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BAHRAIN FLOUR MILLS ESG REPORT 2025

Accountability, Quality, Sustainability

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COMPANY OVERVIEW

ABOUT US

Bahrain Flour Mills Company B.S.C. ("Bahrain Flour Mills" or "BFM") was established in 1970 and has since been a key contributor to the Kingdom's food production sector, playing an important role in enhancing national food security. From its early beginnings as a small operation serving local market needs, the Company has grown over more than five decades into a leading food manufacturing enterprise.

BFM has consistently upheld its commitment to providing the people of Bahrain with high-quality flour products. The Company sources premium raw materials from trusted global suppliers to ensure the reliability and consistency that customers expect. In addition to its operational excellence, Bahrain Flour Mills is dedicated to strong corporate governance. Its practices align with the Corporate Governance Code issued by the Bahrain Ministry of Industry and Commerce, the Central Bank of Bahrain's High Level Controls Module (CBB Module HC), and its own internal governance guidelines.

The Company's majority shareholder is Bahrain Food Holding Company W.L.L. ("GHITHA"), which holds 65.73 % of its shares (the "Parent"). The Parent is wholly owned by Bahrain Investment Holding Company – Istithmar W.L.L., which is in turn wholly owned by Bahrain Mumtalakat Holding Company B.S.C. (c) (the "Ultimate Parent"). The Ultimate Parent is controlled by the Government of the Kingdom of Bahrain (the "Government"). As Bahrain Flour Mills continues to expand and develop, it remains committed to operational excellence, robust governance, and supporting the Kingdom's long-term food security and economic growth.

OUR VISION, MISSION AND VALUES

VISION

To become the prime provider of bakeries requirements in the Kingdom of Bahrain.

MISSION

Uphold product excellence to satisfy the bakers' needs in the local market.

VALUES

- Quality
- Performance
- Trust
- Long-term relationships

PRODUCT PORTFOLIO

- Whole Meal Flour
- Confectionary
- Jereesh
- Dumpling Mix
- All Purpose Flour
- Harees
- Premix Flour
- Pizza Flour
- Whole Wheat Flour
- High Protein Brown Flour
- Saj Bread Flour
- Self-Raising Flour
- Semolina

ACCREDITATIONS AND CERTIFICATIONS

Bahrain Flour Mills places strong emphasis on maintaining the highest standards of food safety, quality, and operational excellence, as reflected in its adherence to globally recognized certifications and accreditations. These frameworks not only ensure compliance with international best practices but also reinforce the Company's commitment to sustainable and responsible operations.

FSSC 22000 CERTIFICATION

A globally recognized certification scheme based on ISO standards and additional sector-specific requirements. It provides a comprehensive framework for managing food safety risks across the entire supply chain. By aligning with FSSC 22000, Bahrain Flour Mills demonstrates its ability to consistently deliver safe products while integrating robust management systems that support efficiency, traceability, and continuous improvement.

01

ISO 22000 FOOD SAFETY MANAGEMENT SYSTEM

ISO 22000 standard complements our efforts by providing an internationally accepted framework for food safety management systems. It integrates the principles of HACCP with broader organizational processes, enabling Bahrain Flour Mills to systematically manage food safety responsibilities, enhance operational transparency, and strengthen stakeholder confidence. HACCP is an internationally recognized food safety management system that identifies, evaluates, and controls potential hazards throughout the production process.

02

PREREQUISITE PROGRAMS (PRPS)

Prerequisite Programs (PRPs) are one of the important pillars of FSSC 22000. These are the sector specific guidelines covering the basic steps and conditions required to keep a food business safe by implementing Good Manufacturing Practices, Good Hygiene Practices, management of outsourced services, to minimize cross contamination. The FSSC 22000 requires mandatory application of these sector PRPs to maintain status of certification

03

ADDITIONAL FSSC 22000 REQUIREMENTS

Beyond the basic PRPs, the organization must adhere to the FSSC 22000 Additional requirements to ensure compliance with FSSC 22000 certifications. The additional requirements are related to managing Food Fraud and Food Defense, creating a strong Food Safety and Quality Culture, implementing strict Quality Control parameters, equipment management, monitoring and managing food losses and waste, etc..

CHAIRMAN MESSAGE

It gives me great pleasure to present Bahrain Flour Mills' ESG Report 2025, titled "Accountability, Quality, Sustainability." This marks our second consecutive year of ESG reporting and reflects our continued commitment to embedding sustainability as the guiding light of our operations.

At Bahrain Flour Mills, we firmly believe that our growth must remain aligned with the interests of the communities we serve. As we advance on our sustainability journey, we continue to prioritize the wellbeing and prosperity of our stakeholders, ensuring that our actions contribute not only to delivering high-quality food products but also to preserving resources, supporting people, and creating long-term value.

A major milestone during 2025 was the advancement of the BFM Essentials Project. This transformative initiative represents a significant step toward strengthening Bahrain's long-term food security. By expanding storage capacity, modernizing infrastructure, and enhancing operational resilience, the project underscores our commitment to supporting national priorities while future-proofing our operations.

As we continue to build on our ESG foundation, we remain focused on systematically monitoring our progress and tracking key performance metrics. This enables us to strengthen accountability, improve performance, and ensure transparency in how we deliver on our sustainability commitments. To achieve our goals, our core focus remains on maintaining the highest standards of corporate governance, ensuring integrity, accountability, and responsible decision-making across all aspects of our business.

This report not only highlights our current efforts and initiatives but also reflects our ongoing commitment to continuous improvement. We look forward to collaborating closely with our employees, partners, and stakeholders as we advance our sustainability journey and make meaningful contributions to the Kingdom's economic, social, and environmental development.

Mr. Basim Mohamed Al Saie
Chairman

INTRODUCTION TO THE REPORT

Bahrain Flour Mills is pleased to present its ESG Report 2025, marking the second consecutive year of formal sustainability reporting. This report reflects our continued commitment to embedding environmental, social, and governance considerations into our core operations. It highlights our progress in responsible business practices, ethical governance, and social impact, while reinforcing our dedication to transparency and meaningful stakeholder engagement.

Reporting Scope and Boundary

This report outlines Bahrain Flour Mills' ESG performance for the financial year 2025. It covers key environmental, social, and governance impacts associated with our operations across the Kingdom of Bahrain.

Reporting Period

The disclosures and data presented in this report relate to the period from 1 January to 31 December 2025, unless otherwise specified.

Reporting Frameworks and Standards

The ESG Report 2025 has been prepared in alignment with recognized national and international frameworks, including:

- ESG Reporting Guidelines issued by the Central Bank of Bahrain (CBB)
- United Nations Sustainable Development Goals (SDGs)

Stakeholder Engagement

We actively encourage feedback from our stakeholders as part of our ongoing efforts to enhance our ESG performance and disclosures. Stakeholder insights remain integral to shaping our sustainability priorities and future initiatives.

Data Collection and Validation

The information included in this report has been compiled from internal systems, operational records, and management reports. Relevant departments have reviewed the data to ensure its accuracy, consistency, and reliability.

External Assurance

This report has not been assured by an external third party. We will consider the feasibility of external assurance in future reporting cycles.

Feedback

For any questions, feedback, or further information regarding this report, please contact us at: info@bfm.bh

OUR SUSTAINABILITY APPROACH AND GOVERNANCE

OUR SUSTAINABILITY APPROACH AND GOVERNANCE

At Bahrain Flour Mills, we are dedicated to engaging with our communities and supporting their overall wellbeing. We strive to operate responsibly by adhering to sustainable business practices and minimizing any potential environmental impact. Our commitment to environmental stewardship is embedded within our Code of Ethics for Business Conduct.

At present, BFM does not have a standalone environmental policy. Oversight and management of ESG matters, including environmental performance, are handled at the management level, where sustainability-related topics are regularly discussed. To ensure appropriate governance, the Chief Executive Officer provides updates to the Board during meetings, covering progress, operational plans, key developments, and any issues related to the Company's environmental performance.

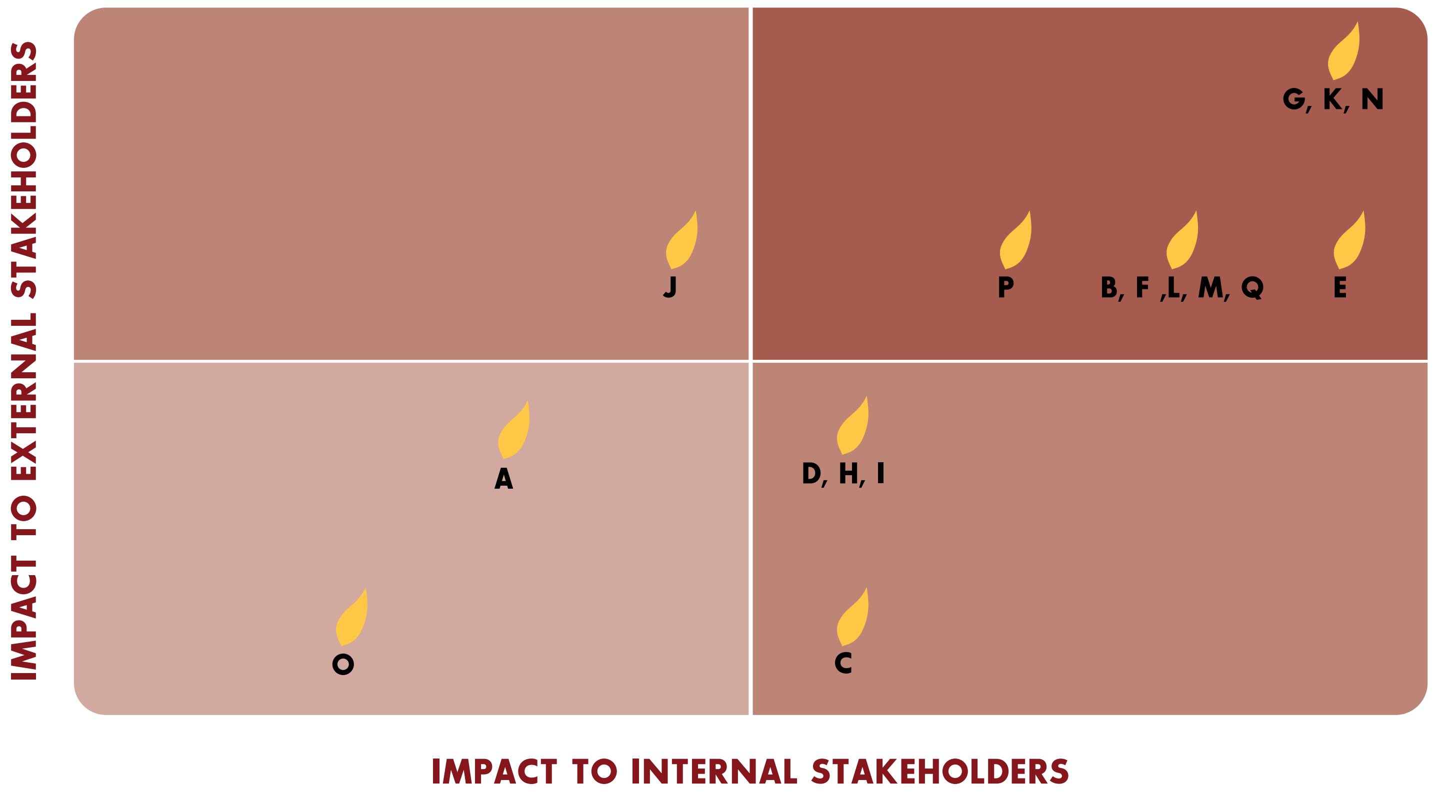
While a formal ESG Committee has not yet been established, ESG considerations are incorporated into management discussions and decision-making processes. Currently, there are no formal financial incentives for management or Board members linked specifically to ESG performance.

MATERIALITY ASSESSMENT

A materiality assessment helps identify the environmental, social, and governance topics that are most relevant to a company's operations and stakeholders. At Bahrain Flour Mills, we undertook a comprehensive materiality exercise in 2024, which included stakeholder surveys to capture insights from both internal and external stakeholders. This process enabled us to identify and prioritize key ESG topics aligned with industry standards and stakeholder expectations.

For the year 2025, management has reviewed the existing materiality matrix and confirmed that it continues to align with the Company's key operational priorities and emerging ESG considerations.

MATERIALITY MATRIX



OUR MATERIAL TOPICS

A	GHG Emissions	J	Packaging & Material Circularity
B	Energy Management	K	Occupational Health & Safety
C	Water Management	L	Consumer Delight
D	Waste Management	M	Local Employment
E	Labour Management	N	Business Ethics & Integrity
F	Supply Chain Management	O	Biodiversity
G	Product Safety & Quality	P	Data Privacy
H	Diversity & Inclusion	Q	Economic Performance
I	Sustainable Raw Material Sourcing		

CONTRIBUTING TO UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

The United Nations' Sustainable Development Goals (UN SDGs) provide a universal blueprint for sustainable development, aimed at alleviating poverty, promoting inclusive growth, and protecting the planet. At Bahrain Flour Mills (BFM), we are committed to contributing to these global goals by aligning our sustainability initiatives and business practices with internationally recognized standards, supporting a more sustainable and resilient future.

ENVIRONMENT

06 CLEAN WATER AND SANITATION

13 CLIMATE ACTION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SOCIAL

02 ZERO HUNGER

03 GOOD HEALTH AND WELL-BEING

05 GENDER EQUALITY

GOVERNANCE

08 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

PROTECTING OUR PLANET

PROTECTING OUR PLANET

At Bahrain Flour Mills, we recognize that while balancing business growth is essential, it is equally important to acknowledge the need for responsible practices and environmental preservation. While our operations remain focused on serving the needs of our local communities, we understand the increasing importance of aligning our activities with the principles of sustainability and environmental responsibility.

BFM is committed to adopting sustainable practices wherever feasible, ensuring that our operations create positive value for society without compromising the environment. We strive to align with key national priorities and international frameworks addressing climate change, reinforcing our role in supporting both food security and environmental stewardship.

MATERIAL TOPICS

- GHG EMISSIONS
- PACKAGING & MATERIAL CIRCULARITY
- ENERGY MANAGEMENT
- BIODIVERSITY
- WATER MANAGEMENT
- PRODUCT SAFETY & QUALITY
- WASTE MANAGEMENT

CONTRIBUTION TO UNITED NATION SUSTAINABILITY DEVELOPMENT GOALS

- 06 CLEAN WATER AND SANITATION
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

KEY HIGHLIGHTS

0.05
TONS CO2E PER MT OF WHEAT DISCHARGED

1.4%
REDUCTION IN TOTAL ENERGY CONSUMED

1,476
TONS OF WASTE GENERATED AND DISPOSED

CARBON EMISSIONS

Bahrain Flour Mills conducted its first carbon assessment in 2024 to better understand our environmental impact and establish a baseline for future emissions reduction initiatives. Building on this foundation, we continued to strengthen our carbon management approach in 2025 by enhancing data tracking and monitoring practices.

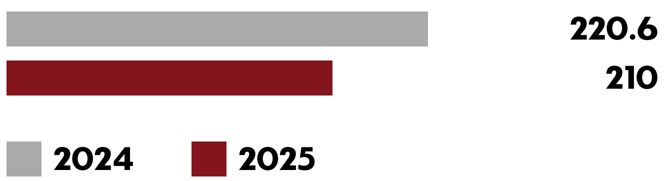
In 2025, our total Scope 1 emissions amounted to 210 tCO2e, while Scope 2 emissions totaled 5,987 tCO2e, representing a 1.4% decrease compared to 2024.

Scope 1 emissions primarily arise from fuel consumption in production machinery and equipment, while Scope 2 emissions are largely driven by electricity usage across our operational facilities.

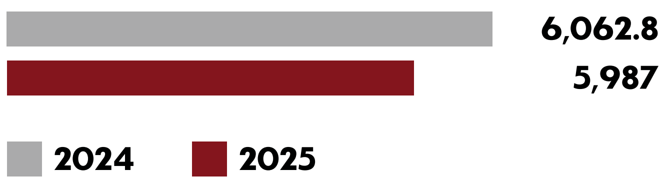
These results reflect our ongoing efforts to better understand our energy consumption patterns and identify opportunities for improvement. Based on our emissions profile, we are actively working towards optimizing energy efficiency, exploring opportunities to reduce electricity consumption, and evaluating cleaner alternatives where feasible.

Our carbon assessment continues to be conducted in alignment with the internationally recognized Greenhouse Gas (GHG) Protocol, ensuring consistency, transparency, and comparability in our reporting. Moving forward, we remain committed to improving the accuracy of our carbon accounting practices and implementing targeted measures to reduce our overall environmental footprint.

SCOPE 1 EMISSIONS (TONS CO2e)



SCOPE 2 EMISSIONS (TONS CO2e)



EMISSIONS INTENSITY

Emissions intensity measures the amount of greenhouse gas emissions generated per unit of an appropriate activity metric, such as production output or revenue. Given the nature of our operations, Bahrain Flour Mills has adopted production output as the most relevant basis for assessing emissions intensity, as it accurately reflects the scale of our activities and associated environmental impact.

Based on this approach, our emissions intensity for 2025 is 0.049 Tons CO2e per metric ton (MT) of wheat discharged, providing a useful indicator of our operational efficiency and emissions performance.

0.047
TONS CO2e PER METRIC TON (MT)
IN 2024

0.049
TONS CO2e PER METRIC TON (MT)
IN 2025

As Bahrain Flour Mills continues to build on its initial emissions baseline established in 2024, we are further strengthening our approach to carbon management in 2025. Our focus remains on identifying key emission sources across our operations and evaluating practical opportunities for reduction.

During the year, we have progressed in assessing our emissions profile and are actively working towards defining formal, measurable emissions reduction targets. This includes evaluating the feasibility of implementing efficiency improvements and adopting lower-impact practices across our operations.

These efforts are aligned with national priorities and international frameworks addressing climate change, as we continue to integrate sustainability more deeply into our business strategy and day-to-day operations.

CLIMATE RISK MANAGEMENT

During 2025, Bahrain Flour Mills did not make any investments in climate risk mitigation or climate-related product development. The Company will assess the feasibility of such investments in the future as part of our evolving sustainability strategy. Currently, climate-related risk management is governed at a high level by the CEO, the Board of Directors, and the Company's management. Discussions on climate-related risks are integrated into Board meetings, where strategic risks, potential impacts, and appropriate management actions are reviewed as part of the Company's overall risk management process.

ENERGY MANAGEMENT

Bahrain Flour Mills recognizes that a substantial share of our environmental impact stems from energy consumption across our operations, including the direct use of fuels such as diesel and fuel used in transportation. Additionally, electricity required to run our machinery and facilities contributes significantly to our overall environmental footprint. We acknowledge the importance of effective energy management in reducing greenhouse gas emissions and minimizing environmental impact.

As part of our ongoing commitment to sustainability, we strive to use energy responsibly and efficiently, while also assessing the feasibility of transitioning to cleaner, more sustainable energy sources to support our long-term goals. We conducted an analysis of our energy consumption sources for the year 2025 and evaluated the various sources contributing to our overall energy use. Energy values have been derived using standard conversion factors.

TOTAL ENERGY CONSUMPTION

	2024	2025
DIRECT ENERGY (GJ)	2,705	2,606
INDIRECT ENERGY (GJ)	42,725	42,188
TOTAL ENERGY (GJ)	45,430	44,778

FUEL CONSUMPTION

	2024	2025
DIESEL (LITRES)	73,623	65,726
PETROL (LITRES)	2,225	7,711

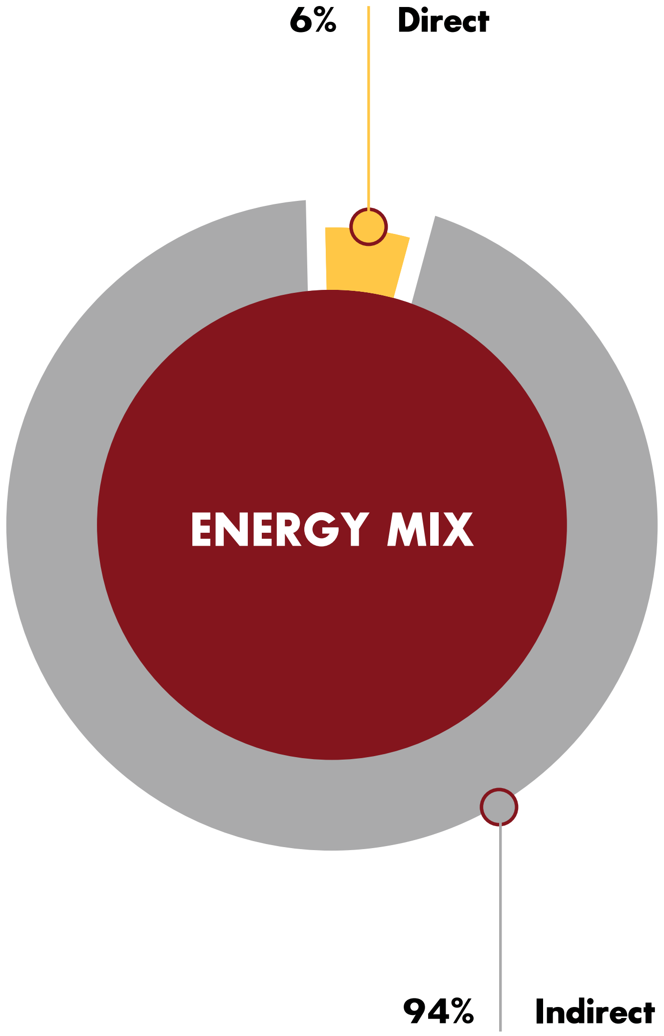
ELECTRICITY CONSUMPTION

11,868,000 (KWh) **IN 2024**

11,719,000 (KWh) **IN 2025**

ENERGY MIX

Currently, the energy mix at Bahrain Flour Mills comprises of 6% Direct energy and 94% Indirect energy. In 2023, Bahrain Flour Mills undertook the installation of a new power substation and power factor correction system. This initiative has significantly improved the accuracy of our energy meter readings and enhanced our ability to effectively measure and monitor overall energy consumption across our operations. Currently, 100% of energy is coming from non-renewable sources. We are actively exploring the feasibility of adopting renewable energy like solar energy in our premises.



ENERGY INTENSITY

Energy intensity is defined as the amount of energy consumed per unit of output. It is a key indicator used to evaluate energy consumption in relation to the scale and efficiency of operations. At Bahrain Flour Mills, energy intensity has been calculated based on the weight of wheat discharged, as this metric appropriately represents the scale of our operational activities. This methodology enables us to effectively monitor energy consumption in alignment with operational output, while supporting our ongoing efforts to enhance energy efficiency and minimize environmental impact. The total weight discharged for the year 2025 amounts to 126,102 MT, which translates to an energy intensity of 0.35 GJ per MT of weight discharged.

GJ per MT of wheat discharged	2024	2025
DIRECT ENERGY INTENSITY	0.02	0.02
INDIRECT ENERGY INTENSITY	0.51	0.33
TOTAL ENERGY INTENSITY	0.53	0.35

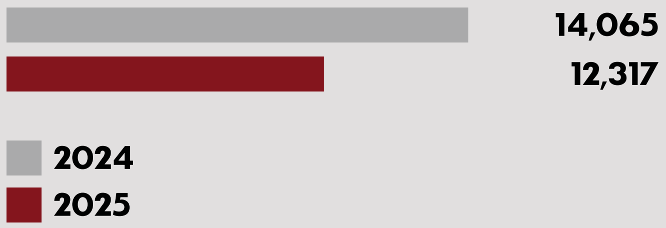
SUSTAINABLE WATER MANAGEMENT

At Bahrain Flour Mills, we recognize that water is a key resource that supports both our production activities and the maintenance of our operational facilities. Water is essential for several operational processes, including cleaning, facility upkeep, and supporting production processes. Given Bahrain's limited freshwater resources and the increasing importance of sustainable resource utilization, effective water management remains a key priority for our business. We are committed to promoting responsible water consumption practices and minimizing unnecessary wastage across all areas of our operations.

For the year 2025, a total of 12,317 m³ of water was withdrawn through utility providers, representing a decrease of 12.4% compared to 2024.

The variation in water consumption is primarily attributed to changes in operational activity levels, production volumes, and facility maintenance requirements during the reporting year. 100% of the water consumed was sourced from utility providers, and all wastewater generated was discharged in accordance with applicable regulatory guidelines. Bahrain Flour Mills does not undertake any direct extraction of water resources, nor do we currently engage in water recycling activities. Through ongoing monitoring and efficient operational practices, we continue to evaluate opportunities to optimize water usage and support long-term environmental sustainability within our operations.

WATER WITHDRAWAL (m^3)



RESPONSIBLE WASTE MANAGEMENT

At Bahrain Flour Mills, our operations result in the generation of waste streams that require careful and responsible management. Effective waste management is important to maintaining operational efficiency, reducing environmental impacts, and ensuring compliance with local environmental regulations. As part of our commitment to sustainable operations, we strive to minimize waste generation wherever feasible while ensuring that all waste materials are handled responsibly throughout their lifecycle.

During 2025, a total of 1,476 MT of waste was generated.

The majority of waste generated from our operations is non-hazardous in nature and primarily consists of operational and packaging-related waste materials. Variations in waste generation are generally linked to changes in production activities and operational requirements during the reporting period.

To ensure proper waste handling and disposal, Bahrain Flour Mills continues to engage a licensed waste management contractor responsible for the collection, transportation, and disposal of waste materials in accordance with applicable environmental regulations and standards. Hazardous waste, including materials such as Phostoxin, is generated in limited quantities and is managed and disposed of strictly in line with the permits and approvals issued by the Supreme Council for Environment. This approach ensures full compliance with all relevant environmental requirements while supporting our broader commitment to environmental stewardship and responsible resource management.

WASTE GENERATED (TONS)

In 2024, waste generation figures were estimated based on the maximum capacity of waste skips. During the current reporting year, the methodology was refined by estimating the average weight of waste contained in each skip to calculate total waste generated. As a result, the reported waste figures have been recalculated and are considered more accurate and representative of actual waste generation.

STRENGTHENING OUR SOCIAL COMMITMENTS

STRENGTHENING OUR SOCIAL COMMITMENTS

Our commitment to supporting the community we live in remains a key priority for Bahrain Flour Mills. Guided by a strong sense of social responsibility, the company has partnered with the Royal Charity Organization to support families in need during the holy month of Ramadan.

During 2025, Bahrain Flour Mills continued its commitment to community development through its Corporate Social Responsibility (CSR) initiatives by supporting organizations that contribute to humanitarian, social, and community causes. The Company maintained its regular support for the Alia Center, including sponsorship of initiatives for individuals with disabilities and the provision of flour products to the Alia Center, while also supporting the Bahrain Royal Equestrian & Endurance Federation and its community initiatives. The beneficiaries of the Company's CSR initiatives during 2025 included:

- Royal Humanitarian Foundation
- Royal Equestrian and Endurance Federation
- Bahrain Charity Society
- Alia Center

In 2025, Bahrain Flour Mills invested BHD 24,527in community initiatives, reflecting 0.33% of our total revenues and 2.08% of our pretax profits for the year.

NURTURING TALENT AND LEADERSHIP

NURTURING TALENT AND LEADERSHIP

At Bahrain Flour Mills, we understand that our success is built on the commitment and contributions of our employees. Our human resource approach prioritizes employee well-being while fostering continuous growth and career development. We are dedicated to strengthening specialized capabilities and preparing our workforce for future leadership opportunities. The company also places strong emphasis on maintaining high levels of Bahrainization and creating pathways that empower national talent, supporting long-term organizational growth and sustainability.

MATERIAL TOPICS

- LABOUR MANAGEMENT
- DIVERSITY AND INCLUSION
- LOCAL EMPLOYMENT
- OCCUPATIONAL HEALTH AND SAFETY

CONTRIBUTION TO UNITED NATION SUSTAINABILITY DEVELOPMENT GOALS

- 02 ZERO HUNGER
- 03 GOOD HEALTH AND WELL-BEING
- 05 GENDER EQUALITY

KEY HIGHLIGHTS

12%
FEMALE DIVERSITY

0
REPORT LOST TIME INJURIES FOR 3 CONSECUTIVE YEARS

60.50%
WORKFORCE COVERED UNDER COLLECTIVE BARGAINING AGREEMENTS

20.7
AVERAGE TRAINING HOURS PER EMPLOYEE

WORKFORCE ETHICS AND HUMAN RIGHTS

At Bahrain Flour Mills, we are committed to upholding the highest standards of fairness, respect, and integrity across all aspects of our workforce management. Our approach is rooted in ethical practices, inclusivity, and respect for fundamental human rights. Detailed below are the key commitments that we uphold across our operations.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

We promote a workplace culture built on equality and respect, where all individuals are treated with dignity and fairness. The Company strictly prohibits any form of discrimination, harassment, retaliation, or workplace violence. Equal employment opportunities are provided to all employees and applicants, regardless of background.

We respect employees' rights to associate freely, including forming or joining legally recognized labor organizations. These principles are reinforced through our Code of Ethics for Business Conduct, which forms part of the HR Manual and clearly outlines expected standards of professional behavior. Any violation of these standards may result in disciplinary action, including termination.

HUMAN RIGHTS COMMITMENT

Respect for human rights is a core value at Bahrain Flour Mills. We are dedicated to protecting the rights and well-being of our employees and all individuals impacted by our operations. This commitment is embedded in our culture and reflects our principle of prioritizing people and doing what is right. We continuously review and enhance our HR policies and practices to align with local regulations and international standards. Our focus remains on fostering a safe, healthy, and supportive working environment while strengthening our human rights management processes.

FREEDOM OF ASSOCIATION AND COLLECTIVE ENGAGEMENT

Bahrain Flour Mills recognizes employees' rights to engage in collective bargaining in line with Bahraini labor laws. We encourage open, transparent communication, particularly regarding decisions that may affect our workforce. Employees are free to form or join unions, and a significant portion of our workforce is represented through the BFM Union. Employees may raise concerns or discuss union-related matters through their Head of Department, the Human Resources team, or the Head of Administration.

In 2025, 49 employees are a part of the Labour Union reflecting 60.50% of our total workforce.

PREVENTION OF CHILD AND FORCED LABOUR

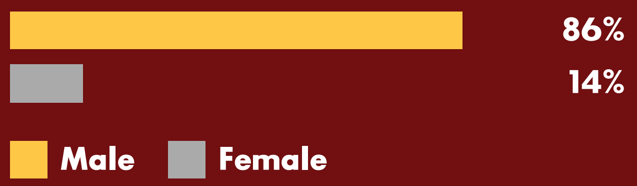
The Company maintains a zero-tolerance approach to child labor and forced labor. All employment practices strictly comply with Bahrain Labour Law, ensuring that no individual below the legal working age is employed and that all work is undertaken voluntarily. While a standalone policy is not currently in place, our recruitment and employment procedures ensure compliance through formalized processes, including contracts, job descriptions, and legal and medical requirements. We also expect our contractors and partners to adhere to the same ethical labor standards and legal obligations.

BUILDING A DIVERSE AND INCLUSIVE ORGANIZATION

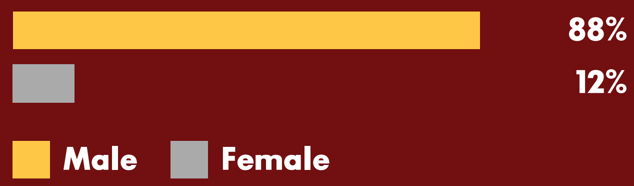
Bahrain Flour Mills recognizes that fostering a diverse and inclusive workforce is essential for sustainable growth and long-term success. We are committed to promoting gender balance and age diversity across the organization, ensuring alignment with our operational needs while valuing the contributions of all employees equally. As the Company operates with a full-time workforce with no part-time employees, all reported social indicators are based on full-time employees.

As of 31 December 2025, Bahrain Flour Mills employs a total of 81 full-time employees, comprising 71 male and 10 female employees. This represents an overall gender distribution of 88% male and 12% female employees. The Company remains committed to providing equitable opportunities for growth, advancement, and professional development for female employees. This distribution also reflects the operational nature and requirements of our industrial environment.

2024



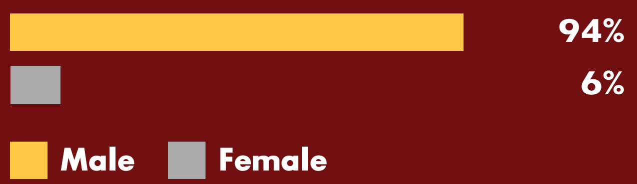
2025



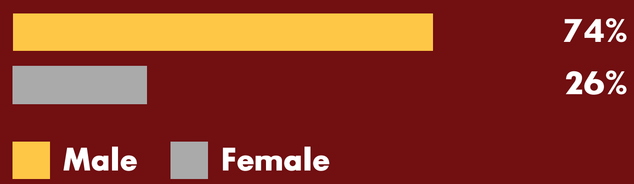
The median compensation ratio of men to women stands at 0.97:1, reflecting our commitment to equitable pay practices and strong gender pay parity across the organization.

GENDER DISTRIBUTION 2025 (BY DEPARTMENTS)

OPERATIONAL



ADMINISTRATIVE



In 2025, Bahrain Flour Mills' workforce comprised 74% male and 26% female employees in the administrative department. In the operational workforce, males accounted for 94% of employees, while females represented 6%, reflecting the nature and requirements of operational roles.

GENDER DIVERSITY BY EMPLOYEE CATEGORY

The employee gender split across entry, mid, and senior levels remains closely aligned with performance trends observed in 2024. In 2025, female representation stands at 12% at the organizational level, 15% at the entry level, and 8% at the middle level. Currently, at senior level 100% of employees are male.

This consistency reflects our continued commitment to maintaining balanced gender representation across employee levels and categories.

Male **Female**

2024

ENTRY LEVEL

85%
15%

MID LEVEL

92%
8%

SENIOR LEVEL

100%
0%

2025

ENTRY LEVEL

85%
15%

MID LEVEL

92%
8%

SENIOR LEVEL

100%
0%

AGE DIVERSITY

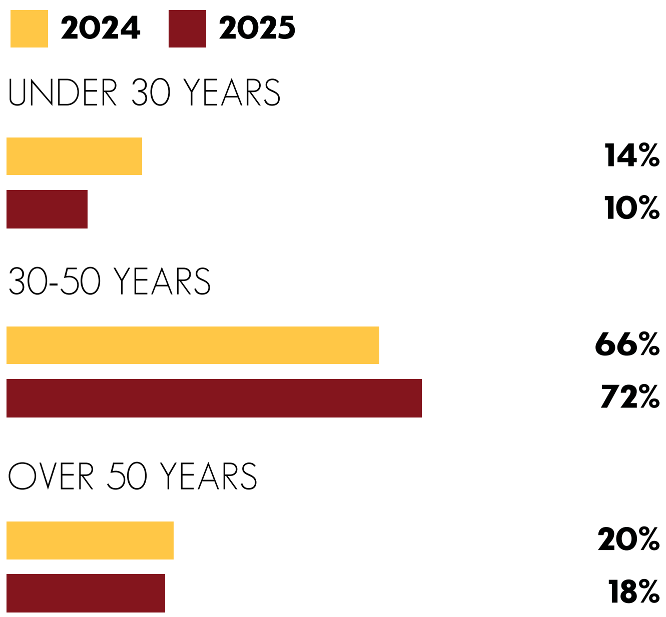
In 2025, Bahrain Flour Mills maintained a balanced age distribution across its workforce, reflecting stability in its employee demographics. A total of 8 employees were below the age of 30, while the majority of the workforce, comprising 58 employees, fell within the 30 to 50 year age group. Additionally, 15 employees were aged above 50 years, contributing valuable experience and institutional knowledge to the organization.

Overall, the age profile of the workforce remains broadly consistent with the demographics reported in the previous year, with no significant shifts observed. This stability indicates a well-maintained workforce structure, supported by ongoing efforts in employee retention, succession planning, and talent management.

Number of Employees as per Age Brackets

YEAR	UNDER 30 YEARS	30-50 YEARS	OVER 50 YEARS
2024	11	53	16
2025	8	58	15

Number of Employees as per Age Brackets



ALIGNING WITH BAHRAINIZATION GOALS

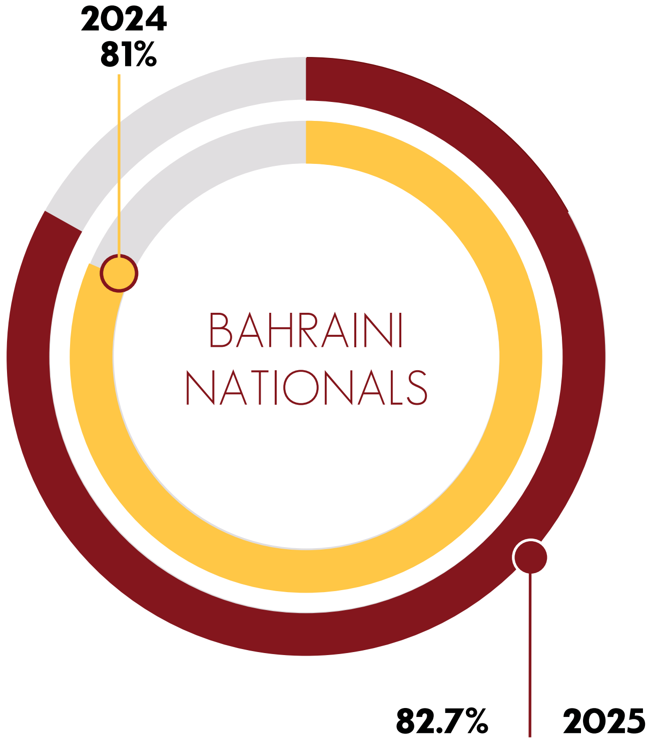
Bahrain Flour Mills has consistently maintained high levels of Bahrainization over several years and remains committed to further increasing this percentage. We actively support the national agenda by providing professional development opportunities that enhance the skills and capabilities of Bahraini talent. Through comprehensive training and development programs, we aim to empower our workforce and align closely with the government's Bahrainization initiative.

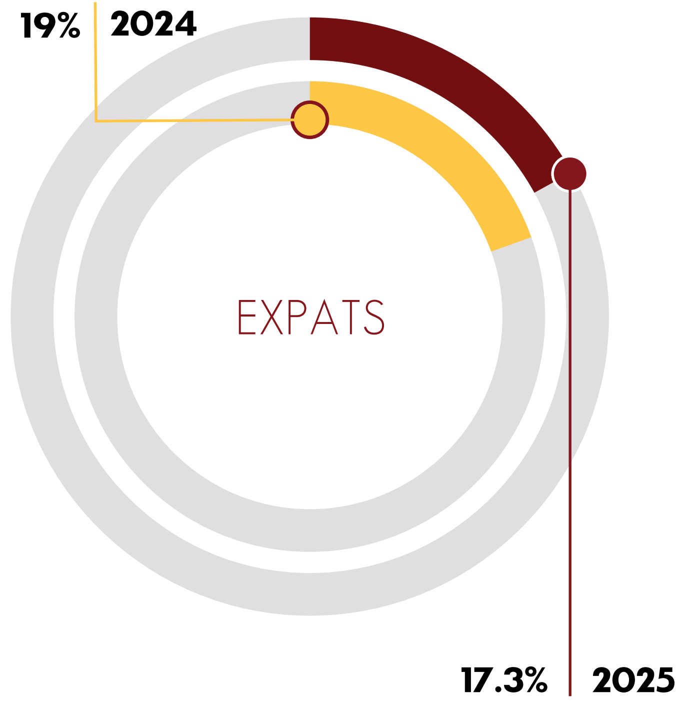
In 2025, we maintained a Bahrainization ratio of 82.7% across our workforce, compared to 81% in 2024, with a total of 67 Bahraini employees across the organization.

Number of Bahraini Nationals in the Workforce

IN 2024	65	IN 2025	67

Number of Bahraini Nationals in the Workforce





ENSURING WORKPLACE SAFETY AND WELLBEING

Bahrain Flour Mills is committed to conducting its operations in full compliance with all applicable environmental, health, and safety laws and regulations. We strive to provide a safe and healthy work environment for all employees while minimizing workplace hazards and preventing safety incidents. Promoting workplace safety is a shared responsibility across the organization.

Health and safety considerations are comprehensively addressed in Bahrain Flour Mills' Human Resources Manual, which is readily accessible to all employees. The Manual outlines best practices and establishes safeguards to ensure workplace safety through the implementation of effective controls and preventive measures.

In 2025, we maintained our strong track record of zero injuries and zero lost workdays resulting from workplace incidents, reflecting our continued commitment to the highest standards of health and safety.

SAFETY INDICATOR	2023	2024	2025
FAC (First Aid Case)	0	0	0
Fatalities	0	0	0
Workdays lost due to injuries	0	0	0
Occupational Incidents	0	0	0
LTI (Lost Time Incidents)	0	0	0
LTI Injuries	0	0	0

For three consecutive years, Bahrain Flour Mills has maintained an excellent safety record, with zero lost time injuries and no workdays lost due to workplace incidents.

INVESTING IN EMPLOYEE COMPETENCE & DEVELOPMENT

At Bahrain Flour Mills, we place strong emphasis on the continuous training and development of our workforce. By equipping employees with the necessary skills and knowledge, we empower them to perform effectively and contribute to the long-term growth and success of the organization. We actively undertake training initiatives to enhance employee capabilities and support the achievement of our shared organizational goals. We also believe it is our responsibility to ensure that employees have access to the skills and resources needed to thrive in their professional careers.

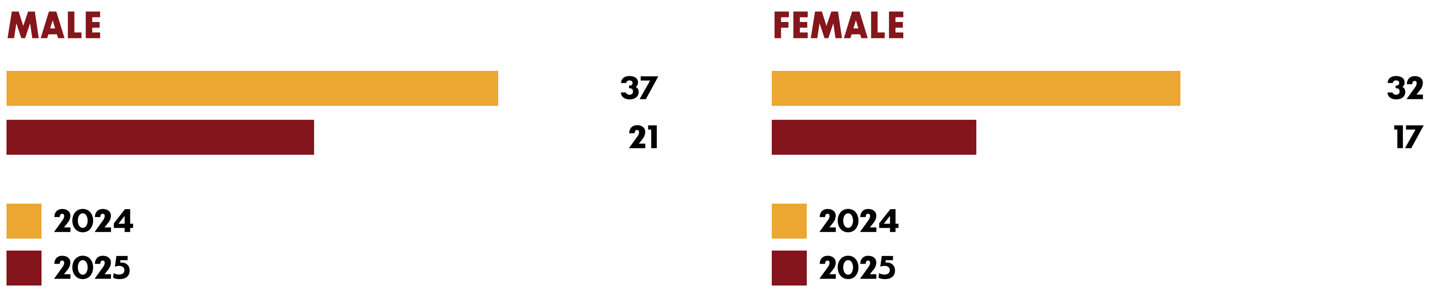
In 2025, the average training hours were 20.7 per employee, with interns receiving an average of 5 training hours. Training hours for male and female employees in 2025 were 21 and 17 hours, respectively.

Average Training Hours by Employee Category 2025

20.7
FULL-TIME EMPLOYEES

5
INTERNS

Average Training Hours (by Gender)



EMPLOYEE TURNOVER

Employee turnover reflects the rate at which employees leave an organization and serves as a key indicator of employee engagement and overall workplace wellbeing.

In 2024, Bahrain Flour Mills recorded a low employee turnover rate of 8.7%, underscoring our continued focus on proactive employee management and retention. This improved further in 2025, with the employee turnover rate declining to 7.7%, reflecting our ongoing efforts to foster a supportive and engaging work environment. This improvement reflects our strengthened focus on fostering a robust and supportive work environment that promotes employee retention.

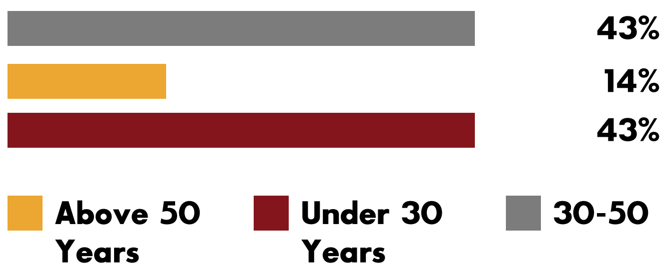
Overall Employee Turnover

8.7%	7.7%
IN 2024	IN 2025

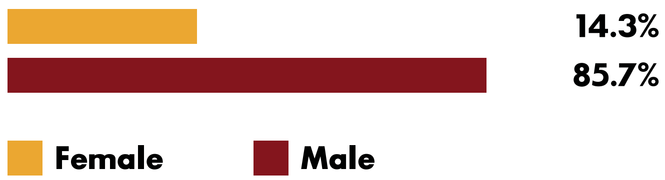
Employee Turnover by Gender and Age

At Bahrain Flour Mills, we monitor and report employee turnover by gender and age to identify patterns and key focus areas that can help further enhance our performance. For 2025, the gender distribution of employee turnover was 14.3% for female employees and 85.7% for male employees. From an age perspective, 43% of employee turnover was among employees under 30 years, 43% among those aged between 30 and 50 years, and 14% among employees over 50 years. These patterns are broadly aligned with our overall workforce demographics and consistent with trends observed in the previous year.

By Age



By Gender



UPHOLDING TRANSPARENCY, INTEGRITY AND ETHICS

UPHOLDING TRANSPARENCY, INTEGRITY AND ETHICS

Bahrain Flour Mills Company B.S.C. ("BFM") is committed to maintaining a strong corporate governance framework that promotes transparency, accountability, ethical business conduct, and effective decision-making across all levels of the organization. The Company's corporate governance strategy is designed to safeguard shareholder interests, ensure compliance with applicable regulatory requirements, and support the long-term sustainability of the business. Through clearly defined governance structures, active Board oversight, and adherence to established policies and procedures, BFM seeks to foster responsible business practices, effective risk management, and a culture of integrity in line with local regulatory standards and international best practices.

MATERIAL TOPICS

- CONSUMER DELIGHT
- BUSINESS ETHICS & INTEGRITY DATA PRIVACY
- ECONOMIC PERFORMANCE
- SUPPLY CHAIN MANAGEMENT
- SUSTAINABLE RAW MATERIAL SOURCING

CONTRIBUTION TO UNITED NATION SUSTAINABILITY DEVELOPMENT GOALS

- 08 DECENT WORK AND ECONOMIC GROWTH
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

KEY HIGHLIGHTS

63% INDEPENDENCE AT BOARD LEVEL

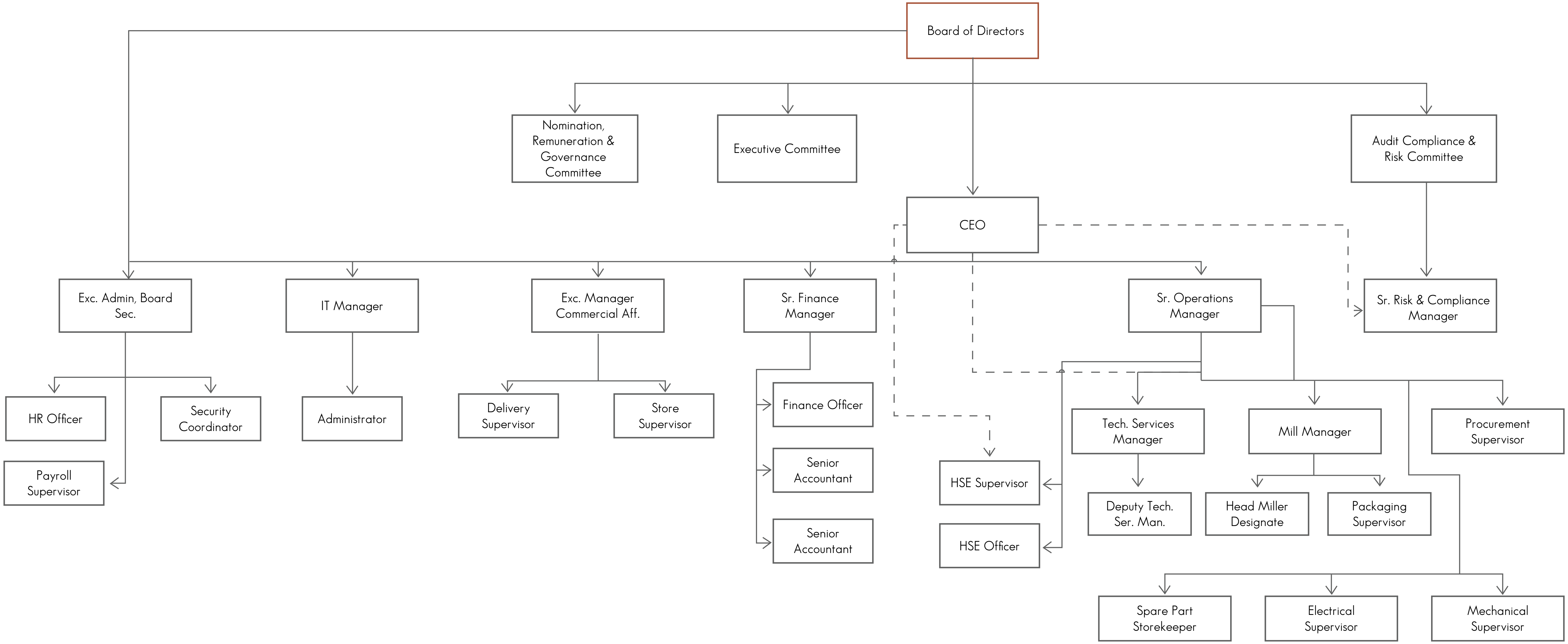
13% FEMALE REPRESENTATION AT BOARD LEVEL

NO FINES ON REGULATORY NON-COMPLIANCES

0 REPORTED CASES OF BREACH OF CUSTOMER PRIVACY OR LOSS OF CUSTOMER DATA

OUR GOVERNANCE STRUCTURE

Bahrain Flour Mills Company B.S.C. (the "Company" or "BFM") is a publicly listed joint stock company incorporated in the Kingdom of Bahrain. Founded under an Amiri Charter dated 9 May 1970 and registered with the Ministry of Industry and Commerce under commercial registration number 1170 (obtained 16 July 1970), the Company is listed on the Bahrain Bourse. BFM continues to uphold the highest standards of corporate governance in accordance with the Bahrain Corporate Governance Code (2018), the CBB Rulebook Volume 6 (Module HC), and the Company's own Corporate Governance Guidelines. These guidelines were updated in May 2025.



*The Executive Committee was established during 2025 and assumed the responsibilities of the dissolved Purchasing and Projects Committee. The Subsidy and Commercialization Committee was also dissolved during 2025.

BOARD COMPOSITION

In line with Article 24 of the Company's Articles of Association, BFM›s Board must comprise no fewer than five and no more than fifteen members. As of 31 December 2025, the Board consisted of eight members, all serving in a non-executive capacity. The roles of Chairman and Chief Executive Officer are held by separate individuals in accordance with best governance practice. The current Board term runs from the Annual General Meeting held on 28 March 2023 (three-year term to 2026). No transactions by Directors, their spouses, or children in the Company's shares were recorded during 2025.

All Directors are Non-Executive Directors. Appointments by Mumtalakat refer to Bahrain Mumtalakat Holding Company (Mumtalakat), the principal government-related shareholder. No formal instances of non-compliance were noted by the Ministry of Industry and Commerce (MOIC) or the Central Bank of Bahrain (CBB) with respect to Board composition or committee structure during 2025.

Name: Mr. Basim Mohamed Al Saie
Gender: Male
Position: Chairman
Status: Non-Executive / Independent
Since: 2023
Basis: Appointed (Mumtalakat)

Name: Mr. Salah Mushari Al Kulaib
Gender: Male
Position: Vice Chairman
Status: Non-Executive / Independent
Since: 2015
Basis: Elected

Name: Mr. Ayman Abdulhameed Zainal
Gender: Male
Position: Director
Status: Non-Executive / Independent
Since: 2017
Basis: Elected

Name: Mr. Eyad Redha Faraj
Gender: Male
Position: Director
Status: Non-Executive / Independent
Since: 2020
Basis: Elected

Name: Ms. Raghdan Saleh Abdulrasool
Gender: Female
Position: Director
Status: Non-Executive / Independent
Since: 2020
Basis: Appointed (Mumtalakat)

Name: Mr. Ahmad Mazhar
Gender: Male
Position: Director
Status: Non-Executive / Independent
Since: 2022
Basis: Appointed (Mumtalakat)

Name: Mr. Wael Ahmed Itani
Gender: Male
Position: Director
Status: Non-Executive / Non-Independent
Since: 2023
Basis: Appointed (Mumtalakat)

Name: Mr. Mohamed Sadiq Al Rahma (from 13 Nov 2025)
Gender: Male
Position: Director
Status: Non-Executive / Non-Independent
Since: 2023
Basis: Appointed (Mumtalakat)

Name: Mr. Fahad Mohamed Almudhahka (until 13 Nov 2025)
Gender: Male
Position: Director
Status: Non-Executive / Non-Independent
Since: 2023
Basis: Appointed (Mumtalakat)

BOARD RESPONSIBILITIES

The Board of Directors is responsible for providing strategic direction, oversight and governance to secure the long-term success of the Company and to safeguard the interests of shareholders and stakeholders. The Board's mandate is defined by the Bahrain Corporate Governance Code (2018), the Commercial Companies Law, the CBB Rulebook (Volume 6, Module HC), and the Company's Memorandum and Articles of Association.

Provide Strategic Oversight

- Approve the Company's overall strategic direction, long-term objectives and business plans.
- Review and monitor strategy implementation to ensure alignment with shareholder expectations and market conditions.
- Periodically review and oversee the Company's plans, policies and key performance objectives.

Financial Planning and Capital Structure

- Ensure accurate and transparent financial statements are prepared in accordance with applicable laws and accounting standards.
- Review and approve annual budgets, business plans, financial projections and the Delegation of Authority Limits.
- Determine the Company's optimal capital structure and approve significant financial decisions, including capital expenditure, investments, borrowings and dividend distributions.
- Oversee the integrity of financial reporting and disclosure practices.

Risk Management and Internal Control

- Ensure the establishment of effective systems for risk identification, assessment and management.
- Oversee the adequacy and effectiveness of internal control systems, including operational, financial and compliance controls.
- Oversee the integrity and independence of internal and external audit processes.

Executive Leadership and Succession Planning

- Appoint, evaluate and, when necessary, replace the Chief Executive Officer and other key executives.
- Oversee succession planning to ensure continuity of leadership and organisational stability.
- Monitor senior management performance against the Company's strategy.

Remuneration and Performance Management

- Approve remuneration policies that align the interests of key executives and Directors with the long-term interests of the Company and its shareholders.
- Ensure that remuneration structures promote responsible business conduct and sustainable value creation.

Shareholders and Stakeholder Engagement

- Ensure equitable treatment of all shareholders, including minority shareholders.
- Oversee transparent and timely communication with shareholders and other stakeholders.
- Promote constructive dialogue on matters of significance to the Company.

Policy Review and Approval

- Adopt and periodically review key financial, operational, governance and sustainability policies.
- Ensure adopted policies support the achievement of Company objectives and are effectively implemented.

Continuous Improvement

- Periodically assess the effectiveness of the Board's performance, structure and composition.
- Review and update the governance framework to reflect evolving best practices and regulatory developments.

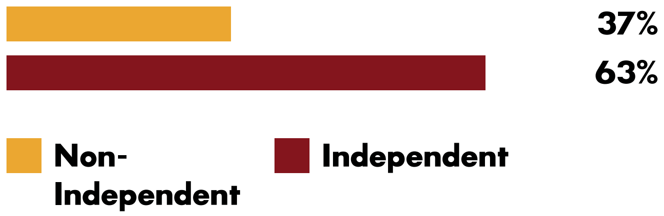
BOARD DIVERSITY AND INDEPENDENCE

The Board affirms that diversity and independence are central to effective governance. As on 31 December 2025, one female director serves on the Board, representing 13% female participation and reflecting the Company's commitment to gender inclusion at the leadership level. All Board-level committees continue to be chaired by male Board members.

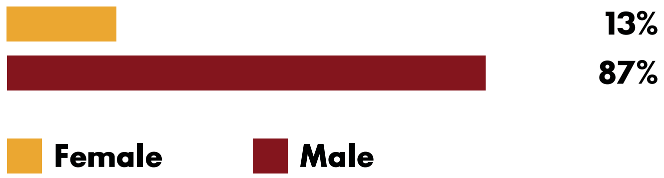
Five of the eight serving directors are classified as independent, maintaining an independence ratio of 63% and reinforcing the Board's capacity for impartial and objective decision-making.

All Directors are Non-Executive Directors.

BOARD INDEPENDENCE

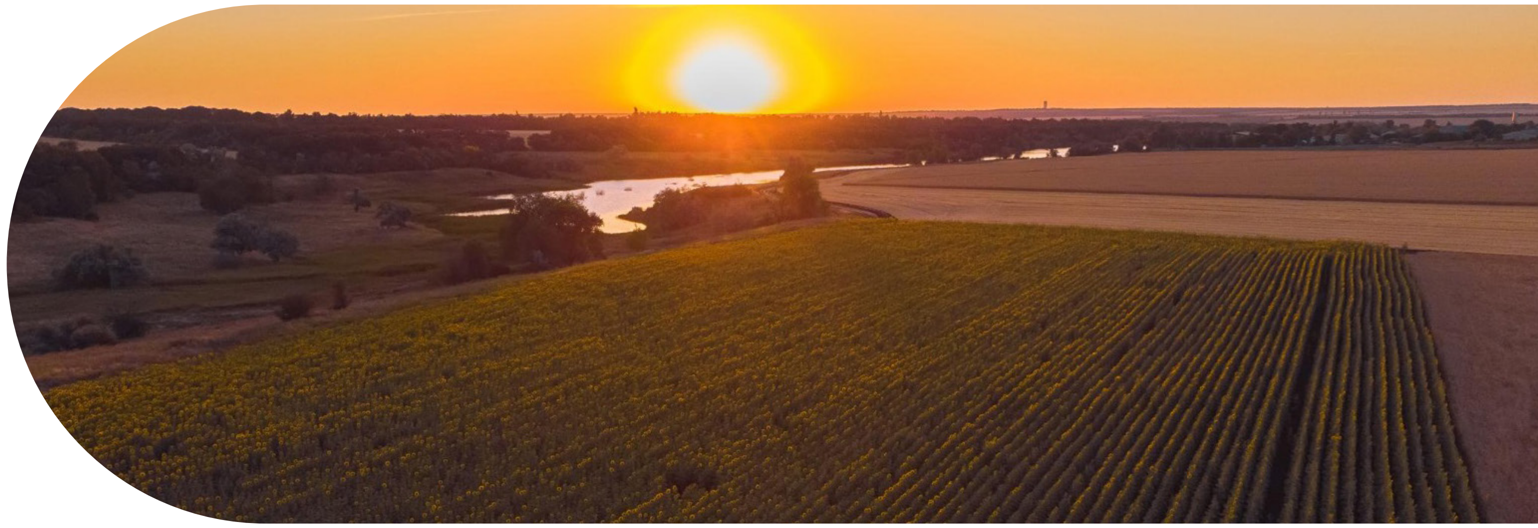


BOARD DIVERSITY



BOARD COMMITTEES

Bahrain Flour Mills' Board is supported by dedicated Board level committees that provide focused governance across key areas. A significant governance update occurred in 2025, the Purchasing and Projects Committee (PPC) was dissolved by Board resolution on 25 February 2025 and its responsibilities were consolidated into a newly formed Executive Committee (ExCom).



AUDIT, COMPLIANCE AND RISK COMMITTEE (ACRC)

Chairman
Mr. Eyad Redha Faraj

Vice Chairman
Mr. Ayman Abdulhameed Zainal

Members
Ms. Raghdan Saleh Abdulrasool
Mr. Ahmad Mazhar

The ACRC assists the Board in fulfilling its oversight responsibilities by:

- Overseeing the selection, appointment and remuneration of the external auditor, subject to approval and shareholder ratification by the Board and shareholders
- Reviewing accounting practices, financial reporting processes and the integrity of internal controls and financial statements
- Supervising the appointment of the internal auditor and the internal audit budget
- Overseeing the implementation and effective functioning of the risk management framework; and
- Ensuring adequate systems are in place to identify, monitor and report risks.

The Committee meets at least four times annually.

NOMINATION, REMUNERATION AND GOVERNANCE COMMITTEE

Chairman
Mr. Basim Mohamed Al Saie

Vice Chairman
Mr. Ahmad Mazhar

Members
Mr. Eyad Redha Faraj
Mr. Wael Ahmed Itani
Mr. Salah Mushari Al Kulaib

The NRGC assists the Board by:

- Reviewing Board membership candidates proposed by shareholders.
- Recommending changes to the Board's size, composition or committee structure.
- Coordinating the annual Board and committee performance evaluation.
- Recommending suitable candidates for key executive roles including the CEO.
- Approving, monitoring and reviewing the remuneration policy and executive management evaluation
- Developing and recommending amendments to BFM's corporate governance guidelines in line with the Bahrain Corporate Governance Code and CBB Rulebook.

In 2025 the NRGC reviewed and updated the Corporate Governance Guidelines, formalising the dissolution of the Purchasing and Projects Committee and the Subsidy and Commercialization Committee and the establishment of the Executive Committee. The Committee meets at least twice annually.

EXECUTIVE COMMITTEE

Chairman
Mr. Basim Mohamed Al Saie

Vice Chairman
Mr. Salah Mushari Al Kulaib

Members
Mr. Ahmad Mazhar
Ms. Raghdan Saleh Abdulrasool
Mr. Fahad Mohamed Almudhahka*
Mr. Mohamed Sadiq Al Rahma

*Replaced with Mr. Mohamed Sadiq Al Rahma in Board Membership on 13 November 2025.

This committee was formed by Board resolution on 25 February 2025 to absorb the responsibilities of the dissolved Purchasing and Projects Committee. The ExCom assists the Board by:

- Overseeing executive management and departmental functions to ensure alignment with strategic objectives
- Approving and reallocating capital investments within defined financial thresholds
- Ensuring disposals of fixed assets, damaged inventory and bad debts are subject to appropriate approval.
- Overseeing compliance with the Wheat Tendering, Negotiating, Procurement and Payment Manual.
- Overseeing compliance with the Procurement Policy and approving procurement plans and contract awards.
- Overseeing major projects by approving proposals and budgets and monitoring progress.
- Overseeing the Company's strategic relationship with the Government of Bahrain and providing direction on commercial and market strategies.

The Committee meets at least four times annually.

PURCHASING AND PROJECTS COMMITTEE (PPC)

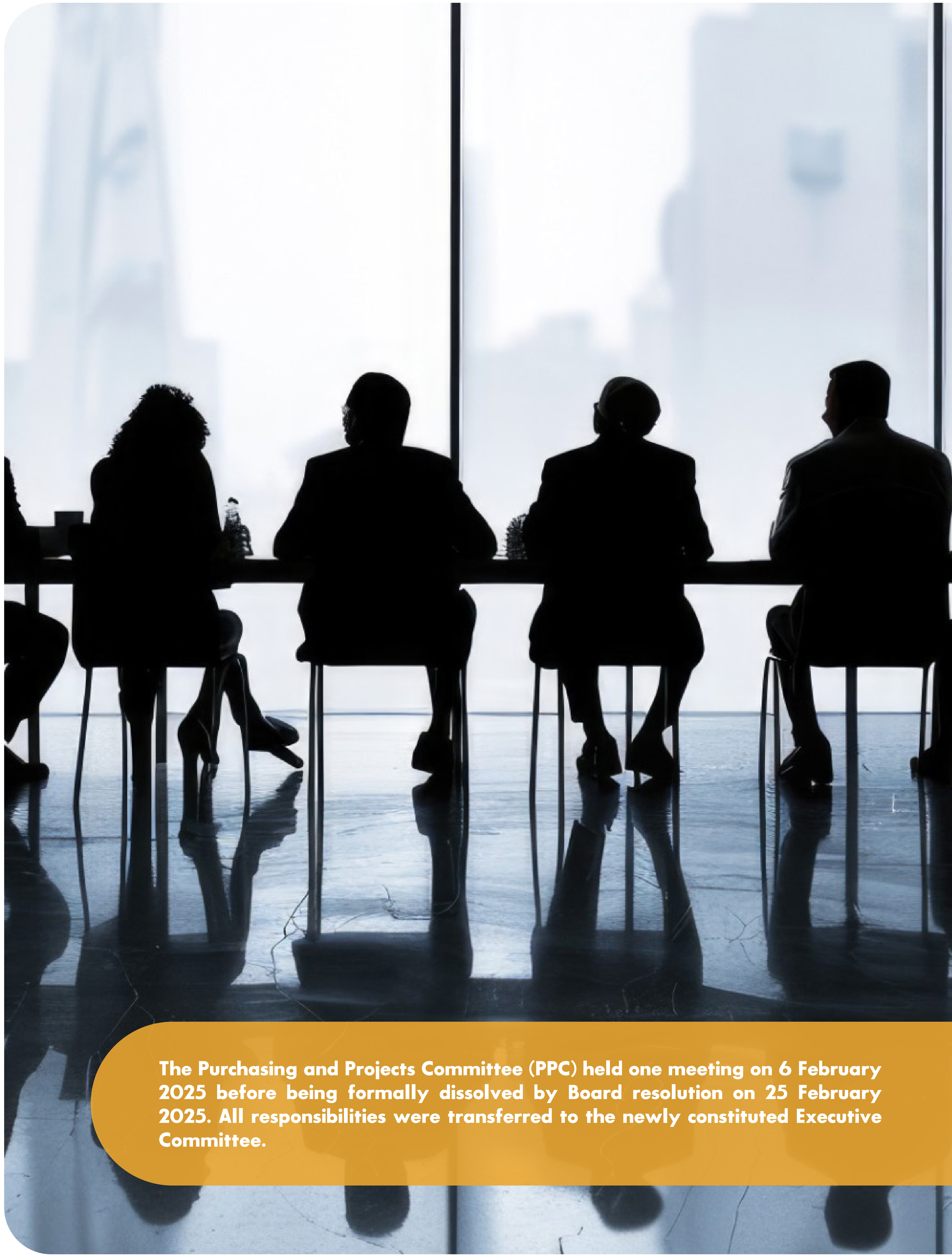
Chairman
Mr. Salah Mushari Al Kulaib

Vice Chairman
Mr. Basim Mohamed Al Saie

Members
Ms. Raghdan Saleh Abdulrasool
Mr. Fahad Mohamed Almudhahka

The purpose of the Purchasing and Projects Committee ('PPC') is to

- Assist the Company's Board of Directors in fulfilling its oversight responsibilities with respect to wheat procurement, and other general procurements.
- Offer oversight assistance on major project and capital expenditures.



The Purchasing and Projects Committee (PPC) held one meeting on 6 February 2025 before being formally dissolved by Board resolution on 25 February 2025. All responsibilities were transferred to the newly constituted Executive Committee.

UPHOLDING ETHICS THROUGH ROBUST POLICIES

BFM's corporate and governance policies and procedures form a foundational framework for guiding ethical conduct and integrity across the organisation. These policies transparently communicate the Company's stance on ethics, compliance, accountability and operational integrity, upholding the principles that underpin long-term business sustainability.

01. WHISTLEBLOWING

BFM maintains a formal Whistleblowing Policy providing a confidential and secure channel for employees and stakeholders to report concerns about misconduct, fraud or unethical behaviour. The policy ensures protection for whistleblowers, promotes a culture of transparency and outlines clear procedures for reporting and investigation. All employees are covered by the policy; annual reminders are circulated via email, and notices are displayed prominently throughout Company premises. Concerns may be reported to whistleblowing@bfm.bh or directly to the Audit, Compliance and Risk Committee (ACRC).

02. CONFLICT OF INTEREST

Bahrain Flour Mills is committed to the highest standards of integrity and expects all stakeholders to uphold the same. The management of conflicts of interest forms a critical part of BFM's Code of Ethics for Business Conduct. All Board members are required to declare any actual, perceived or potential conflict of interest as soon as it is identified and to sign an annual declaration of interests. This obligation is embedded in each Director's Service Agreement. In 2025 BFM adopted a formal Conflict of Interest and Related Party Transactions Policy. Related party transactions and balances for the year ended 31 December 2025 are disclosed in Note 25 of the audited financial statements. There were no material related party transactions during 2025, and there are no cross-shareholdings or commercial relationships with suppliers that would compromise independence.

03. CODE OF ETHICS FOR BUSINESS CONDUCT

BFM's Code of Ethics for Business Conduct establishes clear expectations regarding employee conduct, addressing conflicts of interest, anti-discrimination, workplace behaviour, confidentiality and the protection of Company assets. The Code forms an integral part of the terms and conditions of employment and reflects the Company's zero-tolerance approach to unethical or unprofessional behaviour. Anti-corruption obligations are incorporated within this Code. Employees are obligated to report suspected violations through appropriate channels including the Whistleblowing platform, with full assurance that good-faith reports will be treated confidentially and without retaliation. Violations are subject to disciplinary action. The Code is shared with all employees through internal communication channels.

SAFEGUARDING INFORMATION ASSETS

At Bahrain Flour Mills, we understand that digital technology has transformed the way business is conducted and provides numerous advantages. However, digital technology also carries risks related to cybersecurity and data protection, which require effective management and robust security measures. In order to manage these risks effectively, efficient policies and safeguards are required, starting from well-defined and robust policies to effective implementation practices. Additionally, the role of employees in safeguarding these assets is critical, which is why investing in employee capability and awareness is essential.

Bahrain Flour Mills Information Technology Manual provides a structured framework for managing the Company's IT infrastructure, applications and data in a secure, efficient and controlled manner. The manual covers IT operations, access control, change management, backup and restoration, and the responsible use of email and internet services. It establishes clear responsibilities, security measures and escalation channels to ensure business continuity and mitigate IT-related risks, embedding a culture of information security and operational discipline across the organisation.

DATA PRIVACY AND PROTECTION

Bahrain Flour Mills Personal Data Protection Policy is developed in alignment with Bahrain's Personal Data Protection Law (PDPL). The policy covers the collection, processing, storage and disclosure of personal data across all departments and channels of business operation. Safeguards include encryption, firewalls and access controls, with secure processes for data handling and storage. A Data Protection Supervisor has been appointed to oversee PDPL compliance, coordinate with the relevant authority and ensure any violations or breaches are promptly addressed. Individuals' rights, including access, rectification, erasure and the withdrawal of consent are clearly communicated.

0
Customer Privacy Breaches
Reported in 2025

BUILDING A LOCAL AND SUSTAINABLE SUPPLY CHAIN

Bahrain Flour Mills engages with a diverse network of suppliers and recognises the importance of partnering with organizations that share its values, particularly in human resource management and environmental stewardship. Wherever operationally feasible, the Company prioritises local suppliers to support the national economy and reduce its environmental footprint. All supplier engagements are governed by formal Terms and Conditions and other legally binding documents to ensure clarity, accountability and alignment with business standards. While a dedicated Supplier Code of Conduct has not yet been formally adopted, the Company continues to evaluate its feasibility as part of its commitment to responsible sourcing.

APPENDIX

CBB INDEX

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Environmental	E.1 Environmental Oversight	1. A statement on how the company addresses its environmental impact (e.g., explain whether senior management and/or the board address sustainability issues in meetings or have dedicated committees to do so.)	Our Sustainability Approach and Governance, Page 11 Protecting Our Planet, Page 14
		2. A statement of purpose and approach of the board/management towards sustainability matters.	Our Sustainability Approach and Governance, Page 11 Chairman Message, Page 8
		3. A description of the following (where applicable): 3.1 Policies 3.2 Commitments 3.3 Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) 3.4 Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.) 3.5 Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about climate/sustainability targets and processes.	Our Sustainability Approach and Governance, Page 11
	E.2 Energy Consumption	1. Report total energy consumed and breakdown by type: 1.1 Indirect energy consumed in the form of electricity, heating, cooling (i.e., total of energy purchases)	Energy Management, Page 16
		1.2 Direct energy consumed, classified by renewable and non-renewable sources	
		2. State the standards, techniques, assumptions, and/or calculation tools utilised	
	E.3 Energy Intensity	1. Report total energy consumed during the year divided by the selected scaling factor (e.g., sales, revenue etc.)	Energy Intensity, Page 16
		2. State the standards, techniques, assumptions, and/or calculation tools utilised	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Environmental	E.4 Energy Mix	1. Report the percentage of energy used by source, as part of total energy consumption	Energy Mix, Page 16
		2. Report the percentage of renewable and non-renewable energy used, as part of total energy consumption	
	E.5 Greenhouse Gas (GHG) Emissions	1. Report total absolute emissions by scope:	Carbon Emissions, Page 15
		1.1 Total amount, in CO_2 equivalents, for Scope 1	
		1.2 Total amount, in CO_2 equivalents, for Scope 2	
		1.3 Total amount, in CO_2 equivalents, for Scope 3 (if applicable)	
		2. State the standards, techniques, assumptions, and/or calculation tools utilised	
	E.6 Emission Intensity	1. Report total annual GHG emission during the year divided by the selected scaling factor	Emissions Intensity, Page 15
		2. State the standards, techniques, assumptions, and/or calculation tools utilised	
	E.7 Climate Risk Mitigation	1. Describe how your company identifies, assesses, and manages climate-related risks (including physical risks and transition risks)	Carbon Emissions, Page 15
		2. Report the amount invested annually in climate-related issues (in BHD or USD) (e.g., research and product innovation)	
	E.8 Water Usage	1. Report the total annual amount of water consumed by the organisation	Sustainable Water Management, Page 17
		2. Report the total annual amount of water withdrawn by the organisation	
		3. Report the total annual amount of water recycled/reclaimed by the organisation	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Environmental	E.9 Waste Generation	1. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste (hazardous and non-hazardous)	Responsible Waste Management, Page 17
		2. Description of the company's waste disposal method(s)	
		2.1 Description of the company's sustainable waste management practices (such as recycling initiatives and waste reduction strategies)	
		3. State the standards, techniques, assumptions, and/or calculation tools utilised	
	E.10 Emission Targets	1. A statement on how the company addresses its total emission	Carbon Emissions, Page 15
		2. A statement of the board/management approach towards its total emissions, including whether it is subject to any country, regional, or industry-level emissions regulations and policies	
		3. A description of the following (where applicable): 3.1 Policies 3.2 Commitments 3.3 Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) 3.4 Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.) 3.5 Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about climate/sustainability targets and processes.	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Social	S.1 Total Workforce by Sex, Age-Group, and Employment Type	1. Report total number of employees currently employed within the organisation	Building a Diverse and inclusive Organization, Page 23
		1.1 Composition of the total workforce by sex, as percentage of the total workforce	Building a Diverse and inclusive Organization, Page 23
		1.2 Composition of the total workforce by age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old), as a percentage of the total workforce	Age Diversity, Page 25
		1.3 Composition of the total workforce by employment type (e.g., full-time, part-time, intern etc.), as a percentage of the total workforce	Building a Diverse and inclusive Organization, Page 23
	S.2 Child and Forced Labour	1. A statement on how the organisation addresses prohibition of child and or/forced labour	Workforce Ethics and Human Rights, Page 22
		2. A statement of the board/management approach›s direction, including whether it is subject to any country, regional, or industry-level regulations and policies	
		3. A description of the following (where applicable): 3.1 Policies 3.2 Commitments 3.3 Goals and targets (e.g., a description of how management/the board oversee progress against climate/sustainability related targets) 3.4 Responsibilities (e.g., if responsibilities are delegated to management-level positions; dedicated sustainability officer(s); Board committees etc.) 3.5 Specific actions, such as processes, projects, programs, initiatives and frequency at which the board is informed about climate/sustainability targets and processes.	
	S.3 Employee Turnover	1. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, by sex	Employee Turnover, Page 28
		2. Report total annual employee turnover rate (whether voluntary or involuntary) for full-time employees during the reporting period, by age-group (as per the GRI's employee age group categories: (a) under 30 years old, (b) 30-50 years old, and (c) over 50 years old)	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Social	S.4 Gender Pay Ratio	1. Report the median total compensation for women compared to the median total compensation for men (as a ratio)	Building a Diverse and Inclusive Organization, Page 23
	S.5 Health and Safety	1. Report on the total number of injuries and fatalities occurred in each of the past three years including the reporting year	Ensuring Workplace Safety and Wellbeing, Page 27
		2. Report lost days due to work injury in each of the past three years including the reporting year	
		3. A description of occupational health and safety measures adopted, and how they are implemented and monitored	
	S.6 Non-Discrimination	1. A statement on how the organisation addresses harassment and discrimination matters	Workforce Ethics and Human Rights, Page 22
		2. A statement of the board/management approach, including whether it is subject to any country, regional, or industry-level regulations and policies	
	S.7 Nationalisation	1. A statement of the board/management approach to increase nationalisation, including whether it is subject to any country regulations and policies	Aligning with Bahrainization Goals, Page 26
	S.8 Community Investment	1. Amount invested in the community as a percentage of company revenues	Strengthening our Social Commitments, Page 19
		2. Description of the scope and impact of its community investment initiatives	
	S.9 Human Rights	1. A statement on how the organisation addresses human rights	Workforce Ethics and Human Rights, Page 22
		2. A statement of the board/management approach›s direction, including whether it is subject to any country, regional, or industry-level regulations and policies	
		3. A description of the following (where applicable): 3.1 Policies (and if it also covers suppliers and vendors 3.2 Commitments 3.3 Goals and targets 3.4 Responsibilities	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Social	S.10 Management Composition/Diversity	1. Report percentage of male to female metrics, as per the below categories: 1.1 Entry-level	Gender Diversity by Employee Category, Page 24
		1.2 Mid-level	
		1.3 Senior/Executive level positions	
	S.11 Development and Training	1. Report average hours of training, as per the below categories:	Investing in Employee Competence and Development, Page 27
		1.1 By Sex	
		1.2 By Employee category (Full-time, part-time, internship etc.)	
Governance	G.1 Board Composition	1. Report board size	Board Composition, Page 32 Board Diversity and Independence, Page 34 Board Committees, Page 35
		2. Report female board directors by number and percentage of the Board size	
		3. Report composition of the board and its committees by:	
		3.1 Executive or non-executive	
		3.2 Independence	
		3.3 Tenure	
		3.4 Representation (appointed or elected)	
		3.5 Details of non-compliance with regulations, as well as a description of the corrective actions taken	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Governance	G.2 Collective Bargaining	1. Report total enterprise headcount covered by collective bargaining agreements (Unions) (if applicable)	Workforce Ethics and Human Rights, Page 22
		2. Provide a description of the process by which employees negotiate their contracts with the organisation to determine their terms of employment (e.g., compensation, benefits, hours, leave, occupational health and safety standards, initiatives to balance work and family etc.)	
	G.3 Whistleblowing	1. Provide a description of internal and external mechanisms for seeking advice and reporting concerns on organisational integrity	Upholding Ethics through Robust Policies, Page 37
		2. Provide a description on awareness initiatives conducted by the organisation	
	G.4 Data Privacy	1. Provide a description of the company's Data Privacy policy	Safeguarding Information Assets, Page 38 Data Privacy and Protection, Page 38
		2. Provide a statement of the steps taken to comply with Personal Data Protection Law (PDPL) rules	
	G.5 Disclosure Practices	1. Report if the company provides its sustainability data to sustainability supporting organisations such as the Global Reporting Initiative (GRI) Secretariat, United Nations (UN), CDP etc.	No, Bahrain Flour Mill does not share its sustainability data with external sustainability supporting organisations.
		2. Report if the company focuses on specific UN Sustainable Development Goals (SDGs), including setting targets and reporting progress	Contributing to United Nation's Sustainable Development Goals, Page 12 Currently, there are no targets on UN SDGs.
		3. State whether the company publishes a sustainability report and/or how it integrates sustainability data in its disclosures	Introduction to the Report, Page 9
	G.6 Conflict of Interest	1. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: 1.1 Cross-board membership	Upholding Ethics through Robust Policies, Page 37
		1.2 Cross-shareholding with suppliers and other stakeholders	
		1.3 Existence of controlling shareholders	
		1.4 Related parties, their relationships, nature, transactions, and outstanding balances	

AREA	KPI	MAIN REPORTING COMPONENT(S)	LOCATION/RESPONSE
Governance	G.7 Supplier Code of Conduct	1. Provide a description of the company's Supplier Code of Conduct	Building a Local and Sustainable Supply Chain, Page 39
		2. Report the percentage of suppliers that comply with the company's code of conduct and the compliance assessment mechanism	
	G.8 Incentivised Pay	1. Report if executives are formally incentivised to perform on sustainability	Our Sustainability Approach and Governance, Page 11
		2. Report the percentage of executive compensation tied to ESG performance metrics	
		3. Provide a description of other links between executive performance and sustainability performance (if any)	
	G.9 Ethics & Anti-Corruption	1. Report if your company follows an Ethics and/or Anti-Corruption policy	Upholding Ethics through Robust Policies, Page 37
		1.1 If yes, report the percentage of the workforce that has formally certified its compliance with the policy (provide description of certification and process)	
		2. Provide a statement of the company's commitment towards its ethics and/or anti-Corruption policy/ position	
	G.10 Assurance	1. Provide a description of the process by which sustainability disclosures are assured or validated	Introduction to the Report, Page 9
		1.1 Report if the company's sustainability disclosures are assured or validated by an independent third party	