بيمه
Beema
شركة الضمان للتأمين الإسلامي
Damaan Islamic Insurance Company

SUSTAINABILITY IN MOTION

PROTECTING THE FUTURE

SUSTAINABILITY
REPORT 2025

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His Highness

Sheikh Tamim Bin Hamad Al Thani
The Emir of the State of Qatar



His Highness

Sheikh Hamad Bin Khalifa Al Thani
The Father Amir

ABOUT THIS REPORT

Damaan Islamic Insurance Company (Beema) is pleased to present its 2025 Sustainability Report, providing an overview of the Company's environmental, social, and governance (ESG) performance, initiatives, and progress during the reporting period. The report reflects Beema's commitment to transparency, Sharia-compliant ethical standards, sustainable growth, and the integration of sustainability considerations into its operations, investments, and decision-making processes. It also demonstrates the Company's ongoing alignment with applicable regulatory requirements, national priorities, and international sustainability reporting frameworks.

Reporting Period

Unless otherwise stated, all information and data presented in this report cover the period from 1 January 2025 to 31 December 2025. Beema is committed to annual sustainability reporting to support consistent communication of its ESG performance, priorities, and progress to stakeholders.

Reporting Guidelines

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and incorporates relevant disclosure requirements under IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, where applicable. The report is additionally informed by Qatar Stock Exchange (QSE) ESG Reporting Guidelines, Sustainability Accounting Standards Board (SASB) standards applicable to the insurance sector, United Nations Sustainable Development Goals (UN SDGs), Qatar National Vision 2030 (QNV 2030), the Qatar Financial Markets Authority (QFMA) guidance, and the Qatar Central Bank (QCB) ESG Supervisory Principles. Beema's reporting approach also considers the principles of Islamic finance to ensure alignment with Sharia requirements and ethical business practices.

Report Scope and Boundary

This report covers Beema's operations within the State of Qatar, including its Takaful insurance activities, investment activities, and supporting corporate functions. The report focuses on the entities and activities over which Beema exercises operational control and includes disclosures relating to governance, strategy, risk management, and ESG performance topics considered material to the business and its stakeholders.



Forward-looking Statements

This report contains statements that may be considered "forward-looking statements," reflecting the way in which Beema intends to conduct its activities and advance its sustainability efforts. Forward-looking statements may be identified by terms such as "plans," "aims," "expects," "intends," "believes," "initiative," or similar expressions, as well as variations of words indicating that certain actions, events, or outcomes "may," "could," "should," "might," "will," or "would" occur.

While Beema has made every effort to ensure the accuracy and reliability of the information presented in this report, forward-looking statements are inherently subject to uncertainties and risks. Actual outcomes may differ materially from those projected or implied due to factors beyond Beema's control. These statements do not constitute guarantees of future performance or outcomes.

Feedback and Contact Information

Beema recognizes the importance of stakeholder engagement in supporting continuous improvement in sustainability performance and reporting practices.
Feedback, comments, and enquiries regarding this report may be directed to:
investorrelations@beema.com.qa.

Message from the Chairman



> Responsible governance and sustainable practice are directly reinforcing our commercial performance, not competing with it.

Sheikh Jassim Bin Hamad Bin Jassim Bin Jabr Al Thani
Chairman

Praise be to Allah, and peace and blessings be upon the Messenger of Allah, Mohammad, his family, and his companions.

Dear Valued Stakeholders, Peace, mercy, and blessings of Allah be upon you. It gives me great pride to present Beema's second Sustainability Report. 2025 was a year of strong progress, as we continued to embed sustainability more deeply into our governance, operations, and culture, building on the foundation laid in our inaugural report.

This progress reflects a principle that continues to guide us. Sustainability is not a discrete initiative, but a discipline that originates within the organization and extends across our value chain, encompassing our people, our partners, and the communities we serve. It is embedded within our business decisions and operations, and it informs our commitment to act responsibly and with purpose.

A key milestone this year was the establishment of the CEO-chaired Sustainability Committee, strengthening ESG oversight at the highest level of the organization, alongside the formal integration of ESG considerations into our Corporate Governance Manual and Policy. We also strengthened ESG and climate-risk integration across our investment governance and engagement with external asset managers. This governance progress is not separate from our commercial success, it underpins it. As ESG considerations become embedded in how we assess risk, manage investments, and engage stakeholders, they are strengthening the resilience and discipline that drive our financial results.

Financial resilience remained a cornerstone of our sustainable growth. In 2025, Beema delivered strong performance, with Recognized Takaful Contributions up 28% to QAR 605 million, total revenue up 22% to almost QAR 456 million, and shareholders' net profit up 13% to QAR 96 million, alongside continued growth in earnings per share to QAR 0.48. These results reflect our operational strength, sound strategy, and continued debt-free, prudent approach to risk management, and we believe they demonstrate that responsible governance and sustainable practice are directly reinforcing our commercial performance, not competing with it.

Our business remains closely aligned with the objectives of Qatar National Vision 2030. Through our Takaful offerings, and initiatives such as increasing our community investment to QAR 160,000 and directing QAR 7 million in spend to local suppliers, we continue to support national efforts to empower communities and promote sustainable, ethical economic development, while deepening the trust and loyalty of the customers and communities we serve.

As we look ahead, Beema remains well-positioned to navigate evolving challenges, capture emerging opportunities, and continue building long-term resilience and sustainable growth.

Message from the CEO



> "Embedding sustainability into our operations strengthens our business and stakeholder relationships."

Nasser Rashid Al-Misnad
Chief Executive Officer

I am pleased to welcome you to Beema's second annual Sustainability Report, covering a year in which we translated our sustainability ambitions into concrete progress across the business, work that continues to shape how we serve our customers and run our operations.

2025 saw us significantly expand our digital ecosystem, including enhancements to our Retail Online Insurance Portal and Mobile Application, new payment gateway integrations, Claims OCR automation, XOL reinsurance applications, and broader system upgrades. Taken together, these investments are reshaping how our customers interact with us, improving the speed and convenience of their experience, while continuing to reduce our reliance on paper and manual processes and strengthening the efficiency of our day-to-day operations.

We also made tangible progress on our environmental footprint, reducing grid electricity consumption by 7% and petrol consumption by 17% year-on-year, alongside a 100% resolution rate for issues raised through our complaint channels. On integrity and trust, we again recorded zero confirmed corruption and discrimination incidents, zero actual cyberattacks, and no identified incidents involving breaches or loss of customer privacy, while assessing 100% of our significant products and services for health and safety impacts, with zero non-compliance incidents. These outcomes are not incidental, they reflect the standards we hold ourselves to across every part of the business, and they continue to earn the confidence our customers and partners place in us.

Our people remain central to this progress. Every employee received a performance and career development review in 2025, reflecting our continued investment in our workforce and our commitment to building the skills and capabilities that will carry Beema forward. We recognize that this progress would not be possible without the dedication of our employees, and I extend my sincere thanks to each of them.

These achievements sit alongside strong financial performance, underscoring that sustainable practice and sound business performance go hand in hand at Beema, and reinforcing our conviction that the two will continue to move together as our sustainability agenda matures.

Looking ahead, I remain confident that embedding sustainability further into our operations will continue to strengthen our business and our relationships with customers, employees, and partners alike, and I look forward to reporting on our continued progress in the years to come.

2025 Sustainability Highlights

Operational Excellence and Integrity

- Established the CEO-chaired Sustainability Committee to strengthen ESG oversight.
- Integrated ESG considerations into the Corporate Governance Manual and Policy.
- Maintained zero confirmed corruption and discrimination incidents.
- Delivered strong financial growth in 2025, with Recognized Takaful Contributions up 28%, total revenue up 22%, and shareholders' net profit up 13% year-on-year.
- 100% of employees received a performance and career development review.
- 23% increase in total training hours compared with 2024.
- Reduced grid electricity consumption by 7% and petrol consumption by 17% year-on-year.

Sustainable Protection Solutions

- Assessed 100% of significant products and services for health and safety impacts, with zero non-compliance incidents.
- Expanded Beema's digital ecosystem through enhancements to the Retail Online Insurance Portal and Mobile Application, payment gateway integrations, Claims OCR automation, XOL reinsurance applications, and broader system upgrades.
- Maintained a 100% resolution rate for issues raised through complaint channels.
- Recorded zero actual cyberattacks and zero identified incidents involving breaches or loss of customer privacy.
- Implemented the Sustainable Insurance Policy, strengthening ESG integration across underwriting, risk selection and claims management.

Impact-Driven Investments

- Implemented the Sustainable Investment Policy and strengthened ESG oversight and engagement with external asset managers.
- Advanced ESG and climate-risk integration within investment governance and monitoring.
- Increased community investment to QAR 160,000 from QAR 35,000 in 2024.
- Supported Qatari nationals and children of Qatari women through a two-month Ministry of Labor training program.

Beema at a Glance

Our Profile

Damaan Islamic Insurance Company Q.P.S.C. (“Beema” or the “Company is a leading provider of Sharia-compliant insurance solutions in the State of Qatar. In 2025, Beema was the largest takaful player in the domestic market by Recognized Takaful Contribution, recording QAR 605.2 million, equivalent to approximately one-quarter of the Qatari takaful market. The Company offers a comprehensive range of insurance products and services to both institutional and individual clients across multiple business segments, including Medical and Life, Fire and General Accident, Motor, Marine and Aviation, and other specialized insurance lines. Through its operations in Qatar, the Company supports the evolving protection needs of individuals, businesses, and institutions while contributing to the development of the national insurance sector.

Operating in accordance with the principles of Islamic insurance (Takaful), Beema maintains a clear separation between the assets, liabilities, revenues, and expenses of policyholders and shareholders. Revenues are generated from insurance contributions and investment returns managed by the Company in accordance with Sharia principles, while expenses include claims, reinsurance contributions, provisions, reserves, and Wakala fees. Any surplus generated within the Takaful fund may be distributed to policyholders in proportion to their contributions, in accordance with the applicable governance framework.

Beema is committed to creating sustainable value for both policyholders and shareholders through responsible business practices, sound governance, prudent risk management, and customer-focused insurance solutions. The Company maintains robust controls relating to investment risk management, capital adequacy, and reinsurance arrangements to support long-term financial resilience and operational stability.

Guided by the vision of its founding institutions – Qatar Islamic Bank (QIB), Qatar Insurance Company (QIC), AlRayan Bank, Barwa Bank, and QInvest – Beema has continued to strengthen its position within Qatar’s insurance market. In January 2023, the Company achieved a significant milestone by listing its shares on the Qatar Stock Exchange (QSE) Main Market under the ticker symbol “BEMA”, reinforcing its commitment to transparency, accountability, and stakeholder engagement.

Today, Beema continues to build on its legacy as a trusted Takaful provider, delivering innovative insurance solutions while upholding the principles of fairness, transparency, social responsibility, and Sharia compliance.



Financial Strength Ratings

AM Best Financial Strength Rating (affirmed in 2025)

A3 Moody's IFSR credit rating

Our Founders

Our Purpose and Core Values

Vision

To become the leading innovative Islamic insurance company committed to the highest standards of Sharia principles.

Mission

In addition to being a responsible Qatari corporation that regularly contributes to social causes, we aim to provide the most contemporary and innovative Sharia-compliant insurance solutions.

Core Values

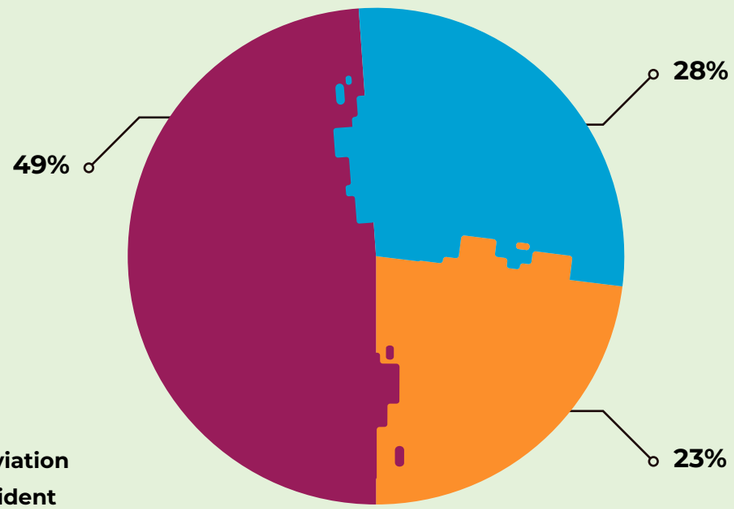
- **Application of the provisions of Islamic Sharia**
- **Outstanding Service**
- **Transparency**
- **Loyalty**
- **Innovation**
- **Community Service**

Business Model and Value Chain

Beema operates as a Sharia-compliant Takaful insurance provider, delivering insurance solutions that help individuals and businesses manage risk, protect assets, and enhance financial resilience. The Company's business model is founded on the principles of mutual cooperation, shared responsibility, transparency, and ethical conduct, ensuring that all insurance and investment activities are conducted in accordance with Islamic Sharia principles.

As a Takaful operator, we manage insurance operations while maintaining a clear separation between policyholders' and shareholders' funds. Revenues are generated through insurance contributions and investment returns, while claims, reinsurance contributions, provisions, reserves, and operational expenses are managed in accordance with the Company's governance framework. Any surplus generated within the Takaful fund may be distributed to policyholders in accordance with applicable policies and governance requirements. Beema integrates sustainability considerations into its business model and value chain to safeguard resilience and support long-term viability. The current and anticipated effects vary across the Company's lines of business, investment activities and value-chain relationships. Climate-related risks may have a greater effect on Fire and General Accident, Motor, and Marine and Aviation portfolios, particularly in sectors and geographies exposed to physical asset damage or evolving regulatory and market conditions. Other sustainability-related risks include reputational and regulatory exposure arising from ESG misrepresentation, limitations in ESG data used for underwriting and investment decisions, and sustainability-related practices of clients and service providers.

Business Mix





Beema manages these risks through monitoring underwriting and investment exposures, prudent risk selection, due diligence, data governance and oversight of relevant third parties. Based on assessments carried out to date, the current and anticipated effects of sustainability-related risks on the Company's business model and value chain are considered limited, although their significance may increase as regulatory expectations and market practices evolve.

Sustainability-related opportunities include potential growth in demand for Sharia-Compliant Takaful solutions that support climate resilience and more sustainable business practices, as well as opportunities to align the investment of Takaful and shareholders' funds with Sharia-Compliant and sustainability-conscious criteria. These opportunities are supported by increasing awareness among individuals and businesses of environmental and social risks and growing demand for responsible financial products.

Value Chain

Beema's value chain encompasses the key resources, stakeholders, and activities that contribute to the creation and delivery of value across its operations.

Inputs

Financial Capital:
Policyholder and shareholder funds supporting Beema's insurance, investment and operational activities.

Human Capital and Capabilities:
Skilled workforce, supported by 1,323 training hours and 100% employee performance and career development reviews.

Technology and Digital Infrastructure:
Digital platforms, systems and data infrastructure supporting core operations.

Reinsurance, Supplier, and Service-Provider Relationships:
External partners supporting reinsurance, claims, IT, investments and operations, including notable local supplier spend.

Community Investment Resources:
QAR 160,000 invested in community initiatives.

Regulatory and Market Frameworks:
QCB, QFMA, QSE and other applicable regulatory and market requirements.

Core Activities

- Development and management of Sharia-compliant Takaful products and services.
- Underwriting, risk selection and ESG-informed risk assessment.
- Claims management and settlement.
- Customer service, engagement and complaints management.
- Investment oversight and engagement with external asset managers.
- Reinsurance, supplier and outsourcing management.
- Governance, compliance, Sharia oversight and enterprise risk management.

Outputs

- Sharia-compliant Takaful solutions across individual and institutional segments, generating QAR 605.2 million in Recognized Takaful Contributions.
- Claims processing and settlements supporting policyholder protection.
- Sharia-compliant investment returns and responsible investment oversight.
- Expanded digital services, including online and mobile platforms, payment integrations and claims automation.
- Responsive customer support, with a 100% resolution rate for issues raised through complaint channels.
- Products and services subject to strengthened quality and risk controls, with 100% of significant products and services assessed for health and safety impacts and zero related non-compliance incidents.
- Improved operational and environmental performance, including a 7% reduction in grid electricity consumption and 17% reduction in petrol consumption.

Outcomes

- Enhanced customer protection and financial resilience.
- Sustainable business growth, with total revenue increasing 22% to approximately QAR 456 million and shareholders' net profit increasing 13% to QAR 96 million in 2025.
- Economic and local value creation.
- Enhanced customer and stakeholder trust.
- Reduced environmental impact and strengthened operational efficiency.
- Long-term organizational resilience and value creation.

Through the integration of sustainability considerations into its governance, operations, risk management, and investment activities, Beema seeks to strengthen organizational resilience, manage sustainability-related risks and opportunities, and create sustainable value for its stakeholders.

Collaborations and Partnerships

Partnerships and collaboration play an important role in advancing Beema's sustainability ambitions. By engaging with stakeholders across its value chain and working with organizations that bring relevant expertise, capabilities, and perspectives, Beema seeks to strengthen its sustainability performance, support innovation, and enhance the effectiveness of its initiatives. These relationships enable the Company to respond more effectively to evolving sustainability priorities and maximize its positive impact over the long term.





Sustainability at Beema

Beema embeds ESG considerations across its governance, risk management, compliance, and operational planning processes. This approach aligns with the Company's Sharia-compliant business model and supports responsible business conduct, effective decision-making, operational resilience, and long-term value creation.

During 2025, Beema continued to enhance this approach by developing its ESG governance arrangements, policies, procedures, and reporting capabilities. These efforts are intended to strengthen regulatory compliance, improve the integration of sustainability-related risks and opportunities into business processes, and support more informed planning and performance management.



Sustainability Performance

Beema continues to advance its sustainability approach by strengthening ESG target setting, performance measurement, and reporting. During the reporting period, the Company focused on enhancing its ESG governance framework, further integrating sustainability considerations into risk management processes, and developing the systems, controls, and data capabilities needed to support more robust performance monitoring and disclosure.

Sustainability-related priorities are considered as part of the Company's planning and risk management activities and are reviewed periodically to reflect regulatory developments, stakeholder expectations, operational changes, and emerging sustainability-related risks and opportunities. Oversight of these priorities is coordinated by the Head of Risk Management and Sustainability, with support and input from relevant business functions.

The table below outlines Beema's current sustainability priorities and ESG targets, which are reviewed periodically and updated as appropriate.

Target	Launch Year	Completion Date	Status
Achieve ESG policy and framework implementation	2024	2026	In progress
Reduce paper usage by 50% through digitization of core operations	2025	2027	In progress
Improve employee ESG awareness through annual ESG training sessions	2025	Ongoing	Ongoing
Incorporate ESG risk assessments into the ERM framework	2025	2026	In progress
Compliance with QCB and QFMA ESG requirements (IFRS S1 and S2)	2025	Ongoing	Ongoing
Digitize 90% of internal processes	2025	2028	In progress
Launch new sustainable products	2025	Ongoing	Ongoing
Hold annual stakeholder engagements	2025	Ongoing	Ongoing

Progress against sustainability priorities is monitored through Beema's governance and risk management processes. Sustainability-related priorities are reviewed periodically to assess implementation progress, respond to evolving regulatory requirements, and support the continued integration of sustainability considerations across the business.

ESG Integration Across Insurance and Investment

Beema integrates sustainability considerations into its insurance and investment activities through its Sustainable Insurance Policy and Sustainable Investment Policy. These policies provide a practical and proportionate framework for identifying and considering environmental, social, and governance risks and opportunities, while supporting responsible business conduct, financial resilience, regulatory alignment, and compliance with Sharia principles.

Within its insurance activities, Beema progressively incorporates relevant ESG factors into underwriting, risk selection, claims management, and the review and development of insurance solutions. Depending on the nature of the insured activity, these considerations may include climate and pollution exposures, workplace safety and labor practices, regulatory compliance, and ethical business conduct. This approach supports a more informed assessment of long-term risks and opportunities and strengthens the Company's ability to respond to evolving market and stakeholder expectations.

Beema's investment portfolio is managed by external asset managers. Accordingly, the Company's role focuses on oversight and engagement, including understanding how asset managers incorporate ESG factors into portfolio construction, risk management, stewardship, and reporting. Beema also monitors asset managers' ESG credentials, use of ESG ratings, and adherence to Sharia-compliant investment practices. Where appropriate, the Company supports consideration of instruments such as green sukuk and sustainability-linked bonds that meet both sustainability and Sharia requirements.

Together, these frameworks support the continued integration of sustainability into Beema's decision-making and governance processes, while strengthening its capacity to manage emerging risks, identify responsible growth opportunities, and create long-term value.



Sustainability Governance and Oversight

Beema recognizes that effective governance is fundamental to the management of sustainability-related risks and opportunities. Sustainability considerations are integrated into the Company's governance, risk management, compliance, and operational planning processes to support long-term business resilience and responsible decision-making.

The Board of Directors retains ultimate oversight of sustainability-related risks and opportunities and has considered ESG matters, including climate, at all Board meetings held during 2025. The Board is supported by the Risk Management and Compliance Committee (RMCC), the Audit and Risk Assurance Committee, and the management-level Sustainability Committee. Material sustainability-related risks and opportunities, performance matters, and strategic recommendations are escalated through these governance channels for Board consideration. The Sharia Supervisory Board provides oversight to ensure that relevant business activities, products, and initiatives remain aligned with Sharia principles.

Established in 2025 and chaired by the CEO, the executive-level Sustainability Committee coordinates the implementation of Beema's sustainability agenda and reviews ESG performance, risks, opportunities, targets, and disclosures. Its key findings, decisions, and recommendations are reported through the Head of Risk Management and Sustainability to the RMCC and escalated to the Board where appropriate.

Its responsibilities include guiding the development and periodic review of Beema's sustainability strategy, policies, roadmap, and supporting frameworks.

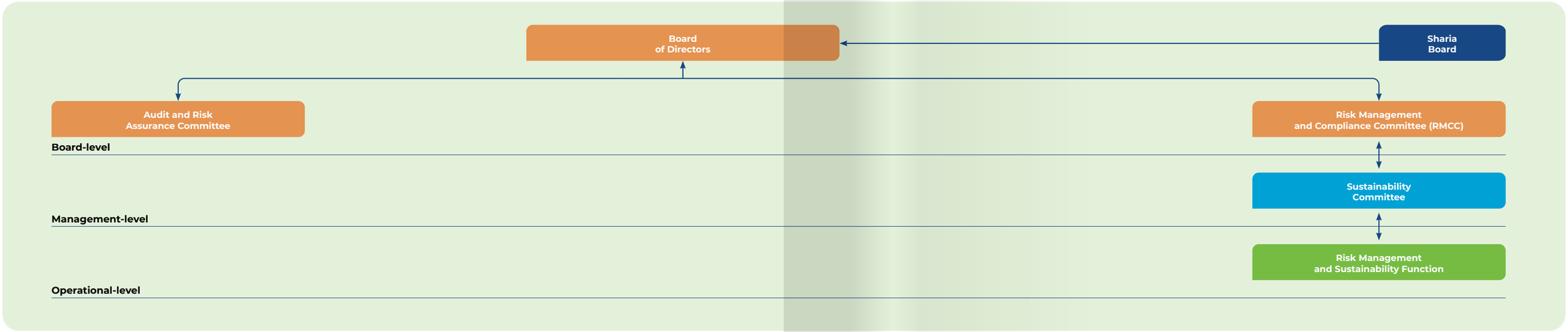
The Committee also oversees the integration of ESG considerations across underwriting, investments, operations, product development, procurement, and distribution, and reviews sustainability-related risks and opportunities, including climate-related matters. It further monitors performance against approved targets, KPIs, action plans, and management commitments, and reviews sustainability reports, ESG disclosures, and relevant regulatory submissions.

The Committee brings together senior representatives from executive management, risk and sustainability, strategy and transformation, operations, and human resources. It is also responsible for promoting appropriate governance, controls, and accountability for ESG data and reporting, supporting stakeholder engagement, and encouraging a sustainability-aware culture across the organization.

At the operational level, the Risk Management and Sustainability Function coordinates the implementation of Beema's sustainability agenda across the organization. Its role includes supporting the integration of ESG considerations into risk management and business processes, maintaining sustainability-related risk assessments and frameworks, coordinating data collection and performance monitoring, and preparing sustainability disclosures and updates for management and the Sustainability Committee. The Function also works with relevant departments to track initiatives, address emerging regulatory and reporting requirements, and strengthen sustainability awareness and accountability across the Company.

Sustainability-related risks and opportunities are integrated into Beema's established risk management processes through the ESG Risk Register, Own Risk and Solvency Assessment (ORSA), quarterly Risk Appetite monitoring and new product reviews. These mechanisms support the consideration of ESG factors within strategic planning, underwriting, investment and other relevant business decisions.

During 2025, Beema continued to strengthen its sustainability governance framework through the enhancement of ESG-related policies, procedures, reporting mechanisms, and internal controls. Sustainability-related priorities are reviewed as part of the Company's planning and risk management processes and may be updated in response to regulatory developments, stakeholder expectations, operational changes, and emerging risks and opportunities.



Sustainability Strategy and Framework

Beema's sustainability framework translates the Company's sustainability ambition into three interconnected strategic pillars: Impact-Driven Investments, Sustainable Protection Solutions, and Operational Excellence and Integrity. Together, these pillars guide how sustainability considerations are embedded across Beema's investments, insurance activities, operations, and governance.

The framework is informed by Beema's material sustainability topics and supports alignment with relevant national priorities under Qatar's Third National Development Strategy (NDS3), providing a consistent foundation for setting priorities, guiding initiatives, monitoring performance, and strengthening the integration of sustainability across the organization.

Material Topics Alignment	NDS3 Alignment
Responsible Investment Climate-related Risks and Opportunities Risk and Resilience Management Community Development	**Outcome 1:** Sustainable Economic Growth **Outcome 4:** Cohesive Society **Outcome 5:** Quality of Life **Outcome 6:** Environmental Sustainability
Corporate Governance Business Ethics and Compliance Human Capital Environmental Footprint Qatarization	**Outcome 1:** Sustainable Economic Growth **Outcome 3:** Future-Ready Workforce **Outcome 5:** Quality of Life **Outcome 6:** Environmental Sustainability
Sustainable Products and Services Data Privacy and Security Digitization and Innovation	**Outcome 1:** Sustainable Economic Growth **Outcome 4:** Cohesive Society **Outcome 5:** Quality of Life **Outcome 6:** Environmental Sustainability

Impact-Driven Investments

Integrate sustainability and Sharia principles into Beema's investment approach to support long-term financial resilience while generating positive environmental and social outcomes.

Operational Excellence and Integrity

Embed sustainability, integrity and responsible business practices across Beema's governance, people, operations and value chain.

Sustainable Protection Solutions

Develop innovative and sustainable Takaful solutions that strengthen customer resilience, respond to evolving sustainability risks and opportunities, and support long-term well-being.



Materiality Assessment

Beema conducted a materiality assessment, informed by GRI, to identify and prioritize the sustainability topics most relevant to its activities and stakeholders. The assessment considered the actual and potential impacts that Beema may have on the economy, environment, and people through its operations and business relationships.

The process began with a review of Beema's organizational context, including its corporate strategy, business activities, stakeholder landscape, and relevant national and industry priorities. It also considered Qatar National Vision 2030, the NDS3, selected ESG rating criteria, and peer practices across the insurance sector.

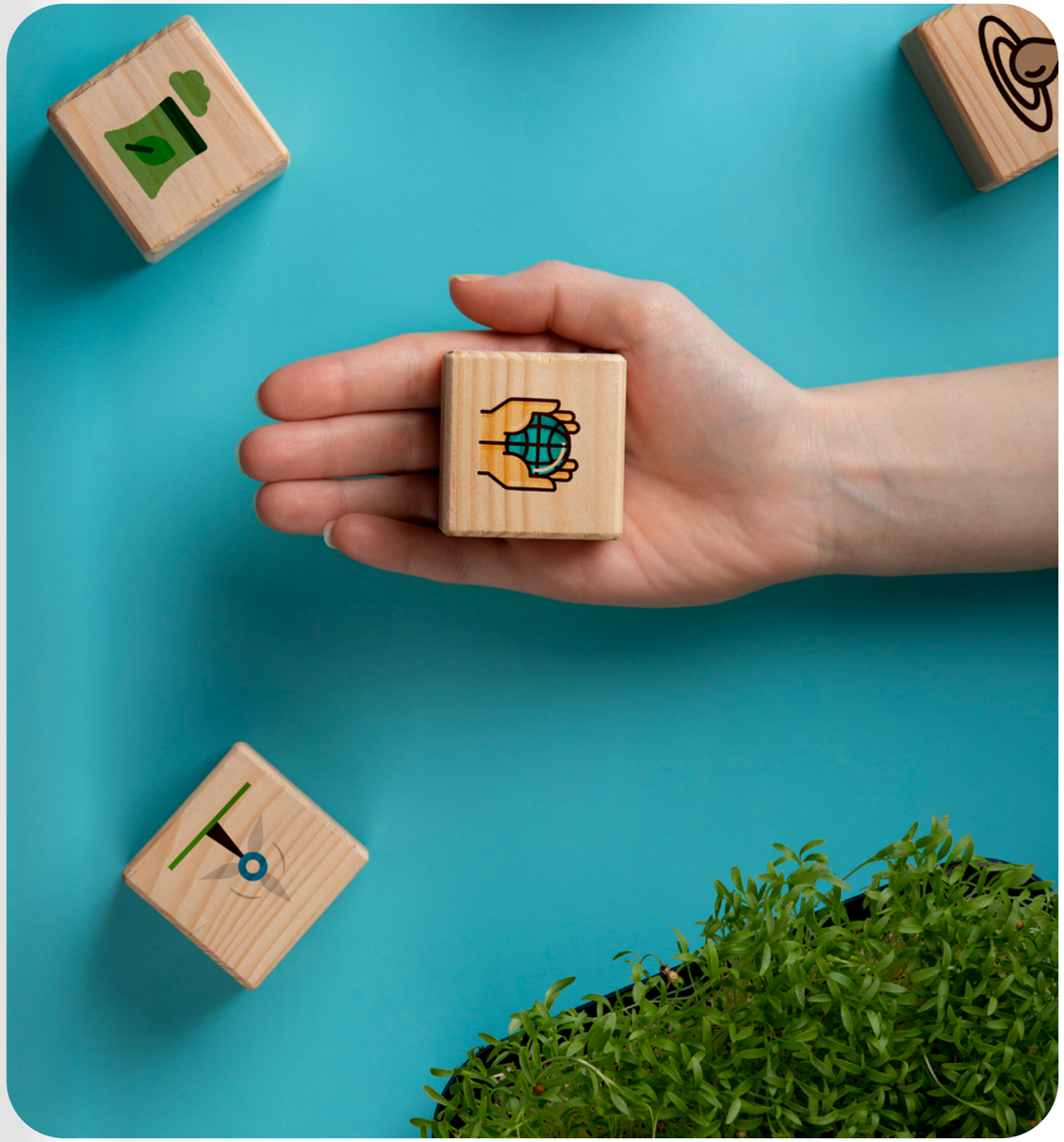
This review resulted in a long list of environmental, social, and governance topics, which was subsequently refined into a shortlist of 12 priority areas. The shortlisted topics were assessed according to the significance and likelihood of their potential positive and negative impacts, supported by management judgement and alignment with Beema's strategic priorities. The topics were then classified into three priority levels: Most Important, More Important, and Important.

The material topics identified by Beema are presented below in the corresponding colours:

Important	More Important	Most Important
1 Community Development	5 Digitization and Innovation	9 Sustainable Products and Services
2 Qatarization	6 Data Privacy and Security	10 Responsible Investment
3 Environmental Footprint	7 Business Ethics and Compliance	11 Risk and Resilience Management
4 Human Capital	8 Corporate Governance	12 Climate-related Risks and Opportunities

Environmental Social Governance

The findings provide a structured basis for Beema's sustainability strategy, reporting, target setting, and performance monitoring. Material topics will continue to be reviewed periodically to reflect stakeholder feedback, changes in the Company's activities, emerging risks and opportunities, and developments in the regulatory and market environment.



Stakeholder Engagement



Beema's approach to stakeholder engagement is guided by its Stakeholders Policy, which sets out the principles for identifying stakeholders and safeguarding their rights across the organization.

Beema engages with its stakeholders to understand their expectations, support transparent communication, and inform business decision-making. In line with the Stakeholders Policy, this includes promoting open communication about the Company's activities, performance, and future plans, making continuous efforts to understand stakeholders' needs, concerns, and expectations, and engaging in meaningful dialogue and collaboration, involving stakeholders in decision-making processes when appropriate. Stakeholder feedback contributes to the identification of sustainability-related priorities and supports the Company's governance, risk management, compliance, decision-making, and reporting processes.

Engagement is conducted through a range of communication and consultation channels tailored to different stakeholder groups. These interactions support the management of stakeholder relationships and help ensure that stakeholder perspectives are considered in relevant business activities and sustainability-related matters. Beema is further committed to treating all stakeholders fairly and respectfully regardless of role or position, resolving conflicts and disputes in a fair, constructive, and timely manner, and providing accessible channels for dispute resolution. Complaints and disputes are managed through dedicated channels depending on the stakeholder group:

- Shareholder requests and appeals are handled by the Investor Relations function.
- Customer complaints are received via the Company's official website.
- Employee concerns are raised through Beema's whistleblowing channel, reviewed by the Compliance function.

Stakeholder Group	Key Engagement Channels
Shareholders	Sustainability and annual reports Annual, semiannual and quarterly reports
Customers	Sustainability and annual reports Market research Website and social media Customer satisfaction survey
Employees	Intranet Sustainability and annual reports Website and social media Employee surveys and recognition programs Townhalls and health and safety campaigns Internal newsletter
Business Partners	Sustainability and annual reports Website and social media
Suppliers and Contractors	Sustainability and annual reports Website and social media Maintaining fair and competitive selection
Local Authorities and Regulators	Sustainability and annual reports Website and social media Complying with obligations
Local Communities	Sustainability and annual reports Sponsorship events Website and social media Community investment

Operational Excellence and Integrity

Beema is committed to maintaining high standards of governance, ethical conduct, risk management, and operational effectiveness across its business activities. The Company's approach is supported by established governance structures, compliance processes, and internal controls that promote accountability, transparency, and responsible decision-making.

During 2025, Beema continued to strengthen its governance and operational practices through the enhancement of sustainability-related policies, risk management processes, reporting mechanisms, and employee development initiatives. These efforts support regulatory compliance, business resilience, and the effective management of sustainability-related risks and opportunities. This chapter outlines Beema's approach to corporate governance, business ethics and compliance, human capital development, nationalization, and environmental management.

Covered SDG's



Material Topics

- Corporate Governance
- Business Ethics and Compliance
- Human Capital
- Environmental Footprint
- Qatarization

Qatar Vision 2030 Alignment:

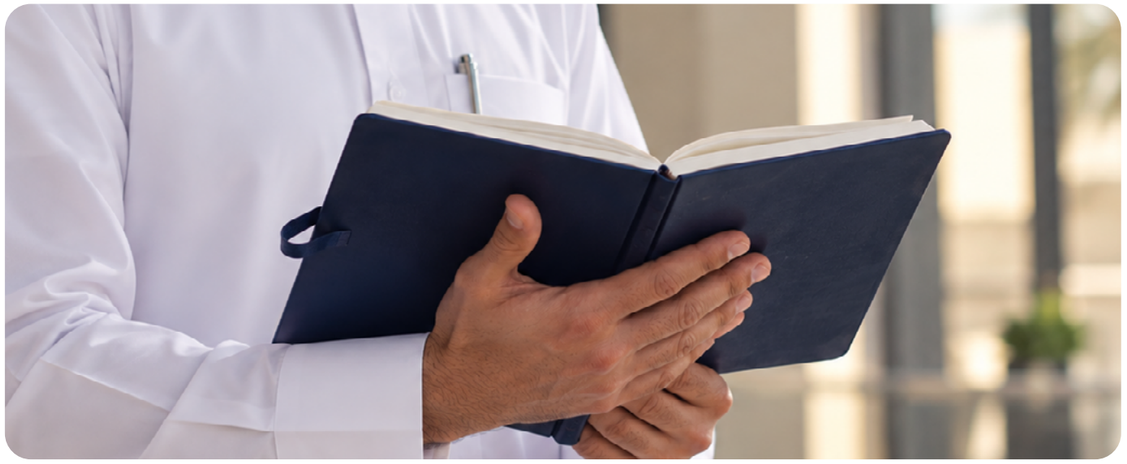
- Environmental Development
- Economic Development
- Social Development
- Human Development

NDS3 Alignment:

- Sustainable Economic Growth
- Quality of Life
- Future-ready Workforce
- Environmental Sustainability



Corporate Governance



Beema's Corporate Governance is guided by its Corporate Governance Manual and Corporate Governance Policy, which together set out the principles, structures, and practices that support accountability, transparency, ethical conduct, and effective oversight across the organization. Both documents were updated in 2025 to formally integrate ESG considerations into the Company's governance framework, reflecting Beema's growing commitment to sustainability. These documents are reviewed at least annually by the Corporate Governance function and approved by the Board of Directors, ensuring that governance practices remain aligned with evolving regulatory, legal, and business requirements. The Company's Corporate Governance Framework and Corporate Governance Policy are described further in the sections below.

Governance responsibilities are clearly distributed among the Board of Directors, its three Board Committees – the Audit and Risk Assurance Committee, the Risk Management and Compliance Committee, and the Nomination, Remuneration and Governance Committee– Executive Management, and the independent control functions (Internal Audit, Compliance, Risk Management, and Actuarial). This structure enables informed decision-making, sound risk management, and adherence to the requirements of QCB and QFMA.

As a Sharia-compliant institution, Beema's governance is further reinforced by an independent Sharia Supervisory Board, which ensures that the Company's products, operations, and financial transactions remain aligned with Islamic finance principles.

Sustainability considerations are embedded within this governance structure: the Board oversees Beema's ESG strategy, roadmap, and related policies, including its Sustainable Investment and Sustainable Insurance policies, ensuring that sustainability-related risks and opportunities are integrated into governance and risk management processes to support responsible business practices and long-term value creation.

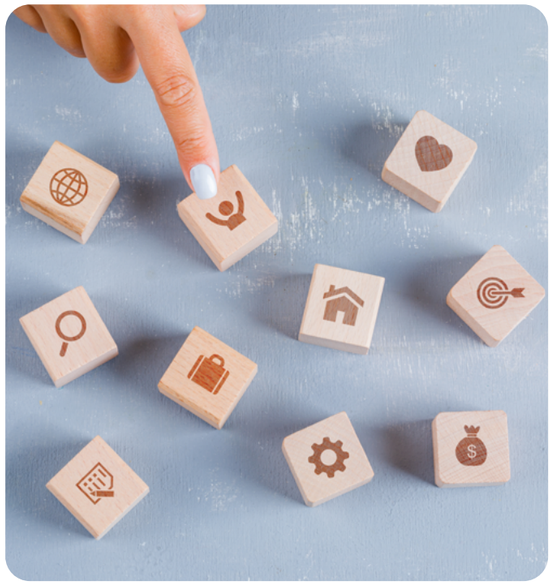
Corporate Governance Framework

Beema's Corporate Governance Framework establishes the structures, responsibilities, and processes through which the Company is directed, controlled, and monitored, in line with the principles of transparency, disclosure, responsibility acknowledgement, and justice and equality set out in the Corporate Governance Manual. The framework supports effective decision-making, accountability, risk management, regulatory compliance, and stakeholder protection.

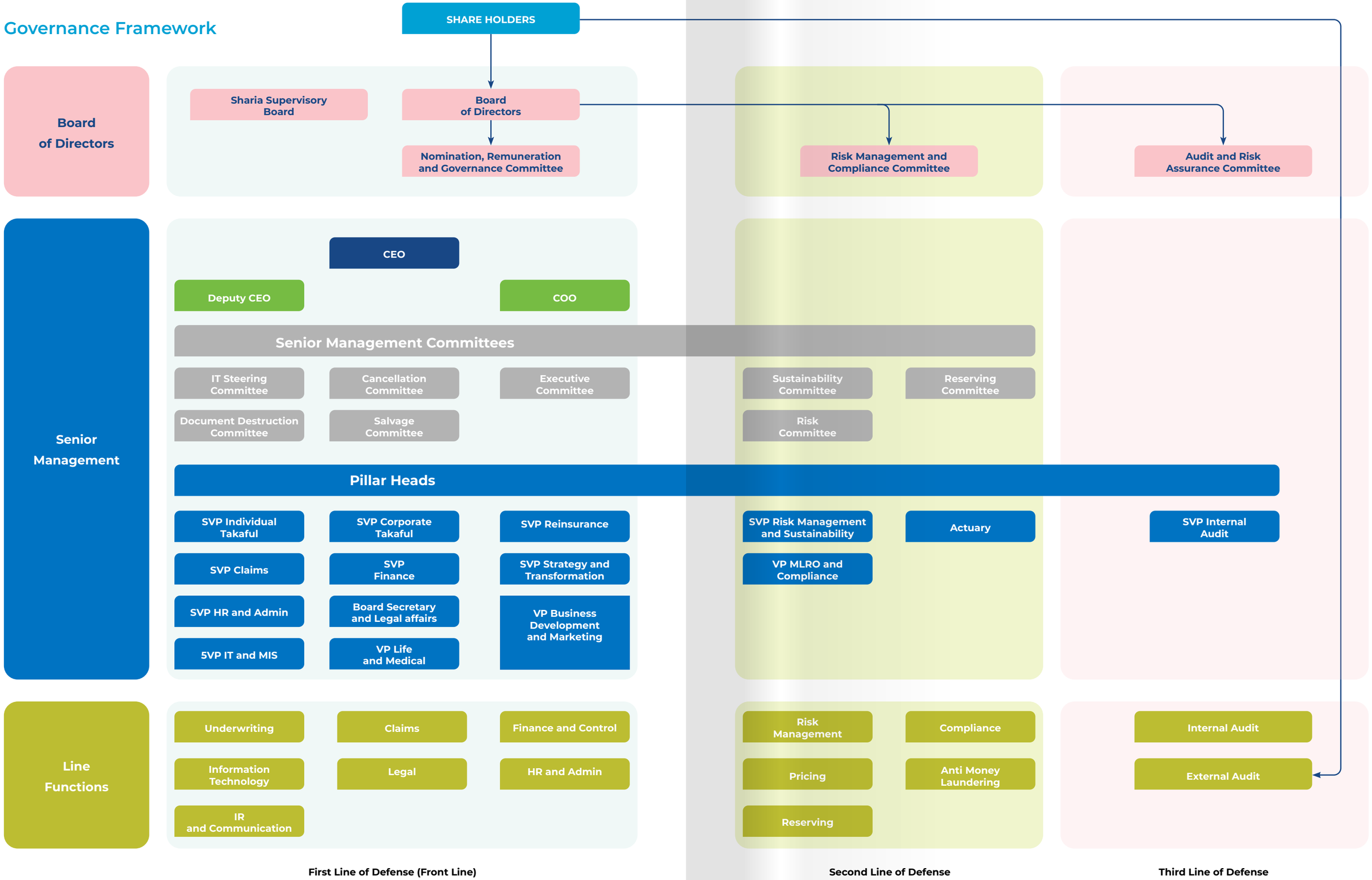
The framework is anchored by a defined governance structure comprising the Board of Directors, its secretary, three Board Committees, Executive Management, and four independent control functions. Oversight is delegated across three Board Committees –the Audit and Risk Assurance Committee, the Risk Management and Compliance Committee, and the Nomination, Remuneration and Governance Committee– each with defined terms of reference covering financial reporting and external audit oversight, risk and compliance monitoring, and Board remuneration, nomination, and governance matters, respectively. Four independent control functions –Risk Management, Compliance, Actuarial, and Internal Audit– provide ongoing assurance over the Company's internal controls, regulatory adherence, and financial soundness, with the Internal Audit function retaining the authority to report directly to the Board Chair or Audit Committee Chair.

The framework is further supported by the Company's transparency and disclosure requirements, which govern the Annual Board of Directors Report, the Annual Sharia Board Report, and the Governance Report, along with the roles and responsibilities of the External Auditor. Provisions protecting Shareholders' and Stakeholders' rights, including participation in the General Assembly, dividend and voting rights, and access to Company information, together with the Company's Corporate Culture requirements on share dealing, market conduct, whistleblowing, and behavioral conduct, and its Complaints and Disputes Settlement Mechanism, reinforce accountability and stakeholder confidence across the organization.

Sustainability-related risks and opportunities are incorporated into the Company's governance and enterprise risk management processes. As reflected in the Manual's ESG provisions, the Board of Directors and relevant Board Committees oversee strategic, operational, financial, compliance, and sustainability-related matters through established governance and reporting processes, supported by Beema's ESG risk management policy and strategy.



Governance Framework



Corporate Governance Policy

Beema's Corporate Governance Policy sets out the principles and practices that guide the Company's governance approach and ethical conduct. The policy supports compliance with applicable laws, regulations, and governance requirements while promoting transparency, accountability, integrity, and responsible decision-making. In 2025, we updated the Policy to incorporate ESG considerations and enhanced Board remuneration practices, including motor vehicle and medical insurance benefits for Non-Executive Board Members, reflecting evolving governance and market practices.

The Policy defines governance responsibilities across the organization, supported by an independent Sharia Supervisory Board and Executive Management Committees that provide focused oversight across key operational areas. It also supports the effective management of risks, conflicts of interest, related-party transactions, and insider trading and securities disclosures, while setting out Beema's approach to data privacy, confidentiality, and ethical decision-making.

The policy further reinforces our zero-tolerance approach to bribery and corruption, whistleblowing mechanism for confidential reporting of misconduct, and commitment to fair treatment of stakeholders through sound corporate governance practices. Ongoing training programs, identified by the Nomination, Remuneration and Governance Committee, support awareness and adherence to these principles across the Board, officers, and employees. Governance performance and compliance are reinforced through the annual corporate governance report, approved by the Chairman and submitted to the regulatory authority, alongside the External Auditor's reporting on the Company's financial statements and governance practices. The Policy is reviewed periodically to ensure continued alignment with regulatory requirements, governance expectations, and business needs.



Sharia Supervisory Board

As a Sharia-compliant insurer, Beema maintains an independent Sharia Supervisory Board, established in accordance with QCB Governance principles for Takaful companies, responsible for overseeing compliance with Islamic principles across the Company's operations, products, and activities. The Sharia Supervisory Board comprises three Sharia scholars with expertise in the jurisprudence of Islamic financial transactions and insurance jurisprudence from an Islamic perspective, each serving renewable three-year terms.

The Sharia Supervisory Board provides guidance and oversight on Sharia-related matters, reviews and approves the Company's products, and participates in the Audit and Governance Committees. It reviews relevant transactions and business practices to ensure ongoing compliance with applicable Sharia requirements and undertakes all Sharia reviews in accordance with the governance standards of the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI). The Board also prepares an annual report, in compliance with the governance standards of the AAOIFI, confirming the Company's commitment to Islamic Sharia principles and providing its opinion on the Company's transactions and operations carried out during the year.

The Sharia Supervisory Board's oversight supports Beema's commitment to conducting its business in accordance with Islamic principles and regulatory expectations applicable to Takaful companies. Through its independent oversight role, the Sharia Supervisory Board contributes to the integrity, transparency, and governance of the Company's operations.

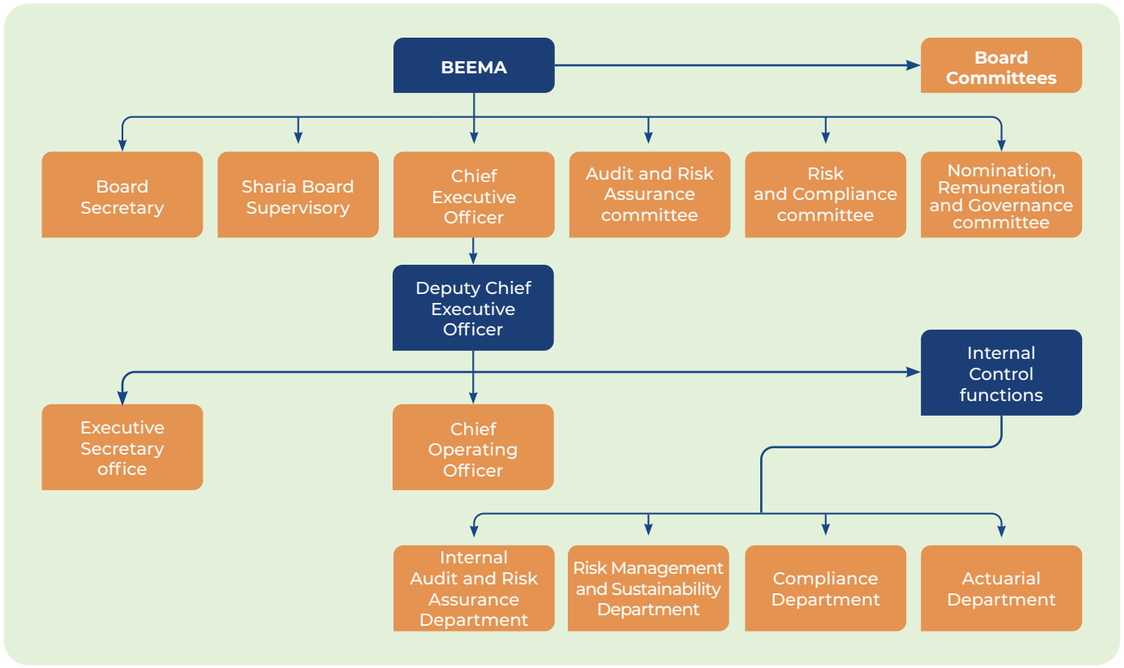


Board of Directors

The Board of Directors is responsible for overseeing Beema's strategic direction, governance, risk management, and long-term performance. Elected every three years by the Annual General Meeting, the Board acts in the interests of the Company and its stakeholders, providing oversight of Executive Management and supporting the effective implementation of corporate governance practices.

The Board operates within a governance structure that promotes accountability, transparency, and effective oversight. To support independent decision-making and mitigate conflicts of interest, the Chairman does not hold an executive position and is not permitted to sit on any Board Committee. At least one-third of Board members are Independent, and the majority are Non-Executive Board Members, ensuring balanced representation and preventing any individual or group from dominating Board decisions. Board members collectively possess experience and expertise relevant to the insurance sector and the Company's business activities and are subject to restrictions on combining Board positions across other companies to safeguard their independence and capacity to serve.

The Board Structure



Where a matter involves a potential conflict of interest – including any transaction or dealing involving a Board member or a party related to them– the matter is deliberated in that member's absence, and the member concerned does not participate in the related discussion or vote, consistent with Beema's Related Parties and their Transactions Policy.

The Board composition and diversity indicators are presented below.

Board of Directors Composition and Diversity	Units	2023	2024	2025
Total number of board members	Number	9	10	10
Total number of independent members	Number	4	4	4
Total number of non-independent members	Number	5	6	6
Total number of executive members	Number	0	0	0
Total number of non-executive members	Number	9	10	10
Total board seats occupied by women	Number	0	1	1
Total board seats occupied by men	Number	9	9	9
Total number of board members under the age of 50	Number	6	4	4

As of 2025, the Board comprised 10 members, including 4 independent members and 6 non-independent members. All Board members were non-executive directors. Women occupied 1 Board seat, while 9 seats were held by men. In addition, 70% of Board members were Qatari nationals.

The Board of Directors is supported by three specialized committees, each operating under approved terms of reference. Further detail on each committee's role and mandate is provided in Beema's 2024 Sustainability Report.

Board Training and Competencies

In line with its Board of Directors Performance Assessment Policy, Beema conducts annual performance assessments of the Board, its Committees, the Chairman, and individual Directors to ensure they work efficiently and effectively for the benefit of the Company and its stakeholders. The assessment evaluates governance effectiveness, strategic alignment, risk oversight, financial oversight, ethical behavior, and committee participation, using a structured questionnaire covering Board structure, membership, and activity and risk oversight. Each year, the Board Secretary distributes evaluation forms to Directors approximately one month ahead of the relevant Board meeting. Completed responses are tabulated and analyzed, with a summary report and the individual forms presented to the Nomination, Remuneration and Governance Committee and the Board for final review.

Based on the results, the Board determines whether changes to its governance practices and policies are needed. Directors also receive individual, constructive feedback highlighting areas of strength and actionable recommendations for improvement, which they are encouraged to reflect on in shaping their own development plans. Between assessment cycles, the Nomination, Remuneration and Governance Committee continually monitors progress against these improvement plans, ensuring the Board's contributions remain aligned with the organization's evolving needs. In line with QFMA Corporate Governance requirements, the outcomes of the Board Performance Assessment are disclosed in Beema's annual Governance Report.

The Nomination, Remuneration and Governance Committee also identifies the Board's training and development needs, supporting ongoing programs that keep Directors up to date on governance, risk management, regulatory, and compliance matters relevant to their responsibilities. Sustainability-related matters are similarly embedded into Board oversight through periodic ESG updates, risk reporting, and strategic discussions. During 2025, ESG topics continued to feature in Board decision-making and were discussed at all Board meetings held during the reporting period.

The table below presents Board competency and ESG oversight indicators.

Board of Directors Training	Units	2023	2024	2025
Total number for training hours delivered to board members	Number	45	50	50
Average number of training hours delivered to board members	Number	5	5	5
Total number of governance body members that received training on anti-corruption	Number	9	10	10

Governance Practice and Oversight	Units	2023	2024	2025
Number of Board members with sustainability /ESG-related expertise	Number	9	10	10
Percentage of Board meetings where sustainability /ESG topics were discussed	Percentage	100%	100%	100%

Starting in 2026, sustainability training is planned for Board members.



Business Ethics and Compliance



Beema is committed to conducting its business with integrity, transparency, and accountability. The Company maintains a robust governance and compliance framework designed to promote ethical behavior, ensure compliance with applicable laws and regulations, and support responsible decision-making across all levels of the organization.

The framework is supported by a range of policies, procedures, and oversight mechanisms, including the Code of Conduct, Compliance Policy and Procedures, Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering and Counter-Terrorist Financing (AML/CFT) Policy, EKYC Policy and Procedures, Outsourcing Arrangements Policy, Disclosure, Public Relations and Rumor Policy, Whistleblowing Policy, Corporate Governance Framework, risk management processes, and independent control functions. Together, these mechanisms help strengthen stakeholder trust, safeguard the Company's reputation, and reinforce a culture of ethical conduct and compliance.

Code of Conduct and Ethical Culture

Beema's Code of Ethics sets out the standards of integrity, professionalism, and respect expected of all employees, and is communicated through periodic publications and notifications on the Company's Equinox portal. The Code covers employee rights and obligations, respect at work, health and safety, confidentiality, conflicts of interest, gifts and entertainment, and the safeguarding of Company assets and information. Employees are required to declare personal interests that may conflict with Company business, report any unethical approach made to them in connection with Beema's business, and maintain confidentiality over Company affairs both during and after employment. Breaches of the Code are addressed through the Company's disciplinary policy.

Compliance and Regulatory Adherence

Beema's Compliance Function plays a key role in monitoring compliance with applicable laws, regulations, and internal policies, operating within a three-lines-of-defense governance structure alongside business units and Internal Audit. The function is responsible for identifying and managing regulatory risks, monitoring the effectiveness of internal controls, advising management and the Board on compliance matters, and supporting the timely reporting of regulatory developments and compliance issues, in line with the Company's Compliance Policy and Procedures.

The Company maintains a comprehensive regulatory compliance framework aligned with the requirements of QCB and other relevant regulatory authorities. The framework incorporates compliance risk identification, assessment, monitoring, regulatory reporting, internal controls, AML/CFT measures, customer due diligence procedures, sanctions screening, and escalation mechanisms designed to address regulatory, financial crime, operational, and reputational risks. Beema applies a risk-based approach to AML/CFT, including customer due diligence, enhanced due diligence for higher-risk relationships, sanctions screening, suspicious transaction reporting, and ongoing monitoring, supported by its EKYC Policy and Procedures, which uses automated risk scoring and real-time screening against global sanctions and watch lists to strengthen customer due diligence. Material outsourcing arrangements are separately governed by the Outsourcing Arrangements Policy, which sets out requirements for evaluating service providers, safeguarding data confidentiality and security, and maintaining business continuity.

Beema's Disclosure, Public Relations & Rumor Policy further supports regulatory adherence by governing the consistency, accuracy, and timeliness of the Company's communications to the market, investors, and the media, in line with QFMA and Qatar Stock Exchange requirements, including clear protocols for managing rumors that could affect the Company's reputation or share value.

As a Sharia-compliant insurer, Beema also maintains an independent Sharia Supervisory Board that oversees the Company's products, investments, and operations to ensure alignment with Islamic principles, as described further in the Sharia Supervisory Board section of this report.



Conflict of Interest

Beema maintains policies and procedures to identify, disclose, assess, and manage actual or potential conflicts of interest involving directors, employees, officers, and related parties. Related-party transactions are subject to governance controls designed to ensure fairness, transparency, regulatory compliance, and alignment with the Company's interests. Directors are required to disclose interests in matters under consideration and are excluded from deliberations and voting where conflicts may arise. Related-party transactions are conducted on an arm's-length basis and in accordance with applicable regulatory requirements and governance procedures.

Anti-Bribery and Anti-Corruption

Beema adopts a zero-tolerance approach to bribery and corruption. During 2025, the Company developed a dedicated Anti-Bribery and Anti-Corruption Policy to further strengthen its governance framework, in line with the requirements of Qatari law and international standards including the OECD Guidelines, the UK Bribery Act, and the U.S. Foreign Corrupt Practices Act. The policy establishes a risk-based approach to identifying, preventing, detecting, and mitigating bribery and corruption risks, and applies to all employees, Board members, agents, intermediaries, contractors, and business partners acting on Beema's behalf. It provides guidance relating to gifts and hospitality, donations and sponsorships, third-party risk management, reporting obligations, whistleblowing, disciplinary measures, training, and ongoing monitoring and review. The policy was undergoing external legal review during the reporting period.

To reinforce compliance awareness, Beema provides training on Compliance, AML, Counter-Terrorist Financing (CFT), Anti-Bribery and Anti-Corruption (ABC), and whistleblowing, covering areas such as customer due diligence, sanctions screening, suspicious transaction reporting, regulatory obligations, ethical conduct, and reporting procedures.

Whistleblowing and Grievance Mechanisms

Beema maintains a Whistleblowing Policy that enables employees and external stakeholders to report concerns relating to misconduct, unethical behavior, discrimination, harassment, regulatory breaches, or other business conduct matters through secure and confidential reporting channels. Employees may submit concerns through the Equinox platform, while external stakeholders may report concerns through the Company's dedicated reporting channels. Reported matters are reviewed through established escalation and investigation procedures involving Compliance, Human Resources, Internal Audit, and management, as appropriate, with protection against retaliation for individuals who raise concerns in good faith.

Human Rights and Responsible Business Conduct

While Beema does not currently maintain a standalone publicly disclosed Human Rights Policy, human rights and responsible business conduct principles are reflected across its governance, stakeholder engagement, compliance, employee welfare, sustainable insurance, and responsible investment frameworks. The Company promotes responsible business conduct through its Code of Conduct, governance policies, stakeholder engagement practices, compliance framework, and internal control systems, supporting ethical behavior, fair treatment, accountability, transparency, and compliance with applicable legal and regulatory requirements.

Ethics and Compliance

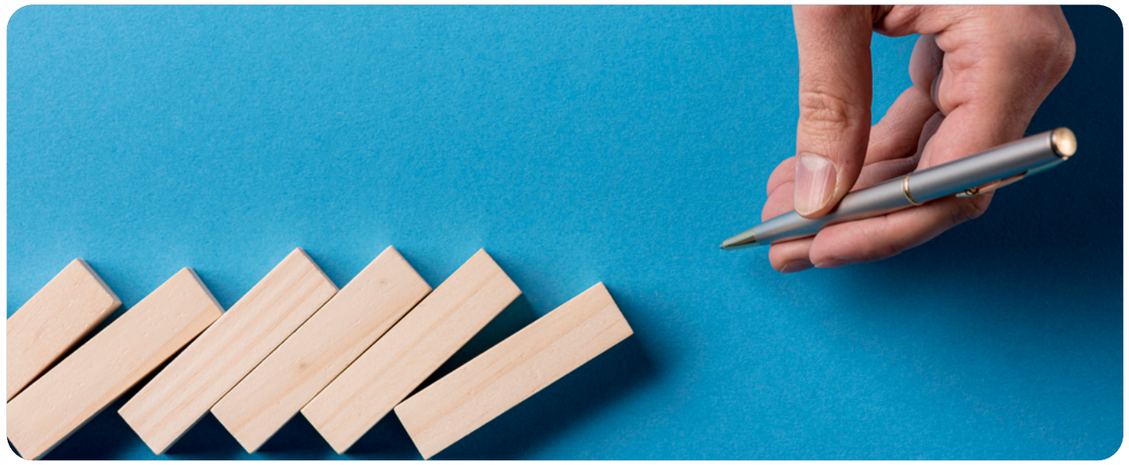
During 2025, Beema reported no confirmed incidents of corruption, no confirmed corruption-related employee dismissals, and no confirmed corruption-related contract terminations involving business partners. The Company also reported no legal actions relating to anti-competitive behavior, anti-trust, or monopoly practices, and no reported incidents of discrimination. In 2024, Beema received a nominal charge from QCB relating to quarterly reconciliations with insurance companies as required under a previous QCB circular; the Company has since strengthened its related controls and remains dedicated to upholding the highest standards of regulatory compliance and corporate governance. Beema maintained a whistleblowing mechanism throughout the reporting period to support the reporting of concerns relating to business conduct, ethics, and compliance, and will continue to strengthen its ethics and compliance framework through policy development, employee awareness initiatives, regulatory monitoring, and the continuous improvement of internal controls and governance practices.

ZERO

- **Beema recorded zero confirmed incidents of corruption for three consecutive years.**
- **Beema recorded zero reported incidents of discrimination for three consecutiveyears.**
- **Beema recorded zero incidents of non-com pliance with laws and regulations.**



Risk and Resilience Management



Beema maintains an Enterprise Risk Management (ERM) Framework designed to identify, assess, manage, monitor and report the material risks that may affect its strategy, operations, financial position, capital adequacy and ability to meet its obligations to policyholders. The framework covers both financial and non-financial risks and supports informed decision-making, prudent risk-taking and the long-term resilience of the business. Beema's Risk Management Strategy requires all material risks to be identified and assessed, including their potential implications for capital management, liquidity, policyholder obligations and operational objectives, with appropriate strategies developed to manage, mitigate and report those risks.

Risk management is embedded within Beema's business activities and strategic planning processes and is supported by established governance arrangements, risk appetite and tolerance limits, risk identification and control processes, risk attestation, the Risk Register, and the ORSA. The framework encompasses key areas of risk including insurance underwriting and reserving, market and investment, liquidity, concentration, credit, operational, strategic, reputational and emerging risks.

Beema's approach to resilience combines forward-looking risk assessment, capital and solvency management, stress and scenario testing, business continuity, and crisis response. Together, these processes support the Company's ability to anticipate adverse developments, maintain adequate financial resources, sustain critical operations, and respond effectively to changes in its operating environment.

Governance Structure and Oversight

Beema's risk governance framework operates through clearly defined Board and management-level oversight structures. The Board, acting through the RMCC, provides oversight of the Company's overall Risk Management Framework, while the Management Risk Committee supports executive-level oversight and management of the risks facing the business.

The RMCC reviews the overall Risk Management Framework and Risk Management Policy to ensure that appropriate arrangements are in place for the identification, assessment, monitoring, and reporting of key risks. It also reviews Beema's risk appetite and tolerance limits before submission for Board approval, monitors breaches and associated remediation actions, oversees the risk attestation process and key controls, approves the Risk Management Plan, and reviews the ORSA report and related actions before it is presented to the Board. The RMCC also reports to the Board on its activities, recommendations, and other matters requiring Board attention.

The Management Risk Committee serves as Beema's executive forum for overseeing the Company's risk profile and supporting the effective implementation of the Risk Management Framework. Bringing together senior executives from across the business, the Committee provides cross-functional oversight of key and emerging risks, the effectiveness of controls, operational losses and control failures, and changes in the Company's risk profile. It also reviews the Risk Register and risk attestation process, oversees stress and scenario analysis, and reviews the ORSA before escalation to the Board or RMCC. In doing so, the Committee supports an effective risk management culture and helps ensure that Beema's Risk Management Strategy, Policy, and supporting processes remain appropriate and effective.

The governance structure establishes a clear escalation pathway from management-level risk oversight to Board-level review. Matters arising from the Management Risk Committee, including findings, recommendations, and decisions, are reported by the Senior Vice President – Risk Management to the Board-level RMCC.

Risk governance is further supported by defined accountabilities across the organization. Risk Owners are responsible for managing risks within their areas of responsibility, including evaluating the adequacy of controls, identifying mitigation requirements, and escalating changes in likelihood, impact, or control effectiveness. Control Owners support the implementation and operation of relevant mitigating controls, while the Risk Management Function provides oversight, challenge, monitoring, and reporting.

Beema's governance framework is further supported by a Three Lines of Defense model that promotes effective risk management, accountability, and independent oversight across the organization. Operational teams constitute the first line of defense through the day-to-day management of risks and controls. Risk Management and Compliance functions form the second line through oversight, challenge, monitoring, and support to management. Internal and External Audit provide the third line through independent assurance over the effectiveness of governance, risk management, and internal control processes.



Sustainability-related risks, including climate-related risks, are embedded within Beema's broader risk governance structure through the Sustainability Committee, the Risk Management Function and relevant business functions. Material sustainability-related risks are subject to the same management and Board-level oversight and escalation processes as other material enterprise risks. The Sustainability Committee complements this framework by providing focused oversight of sustainability strategy, ESG performance, climate-related matters, and related initiatives.



Enterprise Risk Management Framework

Beema's Risk Management Framework provides a consistent approach to identifying, categorizing, assessing, controlling, monitoring, and reporting risks across the organization. Risk identification is undertaken through established business and risk management processes, with identified risks recorded in the Risk Register and allocated to designated Risk Owners. Risks are mapped to the relevant risk category and assessed based on impact and probability, with appropriate controls and mitigation measures identified and monitored.

The Risk Management Function maintains the Risk Register and works with Risk and Control Owners to ensure that risk information and controls remain appropriate and complete. The assessment process considers inherent risk, the design and operational effectiveness of controls, and residual risk following the application of mitigating measures. Material risks and ineffective controls are escalated to the relevant risk governance forums, together with proposed actions to strengthen controls or reduce exposure.

Risk management is also integrated with Beema's strategic and business planning processes. The Company's strategic direction is considered within the context of its overall risk appetite, risk profile, capital position, and operational requirements, with both short- and long-term risks considered in the execution of the business plan. The ORSA supports this process by assessing the solvency implications of the business plan and the viability of the business model under stressed conditions.

Risk Appetite, Capital and Operational Resilience

Beema's Risk Appetite and Tolerance framework defines the level and nature of risk the Company is prepared to assume in pursuing its strategic and business objectives. The framework is intended to be embedded across the organization and supported by measurable limits and thresholds that can be monitored over time. Adherence to these limits is reviewed on an ongoing basis, with material breaches and related management actions escalated through the relevant risk governance forums.

Capital resilience is supported through Beema's Capital Management Action Plan, which establishes a structured approach for monitoring capital adequacy and responding to deterioration in the Company's solvency position. The Plan is aligned with QCB solvency requirements, the QCB Risk Based Capital model, and Beema's Risk Appetite and Tolerance Statement, and defines early-warning thresholds and corresponding management and Board actions. Depending on the level of capital pressure, these actions may include enhanced monitoring, review of the Business Plan, regulatory notification, reconsideration of new underwriting, or assessment of capital restoration measures. As of year-end 2025, Beema maintained a solvency ratio of 340%, with eligible capital of QAR 696 million compared with a minimum capital requirement of QAR 204 million, reflecting a strong capital position.

Beema also uses ORSA and stress and scenario testing to assess its risk profile, solvency position, and capital needs on a forward-looking basis. These processes support consideration of how adverse economic, financial, or operational conditions could affect the Company's business plan, liquidity, financial standing, and solvency, including scenarios that could challenge the viability of the business model.

> **"Building resilience means looking beyond individual risks to understand how they interact with our strategy, capital position and operations. Our focus is on maintaining strong governance, forward-looking risk assessment and effective response capabilities across the business."**
>
> **Alaa Abdelrahim**
> SVP - Head of Risk Management and Sustainability

Operational resilience is supported through Beema's Business Continuity Policy, which sets out arrangements for emergency response, crisis management, and business recovery in the event of a significant disruption. Beema has established a Business Continuity Team (BCT) structure to coordinate continuity and recovery activities across the organization, supported by designated BCP Coordinators. The framework also includes a centralized Emergency Management Team (EMT), which is responsible for managing significant incidents, providing strategic direction, establishing command-and-control arrangements, and coordinating the overall response and recovery process.

The EMT is responsible for key decisions during major incidents, including activation of the Business Continuity Plan, protection of employees and assets, continuity of critical business activities, and communication with relevant stakeholders. The BCT and BCP Coordinators support implementation of recovery actions, coordination of critical staff, continuity of key business functions, and liaison with IT for activation of disaster recovery arrangements where required.

Preparedness is reinforced through periodic testing of business continuity and disaster recovery arrangements. Business continuity testing is conducted at least annually and may include crisis-management call-out exercises, remote-access and system-accessibility tests, application testing, and business-process testing, while disaster recovery testing is scheduled quarterly.

Sustainability-Related Risks and Opportunities

Beema identifies sustainability-related risks and opportunities through a combination of strategic planning processes, stakeholder engagement activities, materiality assessments, regulatory monitoring, market analysis, and risk management processes. The assessment process considers information from internal operations, insurance portfolio exposures, investment activities, regulatory developments, sustainability performance indicators, and stakeholder feedback. Sustainability-related risks and opportunities are evaluated based on their nature, likelihood, and potential impact on the Company's operations, financial performance, regulatory compliance, reputation, and long-term strategic objectives.

To support effective monitoring and management, sustainability-related risks are recorded within the ESG Risk Register and reviewed through the ERM framework. ESG risks are assessed across environmental, social, and governance categories and are integrated into underwriting, investment, operational, strategic, and reputational risk assessments. Material risks are prioritized according to their significance and are escalated through established governance and risk management processes where appropriate.

The ESG Risk Register captures principal risks spanning the environmental, social, and governance categories:

Environmental:

physical and transition risks affecting underwriting exposures and investment holdings (including climate physical and transition risk in both the insurance and investment portfolios), business continuity risk arising from climate events affecting Beema's own operations, the environmental footprint of Beema's offices and facilities, and climate-related legal liability arising from underwriting or investment activity.

Social:

reputational risk from ESG misalignment, greenwashing and misrepresentation of ESG or Takaful product claims, social risk arising from clients' labor or human rights practices, ESG-related data privacy and cybersecurity risk, and ESG risk within Beema's supply chain and outsourcing arrangements.

Governance:

completeness and quality of ESG data, Board and committee-level ESG oversight and competency, integration of ESG and climate scenarios into the ORSA process, compliance readiness against QCB ESG guidelines, ESG-related culture and incentive alignment, and conduct risk in the design and delivery of ESG-labelled products.

Each risk is owned by a designated Risk Owner and Control Owner drawn from the relevant business function, with mitigation strategies tailored to the specific exposure. These span risk transfer and pricing measures (such as climate risk zoning and parametric insurance triggers), underwriting and portfolio-level controls (such as sector exclusions, carbon exposure heatmaps and transition stress testing), governance and accountability measures (such as ESG responsibilities in Board and committee charters, annual ESG training, and dedicated compliance calendars), data and cybersecurity controls, and third-party and supply-chain due diligence. Following the application of these controls, residual risk scores are lower than inherent risk levels across the register. However, three risks – climate physical risk in underwriting, transition risk in investments, and non-compliance with QCB ESG guidelines – carry the highest inherent ratings but are each reduced to a low residual rating through the mitigation measures in place.

ESG Risk Management Progress

During 2025, Beema continued to strengthen the integration of sustainability-related considerations into its governance, risk management, underwriting, investment, and strategic planning processes. The table below summarises the status of key ESG risk management initiatives, including activities implemented during the reporting period and selected initiatives currently under development.

ESG Risk Management Initiatives	2025 Status
Sustainability Committee	Active
ESG Risk Management Policy	Implemented
ESG Risk Register	Active
Integration of ESG Risks into ERM	Aligned
Integration of ESG into ORSA	In Progress
Sustainable Insurance Policy	Implemented
Sustainable Investment Policy	Implemented
ESG Risk Appetite and Tolerance Alignment	In progress
Governance Enhancements	In progress
Identification and Assessment of Sustainability-related Risks and Opportunities	In progress
Climate Risk Assessment	In progress



Sustained Value and Economic Contribution

Beema seeks to create sustained value by embedding sustainability-related considerations into its investment, underwriting, and strategic planning activities, supporting long-term resilience and responsible growth in alignment with Sharia principles and stakeholder expectations.

During 2025, Beema continued to strengthen its market position and business performance, delivering solid growth across its key financial indicators. Recognised Takaful Contribution rose to QAR 605 million, net premiums reached almost QAR 561 million, and total revenue increased to almost QAR 456 million, underscoring the Company's ability to create long-term value for policyholders and stakeholders.

Business Activity Metric	Units	2023	2024	2025
Recognised Takaful Contributions	**QAR Million**	**395**	**472**	**605**
Shareholder's Net Profit	**QAR Million**	**70**	**85**	**96**
Earnings Per Share (EPS)	**QAR**	**0.35**	**0.42**	**0.48**
Total Revenue	**QAR**	**290,004,792**	**373,459,585**	**455,904,440**

Detailed financial results can be found in our 2025 Annual Financial Report. The continued growth in premiums and revenue during 2025 reflects Beema's strong market position and supports its ability to create sustainable long-term value for policyholders, shareholders, and other stakeholders.

Financial Effects of Sustainability-related Risks and Opportunities

Beema recognizes that sustainability-related risks and opportunities may influence its financial position, financial performance, and cash flows over the short, medium, and long term. During 2025, Beema advanced the practical building blocks for assessing these effects — including the ESG Risk Register, the ESG Risk Management Policy, and the Sustainable Insurance and Sustainable Investment Policies — alongside continued digitalization initiatives supporting operational efficiency and paperless service delivery.

At this stage, the financial effects of sustainability-related risks and opportunities are assessed and disclosed primarily on a qualitative basis. This reflects the current maturity of Beema's data collection, scenario analysis, and financial-attribution methodologies, which do not yet allow the effects of individual sustainability-related risks or opportunities to be reliably isolated from other factors affecting the Company's results. Rather than providing a combined quantitative estimate that would not yet be sufficiently robust or meaningful, Beema instead discloses qualitatively how sustainability-related matters may affect underwriting quality, investment oversight, compliance costs, operational efficiency, reputation, product development, and long-term resilience, as follows:

Underwriting	climate physical risks (such as extreme heat, flooding, and severe weather) and transition risks (such as regulatory change and shifting client decarbonization) are progressively factored into underwriting assessment and pricing, with potential effects on claims frequency
Investment Oversight	ESG and climate considerations are being incorporated into investment governance through the Sustainable Investment Policy, influencing how externally managed portfolios are monitored for climate and transition exposure.
Compliance Costs	implementation of the ESG Risk Management Policy, data collection, disclosure preparation, and regulatory readiness for QCB and QFMA ESG requirements are expected to involve near-term operating costs.
Operational Efficiency	continued digitalization and paperless service delivery are expected to generate efficiency gains that partly offset the cost of ESG implementation.
Reputation	stronger ESG governance, disclosure quality, and stakeholder engagement are expected to support customer trust and market positioning, while unmanaged ESG or climate exposures could create reputational risk.
Product Development	ESG integration is informing early-stage development of sustainable/green Takaful products and services.
Long-Term Resilience	taken together, these effects are expected to strengthen Beema's financial position and resilience over the medium to long term, even though the near-term effect is mainly one of implementation cost rather than realized financial benefit; quantified impacts have not yet been isolated from other factors affecting the Company's results.

The Company plans to continue strengthening its data, methodologies, and financial-attribution capabilities to support more comprehensive quantitative disclosure in future reporting periods.

Supply Chain Management

Beema manages its supply chain and outsourcing arrangements through established governance, due diligence, risk assessment, contractual, and monitoring processes designed to support operational continuity, regulatory compliance, and responsible business practices. As a service-based insurance provider, the Company engages suppliers and service providers across a range of operational categories, including information technology services, facilities management, office services, professional advisory services, claims-related providers, and other operational support functions.

Beema's Outsourcing Arrangements Policy provides the governance framework for outsourced functions and is designed to ensure that actual or potential risks associated with outsourcing, including regulated activities and material outsourcing arrangements, are identified and appropriately mitigated. The policy covers key outsourced activities including claims management, information technology, investment management, underwriting, payroll, financial operations, and technical support services.

Supplier and service-provider assessment incorporates due diligence measures covering capability, licensing and regulatory status, reputation, performance history, financial and operational considerations, cybersecurity and information-security considerations, contractual requirements, business continuity, and other relevant risks. In evaluating service providers, Beema also considers factors such as previous experience and competence, financial soundness, business reputation and culture, performance standards, internal controls, data protection practices, independent reviews and market feedback, and potential concentration risk.

As part of this framework, Beema applies its Outsourcing Risk Assessment Tool (ORAT) to outsourcing arrangements to assess risk and materiality. The ORAT incorporates risk factors relating to customer, product, jurisdiction, interface, and other relevant considerations, with the combined score used to inform onboarding, escalation, and ongoing monitoring decisions. Under the policy, outsourcing arrangements rated Medium or higher are referred to the Head of Compliance, while certain critical functions, including claims management, information technology, underwriting, and investment management, are automatically classified as material outsourcing and subject to enhanced oversight.

Governance responsibilities for outsourcing arrangements are defined across the Board of Directors, senior management, Compliance, Governance, and other relevant functions. The Board is responsible for establishing and maintaining the Outsourcing Arrangements Policy, reviewing it periodically, approving the framework for evaluating outsourcing risks and materiality, and approving material outsourcing arrangements. Senior management is responsible for evaluating the risks and materiality of existing and prospective outsourcing arrangements and for exercising due skill, care, and diligence in selecting, entering into, managing, and terminating such arrangements.



Environmental and social considerations are beginning to be reflected in supplier and service-provider management activities, including through due diligence, onboarding, contractual requirements, and ongoing monitoring. Beema's current ORAT framework remains primarily focused on commercial, compliance, operational, and outsourcing-related risks, and a formal ESG-specific supplier screening process has not yet been established. Beema intends to consider further integration of ESG-related criteria as its sustainability approach develops.

As part of its outsourcing risk management framework, Beema applies the ORAT to assess the risk and materiality of outsourcing arrangements. ORAT results are classified across low, medium, and high-risk categories, with scores of 10 and above considered high risk. Beema does not accept suppliers with a risk score above 10. During 2025, the average supplier risk score was 6.7, indicating a generally low-to-medium risk profile across the assessed supplier base.

Where appropriate and consistent with quality, service, risk, and regulatory requirements, Beema continues to consider local sourcing opportunities while maintaining access to specialized expertise through its broader supplier network.

Local procurement remained strong in 2025, with spend on local suppliers increasing modestly compared with 2024. While the proportion of local spend decreased slightly from 89.9% in 2024 to 88% in 2025, this was primarily driven by increased expenditure with a small number of non-local suppliers, rather than a decline in the value of local supplier spend.

Human Capital



Beema recognizes its employees as a key driver of operational excellence, service quality, and long-term business sustainability. The Company is committed to fostering a safe, inclusive, and supportive workplace that enables employees to develop their capabilities, contribute effectively to organizational objectives, and build rewarding careers. Human capital management is supported through established human resources policies, procedures, and governance processes designed to attract, develop, engage, and retain talent. These frameworks promote equal opportunity, fair treatment, employee wellbeing, professional development, and compliance with applicable labor regulations and corporate governance requirements.

Beema's human capital approach is built around five core areas that support employee development, workforce engagement, and long-term organizational performance:

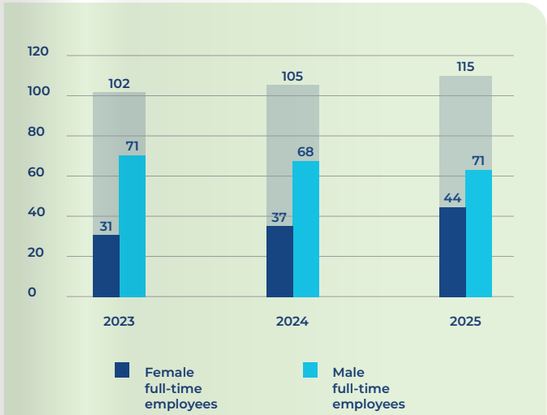
- **Workforce Capability Development:** Building employee skills and competencies through learning, training, and professional development opportunities.
- **Performance Management:** Supporting employee growth through structured performance evaluation processes and regular feedback.
- Employee Engagement and Wellbeing: Promoting a positive workplace culture through employee welfare, engagement, and wellbeing initiatives.
- **Diversity and Inclusion:** Fostering an inclusive workplace that supports equal opportunity, fair treatment, and respect for all employees.
- **National Talent Development:** Supporting the development and retention of national talent to strengthen local workforce participation and organizational capability.

Human rights considerations, employee rights, and workplace standards are embedded within the Company's governance, compliance, and human resources practices, helping to maintain a respectful, ethical, and inclusive working environment.

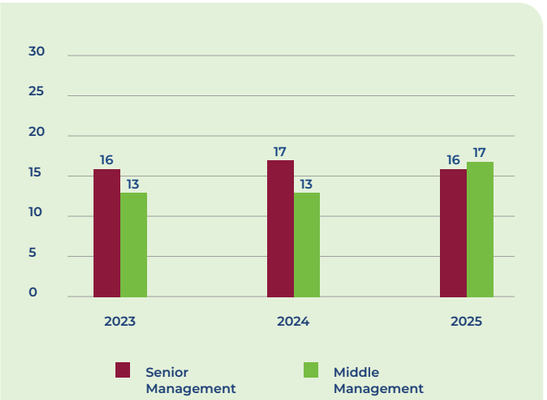
During 2025, Beema continued to actively strengthen its workforce capabilities through targeted employee development, robust performance management, proactive wellbeing initiatives, and progressive talent management practices. The following sections outline the Company's approach and performance during the 2025 reporting period in relation to talent and workforce development, performance management, employee benefits and wellbeing, human rights, and nationalization.

Workforce Composition

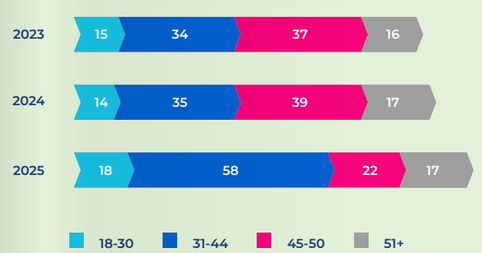
Total full-time employees



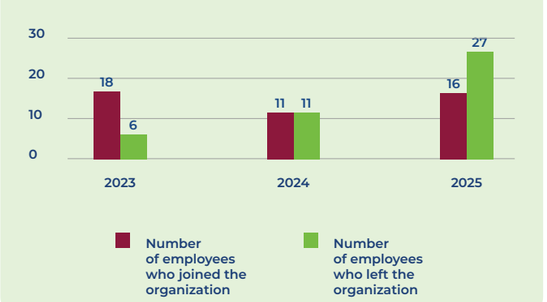
Workforce by Category



Workforce by Age Group



New Hires/Turnover



Talent and Workforce Development

Beema's talent and workforce development approach is designed to attract, develop, and retain a skilled workforce capable of supporting the Company's operational objectives and long-term growth. Human resources practices are supported by structured recruitment, onboarding, training, and development processes that help employees build the competencies required to meet evolving business and regulatory requirements.



The Company continues to invest in employee development through training programs, professional learning opportunities, and workforce capability-building initiatives. New employees participate in onboarding and orientation processes designed to support their integration into the organization and enable effective performance in their roles.

In addition to role-specific and professional development activities, employees receive training on compliance, Anti-Money Laundering and Counter-Terrorist Financing (AML/CFT), Anti-Bribery and Anti-Corruption (ABC), whistleblowing procedures, and other regulatory requirements to support ethical conduct, risk awareness, and compliance with applicable legal and regulatory obligations.

During 2025, Beema continued to strengthen workforce capabilities through increased investment in learning and development activities. The Company engaged 15 consultants and contractors during the reporting period to support business operations and specialized functions.

Average training hours per full-time employee increased to 11.5 hours in 2025, compared with 10 hours in 2024 and 4 hours in 2023, reflecting Beema's continued focus on employee development and workforce capability enhancement.

Training and Development	Units	2023	2024	2025
Total training for females	Hours	132	379	506
Total training for males	Hours	302	697	817
Total training for total workforce	Hours	434	1,076	1,323
Total training for senior management	Hours	68	174	184
Total training for middle management	Hours	55	133	196

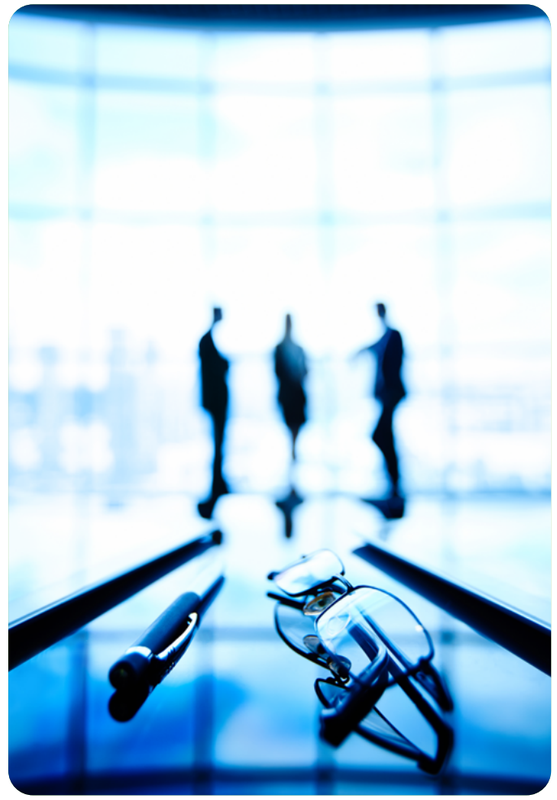
Performance Management

Performance management at Beema is supported by structured processes designed to align individual performance with organizational objectives and performance expectations. The Company utilizes formal evaluation mechanisms to assess employee performance, monitor progress against established objectives, and identify development opportunities.

Performance reviews are conducted regularly to support employee development, career progression, and workforce capability enhancement. These processes provide employees with feedback on their performance and help identify technical, professional, and leadership development needs.

100%

of employees received a regular performance and career development review in 2025, marking the third consecutive year of full coverage.



Employee Benefits and Wellbeing

Beema supports employee wellbeing through a range of benefits and welfare provisions designed to promote employee retention, engagement, and overall wellbeing. Employee benefits are provided in accordance with Company policies and applicable labor regulations.

Eligible full-time employees receive a range of benefits, including medical insurance for employees and their dependents, life insurance, vehicle insurance, vehicle financing support, education assistance, air ticket benefits, and retirement and end-of-service benefits in accordance with Company policies and applicable legislation.

Reflecting Beema's identity as an Islamic insurance company, the Company also provides employees with the opportunity to perform Umrah through an annual employee initiative. Participants are selected through a random raffle-based process to support fairness and equal opportunity. In 2025, one employee was selected to undertake Umrah, with Beema covering all related expenses.

Participation in retirement and social insurance schemes is provided in line with employee status and the requirements of Qatari law. For Qatari employees, participation in the government-mandated social insurance and pension scheme is mandatory. Non-Qatari employees are entitled to end-of-service benefits in accordance with Qatar Labor Law.

The Company supports employees through parenthood by providing maternity leave benefits in accordance with Qatar Labor Law and its internal HR policies. Female employees who have completed one year of continuous service are entitled to 50 calendar days of paid maternity leave, covering both pre- and post-delivery periods, as well as breastfeeding leave as prescribed by law. Employees may also request unpaid leave beyond the statutory entitlement, subject to managerial and HR approval.

Beema also supports employees returning from maternity leave through measures designed to facilitate reintegration and continued career development. Employees are entitled to return to the same or a comparable position following their leave and remain fully eligible for promotions, training opportunities, performance reviews, and other development opportunities. Managers are encouraged to support a smooth transition back to work, including flexible working arrangements where feasible. Beema also monitors return-to-work outcomes and engages with returning employees to identify and address any reintegration challenges.

During 2025, 29 employees were entitled to maternity leave, of whom one employee took leave during the reporting period. The employee subsequently returned to work and remained employed following their return.

Maternity Leave	Units	2023	2024	2025
Female employees who took maternity leave	Number	2	1	1
Female employees who returned to work after maternity leave ended	Number	2	1	1

Human Rights

Beema is committed to maintaining a workplace founded on respect, fairness, equal opportunity, and compliance with applicable laws and regulations. While the Company does not currently maintain a standalone Human Rights Policy, human rights principles are embedded within its governance framework, compliance practices, ESG Risk Management Policy, and human resources processes. These frameworks support the protection of employee rights, promote ethical conduct, and help ensure compliance with Qatar Labor Law and relevant regulatory requirements.

The Company's approach to human rights is implemented through policies and practices that promote diversity, equal opportunity, non-discrimination, and fair treatment across all aspects of employment. Human resources processes support equitable recruitment, promotion, remuneration, and career development opportunities, while governance and compliance mechanisms provide oversight of workplace conduct and employee welfare.

Security personnel are provided through qualified third-party service providers that are responsible for ensuring personnel receive the required training and comply with applicable regulatory and legal requirements. Beema also considers child labor and forced labor risks to be low given the nature of its operations and continues to manage these risks through compliance requirements, procurement controls, and vendor due diligence processes.

During 2025, Beema reported no incidents of discrimination and no material human rights-related concerns across its operations. The Company continued to promote inclusion, employee wellbeing, and equal opportunity while maintaining compliance with labor regulations and corporate governance requirements.

ZERO

Beema recorded zero incidents of discrimination for three consecutive years.



Qatarization

Beema is committed to supporting Qatar National Vision 2030 through the development, recruitment, and retention of national talent. The Company recognizes the importance of building local capabilities and creating meaningful employment opportunities for Qatari nationals across its workforce and leadership pipeline.

Qatarization efforts are supported through recruitment practices that promote local talent development, workforce planning initiatives, and employee development programs designed to enhance professional capabilities and long-term career growth. Beema continues to consider national talent development as an important component of its human capital strategy while maintaining the skills and expertise required to support business operations.

As of year-end 2025, Beema had 20 full-time national employees, representing approximately 17.5% of the total workforce. Of these, 11 were male and 9 were female. The Company also maintained national representation within senior management, with four national employees holding senior management positions during the reporting period.

Workforce by Nationality	Units	2023	2024	2025
Number of full-time national employees	Number	24	19	20
National full-time employees in senior management	Number	4	3	4
Number of employees of other nationalities	Number	78	86	95



Health and Safety

Beema is committed to providing a safe and healthy working environment for all employees and considers employee health, safety, and wellbeing fundamental to operational excellence and business continuity. During 2025, the Company maintained its Health, Safety and Environment (HSE) Policy and continued to implement health and safety management practices in compliance with applicable legal and regulatory requirements in the State of Qatar. Health and safety principles are also embedded within Beema's Code of Ethics and applied as a standard across all operations.



The Company's health and safety management system is designed to identify, assess, and mitigate workplace risks while promoting employee wellbeing. Health and safety considerations are integrated into daily operations through risk management processes, employee awareness initiatives, and preventive measures aimed at maintaining safe working conditions across all facilities.

Beema's premises are equipped with comprehensive safety infrastructure, including continuous CCTV monitoring, automated fire alarm systems, and smoke detection devices. In the event of an emergency, fire alarms activate automatically and audible announcements are broadcast throughout the building. The Facilities Management team coordinates staff evacuation procedures to ensure the safety of all personnel. The Company also conducts regular fire drills as a coordinated preparedness exercise, equipping employees with the knowledge and readiness to respond promptly and safely during a fire emergency.

Employee health information is handled with strict confidentiality in accordance with relevant privacy regulations, including those established by the Ministry of Labor (MOL). Beema supports employee wellbeing through dedicated physical and mental health provisions:

- **Physical Health Services:** Beema provides comprehensive health insurance coverage for all employees, enabling access to medical consultations, hospitalisation, and emergency care.
- **Mental Health and Wellbeing Services:** Flexible working arrangements are offered where feasible to support mental wellbeing, promote work-life balance, and reduce work-related stress.

For three consecutive years (2025–2023), Beema recorded:

ZERO

- employee fatalities resulting from work-related injuries.
- employee fatalities resulting from work-related ill health.
- lost time injuries (LTI).
- high-consequence work-related injuries.
- recordable work-related injuries.

100%

- of employees were covered by the Company's health and safety management system.

This performance reflects Beema's continued focus on preventive risk management, employee awareness, and maintaining a strong safety culture.

Health and Safety Performance

Health and Safety	Units	2023	2024	2025
Employee fatalities as a result of work-related ill health	Number	0	0	0
Employee fatalities rate as a result of work-related injury	Percentage	0	0	0
Employee high-consequence work-related injuries (excluding fatalities)	Number	0	0	0
Employee high-consequence work-related injury rate (excluding fatalities)	Percentage	0	0	0
Employee lost time injuries (LTI)	Number	0	0	0
Employee work-related injuries (excluding fatalities and high-consequence injuries)	Number	0	0	0
Employee work-related injury rate (excluding fatalities and high-consequence injuries)	Percentage	0	0	0
Lost Time Injury Frequency (LTIF)	Percentage	0	0	0
Employees covered by the health and safety management system	Number	102	105	115
Employees covered by the health and safety management system	Percentage	100	100	100
Rate of employee fatalities as a result of work-related ill health	Percentage	0	0	0

Environmental Footprint



Beema recognizes the importance of managing environmental risks and opportunities and integrating environmental considerations into its governance, risk management, and operational decision-making processes. As a financial services organization, Beema's environmental footprint primarily arises from its office-based operations, energy consumption, business travel, and other related indirect activities.

A foundational element of Beema's environmental commitment is the 3-star Global Sustainability Assessment System (GSAS) certification achieved for its headquarters in Energy City, Lusail, under the Design and Build framework. Attaining this certification required extensive cross-departmental coordination, spanning facility management, procurement, and finance, as well as collaboration with GSAS-certified consultants and sustainability architects to develop a phased compliance plan. The process involved the adoption of smart metering, low-impact construction materials, passive design strategies, and environment-aligned risk assessments, demonstrating the Company's willingness to embed sustainability principles into its physical infrastructure. Following this achievement, Beema's ESG framework continues to guide further environmental initiatives, including the adoption of energy-efficient practices, reductions in business travel, and increased investment in renewable energy.

Environmental management is guided by Beema's ESG Policy and Strategy and supported by its ESG Risk Management Policy, Sustainable Insurance Policy, and Sustainable Investment Policy. Together, these frameworks support the consideration of environmental risks and opportunities across Beema's operations, underwriting activities, and investment oversight. Environmental topics such as energy, water, waste, pollution, biodiversity, and carbon exposure are monitored through Beema's broader ESG data collection and risk management processes, with relevant considerations incorporated across operational, underwriting, and investment activities.

Since 2023, Beema has also maintained an internal Environmental Sustainability Policy focused on reducing its operational footprint. Practical measures implemented under this policy include the installation of recycling facilities and the use of recycled water for landscaping irrigation. Associated performance targets are publicly disclosed and reviewed on a regular basis.

Environmental Progress in 2025

During 2025, Beema continued to advance its environmental and sustainability journey through several key achievements:

- Further strengthening ESG and climate governance and oversight through Board and Risk Committee engagement.
- Advancing the integration of ESG and climate-related risks within the ERM framework.
- Enhancing ESG data collection, monitoring, and reporting processes to support regulatory compliance and future disclosures.
- Building internal awareness and understanding of ESG-related matters across risk management, compliance, and operational functions.

Looking ahead, Beema's environmental priorities include strengthening environmental governance, improving environmental data readiness, supporting digital transformation initiatives to reduce paper consumption, increasing employee awareness of environmental responsibility, and further integrating environmental and climate-related considerations into enterprise risk management processes.

Detailed environmental performance data relating to greenhouse gas emissions, energy consumption, water use, waste generation, and other environmental indicators are presented in the following sections of this report.

Energy Management and Emissions

Beema manages energy consumption as a core component of its broader ESG, environmental footprint, and operational efficiency agenda. Energy management is integrated into the Company's ESG and operational management framework, supporting its commitment to reducing energy consumption, improving efficiency, supporting renewable energy adoption, and strengthening climate-related governance.

The Company's ESG Risk Management Policy has an enterprise-wide scope covering all operations and integrates environmental risks such as climate change (physical and transition risks), pollution, biodiversity, and carbon exposure within underwriting, investment, and operational activities. The policy is aligned with QCB requirements and international standards, including the IAIS Insurance Core Principles and IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2).

Key initiatives implemented across operations include:

Rooftop Solar Infrastructure



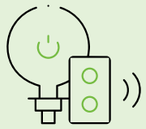
Net metering system to monitor and control electric consumption and feed back into the national grid.



Gradual transition of the company fleet toward electric vehicles (EVs).



Energy-efficient LED and motion-sensor lighting.



BMS-integrated automatic start/stop and shutdown controls for ventilation, air-conditioning, and other systems.



Continued digitization through paperless claims processing and online customer services.



These initiatives contribute to lower emissions, improved operational efficiency, enhanced operational resilience, and increased environmental awareness among employees and stakeholders.

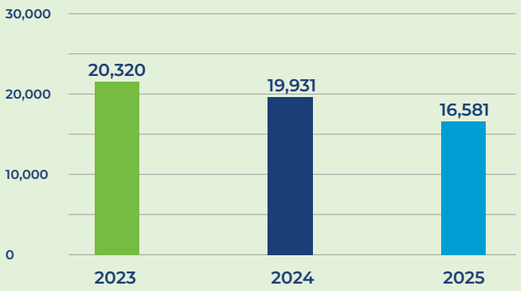


Energy management is embedded within Beema's broader ESG framework and operational management processes and is not currently governed through a standalone ISO 50001-certified system. The Company continues to monitor energy consumption across facilities, office operations, and company vehicles to identify opportunities for efficiency improvements and emissions reduction.

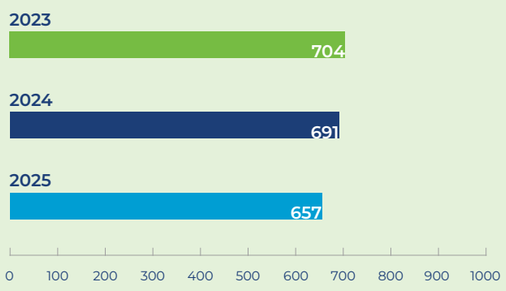
As a service-based Takaful provider, Beema continues to monitor and manage energy consumption across its operations. During 2025, electricity purchased from the grid decreased by 7%, from 889,732 kWh in 2024 to 828,823 kWh, while petrol consumption decreased by 17%, from 19,931 litres to 16,581 litres. Total reported energy consumption increased significantly to 10,620 GJ in 2025, compared with 3,894 GJ in 2024, primarily due to the inclusion of district cooling consumption within the reporting boundary for the first time in 2025. This expanded coverage provides a more comprehensive representation of Beema's operational energy consumption and should be considered when comparing 2025 performance with prior years.

Direct Energy Consumption

Petrol consumption from operations and vehicles (L)

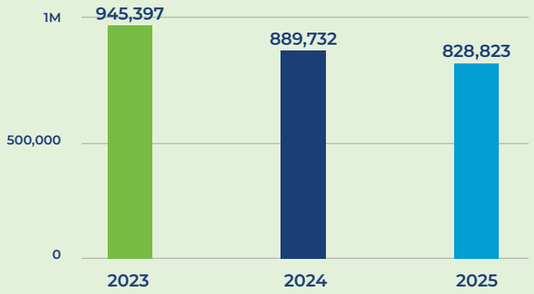


Total direct energy consumption (GJ)

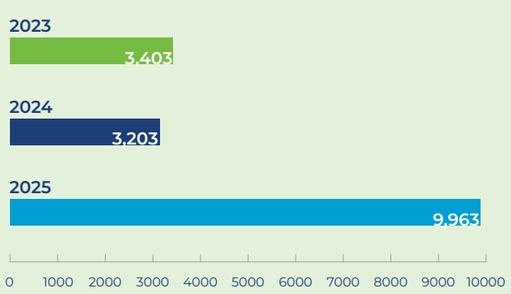


Indirect Energy Consumption

Electricity consumption (office, storage, facilities, etc.) (kWh)

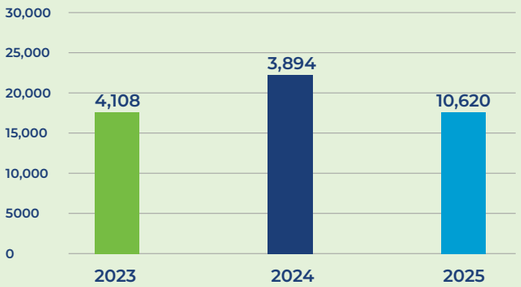


Total indirect energy consumption (GJ)

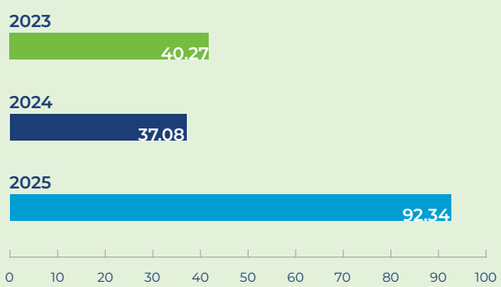


Energy Consumption

Total energy consumption (Direct and Indirect)



Energy consumption intensity (GJ/employee)



Scope 1 and Scope 2 GHG Emissions

Beema manages GHG emissions as part of its broader environmental footprint and climate risk management approach. This is embedded in the ESG Risk Management Policy which integrates climate-related risks into enterprise risk management processes and supports ongoing monitoring of emissions performance.

Scope 1 emissions arise primarily from fuel consumption associated with company vehicles, while Scope 2 emissions are generated through purchased electricity consumed across Beema's operations.

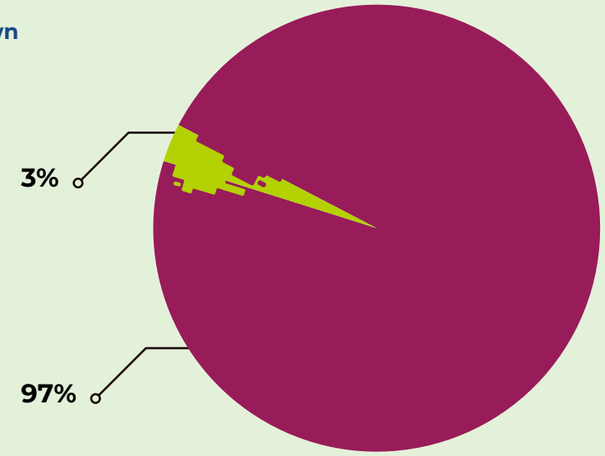
Emissions reduction efforts are supported through low-carbon operational measures including rooftop solar infrastructure, fleet electrification initiatives, energy-efficiency controls, and continued digitization of business processes.

As part of its commitment to strengthening environmental disclosures, Beema reports its Scope 1 and Scope 2 greenhouse gas emissions. This reflects the Company's proactive approach to climate-related transparency. Going forward, Beema intends to continue refining its emissions calculation methodologies and reporting processes through closer alignment with the GHG Protocol, IFRS S2 requirements, and evolving regulatory expectations.

In 2025, Scope 1 emissions decreased by approximately 6% to 44 tonnes CO_2e, compared with 47 tonnes CO_2e in 2024, reflecting Beema's ongoing emissions reduction efforts. Based on electricity consumption data provided by Kahramaa, Scope 2 emissions associated with purchased electricity decreased by approximately 7%, from 447 tonnes CO_2e in 2024 to approximately 417 tonnes CO_2e in 2025. This reduction is consistent with the decrease in electricity consumption reported during the year and reflects Beema's continued focus on operational efficiency and energy management. However, total reported Scope 2 emissions increased to 1,295 tonnes CO_2e in 2025, primarily due to the inclusion of emissions associated with district cooling within the reporting boundary for the first time. Accordingly, the increase in total Scope 2 emissions largely reflects expanded reporting coverage rather than an increase in purchased electricity consumption.

GHG Emissions	Units	2023	2024	2025
Direct GHG emissions (Scope 1)	tonnes CO_2e	48	47	44
Indirect GHG emissions (Scope 2)	tonnes CO_2e	478	447	1,295
Total GHG emissions (Scope 1 and 2)	tonnes CO_2e	526	494	1,339

Total GHG Emissions Breakdown per Scope:



GHG Emission Breakdown	Unit	2023	2024	2025
Scope 1[3]				
Stationary Combustion	CO_2e metric tonnes	N/A	N/A	5
Mobile Combustion	CO_2e metric tonnes	N/A	N/A	39
Total Scope 1	CO_2e metric tonnes	48	47	44
Scope 2				
Purchased and Consumed Electricity	CO_2e metric tonnes	478	447	417
Purchased District Heat and Steam and District Cooling	CO_2e metric tonnes	N/A	N/A	878
Total Scope 2	CO_2e metric tonnes	478	447	1,295

[3]No breakdown available for 2023 and 2024, as petrol consumption was reported as a combined figure covering both vehicles and operations.

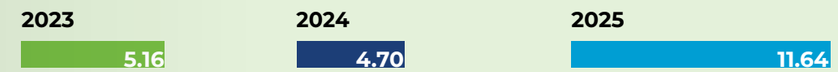
In 2026, Beema plans to develop its climate strategy and decarbonization roadmap, which will provide the foundation for setting climate-related targets and strengthening its approach to emissions management. As part of this work, Beema intends to further enhance environmental data collection, climate-related risk assessment, and emissions measurement and management processes.

Beema's climate ambition will focus on reducing its carbon footprint through measures such as operational efficiency improvements, cleaner mobility solutions, renewable energy opportunities, and continued digitization. In developing its climate-related targets, Beema plans to consider the GHG Protocol, IFRS S2 requirements, peer practices, and evolving stakeholder expectations.

As part of the development of its climate strategy and decarbonization roadmap in 2026, Beema plans to establish an appropriate emissions baseline and define climate-related targets informed by its historical emissions performance and evolving data quality.

GHG emissions intensity per employee

tonnes CO_2e/employee



Case Study

Transition to Energy-Efficient Printing Technology

As part of its commitment to improving resource efficiency and reducing the environmental impact of its operations, Beema initiated the transition from conventional laser printers to Epson AM-C5000 Heat-Free multifunction printers following a detailed internal assessment and optimization study.

The initiative was designed to support Beema's sustainability objectives by reducing energy consumption, lowering greenhouse gas emissions, and minimizing waste associated with printing operations. Compared with conventional printing technologies, the selected heat-free technology offers significantly lower energy requirements and reduced consumable usage while maintaining operational performance.

The assessment indicated that the transition could reduce electricity consumption by approximately 12,465 kWh and avoid nearly 7 tonnes of CO_2 emissions over a five-year period. Consumable usage is also expected to decrease by approximately 36%, contributing to lower waste generation and reduced resource consumption. In addition, the technology is expected to improve operational efficiency through reduced printing, waiting, and servicing time, while lowering maintenance requirements and supporting long-term cost savings.

This initiative reflects Beema's approach to integrating sustainability considerations into operational decision-making and identifying opportunities to enhance environmental performance while improving business efficiency.

Water Management



Beema's water consumption is driven largely by the day-to-day functioning of its corporate headquarters, encompassing domestic and sanitary use, landscape maintenance, and the harvesting and reuse of rainwater. Given the Company's nature as a service-oriented Takaful provider, its operations do not involve water-intensive industrial activities.

Beema manages water-related impacts through operational procedures that support efficient water use, responsible discharge practices, and compliance with applicable regulatory requirements. While Beema does not currently maintain a standalone Water Policy, water management forms part of its broader environmental sustainability approach. Current practices are guided by the Rain Emergency Plan, Facilities and Engineering Guidelines, Qatar Construction Standards (QCS), and relevant QCB requirements.

Beema sources potable water from Qatar's municipal water network (Ashghal) and implements measures to improve water efficiency across its facilities. Water-efficient fixtures are installed throughout the building, while facility management teams monitor water infrastructure, treatment systems, and irrigation performance.

A key element of Beema's water management approach is its Rain Emergency Plan, which supports the collection, treatment, and reuse of stormwater. Rainwater is captured through dedicated underground storage tanks, treated onsite, and reused for toilet flushing and landscaping irrigation. These practices help reduce dependence on municipal water supplies while supporting efficient resource management.

To minimize environmental impacts, excess treated water is diverted to designated landscaped discharge areas when storage capacity is reached. No harmful chemicals are used in the treatment process, and untreated water is not discharged into natural water bodies or municipal sewer systems.

Looking ahead, Beema intends to strengthen its water management framework through the development of a Water Efficiency Policy aligned with ISO 14001 principles, enhanced water consumption tracking systems, and ESG-linked initiatives focused on water reuse and reduced dependency on municipal water sources.

Beema monitors total water withdrawal as a key indicator of water management performance. Total water withdrawn reached 7,663 m^3 in 2025, compared with 8,255 m^3 in 2024, representing a 7.2% reduction.

7.2%

Reduction in total water withdrawn in 2025, compared to 2024.

Water Management

Total water withdrawn (m^3)



Waste Management

Waste management forms part of Beema's broader environmental and operational efficiency agenda. As a service-oriented Takaful provider, the Company's waste profile is primarily office-based, with waste generated mainly through administrative activities rather than industrial operations. Typical waste streams include paper and cardboard from printing, filing, and packaging, general municipal waste from daily office activities, plastic and beverage packaging, used toner and ink cartridges, minor electronic waste such as IT peripherals and obsolete devices; and occasional maintenance-related waste from office facilities.

The potential environmental impacts associated with these waste streams include landfill disposal, resource consumption, emissions linked to the production of office materials, and pollution risks if electronic waste is not properly handled. From a social perspective, waste practices relate to workplace cleanliness, employee awareness culture, and responsible contractor practices in waste collection and recycling.

Beema has not established a standalone public Waste Management Policy. However, waste-related impacts are managed through the Company's broader ESG framework, environmental footprint commitments, operational excellence pillar, and digitization strategy. Sustainability targets are reviewed annually through strategic planning and ORSA processes, with mid-cycle reviews conducted when required. Implementation is carried out through cross-functional departments including Operations, IT, Administration, Procurement, and management committees, with monitoring performed through progress reviews on ESG targets, tracking of digitization milestones, and management oversight via the Risk Management and Compliance Committee and Management Risk Committee.

Current and ongoing waste-related initiatives are centred on waste prevention, paper reduction, responsible disposal, and operational efficiency. Key initiatives include:

- Continued digitization of internal processes and customer services, including paperless claims registration and handling systems, mobile applications, e-payment channels, and modernised web portals.
- A formal target to reduce paper consumption by 50% through the digitization of core operations over the 2025–2027 period.
- A target to digitize 90% of internal processes by 2026, reducing paper, toner, storage materials, and related waste streams.
- Office waste segregation and responsible disposal practices for general office waste where feasible.
- Employee awareness efforts encouraging resource efficiency and the reduction of unnecessary printing and consumables use.

These measures support lower waste generation and improved resource productivity across the Company's operations. Across the value chain, Beema's influence on waste outcomes is proportionate to its service-based operating model and is primarily exercised through procurement choices, oversight of service providers and outsourced waste handlers, and the reduction of paper-based interactions with customers and suppliers. The Company's ongoing digital transformation and paperless systems help reduce these impacts at source by lowering material consumption and waste generation.

During 2025, total waste generated decreased to 45,202 kg, compared with 48,438 kg in 2024, representing a reduction of approximately 6.7%. These improvements reflect the Company's continued focus on resource efficiency, digital transformation, and waste reduction across its operations.

6.7%

reduction in total generated waste, compared to 2024.

Waste Management	Units	2024	2025
Total waste generated	**kg**	**48,438**	**45,202**
Waste generation intensity per employee	**kg/employee**	**461.3**	**393.1**



Case Study

Recyclable Paper Cup Initiative

As part of its commitment to reducing workplace waste and promoting responsible resource use, Beema launched a recyclable paper cup initiative through its Sustainability Committee during 2025. The initiative involved collaborating with a local manufacturer to develop and produce custom recyclable paper cups featuring the Beema logo for use across the Company's operations.

To maximize environmental benefits, Beema established a structured collection and recycling process whereby used cups are gathered periodically and sent for recycling. The initiative supports the Company's broader waste reduction objectives by encouraging the use of recyclable materials, reducing reliance on conventional disposable products, and promoting environmentally responsible workplace practices.

Through initiatives such as this, Beema continues to strengthen employee awareness of sustainability issues while advancing practical measures that contribute to resource efficiency and waste minimization across its operations.

Sustainable Protection Solutions

Beema's approach to sustainable protection solutions combines Sharia-compliant insurance offerings, digital innovation, customer-centric service delivery, and robust data protection practices. The Company seeks to create long-term value for policyholders and stakeholders by providing responsible and inclusive protection solutions that support financial resilience, enhance customer experience, and contribute to sustainable development. Through continued investment in technology, operational excellence, and information security, Beema is strengthening its ability to meet evolving customer needs while maintaining high standards of governance, privacy, and service quality. This chapter highlights how these efforts are integrated across Beema's products, services, digital platforms, and information security practices to support sustainable business growth and long-term stakeholder value.

Covered SDG's



Material Topics

- Sustainable Products and Services
- Data Privacy and Security
- Digitization and Innovation

Qatar Vision 2030 Alignment:

- Human Development
- Social Development
- Economic Development

NDS3 Alignment:

- Sustainable Economic Growth
- Quality of Life
- Cohesive Society
- Environmental Sustainability



Sustainable Products and Services

Beema's approach to sustainable protection is rooted in ethical finance, responsible risk management, and operational excellence. As a Sharia-compliant Takaful provider, the Company seeks to deliver products and services that protect individuals, families, businesses, and communities while supporting long-term social and economic resilience.

Ethical integrity and customer-centricity are foundational to how Beema develops its offerings. Product development teams participate in regular Islamic finance training, ensuring every solution remains consistent with Sharia principles. Beyond compliance, this investment in professional development equips teams to design inclusive, values-aligned products that reflect the diverse needs of Beema's customer base.

The Company offers a diverse portfolio of Takaful solutions designed to address a wide range of protection needs:

Personal and Family Takaful

Individual Life Takaful

life protection providing financial security to beneficiaries.

Domestic Helper Accident Takaful

Accident protection for household staff.

Motor Takaful

Private vehicle cover, comprehensive and third-party.

Pleasure Craft Takaful

Cover for personal boats and vessels.

Home Takaful

Residential protection against fire, theft, and natural disaster.

Caravan Takaful

life protection providing financial security to beneficiaries.

Travel Takaful

Medical emergencies, trip disruption, and belongings abroad.

Visitor Health Takaful (MVHI)

Mandatory health cover for Hayya cardholders visiting Qatar.

Corporate and Commercial Takaful

Group Medical Takaful

Employee healthcare across inpatient, outpatient, and related care.

Group Life Takaful

Life and credit-life cover for workforces.

Property Takaful

Asset protection against fire and general accident.

Liability Takaful

Legal liability for injury or third-party property damage.

Engineering Takaful

Contractors' and installation risks across project lifecycles.

Workmen's Compensation Takaful

Statutory employer cover for workforce injury.

Marine and Aviation Takaful

Hull, cargo, and aviation exposures.

Miscellaneous Takaful

Specialized risks outside the standard categories.

These products support customer wellbeing, business continuity, asset protection, and financial security, contributing to broader economic stability and sustainable development.

Sustainability considerations are progressively integrated into Beema's insurance activities through its Sustainable Insurance Policy and broader ESG approach. Environmental, social and governance factors are considered, where relevant and feasible, across underwriting, risk selection and claims management, complementing traditional risk assessment and strengthening Beema's understanding of long-term risks, opportunities and resilience.

This approach is also reflected in the role of Beema's core insurance products in encouraging positive health, safety, and environmental practices. Medical and health insurance supports access to healthcare services and preventative treatment, while motor insurance promotes responsible vehicle use and road safety through policy conditions, claims management, and risk-based underwriting. Property, engineering, marine, and commercial lines similarly encourage customers to maintain appropriate safety standards, strengthen asset protection, implement loss-prevention measures and adopt effective operational risk controls.

From an environmental perspective, Beema plans to progressively integrate relevant climate, pollution, and sustainability-related considerations into its underwriting and risk assessment processes, where relevant and feasible. This will include encouraging resilience measures such as improved building standards, flood protection, regular maintenance, and other loss-prevention actions that can help reduce environmental and climate-related losses. Beema also intends to explore insurance solutions that support business continuity, climate adaptation, and more sustainable customer practices, in line with its Sustainable Insurance Policy and evolving ESG priorities.

The responsible delivery of these products rests on a high-performance operating model built around six strategic pillars. Beema has made targeted investments in digital infrastructure to modernize policy issuance, underwriting, claims handling, and client service, creating seamless, secure interactions at every stage of the customer journey. Workforce capability is continuously strengthened through structured training that deepens expertise in Takaful operations, Sharia governance, and service excellence.

The Company drives further efficiency gains through systematic process improvement aimed at reducing waste, lowering error rates, and minimising its environmental footprint. A proactive Risk Management Framework enables early identification and mitigation of emerging threats, while a commitment to transparent and timely claims resolution reinforces policyholder trust. Comprehensive business continuity and disaster recovery measures are in place to preserve service availability, safeguard customer interests, and maintain operational resilience under adverse conditions.



Beema also maintains robust governance processes to ensure products and services remain aligned with Sharia principles, regulatory requirements, and customer expectations. During 2025, Beema continued assessing 100% of significant product and service categories for potential health and safety impacts and maintained zero incidents of non-compliance relating to the health and safety impacts of products and services.

Customer Health and Relationship	Units	2023	2024	2025
Significant product and service categories assessed for health and safety impacts	Percentage	100	100	100
Incidents of non-compliance relating to product and service health and safety impacts	Number	0	0	0

Digitization and Innovation

Digital transformation remains a key enabler of Beema's sustainability journey. By investing in technology-driven solutions, Beema seeks to improve customer experience, enhance operational efficiency, reduce resource consumption, and support the delivery of accessible insurance services.



Digital Transformation Strategy

Beema's digital transformation strategy is centered on leveraging technology to improve operational efficiency, strengthen customer engagement, and support sustainable business growth. The strategy combines process automation, digital service delivery, continuous system enhancement, and data-driven decision-making to create a more agile and responsive operating model. The Company continues to invest in technology solutions that enhance underwriting, claims management, customer interactions, financial reporting, and operational oversight, while reducing reliance on paper-based processes.

Building on progress made in prior years —which included the introduction of a retail online insurance portal, a redesigned mobile application, an upgraded auction platform for salvaged motor vehicles, and a fully digital claims workflow— Beema continued to expand its digital ecosystem during 2025. Key initiatives included further enhancements to the Retail Online Insurance Portal and Mobile Application, payment gateway integrations, Claims Optical Character Recognition (OCR) Automation, Excess of Loss (XOL) reinsurance applications, and broader system upgrades. Together, these initiatives support faster processing, improved customer accessibility, stronger operational oversight, and more efficient service delivery across key business functions.

Beema has also realized tangible efficiency gains from its digitization program. Advances in claims and underwriting process automation, including the digitization of the motor claims garage allocation workflow, have contributed to shorter claims turnaround times, improved decision-making accuracy, and a more seamless customer experience.

The Company continues to advance future-focused initiatives aimed at further strengthening its digital operating model. These include CRM modernization, enhanced broker and agent portals, WhatsApp-based customer service solutions, virtual survey applications, and additional automation capabilities. Collectively, these initiatives are intended to deepen customer engagement, improve operational performance, expand digital service delivery, and support more efficient and data-driven decision-making across the business.

Case Study

Enhancement of Online Insurance Web Portal and Mobile Apps

To support its digital transformation strategy and enhance customer experience, Beema continued to invest in the development and enhancement of its Online Insurance Web Portal and Mobile Application. The initiative was launched in response to growing demand for digital-first insurance services, the need to improve operational efficiency, and the Company's commitment to reducing its environmental footprint through the digitization of customer-facing processes.

The project was also driven with the objective of expanding financial inclusion by providing customers with accessible, convenient, and seamless insurance services while maintaining compliance with QCB requirements. Throughout implementation, Beema addressed several challenges, including customer transition from traditional service channels, integration with legacy systems, cybersecurity considerations, and the need to increase customer awareness and adoption of digital platforms.

Beema adopted a structured implementation approach that included stakeholder engagement, detailed business and technical requirements analysis, technology platform selection, system integration, user experience design, comprehensive testing, including security validation and user acceptance testing, employee training, and customer awareness initiatives. The solution was deployed with continuous monitoring and ongoing enhancements to ensure reliability, security, and responsiveness to customer feedback.

The initiative delivered significant operational, environmental, and customer benefits. Customers gained access to insurance services through convenient digital channels available 24 hours a day, improving accessibility and creating a more seamless customer experience. Digitization of policy issuance, renewals, and claims processing reduced manual intervention and improved operational efficiency across key business processes. The Company also recorded growing digital engagement levels and expanded its reach to a broader range of customer segments through online platforms.

Case Study – Continued

The project also generated measurable environmental benefits. Through the digitization of policy issuance, claims management, and renewal processes, Beema achieved a significant reduction in paper consumption. Increased use of digital channels further reduced reliance on in-person visits, contributing to lower transportation-related emissions.

From a social impact perspective, round-the-clock digital access has strengthened financial inclusion by removing time and location barriers to insurance services, while faster and more transparent service delivery has contributed to improved overall customer satisfaction.

From a governance and compliance perspective, the initiative strengthened data security controls, supported compliance with QCB requirements, enhanced transparency through real-time policy tracking and automated customer notifications, and improved auditability through the maintenance of digital records. Continuous monitoring and system enhancements have further strengthened platform reliability and performance.

While progress has been substantial, the Company recognizes certain ongoing considerations, including residual preference for traditional service channels among some customer segments, evolving cybersecurity requirements, the continued importance of customer awareness and digital literacy programs, and integration dependencies associated with legacy system modernization.

Looking ahead, Beema plans to continue enhancing the Online Insurance Web Portal and Mobile Application through the introduction of additional features and functionalities, implementation of AI-powered chatbots to improve customer support, and increased use of data analytics and artificial intelligence to enable more personalized services and data-driven decision-making.

> **"The Online Insurance Web Portal and Mobile App have revolutionized the way we serve our customers, making services faster, more accessible, and transparent, while enhancing overall customer experience and supporting our ESG goals."**
>
> **Mr. Ehab Hussain**
> Business Development Manager

Customer Service and Satisfaction

Customer satisfaction remains central to Beema's service model. Beema serves a diverse customer base, including individual policyholders, corporate clients, and group insurance participants who engage in the Company's Sharia-compliant Takaful model. The Company seeks to provide responsive, transparent, and accessible services through multiple communication channels, including its website, mobile application, customer service centers, call center, WhatsApp, social media platforms, and direct engagement mechanisms.

Beema also seeks to provide customers with clear and timely information regarding its products and services through policy documentation, terms and conditions, quotations, website content, branch communications, customer service teams, and available digital channels. Information provided to customers generally covers product features, scope of coverage, exclusions, claims procedures, pricing considerations, and customer responsibilities. Customer-facing teams support clarification requests and respond to enquiries to help customers better understand available products and make informed decisions.

Beema's customer service model is anchored in three core elements:

Service Excellence

Delivering responsive, efficient, and customer-focused support across all customer touchpoints, while promoting clear and accessible communication regarding products, coverage, claims processes, and customer responsibilities.



Feedback Mechanisms

Gathering and reviewing customer feedback through structured channels to identify opportunities for service enhancement, improve communication practices, and address customer concerns.



Training and Development

Continuous employee training to strengthen product knowledge, responsiveness, communication quality, and customer service capabilities.



A robust feedback and complaints management process supports quality and accountability. Customer enquiries and complaints are reviewed by relevant departments and escalated, where necessary, to Risk, Compliance, or Executive Management. Feedback is analyzed to identify recurring issues, support timely resolution, strengthen customer communications, and drive continuous improvement across customer-facing processes. Beema continues to enhance these practices as part of its broader customer service and sustainability journey.

Key 2025 initiatives included:

Digital Service Enhancements:
Continued enhancement of digital customer channels, including the Company's website and mobile application, to improve accessibility and customer experience. These channels facilitate customer access to policy information, product information, and claims tracking. Beema's customer-service offering is further supported by other communication channels, including the call center, WhatsApp, and social media. The Company has also implemented paperless claims processes aimed at improving the efficiency of customer communication and reducing reliance on paper.

Customer Service Optimization:
Ongoing employee training and process improvements to strengthen responsiveness and service delivery. Training activities focus on areas such as product knowledge, responsiveness, and empathy in customer interactions. The customer-service model also includes targeted call-center training aimed at improving query-handling efficiency and first-call resolution. More broadly, Beema applies a service-excellence approach intended to provide prompt, efficient, and courteous support across customer touchpoints.

Customer Feedback Management:
Continued monitoring and review of customer feedback and complaints to support service improvements and customer satisfaction. Beema maintains a structured process for handling customer inquiries, feedback, and complaints: these are logged by the Customer Service Unit and referred to the relevant departments for review and resolution, with matters escalated where appropriate to Risk Management, Compliance, and/or Executive Management. Formal responses are managed within defined Service Level Agreement (SLA) timelines, while recurring feedback and complaints are reviewed to identify underlying causes, recurring service issues, and opportunities for continuous improvement.

During 2025, Beema maintained a 100% resolution rate for issues raised through complaint channels, reflecting the effectiveness of its customer service and issue management processes. The Company also maintained zero regulatory fines, penalties, or warnings relating to products and services.

100%

of issues raised through complaint channels were resolved in 2025, maintaining a full resolution rate for the third consecutive year.

ZERO

monetary losses were recorded in 2025 from legal proceedings related to the marketing and communication of insurance product information, consistent with 2023 and 2024.

Data Privacy and Security



Protecting customer information and maintaining the security of digital systems remain fundamental priorities for Beema. As digital services continue to expand, the Company maintains a comprehensive information security framework designed to safeguard confidentiality, integrity, and availability of data. All sensitive data related to insurance policies and claims is housed within Beema's secure insurance application database, hosted internally at the Company's own data center.

Beema's data protection practices are maintained in full compliance with Qatar's Personal Data Privacy Protection Law. The Company employs multiple layers of security controls, including encryption, role-based access controls, multi-factor authentication, firewalls, intrusion detection and prevention systems, vulnerability assessments, and continuous monitoring tools. These measures support the proactive identification and mitigation of cybersecurity risks while strengthening operational resilience. Core principles guiding the framework include strict data minimisation, collecting and retaining only what is necessary for legitimate business purposes, as well as transparent communication with customers on how their data is collected, used, and protected, and systematic due diligence over third-party vendors handling personal information.

Beema enforces a Confidentiality Policy that covers all sensitive information, including financial records, employee data, customer files, and intellectual property. Confidentiality agreements are signed by all relevant staff and contractors, reinforcing the Company's culture of trust and responsible information handling.

Information security responsibilities are supported through governance processes, employee awareness programs, regular security assessments, and ongoing monitoring of emerging threats. Data privacy practices are aligned with applicable regulatory requirements and supported by policies governing data protection, confidentiality, access management, and third-party due diligence. The Company also conducts biannual Vulnerability Assessment and Penetration Testing (VAPT) to identify and remediate potential weaknesses across its IT infrastructure. Looking ahead, Beema plans to pursue ISO/IEC 27001 certification to further strengthen its information security management framework and align its practices with internationally recognised standards.

During 2025, Beema reported zero actual cyberattacks and continued to maintain strong controls for protecting customer information and sensitive business data.

ZERO

cyberattacks were recorded in 2025, maintaining a zero-incident record for the third consecutive year.

ZERO

incidents involving breaches or loss of customer privacy were identified in 2025, consistent with 2023 and 2024.

Impact-Driven Investments

Beema's approach to sustainable value creation extends beyond its core insurance activities to encompass responsible investment, community development, and long-term stakeholder value. Guided by Sharia principles, Beema seeks to balance financial performance with environmental, social, and governance considerations, supporting sustainable economic growth, community resilience, and responsible business practices. Through strengthened governance structures, enhanced ESG integration, and strategic community investments, Beema continues to contribute to sustainable development while managing emerging risks and opportunities across its operations and investment activities.

Covered SDG's



Material Topics

- Responsible Investment
- Climate-related Risks and Opportunities
- Risk and Resilience Management
- Community Development

Qatar Vision 2030 Alignment:

- Environmental Development
- Economic Development
- Social Development

NDS3 Alignment:

- Sustainable Economic Growth
- Quality of Life
- Cohesive Society
- Environmental Sustainability



Responsible Investment



Beema's approach to responsible investment is guided by Sharia principles, prudent risk management, and a commitment to creating long-term value for policy holders and stakeholders. The Company recognizes that sustainability-related risks and opportunities can influence investment performance and resilience and therefore continues to strengthen the integration of ESG considerations within its investment oversight processes.

Beema's Investment Policy is overseen by executive management, who ensure every investment decision aligns with Sharia principles while supporting the company's broader investment strategy, risk appetite, and financial goals. All investment products and strategies go through rigorous review and approval by Beema's Sharia Supervisory Board in alignment with Islamic finance principles.

Executive management is also responsible for shaping Beema's investment framework, setting proposed risk appetite thresholds, and establishing investment guidelines that safeguard both financial soundness and ethical standards. The executive management is also responsible for:

- Monitoring adherence to the investment policy and internal guidelines.
- Tracking investment performance and losses.
- Identifying and escalating emerging or material market risks.
- Coordinating market risk assessments with the Risk Department, Audit and Risk Assurance Committee, and the Board.
- Maintaining historical records on performance and key risk metrics.
- Recommending the appointment or termination of external Investment Managers.
- Reviewing and validating market risk disclosures in regulatory and public reports.
- Reporting performance against investment targets and the effectiveness of market risk management to the Board.
- Identifying any risk appetite or investment guideline breaches.

ESG Portfolio Screening

Beema continues to strengthen the consideration of ESG factors within its investment oversight framework, supporting long-term financial resilience and improved identification of emerging risks and opportunities. As the Company's investment portfolio is managed by external asset managers, Beema's approach focuses on progressively enhancing ESG awareness and integration through oversight, engagement, and monitoring of how sustainability considerations are reflected in portfolio construction, risk management, and reporting.

The Sustainable Investment Policy provides the overarching framework for this approach and supports the consideration of environmental, social, and governance factors that may influence investment performance and long-term resilience. Relevant considerations include climate-related physical and transition risks, labor rights and community impacts, transparency, board oversight, regulatory compliance, and broader governance practices. Beema also monitors the ESG credentials of its asset managers, including their use of ESG ratings, screening approaches, stewardship practices, and alignment with Shari'a-compliant investment principles.

During 2025, Beema continued to advance its responsible investment approach by strengthening ESG oversight of externally managed assets and increasing engagement with asset managers on sustainability-related themes. Particular attention is given to how managers assess ESG and climate-related risks and opportunities within their investment processes, including consideration of both physical and transition climate risks. Where appropriate, Beema also supports consideration of climate-friendly financial instruments, such as Green Sukuk and sustainability-linked bonds, provided they are consistent with both ESG objectives and Shari'a requirements.

QAR 49.1m

net investment income (+32% YoY)

QAR 1.03bn

investments at fair value (+23% YoY)

ESG oversight is supported through Beema's existing governance structure, with the Board of Directors, Risk and Compliance Committee, and Shari'a Supervisory Board each contributing to appropriate oversight, regulatory alignment, review of asset manager practices, and compliance with Islamic finance principles. Beema also continues to build internal ESG awareness and familiarity with international frameworks through engagement with asset managers, knowledge-sharing, and targeted capacity building.

To track progress, Beema continues to monitor the ESG quality of its investment portfolio through independent assessments. Over recent years, the portfolio has maintained a strong and resilient ESG profile, supported by enhanced investment screening and increasing consideration of environmental, social, and governance factors. In 2025, Beema focused on strengthening the foundations for further ESG integration by enhancing governance ownership, cross-functional coordination, internal awareness, sustainability reporting processes, and alignment with existing compliance and risk management structures.

As ESG governance and reporting capabilities continue to evolve, Beema intends to further strengthen sustainability-related investment analytics, climate-related investment disclosures, and ESG monitoring practices to support informed decision-making and responsible investment management.

Beema also continued enhancing its ESG risk management capabilities through the implementation of an ESG Risk Register and the integration of sustainability-related considerations into risk assessment and governance processes. Climate-related risks, regulatory developments, market trends, and evolving stakeholder expectations are increasingly considered alongside traditional financial and Sharia-compliance requirements to support responsible capital allocation and long-term value creation.

Community Development

Beema recognizes the important role businesses can play in supporting social development and creating positive community outcomes. Through community investment, educational support, youth engagement, and national talent development initiatives, the Company seeks to contribute to sustainable development while supporting the communities in which it operates.



Beema's community development approach is guided by a focus on education, youth engagement, national talent development, Qatarization, and broader community participation. Partnerships, sponsorships, and contributions are selected based on their alignment with these priorities, Beema's broader sustainability objectives, and their potential to deliver meaningful and measurable social outcomes. Certain initiatives are also developed as longer-term partnerships, including Beema's relationship with Alkaaban School and its collaboration with the Ministry of Labor.

The Company monitors the effectiveness of its community initiatives using relevant indicators such as participation levels, program completion, achievements, awards, competition results, and other measurable outcomes. This enables Beema to better understand the contribution of its community investments and identify opportunities to strengthen future programs and partnerships.

During 2025, Beema supported three principal community and social impact initiatives focused on youth and community participation, scientific research and education, and national talent development. These comprised QAR 50,000 in support of the AlCaptain initiative, QAR 35,000 for scientific research activities at Alkaaban School, and QAR 75,000 for a training program for Qatari nationals and children of Qatari women implemented in collaboration with the Ministry of Labor. Total community investment reached QAR 160,000 in 2025, compared with QAR 35,000 in 2024, reflecting an expansion in the scale and breadth of the Company's community support activities.

In addition, in accordance with Qatar Law No. 13 of 2008, Beema, as a Qatar Stock Exchange-listed company, contributes 2.5% of its annual net profit to the Social and Sport Contribution Fund (DAAM), which supports eligible social, sports, cultural, and charitable initiatives.

Beema also assesses potential impacts on local communities through its existing risk management, sustainability, and operational monitoring processes. These include materiality and ESG risk assessments, operational risk and incident monitoring, complaints and grievance records, and compliance monitoring. Based on the information and records available for 2025 and considering the nature of Beema's operations, no significant actual or potential negative impacts on local communities were identified.

Local Community	Units	2023	2024	2025
Community Investment	**QAR**	**0**	**35,000**	**160,000**
Number of Community Initiatives	**Number**	**0**	**1**	**3**

Looking ahead, Beema intends to further strengthen its community engagement approach through more structured community investment planning, continued development of strategic partnerships, and ongoing investment in education, youth engagement, sustainability, and national talent development.

Community Investment and Social Impact

Beema's community investment activities during 2025 were designed to create positive social value through targeted initiatives addressing community participation, education and scientific research, and workforce readiness. In addition to financial contributions, the Company sought opportunities for direct engagement through employee participation, practical training, workplace exposure, and interaction with beneficiaries.

Social Impact - Initiative

AlCaptain Initiative – Supporting Youth and Community Participation

During 2025, Beema contributed QAR 50,000 to the AlCaptain initiative, a social and sports football tournament designed to engage young people and promote sports participation and community involvement.

Beema's contribution supported team uniforms, a portion of tournament prizes, and organizational costs. Approximately eight teams participated in and benefited from the initiative. Beema's involvement extended beyond financial sponsorship, with the Company establishing and participating through its own football team, providing an additional opportunity for direct engagement with participants and the wider community.

Through its support for AlCaptain, Beema sought to encourage youth engagement, physical activity, teamwork, and community participation while strengthening its connection with local communities



Social Impact - Initiative

Supporting Scientific Research and Innovation at Alkaaban School

As part of its commitment to education, innovation, and youth development, Beema provided QAR 35,000 to support scientific research activities at Alkaaban Primary Preparatory Secondary School for Girls.

The contribution funded scientific research tools, research-related educational trips, and participation in local and international competitions, helping strengthen the school's practical research capabilities and provide students with opportunities to develop and apply scientific knowledge.

Approximately two research projects were supported, involving six students and two teachers. The projects focused on environmental and safety-related topics, including pollution, marine safety, and marine waste removal. Supported students participated in local and international competitions, including events in Malaysia and Kuwait, and achieved awards and high rankings.

Beema's engagement extended beyond financial support. Company representatives visited the school, while students also visited Beema to present and discuss their research, creating opportunities for dialogue and recognition of their work.

The initiative forms part of an ongoing relationship with Alkaaban School.



Social Impact - Initiative

Developing National Talent through the Ministry of Labor Training Program

Beema contributed QAR 75,000 to a training program implemented in collaboration with the Ministry of Labor, supporting the development of Qatari nationals and children of Qatari women. During 2025, six participants selected by the Ministry of Labor took part in the two-month program. Training covered Human Resources, Legal Affairs, and Insurance and combined classroom-based learning with practical, on-the-job experience.

Beema's role extended beyond financial support. The Company hosted the program, while Beema employees participated as trainers and provided participants with theoretical instruction, practical guidance, and workplace exposure. The program was designed to strengthen participants' professional knowledge and practical workplace skills and contribute to the development of national talent and Qatarization objectives.

All six participants successfully completed the program and received completion certificates issued by Beema. Following completion, one participant was subsequently employed by Beema, although employment with the Company was not a formal or guaranteed pathway under the program.

The collaboration with the Ministry of Labor is expected to continue in 2026, reflecting Beema's ongoing commitment to national workforce development and the creation of practical learning opportunities for emerging Qatari talent.



Employee Community Engagement

Employee participation continues to support Beema's broader sustainability and community engagement objectives. Throughout the reporting period, employees contributed to a range of awareness, sustainability, and community-focused initiatives that promoted responsible environmental and social practices within the workplace.

While employee volunteering and participation in community activities are encouraged, volunteering hours and participation metrics were not formally tracked during 2025. Beema continues to explore opportunities to strengthen employee engagement and participation in future community and sustainability initiatives.



Appendices

Appendix A.
GRI Content Index

Appendix B.
IFRS S1 Disclosure Index

Appendix C.
IFRS S2 Disclosure Index

Appendix D.
SASB Index -Insurance Industry Standard

Appendix E.
QSE ESG Content Index

Appendix F.
Abbreviations



Appendix A. GRI Content Index

Statement of use	Damaan Islamic Insurance Company (Beema) has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION: REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	6, 14-16				
	2-2 Entities included in the organization's sustainability reporting	6				
	2-3 Reporting period, frequency and contact point	6-7				
	2-4 Restatements of information	66				
	2-5 External assurance	This report has not been externally assured.				
	2-6 Activities, value chain and other business relationships	14, 18-21, 62-63				
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	2-11 Chair of the highest governance body	44				
	2-12 Role of the highest governance body in overseeing the management of impacts	28-29, 38, 46				
	2-13 Delegation of responsibility for managing impacts	28-29, 53-54				
	2-14 Role of the highest governance body in sustainability reporting	28				
	2-15 Conflicts of interest	44, 50				
	2-16 Communication of critical concerns	28, 50, 53				

A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
	2-17 Collective knowledge of the highest governance body	46				
	2-18 Evaluation of the performance of the highest governance body	45-46				
	2-19 Remuneration policies	42				
	2-20 Process to determine remuneration	39, 42				
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio			Information unavailable/incomplete		
	2-22 Statement on sustainable development strategy	8-11				
	2-23 Policy commitments	27, 38, 42, 48-50, 62, 68, 72, 74-76, 98, 103				
	2-24 Embedding policy commitments	27-29, 38, 48-50, 54, 62-63, 66, 103-104				
	2-25 Processes to remediate negative impacts	34, 50, 96				
	2-26 Mechanisms for seeking advice and raising concerns	34, 50				
	2-27 Compliance with laws and regulations	51, 96				
GRI 2: General Disclosures 2021	2-28 Membership associations	-		Information unavailable /incomplete		
	2-29 Approach to stakeholder engagement	34-35				
	2-30 Collective bargaining agreements	-		Legal prohibitions	Collective bargaining is restricted under Qatari law.	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	32-33	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	32				
Climate Risks						
GRI 3: Material Topics 2021	3-3 Management of material topics	18-19, 56-57, 79-81, 103				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	60-61				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	79-80				
	305-2 Energy indirect (Scope 2) GHG emissions	79-80				
	305-4 GHG emissions intensity	81				
	305-5 Reduction of GHG emissions	79, 81				
Sustainable Products and Services						
GRI 3: Material Topics 2021	3-3 Management of material topics	27, 88-90				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	90				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	90				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	95				
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	96				
	417-3 Incidents of non-compliance concerning marketing communications	96				
Business Ethics and Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	48-51				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	46, 50, 66				
	205-3 Confirmed incidents of corruption and actions taken	51				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	51				
Data Privacy and Security						
GRI 3: Material Topics 2021	3-3 Management of material topics	98-99				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	99				
Human Capital						
GRI 3: Material Topics 2021	3-3 Management of material topics	64-69				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	65				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	67				
	401-3 Parental leave	68				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	72				
	403-2 Hazard identification, risk assessment, and incident investigation	72				
	403-3 Occupational health services	72				
	403-5 Worker training on occupational health and safety	72				
	403-6 Promotion of worker health	72				
	403-8 Workers covered by an occupational health and safety management system	73				
	403-9 Work-related injuries	73				
	403-10 Work-related ill health	73				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	66				
	404-2 Programs for upgrading employee skills and transition assistance programs	66				
	404-3 Percentage of employees receiving regular performance and career development reviews	67				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	45, 65, 70				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	51, 69				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	69				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	69				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	69				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	63				
	414-2 Negative social impacts in the supply chain and actions taken	57, 63				
Environmental Footprint						
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	77-78				
	302-3 Energy intensity	78				
	302-4 Reduction of energy consumption	77-78				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	82				
	303-2 Management of water discharge-related impacts	82				
	303-3 Water withdrawal	83				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	83				
	306-2 Management of significant waste-related impacts	84				
	306-3 Waste generated	84				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	63				
	308-2 Negative environmental impacts in the supply chain and actions taken	57, 63				
Qatarization						
GRI 3: Material Topics 2021	3-3 Management of material topics	70				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	70				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION: REQUIREMENT(S) OMITTED	OMISSION: REASON	OMISSION: EXPLANATION	GRI SECTOR STANDARD REF. NO.
Community Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	106-107				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	107-110				
	203-2 Significant indirect economic impacts	20-21, 107-111				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	63				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	107-111				
	413-2 Operations with significant actual and potential negative impacts on local communities	107				
Additional GRI disclosures (not linked to a material topic)						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	107				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION: REQUIREMENT(S) OMITTED	OMISSION: REASON	OMISSION: EXPLANATION	GRI SECTOR STANDARD REF. NO.
Beema also reports on topics that are not covered by the GRI Standards						
Systematic Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	52-58				
Responsible Investment						
GRI 3: Material Topics 2021	3-3 Management of material topics	27, 102-104				
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	38-46				
Digitization and Innovation						
GRI 3: Material Topics 2021	3-3 Management of material topics	92-96				

Appendix B. IFRS S1 Disclosure Index

IFRS S1 Disclosures			
IFRS S1 Category	**Index**	**Disclosure Content**	**Page Number**
Governance	S1.27	**Governance** a) Describe governance processes, controls, and procedures used to monitor, manage, and oversee sustainability-related risks and opportunities b) Explain how governance supports identification and management of sustainability-related risks and opportunities c) Enable understanding of governance's role in sustainability oversight for users of financial reports	28-29, 38-39
	S1.27	**Board role** Board committee or equivalent body's oversight of sustainability-related risks and opportunities including responsibilities, skills and competencies, frequence and form of communication and process for overseeing the company's strategy, making decisions and setting targets for managing sustainability-related risks and opportunities including how performance is linked to remuneration policies	28, 38, 44-46
	S1.27	**Management role** Management level committee or equivalent body to manage and oversee sustainability-related risks and opportunities including delegation of roles and controls and procedures used and integration with other control functions	28-29, 53-54
Strategy	S1.28	**Strategy** a) Describe the entity's strategy for managing sustainability-related risks and opportunities b) Explain how the strategy addresses key sustainability issues and aligns with long-term objectives	26-27, 30-31
	S1.29	**Sustainability-Related Financial Disclosures** a) Disclose sustainability-related risks and opportunities that could reasonably affect the entity's prospects b) Explain current and anticipated effects on the business model and value chain c) Describe impacts on strategy and decision-making d) Identify effects on financial position, performance, and cash flows in the short, medium, and long term e) Assess resilience of strategy and business model to sustainability-related risks	18-19, 56-57, 60-61
Strategy	S1.30	**Sustainability-related risks and opportunities** a) Describe sustainability-related risks and opportunities expected to affect Beema b) Define time horizon – short/ medium/ long c) Explain time horizon selection and link to planning horizons and strategic decision-making	18-19, 56-57
	S1.32	**Business Model and Value Chain** a) Describe current and anticipated effects of sustainability-related risks and opportunities on the business model and value chain b) Identify where risks and opportunities are concentrated (e.g., geography, facilities, asset types)	18-21
	S1.33	**Strategy and Decision-Making** a) Explain how the entity has responded or plans to respond to sustainability-related risks and opportunities b) Disclose progress against previously disclosed plans, using both quantitative and qualitative information c) Describe trade-offs considered in strategic decisions (e.g., environmental vs. social impacts)	26, 58, 60-61
	S1.34	**Current and Anticipated Financial Effects** a) Disclose current effects of sustainability-related risks and opportunities on financial position, performance, and cash flows b) Explain anticipated future effects over short, medium, and long term, considering integration into financial planning	60-61

IFRS S1 Disclosures			
IFRS S1 Category	**Index**	**Disclosure Content**	**Page Number**
Strategy	S1.35	**Financial Position, Financial Performance and Cash Flows** a) Provide quantitative and qualitative information on current financial impacts of sustainability-related risks and opportunities b) Disclose risks and opportunities that could lead to material adjustments in asset or liability values within the next reporting period c) Explain expected changes to financial position over short, medium, and long term, considering investment/disposal plans and funding sources d) Describe expected changes to financial performance and cash flows over short, medium, and long term, based on sustainability strategy	60-61
	S1.41	**Resilience of Strategy and Business Model** a) Disclose the entity's capacity to adapt to uncertainties from sustainability-related risks b) Provide a qualitative—and where applicable, quantitative—assessment of the resilience of strategy and business model c) Include information on how the assessment was conducted and the time horizon used	52, 55-56
Risk Management	S1.44	**Risk Management** a) Processes/ related policies to identify, assess, prioritise and monitor sustainability-related risks b) Processes/ related policies to identify, assess, prioritise and monitor sustainability-related opportunities c) Describe integration into the overall risk management process	52-58
Metrics and Targets	S1.46	**Metrics Disclosure Requirements** a) Disclose metrics related to sustainability-related risks and opportunities deemed to be material b) Disclose entity-specific metrics used to measure and monitor: i. The sustainability-related risk or opportunity ii. Performance and progress toward internal and regulatory targets	26, 45-46, 65-73, 77-84
Metrics and Targets	S1.48	**Industry-Specific Metrics** a) Disclose metrics relevant to the entity's business model, activities, or industry-specific characteristics ensuring alignment with common industry practices and risks	90, 96, 103
	S1.49	**Non-IFRS Metrics** a) If using metrics from sources other than IFRS Sustainability Disclosure Standards, disclose both the source and the metric used	6
	S1.51	**Targets Disclosure Requirements** a) Disclose targets set by the entity and those required by law or regulation	26, 84
	S1.52	**Consistency of Metrics Over Time** a) Definitions and calculations of metrics (including those used for targets) remain consistent over time b) If a metric is redefined or replaced, disclose a revised comparative amount, explain the changes and reason for change	66, 77, 79-80
	S1.53	**Clarity in Metrics and Targets** a) Label and define all metrics and targets using meaningful, clear, and precise names and descriptions	45-46, 65-73, 77-84

Appendix C. IFRS S2 Disclosure Index

IFRS S2 Disclosures			
IFRS S2 Category	**Index**	**Disclosure content**	**Page number**
Governance	S2.6	**Governance** a) Describe governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities b) Explain how governance supports identification and management of climate-related risks and opportunities c) Enable understanding of governance's role in sustainability oversight for users of financial reports	28-29, 46, 54
	S2.6	**Board role** Board committee or equivalent body's oversight of sustainability-related risks and opportunities including responsibilities, skills and competencies, frequence and form of communication and process for overseeing the company's strategy, making decisions and setting targets for managing sustainability-related risks and opportunities including how performance is linked to remuneration policies	28, 46
	S2.6	**Management role** Management level committee or equivalent body to manage and oversee climate-related risks and opportunities including delegation of roles and controls and procedures used and integration with other control functions	28-29, 54
Strategy	S2.9	**Strategy** a) Disclose climate-related risks and opportunities that could reasonably affect the entity's prospects b) Describe current and anticipated effects on the business model and value chain c) Explain impacts on strategy and decision-making, including the entity's climate transition plan d) Disclose effects on financial position, performance, and cash flows—both current and anticipated across short, medium, and long term e) Provide an assessment of the climate resilience of the entity's strategy and business model	18-19, 57, 60-61, 80-81
Strategy	S2.10	**Climate-Related Risks and Opportunities** a) Describe climate-related risks and opportunities that could reasonably affect the entity's prospects b) Classify each risk as either a physical risk or a transition risk c) Specify the time horizon (short, medium, long term) over which each risk or opportunity may occur d) Define what the entity considers as short, medium, and long term, and link these to strategic planning horizons	18, 57
	S2.12	**Industry-Based Guidance Reference** a) When identifying climate-related risks and opportunities, did the entity refer to and consider the applicability of industry-based disclosure topics in the Industry-based Guidance on Implementing IFRS S2	6
	S2.13	**Effects on Business Model and Value Chain** a) Describe the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain b) Identify where these risks and opportunities are concentrated (e.g., by geography, facility, or asset type)	18-19
	S2.14	**Strategy and decision-making** a) Response to climate-related risks and opportunities b) Funding of response actions to climate-related risks and opportunities c) Information on progress	76, 79-81, 103
	S2.15	**Current and Anticipated Financial Effects** a) Disclose the current effects of climate-related risks and opportunities on financial position, performance, and cash flows during the reporting period b) Disclose anticipated effects over the short, medium, and long term, including how these are incorporated into financial planning	60-61

IFRS S2 Disclosures			
IFRS S2 Category	**Index**	**Disclosure content**	**Page number**
Strategy	S2.16	**Detailed Financial Impact Disclosures** a) Provide quantitative and qualitative information on how climate-related risks and opportunities have affected financial position, performance, and cash flows during the reporting period b) Identify climate-related risks and opportunities that may lead to material adjustments to asset or liability values in the next reporting period c) Explain expected changes to financial position over short, medium, and long term, considering: i. Investment and disposal plans (e.g., CapEx, divestments, innovation) ii. Planned sources of funding d) Describe expected changes to financial performance and cash flows over time, based on the entity's climate strategy (e.g., low-carbon revenue, physical climate impacts, adaptation costs)	60-61
	S2.21	**Disclosure When Quantitative Information Is Omitted** a) Explain why quantitative information is not provided b) Provide qualitative information, including affected financial statement line items, totals, and subtotals c) Disclose quantitative information on combined financial effects with other climate-related risks and factors, unless such disclosure would not be useful	60-61
	S2.22	**Climate resilience** a) Climate resilience for reporting period b) Climate-related scenario analysis	55, 57-58
Risk Management	S2.25	**Risk Management** a) Processes/ related policies to identify, assess, prioritise and monitor climate-related risks b) Processes/ related policies to identify, assess, prioritise and monitor climate-related opportunities c) Describe integration into the overall risk management process	54, 56-57

IFRS S2 Disclosures			
IFRS S2 Category	**Index**	**Disclosure content**	**Page number**
Metrics and Targets	S2.28	**Metrics and Targets Disclosure Requirements** a) Disclose information relevant to cross-industry metric categories b) Disclose industry-based metrics linked to business models and activities c) Report on climate-related targets set by the entity or required by law, including metrics used by governance or management to track progress	26, 79-81
	S2.29	**Metrics and targets** a) Scope 1/2/3 GHG (Scope 3 operational) b, c and d) Climate-related transition and physical risks and opportunities	79-81
	S.2.32	**Industry-Based Metrics Disclosure** a) Disclose industry-based metrics linked to specific business models, activities, or common industry features b) Did the entity refer to and consider the Industry-based Guidance on Implementing IFRS S2 when determining applicable industry metrics	96, 103

Appendix D. SASB Index - Insurance Industry Standard

Table 1. Sustainability Disclosure Topics and Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER
GRI 3: Material Topics 2021	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information to new and returning customers	Quantitative	Presentation currency	FN-IN-270a.1	96
	Description of approach to informing customers about products	Discussion and Analysis	N/A	FN-IN-270a.4	95-96
Incorporation of Environmental, Social and Governance Factors in Investment Management	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment management processes and strategies	Discussion and Analysis	N/A	FN-IN-410a.2	27, 102-104
Policies Designed to Incentivise Responsible Behaviour	Discussion of products or product features that incentivise health, safety or environmentally responsible actions or behaviours	Discussion and Analysis	N/A	FN-IN-410b.2	88-90
Physical Risk Exposure	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of entity-level risks and capital adequacy	Discussion and Analysis	N/A	FN-IN-450a.3	27, 54-57, 61, 89
Systemic Risk Management	Description of approach to managing capital- and liquidity-related risks associated with systemic non-insurance activities	Discussion and Analysis	N/A	FN-IN-550a.3	52-55

Appendix E. QSE ESG Content Index

ESG Categories	ESG Key Performance Indicators	Measurement annual, unless indicated otherwise	Answer
Environmental	1. Environmental Policy	Does the company publish and follow an environmental policy? Yes/No	Yes
	2. Environmental Impacts	Any legal or regulatory responsibility for an environmental impact? Yes/No If yes, explain	No
	3. Energy Consumption	Total amount of energy usage in MWh or GJ	10,620 GJ
	4. Energy Intensity	Amount of energy used per M3 of space, and per FTE	92.34 GJ/ Employee
	5. Carbon/GHG Emissions	Total amount of Carbon and Green House Gas emissions in metric tons	1,339 tonnes CO_2e
	6. Primary Energy Source	Specify the primary source of energy used by the company	Electricity
	7. Renewable Energy Intensity	Specify the percentage of energy used that is generated from renewable sources	Currently not measured
	8. Water Management	Total amount of water consumption, and details in respect of recycling if any, in M3	7,663 m3
	9. Waste Management	Total amount of waste generated, recycled or reclaimed, by type and weight	45,202 KG
Social	10. Full Time Employees	Number of full time employees	115
	11. Employee Benefits	Total amount of employee wages and benefits	Not disclosed
	12. Employee Turnover Rate	Percentage of employee turnover	0.139
	13. Employee Training Hours	Total number of hours of training for employees divided by the number of employees	11.5
	14. Health	Does the company publish and follow a policy for occupational and global health issues? Yes/No	No
	15. Injury Rate	Total number of injuries and fatal accidents relative to the number of FTEs	0
	16. Human Rights Policy	Disclosure and adherence to a Human Rights Policy	Yes
	17. Human Rights Violations	Number of grievances about human rights issues filed, addressed and resolved	0
	18. Child and Forced Labor	Does the company prohibit the use of child or forced labor throughout the supply chain? Yes/No	Yes
	19. Women in the Workforce	Percentage of women in the workforce	38%
	20. Qatarization	Percentage of Qatari nationals in the workforce	17%
Social	21. Community Work	Number of hours spent, and/or other community investments made as a percentage of pretax profit	Not disclosed
	22. Local Procurement	Percentage of total procurement from local suppliers	88%
Governance	23. Board - Diversity	Percentage of Board seats taken by women	10%
	24. Board – Independence	Percentage of Board seats taken by independent directors	40%
	25. Board – Separation of Powers	Specify whether the CEO is allowed to sit on the Board, act as the Chairman, or lead committees	Not disclosed
	26. Voting Results	Disclosure of the voting results of the latest AGM	Not disclosed
	27. CEO Pay Ratio	Ratio of CEO salary and bonus against the median FTE salary and bonus	Not disclosed
	28. Gender Pay Ratio	Ratio of median male salary to median female salary	Not disclosed
	29. Incentivized Pay	Specify the links between (executive) remuneration and performance targets	Not disclosed
	30. Ethics Code of Conduct	Does the company publish and follow an Ethics Code of Conduct? Yes/No	Yes
	31. Supplier Code of Conduct	Does the company publish and follow a Supplier Code of Conduct? Yes/No	Yes
	32. Bribery/Anti-Corruption Code	Does the company publish and follow a Bribery/Anti-Corruption Code? Yes/No	Yes
ESG Reporting Generally	33. Sustainable Reporting Frameworks	Does the company publish a GRI, CDP, SASB, IIRC or UNGC report? Yes/No	Yes
	34. External Assurance	Are the company's ESG disclosures assured by an independent third party? Yes/No	No

Appendix F. Abbreviations

Abbreviations	
AI	Artificial Intelligence
AML	Anti-Money Laundering
B2B	Business-To-Business
B2C	Business To Consumer
CEO	Chief Executive Officer
CMAP	Capital Management Action Plan
CO_2	Carbon Dioxide
CRM	Customer Relationship Management
CSR	Corporate Social Responsibility
ERM	Enterprise Risk Management
ESG	Environmental, Social, And Governance
FAQs	Frequently Asked Questions
GHG	Greenhouse Gas
GJ	Gigajoule
GRI	Global Reporting Initiative
GSAS	Global Sustainability Assessment System
HSE	Health, Safety, And Environment
ICOFR	Internal Control Over Financial Reporting
IFRS	International Financial Reporting Standards
IT	Information Technology
Kg	Kilogram
KPIs	Key Performance Indicators
MOL	Ministry Of Labor
NRGC	Nomination, Remuneration and Governance Committee
OCR	Optical Character Recognition
ORSA	Own Risk and Solvency Assessment
QAR	Qatari Riyal
QCB	Qatar Central Bank
QCS	Qatar Construction Standards

Abbreviations	
QFMA	Qatar Financial Markets Authority
QSE	Qatar Stock Exchange
RMCC	Risk Management and Compliance Committee
SASB	Sustainability Accounting Standards Board
SLA	Service Level Agreement
SMEs	small, medium enterprises
UN SDGs	United Nations Sustainable Development Goals
VAPT	Vulnerability Assessment and Penetration Testing

