

Sustainability Report

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The creation of long-term value for all the Bank’s stakeholders and operating our business in a way that is sustainable is of paramount importance to the Board in the delivery of GHIB’s Environmental and Climate Risk Strategy (ECR Strategy). In 2025, the Board and staff developed high-level principles for GHIB in relation to Environmental, Social and Governance (ESG), and reinforced our commitment to responsible business practices. Our ESG principles are buttressed by our organisational values, namely Respect, Integrity, Collaboration and Excellence. We continue to integrate ESG in our corporate strategy, recognising that this is a long but necessary and important journey for the Bank.

This year we assessed the progress made in 2025 towards the achievement of our target for net zero

operations (related to Scope 1 and Scope 2 GHG emissions) and reducing the Bank’s financed emissions. While our carbon footprint is relatively modest, given the nature of our business, we nevertheless, remain dedicated to reducing emissions where possible, across our operations in both London and Accra. Further details on reductions achieved in 2025 in targeted operational areas are set out on page 45.

In line with our commitment to a truly diverse and inclusive workforce, one where staff feel adequately empowered, in 2025, we successfully increased female representation in leadership attaining a 38% rate, and within our Executive Committee, representation stood at 40%. These efforts place us

broadly in line with market benchmarks. The Board also remains steadfast in its commitment to addressing gender gaps in its composition through its succession planning.

GHIB strives to be an employer of choice, providing a dynamic work environment where our staff are able to speak up, thrive and grow. GHIB employee engagement surveys are an important tool to elicit feedback on issues important to staff and the Bank and these feature regularly in the Bank’s agenda. To advance our efforts to increase transparency, we continued to hold regular town halls in 2025, as well as several varied leadership Q&A sessions with staff throughout the year.

Effective employee engagement and promoting talent and diversity featured strongly in 2025. We continued our investment in manager and leadership training with noticeable benefits. Internal mobility continued to build strength with 11% of vacant roles being filled through internal appointments, thus supporting the development

and retention of talent. The Bank strives to create an open and safe environment where staff are free to speak up without fear of recrimination.

As part of this commitment, we tested the operational efficiency of our whistleblowing arrangements early in 2025, enhancing these to ensure these continued to be effective and reflective of positive, strong culture of openness and trust within GHIB.

Helping and supporting the most vulnerable communities in some of the world’s poorest nations remains a longstanding responsibility of the Bank. This has been the case since GHIB established its wholly sponsored charitable foundation in 2000, the Ghana International Foundation, or, as popularly known, “GIF”. The Board continues to approve an annual donation by the Bank to the Foundation, awarding GIF £70,929 in 2025. GIF applies these sums to support worthy causes, mostly in Ghana, and aimed at promoting education, health, and the alleviation of poverty.

Our Priorities	Our Mission	Our Goals
Climate Change and Environment	To reduce our impact on the environment and tackle climate change where we can	To actively contribute where we can to the achievement of a net zero carbon economy in the UK by 2050
Diversity and Inclusion	To ensure we are a diverse and inclusive employer	To develop targets for representation of women across our leadership team
Staff	To support and develop our staff, promote staff wellbeing and ensure we reward our staff appropriately	To maintain strong staff engagement and continue to develop, motivate, and promote our team of talented and diverse staff
Community	To alleviate poverty, and further health and education where most needed	To give back to society by directing funds to those who need them most.
Governance	To embed strong governance structures, arrangements and practices to ensure sound decision making and transparent reporting	To have appropriate governance structures in place to support the execution of our Environment Social & Governance objectives.

Climate Change and the Environment

GHIB is not required to comply with the full requirements of the Task Force on Climate Related Financial Disclosures (TCFD). However, as a responsible financial institution we strive on a best-efforts basis to provide climate-related disclosures that reflect the theme and spirit of the TCFD recommendations. GHIB's response to climate change related risks, along with the rest of the financial services industry and beyond, continues to evolve at an increasing pace.

At GHIB, we recognise that our business activities have an impact on the environment, and see limiting the disruptive effects of climate change, as one of the biggest global challenges of our time. In various ways, GHIB supports an orderly and just transition to a low-carbon economy in the markets and countries where we operate.

As part of the Bank's proactive approach to the management of environmental risks associated with our business, the Bank continued to monitor progress on its ECR Strategy, which was approved by the Board in 2023. The ECR Strategy is commensurate with and proportionate to our size, nature of our business activities, as well as our markets.

The approved ECR Strategy includes measures to a) actively encourage our business partners in our mostly African target markets, to take a responsible and prudent approach towards environmental impact management; and b) ensure that GHIB's internal operations have reasonable goals and targets to achieve net zero operations by 2050. In the course of the year, GHIB's Chief Risk Officer (CRO) and Deputy visited and held discussions with key clients in our markets geared at highlighting environmental risk management.

The Bank's flagship 5-day client conference in London, CNVERGE 2025, comprised discussion by business leaders drawn from corporates and financial institutions across our markets in Africa around ESG challenges and opportunities.

The Bank recognises the importance of addressing the threat of climate change. Work to identify the risks and

opportunities for the Bank continues to be an area of focus for the Board and senior management. This is a challenge that requires action in this decade. We take our responsibility towards the environment seriously.

The Bank has progressed well in implementing the requirements of the expectations of the Prudential Regulation Authority (PRA) as set out in supervisory statement SS3/19 and in understanding the impact of the Bank's operations on climate change, on our customers, our portfolios and business resilience.

Governance-Climate Change Risk Management

Sound governance provides a firm foundation from which we as a bank operates. In relation to our ESG Principles, oversight responsibility continues to lie with our Board of Directors. The Board Risk Committee (BRC) Chair acts as the Board ESG Lead Director. The BRC Chair has continued to be a useful sounding board for Senior Management and specifically, the Bank's ESG Working Group, whilst actively ensuring that ESG continues to be factored into the Board's agenda.

The Board has ultimate responsibility for climate change risk and monitors progress against targets. The Board and Senior Management have continued to keep up to date with UK and global developments and requirements in relation to climate change. It has built its knowledge and understanding of applicable ESG regulatory frameworks and required disclosures, as well as plausible approaches to ESG for firms such as GHIB especially as these pertain to doing business in African markets. The Board Audit & Compliance Committee oversees the Bank's climate related disclosures and the robustness of Internal Audit's approach to assessing

GHIB's response to climate change related risks. The CRO is the Bank's senior manager under the UK Senior Managers Regime, responsible for climate change related financial risks. The CRO regularly updates the Board and Management Committees on climate-related risks to inform the Bank's approach to these risks. Climate change risks are considered

across several Management Committees, including the Bank’s Revenue Generation Committee (strategy and customer impact); Management Credit Committee (credit and lending); Risk Oversight Committee (risk management); and the Executive Management Committee (ExCo) which provides management oversight of these areas.

Strategy

The Bank incorporates sustainability considerations and objectives into its business strategy and proactively manages the social and environmental risks associated with its business activities. By doing so, it reduces risk; and contributes positively to changes in practice by supporting customers seeking to adopt and or improve the implementation of sound environmental and social practices. The urgency for action to reduce the impact of the effects of climate change remains a constant. To achieve the goal of the Paris Agreement to keep global

warming well below two degrees by the mid-century, everyone needs to play a part, including GHIB. One of the most significant impacts we can make as a bank is with our lending portfolio. Throughout the year, we continued to look for opportunities to steer our loan book to finance activities that are aligned with achieving the goals of the Paris Agreement. 2025 saw the Bank engage key customers in preliminary discussions around financing renewable energy projects.

However, the Bank recognises that these initiatives are limited because we are not able to measure financed emissions and the most significant commitment and contribution the Bank can make towards the transition to a net zero global economy is through supporting our customers’ transition to net zero. This is because what we finance may either help or hinder the transition to a low-carbon society.



Our Commitment

We are committed to sustainable social and economic development and supporting a just transition to a low-carbon economy across our African markets.

We are supportive of the goals of the Paris Agreement to achieve net zero emissions by 2050.

Our Approach

- Implementing our Board-approved ECR Strategy
- Monitoring progress toward net zero operations by 2050
- Encouraging clients and partners to adopt responsible environmental practices
- Engaging clients directly on environmental risk management
- Integrating ESG into our lending, risk and business

Strategy

We embed sustainability into our business strategy by:

- Managing environmental and social risks across our operations and portfolios
- Supporting customers transitioning to sustainable and low-carbon practices
- Exploring financing opportunities in renewable energy and climate-aligned sectors
- Aligning our loan portfolio with Paris Agreement goals

Looking Ahead 2026

GHIB remains committed to strengthening its climate capabilities, improving measurement of financed emissions, and supporting clients on their transition journeys.

We recognise that what we finance today shapes the economy of tomorrow, and we will continue to play our role in enabling a sustainable future.

Risk Management

Climate risk is managed through our existing Risk Management Framework. We have assessed our exposure as low, but we continue to monitor and manage as the risk changes. We manage the risk as follows:

Physical Risk: We have performed an assessment of the physical risks that GHIB faces, including flooding, heatwaves, and drought risks associated with the Bank's office locations. This has been assessed as low, and whilst changing, the change is slow.

Transition Risk: We have assessed GHIB's direct exposure to transition risk and this is low. We have categorised our customers into High, Medium, and Low risk categories in relation to transition risk based on the sector in which they operate. We engage with our customers to understand their perception of their exposure to transition risks and how they plan to manage their risks. We seek to understand and evidence their exposure level, governance arrangements, management information, strategic planning, and overall management of climate risk. We have assessed the transition risks of our borrowers and identified those that fall into the high-risk category. This group represents a small percentage (2025: 7.2% and 2024: 5.6%) of our portfolio.

The short-dated tenor of our balance sheet limits our exposure to transition risk. Ghana, our main market, now ranks approximately 155th globally in terms of CO₂ emissions per capita, with an estimated 1.6 metric tonnes per person in 2025, according to the latest World Bank data. This remains significantly below the global average of about 4.8 tonnes per person. We have also considered Ghana's commitment to be Net Zero by 2070. We will continue to a) monitor our exposure, b) support our customers to develop their readiness and mitigation strategies; and c) develop more sophisticated methodologies to continuously assess the indirect risk arising from our customers and our loan portfolio. The Bank has assessed its physical and transitional climate change risk exposure. The results of our analysis have not led to a change in strategy but provide valuable insights to the Board and Senior Management to help shape the Bank's strategy.

GHIB is continuing to develop a rounded and proportionate approach to metrics to be monitored.



Chief Banking Officer Ophelia Attobrah, visits West Africa

Environmental – 2025 Initiatives

The Bank recognises its responsibility as a responsible lender to support the aims of a net zero economy through influencing customer behaviour. The Bank acknowledges the emissions impact of the assets and sectors that it finances, as well as the efforts it needs to make to reduce the impact of its own operations on the environment. Two goals were targeted by the Bank for completion by 2025, The first related to supporting key clients to develop a deeper understanding of their climate change impact and exposure. To this end, the Bank’s Relationship Managers actively engaged clients on their understanding of the impact of their operations on the environment, with an ESG component forming part of client risk assessments. The Bank continued to address climate change-related risks throughout the vendor due diligence process and remains committed to strengthening and building on the progress achieved in 2025 to make this process more robust. In 2025, the Bank engaged in preliminary discussions to provide financing for solar power projects in furtherance of its 2030 goal to increase exposures to the renewable fuel sector by 50%.

The Bank’s phased approach to:

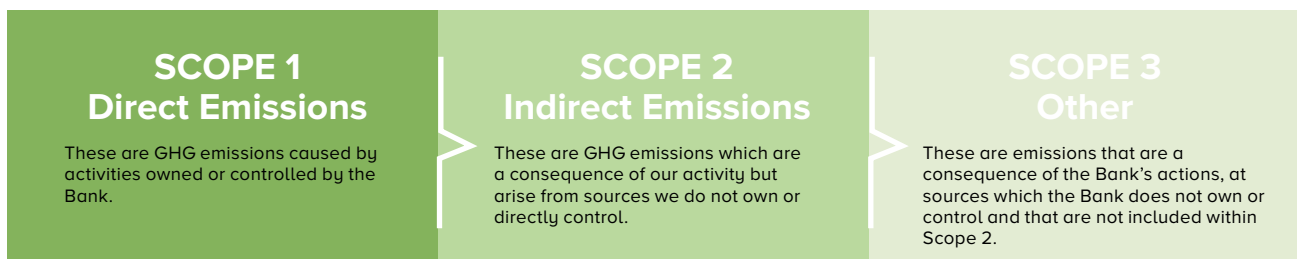
Goal	Example of Measure/metric	Target Date
Achieving Net Zero Internal Operations	▪ Staff training and awareness campaigns to adopt more sustainable practices and behaviors at work.	Periodically
	▪ Supply chain management of climate-change related risks through our vendor due diligence process	2030
	▪ 50% of GHIB office premises use renewable energy	2030
	▪ 50% reduction in usage of paper from 2023 with an equal amount of sustainably sourced paper.	2030
	▪ 20% of Bank charitable donations to be earmarked for climate change related activities.	2030
Reducing Financed Emissions	▪ Trade transaction assessments to incorporate climate change and sustainability factors.	2030
	▪ GHIB exposures to the renewable fuel sector to increase by 50%	2030
	▪ 5% of GHIB loan portfolio to support environmentally sustainable activities.	2030

Climate Related Disclosures

GHIB continues to enhance its disclosures, recognising that there is still work to be done. GHIB is committed to making frequent, transparent disclosures to communicate its progress as it develops its climate capabilities.

Energy and Carbon Reporting

The Bank’s energy and carbon reporting applies the requirements of the Streamlined Energy and Carbon Reporting (“SECR”) standards. The Bank accounted for the emissions in the section below for 2025, as defined by the international Green House Gas (“GHG”) Protocol. As an office-based business, the bulk of our emissions are indirect, mainly electricity used to run the office and computing resources. The GHG splits the emissions into three categories:



The table on the overleaf shows the Bank’s total energy consumption and greenhouse gas emissions for the year ended 31 December (unaudited). Total gross energy consumed decreased in the year as the Bank reduced its use of temporary premises in London. Total tonnes CO₂e increased however, mostly driven by international air travel by Bank staff, which has grown in line with business growth and development. The Bank continues to view its progress to reducing emissions as a long-term initiative and recognises that as the Bank grows it will need to act strategically to deliver on its climate goals.

	2025 (Unaudited)	2024 (Unaudited)
Total International Energy Consumption used to calculate emissions		
Electricity Consumption	225,023.70 Kwh	225,052.73 Kwh
Combustion of Gas (Heating)	314,172.80 Kwh	303,842.17 Kwh
Total Gross Energy Consumed	539,196.50 Kwh	528,894.90 Kwh
Employee International Air Travel	978,884 km	512,080 Km
Analysis Emissions from:		
	tonnes CO2e	tonnes CO2e
Scope 1: emissions from operation of facilities run by the Bank		
Business travel in company owned vehicles	18.54	19.07
Combustion of Gas (Heating)	57.46	55.57
Total Scope 1	76.00	74.64
Scope 2: the purchase of electricity, heat, cooling by the Bank for its own use on its premises		
Electricity (Location based)	61.68	68.13
Total Scope 2	61.68	68.13
Scope 3: other disclosures not captured above		
Energy transmission and distribution losses	2.40	2.24
Business travel:		
■ International employee air travel	249.66	229.16
■ Emissions arising from hotel accomodation associated with business travel	11.37	6.47
Employee commuting to work	0.17	0.28
Working from home	173.29	174.94
Total Scope 3	436.89	413.09
Carbon Intensity Ratio (sq/m)	93.81	97.21
Tonnes of CO2e per employee (including Directors)	2.80	2.63



It has not been possible for the Bank to quantify or include in the above analysis for 2024 and 2025 other scope 3 emissions, including financed emissions. The Bank is reviewing how it will consider measuring these scope 3 emissions, which is expected to aid delivery of the Bank's goals. Employee international air travel in km has increased, driven by growth in business activities and client visits. International staff air travel in tonnes CO₂e has not materially increased due to an improvement in the source data used to measure CO₂ emission in 2025.

GHIB continues to make progress embedding climate change risk into the Bank's operations, ensuring that climate change is part of all relevant decision-making processes. To further enhance these efforts, the Bank is currently building a process to understand the carbon emissions arising from customer activities it finances. A good understanding is important to establish targets and metrics.

Societal Factors

Diversity & Inclusion

The Bank is an equal opportunities employer. We seek to promote a diverse workforce and to this end, where possible, we endeavour only to use recruitment agencies who have signed up to industry codes of conduct which align with our values. We seek to hire the best talent from diverse candidate pools, employing candidates who equally share our Values. Our workplace is one where everyone is accepted and valued and receives fair treatment, free from discrimination on the grounds of gender, age, disability, marital or civil partnership status, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation.

Our work policies are designed to promote diversity, and we have adopted working practices, such as homeworking and flexible work policies to achieve this. GHIB's individually appointed diversity champions actively promote diversity, equality and inclusion across the Bank. The Board continues to monitor diversity on an ongoing basis. The focus this year was on age demographic of our new hires, and particularly the number of male and female hires above the age of 40 years.

The Board continues to recognise the need for a more intentional approach to safeguarding diversity at the highest level in the Bank and periodically reviews its aspirational targets in this respect, especially around gender diversity.

The Bank's Culture Champions oversaw important initiatives in 2025, aimed at reinforcing GHIB Values and promoting positive Culture change within the Bank. This year, we celebrated diversity with campaigns such as our #Movember campaign to raise awareness about men's health. We staged a #MentalHealthAwarenessWeek with a walkathon across the City of London, and finally our #Empower Her campaign recognised the achievements of women as part of International Women's Day.

Helping Communities

GHIB understands it has a responsibility to the communities in which it operates. The Bank's sponsorship of the Ghana International Foundation (the "Foundation" and "GIF") sits at the heart of GHIB's corporate social responsibility. Our staff actively volunteer their time and skills to support the Foundation's operations in many ways which include fund raising for causes which align with those of GIF. Where possible, the Bank will match funds raised by staff by way of additional donations to the Foundation. As a result, and when combined with the Bank's usual annual donation, GIF is able to maximise its grant-making activities and reach some of the poorest communities in the Bank's key market in Ghana. More information about the Foundation's work in 2025 is provided on pages 47-49.

Governance

Environment & Climate Related Factors

The Board has ultimate responsibility for climate change risk and the key activities that the Bank has undertaken throughout the year in this respect. Our governance arrangements around these risks are detailed above. In conjunction with these arrangements, the Bank's Board Audit and Compliance Committee has oversight into GHIB's climate change related disclosures and as part of this oversight ensures the robustness of Internal Audit's approach to assessing GHIB's response to these risks.

The Board Remuneration and Nominations Committee (REMCO) oversees the alignment of climate change-related goals and performance, as part of its review of the Bank's Remuneration Policy.

The Chief Risk Officer (CRO) is the senior manager responsible for managing climate financial risks under the UK Senior Managers Regime. The CRO regularly reports on and provides updates to the Board, and various Management Committees, on climate-related risks and the Bank's evolving approach to these. The CRO also chairs the Bank's ESG Working Group.

Climate related risks are considered across relevant management level governance bodies, including the ExCo, which is responsible for management oversight of the risks, as well the ExCo subcommittees referenced on page 60.

Oversight for Social and Governance sits largely with the Bank's REMCO, whose responsibilities cover, among others, people matter, diversity & inclusion, and oversight of the Bank's governance arrangements. Various Management committees including ExCo, the Bank's Operations Committee, and Risk Oversight Committee (ROC), all provide management oversight of the various facets which make up the Bank's ESG strategy.