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1

ABOUT
BAHRAIN BOURSE

ABOUT BAHRAIN BOURSE

Bahrain Bourse, as a Self-Regulated Organization (SRO) and a front-line regulator, plays a key role in shaping Bahrain's capital markets. Bahrain Bourse provides a platform for the listing and trading of various securities including Equities, Real Estate Investment Traded Funds (REITs), Government Bonds and Sukuks, T-Bills, Mutual Funds, and Bahrain Investment Market.

We aim to offer our stakeholders with the best investment and trading solutions, and pair it with creative insights and problem-solving skills to provide our investors, issuers, and intermediaries with valuable resources to meet their every expectation. Our key growth pillars underpin our way of conducting business and how we interact with our stakeholders: Origination, Innovation, Collaboration, and Pioneering Spirit, and all of them working together is what enables us to offer an "Oasis of Investment Opportunities".

Our history dates back to 1987, which marked the establishment of the official "Bahrain Stock Exchange (BSE)", the predecessor of the "Bahrain Bourse". Since then, the Bahrain Stock Exchange has achieved milestone successes, largely attributed to the support of the Government of the Kingdom of Bahrain and the collaboration provided by its

stakeholders. In 2010, the Bahrain Bourse was established in accordance with Law No. 60 for the year 2010 as a shareholding company to replace its predecessor, the BSE. The Bahrain Bourse is the sole entity in the Kingdom of Bahrain licensed by the Central Bank of Bahrain (CBB) to act as a licensed exchange.

Bahrain Clear, a fully-owned subsidiary of Bahrain Bourse, was established in June 2017 as a clearing house with a disclosed capital of BD5 million, and a paid-up capital of BD1 million. Bahrain Clear is licensed by the CBB and offers pre and post trade services to investors as well as a range of services including transactions depository, clearing, settlement, central registry and registration.

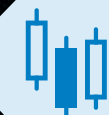
Since its establishment, the Exchange has joined several regional and international organizations such as the Arab Federation of Capital Market "AFCM", International Organization of Securities Commissions "IOSCO", World Federation of Exchanges "WFE", Africa & Middle East Depositories Association "AMEDA", and the Association of National Numbering Agencies "ANNA". Bahrain Bourse is also a partner exchange member to the Sustainable Stock Exchanges "SSE" Initiative, and the Middle East Investor Relations Association – Bahrain Chapter "MEIRA", which enhances our position within the global capital markets.

2023 HIGHLIGHTS



Market Capitalization

BHD 7.77 Billion



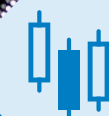
Bahrain All Share Index (Points)

1,971.492



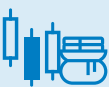
Number of Transactions

17,730



Volume of Shares Traded

780.701 Million



Value of Shares Traded

BHD 210.238 Million

4

key strategic goals

- Embed digital transformation throughout the capital market ecosystem.
- Broaden market accessibility.
- Sustain stable financial performance and optimize operational efficiency.
- Nurture talent and build the right organizational culture.

Bahrain Bourse has been at the forefront of providing pioneering investment and trading solutions with the objective of fostering an efficient and agile financial ecosystem in the Kingdom of Bahrain. Bahrain's unique position as a leading regional financial center has been a key factor for us to drive the next stage of digitalization as well as incorporating leading sustainability-linked practices aligned with international standards, peer regulators and regional participants. In engaging with the diverse range of our stakeholders, our objective has always been to position the Kingdom of Bahrain as an 'Oasis of Investment Opportunities'.

Bahrain Bourse's vision, mission, and strategy are closely aligned with the guiding principles of the United Nations Sustainable Development Goals (UN SDGs) and the Bahrain Economic Vision 2030. Bahrain's unique environmental challenges and conservation concerns emerging from the impacts of climate change, natural resource extraction, and land-use presents a significant opportunity to catalyze collaborative efforts in the marketplace. We also place ourselves on the frontlines to drive meaningful social change by contributing to the labor market through training and development, technological adoption and improving our regional and global competitiveness. We constantly endeavor to champion best practices in corporate governance in the Kingdom of Bahrain to retain our position of being a leading and attractive economic force in the region. Bahrain Bourse's strategy, spans across five key strategic goals covering - Intensifying regional & global outreach, Cultivating capital raising & investment opportunities, Enhancing market literacy & investor awareness, Cultivating operational efficiency, and Developing organizational talent.

We ensure that our Environmental, Social and Governance considerations are aligned with our five strategic goals and cover a wide spectrum of impact areas such as embedding sustainability considerations in our own operations, the stewardship of Bahrain's regulatory, policy and governance framework, community-oriented learning and awareness programs, and empowerment of our women. Each pillar of our sustainability strategy is based on the priorities where we can have the most positive impact and drive meaningful change.

Our objective has always been to position the Kingdom of Bahrain as an "Oasis of Investment Opportunities".





VISION

A Sustainable and Innovative Marketplace



MISSION

To provide a unique suite of innovative and diversified services through agile and efficient capital market platforms serving our stakeholders and promoting sustainable growth.



CORE VALUES



Transparency



Integrity



Efficiency



Commitment To Excellence



Teamwork



Fairness



Flexibility



Environment

The impacts of climate change affect every facet of our communities, ranging from economic growth, employment opportunities, healthcare as well as our own ability to adapt to these risks. While the impacts may vary depending on either the intensity, occurrence or location, it remains our duty to tackle these challenges collectively with the help of solutions provided by both the marketplace and community. Bahrain Bourse's Environmental Statement continues to acknowledge our obligation to safeguard the planet and reduce our environmental impact.



Social & Community Impact

At Bahrain Bourse, we deliver tangible benefits to the community and economy by mobilizing capital, transforming the technology landscape and enhancing financial awareness. We also believe that engaging with the community serves as an effective method to understand the broader societal needs, enabling us to make meaningful and inspiring contributions to Bahrain's progress and development. Our social and community investment strategy has now expanded to involve all our stakeholders to achieve long-term and sustainable outcomes. We endeavor to leverage the relationships we have built in the marketplace to achieve our business goals as well as improve the wellbeing for our people and ensure that our interactions with the community are transparent and impactful.



Governance & Management

Bahrain Bourse is committed to upholding the highest standards of corporate governance by complying with regulatory requirements, protecting the interests of all stakeholders, improving organizational efficiency, and building shareholder value. The stock exchange's policies for risk management, compliance and internal controls reflect its adherence to the regulations issued by the Central Bank of Bahrain and the Ministry of Industry and Commerce. We firmly believe that strong ethical standards and good governance have a positive impact on shareholder value. We strive for complete transparency through effective and continuous disclosures for the benefit of our stakeholders and the wider marketplace.

MESSAGE FROM OUR CEO

In an era where sustainability has become paramount in shaping the future of economies worldwide, the Kingdom of Bahrain stands at the forefront of this paradigm shift. I am proud to share our annual ESG report, showcasing our commitment to Environmental, Social, and Governance (ESG) principles.

The global landscape is rapidly evolving, and with it, the expectations of stakeholders, investors, and regulators. Recognizing this, the Central Bank of Bahrain (CBB) has taken a pioneering step by making it mandatory for all listed entities and their licensees to disclose their impact from ESG initiatives. This bold move not only underscores Bahrain's leadership in Sustainable Finance but also reinforces our collective dedication to fostering a resilient and inclusive economy.

At the Bahrain Bourse, we understand that sustainable development is not just a moral imperative but also a strategic necessity. Our commitment to ESG principles is enshrined in the Bahrain Bourse ESG guidelines issued in 2020, which provides a robust framework for market participants to integrate sustainability into their business practices.

Moreover, as a member of the Gulf Cooperation Council (GCC), in 2022 Bahrain launched the unified GCC guidelines introduced as a part of the Sustainable Stock Exchange initiative by the GCC Exchanges Committee. These guidelines align with international leading practices and demonstrate our shared commitment to promoting responsible investment and corporate citizenship across the region.

This report highlights the pivotal role that ESG plays in driving economic growth, enhancing competitiveness, and ensuring long-term prosperity. From promoting environmental stewardship and social equity to upholding transparent and accountable governance standards, each aspect of ESG contributes to building a more robust and resilient marketplace, while preparing us to embrace and adapt to emerging risks while leveraging key opportunities in the future.

As Bahrain charts its course towards decarbonization and embraces a net-zero strategy, ESG becomes even more integral to our collective success. It is critical for organizations and leaders to catalyze innovation, attract and leverage responsible investment, and accelerate the transition to a low-carbon economy by re-imagining their products and services.

I commend the efforts of all stakeholders involved in advancing Bahrain's ESG agenda, from regulators and market participants to civil society and academia. Together, we have the opportunity to leverage the transformative potential of ESG to build a more sustainable and prosperous future for generations to come.

As we embark on this journey towards a more sustainable future, let us focus on a collective strategy knowing that our collective actions today will shape the Kingdom's economy of tomorrow.

Khalifa bin Ebrahim Al-Khalifa
Chief Executive Officer



At Bahrain Bourse, we understand that sustainable development is not just a moral imperative but also a strategic necessity.

KEY ACHIEVEMENTS 2023

Q1

► Bahrain Bourse participated in the GCC Exchanges Committee which endorsed the adoption of unified GCC ESG metrics across all the GCC exchanges.

► Bahrain Clear participated in ASAR - Al Ruwayeh & Partners Seminar addressing the Bahrain Private Market.

► Bahrain Bourse participated in the second edition of Saudi Capital Market Forum aimed at advancing regional capital markets and brought together issuers, investors and other market players.

► Bahrain Bourse along with the Supreme Council for Women participated in the annual United Nations 'Ring the Bell' initiative for gender equality for the fifth consecutive year.

► Bahrain Bourse and Bahrain Clear participated in the HSBC MENA Markets & Securities Services Forum along with the Central Bank of Bahrain with the view to strengthen linkages with international funds and asset managers.

Q2

► Bahrain Bourse introduced enhanced Bahrain Investment Market (BIM) Regulations aimed at supporting the growth and development of the capital market.

► Bahrain Clear attained a full membership in the Arab Federation of the Capital Markets reflecting our commitment to implement international standards in clearing, settlement, and central depository.

► Bahrain Bourse in collaboration with INJAZ Bahrain concluded the Smart Investor Program 2022-23 with the objective to boost financial literacy among Bahrain's youth.

► Bahrain Bourse conducted the TradeQuest Awards Ceremony under the patronage of the Central Bank of Bahrain to honor the top finalists of the TradeQuest Program.

Q3

► Bahrain Bourse was awarded the 'Most Sustainable Stock Exchange in the GCC Region - 2023' by World Finance Magazine recognizing the initiatives of Bahrain Bourse to drive the ESG agenda in Bahrain's Capital Markets.

► Bahrain Bourse kicked off the sixth edition of the Smart Investors Program in collaboration with INJAZ Bahrain with the aim to create national awareness among the elementary students in the Kingdom of Bahrain and providing students with essential financial literacy skills.

► Bahrain Bourse participated in the MENA Market CSD Roundtable hosted by First Abu Dhabi Bank (FAB) with the aim to highlight the most recent developments taking place within the network of international custodians and asset managers.

Q4

► Bahrain Bourse was awarded the ICT Leadership Award 2023 at the 43rd Gulf and Middle East Information Technology Exhibition and Conference (GITEX Global) highlighting the achievements of Bahrain Bourse in enhancing its business continuity performance and reinforcing operational agility and resilience.

► Bahrain Bourse participated in 'Ring the Bell for Financial Literacy' as part of IOSCO's World Investor Week 2023 to demonstrate its ongoing commitment to enhancing market literacy and investor awareness.

► The Equal Opportunities Committee at Bahrain Bourse in collaboration with the Supreme Council for Women organized a workshop for businesswomen to raise awareness about investment products available at Bahrain Bourse.

ABOUT THIS REPORT

OUR ESG JOURNEY

Globally, stock exchanges have played a vital role in economic growth and development of a country by enabling effective capital allocation in the marketplace. Bahrain Bourse is a critical institution in the economic progress of the Kingdom of Bahrain and is responsible for shaping Bahrain's economic future. Creating a financial ecosystem that is stable, secure and sustainable is our key objective. Our influence extends beyond our core operations to being a champion of sustainability in the capital markets. The Kingdom of Bahrain has set ambitious net-zero goals, and we recognize the responsibility to leverage our ability and influence to steer the adoption of sustainability and environmental awareness in the wider capital market ecosystem.

The Kingdom of Bahrain's explicit commitment to achieving a net-zero goal by 2060 and the interim target of 30 per cent reduction by 2035 is a guiding principle for us and informs our own sustainability targets. The ESG framework of Bahrain Bourse is aligned with the United Nations Sustainable Development Goals and the Bahrain Economic Vision 2030.

In 2023, we continued to demonstrate our commitment to championing sustainability by engaging with our stakeholders including listed firms, issuers, intermediaries, capital market associations and a host of regional and international federations.

Our focus has been to minimize the impact of our operations on the environment and to continuously make efforts for creating a sustainable capital market ecosystem. This is in line with the Kingdom's sustainability and net-zero commitments. We are also focused on creating tangible difference in the wider community that we operate in to drive meaningful change and impact.

This is our fifth Sustainability Report, and it demonstrates our continued commitment to deliver on the goals and initiatives for Bahrain's capital markets in line with our own reporting guidelines. The report is a comprehensive assessment of our initiatives, the achieved outcomes and the impact that these initiatives have had. The relevance of each of our actions is highlighted through its alignment with the United Nations Sustainable Development Goals and the key pillars of our strategic vision. We believe that this report is fundamental to our endeavor to drive enhanced transparency and accountability in sustainability reporting.

Our commitment to the Sustainable Stock Exchanges Initiative and the World Federation of Exchanges (WFE) is also highlighted through this report.

The ESG framework of Bahrain Bourse is aligned with the United Nations Sustainable Development Goals and the Bahrain Economic Vision 2030.



We are committed to the Sustainable Stock Exchanges Initiative and the World Federation of Exchanges (WFE)

We believe that this report is fundamental to our endeavor to drive enhanced transparency and accountability in sustainability reporting.

2



FRAMEWORK & MATERIALITY ASSESSMENT



ESG GOVERNANCE AT BAHRAIN BOURSE

Bahrain Bourse has voluntarily committed to the United Nations Sustainable Development Goals (SDGs). The UN SDGs constitute our guiding principles while executing our ESG initiatives. We are also committed to the carbon emission reduction goal set out by the Kingdom of Bahrain which involves 30 per cent emissions reduction by 2035 and achieving the goal of net-zero by 2060.

Bahrain Bourse joined the United Nations Sustainable Stock Exchanges Initiative to express our commitment towards promoting the advancement of sustainability in the capital markets. We are also a part of the World Federation of Exchanges and ensure that we follow their recommended guidelines.

Our Sustainability and ESG action plan is executed through the Sustainability Committee comprising of members from various business divisions, functions, and includes Subject Matter Experts (SMEs) from within the organization. The Sustainability Committee is responsible for our sustainability related initiatives and community engagements as well as our internal sustainability related practices.

Our ESG governance is aided by our internal policies and procedures which ensure alignment with the leading corporate governance practices. In 2023, Bahrain Bourse set up the Business Continuity Policy to ensure continuity of critical business processes in the event of a significant business disruption. Our risk management policies touch upon multiple operational aspects of Bahrain Bourse and Bahrain Clear and have embedded sustainability considerations as part of the wider risk management.

ESG FRAMEWORK

Our ESG framework involves leveraging our strength and executing sustainability related initiatives that create a meaningful impact and generate positive outcomes for the environment, the community and our stakeholders.

While each of the ESG pillars – Environment, Social, Governance – may vary in terms of criticality, our endeavor has been to ensure that our strategy and initiatives cover each of these pillars in a holistic way.



As part of the **environment** pillar, we strive to minimize the impact that we may have through resource consumption and procurement on the natural ecosystems. We also try to generate awareness about environmental issues and encourage our employees to incorporate environmental considerations within their day-to-day business operations. We are committed to the Kingdom of Bahrain's commitment to decarbonization and carbon neutrality.



Our **social** initiatives are oriented towards generating financial awareness and literacy among various sections of the society especially among students, youth and women. The other aspects that we attach priority to include Inclusion, Diversity and Gender Equality.



Governance is a critical area for our own operations as well as for our listed firms and other relevant stakeholders. We actively champion ethical business practices, sound corporate governance structures, accountability and transparency within the wider financial ecosystem.



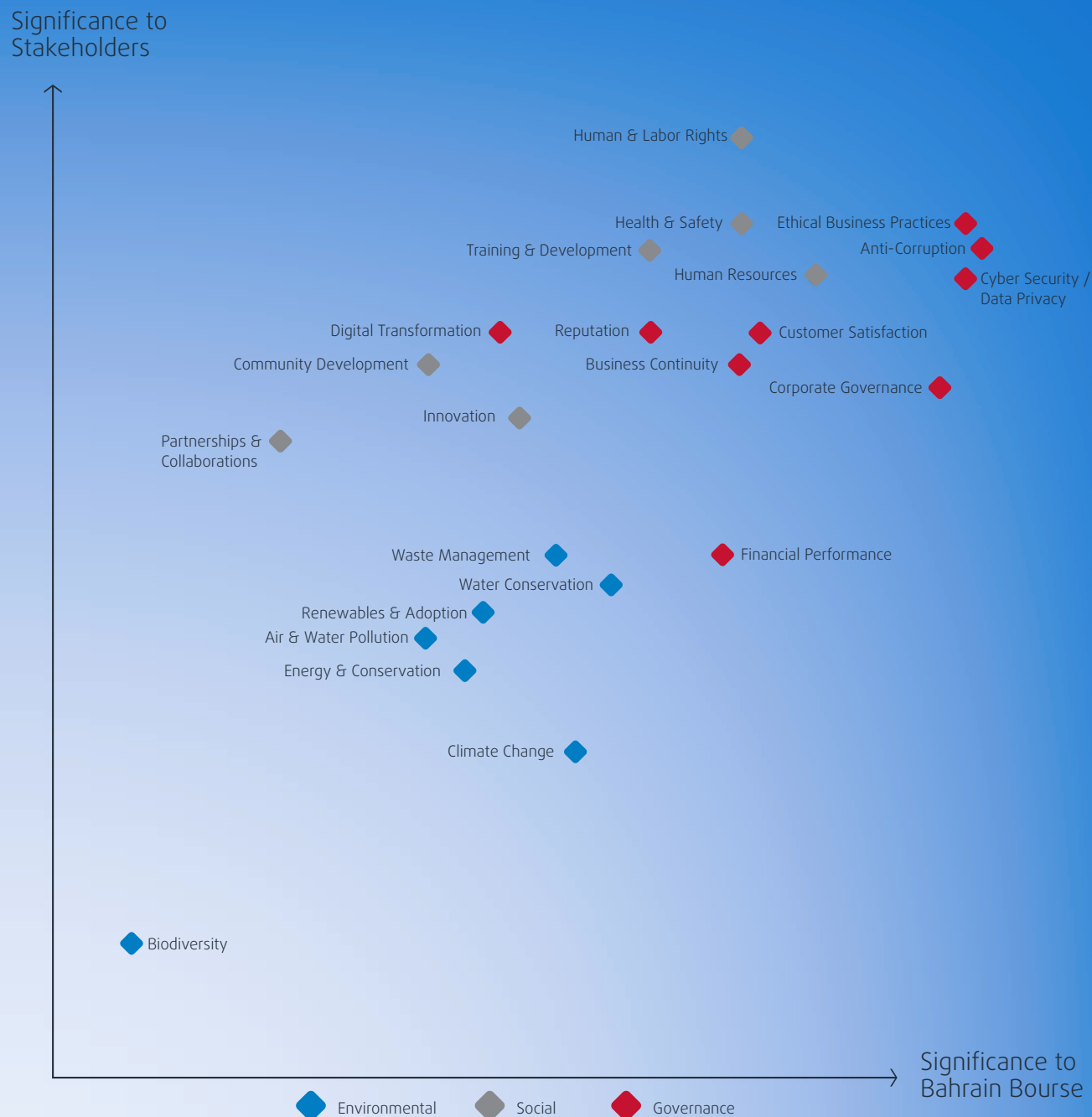
MATERIALITY ASSESSMENT

Materiality Assessment is a critical component in our sustainability journey. The role of Bahrain Bourse as a multi-asset marketplace offering exchange-related facilities for financial instruments creates an ecosystem with a diverse range of stakeholders. Bahrain Bourse's stakeholders include individual investors, listed companies, intermediaries, fund houses, financial institutions, regional exchanges and other regulatory institutions.

Materiality assessment is a key recommendation of the GRI Standards. Such an assessment is important to identify the sustainability related issues which are highly critical for Bahrain Bourse and its diverse set of stakeholders. As a marketplace, our stakeholders often have multiple competing priorities. These priorities could vastly differ from our own organizational priorities. Therefore, materiality assessment helps us in identifying and establishing a clear ranking of priorities across our organization and our stakeholders.

Our materiality assessment is based on surveys sent out to key internal and external stakeholders soliciting their opinion on multiple sustainability-related issues. These issues were broadly classified under three sections: i) Environment ii.) Social and iii.) Governance, Economy and Technology. The importance attached to these issues by the respondents helped us design a materiality matrix to measure and visualize the influence of each topic on Bahrain Bourse and understand how our partners and stakeholders prioritize the same from their perspective.

Based on the materiality assessment and the topic's relevance to Bahrain Bourse's initiatives, 13 materiality topics were selected based on interlinking priorities in the 2023 reporting cycle.



IDENTIFYING MATERIAL TOPICS

3

broad themes



- Environmental Performance
- Social & Community Impact
- Governance & Management

13

materiality topics

Sustainable economic development that considers the impact on environment and communities in addition to the emerging climate-related risks and opportunities have been the key drivers for us to practice and promote holistic Environmental, Social and Governance (ESG) disclosures. As a member of the Sustainable Stock Exchanges (SSE) initiative and a member of the World Federation of Exchanges (WFE), Bahrain Bourse has made a formal commitment to drive sustainability in the capital markets.

Given the nature of our business, social and governance issues have always been the most critical for us. This is also reflected in the opinion of our external stakeholders who cite governance and social issues as the most critical for Bahrain Bourse. Based on feedback from management as well as from our internal and external stakeholders through the Annual

Sustainability Stakeholder Survey 2023, we have identified 13 issues that are material for Bahrain Bourse. The material topics were found to be the most critical ones at an aggregate level by combining the inputs from the internal and external stakeholders.

Our external survey respondents represented multiple sectors including Banking & Financial Services, Telecommunications, Technology, Construction, Hospitality and Food Manufacturing.

Governance & Economic Growth, Regulatory Framework, and Advocacy & Training were cited as the most important contributions of the Bahrain Bourse by all stakeholders.

Accordingly, a host of specific issues within these themes were assessed to be key material issues for the Bahrain Bourse (Advocacy & Training included topics such as Human Capital & Skill Development; Governance topics included Corporate Governance, Anti-Corruption, Business Continuity and Ethical Business Practices).

Governance & Economic Growth, Regulatory Framework, and Advocacy & Training were cited as the most important contributions of the Bahrain Bourse by all stakeholders.

MATERIALITY ASSESSMENT

MATERIALITY TOPICS

13
ISSUES

Based on feedback from management as well as from our internal and external stakeholders through the Annual Sustainability Stakeholder Survey 2023, we have identified 13 issues that are material for Bahrain Bourse.

TOP PRIORITIES

Environmental

- Energy & Conservation
- Air & Water Pollution
- Climate Change
- Waste Management
- Biodiversity
- Renewables
- Water Conservation

Social

- Workplace Health & Safety
- Human and Labor Rights
- Human Resources
- Skill Development & Training
- Community Engagement
- External Partnerships and Assurance

Governance

- Corporate Governance
- Anti-Corruption
- Financial Performance
- Cyber Security & Data Privacy
- Reputation
- Customer Satisfaction
- Business Continuity
- Innovation
- Digital Tools
- Ethical Business Practices



STAKEHOLDER ENGAGEMENT & MANAGEMENT

STAKEHOLDER ENGAGEMENT FRAMEWORK



We believe that stakeholder engagement is vital to ensure that we understand the demands of a rapidly evolving marketplace while also managing the expectations of our partners and stakeholders in society effectively.

Stakeholder engagement to operationalize our ESG strategy is no different from what an organization would do to meet its own financial and economic objectives. Effective stakeholder engagement would involve knowing who your stakeholders are, understanding their needs and knowing how best to engage them in way that would be mutually beneficial to all parties involved. Building the right engagement approach can improve efficiencies in project delivery; raise the profile or visibility of the initiatives undertaken by the organization; build strong allies that act as a bridge to expand the organization's reach and network; and improve the brand and overall reputation of the organization.

Our ability to foster strong relationships with a wide spectrum of stakeholders is built on long-term trust and mutual respect. Engaging with every stakeholder is unique and there is no 'one-size fits all' approach. Several externalities during the pandemic have transformed the way we engage with our stakeholders. Tech-based transformation has provided us with opportunity to enhance our outreach and the way we communicate with each other.

We have categorized our key stakeholders based on the influence they have to directly impact us and our reputation. Each group will require a bespoke approach for engagement based on shared-values, influence, and impact. 'Group 1' encompasses our employees and Board and is naturally the closest relationship based on the impact we have on each other. Similarly, 'Group 2' and 'Group 3' form the subsequent layers of our stakeholder groups and are categorized in broad terms, using generic stakeholder categories that apply to most industries, i.e., regulatory bodies, investors, issuers, members, community, employees, media, market data vendors, and partners. It is important to reiterate that grouping of our stakeholders is in no way an indication of priority in terms of our commitment to these groups; but is specifically linked to our ability to ensure every stakeholder is well integrated in our processes to ensure the broader outcomes of our ESG strategy. Our continuous and seamless stakeholder engagement and open dialogue aims to ensure that we remain relevant and inclusive, as well as creating long-term value for our wider stakeholder group.

STAKEHOLDER CATEGORIES

Group 1

Employees

Board



Group 2

Issuers

Investors

Market Data Vendors

Regulatory Bodies

Partners

Members (Brokerage Firms,
Custodians, Market Makers)



Group 3

Suppliers

Media

Community



STAKEHOLDER ENGAGEMENT & MANAGEMENT



Group 1

Employees, Board



Group 2

Issuers, Investors,
Regulatory Bodies, Members



Group 3

Community, Suppliers, Media

WHY THEY MATTER?

Our internal stakeholders are the foundation of our business offerings and operations. Our Board drives our strategic vision, and our employees are critical for quality service offerings in compliance with the law as well as ethical considerations.

Our immediate external stakeholders repose their trust and confidence in us in the context of their financial and investment activities. They form the crux of our stakeholders who directly utilize our services and their inputs are critical to how we plan to evolve as an entity.

As we continue to support the development of the financial sector in the Kingdom of Bahrain, our community, suppliers and the media are our most important enablers. The continued interaction with them provides a meaningful social and economic context to the work we do.

NEEDS & EXPECTATIONS

Effective and ethical execution of the vision for Bahrain Bourse and Bahrain Clear as outlined by the Board.

Conducive work environment that supports well-being, skill development and learning of the employees.

Effective provision of services and products pertaining to transaction and settlement of a diverse range of financial instruments.

Culture of transparency, compliance with legal mechanisms and policies, and ethical business practices.

Responsible business practices that ensure no adverse impact on environment, society and community.

Using our skills and expertise to drive meaning social change through community learning programs for financial awareness.

OUR RESPONSE

Online communication through emails, social media content and intranet; printed publications including newsletters.

Employee networks, working groups, functional committees; conferences, forums and presentations; and employee surveys.

Regulator-driven programs; communication of new regulatory requirements through conferences and speaking engagements.

Active, periodic and open dialogue with shareholders, analysts and other related stakeholders through our quarterly reporting, annual general meetings, roadshows, one-on-one calls and meetings, printed publications including newsletters.

Engagement through industry/ professional associations, task groups and committees.

Charitable contributions; partnerships for civic engagement and knowledge sharing; corporate volunteering; and promoting third-party programs that are aligned to our ambitions and can positively influence our brand and reputation.

Responses to media requests for information and interviews; Publications, newsletters and other social media content; conferences and speaking engagements.

3



ESG
HIGHLIGHTS

ESG HIGHLIGHTS 2023

Our sustainability strategy places a high value on the three pillars of Environment, Society and Governance. We have taken care to integrate this principle into every aspect of our operations, risk assessments, and policies with a view to ensure that we attain long-term value for all our stakeholders.

The measures put in place - from vision statements and initiatives to policies and voluntary alignments - underline our commitment towards building a future where economic, social, and environmental sustainability prevails. We have aligned our company, operations and business strategy with practices to support the achievement of the UN Sustainable Development Goals (SDGs).

The SDGs are a universal set of 17 goals which involve the entire world, developed and developing countries alike. They are integrated and indivisible and balance the three dimensions of sustainable development that can steer us towards better quality of life, sustainable society, and ensure a better future for everyone in the Kingdom of Bahrain. The SDGs are aimed at providing long-term solutions to global challenges that impact nations worldwide and require a collaborative effort from all stakeholders to achieve a meaningful and lasting impact.



We have aligned our company, operations and business strategy with practices to support the achievement of the UN Sustainable Development Goals (SDGs).



ESG HIGHLIGHTS 2023

3.1 | ENVIRONMENTAL PERFORMANCE

Focus Area



**Environmental
Policy &
Stewardship**

Programme(s)

Bahrain Bourse participated in the 6th meeting of the GCC Exchanges Committee which endorsed the adoption of the unified GCC ESG metrics across all the GCC Exchanges.

Bahrain Bourse along with the Central Bank of Bahrain participated in the 28th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP28) in Dubai, UAE in line with its commitment to spearhead and promote sustainable capital markets and actively engage with the relevant stakeholders including peer exchanges and other regulators.

SDGs



Bahrain Bourse Strategic Goals

► Intensifying regional & global outreach



► The 6th meeting of the GCC Exchanges Committee



► United Nations Framework Convention on Climate Change (COP28)

ESG HIGHLIGHTS 2023

3.1 | ENVIRONMENTAL PERFORMANCE

Focus Area



Environmental Sustainability

Programme(s)

Energy Consumption: We continue to monitor our energy consumption resulting from our business operations. This includes our electricity consumption and our fuel consumption.

Emissions: We continue to report on our Scope 1 and Scope 2 emissions along with our emissions intensity.

Resources Consumption: We also continue to monitor critical natural resources that we consume including water and other items relevant to our daily operations such as paper.

SDGs



Bahrain Bourse Strategic Goals

► Cultivating operational efficiency



Circular Economy

E-Waste Recycling Initiative: We continue to promote proper disposal and recycling of electronics used by Bahrain Bourse and Bahrain Clear as part of E-Waste Recycling Initiative.



► Cultivating operational efficiency



Digital Transformation

DocuSign Initiative : We continue to leverage the DocuSign tool to responsibly manage our paper consumption and the resulting waste generation from it.

E-Services : Our E-Services technology continues to offer registered investors the convenience to access their investment portfolio online and view statements.

Our e-AGM initiative continues to enable investors, issuers, regulators and other participants to participate in AGMs fully virtually or in a hybrid format with in-built voting capabilities thus driving effective use of technology for sustainability practices.



► Cultivating operational efficiency



ESG HIGHLIGHTS 2023

3.2 | SOCIAL AND COMMUNITY IMPACT

Focus Area



Inclusion, Diversity, and Equal Opportunity

Programme(s)

We conducted the “Ring the Bell for Gender Equality” for the fifth consecutive year with participation from public and private sector representatives.

We formed a partnership (through the signing of an MoU) with the Diversity on Board Program, a regional platform focused on assisting organizations in identifying and appointing women to executive and advisory board roles.

In partnership with the Supreme Council for Women, the Equal Opportunities Committee at Bahrain Bourse organized an informative workshop aimed at businesswomen, providing them with insights into the advantages of the Bahrain Investment Market (BIM).

We partnered with the Supreme Council for Women to organize an informative workshop tailored for businesswomen, which provided insights into the diverse investment instruments offered by Bahrain Bourse.

SDGs



Bahrain Bourse Strategic Goals

- Intensifying regional & global outreach
- Developing organizational talent



► Ring the Bell for Gender Equality



► Supreme Council for Women Workshop on Bahrain Investment Market



► Supreme Council for Women Workshop on Bahrain Trade

ESG HIGHLIGHTS 2023

3.2 | SOCIAL AND COMMUNITY IMPACT

Focus Area



Community Investment and Development - Financial Literacy and Education

Programme(s)

We launched the third edition of the Capital Markets Apprenticeship Program, selecting 10 interns from pool of 235 applicants.

In partnership with INJAZ Bahrain, we successfully concluded the fifth edition Smart Investor Program 2022 – 2023 and kicked-off the sixth edition of the initiative. The initiative, aimed at fourth grade elementary school students reflects our strategic commitment to promote investment awareness and educate the youth to make informed choices.

TradeQuest Program – a simulation-based business-education partnership program that provides participating students with a real-life experience of capital market investment. We honored top finalists for the academic year 2022 – 2023 and launched the next edition for the academic year 2023 – 2024.

Ring the Bell for Financial Literacy – Bahrain Bourse’s “Ring the Bell for Financial Literacy” that formed part of IOSCO’s World Investor Week 2023 aimed to draw to the public’s attention diverse financial literacy initiatives.

SDGs



Bahrain Bourse Strategic Goals

- ▶ Enhancing market literacy & investor awareness
- ▶ Intensifying regional & global outreach
- ▶ Developing organizational talent



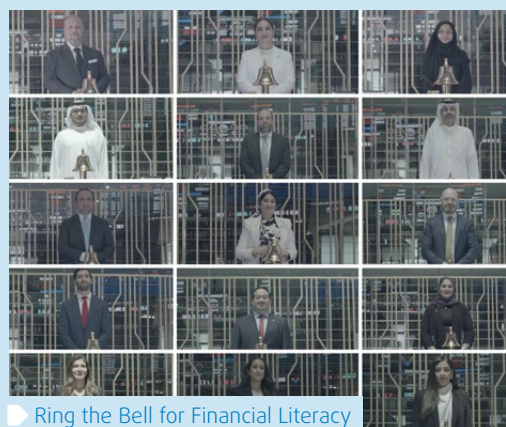
▶ Capital Markets Apprenticeship Program



▶ The fifth edition of the Smart Investor Program



▶ TradeQuest Program



▶ Ring the Bell for Financial Literacy

ESG HIGHLIGHTS 2023

3.2 | SOCIAL AND COMMUNITY IMPACT

Focus Area



Human Rights

Programme(s)

Our Code of Conduct and Ethics continues to follow and abide with all clauses pertaining to the Bahrain Labor Law. Through our HR Policy (Clause 10.1), we ensure fair treatment of all employees in accordance with the requirements of Kingdom of Bahrain's Human Right laws.

No violations or incidents relating to Human rights, discrimination, corruption or bribery were reported in 2023.

We continue to provide redressal mechanisms for complaints or dissatisfaction through the National Suggestions and Complaints System.

SDGs



Bahrain Bourse Strategic Goals

► Cultivating operational efficiency



Employee Health & Wellbeing

We organized the "Long Service Award Ceremony" to recognize the dedication and contributions of seven employees who have completed 5, 10, 15, 20, and 25 years of service at Bahrain Bourse and Bahrain Clear.

As part of the Breast Cancer Awareness month in October, we organized an informative session on breast cancer for our employees to raise awareness about this important health issue.

We hosted a mental health awareness session for employees on World Mental Health Day, in collaboration with a Consultant Psychiatrist at Al Kindi Hospital.



► Cultivating operational efficiency
► Intensifying regional & global outreach



► Breast Cancer Awareness Event



► Mental Health Awareness Workshop

ESG HIGHLIGHTS 2023

3.3 | GOVERNANCE & MANAGEMENT

Focus Area



Stakeholder Engagement

Programme(s)

Bahrain Bourse participated in the GCC Exchanges Committee's efforts to support and promote the implementation of standardized ESG metrics across all GCC Exchanges.

Bahrain Clear participated in ASAR – Al Ruwayeh & Partners Seminar 2023 to address the transfer of the share registry for Closed Shareholding Companies from MOIC to the Bahrain Private Market, as well as amendments to the Corporate Governance Code.

We participated in the Saudi Capital Market Forum (SCMF) 2023 to discuss recent developments in regional capital markets.

Bahrain Clear organized a workshop exclusively for members of the Bahrain Chamber of Commerce and Industry (BCCI) to showcase the services offered by the Bahrain Private Market platform.

As part of our ongoing efforts to enhance international investments and foster connections with global fund and asset managers, we actively took part in the HSBC MENA Markets & Securities Services Forum 2023.

We announced regulatory changes to Bahrain Investment Market, an equity market designed for fast-growing companies seeking growth capital.

SDGs

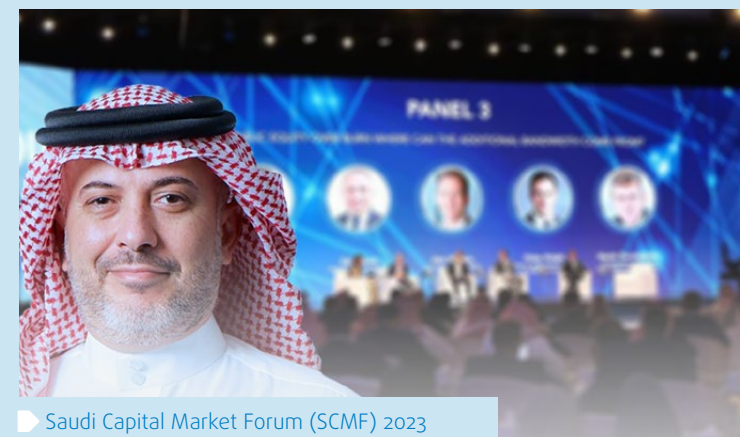


Bahrain Bourse Strategic Goals

- Intensifying regional & global outreach
- Enhancing market literacy & investor awareness
- Cultivating capital raising & investment opportunities
- Developing organizational talent



ASAR – Al Ruwayeh & Partners Seminar 2023



Saudi Capital Market Forum (SCMF) 2023



HSBC MENA Markets & Securities Services Forum 2023.

ESG HIGHLIGHTS 2023

3.3 | GOVERNANCE & MANAGEMENT

Focus Area



Stakeholder Engagement

Programme(s)

The Board of Directors of the Arab Federation of Capital Markets (AFCM) approved the admission of Bahrain Clear, with a full membership status of the AFCM.

We actively participated in the HSBC GCC London Conference 2023, to discuss the growth and advancement of capital markets, the reform agenda of the GCC bloc, strategies for economic diversification, and investments in sustainable finance to facilitate the transition towards a more sustainable economy.

We hosted the Middle East Investor Relations Association (MEIRA) Annual Conference and Awards – MEIRA 2023: From ESG to Sustainable Capital Markets in collaboration with the Central Bank of Bahrain.

Bahrain Clear's participated in the MENA Market CSD Roundtable hosted by First Abu Dhabi Bank (FAB) to highlight the most recent developments taking place to a network of international custodians and asset managers.

We participated in the panel discussion titled: "Navigating the ESG Landscape: Insights from Bahrain Bourse and the Central Bank of Bahrain", alongside the CBB, at the 28th Conference of the Parties to the UN Framework Convention on Climate Change (COP28).

SDGs



Bahrain Bourse Strategic Goals

- ▶ Intensifying regional & global outreach
- ▶ Enhancing market literacy & investor awareness
- ▶ Cultivating capital raising & investment opportunities
- ▶ Developing organizational talent



▶ HSBC GCC London Conference 2023



▶ MEIRA) Annual Conference and Awards

ESG HIGHLIGHTS 2023

3.3 | GOVERNANCE & MANAGEMENT

Focus Area



Business Ethics, Risk and Compliance

Programme(s)

Trainings - We continue to conduct training sessions for our employees to ensure adherence to the highest governance standards. These trainings include topics such as Anti-Money Laundering for employees handling investor transactions & Insider Awareness Training for all the staff at Bahrain Bourse and Bahrain Clear.

SDGs



Bahrain Bourse Strategic Goals

► Cultivating operational efficiency



Employee Health & Wellbeing

Bahrain Clear initiated the Information, Cybersecurity & Data Privacy Policy to strengthen its practices and controls related to data privacy and cybersecurity and align with international standards.

We continue to comply with Bahrain's PDPL regulations and our initiatives on PDPL are aligned with local requirements and internationally recognized standards.



► Cultivating operational efficiency



4



DETAILED DISCLOSURE
**ENVIRONMENTAL
PERFORMANCE**

Relevance

Given how deeply intertwined people, businesses and the environment are, environmental stewardship warrants our complete attention in setting the right policy and guidance to protect our natural resources and biodiversity. Globally, environmental stewardship is now an integral component to corporate responsibility, as both companies and consumers acknowledge the significance of preserving our planet and resources. Stewards can be government bodies, community groups, corporations, or individuals. Examples of environmental stewardship include legislative, regulatory or policy level actions at the global, regional and local levels.

The United Nations backed Sustainable Stock Exchanges Initiative (SSE) was launched in 2009 to encourage exchanges in promoting better markets through sustainable business practices. The SSE's objective is to offer a global forum for exchanges to work with investors, companies, regulators, policymakers, and relevant international entities, to improve their performance regarding environmental, social, and corporate governance matters.

In 2015, the World Federation of Exchange recommended a set of 33 baseline metrics as part of its Exchange Guidance and Metrics. This document was intended to supplement the Sustainable Stock Exchange's Model Guidance and to identify specific metrics exchanges may wish to encourage companies to disclose as baseline indicators.

From a regional perspective, the Gulf Exchanges Committee, a regional body of GCC-based exchanges has also emphasized the importance of sustainability in the GCC capital markets. In 2023, due to the differences of standard of reporting, they made an important step towards standardizing ESG disclosure across the GCC region by publishing the GCC ESG Disclosure Metrics.

Commitment

We acknowledge that our operations have an impact on the environment. Therefore, we deeply commit to our duty for environmental stewardship by recognizing the need to actively address and mitigate environmental concerns.

Our commitment involves utilizing our resources, expertise, and innovative strategies to find market-based solutions for climate change, ecosystem preservation, and other crucial environmental issues. We continuously seek opportunities to engage our members, collaborate with our stakeholders and partner with relevant organizations to achieve our objectives.

Actions



Unified GCC metrics
across all the GCC
exchanges

29

ESG topics
across the
Environmental,
Social and
Governance pillars.

As an outcome of the sixth meeting of the Gulf Exchanges Committee, we endorsed the adoption of unified GCC metrics that was standardized across all the GCC exchanges.

The metrics comprise of 29 topics across the Environmental, Social and Governance pillars. They mandate a set of comprehensive disclosures related to categories such as GHG emissions, energy usage, water usage, gender diversity, data privacy and ethics.

As national, regional and international ESG regulations evolve, the GCC ESG disclosure metrics are an important step towards synchronizing ESG regulations in the GCC region and enabling ease of adoption and comparability of leading practices for industry peers.

Relevance

Climate change stands as one of the most pressing challenges of our time, requiring immediate attention and coordinated efforts. Tackling climate change is not only crucial for the well-being of our planet but also plays a vital role in fostering sustainable economic growth. Sustainability is among the fundamental principles upon which the Bahrain Economic Vision 2030 is based. The Economic Vision 2030 has stated, with authority, that long-term economic growth and the well-being of our people must not come at the cost of the environment. Bahrain, through several of its agencies, has promulgated the necessary mitigation and adaptation measures that tackle the impacts of climate change and environmental degradation.

Bahrain's commitment to meeting the targets of multiple international frameworks including the United Nations Sustainable Development Goals (UN SDGs) as well as its ambitious pledge of achieving a 30 per cent carbon emissions reduction by 2035 and reaching net-zero by 2060 has provided the catalyst that brings together the marketplace and the community to adopt necessary measures to tackle this challenge.

Commitment

As the primary stakeholder in Bahrain's capital market, we recognize our responsibility to protect the planet and our position to lead by example.

As a key stakeholder in Bahrain's economic landscape and a member of the UN Sustainable Stock Exchange Initiative, we are committed to supporting the UN Sustainable Development Goals and actively playing our part in working towards the realization of the Economic Vision 2030 and the 2060 Net-Zero target to transform Bahrain into a low-carbon economy.

We understand our actions can impact the environment around us; therefore, we are committed to implementing sustainable actions and adopting environmentally responsible practices to reduce our environmental footprint. Reducing our carbon emissions and improving efficiency in our energy use will continue to be a priority for us as an organization.

Actions

**successfully
integrated
ESG**
considerations
into our overall risk
assessment


staff training
to enhance
environmental
awareness

As a registered entity in the Kingdom of Bahrain we comply with all relevant environmental legislation and regulations mandated in the country.

We have successfully integrated ESG considerations and risk factors into our overall risk assessment framework.

We actively manage our direct environmental impacts by optimizing our internal operations and aligning with national environmental targets and objectives including the United Nations Sustainable Development Goals (UN SDGs) and UN Sustainable Stock Exchange Initiatives as well as policy commitments.

We continue to provide internal staff training to enhance environmental awareness and encourage our employees to understand the importance of incorporating environmental considerations within their day-to-day business operations.

Relevance

The concept of the Circular Economy acknowledges the importance of a sustainable economic model and encourages waste reduction by examining the complete life cycle of materials. It involves promoting products and operations that contribute to increased reusability and recycling.

The United Nations SDG 12 refers to Responsible Consumption and Production which is an integral part of organizational sustainability with reduction of waste generation and efficient management of the generated waste identified as critical focus areas.

Currently, nearly all of Bahrain's municipal waste is diverted to the landfill and only a proportion of waste, mainly paper and plastic, is diverted to recycling plants. Given that Bahrain is an island nation, responsible waste management practices are critical to maintain the integrity of its environment and prevent adverse downstream impact on landfills. There are select national level policies focused on increasing awareness among the communities and lowering the volume of waste diverted to landfills such as the National Waste Management Strategy, the Plastic Waste Management Initiative and the E-Waste Management Initiative. These have had a trickle-down effect on the marketplace where several companies now are increasingly measuring and monitoring their recyclable waste.

Commitment

As part of our efforts to raise awareness on responsible consumption and reduce our environmental footprint, we are committed to monitoring and reporting the consumption of resources and continuing with our initiatives to maximize its recycling.

We continue to encourage our employees to adopt the principles of circular economy into their day-to-day operations and remain conscious of the waste generated throughout our entire value chain.

Actions


**tracking
consumption**

instilling a culture of
**responsible
printing**

Circular economy is relevant to certain aspects of our operations particularly in the context of our paper consumption and our e-waste generation. In order to minimize the impact generated on the environment due to consumption of these resources in our day-to-day business operations, we have put in place certain practices that track and minimize the consumption of these resources with tangible environmental impact.

From an operational standpoint, resources such as paper and electronic equipment constitute a significant proportion of our consumption footprint. Accordingly, we have instituted internal processes to ensure that the consumption of these resources is properly monitored, along with its post use disposal and recycling.

Recycling of paper, cardboard and OCC materials in addition to E-Waste recycling with the help of our recycling vendors has enabled us to responsibly manage the impact directly generated as a result of our operations.

Some of our initiatives are also aimed at instilling a culture of responsible printing among our workforce.

Relevance

Digital Transformation occupies a unique position, within any organization, that straddles operational efficiency and environmental sustainability, thus presenting an opportunity to improve their processes and simultaneously minimize the environmental impact of their operations.

The United Nations Environment Program (UNEP) has identified the importance of harnessing technology for a sustainable future, emphasizing the proactive development and use of digital tools to achieve environmental targets to foster positive outcomes for both the environment and the community.

The UN SDG 9 also refers to innovation as a key pillar of sustainability to reduce our operational carbon footprint and concurrently drive process-related efficiency within the organization.

In the context of Bahrain, innovation and digital transformation has been identified as a focus area to enhance Bahrain's business and economic profile and achieve the goals of Bahrain National Vision 2030.

Commitment

We recognize the critical impact we can have on reshaping the capital markets and the wider financial industry through adoption and utilization of technological tools and processes. As a stock exchange, we are committed to delivering improved value for our stakeholders through investments in technologies.

We strive to reshape our business processes, and strategic priorities by utilizing emerging technologies for financial processes and settlements to reduce transactional errors and drive efficiency at scale.

We remain committed to encourage adoption of the latest tools and technologies that help us minimize our carbon footprint through efficient ways of working.

Actions



DocuSign
reducing paper waste

e-services
for registered
investors

e-AGMs
easing stakeholder
participation

Bahrain Bourse continues to leverage the DocuSign initiative which is a digital platform aimed at reducing the need for physical paper. The DocuSign Initiative has been instrumental in diverting paper away from landfills, conserving water and preventing proportionate emissions.

Bahrain Bourse also offers several e-Services facilities to enable digital access to its registered investors for managing their investment portfolio online and viewing their financial statements. This has indirectly helped in achieving substantial reduction in consumption of resources that are associated with routine and procedural tasks in an otherwise physical set up.

Bahrain Bourse, recognizing the needs of the financial community, has also instituted an e-AGM facility that enables issuers, intermediaries, and investors to participate in AGMs through the digital channel thus encouraging a sustainable meeting format along with enhancing the ease of participation for stakeholders.

ENVIRONMENTAL PERFORMANCE

4.5 | OUTCOMES & DATA

Initiative



DocuSign

Description

Bahrain Bourse continued to use the document signing software to electronically sign and manage their electronic agreements. The IT solution has enabled Bahrain Bourse to speed up the agreement processes, maximize productivity and most importantly minimize paper consumption.



Monitor and manage energy consumption and emissions

In 2023, Bahrain Bourse's total electricity consumption decreased by 1%. The average annual electricity consumption per employee was 3.99 MWh in 2023 as compared to 3.95 MWh in 2022. The total emission generated by Bahrain Bourse in 2023 amounted to 377.39 MT of carbon dioxide equivalent – a 1% reduction from the previous year. The emission intensity per employee was 4.44 – a marginal increase of 1% from the previous year.



e-AGM Meetings

The eAGM facility provides a web-based digital platform enabling virtual or hybrid eAGM for organizations along with features such as proxy or shareholder voting, live tracking of voting, and accessing documents. eAGM constitutes a major digital offering of Bahrain Bourse driving enhanced stakeholder engagement as well as doing it in an environmentally efficient way.

Corresponding Global Reporting Initiatives

GRI 306: Waste 2020

Impact 2022

Bahrain Bourse's environmental impact during the reporting period because of utilizing DocuSign are as follows:

- 0.17 MT CO₂-e emissions reduced.
- 69 kgs of wood usage avoided.
- 2037 liters of water conserved.
- In addition, 16 kgs of waste elimination was achieved through the entire duration of DocuSign's usage.

GRI 302: Energy 2016 GRI 305: Emissions 2016

The total amount of Scope 2 emissions directly attributed to Bahrain Bourse's energy consumption totals 373.01 MT in CO₂ equivalents.

The total amount of Scope 1 emissions directly attributed to Bahrain Bourse's fuel consumption totals 4.37 MT in CO₂ equivalents.

The total amount of electricity directly consumed by Bahrain Bourse's operations is 339.1 MWh.

GRI 102: General Disclosures 2021

In 2023, the e-AGM service was utilized by the Al Baraka Group B.S.C. with a quorum of 76.11%.



Docusign impact

CO₂ Emissions reduced by
↓ 0.17 MT

Wood usage avoided
69 KG

Water conserved
2037 LITERS

Waste eliminated
16 KG



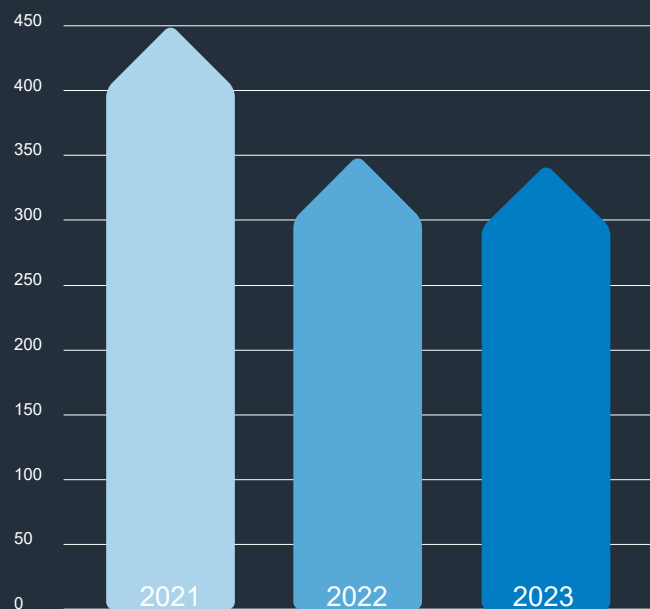
Monitoring impact

Bahrain Bourse's total energy consumption in CO₂ equivalents

373.01 MT

 **-1%**

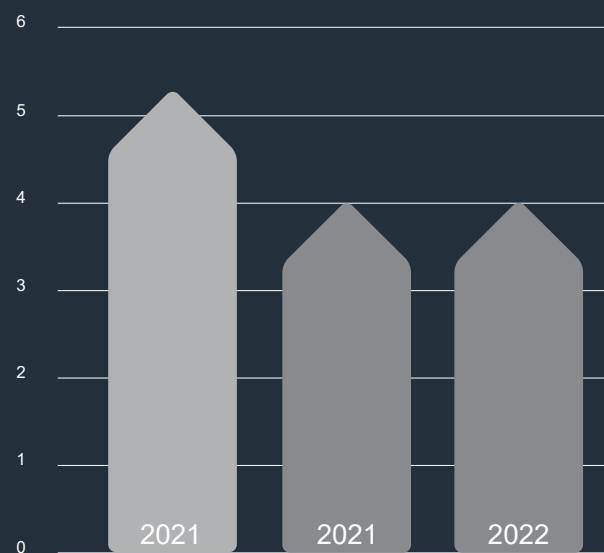
Percentage fall in energy consumption



Electricity Consumption MWh/Year

 **0%**

No significant change in average energy consumption



Average Electricity Consumption MWh/Employee

Energy Consumption Overview	Unit	2021	2022	2023
Total Energy Consumed	MWh/Year	449	344	339
Average Energy Consumed Per Employee	MWh/Employee/Year	5.22	3.96	3.99
Total Fuel Consumed*	Liters/Year	1544.08	1506.95	1912.00

Source: U.S. Energy Information Administration, State Electricity Profiles, U.S. Profile, Table 5 (net generation) and 7 (emissions).
Note: Data are for utility-scale electric power plants, including combined heat and power plants.



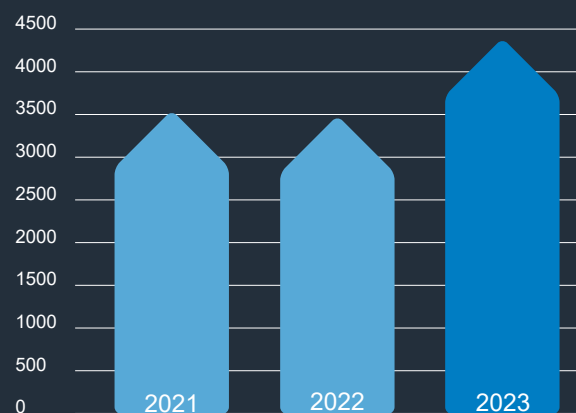
-1%

There has been an overall 1% reduction in the Scope 1 and Scope 2 Emissions.

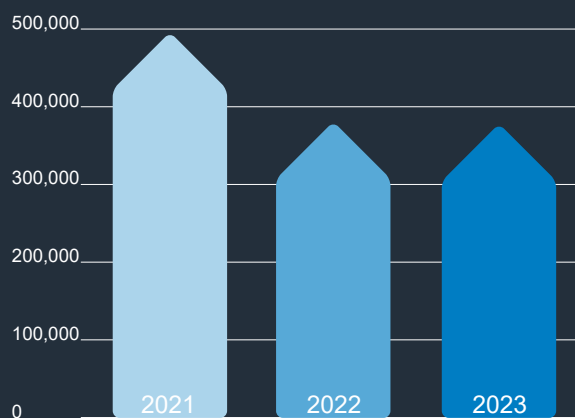


+1%

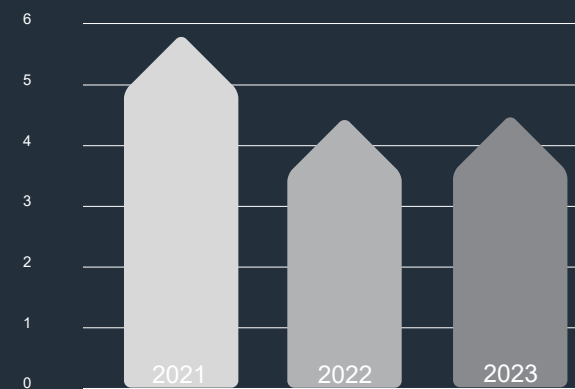
The Emissions Intensity (with respect to employee headcount) has increased marginally by 1% in 2023.



Scope 1 Emissions (KgCo2)



Scope 2 Emissions (KgCo2)



Emission Intensity (MTCO2 Eq / Employee)

Emissions Overview	Unit	2021	2022	2023
Scope 1 Emissions*	Kg Co2-e/Year	3535.94	3450.92	4,378.48
Scope 2 Emissions	Kg Co2-e/Year	493,900	378,560	373,010
Emission Intensity*	Mt Co2-e/Employee/Year	5.78	4.39	4.44
Paper and Recycling Overview				
Paper Consumption	Kg/Year	-	-	886
E-Waste	Kg/Year	-	135.0	135.0

Source: U.S. Energy Information Administration, State Electricity Profiles, U.S. Profile, Table 5 (net generation) and 7 (emissions).

Note: Data are for utility-scale electric power plants, including combined heat and power plants.

* Fuel Consumption data presented for the previous reporting periods, 2021 and 2022, has been updated using accurate and reliable data sources (Fuel Bills) that was recently available to us. Accordingly, Scope 1 emissions and emissions intensity data has also been updated.

ENVIRONMENTAL PERFORMANCE

4.6 | RECOGNITION & ENGAGEMENTS

Most Sustainable Stock Exchange in the GCC Region – 2023

Bahrain Bourse has been accorded with the prestigious title of “Most Sustainable Stock Exchange in the GCC region - 2023” by World Finance Magazine, reinforcing its commitment in driving ESG agenda within Bahrain’s capital markets.

This award demonstrates Bahrain Bourse’s commitment to fostering ESG related disclosures and transparency across listed-companies in line with international investors demand and best practices.

Bahrain Bourse and Central Bank of Bahrain Showcase Sustainability Efforts at COP28

Bahrain Bourse participated along with the Central Bank of Bahrain at the 28th Conference of the Parties to the UN Framework Convention on Climate Change (COP28). A panel discussion titled - ‘Navigating the ESG landscape: Insights from Bahrain Bourse and Central Bank of Bahrain’ highlighted the rising awareness of ESG issues in the region and the importance of ESG reporting for sustainable growth. The panel also emphasized the role of regulatory authorities and exchanges in enhancing the implementation of the ESG reporting requirements.



5

DETAILED DISCLOSURE
**SOCIAL & COMMUNITY
IMPACT**

Relevance

The cornerstone of a modern and competitive economy is a skilled workforce. The alignment of the skills and competencies of the workforce with the requirements of a liberalized economy is essential for our national development particularly in sectors such as technology and finance.

A skilled and engaged workforce also provides intangible gains that includes fostering an ethical business environment, mindfulness towards compliance with laws and regulations and an elevated customer satisfaction.

The United Nations Sustainable Development Goal (SDG) 4 refers to inclusive and equitable quality education along with the UN SDG 8 regarding decent work and economic growth, both highlighting critical areas of intervention in Bahrain's regional and national context.

Bahrain's National Vision 2030 also emphasizes the need for providing quality training in applied and advanced skills required for global competitiveness and to attract new industries to Bahrain.

Commitment

Training and Skill Development continues to be a critical priority at Bahrain Bourse. Given the nature of our business and the position we play in the marketplace, we encourage our workforce to embark on a continuous learning and upskilling process. This helps us challenge status-quo, bring fresh and innovative perspectives and knowledge to our organization.

We are committed to training our employees on key thematic topics that are relevant to our business context thus enabling the creation of a pool highly skilled individuals who stand as our ambassadors both regionally and internationally.

We continue to leverage our strong partnerships we have with world-class service providers to deliver the necessary training and development to our staff and the marketplace.

Actions

we have supported several
employees to attain
certifications
focused on their specific
skillset and talent



An important thematic topic on which our employees are continuously engaged and trained is Anti Money Laundering. We conducted an Anti Money Laundering awareness training aligned with the Central Bank of Bahrain in addition to an AML virtual workshop conducted by Bahrain Institute of Banking and Finance (BIBF). The trainings were mainly conducted for employees from Bahrain Clear ,Trading Operations, and Risk Management functions.

The Compliance function at Bahrain Bourse also conducted an Insiders Awareness Session for all the employees of Bahrain Bourse and Bahrain Clear to ensure adequate understanding of the Insiders' Guidelines.

In addition to the above internal trainings, we have supported several employees to attain certifications focused on their specific skillset and talent including programs such as the Chartered Financial Analyst, Project Management Professional, Certified Anti-Money Laundering Specialist, People Analytics, Corporate Governance Best Practices, Capital Markets Professional Certificate, Advanced Fixed Income Analysis, and Business and Strategy Auditing.

We continue to provide internal staff training to enhance environmental awareness and encourage our employees to understand the importance of incorporating environmental considerations within their day-to-day business operations.

Relevance

The United Nations Sustainable Development Goal (SDG) 8 refers to the need for a decent workplace for creating a sustainable and inclusive workplace. There is an intrinsic link between employee health and well-being and a highly motivated workforce and growing a business sustainably. Paying attention to the wellbeing of employees has a ripple effect on customer satisfaction, adherence to ethical business practices and even on our community that our people are a part of.

Bahrain has had a longstanding commitment to employee welfare and international labor conventions including the International Labor Organization's ten conventions. Bahrain has also been part of the Decent Work Country Program in partnership with the ILO to focus on capacity building, social dialogue, unemployment insurance and protection of migrant workers.

Bahrain's National Labor Law also places emphasis on improving working conditions, fair pay and protection against any form of discrimination.

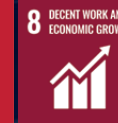
Commitment

At Bahrain Bourse, we are committed to the well-being of our employees. This is in addition to our compliance with the employee welfare provisions in the statute as part of Bahrain's Labor Law.

Our approach to wellbeing is to ensure that every colleague feels safe, well and enabled to do their best at the workplace. To support our wellbeing strategy, we have initiated multiple programs that are focused on employee mental health and workplace safety.

We will continue to engage with our colleagues on a periodic basis to raise awareness of our current initiatives and their importance of wellbeing.

United Nations
SDG
commitments



Actions



To demonstrate the value that we attach to our employees with whom we have had a longstanding association, we recognized their efforts and contribution to the success of Bahrain Bourse and Bahrain Clear with a felicitation ceremony.

Bahrain Bourse and Bahrain Clear hosted a mental health awareness session for its employees highlighting the need to prioritize and attach due consideration for a sound mental health and well-being.

Bahrain Bourse, in collaboration with the Supreme Council for Women, hosted an awareness session during the breast cancer awareness month for its women employees and highlighted the importance of timely prevention through screenings and diagnosis.

SOCIAL & COMMUNITY IMPACT

5.3 | COMMUNITY INVESTMENT AND DEVELOPMENT - FINANCIAL LITERACY AND EDUCATION



Relevance

The United Nations Sustainable Development Goal (SDG) 11 refers to the importance of sustainable communities and the role it plays in fair and long-lasting economic growth. The marketplace has a responsibility to go beyond financial performance and consider the impact of their operations on the communities in which they operate. Engaging with communities in a meaningful and inclusive way, and contributing to their development, can lead to more sustainable and inclusive outcomes for the organization and community.

Globally, there is a heightened sense of awareness within the financial sector regarding the importance of the social dimension of its activities. Building social and human capital through community-focused initiatives related to education, training, and youth development acts as multipliers for national economic growth.

Stock exchanges are often seen as engines of capital creation and fostering entrepreneurship. They have an institutional responsibility of handling financial transaction on behalf of issuers, intermediaries, and retail investors, promoting transparency, accountability, and good corporate governance practices among listed companies and playing a role in educating the public about the importance of long-term financial planning.

Community engagement programs that focus on financial literacy, financial inclusion, investing and trading skills also incidentally align with the objectives of the Bahrain Economic Vision 2030 to provide quality education and skills to the youth in the Kingdom of Bahrain.



Commitment

At Bahrain Bourse, we are committed to ensure that Community Development is an intrinsic element of our operations so that the decisions and actions we do today enables a better, more resilient, world for present and future generations.

Our commitment to engage with the community, that include women and the youth, leverages our core area of operations and business expertise in financial markets. It is in this context, that we aim to continue our investments in spreading financial literacy and raising awareness on sustainable investment practices in our community.

United Nations
SDG
commitments



Actions



our programs are aimed at building awareness about the financial instruments and honing a younger generation of finance and investing enthusiasts.

Bahrain Bourse has been consistently conducting programs such as Apprenticeship, Smart Investing, and TradeQuest specifically focusing on high school and university students to enable them to take informed and responsible financial decisions. These initiatives contribute to a significant capacity building in terms of critical life skills such as financial literacy and investing awareness.

These programs are aimed at building awareness about the financial instruments and honing a younger generation of finance and investing enthusiasts.

We also interact with university students and women to engage them in sessions related to ESG, investment instruments, and investment markets.

Our efforts are particularly directed towards identifying talent among underrepresented sections of our community.

Relevance

Creating equitable workplaces that value diverse perspectives and experiences encourages innovation and ensures that financial products and services meet the varying needs of all consumers.

Across global financial markets, increased gender representation and participation of all stakeholders are pivotal in eliminating systemic barriers and fostering a more inclusive financial landscape. The United Nations Sustainable Development Goal (SDG) 5: Gender Equality explicitly calls for empowering women and girls through equal opportunities and by eliminating gender driven discrimination in any form. The principles of inclusion, diversity, and equal opportunity for all genders is therefore relevant to creating a conducive and enabling marketplace.

The Arab Charter on Human Rights and the Convention on the Rights of Persons with Disabilities are some of the other frameworks ratified by Bahrain which are relevant to the principles of inclusion, diversity and equal opportunities.

Commitment

At Bahrain Bourse, we continue to commit to the principles of inclusion, diversity and equal opportunity, both, in the context of our internal workplace considerations as well as in the context of the wider financial and investment community.

We are dedicated to championing the inclusion of diverse Boards across all listed entities and encouraging our stakeholders to adopt strong diversity and inclusion considerations in their decision-making process.

We actively encourage the participation of women in our workforce and provide them with the necessary enablers through trainings and other corporate initiatives.

Actions



Bahrain Bourse participated in the annual United Nations Ring the Bell for Gender Equality initiative in conjunction with the International Women's Day for the fifth consecutive year.

Bahrain Bourse announced its strategic partnership with the Diversity on Board Program (DOB) to promote their signature Emerging Board Leaders Fellowship (EBLF) program. The initiative aims to promote board diversity within the MENA region to enhance the economic competitiveness, corporate governance and inclusive boards.

Relevance

The Universal Declaration of Human Rights has defined Human Rights as the universal political, civil, economic, labour, social and cultural rights and freedoms to which all people are entitled, without discrimination. The first two Principles of United Nations Global Compact mandate organizations to support the protection of internationally proclaimed human rights. Organizations have the responsibility to respect internationally recognized human rights and the ability to contribute to positive outcomes through social investment/ philanthropy, public policy engagement/ advocacy, and/or partnerships and other collective action.

One of the fundamental principles of the Bahrain Vision 2030 document – Fairness – ensures that all are treated equally under the law, in accordance to international human rights; and that everyone has equal access to services, and that the disadvantaged are supported via adequate job training.

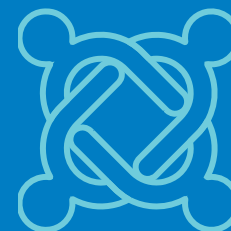
The Kingdom of Bahrain has been a Member State of the International Labour Organization since 1977. The Kingdom has ratified 10 ILO conventions, namely six fundamental conventions, one governance convention, and three technical conventions.

Commitment

We recognize our responsibility to respect human rights and the interests of our employees. We shall endeavor to conduct our operations with honesty, integrity and with respect for human rights and interests of our employees. We proactively take steps to embed our commitment and its overarching principles into the policies and processes throughout our business.

We, at Bahrain Bourse, operate in a manner consistent with the terms of the ILO's Declaration on Fundamental Principles and Rights at Work and the Bahrain Labour Law, including non-discrimination, prohibition of child and enforced labour, freedom of association and the right to engage in collective bargaining, prohibition of harassment, providing equal opportunity to employees, and being fair and equitable.

Actions



In 2023, there were no violations or incidents relating to human rights, discrimination, corruption or bribery.

Our Code of Conduct and Ethics follows and abides to the Bahrain Labor Law. Furthermore, our internal policies align with the general human right law's rules and regulations under Bahrain's constitution.

In 2023, there were no violations or incidents relating to human rights, discrimination, corruption or bribery.

These programs are aimed at building awareness about the financial instruments and honing a younger generation of finance and investing enthusiasts.

In an effort to prevent and address any form of discrimination within the exchange, a formal grievance mechanism was implemented for both internal and external stakeholders.

We ensure that all rules and internal policies are aligned with best practices and local laws, e.g., laws pertaining to labor, safety and data privacy. Furthermore, through HR Policy (Clause 10.1), the Exchange ensures fair treatment of all employees in accordance with the requirements of Kingdom of Bahrain's human right laws.

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA

Initiative



Ring the Bell for Gender Equality

Bahrain Bourse participated in the 'Ring the Bell for Gender Equality' initiative, which took place to commemorate the International Women's Day on 13th March 2023. The event was held for the 9th consecutive year globally.

The initiative is consistent with Bahrain Bourse's commitment to the United Nations Sustainable Stock Exchanges (SSE) initiative, as well as reaching the UN Sustainable Development Goal 5 on gender equality.

The initiative convened a group of distinguished female leaders from various listed companies, as well as other influential stakeholders.

During the event, Bahrain Bourse announced its endorsement of the UN Women Empowerment Principles (WEP) alongside 7,000 other global signatories, who have voluntarily expressed their commitment towards promoting the advancement of gender equality within the workplace and marketplace.



Diversity in Advisory and Executive Boards

Bahrain Bourse entered a strategic partnership with the Diversity on Board Program (DOB) to support their Emerging Board Leaders Fellowship (EBLF) program.

This collaborative agreement is formalized in a Memorandum of Understanding (MoU) between Bahrain Bourse and Diversity on Board, a regional platform that assists organizations in identifying and appointing qualified women to top-level executive and advisory board roles. This collaboration aims to initiate a joint framework that fosters board diversity within the MENA region and help improve its economic competitiveness, corporate governance standards, and inclusivity by leveraging an approach that educates, trains and establishes a robust pipeline of accomplished, board-ready female candidates.



Bahrain Bourse joined

123

international exchanges and clearing houses in Ring the Bell for Gender Equality



25%

of the Board of Directors at Bahrain Bourse are women.

36%

of the senior management at Bahrain Bourse are women.

Corresponding Global Reporting Initiatives

GRI 405: Diversity and Equal Opportunity 2016

Impact 2022

Bahrain Bourse joined 123 international exchanges and clearing houses in the annual initiative that sees participation from multiple peer exchanges.

GRI 405: Diversity and Equal Opportunity 2016

► 2 out of 8 members of the Board of Directors at Bahrain Bourse are women.

► 4 out of 11 members of the senior management at Bahrain Bourse and Bahrain Clear are women.

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA



Initiative



Smart Investor Program

Bahrain Bourse, in collaboration with INJAZ Bahrain, successfully concluded the 2022-2023 Smart Investor Program.

The 6th Edition of the Smart Investor Program, was officially launched in September 2023. The program consisted of seven distinct sessions, each focusing on a specific theme, designed to equip students with essential skills for a comprehensive financial education. These themes included Thinking, Specifying, Planning, Execution, Saving, Progression, and Evaluation. By engaging in interactive edutainment activities, students gained a solid understanding of fundamental financial concepts such as money management, savings, and intelligent financial planning. Moreover, the program enabled students to identify various payment methods, including debit and credit cards, cash, and cheques, empowering them to make informed financial decisions.

The program's achievements in enhancing financial literacy highlighted the dedication of Bahrain Bourse and INJAZ Bahrain to empowering a generation that is well-versed in financial matters.

Corresponding Global Reporting Initiatives

GRI 203: Indirect Economic Impacts 2016

GRI 413: Local Communities

Impact 2022

The National Smart Investor Competition as part of the Smart Investor Program saw participation from 46 school teams including 33 government schools with a total of 182 students.



Trade Quest Program

Trade Quest is a simulation-based business-education partnership program that provides participating students with a real-life experience of capital market investment by learning the systems and regulations implemented at both Bahrain Bourse and the New York Stock Exchange. The participants were trained on analyzing and selecting shares to invest in as well as managing a portfolio of shares.

Under the patronage of the Central Bank of Bahrain the ceremony, held at the Bahrain Chamber of Commerce and Industry (BCCI), honored the top finalists of the 2022-2023 TradeQuest Program with a total of BD 30,000 cash rewards.

TradeQuest offered students a practical learning experience in the realm of financial markets, enabling them to gain valuable hands-on knowledge and skills necessary to thrive in the global marketplace.

GRI 203: Indirect Economic Impacts 2016

GRI 413: Local Communities

The 2022-2023 TradeQuest Program included a total of 20 school teams, including Private and Government Schools, and 7 universities.

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA

Initiative



Capital Market Apprenticeship Program

In 2023, Bahrain Bourse announced the launch of the third edition of the Capital Markets Apprenticeship Program.

The Capital Markets Apprenticeship Program is an on-the-job training program aimed at Bahraini graduates seeking practical experience in the Capital Markets Sector, and it stems directly from Bahrain Bourse's belief in the importance of fostering investment awareness and instilling financial literacy across various age groups.

During the six-month period, selected participants underwent job rotations across Bahrain Bourse and Bahrain Clear. The rotation exposed them to various specialization areas including Trading Operations, Marketing and Business Development, Risk & Compliance, Financial & Accounting Affairs, and Project Management. Interns gained advanced training in trading skills and other workshops related to the Capital Markets Sector, including research methodologies, financial analysis, and digital transformation.

The program consisted of 3 phases that analyzed applicants and evaluated their performance through assessments, interviews, and presentations. Upon completion of the program, interns were issued a certificate of participation and an evaluation letter highlighting their key attributes for potential employers to boost their employability for future employment prospects in disciplines relevant to the Capital Markets.

Corresponding Global Reporting Initiatives

GRI 203: Indirect Economic Impacts 2016

GRI 413: Local Communities

Impact 2022

The program recognized the outstanding achievement of 10 interns from a pool of more than 235 applicants.



The program recognized the outstanding achievement of

10 interns
from a pool of more than
235 applicants

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA

Bahrain Bourse virtually joined

82

other global exchanges in the World Federation of Exchanges' annual 'Ring the Bell for Financial Literacy' event.



Initiative



Ring the Bell for Financial Literacy

Bahrain Bourse announced its participation in the seventh annual World Investor Week (WIW) from 2nd October to 8th October 2023.

The key messages of the IOSCO WIW campaign is focused on three themes: 1) Investor Resilience 2) Crypto Assets, and 3) Sustainable Finance which have been identified as particularly relevant given current global market conditions. Other complementing themes cover Frauds and Scams Prevention, Basics of Investing, Technology, and Digital Finance.

As part of its participation in the week-long events, Bahrain Bourse hosted a 'Ring the Bell for Financial Literacy' campaign featuring key participants from various listed companies and stakeholders to highlight BHB's various financial literacy initiatives.

Corresponding Global Reporting Initiatives

GRI 203: Indirect Economic Impacts 2016

GRI 413: Local Communities

Impact 2022

Alongside the IOSCO WIW, Bahrain Bourse virtually joined 82 other global exchanges in the World Federation of Exchanges' annual 'Ring the Bell for Financial Literacy' event.



Breast Cancer Awareness

Bahrain Bourse and its fully-owned subsidiary Bahrain Clear recently organized an awareness session on Breast Cancer for their employees to mark the Breast Cancer Awareness held during the month of October.

The session was conducted by Dr. Hala Saeed Habib, Consultant Oncologist from Bahrain Specialist Hospital. During the session, female employees were informed about women's health concerns at different stages of life and taught about various health-promoting activities to adopt.

The session was part of Bahrain Bourse's long-term commitment towards the betterment of its employees and the local community.

GRI 403: Occupational Health & Safety 2018

The women employees at Bahrain Bourse actively participated in the workshop and gained an understanding of the preventive measures and timely diagnostics related to their health.

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA

Initiative



Awareness of Bahrain Investment Market for Women

In collaboration with the Supreme Council for Women, Bahrain Bourse's Equal Opportunities Committee organized an awareness workshop exclusively for female entrepreneurs with the aim of informing them about the advantages of Bahrain Investment Market (BIM). BIM is an inventive equity market tailored towards the capital growth needs of rapidly expanding companies. The participants were introduced to the listing requirements, incentives, and distinctive facilities available through BIM.

The workshop was a joint initiative between the Supreme Council for Women and Bahrain Bourse aimed at reinforcing policies, initiatives, and principles that promote equal opportunities and gender balance. The intention was to better equip women to compete in rapidly expanding markets across various sectors and enhance their investment competitiveness.

Corresponding Global Reporting Initiatives

GRI 404: Training and Education 2016

Impact 2022

The investment market awareness workshop helped in generating a sense of awareness regarding the financial markets and investment instruments.



Honoring Employees with a long service record

Bahrain Bourse held a "Long Service Award Ceremony" to honor the efforts of long serving employees for their loyalty and remarkable contribution to Bahrain Bourse and Bahrain Clear over the years.

At the award ceremony held at Bahrain Bourse premises, Shaikh Khalifa bin Ebrahim Al-Khalifa, CEO of Bahrain Bourse presented employees who had completed 5, 10, 15, 20, and 25 years of service at Bahrain Bourse and Bahrain Clear with awards and certificates of appreciation in recognition of their dedicated commitment.



7 employees were presented with long service awards.

GRI 401: Employment

Seven employees were presented with long service awards.

SOCIAL & COMMUNITY IMPACT

5.6 | OUTCOMES & DATA



Initiative



Mental Health Awareness Session

On World Mental Health Day, Bahrain Bourse arranged a mental health awareness lecture for its employees. The session was presented by Dr. Hasan Fadhul, Consultant Psychiatrist at Al Kindi Hospital, providing valuable insights into mental wellness.

The informative session was hosted by Bahrain Bourse as part of its internal initiative to promote mental health, aligning seamlessly with the exchange's strategic goals and focusing on nurturing the emotional well-being of its employees, both within and outside the conventional work environment.

Bahrain Bourse has been consistently implementing diverse programs and initiatives integral to its holistic employee wellness, including awareness sessions, first aid courses, and routine health checkups.

Corresponding Global Reporting Initiatives

GRI 403: Occupational Health & Safety 2018

Impact 2022

The Mental Health Awareness Session helped in promoting awareness about mental health challenges and provided insights to strengthen mental wellness.



Awareness session on Investment Instruments for women

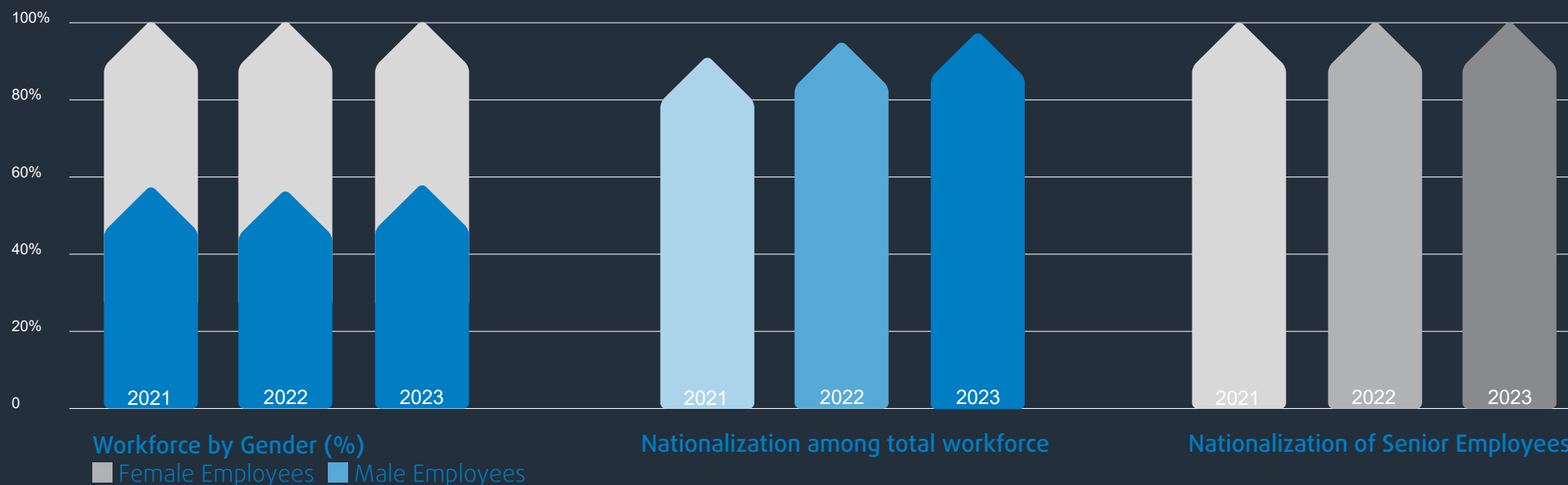
The Equal Opportunities Committee at Bahrain Bourse held an awareness workshop for businesswomen to brief them on various instruments available at Bahrain Bourse. The objective was to support equal opportunities and gender balance to enhance the investment competitiveness of women in various sectors and fast-growing markets.

The key focus was to familiarize the attendees to the "Bahrain Trade" platform, an innovative online trading solution that enables retail investors to directly trade on Bahrain Bourse through the participating banks.

This was in line with the Bahrain Bourse's initiative to raise awareness of digital products and encourage retail participation in the financial market.

GRI 413: Local Communities 2016

The investment market awareness workshop helped in creating a sense of awareness regarding the financial markets and investment instruments particularly among the female entrepreneurs.



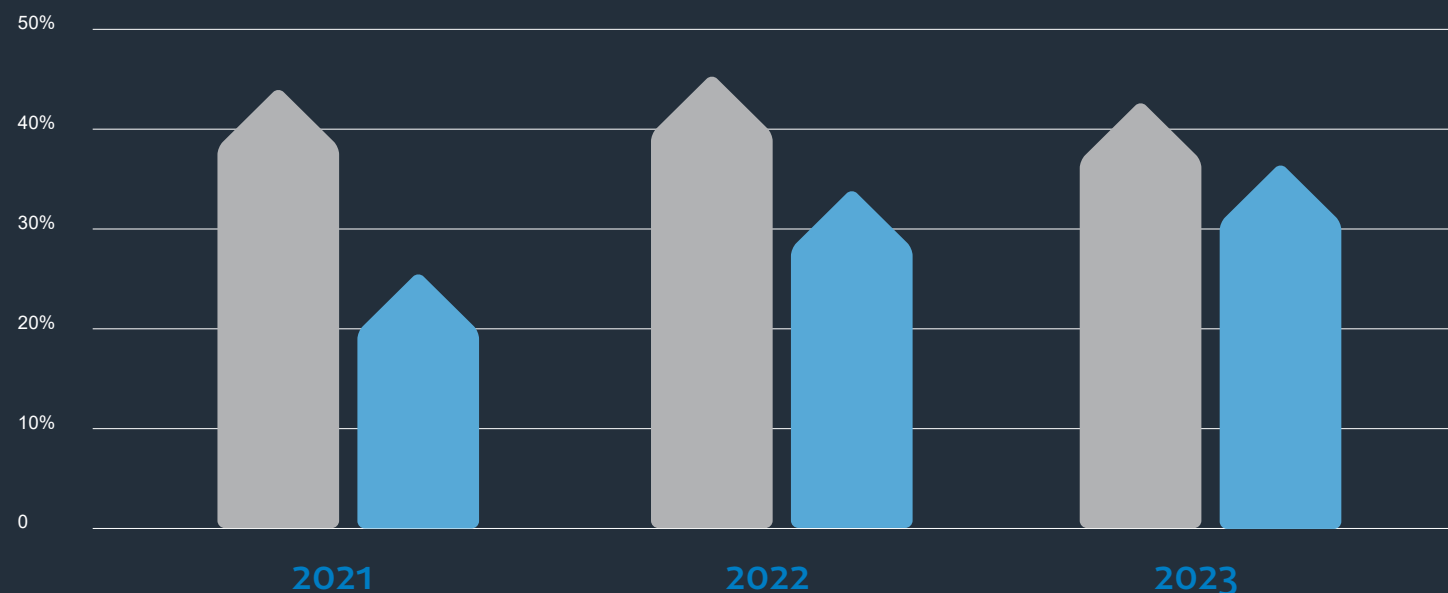
Workforce Overview

	2021	2022	2023
Total workforce (excluding trainees, students, and outsourced staff)	86	87	85
Employees on an indefinite or permanent contract	86	84	83
Employees on a fixed term or temporary contract	0	3	2
Workforce by age			
· Employees aged 21-30	33	31	28
· Employees aged 31-50	45	50	51
· Employees aged 51+	8	6	6
Workforce by gender			
· Male employees	49	48	49
· Female employees	37	39	36

Proportion of Female Employees

■ % of Female Employees

■ % of Female Employees in senior management



Workforce Overview

	2021	2022	2023
Female employees	37	39	36
% Female Employees	43%	45%	42%
Female Workforce in Middle Management			
· Number of Female Employees in Middle Management	8	8	8
· % Female Employees in Middle Management	47%	47%	30%
Female Workforce in Senior Management			
· Number of Female Employees in Senior Management	3	3	4
· % Female Employees in Senior Management	25%	33%	36%

SOCIAL & COMMUNITY IMPACT

5.7 | AWARDS & RECOGNITION

Best Stock Exchange for Financial Literacy Initiatives – GCC 2023

Bahrain Bourse has been accorded with the title “Best Stock Exchange for Financial Literacy Initiatives - GCC” for the year 2023 by Global Banking & Finance Review.

The accolade underlines Bahrain Bourse’s unwavering commitment to fostering literacy through its various programs, and its ongoing participation in the World Federation of Exchanges’ annual ‘Ring the Bell for Financial Literacy’ initiative, as well as its participation in the GCC-wide Awareness Campaign (‘Mulim’) in collaboration with Central Bank of Bahrain to raise awareness on fraud prevention within capital markets.



6



DETAILED DISCLOSURE
**GOVERNANCE &
MANAGEMENT**

Relevance

Organizations need to engage and build collaborative relationships with a diverse range of stakeholders in their value chain to deliberate policies, enforce regulations, adopt leading practices pertaining to corporate governance and update risk management frameworks in their areas of operation.

Engaging with stakeholders and seeking continuous feedback constitutes an important component of the policy design mechanism. A consultative approach with relevant stakeholders towards enforcement of regulations leads to enhanced adherence.

Continuous enhancements to Bahrain's regulatory framework by incorporating leading practices also requires policy stewardship that aligns with the national economic priorities.

In the context of Bahrain, engaging with industry groups, peer regulators, private players is essential to elevate Bahrain's economic profile as an attractive and competitive destination for investments. This is one of the major objectives of the Bahrain National Vision 2030 and requires a uniform and coordinated response from government authorities, regulators and the industry.

Commitment

At Bahrain Bourse, we are committed to engaging with a wide variety of stakeholders ranging from investors, issuers, intermediaries, custodians, fund houses, peer exchanges, national regulators and multiple international financial associations to deliver impactful change through effective regulation and policy stewardship.

We are also committed to engage with the relevant stakeholders to meet our objectives of championing sustainability considerations within the financial ecosystem and seeking feedback to incorporate leading practices within the regulatory framework in Bahrain's marketplace.

We actively participate in policy discussions, industry seminars, international conferences and other capital market forums with an aim to positively impact the market ecosystem.

We also support and host international conferences within Bahrain to further drive globalization of our financial markets and position Bahrain as an attractive financial destination.

United Nations
SDG
commitments



Actions



Our engagement with industry association involved **workshops** for Bahrain Chamber of Commerce and Industry on the topic of Bahrain Private Market.

In 2023, Bahrain Bourse participated in multiple seminars including the ASAR Seminar and the Saudi Capital Market Forum.

We place an emphasis on participating in forums conducted by international financial organizations including the HSBC Markets and Securities Services Forum and the GCC London Conference.

We also participated in the MENA Market CSD Roundtable hosted by the First Abu Dhabi Bank.

Our engagement with industry association involved workshops for Bahrain Chamber of Commerce and Industry on the topic of Bahrain Private Market.

Bahrain Bourse also hosted the Middle East Investor Relations Association (MEIRA) with a view to create awareness among the participants regarding investor relations, transparency, and corporate governance.

Relevance

Data privacy and cybersecurity are increasingly being viewed as critical elements of the financial sector's digital transformation. Adoption of modern technology to facilitate financial and investment activities warrants an exercise of caution, particularly in the context of personal information and data.

Bahrain's Personal Data Protection Law No 30 of 2018 (PDPL) is a crucial compliance requirement for all licensed entities within Bahrain and is critical for data protection and privacy practices of all commercial organizations.

Bahrain's National Cybersecurity Strategy also emphasizes the significance of establishing a reliable platform for a secure and trusted cyberspace within the Kingdom. The strategy encompasses five key pillars, including strong and resilient cyber defenses, effective security governance and standards, building a cyber aware nation, collective defense through partnership and cooperation and cyber workforce development.

Commitment

Data privacy and cyber security continues to be a top priority at Bahrain Bourse. It is part of our commitment to ensure market transparency by maintaining the highest standards of data integrity, availability, and confidentiality.

We are committed to a process of review and reassessment of our Information Security Management system, which integrates multiple levels and types of security arrangements. This purposeful design is specifically intended to safeguard our exchange against all types of data privacy and cyber security threats.

As outlined in our Privacy Policy, we are dedicated to safeguarding personal information in full alignment with the Bahrain Personal Data Protection Law No 30 of 2018 (PDPL), international standards, and other leading practices.



Actions



Bahrain Bourse effected an Information and Cybersecurity and Privacy Policy which is directly benchmarked to ISO/IEC 27001:2022 Information Security Management Systems (ISMS) International Standards. The objective is to continuously improve the processes and controls for effective information security and robust cybersecurity framework.

As part of our commitment to adopt international business excellence and quality standards, we have achieved the prestigious Information Security Certification ISO 27001:2013 in 2021.

To ensure alignment with the national Privacy Policy, we regularly conduct data impact analyses to prevent the collection of redundant data and ensure that all collected data is exclusively intended for legal and business purposes.



Relevance

Services provided by financial institutions such as stock exchanges are considered critical to the functioning of the marketplace, and it is imperative that these services are not interrupted in the event of a major disruption. Black-Swan events such as unforeseen natural calamities or global technology outages can potentially lead to significant business disruption. Therefore, appropriate mitigation measures that include processes and technology must be incorporated to adapt and respond to these events.

Business continuity is important not only from the national economic security perspective but also in developing a sense of implicit trust in the nation's financial institutions.

In the context of Bahrain, the establishment of a Business Continuity Policy is a statutory requirement of the Central Bank of Bahrain. Maintaining business continuity is a significant concern for Bahrain Bourse, as well as for our external stakeholders who depend on us for essential trading and settlement services.



Commitment

We are committed to the principles of business continuity given our critical responsibility of managing and settling transactions pertaining to several financial instruments. We strive to ensure continuous delivery of key products and services to customers even during events of significant business disruption.

United Nations
SDG
commitments



Actions

Bahrain Bourse has established and brought into effect a
Business Continuity
Policy



Bahrain Bourse has established and brought into effect a Business Continuity Policy to ensure that delivery of key services and products is not disrupted in an event of significant disruption. This is an important aspect to ensure economic security and continued economic progress in the Kingdom of Bahrain.

The policy covers key business processes, critical infrastructure and facilities of Bahrain Bourse and applies to all our employees and external stakeholders.

The policy fulfills a key requirement of the Central Bank of Bahrain and is also aligned with the ISO Business and Continuity Guidelines.

Relevance

Risk Management and Compliance are essential pillars of a robust corporate governance structure. Effective risk management enables organizations in timely identification of risk and designing mitigation and adaptation plans to address the identified risks.

Effective risk frameworks also encourage timely flagging of critical risk areas through whistleblowing and informant mechanisms which helps in establishing a culture of compliance and transparency. Risk Management is also critical for establishing an institution's brand and reputation, particularly in the regional and global context.

In the context of Bahrain, the regulatory framework requires compliance with multiple aspects of risk and risk management regulations. The Compliance Directorate within the Central Bank of Bahrain is responsible for verifying licensees' compliance with the requirements of the BMA Law, the AML Law, this Module and other BMA/CBB Regulations relating to terrorist financing and money laundering, and for collating and monitoring suspicious transaction reports.

Commitment

We are committed to conduct our business with transparency, integrity, efficiency, commitment to excellence, teamwork, fairness and flexibility.

Our risk management framework sheds light on the expected business standards and principles of ethical behavior of Bahrain Bourse and specifies what the Exchange expects from its stakeholders as well.

We are committed to enable our employees as well as design effective control and response processes in case of any critical risk event.

We are committed to remain fully compliant with all governmental laws and regulations in relation to, corporate reporting and disclosure, transparent accounting practices and controls, regular corporate auditing, and constant internal process improvements. We consider this commitment as a critical business need in the context of the trust and confidence that our stakeholders attach to us.

United Nations
SDG
commitments



Actions

Environmental, Social & Governance (ESG) risk factors have been integrated as part of our risk assessments framework.



Our risk strategy consists of an Enterprise Risk Management (ERM) framework. This systematic process was carefully curated to identify, analyze and evaluate both strategic and operational risks. The framework focuses on 3 key areas: Effective Strategic risk management, clear accountability and responsibility and, protection of company's balance sheet from stock events. These come together to optimize risk and reward for relevant stakeholders.

Environmental, Social & Governance (ESG) risk factors have been integrated as part of our risk assessments framework. As per our approved risk universe, we have also been examining both external and internal fraud risks and providing action plans for the rectification and control of the risks.

Frequent awareness sessions are carried out for employees to ensure Politically Exposed Persons (PEPs) and sanctioned individuals are promptly identified and can escalate as required in adherence with the CBB rulebook on Anti Money Laundering (AML).

As part of its commitment to meet the requirements of the Central Bank of Bahrain and in line with its efforts to secure a comprehensive enforcement framework to settle disputes, govern, and take disciplinary action against erring entities, Bahrain Bourse has formed a Disciplinary Appeals Board for enhanced accountability.

Relevance

The Ministry of Industry and Commerce (MOIC) in collaboration with the Central Bank of Bahrain prohibit and actively prevent money laundering and the financing of terrorism, deploys the highest operating standards and laws to ensure that all its activities are undertaken within the legal parameters. The following are key pieces of legislation that any entity in the Kingdom will need to abide by:

Decree Law No. 4 of 2001, with Respect to the Prevention and Prohibition of the Laundering of Money.

Resolution No. (103) of 2021 on measures to ban and combat money laundering, terrorism financing and illegal transfer of funds.

Commitment

We continue to endeavor in attaining the highest standards of business conduct and ethics. The Exchange is steadfast in its compliance with all applicable laws and regulations, as we are committed to attaining the highest standards of business conduct and ethics.

We have a zero-tolerance approach to bribery and corruption in all of our relationships and business dealings as part of our commitment to conduct business in an honest, prudent, and responsible manner.

We empower and encourage our employees, at all levels, to speak up against any breach or wrongdoings that include any acts of misconduct of general, operational, legal, or financial nature.

United Nations
SDG
commitments



Actions



We safeguard the Exchange and its investors by adopting several procedures deemed necessary to achieve the highest standards of business conduct.

We safeguard the Exchange and its investors by adopting several procedures deemed necessary to achieve the highest standards of business conduct.

To ensure that all stakeholders adhere with the rules concerning business conduct, the Exchange has formulated specific internal rules for the prevention of Money Laundering and Financial Crime which are based on the Central Bank of Bahrain (CBB)'s Volume 6 Anti-Money Laundering & Combating Financial Crime (AML) Module, the Bahrain Anti-Money Laundering Law 4/2001 and its amendments and the Financial Action Task Force (FATF) Recommendations which the Kingdom of Bahrain follows as an associate member of FATF and a member of MENAFATF.

We continue to periodically review and assess the operations of the Exchange for its resilience against fraud, money laundering and financial terrorism. Quarterly simulations are carried out to identify vulnerabilities and enhance response strategies and action plans against these risks.

Stringent processes are in place that requires multiple sign-offs before processing major transactions, thereby lowering the risk of corruption and ensuring compliance with CBB regulations and standards.

Initiative



Policy Stewardship - ESG Metrics for GCC Listed Companies

Bahrain Bourse participated in the sixth meeting of the GCC Exchanges Committee in Riyadh, Saudi Arabia which endorsed the adoption of unified GCC ESG metrics across all GCC Exchanges.

The GCC Exchanges Committee - GCC General Secretariat, chaired by the Saudi Exchange, published a unified set of ESG Disclosure Metrics that are aligned with the World Federation of Exchanges and Sustainable Stock Exchanges Initiative and include categories across GHG emissions, energy usage, water usage, gender pay, employee turnover, gender diversity, data privacy, ethics and more.

The objective of the GCC Exchanges committee is to aid the growth of regional capital markets and develop an advanced capital market ecosystem in the GCC region.

Corresponding Global Reporting Initiatives

GRI 102: General Disclosures 2021

Impact 2022

The metrics comprise 29 standards (10 Environmental, 10 Social, and 9 Governance metrics) and will support uniform ESG regulations across the GCC.



Prevention of Money Laundering and Financial Crimes for Ethical Business Practices

In line with the Central Bank of Bahrain's guidelines related to Anti-Money Laundering, Bahrain Bourse has established internal rules for prevention of money laundering and financial crimes. This has helped in formulating stringent Know-Your-Customer (KYC) principles as part of the due diligence framework.

The AML rules are critical for reputation and integrity of Bahrain Bourse and the wider capital markets. They play an important role in ensuring that all licensed members of the Bahrain Bourse follow the highest standards of Anti-Money Laundering and Anti-Terrorist Financing frameworks. The rules are an important tool to recognize, investigate and report suspicious activities to law enforcement and regulatory bodies.

In addition to the Central Bank of Bahrain's guidelines, the Anti-Money Laundering mechanism at Bahrain Bourse ensures compliance with the Financial Action Task Force (FATF), an intergovernmental task force to combat money laundering, of which the Kingdom of Bahrain is an associate member.

GRI 102: General Disclosures 2021

GRI 203-2: Significant indirect economic impacts

The Anti-Money Laundering framework has ensured full compliance with the Central Bank of Bahrain's Anti-Money Laundering and Combating Financial Crime Module, the Bahrain Anti-Money Laundering Law, and the Financial Action Task Force (FATF) recommendations. These rules are pivotal to ringfence the Bahraini capital markets against money laundering and terrorist financing activities.



Initiative



ASAR Seminar Addressing the 'Bahrain Private Market'

Bahrain Clear participated in ASAR – Al Ruwayeh & Partners Seminar 2023 that was recently held in Bahrain.

The seminar addressed the transfer of the share registry for Closed Shareholding Companies from the Ministry of Industry and Commerce (MOIC) to the Bahrain Private Market - the modernized share registry platform operated by 'Bahrain Clear', as well as the most recent amendments to Kingdom of Bahrain's Corporate Governance Code.

The Bahrain Private Market platform facilitates Closed Shareholding Companies to access, manage, and execute their transactions in an efficient and effective manner. To ensure the safety and visibility of the company's shareholders, the shares will be held in secure custody by Bahrain Clear.

Bahrain Clear announced the launch of Bahrain Private Market at the beginning of August 2022. Subsequently, various webinars were held to present the key benefits and services that will be provided through Bahrain Private Market as well as the process of accessing, connecting, managing and executing transactions on the platform.

Corresponding Global Reporting Initiatives

GRI 102: General Disclosures 2021

Impact 2022

The seminar saw active participation of 50 people.



Saudi Capital Market Forum

Bahrain Bourse participated in the Saudi Capital Market Forum (SCMF) 2023 in its second edition.

The event took place in Riyadh, under the patronage of the Chairman of the Capital Market Authority of Saudi Arabia. In parallel to the forum, Bahrain Bourse also participated in the 7th GCC Exchanges Committee Meeting to discuss recent developments in regional capital markets.

The conference is a notable event in the calendar for both regional and international issuers and investors. It serves as a platform for two days of dialogue and discussion, aimed at advancing regional capital markets by bringing together issuers, investors, and other market players.

GRI 102: General Disclosures 2021

The conference is critical in the regional context from a regulatory and policy framework point of view.

GOVERNANCE & MANAGEMENT

6.6 | OUTCOMES & DATA



Initiative



Bahrain Private Market Workshop

Bahrain Clear conducted a workshop for Bahrain Chamber of Commerce and Industry (BCCI) Members. The workshop addressed the key benefits and services that Bahrain Private Market platform provides to Closed Shareholding Companies.

The workshop highlighted the benefits of joining the platform, as well as the process of joining Bahrain Private Market.



HSBC MENA Markets & Securities Services Forum

Bahrain Bourse and Bahrain Clear successfully participated in the HSBC MENA Markets & Securities Services Forum 2023, which took place in Dubai, UAE.

The delegation included representation from Central Bank of Bahrain, Bahrain Bourse, and Bahrain Clear. This was a part of our endeavor to further attract international investments and strengthen linkages with international fund and asset managers, to further showcase key regulatory and market developments and measures to regional and international investors.

The two-day conference connected attendees to a global custodial network, investors, and served as a platform for leading a regional digital presence for securities services. Members of our delegation held one-on-one meetings with representatives of renowned international asset and fund managers and were briefed on the capital markets of Bahrain and the latest regulatory and market advances. Additionally, the opportunities presented by its listed companies were highlighted with the objective of developing corporate partnerships that align with the Kingdom's Economic Vision 2030.



Corresponding Global Reporting Initiatives

GRI 102: General Disclosures 2021

Impact 2022

There were 40 BCCI members in attendance.

GRI 102: General Disclosures 2021

The forum was a significant platform for Bahrain Bourse to engage with established participants from the private sector who form an integral part of our stakeholder base and are critical for internationalization of Bahrain's capital markets.

GOVERNANCE & MANAGEMENT

6.6 | OUTCOMES & DATA

Initiative



Bahrain Investment Market (BIM) Regulations

Bahrain Bourse announced regulatory changes to Bahrain Investment Market in April 2023.

The series of regulatory changes to Bahrain Investment Market were aimed at supporting the growth, development of the market, enhance market attractiveness, and simplify and increase the efficiency of the admission process. The regulatory changes introduced form part of Bahrain Bourse's ongoing strategic plans to enhance Bahrain Investment Market.

Corresponding Global Reporting Initiatives

GRI 102: General Disclosures 2021
GRI 203-2 Significant indirect economic impacts

Impact 2022

The regulatory changes underscored the critical role played by Bahrain Bourse in enhancing regulatory and policy framework in the Kingdom of Bahrain.



Membership of the Arab Federation of Capital Markets

The Board of Directors of the Arab Federation of Capital Markets (AFCM) approved the admission of Bahrain Clear, a fully-owned subsidiary of Bahrain Bourse, with a full membership status of the AFCM during a virtual meeting that was held.

GRI 102: General Disclosures 2021

The federation currently has 24 members representing around 17 stock exchanges and 7 clearing companies, in addition to several brokerage companies in the Arab region. It marked an important step in gaining regional recognition for Bahrain's capital markets.



Investment opportunities in Bahrain's Capital Market

Bahrain Bourse and Bahrain Clear actively participated in the HSBC GCC London Conference 2023, held from June 12th to June 16th, 2023, as part of their ongoing commitment to attract foreign investments and foster global partnerships.

The event served as a platform to bring together HSBC clients, contacts and stakeholders with key leaders from GCC stock exchanges, providing a unique forum to promote the development of capital markets and develop a deeper understanding of investment opportunities within the region.

GRI 102: General Disclosures 2021

HSBC's GCC Conference brought together senior leaders from exchanges representing all GCC markets with international investors, covering seven regional GCC stock exchanges. It helped elevate Bahrain's economic profile as an attractive economic destination for the global investor community.



Initiative



Middle East Investor Relations Association "MEIRA" Conference

Bahrain Bourse hosted the Middle East Investor Relations Association (MEIRA) Annual Conference and Awards – MEIRA 2023: From ESG to Sustainable Capital Markets in collaboration with the Central Bank of Bahrain on November 13, 2023.

The conference is a premier Investor Relations (IR) gathering in the MENA region. It serves as a vibrant hub where exchanges, listed companies, brokers, research analysts, IR advisory firms, and regional regulatory bodies converge. The event emphasizes the crucial role of IR, transparency, and corporate governance in fostering sustainable capital markets.



MENA Market CSD Roundtable

Bahrain Clear participated in the MENA Market CSD Roundtable hosted by First Abu Dhabi Bank (FAB) that was held recently.

This comes as part of part of Bahrain Clear's efforts to develop its CSD services and offer enhanced services to investors in line with international practices and standards.

The discussion showcased Bahrain Clear's recent developments, including key advancements in post-trade services, with the attendance of leading global custodians, international private banks, and broker dealers.

Attendees included representatives from Northern Trust, BNP Paribas, BNY Mellon, SEB Group, Credit Suisse, and SSB, among others.



Key Policy Updates

Bahrain Bourse implemented three major policy updates as part of its risk management framework. The major policy overhaul saw the update to the Enterprise Risk Management framework highlighting the key goals, principles, risk management procedures and responsibilities. The policy also sheds light on the risk management reporting system and guidelines for risk management activities to be carried out in a systematic and consistent manner.

The other policy updates include the Bahrain Bourse Business Continuity Policy in line with the requirement of the Central Bank of Bahrain. The policy sets out a framework for continued operations and delivery of services in the event of a significant business disruption.

Bahrain Bourse also updated the Information Security Policy that relates to controls, procedures, and standards pertaining to Information and Cybersecurity, Data Governance and Privacy Policy.

Corresponding Global Reporting Initiatives

GRI 102: General Disclosures 2021

Impact 2022

The MEIRA Annual Conference was critical in positioning Bahrain as a premier investment destination and strengthening the confidence of the regional and international investor community in the capital market of Bahrain.

GRI 102: General Disclosures 2021

The MENA Market Central Securities Depository CSD Roundtable was a critical stakeholder engagement for the strengthening of CSD services infrastructure in Bahrain and involved inputs from several private sector stakeholders.

GRI 102: General Disclosures 2021 GRI 203-2 Significant indirect economic impacts

Updated Policies:
Bahrain Bourse Business Continuity Policy 2023.
Information Cybersecurity and Data Privacy Policy 2023.
Bahrain Bourse Enterprise Risk Management Policy 2023.

ICT leadership Award at GITEX 2023

Bahrain Bourse won the ICT Leadership Award 2023 at the 43rd Gulf and Middle East Information Technology Exhibition and Conference (GITEX Global) that was held in Dubai, United Arab Emirates.





APPENDIX

7.1 | GRI INDEX TABLE

The GRI content index provides a reference to the publication year for each GRI Standard used and the location of each topic specific disclosure in the report.

	Material Topics	Environmental Performance	
1	GRI 102 General Disclosures 2021	102-44 Key Topics and Concerns Raised	Refer to Section Detailed Disclosures (Page 32)
2	GRI 302 Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduction of energy consumption	Refer to Section Detailed Disclosures (Page 32)
3	GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect 305-4 GHG emissions intensity (Scope 2) GHG emissions 305-5 Reduction of GHG emissions	Refer to Section Detailed Disclosures (Page 32)
4	GRI 306 Waste 2020	306-4 Waste diverted from disposal	Refer to Section Detailed Disclosures (Page 32)

	Material Topics	Social and Community Impact	
1	GRI 403 Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety 403-6 Promotion of worker health	Refer to Section Detailed Disclosures (Page 45, 47)
2	GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	Refer to Section Detailed Disclosures (Page 46, 48, 67-71)
3	GRI 102 General Disclosures 2016	102-44 Key Topics and Concerns Raised	Refer to Section Detailed Disclosures (Pages 37-41)
4	GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Refer to Section Detailed Disclosures (Page 42, 48, 49)
5	GRI 203 Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Refer to Section Detailed Disclosures (Pages 43-45)
6	GRI 413 Local Communities	413-1 Operations with local community	Refer to Section Detailed Disclosures (Pages 43-45, 47)

	Material Topics	Governance and Management	
1	GRI 102 General Disclosures 2021	102-44 Key Topics and Concerns Raised	Refer to Section Detailed Disclosures (Pages 57-61)
2	GRI 203 Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Refer to Section Detailed Disclosures (Page 57, 60-61)

APPENDIX

7.2 | TRAINING DATA

Internal Training Topics 2023	Number of Attendees	Number of Sessions
Anti – Money Laundering (AML) Training	27	1
Insiders Awareness Session	71	2

Internal Course Support	Number of Employees
PMI-ACP : Agile Certified Professional	1
CFA - Level 2 - Chartered Financial Analyst	1
Project Management Professional Exam	1
CIPD programs in Human Resources - Level 5	1
Certified Anti-money laundry Specialist	1
People Analytics and HR in Metaverse	2

External Trainings	Number of Employees
Next Generation Leadership : Transforming Personal and Team Effectiveness	1
Advanced Fixed Income Analysis by Fitch-Learning	1
Certified Business & Strategy Auditor Masterclass	1
Certificate in Succession Planning & Career Development	1
Certificate in Corporate Governance Best Practice	3
Strategic Leadership in an Era of Disruption	1
Planning and Administering SharePoint 2016	1
Capital Markets Professional Certificate Course	1
EC-Council Certified SOC Analyst (CCSA) + Exam Voucher	1

APPENDIX

7.2 | TRAINING DATA

	External Trainings Conducted by BIBF	Number of Employees	Number of Training Hours
1	Anti-Money Laundering Awareness Program	7	105
2	Artificial Intelligence & Robotic Process Automation in Banking	1	10
3	Asset Valuation	1	15
4	Audit Report Writing	2	20
5	Audit Risk Management	2	20
6	Award in Business Continuity Management	4	80
7	Behavioral Finance & Investment Decision Making	1	10
8	Blockchain for Fraud Management	1	10
9	Blockchain Security	1	n.a.
10	Building High Performance Teams	1	10
11	Building Website with WordPress	2	15
12	Business Report Writing	3	60
13	Cloud Computing: Business Trends and Technologies	2	20
14	Communicating for Success	1	10
15	Complaint Management and Dispute Resolution in Banks	2	30
16	Compliance Framework	1	15

APPENDIX

7.2 | TRAINING DATA

	External Trainings Conducted by BIBF	Number of Employees	Number of Training Hours
17	Corporate Governance	1	10
18	Creativity & Innovation	1	15
19	Creativity in Design Thinking	1	10
20	Customer Service Excellence	1	10
21	Cyber Security for Banking Professionals	2	20
22	Digital Project Management	2	40
23	Effective Email Writing	1	20
24	Emotional Intelligence	2	20
25	Excel Business Intelligence	1	15
26	FinTech - Open Banking and API's	1	10
27	Fixed Income Management	1	15
28	Fundamentals of IT Audit	2	30
29	High Impact Leadership	3	30
30	How to Build the Best Project Management Office (PMO)	1	n.a.
31	Identifying and Managing Project Risk	2	40
32	Innovation and Project Management	1	10

APPENDIX

7.2 | TRAINING DATA

	External Trainings Conducted by BIBF	Number of Employees	Number of Training Hours
33	Introduction to Artificial Intelligence and Machine Learning for Cyber Security	1	10
34	Introduction to Digital Banking & Digital Transformation	1	15
35	Investment Representative Program (Series 7)	2	120
36	IT Risk Management	5	75
37	Management of Information Security	3	60
38	Managing Different Personalities	2	20
39	Microsoft Power BI	1	20
40	MS Excel - Advanced	1	20
41	MS Excel - Basic	3	45
42	MS Excel Business Dashboard	1	20
43	MS Excel Data Analysis and Visualization	3	45
44	MS Excel Data Cleansing and Data Presentation	1	10
45	Negotiating for Success	1	10
46	Operational Risk Management	19	190
47	Performance Attribution and Portfolio Re-Balancing	1	10
48	PMI Agile Certified Practitioner (PMI-ACP)®	1	21

APPENDIX

7.2 | TRAINING DATA

	External Trainings Conducted by BIBF	Number of Employees	Number of Training Hours
49	Principles of Asset Allocation	1	15
50	Quality Management	1	10
51	Relational Database Modelling and SQL	2	40
52	Risk Based Approach to Regulations, Compliance and AML	2	30
53	SharePoint Fundamentals	1	20
54	Splunk Security Information & Event Management - Fundamentals	1	15
55	Stress Management	1	10
56	Sustainable Digital Innovation	2	30
57	The Art of Delegation	1	10
58	Trading Strategy and Execution	1	n.a.
59	Understanding Business Cycle - Investment & Risk Perspective	1	10
60	University of Oxford Leadership Development Program - Strategic Leadership in an Era of Disruption	1	5
61	Vulnerability Assessment and Penetration Testing	1	25



85+ people trained



1600+ training hours

