

# Workforce Nationalization Position Statement

## 1. Our Commitment

In line with the Bahraini government's efforts to increase the proportion of Bahraini citizens in the country's workforce, as outlined in the Bahrainization percentage law, the Bank of Bahrain and Kuwait (herein referred to as "the Bank" or "BBK") is committed to enhancing the recruitment and development of our national employees. We are dedicated to fostering a workplace that prioritizes the inclusion and growth of Bahraini nationals, ensuring they have equal opportunities for career advancement within the bank.

## 2. Purpose & Scope

The purpose of this position statement is to outline BBK's commitment to nationalizing our workforce by increasing the recruitment of Bahraini nationals and providing them with opportunities for professional development. This statement applies to all areas of our operations and is integral to our human resources strategy. It covers recruitment, training, and development initiatives aimed at maintaining and enhancing the high percentage of Bahraini employees in our workforce.

## 3. Fulfilling Our Commitment

To fulfill our commitment to workforce nationalization, BBK implements the following measures:

### Ensuring Compliance

We are committed to support our local talents and fostering national growth, clearly reflected in our hiring practices which consistently prioritize Bahraini nationals. The bank exceeds the minimum nationalization thresholds mandated by Bahraini employment law.

### Inclusive Recruitment Strategy

We actively seek to recruit qualified Bahraini candidates for various roles within the bank, ensuring that we maintain and potentially increase the existing high percentage of Bahrainis in our workforce.

### Development and Upskilling

We focus on developing and upskilling our existing national workforce through structured training programs, workshops, and career development initiatives, providing continuous support to assist their career growth, offering mentorship and opportunities for advancement within the bank.

### Regular Reviews

We regularly review and update our nationalization approaches to ensure we remain aligned with governmental goals and exceed industry standards.