC’s operations:

Stakeholder	Goal	Modes of Engagement
Employees	Ensuring a supportive work environment that prioritizes their well-being, development, and career growth.	Regular engagement through training sessions, feedback mechanisms, and wellness programs.
Shareholders & Investors	Providing long-term value through transparent governance and sustainable growth strategies.	Maintaining regular communication via annual general meetings, financial reports, and investor updates.
Management & Board of Directors	Overseeing the implementation of ESG priorities and ensuring alignment with NHC’s mission and vision.	Continuous evaluation of sustainability efforts and corporate governance practices.

Stakeholder Engagement

External Stakeholders

These include groups and organizations impacted by or influencing NHC's operations and business environment:

Stakeholder	Goal	Modes of Engagement
Guests & Customers	Delivering exceptional hospitality experiences while addressing their needs and preferences.	Engaging through surveys, feedback forms, and loyalty programs to enhance satisfaction.
Government & Regulators	Aligning with Bahrain's Vision 2030 and ensuring compliance with relevant regulations and ESG guidelines.	Regular collaboration through consultations and reporting.
Local Communities	Supporting social and economic development through targeted initiatives and partnerships.	Engaging with community organizations to address key local needs.
Suppliers & Partners	Promoting ethical practices and sustainability throughout the supply chain.	Hosting workshops and maintaining collaborative relationships to enhance supply chain performance.
Industry Peers & Organizations	Partnering to elevate industry sustainability standards and share best practices.	Active participation in forums and networks to advance the hospitality and real estate sectors.

This collaborative approach enables us to make informed decisions, strengthen trust, and drive progress toward achieving our ESG objectives. Through continuous engagement, we reaffirm our commitment to creating sustainable and inclusive value for all stakeholders.

Materiality Assessment

A materiality assessment is a strategic process used to identify and prioritize the environmental, social, and governance (ESG) topics that are most significant to a company's stakeholders and its business operations. It provides a clear understanding of which issues have the greatest potential to impact the organization's long-term success and sustainability goals. By focusing on these material topics, businesses can allocate resources effectively, address stakeholder expectations, and align their ESG strategies with both risks and opportunities.



Why is a Materiality Assessment Beneficial to NHC?

For **National Hotels Company (NHC)**, conducting a materiality assessment ensures that our ESG initiatives are directly aligned with the issues that matter most to our stakeholders and our business operations. It allows us to:

❁ **Prioritize Key Issues**

Focus on areas where we can create the most value for stakeholders and the environment.

❁ **Enhance Stakeholder Engagement**

Demonstrate accountability and responsiveness to the expectations of internal and external stakeholders, such as guests, employees, investors, and the community.

❁ **Support Strategic Decision-Making**

Inform and guide NHC's ESG strategy, ensuring it aligns with our corporate objectives and sustainability goals.

❁ **Mitigate Risks**

Proactively address emerging ESG risks that could affect our reputation, compliance, or operations.

❁ **Enhance Transparency and Reporting**

Ensure our ESG reporting is relevant, clear, and aligned with global frameworks, such as the Global Reporting Initiative (GRI) and Bahrain's regulatory guidelines.

Process of Conducting Materiality

NHC's materiality assessment involves a structured process to identify and prioritize ESG topics relevant to our business and stakeholders:

1 Identification of ESG Topics

- Begin by identifying a broad range of ESG issues that could potentially impact NHC's business and stakeholders.
- Sources include industry standards, global frameworks (e.g., GRI, UN SDGs), peer benchmarking, and regulatory requirements.

2 Stakeholder Engagement

- Engage with key internal and external stakeholders to understand their priorities and concerns.
- Conduct surveys, interviews, and focus groups to gather insights from employees, customers, investors, community members, and regulators.

3 Impact Assessment

- Assess the significance of each ESG topic based on its potential impact on NHC's business performance, reputation, and stakeholder relationships.
- Evaluate both the risks and opportunities associated with each issue.

4 Prioritization of Material Topics

- Plot identified ESG topics on a materiality matrix to visualize their importance to stakeholders versus their impact on NHC's operations.
- Prioritize topics in the upper right quadrant of the matrix, which represent the most material issues.

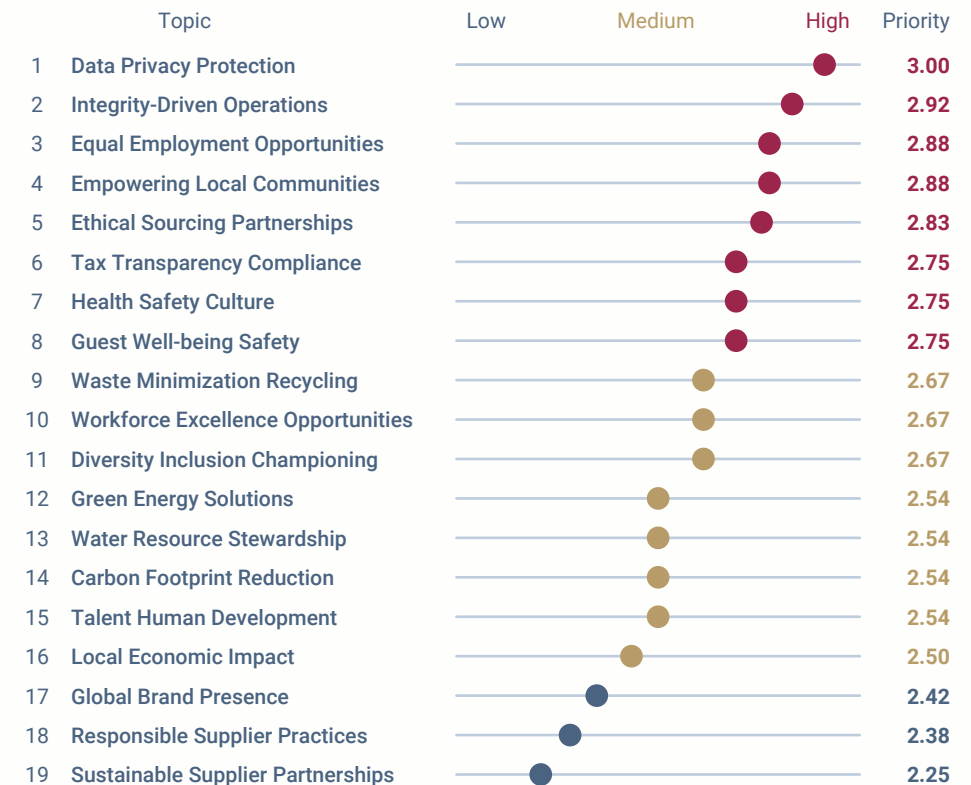
5 Integration into Strategy

- Incorporate prioritized material topics into NHC's ESG strategy, operational planning, and decision-making processes.
- Establish goals, action plans, and key performance indicators (KPIs) for each material topic.

6 Review and Update

- Regularly review and update the materiality assessment to reflect evolving stakeholder expectations, market trends, and regulatory changes.

Our Materiality Matrix



ESG Governance

At National Hotels Company (NHC), sustainability governance is a cornerstone of our organizational framework, with the Board of Directors holding ultimate responsibility for strategic decisions related to ESG initiatives. This ensures that all sustainability efforts are closely aligned with our long-term vision and corporate objectives. Senior management, under the leadership of the CEO, actively oversees the implementation and monitoring of ESG programs, demonstrating a strong commitment to integrating sustainability across our operations. However, senior management is currently not incentivized based on sustainability performance.

To further strengthen our commitment, we are working towards formalizing sustainability governance through the establishment of a dedicated ESG committee. This committee will consist of members from various departments, fostering collaboration and inclusivity to advance our ESG goals. Its cross-functional nature will be critical in driving initiatives that support our broader sustainability objectives.

As we enhance our ESG framework, NHC remains dedicated to fostering accountability and embedding sustainable practices throughout the organization, ensuring that sustainability continues to be a key pillar of our operations and decision-making.



ENVIRONMENTAL IMPACT

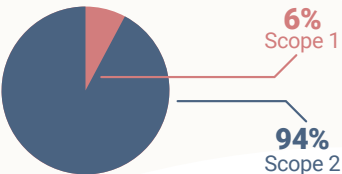
As an organization deeply rooted in the principles of responsible business conduct, NHC Bahrain places utmost importance on environmental stewardship. We recognize that pressing global challenges, such as climate change and resource scarcity, necessitate immediate and collective action. Embracing our environmental responsibilities, we are dedicated to minimizing any adverse impacts our operations may have on our shared environment. At NHC Bahrain, environmental sustainability is not merely a priority but a core commitment. We strive to drive meaningful environmental progress as we advance on the path to sustainable development.

Our Carbon Footprint

At National Hotels Company (NHC) Bahrain, reducing carbon emissions is a core priority in our commitment to sustainability and environmental stewardship. As a hospitality company, our carbon emissions stem from various sources, including energy consumption in our hotels and facilities, fuel usage in transportation, and the indirect impact of goods and services procured through our supply chain. By understanding and addressing these emissions comprehensively, we aim to align our operations with global and local sustainability goals, including Bahrain's national environmental regulations and UN Sustainable Development Goals.

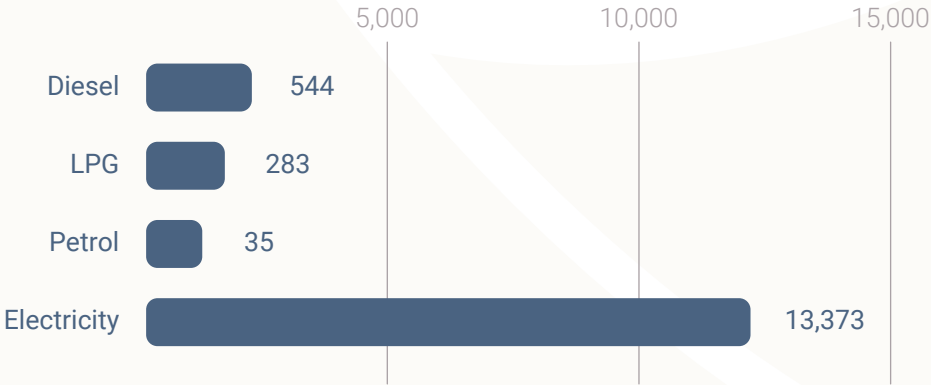
A significant portion of our emissions comes from electricity usage in our properties, including lighting, HVAC systems, and other energy-intensive operations essential to maintaining high guest standards. Additionally, fuel consumption for transporting guests, goods, and staff contributes to direct emissions. Indirectly, our procurement processes, such as sourcing food, beverages, and other supplies, generate Scope 3 emissions that also factor into our environmental impact. Recognizing the diversity of these sources, we employ the Greenhouse Gas (GHG) Protocol to accurately measure and categorize emissions into Scope 1 (direct emissions), Scope 2 (indirect emissions from energy use), and Scope 3 (all other indirect emissions). For this report, we have assessed our footprint from Scope 1 and 2 categories. We aim to include Scope 3 categories into our future carbon footprint assessments.

Scope 1 & 2 Emissions of 2024



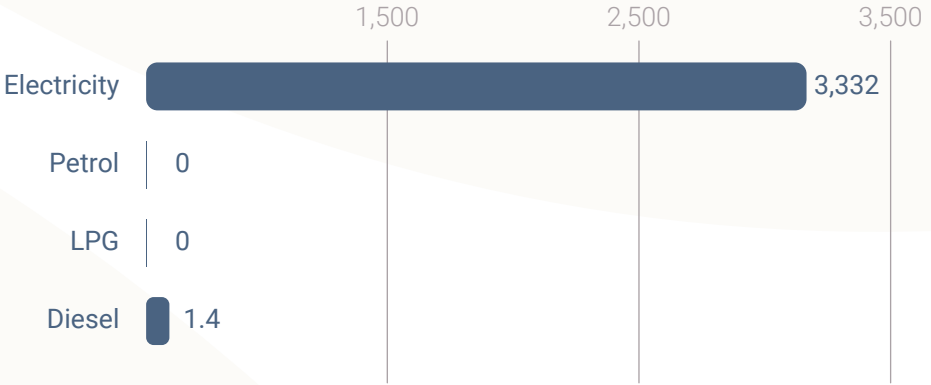
53% increase in emissions from 2023

The overall consumption of fuel and electricity has increased compared to 2023 leading to an increase in carbon emissions since last year.



Parameter Wise Emissions (tons CO2e) Hotel and Residence

Our combined carbon emissions across Scope 1 and 2 for the year 2024 were 14,568 tons CO2e. The majority of our emissions stemmed from electricity consumption at our Diplomat Radisson Blu Hotel. Moving forward, we plan to include emissions from our value chain as well and report on Scope 3 emission categories.



Parameter Wise Emissions (tons CO2e) DCO

To mitigate our carbon footprint, NHC Bahrain has implemented strategies such as optimizing energy efficiency across our facilities and promoting eco-friendly practices among staff and guests. By retrofitting buildings with energy-efficient systems, and partnering with sustainable suppliers, we are making targeted efforts to reduce emissions across all scopes. Our focus extends beyond operational improvements to fostering a culture of sustainability within the organization, empowering employees and guests alike to contribute to a shared vision for a more sustainable future.

Emissions Intensity

At NHC Bahrain, we view **carbon emissions intensity** as a key metric for evaluating the efficiency of our operations in relation to our environmental impact. It measures the amount of carbon dioxide (CO₂) emitted per unit of activity, such as per square meter of our properties, per guest night, or per unit of revenue. By closely monitoring our carbon intensity, we can identify areas where emissions are higher than they should be and take targeted actions to improve efficiency. This might include investing in energy-efficient technologies, adopting renewable energy sources, and optimizing our processes to reduce emissions while maintaining the high-quality services our guests expect. By focusing on reducing carbon intensity, we ensure that as our business grows, our environmental footprint remains controlled and aligns with our commitment to sustainability and global climate goals.

By Headcount	By Revenue
253 employees	8.3M BHD
Total 14,568 tons CO2 emitted	
57.5 tons/employee	1,755 tons/ Million BHD

In 2024, we monitored our carbon emissions intensity based on both total headcount as well as total revenue at NHC.

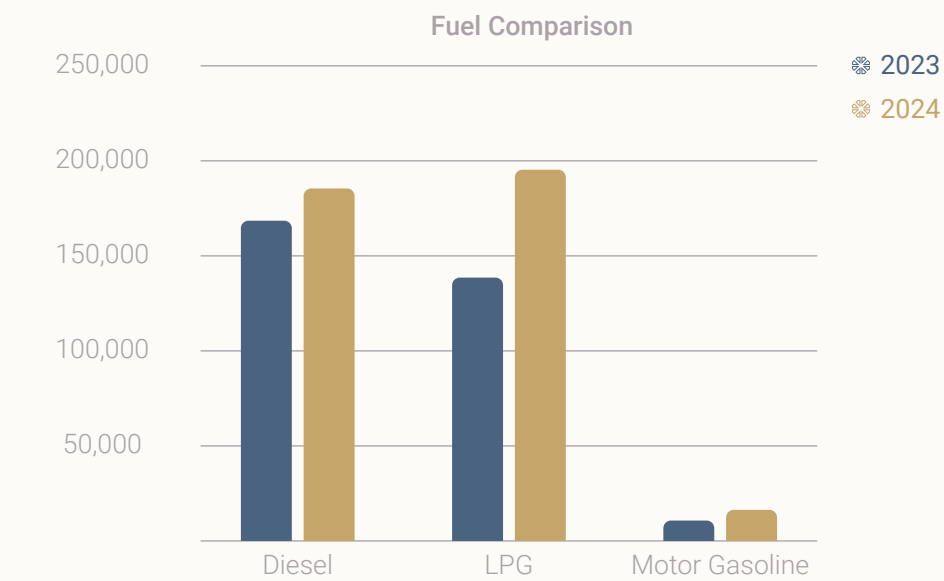
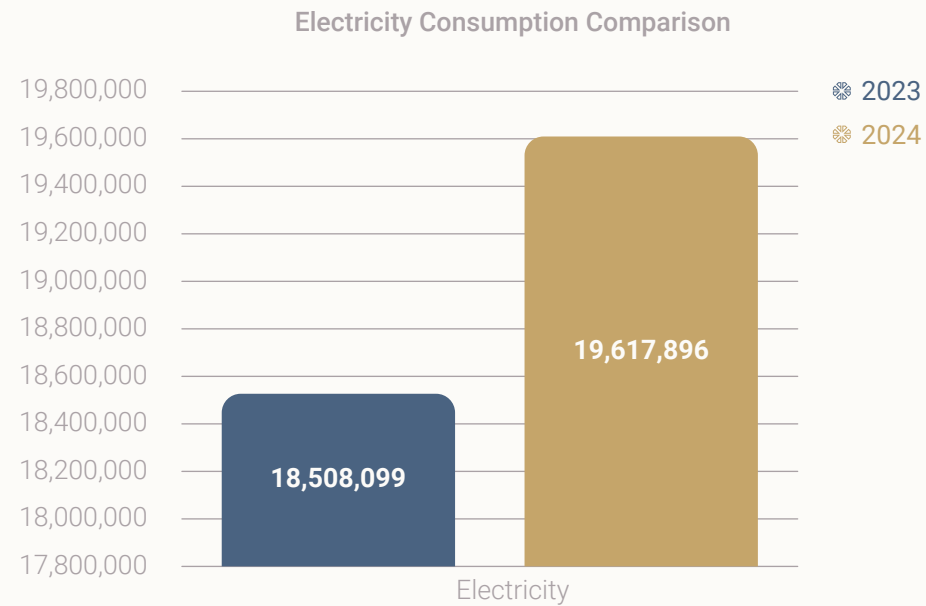
Biodiversity conservation is a key focus of our Environmental Pillar at NHC. As part of this commitment, we have initiated efforts to enhance indoor and outdoor plant coverage across our hotel properties, contributing to a greener and more sustainable environment.



Energy Management

At NHC Bahrain, we are committed to enhancing energy efficiency across all aspects of our operations by actively reducing energy consumption and optimizing resource use. To operationalize this commitment, we are implementing energy optimization measures and adopting innovative technologies that promote best practices in energy management while improving our existing energy-efficient systems. In that regard, we have installed a Building Management System to improve efficiency and also switched to energy efficient lighting in our hotels.

During the year, we consumed 19,617,896 KWh (70,624 GJ) of indirect energy in the form of electricity to power our facilities, with a smaller share derived from 392,981 Litres (12,689 GJ) of direct energy in the form of fuels used for hotel operations like cooking, steam generation for laundry and backup power generation. NHC utilizes 100% non-renewable energy for its operations. By focusing on advanced monitoring systems, energy-efficient upgrades, and cleaner fuel alternatives, we aim to minimize our overall energy footprint while maintaining the highest standards of operational excellence and aligning with our sustainability goals.



Direct Energy (GJ)	Fuels	12,689
	Diesel	7,196
	LPG	4,979
	Petrol	514
	Electricity	70,624
Indirect Energy (GJ)		
Total Energy (GJ)		83,313



Energy Intensity

At National Hotels Company (NHC), energy intensity is a key metric in assessing our operational efficiency and environmental impact. By measuring energy consumption relative to revenue and occupancy levels, we gain valuable insights into optimizing resource use across our properties. Our commitment to energy efficiency includes adopting smart building technologies, implementing energy-saving initiatives, and continuously monitoring our energy consumption patterns. Through these efforts, we aim to reduce our energy intensity, lower operational costs, and enhance the sustainability of our hospitality operations while maintaining the highest standards of guest comfort and service.

Energy Intensity by Revenue in 2024
was 10,038 GJ/ Million BHD

Energy Efficiency Upgrades at NHC

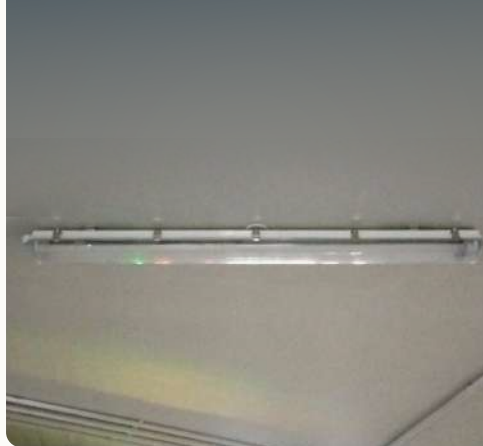
UPGRADING CORRIDOR
LIGHTING WITH LEDS



WASH ROOM LIGHTING
UPGRADED TO LEDS



LEDs IN PARKING LOT



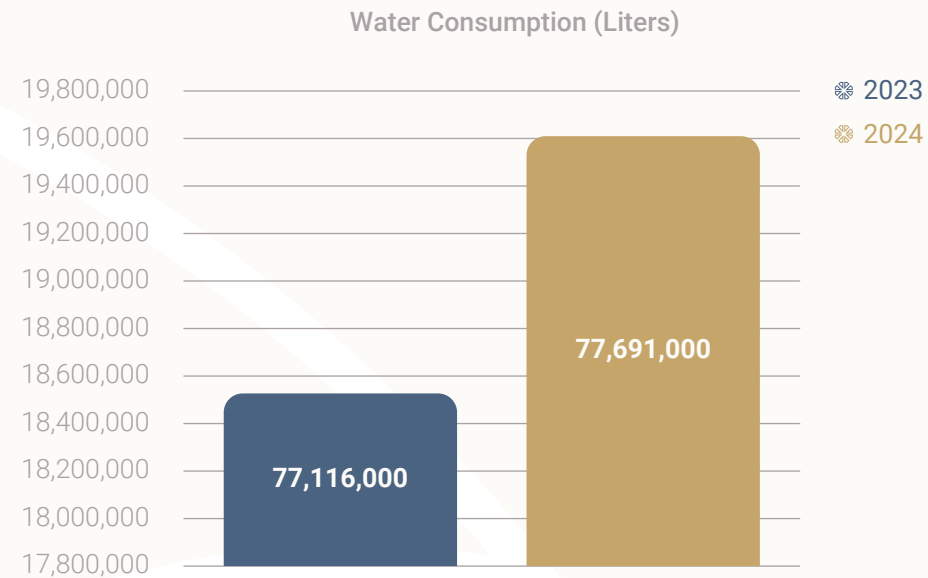
BUILDING MANAGEMENT
SYSTEM INCLUDING SENSORS



Water Management

At NHC Bahrain, we recognize the critical importance of water conservation, particularly in a region where water scarcity is a growing concern. Our commitment to sustainable water management is reflected in our efforts to minimize water consumption across all our facilities. Currently, our primary water supply is sourced through a government facilities provider, and we ensure its responsible use by closely monitoring consumption patterns and identifying areas for improvement. Water consumption is significant at our hotel and residences property as well as our commercial offices facility and we continually strive to enhance efficiency in these processes.

In 2024, we consumed 77,691,000 Litres of water across our facilities. To further our commitment to water stewardship, we are actively exploring investments in advanced water-saving technologies, such as low-flow fixtures, smart metering systems, and water recycling solutions. We have installed water sensors at all our facilities to help manage water wastage. These initiatives aim to reduce our water footprint significantly, aligning with our broader sustainability goals. By fostering a culture of responsible water usage and integrating innovative solutions, we aim to contribute to the preservation of this vital resource for future generations while maintaining operational excellence.



Water Conservation Initiatives



Waste Management

At National Hotels Company (NHC), we are committed to minimizing our environmental impact through effective waste management practices. We prioritize reducing waste generation across all our operations and focus on reusing and recycling materials wherever possible. By implementing sustainable waste disposal methods and working with certified waste management partners, we ensure compliance with environmental regulations and contribute to a cleaner, greener future. Our approach emphasizes employee engagement and awareness programs, encouraging responsible waste management practices throughout the organization. These efforts reflect our dedication to sustainability and preserving the environment for future generations.

72 tons

Total weight of waste generated in 2024

100%

of waste generated in 2024 was sent to
landfill

Climate Risk Mitigation

At National Hotels Company (NHC), we recognize the critical importance of addressing climate risks to ensure the resilience and sustainability of our operations. Climate risk mitigation is a core component of our strategy, and we are committed to identifying, assessing, and minimizing potential environmental impacts across our properties. By adopting energy-efficient technologies, enhancing resource conservation, and integrating sustainable practices into our operations, we aim to reduce our carbon footprint and contribute to global climate goals. Furthermore, we actively engage with stakeholders to promote awareness and innovation in climate resilience, ensuring that NHC remains adaptable to evolving environmental challenges while safeguarding the interests of our guests, employees, and the communities we serve.



OUR WORKFORCE AND COMMUNITY

Our Workforce and Community

At NHC Bahrain, we recognize the essential role our workforce plays in driving our success and enabling us to deliver exceptional hospitality experiences. Our employees are at the heart of every initiative and service we offer, embodying our values and dedication to excellence. We are committed to fostering a supportive and inclusive work environment that empowers our team members to thrive, ensuring they have the tools, training, and opportunities needed to excel in their roles. This commitment extends to our broader community, where we actively engage in initiatives that create a positive social impact, reflecting our dedication to both our people and the society we serve.

As of 31 December 2024, our workforce consists of 253 employees, of which 253 are permanent and 0 are part-time employees.

Our Workforce Highlights

18.9%

Bahrainization across the organization

5:1

ratio for salary and remuneration for male and female employees at entry level

30%

Employee Turnover in 2024

33.3%

Male to Female Ratio in Senior Management

0

work-related injuries

0 cases

of discrimination

6072

total hours of training

0 cases

of employee corruption

62,700 BHD

spent on community engagement

Our Employee Commitments

Promoting Employee Engagement & Well-being

We prioritize the health, safety, and engagement of our employees as fundamental to our success. Regular health check-ups and employee engagement activities are integral to fostering a supportive and vibrant workplace culture. Our comprehensive benefits package includes health insurance, leave policies, performance bonuses, rewards, and other perks, all designed to meet or exceed market standards. These robust offerings not only ensure the well-being of our team but also enhance satisfaction and motivation, empowering our employees to thrive both professionally and personally.

Fostering Employee Development & Training

Employee training is meticulously structured in accordance with our Human Resource Policy, ensuring a consistent and effective development process. We offer comprehensive training programs tailored to foster career advancement and professional growth. These programs, typically spanning a 90-day period, are designed to equip our team members with the skills and knowledge needed to excel in their roles and contribute meaningfully to our organization's success.

Protecting Human Rights

We are committed to cultivating a workplace where every employee feels safe, respected, and valued. We uphold a zero-tolerance policy against discrimination, harassment, or intimidation, ensuring the protection of our employees' fundamental human rights. Integrity, equity, and mutual respect are the guiding principles that define our management practices and interactions, fostering an inclusive and supportive environment for our valued team members.



Total Workforce

Our workforce at NHC is composed of dedicated and skilled professionals who drive our mission and uphold our values. We take pride in fostering a collaborative and inclusive environment that empowers every team member to contribute to our success.

At NHC, we understand the vital importance of fostering a diverse and inclusive workplace that values and celebrates different perspectives and backgrounds. By embracing diversity, we enhance our organizational performance while cultivating an environment where every employee feels respected and valued.

As an equal-opportunity employer, we are committed to creating an inclusive and accessible workplace for all. We actively prioritize opportunities for people of determination, recognizing that their unique experiences and perspectives enrich our organization. We celebrate their exceptional abilities, resilience, and contributions to our success.

253

Total Employees

253

Full Time Employees

0

Part Time Employees

1.1%

Interns

18.9%

Male to Female Ratio Overall

33.3%

Male to Female Ratio in Senior Management

32.8%

Age Group (under 30)

54.1%

Age Group (30-50)

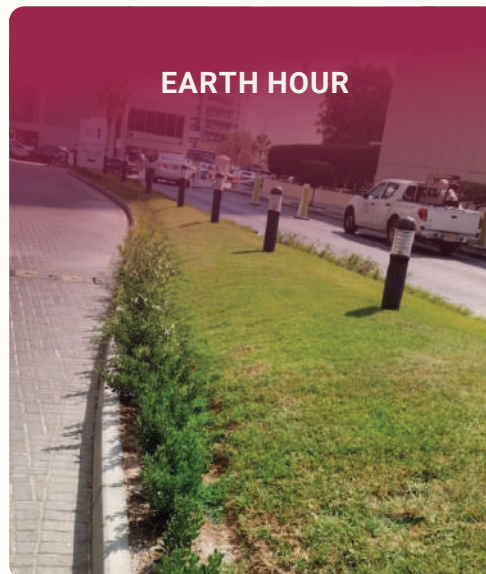
13%

Age Group (over 50)



Employee Engagement

At NHC, we are dedicated to fostering a supportive and dynamic workplace for our employees. We recognize the importance of keeping our team engaged and motivated to achieve high productivity. To support this, we provide a variety of activities designed to enhance employee engagement and well-being.



Employee Benefits & Allowances

At NHC, we prioritize the well-being and satisfaction of our employees by offering a comprehensive range of benefits and allowances. Compensation is provided in line with Bahrain Labor Law, with salaries and allowances paid directly to employees' bank accounts. Additional benefits include paid vacation leave of 14 days annually, public holiday entitlements, and medical insurance coverage that activates upon completing the probation period. Employees are also entitled to economy-class air tickets to their home country every 18-24 months, as specified in their contracts.

We support employees with complimentary meals in the cafeteria and special dining privileges at designated restaurants. Housing allowances and live-in arrangements are provided for new employees relocating to Bahrain, ensuring a smooth transition. To encourage professional growth and reward excellence, NHC offers annual performance appraisals, salary increments, and recognition programs such as "Employee of the Month" and long-service awards. These benefits reflect our commitment to creating a supportive, rewarding workplace where employees can thrive both personally and professionally.

Employee Compensation

At NHC, we prioritize attracting and retaining top talent by offering competitive and equitable employee compensation. Our compensation framework is designed to align with industry standards while reflecting the skills, experience, and contributions of our workforce. We are committed to maintaining fairness and transparency in our remuneration practices, including ensuring gender pay equity. Currently, our median compensation for men compared to women stands at 5:1. Beyond base salaries, we provide performance-based incentives, benefits, and rewards to recognize and motivate exceptional efforts. By regularly reviewing our remuneration policies, we ensure they support a culture of growth, satisfaction, and long-term commitment among our employees.

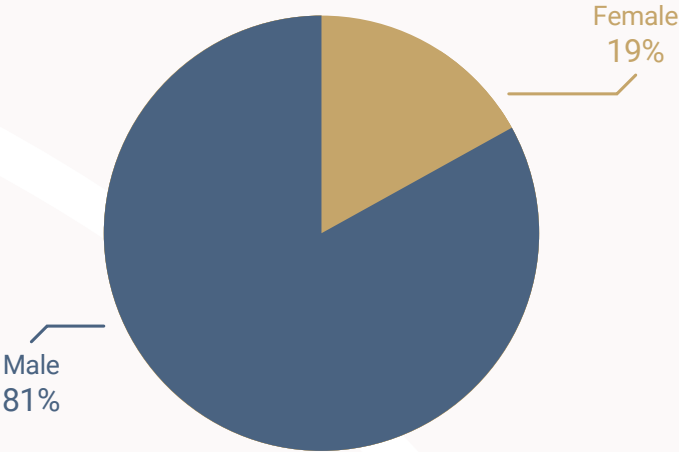


Employee Turnover

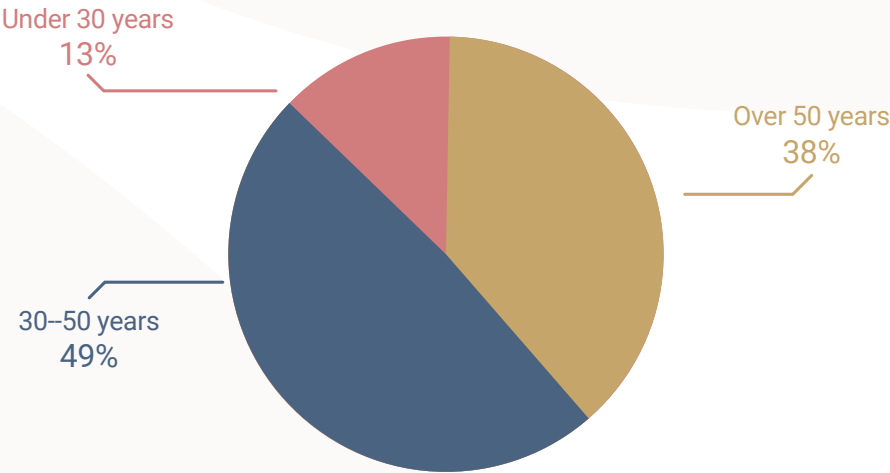
At NHC, we are proud of our strong employee retention rates and effective strategies. By actively engaging our team members and offering meaningful opportunities alongside supportive policies, we successfully maintain low turnover levels.

Overall employee turnover at NHC in 2024 was 30%.

Employee Turnover (By Gender)



Employee Turnover (By Age Group)



Employee Development & Training

At NHC Bahrain, we are committed to fostering internal talent and providing employees with opportunities to grow and thrive in their roles. We continuously seek ways to support professional development and career advancement, ensuring every team member feels empowered to reach their potential.

Supervisors conduct performance appraisals on an annual or semi-annual basis to offer constructive feedback, identify areas for improvement, and discuss career progression opportunities. Employees are notified in advance to prepare their own feedback, enabling meaningful discussions about their growth and future within the organization.

For employees reporting directly to the General Manager, mid-year and year-end performance reviews are conducted to evaluate key objectives and achievements. These evaluations are facilitated through the Group Performance Management System—Workday. HR Managers guide employees through the Workday process, ensuring they have the tools and support needed to actively engage in their professional development journey.

2 hours/month

Average Hours of Training for Full Time Employee

2 hours/month

Average Hours of Training for Interns

2 hours/month

Average Hours of Training for Male Employees

2 hours/month

Average Hours of Training for Female Employees

Employee Safety & Security

At NHC, the safety and well-being of our employees are of the utmost importance. From the very first days of work, employees are trained to handle safety and emergency situations effectively. This training includes understanding evacuation procedures, identifying the location of emergency exits and fire extinguishers, learning to cut off gas or electrical power in their work areas, and properly using equipment and chemicals after receiving adequate training. By promoting preparedness and proactive hazard prevention, we ensure a safe and secure working environment for all employees.

All team members share the responsibility of maintaining a hazard-free workplace. Clear procedures are in place to address emergencies, including fires, medical incidents, and evacuations. Employees are trained to raise alarms, provide assistance when safe to do so, and follow established safety protocols. Inspections of work areas are conducted regularly to ensure cleanliness and safety, with any irregularities promptly reported and corrected. First Aid Kits are strategically placed in all departments, and employees are encouraged to familiarize themselves with their locations. In the event of accidents or illnesses, immediate assistance is available from qualified first-aiders and the Security Supervisor. At NHC, we strive to foster a culture of safety where every employee is informed, prepared, and empowered to contribute to a secure workplace.



Grievance Procedure

At NHC, we are committed to addressing employee concerns promptly and effectively. Employees with work-related complaints are encouraged to raise them at the earliest opportunity. The process begins with an informal stage, where the Human Resources (HR) Department provides confidential advice and suggests solutions. If unresolved, the grievance progresses to the formal stages: first to the employee's Head of Department, then to the Director of Human Resources, and finally to the General Manager, with each stage allowing up to six working days for resolution. For concerns related to business ethics, employees may report anonymously, ensuring strict confidentiality and the ability to track progress through a secure system. This policy underscores our commitment to transparency, fairness, and employee well-being.

Fostering Local Talent

As a leading hospitality company in the Kingdom of Bahrain, NHC recognizes our vital role in supporting the Bahrainization initiative led by the government. This policy aims to diversify Bahrain's economy while promoting the employment of Bahraini citizens across both public and private sectors. At NHC, we prioritize hiring from local communities, providing meaningful employment opportunities, and offering tailored training programs to meet local needs. We are dedicated to nurturing local talent through comprehensive development programs while adhering to all applicable regulations, including those concerning minimum wage. Our commitment to empowering and fostering opportunities for Bahraini talent is reflected in the accomplishments highlighted below.

48

Total number of National Employees

18.9 %

Percentage of National Employees

Community Outreach

At NHC Bahrain, we take pride in being an active contributor to the well-being and development of our local community. Our community outreach initiatives are driven by a commitment to create a positive and lasting impact on the lives of those around us, aligning with our core values of social responsibility and sustainability.

Through partnerships and collaborations, we support initiatives that promote cultural, social, and economic enrichment in Bahrain. Our ongoing projects include hosting events that celebrate Bahraini heritage and traditions, providing sponsorships to local organizations, and engaging in charitable activities that address the needs of underserved communities. These initiatives not only strengthen our connection with the community but also allow us to give back meaningfully.

Additionally, we focus on creating opportunities for local talent and businesses by actively participating in government-led programs such as Bahrainization. By fostering collaborations and supporting local industries, we aim to contribute to the growth and diversification of the Bahraini economy. At NHC, we are committed to continually expanding our community outreach efforts to make a positive difference in the lives of our people and the future of Bahrain.

62,700 BHD

Total amount invested in community related activities in 2024



CHILDREN & MOTHER WELFARE SOCIETY

Stemming from its belief in the importance of giving back to society and supporting those in need, the National Hotels Company BSC contributed an amount of BD 2,500 to the Children & Mother Welfare Society.

The cheque was presented by Mr. Zaher M Al Ajjawi, Chief Executive Officer of the company, to Ms. Sawsan Qamber.



**BAHRAINI ASSOCIATION FOR INTELLECTUAL
DISABILITY AND AUTISM SOCIETY**

Stemming from its role in supporting the larger community and its belief in the importance of corporate social responsibility, the National Hotels Company BSC presented a cheque to the Bahraini Association for Intellectual Disability and Autism Society, in support of the Society's activities and services focused on helping those in need.

The cheque was presented by Mr. Zaher M Al Ajjawi, Chief Executive Officer of the Company, to the Society's Chairman, Ms. Fareeda A. Almoayyad and Vice Chairman, Prof. Ahmed Alansari.



**BAHRAIN ASSOCIATION FOR PARENTS &
FRIENDS OF DISABLED**

As part of its Social Corporate Responsibility, the National Hotels Company BSC presented its annual financial support to the Bahrain Association for Parents & Friends of Disabled. The cheque was presented at the company's head office by Mr. Zaher M Al Ajjawi, the Chief Executive Officer of the company, to Mr. Jassim M Seyadi, Chairman of the association.

Mr. Seyadi thanked the company for its continuous contributions and support to the association and its activities.



BAHRAIN CANCER SOCIETY

As part of its Corporate Social Responsibility initiatives, the National Hotels Company BSC received Bahrain Cancer Society's Executive Director, Mr. Ahmed Al-Nuwakhtha at the Diplomat Radisson Blu Hotel, Residence and Spa and presented to him a cheque of BD 5,000 in support of the Society's contributions. The cheque was presented by Mr. Zaher M Al Ajjawi, Chief Executive Officer of the company, in the presence of the Hotel's General Manager, Mr. Petr Dubsky.

On this occasion, Mr. Al-Nuwakhtha presented to the National Hotels Company, on behalf of the Society, a certificate of thanks and appreciation for the company's continued financial support.

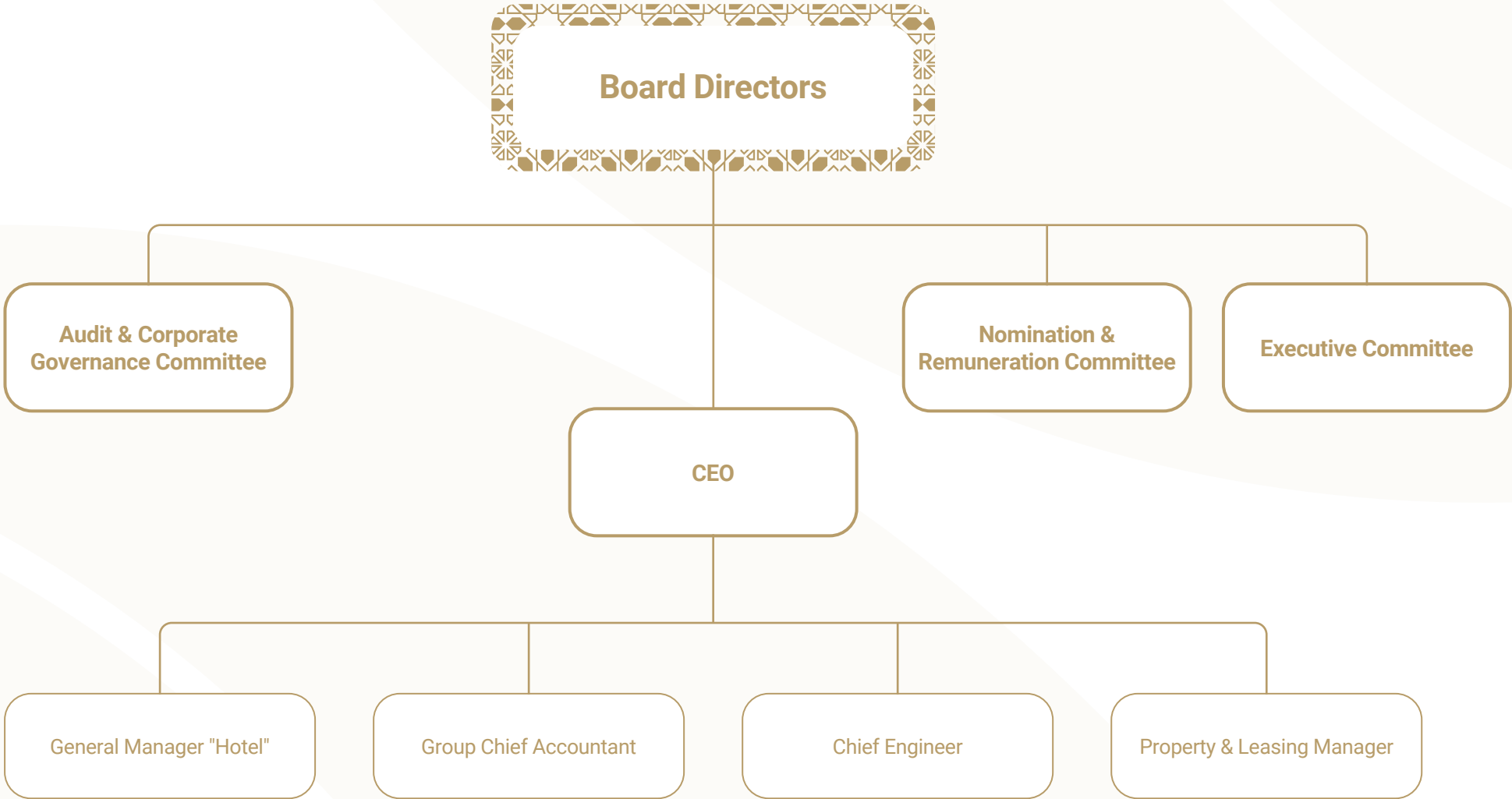


RED CRESENT SOCIETY

The National Hotels Company BSC presented its annual donation to the Red Crescent Society. The Company's Chief Executive Officer, Mr. Zaher M Al Ajjawi, handed the cheque to Mr. Mohamed Ebrahim, Administration Supervisor of the Society, in the presence of the Head of Accounts of the Society, Ms. Zainab Zayer.

GOVERNANCE

The Corporate Governance Code issued by the Ministry of Industry & Commerce forms the cornerstone that the National Hotels Company BSC adopts in conducting its daily commercial transactions, while adhering to the laws of the Kingdom of Bahrain. The Corporate Governance Code governs the relationship between NHC and its shareholders, Board of Directors, Executive Management, Employees and other parties (such as customers, legal bodies, suppliers and all individuals or corporates with whom the company transacts).



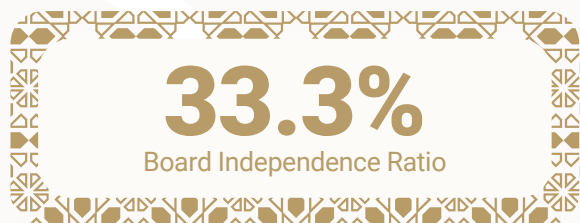
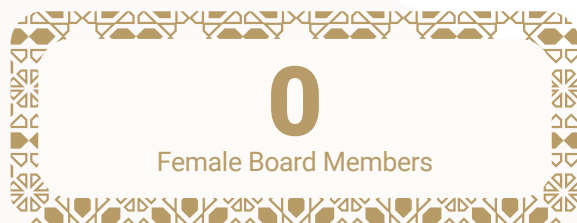
Board of Directors

The Board of Directors is accountable to the shareholders and other stakeholders to ensure that the Company is managed in a safe and sound manner. To fulfill their fiduciary duties, the Directors must be independent of the management of the Company; familiar with the Company's business and general financial and accounting principles; and actively engage in directing and overseeing Management. The Executive Management team is accountable to the Board to manage the Company in accordance with the policies and principles established by the Board and applicable legal requirements.

- | | | |
|---|--|---------------------------|
| 1 | Faisal Ahmed Al Zayani
Chairman | Independent Non-Executive |
| 2 | Adel Nuhaba Hamada
Vice Chairman & Managing Director | Non-executive |
| 3 | Abdulaziz Abdulla Alisa
Director | Non-Executive |
| 4 | Mishari Zaid Al Khalid
Director | Independent Non-Executive |
| 5 | Abdullah Jasim Al Ahmed
Director | Non-executive |
| 6 | Abdullah Sulaiman Al-Nasrallah
Director | Non-Executive |
| 7 | Shehab Ahmed Haji
Director | Non-Executive |
| 8 | Abdulrahman Ali Marshad
Director | Independent Non-Executive |
| 9 | Emad Ahmad Ali Tifouni
Director | Non-Executive |

Board Diversity

The board comprises of 9 members, all of whom are male. With 3 out of 9 members being independent, we maintain a board independence ratio of 33.33%. Going forward, we are dedicated to improving the diversity and representation of individuals from varied backgrounds on our Board.



Board Remuneration

The Board ensures that the level and composition of remuneration is sufficient and reasonable, with a clear relationship to corporate and individual performance. The Board maintains a Remuneration Policy for its Directors. The remuneration of non-executive Directors does not include performance-related elements such as grants of shares, share options, deferred stock-related incentive schemes, bonuses, or pension benefits. The remuneration of both Directors and officers is set at a level that attracts, retains, and motivates individuals of the quality needed to manage the Company effectively. The remuneration of key managerial personnel is structured to ensure a significant portion is linked to the Company's and individual's performance and aligns with the interests of the shareholders. Currently at NHC, executive compensation is not linked to ESG performance and executives are not incentivized to perform on sustainability.

At least annually, the Board conducts an evaluation of its own performance and the performance of each Committee and each individual Director. The Board reports on its evaluation process to shareholders at the Annual General Meeting.

Board Responsibilities

☼ Stakeholder's Interests

Guiding the Company with a view of long term and sustainable returns for the stakeholders.

☼ Strategy

Reviewing, monitoring and approving the various strategic plans and investments commitments, capital structure and dividend policy.

☼ Performance

Reviewing business results and monitoring budgetary controls.

☼ Integrity of Financial Reporting

Reviewing and monitoring the controls and procedures in place to maintain integrity and consequently reporting to the shareholders.

☼ Risk Management and Compliance

Monitoring and reviewing the risk management process and compliance with the Kingdom's laws and regulations.

☼ Culture and Succession Planning

Monitoring and reviewing the Company's culture, reputation, ethical standards and succession planning for key management personnel.

☼ Board Performance and Composition

Monitoring and reviewing the Board performance and have a Board of an effective composition, size and commitment to adequately discharge its responsibilities and duties.

Board Committees

At NHC, we are proud of our strong employee retention rates and effective strategies. By actively engaging our team members and offering meaningful opportunities alongside supportive policies, we successfully maintain low turnover levels.

Board Committee	Mandate	Members
Audit & Corporate Governance Committee	Advise on the establishment and maintenance of a framework of internal control and appropriate ethical standards for the management of the Company. The Audit & Corporate Governance Committee has the authority to conduct or direct any investigation required to fulfil its responsibilities and has the ability to retain, at the Company's expense, such legal, accounting or other advisers, consultants or experts, as it considers necessary from time to time in the performance of its duties.	Abdulahman Ali Marshad (Independent/Non-Executive) Mishari Zaid Al Khalid (Independent/ Non-Executive) Abdullah Sulaiman Al-Nasrallah (Non-Executive)
Executive Committee	The Executive Committee's overall primarily responsibility is to perform functions of the Board; when there is a critical need for prompt review and action of the Board and it is not practical to arrange for a meeting within the time reasonably available. In addition, the Executive Committee will assist the Board in maintaining oversight of NHC's operations, finance, investments and risk management matters.	Abdulaziz Abdulla Alisa (Non-Executive) Adel Nuhaba Hamada (Non-Executive) Emad Ahmad Ali Tifouni (Non-Executive) Shehab Ahmed Haji (Non-Executive) Abdullah Jasim Al Ahmed (Non-Executive)
Nomination & Remuneration Committee	Responsible for assisting in the proposal for the appointment of new or additional directors to the Board of the Company.	Faisal Ahmed Al Zayani (Independent/Non-Executive) Adel Nuhaba Hamada (Non-Executive) Mishari Zaid Al Khalid (Independent/Non-Executive)

Policies

NHC is committed to maintaining the highest standards of governance, transparency, integrity, and accountability. To support this commitment, we have implemented a comprehensive set of policies and procedures that guide our operations. These frameworks ensure alignment with global best practices and full compliance with all relevant legal and regulatory requirements.

Whistleblowing Policy

We have a whistleblowing policy in place to allow for the confidential reporting of unacceptable or undesirable conduct. We do not tolerate any incidents of fraud, corruption, inappropriate behavior, non-compliance with legal or regulatory requirements, or questionable accounting and auditing practices by our employees.

Code of Conduct

Our letter of appointment and corporate policies outline the code of conduct that guides us as Directors and Executive Management personnel. These policies emphasize the practices necessary to uphold confidence in the Company's integrity while defining our responsibility and accountability for reporting and investigating unethical practices. As a Board, we are committed to acting with the highest level of integrity and objectivity, consistently striving to enhance the reputation and performance of the Company.

Insider Trading

We have a comprehensive insider trading policy for acquisition and disposal of its securities.

Collective Bargaining

NHC Bahrain does not engage in collective bargaining, as employee relations and workplace policies are managed through direct communication and internal engagement frameworks.

Conflict of Interest Policy

Our Conflict of Interest Policy ensures that we act in the best interests of the company by identifying, disclosing, and managing potential conflicts transparently. We are committed to maintaining fairness, integrity, and accountability in all our decisions and practices.

Grievance Procedure

Our grievance procedure provides a clear and confidential process for addressing concerns or complaints fairly and promptly. We are committed to ensuring all voices are heard and resolving issues with transparency and respect.

Tax Policy

NHC follows a Tax policy as per the applicable law in Bahrain. The tax consists of Government Levy as well as Value Added Tax (VAT). Bahrain Tourism and exhibition Authority (BETA) implemented the Government Levy of %10 which was revised to %5 effective 1st January 2019. Government of Bahrain also implemented VAT of %5 from 1st January 2019 which was revised to %10 effective 1st January 2022. The Government Levy is paid to BETA on a monthly basis whereas the VAT is paid to National Bureau of Revenue (NBR) on a quarterly basis.

100%

of employees were trained on Ethics & Anti-Corruption as well as Anti Money Laundering at NHC in 2024.

Sustainable Value Chain

Procurement Policy

Our Procurement Policy in alignment with Radisson Hotel Group, provides clear guidelines and rules for all departments—corporate, regional, and local—when engaging in external contracting. This policy reinforces our commitment to transparency, honesty, and ethics in procurement. It ensures professional and efficient processes to optimize results while maintaining alignment with internal control standards and keeping all employees informed through timely updates and communication.

Supplier Code of Conduct

At NHC, we align with Radisson Hotel Group’s Responsible Business program, which emphasizes partnering with suppliers who uphold social, ethical, and environmental responsibility. To support this objective, we require all our suppliers to meet the criteria outlined in the following table as a fundamental condition for collaborating with us.

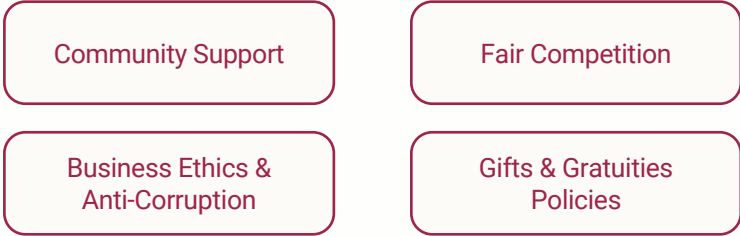
75%

In 2024, 75% of suppliers at NHC were assessed as per our Supplier’s Code of Conduct.

THINK PEOPLE



THINK COMMUNITY



THINK PLANET



Data Privacy

At NHC Bahrain, we prioritize the **privacy and security of our guests' personal information**, ensuring that all data is handled with the highest level of confidentiality and protection. We have implemented **robust cybersecurity measures**, including encrypted systems, secure digital platforms, and strict access controls to safeguard sensitive information from unauthorized access or breaches. Our commitment to **data privacy compliance** aligns with international standards and local regulations, reinforcing our dedication to **ethical business practices**. We continuously **monitor, assess, and enhance** our data protection protocols to maintain trust and provide our guests with a **safe and secure hospitality experience**.

There were zero reported data breaches and zero reported leaks of customer data in 2024.



CBB INDEX

KPI	Main Reporting Component(s)	Location
E.1: Environmental Oversight Unit: Statement /Description	1. A statement on how the company addresses its environmental impact (e.g., explain whether senior management and/or the board address sustainability issues in meetings or have dedicated committees to do so.)	Page 19
	2. A statement of purpose and approach of the board/management towards sustainability matters.	Page 19
	3.1 A description of the following (where applicable): Policies	Page 19
	3.2 A description of the following (where applicable): Commitments	Page 19
	3.3 A description of the following (where applicable): Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets)	Page 19
	3.4 A description of the following (where applicable): Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.)	Page 19
	3.5 A description of the following (where applicable): Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about climate/sustainability targets and processes.	Page 19
E.2: Energy Consumption Unit: megawatt hours (MWh) or gigajoules (GJ) or multiples	1. Report total energy consumed and breakdown by type; 1.1 Indirect energy consumed in the form of electricity, heating, cooling (i.e., total of energy purchases)	Page 23
	1. Report total energy consumed and breakdown by type; 1.2 Direct energy consumed, classified by renewable and non-renewable sources.	Page 23
	2. State the standards, techniques, assumptions, and/or calculation tools utilised.	Page 23
E.3: Energy Intensity Unit: gigawatt-hours (GWh) per million BHD/USD or multiples	1. Report total energy consumed during the year divided by the selected scaling factor (e.g., sales, revenue etc.).	Page 24
	2. State the standards, techniques, assumptions, and/or calculation tools utilised.	Page 24

KPI	Main Reporting Component(s)	Location
E.4: Energy Mix Unit: Percentage (%)	1. Report the percentage of energy used by source, as part of total energy consumption.	Page 23
	2. Report the percentage of renewable and non-renewable energy used, as part of total energy consumption.	Page 23
E.5: Green House Gas (GHG) Emissions Unit: metric tons of CO2 or equivalent	1. Report total absolute emissions by scope; 1. Total amount, in CO2 equivalents, for Scope 1	Page 21
	1. Report total absolute emissions by scope; 2. Total amount, in CO2 equivalents, for Scope 2	Page 21
	1. Report total absolute emissions by scope; 3. Total amount, in CO2 equivalents, for Scope 3 (if applicable).	Page 21
	2. State the standards, techniques, assumptions, and/or calculation tools utilised. Note: GHG emissions should be calculated in line with the GHG Protocol4 methodology to allow for aggregation and comparability across companies and jurisdictions.	Page 21
E.6: Emission Intensity Unit: metric tons of CO2 or multiples per unit of scaling factor	1. Report total annual GHG emission during the year divided by the selected scaling factor.	Page 22
	2. State the standards, techniques, assumptions, and/or calculation tools utilised.	Page 22
E.7: Climate Risk Mitigation Unit: Statement / Description and monetary value in BHD/USD	1. Describe how your company identifies, assesses, and manages climate-related risks (including physical risks and transition risks).	Page 26
	2. Report the amount invested annually in climate-related issues (in BHD or USD) (e.g., research and product innovation).	Page 26
E.8: Water Usage Unit: cubic meters (m3) or equivalent	1. Report the total annual amount of water consumed by the organisation.	Page 25
	2. Report the total annual amount of water withdrawn by the organisation.	Page 25
	3. Report the total annual amount of water recycled/reclaimed by the organisation. Note: Companies should refer to CDP term definitions of water withdrawal, consumption and recycling.	Page 25

KPI	Main Reporting Component(s)	Location
E.9: Waste Generation Unit: Statement /Description and weight in metric tons or equivalent.	1.Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste (hazardous and non-hazardous).	Page 26
	2.Description of the company's waste disposal method(s). 2.1Description of the company's sustainable waste management practices (such as recycling initiatives and waste reduction strategies).	Page 26
	3.State the standards, techniques, assumptions, and/or calculation tools utilised.	Page 26
E.10: Emission Targets Unit: Statement/ Description	1.A statement on how the company addresses its total emission.	Pages 21-26
	2.A statement of the board/management approach towards its total emissions, including whether it is subject to any country, regional, or industry-level emissions regulations and policies.	Pages 21-26
	3.A description of the following (where applicable): 3.1Policies	Pages 21-26
	3.A description of the following (where applicable): 3.2Commitments	Pages 21-26
	3.A description of the following (where applicable): 3.3Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets)	Pages 21-26
	3.A description of the following (where applicable): 3.4Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer; Board committees etc.)	Pages 21-26
	3.A description of the following (where applicable): 3.5Specific actions, such as processes, projects, programs, initiatives, and frequency at which the board is informed about emission targets and process.	Pages 21-26
S.I: Total Workforce by sex, age-group, and employment type Unit: Amount and Percentage (%)	1.Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.1 By sex, as percentage of the total workforce	Page 30
	1.Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.2 By age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old), as a percentage of the total workforce.	Page 30
	1.Report total number of employees currently employed within the organisation and the composition of the total workforce as per the below: 1.3 By employment type (e.g., full-time, part-time, intern etc.), as a percentage of the total workforce.	Page 30

KPI	Main Reporting Component(s)	Location
S.2: Child and Forced Labour Unit: Statement/Description	1. A statement on how the organisation addresses prohibition of child and or/forced labour.	Page 30
	2. A statement of the board/management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies.	Page 30
	3. A description of the following (where applicable): 3.1 Policies	Page 30
	3. A description of the following (where applicable): 3.2 Commitments	Page 30
	3. A description of the following (where applicable): 3.3 Goals and targets	Page 30
	3. A description of the following (where applicable): 3.4 Responsibilities	Page 30
	3. A description of the following (where applicable): 3.5 Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about any issues concerning child and or/forced labour relating to the company.	Page 30
S.3: Employee Turnover Unit: Amount and Percentage (%)	1. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, as per the below categories: 1.1 By sex	Page 33
	1. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, as per the below categories: 1.2 By age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old).	Page 33
S.4: Gender Pay Ratio Unit: Ratio	1. Report the median total compensation for women compared to the median total compensation for men (as a ratio).	Page 32
S.5: Health and Safety Unit: Amount and Description	1. Report on the total number of injuries and fatalities occurred in each of the past three years including the reporting year.	Page 35
	2. Report lost days due to work injury in each of the past three years including the reporting year.	Page 35
	3. A description of occupational health and safety measures adopted, and how they are implemented and monitored.	Page 35

KPI	Main Reporting Component(s)	Location
S.6: Non-Discrimination Unit: Statement /Description	1.A statement on how the organisation addresses harassment and discrimination matters.	Page 29
	2.A statement of the board/management approach, including whether it is subject to any country, regional, or industry-level regulations and policies.	Page 29
S.7: Nationalisation Unit: Amount and Statement/ Description	1.A statement of the board/management approach to increase nationalisation, including whether it is subject to any country regulations and policies.	Page 35
	2.Report the number and percentage of national employees, as part of the total workforce. *Note: Applicable to Bahrain only.	Page 35
S.8: Community Investment Unit: Description and Percentage (%)	1.Report the amount invested in the community as a percentage of company revenues.	Page 36
	2.Provide a description of the scope and impact of its community investment initiatives.	Page 36
S.9: Human rights Unit: Statement /Description	1. A statement on how the organisation addresses human rights.	Page 29
	2. A statement of the board/management approach's direction, including whether it is subject to any country, regional, or industry-level regulations and policies.	Page 29
	3. A description of the following (where applicable): 3.1 Policies	Page 29
	3. A description of the following (where applicable):3.2 Commitments	Page 29
	3. A description of the following (where applicable): 3.3 Goals and targets	Page 29
	3. A description of the following (where applicable): 3.4 Responsibilities	Page 29

KPI	Main Reporting Component(s)	Location
S.10: Management Composition/Diversity Unit: Percentage (%)	1. Report percentage of male to female metrics, as per the below categories: 1.1 Entry-level	Page 30
	1. Report percentage of male to female metrics, as per the below categories: 1.2 Mid-level	Page 30
	1. Report percentage of male to female metrics, as per the below categories: 1.3 Senior/Executive level positions	Page 30
S.II: Development and Training Unit: Percentage (%)	1. Report average hours of training, as per the below categories: 1.2 By Employee category (Full-time, part-time, internship etc.)	Page 34
	1. Report average hours of training, as per the below categories: 1.1 By Sex	Page 34
G.I: Board Composition Unit: Statement/Description	1. Report board size	Page 41
	2. Report female board directors by number and percentage of the Board size.	Page 41
	3. Report composition of the board and its committees by: 3.1 Executive or non-executive.	Page 41
	3. Report composition of the board and its committees by: 3.2 Independence.	Page 41
	3. Report composition of the board and its committees by: 3.3 Tenure.	Page 41
	3. Report composition of the board and its committees by: 3.4 Representation (appointed or elected)	Page 41
	3. Report composition of the board and its committees by: 3.5 Details of non-compliance with regulations, as well as a description of the corrective actions taken.	Page 41
G.2: Collective Bargaining Unit: Description and amount	1. Report total enterprise headcount covered by collective bargaining agreements (Unions) (if applicable).	Page 45
	2. Provide a description of the process by which employees negotiate their contracts with the organisation to determine their terms of employment (e.g., compensation, benefits, hours, leave, occupational health and safety standards, initiatives to balance work and family etc.) Note: Companies should refer to International Labour Organisation (ILO) Convention 1545 term definition of 'Collective Bargaining'.	Page 45

KPI	Main Reporting Component(s)	Location
G.3: Whistleblowing Unit: Statement / Description	1. Provide a description of internal and external mechanisms for seeking advice and reporting concerns on organisational integrity.	Page 45
	2. Provide a description on awareness initiatives conducted by the organisation.	Page 45
G.4: Data privacy Unit: Statement / Description	1. Provide a description of the company's Data Privacy policy.	Page 47
	2. Provide a statement of the steps taken to comply with Personal Data Protection Law (PDPL) rules.	Page 47
G.5: Disclosure Practices Unit: Statement / Description	1. Report if the company provides its sustainability data to sustainability supporting organisations such as the Global Reporting Initiative (GRI) Secretariat, United Nations (UN), CDP etc.	Page 12
	2. Report if the company focuses on specific UN Sustainable Development Goals (SDGs), including setting targets and reporting progress.	Page 12
	3. State whether the company publishes a sustainability report and/or how it integrates sustainability data in its disclosures.	Page 12
G.6: Conflict of interest Unit: Statement / Description	1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: 1.1 Cross-board membership	Page 45
	1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.2 Cross-shareholding with suppliers and other stakeholders	Page 45
	1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.3 Existence of controlling shareholders	Page 45
	1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to 1.4 Related parties, their relationships, nature, transactions, and outstanding balances.	Page 45
G.7: Supplier Code of Conduct Unit: Statement / Description and Percentage (%)	1. Provide a description of the company's Supplier Code of Conduct.	Page 46
	2. Report the percentage of suppliers that comply with the company's code of conduct and the compliance assessment mechanism. Note: A Supplier Code of Conduct refers to a set of principles and standards that outline the company's expectations for responsible business practices by its supplier.	Page 46

KPI	Main Reporting Component(s)	Location
G.8: Incentivised Pay Unit: Statement / Description	1. Report if executives are formally incentivised to perform on sustainability.	Page 19
	2. Report the percentage of executive compensation tied to ESG performance metrics.	Page 19
	3. Provide a description of other links between executive performance and sustainability performance (if any).	Page 19
G.9: Ethics & Anticorruption Unit: Statement / Description and Percentage (%)	1. Report if your company follows an Ethics and/or Anti-Corruption policy.	Page 45
	1.1 If you have an Anti-corruption policy, report the percentage of the workforce that has formally certified its compliance with the policy (provide description of certification and process).	Page 45
	2. Provide a statement of the company's commitment towards its ethics and/or anti-Conuption policy/position.	Page 45
G.10: Assurance Unit: Statement / Description	1. Provide a description of the process by which sustainability disclosures are assured or validated. 1.1 Report if the company's sustainability disclosures are assured or validated by an independent third party.	Page 9

GRI INDEX

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 4
	2-2 Entities included in the organization's sustainability reporting	Page 4
	2-3 Reporting period, frequency and contact point	Page 8
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Page 9
	2-6 Activities, value chain and other business relationships	4Page 6
	2-7 Employees	Page 30
	2-8 Workers who are not employees	Not applicable
	2-9 Governance structure and composition	Page 41
	2-10 Nomination and selection of the highest governance body	Page 44
	2-11 Chair of the highest governance body	Not applicable
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 44
	2-13 Delegation of responsibility for managing impacts	Page 43
	2-14 Role of the highest governance body in sustainability reporting	Page 19
	2-15 Conflicts of interest	Page 45
	2-16 Communication of critical concerns	Page 45
	2-17 Collective knowledge of the highest governance body	Not applicable
	2-18 Evaluation of the performance of the highest governance body	Page 42
	2-19 Remuneration policies	Page 42

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Page 42
	2-21 Annual total compensation ratio	Not applicable
	2-22 Statement on sustainable development strategy	Page 19
	2-23 Policy commitments	Page 45
	2-24 Embedding policy commitments	Page 45
	2-25 Processes to remediate negative impacts	Page 45
	2-26 Mechanisms for seeking advice and raising concerns	Page 45
	2-27 Compliance with laws and regulations	Page 9
	2-28 Membership associations	Page 9
	2-29 Approach to stakeholder engagement	Page 13
	2-30 Collective bargaining agreements	Page 45
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 16
	3-2 List of material topics	Page 18
	3-3 Management of material topics	Page 18
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not applicable
	202-2 Proportion of senior management hired from the local community	Page 35
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 45
	205-2 Communication and training about anti-corruption policies and procedures	Page 45
	205-3 Confirmed incidents of corruption and actions taken	Page 28

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 23
	302-2 Energy consumption outside of the organization	Not applicable
	302-3 Energy intensity	Page 24
	302-4 Reduction of energy consumption	Page 24
	302-5 Reductions in energy requirements of products and services	Not applicable
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 25
	303-2 Management of water discharge-related impacts	Not applicable
	303-3 Water withdrawal	Not applicable
	303-4 Water discharge	Not applicable
	303-5 Water consumption	Page 25
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 21
	305-2 Energy indirect (Scope 2) GHG emissions	Page 21
	305-3 Other indirect (Scope 3) GHG emissions	Not applicable
	305-4 GHG emissions intensity	Page 22
	305-5 Reduction of GHG emissions	Page 22
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 26
	306-2 Management of significant waste-related impacts	Page 26
	306-3 Waste generated	Page 26
	306-4 Waste diverted from disposal	Page 26
	306-5 Waste directed to disposal	Page 26
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 46
	308-2 Negative environmental impacts in the supply chain and actions taken	Not applicable
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 33
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not applicable
	401-3 Parental leave	Page 32
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 35
	403-2 Hazard identification, risk assessment, and incident investigation	Not applicable
	403-3 Occupational health services	Page 35
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 35
	403-5 Worker training on occupational health and safety	Page 35
	403-6 Promotion of worker health	Page 35
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 35
	403-8 Workers covered by an occupational health and safety management system	Page 35
	403-9 Work-related injuries	Page 35
	403-10 Work-related ill health	Page 35

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 34
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 34
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 34
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 30
	405-2 Ratio of basic salary and remuneration of women to men	Page 32
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 28
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 46
	414-2 Negative social impacts in the supply chain and actions taken	Not applicable
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 47



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