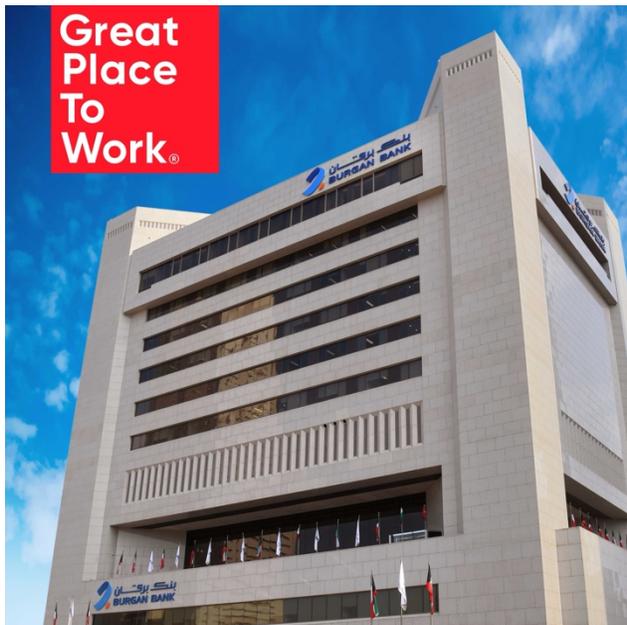


Burgan Bank Recognized by Public Authority of Manpower for Excellence in Kuwaitization and Job Localization

Cementing its leadership role in the development of Kuwait's national calibers



Group photo of dignitaries and honorees



Burgan Bank: A Certified Great Place to Work®.



Mr. Ali Hussain Akbar, Deputy General Manager – Human Resources and Development for the Group at Burgan Bank receiving the award

- *86% Kuwaitization, one of the highest in Kuwait's banking sector.*
- *A Certified Great Place to Work® committed to high engagement, wellness and inclusion.*
- *Digital-first learning ecosystem, powered by SAP SuccessFactors with an AI-driven HR platform delivering personalized career development*

Kuwait, 7 September 2025: Underscoring its leadership in developing national talent and fostering sustainable career growth for Kuwaitis, Burgan Bank was recognized by the Public Authority of Manpower as one of the most distinguished companies in the State of Kuwait for its outstanding achievements in Kuwaitization – which has reached an exceptional 86% in 2024, marking one of the highest rates in Kuwait's banking sector.

This prestigious recognition was celebrated during the Award Ceremony for Outstanding Companies in the GCC Labor Market, held at The St. Regis Kuwait, under the patronage of the GCC Ministers of Labour. The ceremony was attended by Sheikh Fahad Yousef Saud Al-Sabah, First Deputy Prime Minister and Minister of Interior, Mr. Jassim Mohammed Al-Budaiwi, Secretary-General of the Gulf Cooperation Council, Dr. Amthal Hadi Haif Al-Huwailah, Minister of Social Affairs, and Family and Childhood Affairs, Dr. Essam Al-Rubaian, Chairman of the Civil Service Commission (CSC), Mrs. Hind Subaih Barak Al-Subaih, Former Minister of Social Affairs and Labour and Former Minister of State for Economic Affairs.

Commenting on the accolade, Mr. Ali Hussain Akbar, Deputy General Manager – Human Resources and Development for the Group at Burgan Bank, said: “We are honored to be recognized on a national and regional level for our sustained efforts to empower Kuwait's ambitious, aspiring, and exceptional talents. This achievement reflects our unwavering commitment to contributing to the Kuwait Vision 2035 and ensuring that our workplace is a foundation for exceptional careers. At Burgan, we believe in holistic development, where each individual's growth fuels broader progress for the State of Kuwait, ”

He added that, as a certified Great Place to Work® – with an exceptionally high participation score in the employee engagement survey – Burgan Bank continues to foster a culture of continuous learning, enabled by a comprehensive talent development and career advancement program that runs all year and addresses the various needs of employees across departments and employment grades, noting that employees consumed an average of 33 hours of training per person per year.

Leveraging technologies and innovation to strengthen learning and talent development

As part of the Bank's digital transformation journey, its learning and talent development program is being further strengthened through SAP's cutting-edge, full-suite human resources management (HRM) system, SuccessFactors. The platform leverages advanced AI and data-driven technologies to ensure that every employee experiences a bespoke journey of personal and professional development tailored to their individual needs and aspirations.

Among the most notable learning and talent development programs that Burgan Bank offers its staff is its flagship program Ro'ya, designed to advance and qualify the best talents for leadership positions along the organizational structure. The program includes several streams: Future Leaders, Rising Leaders, Transformational Leaders, and Visionary Leaders – each tailored to talents' length of experience, needs, and aspirations. The program has undergone several enhancements since launching in 2020, with the latest addition being the Ro'ya Mentorship Module for Visionary Leaders, designed to prepare emerging senior leaders on the personal and professional fronts with the guidance of Burgan Bank's senior executives.

Furthermore, the Bank rolled out numerous specialized development programs in collaboration with leading educational institutions, such as Fitch Learning and CODED, to ensure that employees are up to date with the latest knowledge, technologies, and trends necessary for their success in areas of expertise, such as investment, wealth management, and digital transformation.

Nurturing a supportive work environment and a culture of talent recognition

In line with its efforts to support employees' personal and professional growth, Burgan Bank remains equally committed to maintaining high morale through initiatives such as the talent recognition program, Burgan Beacon, as well as the diverse health and wellness initiatives, such as the "Lean-In Circle for Women Empowerment" program, the "Rock Your Habits" fitness challenge, and the medical services delivered through the dedicated on-site clinic. Other efforts include adding employees' birthdays to their credit of annual paid leaves, reducing work hours on Thursdays, and offering fathers a five-day paternity leave – guaranteeing that employees enjoy a healthy work-life balance that brings out the best in them inside and outside their workplace.

Another facet of Burgan Bank's efforts to foster a nurturing work environment is its commitment to diversity, inclusion, and equal opportunity across all departments, branches, and executive levels. This frontier spans several notable initiatives, such as the Bank's "Empower Her" initiative for women empowerment in the workplace and leadership positions, as well as its continued support for the "Partners to Hire" forum and training program, dedicated to enabling Kuwaiti talents with disabilities in the workplace and paving the way for their sustainable inclusion in the labor force.

A deeply embedded commitment to ESG

Beyond human capital development, Burgan Bank continues to advocate for and engrain sustainability across its operations in alignment with Kuwait's national development goals and the United Nations Sustainable Development Goals (UN SDGs).

Among the Bank's most notable achievements along the environmental sustainability track in 2024 was receiving the LEED Gold certification (O&M v4.1) for its head office, in recognition of its commitment to sustainable building management practices and enhancing operational efficiency, as part of its broader strategy to contribute to a sustainable future.

Other advances that fortified Burgan Bank's commitment to environmental sustainability include launching a waste management and recycling initiative at its head office in collaboration with Tadwire, one of the leading recycling facilities of its kind in Kuwait. That is in addition to its participation in the DHL Express GoGreen Plus initiative, through which Burgan Bank reaffirms its commitment to lowering shipment-related carbon emissions by investing in DHL's adoption of sustainable aviation fuel (SAF) and opting for DHL Express greener courier services across its value chain.

A future-focused path for human capital development

On its mission to become an employer of choice and an active contributor to the growth and development of Kuwait's economy, Burgan Bank continues to invest in advancing its human resource management strategies as well as talent acquisition and retention approaches, whereby every hire is strategic and every employee has a clear growth development plan that propels their careers and leaves a positive mark on Kuwait's local economy.

About Burgan Bank

Established in 1977, Burgan Bank is a Kuwait-based conventional bank with a significant focus on the corporate and financial institution sectors. From its earliest days, the Bank has significantly sought to diversify its offering to cater to its growing retail and private banking customer base.

Burgan Bank has majority-owned subsidiaries, collectively known as the "Burgan Bank Group", in the MENAT region. This Group is supported by one of the largest branch networks across the region and includes: Gulf Bank Algeria – AGB (Algeria), Tunis International Bank – TIB (Tunisia), Burgan Bank Turkey (Turkey) and United Gulf Bank (Bahrain). Furthermore, Burgan Bank has a presence in the UAE through its corporate office, Burgan Financial Services Limited.

The Bank has continuously improved its performance over the years, through an expanded revenue structure, diversified funding sources, and a strong capital base. The adoption of state-of-the-art services and technology has positioned it as a trendsetter in the domestic market and within the MENA region. Moreover, Burgan Bank's brand has been built on a foundation of real values – trust, commitment, excellence, and progression – which serve as a reminder of the high standards to which the Bank always aspires. In fact, the Bank's core philosophy of 'Driven by You' is the foundation on which its products and services are continuously developed.



Burgan Bank has achieved the LEED v4.1 O+M: EB Gold Certification for its Head Office in Kuwait City. The Bank has also obtained the ISO/IEC 27001: 2022 Information Security Management Systems certificate (ISMS), ISO /IEC 27701:2019 Privacy Information Management Systems (PIMS), ISO/IEC 20000-1: 2018 Information Technology Service Management System (ITSMS) and was re-certified with the prestigious ISO 9001:2015 Quality Management System (QMS), making it one of the few banks in the GCC and Kuwait to receive such certification for five consecutive times. At the same time, the Bank has the distinction of being the only Bank in Kuwait to have won the JP Morgan Chase Quality Recognition Award for twenty consecutive years. Moreover, in a testament to its dedication to the development of its human capital, Burgan Bank is the first bank in Kuwait to be certified as a Great Place to Work®, earning the distinct honor in 2023.

Burgan Bank is a majority-owned subsidiary of KIPCO (Kuwait Projects Company), one of the largest holding companies in the MENA region.