

Sustainability Report 2025

gatehousebank

Contents Page

Introduction 2
Statement from the Chief Executive Officer 3
ESG Strategy 5
Biodiversity and Deforestation 9
Woodland Saver 10
Managing Biodiversity 11
Climate Change 12
Net Zero Progress 13
Operational Greenhouse Gas Emissions 15
Financed Emissions 17
Managing Climate Risk 20
Financial Education and Inclusion 21
Young Enterprise 23
Responsible Funds and Investments 27
Access to Housing 29
Supporting Customers 30
Vulnerable Customers 31
Community Health and Wellbeing 32
Our Charity Partnership with Depaul UK 34
Volunteering 38
Sponsorship 40
People and Culture 43
Our Values 46
Our Stakeholders 47
Supporting Colleagues 48
Diversity, Equity and Inclusion 53
Governance and Reporting 57
Customer Privacy 58
Preventing Financial Crime 59
Communication of Critical Concerns 60
Greenwashing Prevention 60
TCFD Report 2025 61
Performance Evaluation of the Highest Governance Body 66
Remediation 66
Partnerships, Affiliations and Sponsorships 67
Partnerships and Affiliations 68
Sponsorship 72

Introduction

As a Shariah-compliant UK bank, Gatehouse Bank is grounded by strong values and principles which recognise the impact that we can make by fostering a fair and sustainable financial system that benefits everyone.



In 2025, our focus was on embedding our ESG strategy to deliver a positive impact for people and the planet. Key highlights from the past year included establishing our Net Zero Pathway, entering into a financial education partnership with Young Enterprise and surpassing the milestone of 70,000 trees planted on behalf of our Woodland Saver customers. In addition, we expanded the reach of our community work by establishing our first multi-year charity partnership with Depaul UK and extending our community sports fund to support more grassroots youth sports teams. Our colleagues continued to play a pivotal role in our community work, with 80% getting involved throughout the year.

During the year, Gatehouse Bank was certified as operationally carbon neutral for the fifth consecutive year and we continue to look for ways to reduce our environmental impact, including by reducing the emissions from our operations.

Through our Build to Rent subsidiary, the Gatehouse Build to Rent Group, trading as Gatehouse Living Group (GLG), we retrofitted our owned rented homes to achieve EPC B or higher as well as maintaining our commitment to supporting biodiversity on all our new sites.

Our alignment with the UN Principles for Responsible Banking and UN Sustainable Development Goals is guided by the four pillars of our ESG strategy, which was first launched in 2024 and includes integrated targets designed to support and accelerate our progress. Our Sustainability Report provides updates on our progress under each of our strategy pillars as we continue to embed responsible banking principles into our business operations and product development.

Statement from the Chief Executive Officer

As a Shariah-compliant, ethical bank, ESG forms an integral part of our ethos due to the natural alignment between the Shariah principles we follow and several international frameworks for sustainable development.



In 2019, we became the first Shariah-compliant bank in the UK to sign up to the UN Principles of Responsible Banking (UN PRB), taking our commitment to advancing ESG one step further. As part of this, we are committed to strategically aligning our business and future strategy to the UN SDGs and Paris Climate Agreement.

I am incredibly proud of our ESG progress in 2025, which marked the first full year of implementation of our current ESG strategy. This is central to our commitment to society and the UN PRB, as it guides our sustainable practices under four pillars where we can make the largest positive impact:

- **Biodiversity and Deforestation**
- **Financial Education and Inclusion**
- **Climate Change**
- **Community Health and Wellbeing**

Over the last year, we continued to bring our customers along on our ESG journey, offering them the opportunity to give back to the environment through our Woodland Saver accounts and green home finance products. It was fantastic to see a 25% year-on-year uplift in the number of green homes financed compared to 2024, which now make up 12% of our total home finance portfolio. These products support customers buying or refinancing a home with an energy efficiency rating of A or B by offering a reduced rental rate. The Bank also offsets the carbon emissions generated by the average UK home for the product's initial fixed term.[1]

In 2025, we surpassed the milestone of over 70,000 trees planted through our range of fixed term deposit and cash ISA Woodland Saver accounts, where we plant a tree on the customer's behalf for every account opened or renewed. This tree-planting initiative continues to resonate strongly with our customers, with over 80% of surveyed customers consistently highlighting tree planting as a key driver in their decision to open a Woodland Saver account.

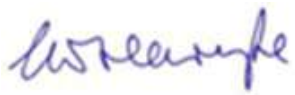
[1] The average UK home is estimated to produce 2.9 tonnes of CO2 per year
Source: Forest Carbon, December 2024

Our community work is incredibly important to us, and we were pleased to launch our first multi-year charity partnership with youth homelessness charity, Depaul UK, with colleagues from across the Bank taking on an array of fundraising initiatives to raise over £26,000 for the charity. On a personal note, I was honoured to be invited to join Depaul UK's Council of Trustees, where I have the opportunity to personally support the charity's mission of ending youth homelessness.

Beyond fundraising, we continued to provide opportunities for our colleagues to support causes that are close to their hearts through our volunteering policy. In 2025, we saw record uptake of this policy, with 137 colleagues contributing their time and skills to help community organisations that align with our ESG strategy. In addition, we continued to sponsor community sports club, Hyderi Sports Association and expanded our colleague-nominated community sports fund by continuing support for two teams from 2024 and welcoming four new teams to the fold.

To further build on our work to advance financial education and inclusion, we launched a new three-year partnership with national employability and financial education charity, Young Enterprise, to deliver a bespoke financial education programme to young people who would benefit from it.

Our progress over the last year has only been possible thanks to the dedication and hard work of our colleagues, who remain deeply engaged in driving our ESG initiatives forward. I am also sincerely grateful to our Board members, Chairman and Shariah Supervisory Board for their ongoing guidance and support, as well as to the members of the Bank's ESG Forum for their valuable contributions.



Charles Haresnape
Chief Executive Officer







ESG Strategy

ESG Strategy

At Gatehouse Bank, our commitment to responsible banking has always been central to our approach to product development and the way we conduct our business.

2025 marked the first full year of implementation of our ESG strategy, which guides our ethical and sustainable practices.

Gatehouse Bank is a founding signatory of the UN Principles of Responsible Banking (UN PRB) and was the first Shariah-compliant UK bank to commit to the UN PRB in 2019. This formalises our commitment to aligning our business with the United Nations' Sustainable Development Goals (SDGs), the Paris Climate Agreement and other relevant frameworks for sustainable development.

Our ESG strategy is central to these commitments, guiding our target setting and action planning to drive sustainability in our business and align with the UN SDGs and Paris Agreement. The strategy was established based on our impact analysis and incorporates the views of our customers, colleagues and stakeholders.

Following this analysis, we established the following four pillars:



Our pillars are based on the priorities of our customers and colleagues as well as the outcome of our impact analysis. This considers the impact of our products and services on society and the environment, taking into account the UK's priorities in terms of sustainable development.

Biodiversity and Deforestation

Biodiversity and Deforestation focuses on safeguarding ecosystems and combating deforestation through responsible products and operational decisions. Our Woodland Saver and green home finance products showcase our commitment to environmental preservation.

Financial Education and Inclusion

Financial Education and Inclusion ensures we promote financial literacy and accessibility, empowering communities and individuals to build a more equitable future. Our aim is to equip young people with the products, tools and skills that they need to support their financial wellbeing and resilience.

Climate Change

Climate Change highlights our commitment to reaching net zero by 2050 by setting emissions targets and reducing our financed and operational emissions, driving sustainability in our business practices and product development.

Community Health and Wellbeing

Community Health and Wellbeing underscores our compliance with Shariah principles to enhance the wellbeing of communities by supporting health initiatives, mental wellness and sustainable living standards.



In 2025, we have made significant progress in delivering on our ESG Strategy, achieving important milestones across each of our strategic pillars:

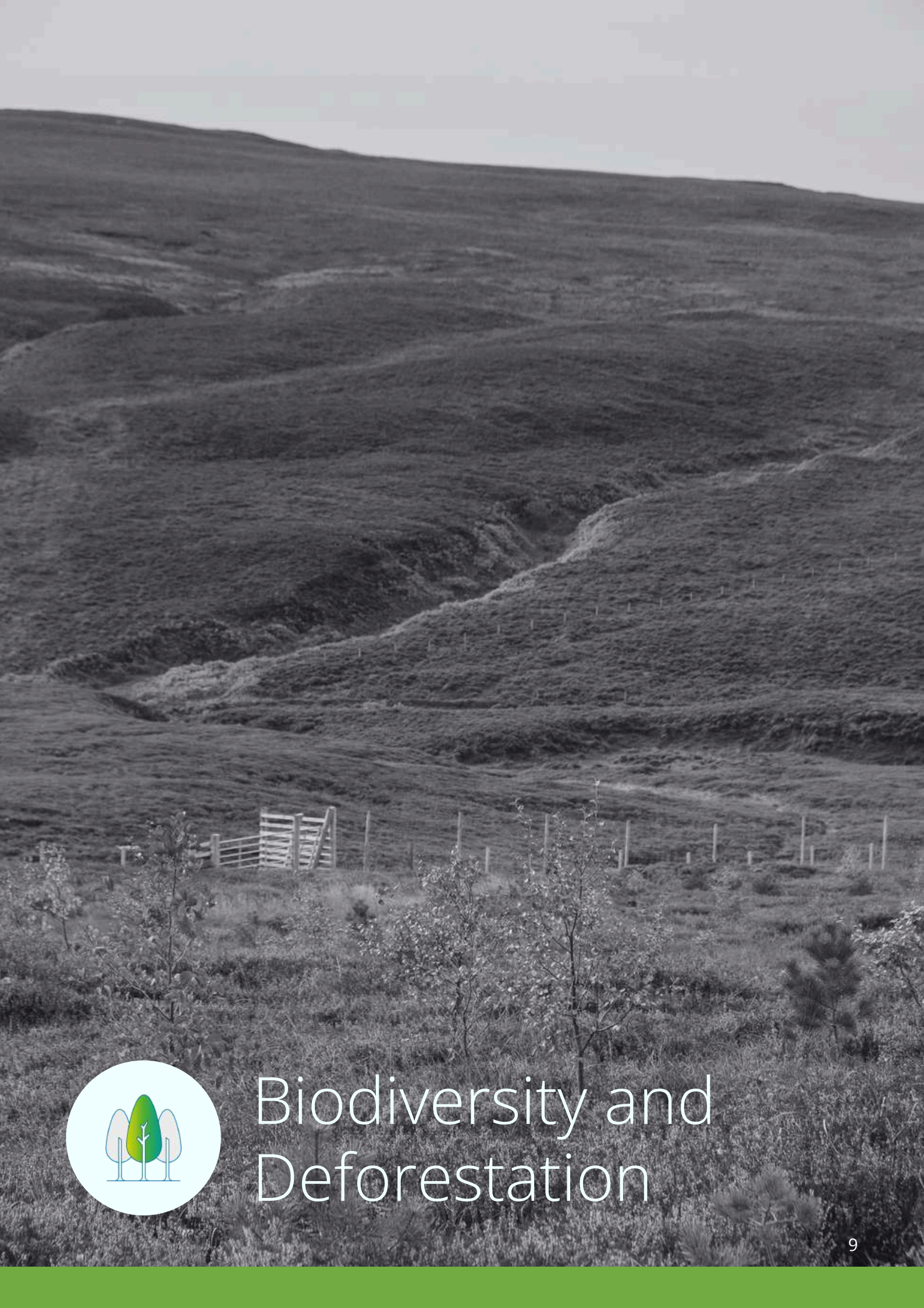
We surpassed the milestone of **70,000 trees planted on behalf of our customers**, playing our part to support UK woodland creation.

We achieved our target of making saving more accessible to customers under the age of 30 by **increasing our percentage of young savers to 19.6%**, surpassing our target to reach 10% by the end of 2025. To build on this success, we **launched a partnership with financial education charity, Young Enterprise**, to drive the delivery of financial education in our communities.

We entered a three-year partnership with Depaul UK in support of the charity's mission to end youth homelessness in the UK. Throughout the year, an incredible **80% of our colleagues were involved in fundraising and volunteering** for Depaul UK and other community organisations.

We **launched our Net Zero Pathway**, setting interim 2030 and net zero 2050 targets for our financed emissions and identifying the actions that we will take over the coming years to reduce our emissions.





Biodiversity and Deforestation

Biodiversity and Deforestation

Woodland Saver

As a Bank, we recognise the important role that we can play in facilitating responsible saving and supporting the transition to a more sustainable economy.

In 2021, we launched our Woodland Saver accounts to provide customers with competitive returns on their savings, while directly contributing to growing UK woodlands. For every fixed term deposit or cash ISA account opened or renewed, Gatehouse Bank plants a tree in a certified UK woodland project on behalf of the customer.

Our tree planting is delivered in partnership with Forest Carbon and is certified by the UK government's Woodland Carbon Code. This guarantees that the right tree species are planted in appropriate locations and that each woodland is sustainably managed and safeguarded over the long term. In 2025, we surpassed the milestone of 70,000 trees planted since the products launched in 2021, helping to create more than 39 hectares of woodland which are expected to sequester more than 12,800 tonnes of CO2e throughout their lifespan.

Customer feedback continues to reinforce the value of our nature-positive approach, with our data showing us that 80% of our surveyed customers consistently rate our tree planting as a key factor in in influencing their decision to open a Woodland Saver account. This reflects the strong alignment between the expectations of our customers and our commitment to supporting biodiversity and reversing deforestation.

With UK woodland cover at one of the lowest levels in Europe, we are proud that our tree planting contributes to growing vital tree cover and restoring the UK's woodland habitats. Our Woodland Saver range supports the objectives of the UK's National Biodiversity Strategy and Action Plan for 2030, which calls for increased tree planting and recognises the critical role that the private sector can play in achieving this.



Managing Biodiversity

Gatehouse Living Group (GLG) is a vertically integrated residential investment and management platform, comprising of Gatehouse Investment Management (Gatehouse IM) and property manager, Ascend Estates Limited.

As of 31 December 2025, GLG was a wholly owned subsidiary of Gatehouse Bank, with its sustainability strategy and activities complementing and supporting the Bank's ESG objectives.

2025 marked the second year of Gatehouse IM's three-year sustainability strategy which focuses on supporting biodiversity and promoting environmental stewardship. At its core lies the commitment to achieving Biodiversity Net Gain (BNG) on all new developments, ensuring that our projects make a positive contribution to local ecosystems.

To encourage the efficient use of resources and minimise the impact on the environment, all our homes are fitted with water meters, and we actively promote smart energy metering. Through our Sustainable Future Programme, we have also retrofitted and upgraded several existing properties to achieve an Energy Performance Certificate (EPC) rating of B or higher, significantly improving the energy efficiency and reducing the carbon emissions of the homes.

In addition, we are assessing risks and developing flood-resilient properties to help protect communities from the effects of climate change. All newly built properties that we manage meet the minimum standard of having an EPC rating of B, which promotes sustainable living. Gatehouse IM continues to increase the number of homes fitted with solar panels, harnessing renewable energy and reducing reliance on fossil fuels. Furthermore, we plant a tree for every new build or new tenancy, helping to capture carbon and create valuable habitats for wildlife.

Ascend Estates, the property management arm of the Gatehouse Living Group, also plants a tree for every new tenancy that commences across the homes it manages, further driving our commitment to expanding tree cover in the UK. To date, 14,851 trees have been planted across the Gatehouse Living Group.

These initiatives support our mission to protect biodiversity, build a more sustainable future and create resilient, energy-efficient communities that can thrive in harmony with nature.



Climate Change

Climate Change

Net Zero Progress

As a Bank, we are committed to reaching net zero by 2050, in alignment with the Paris Agreement on climate change and the UK government's legally binding target. Setting targets and taking action to reach net zero is the focus of the **Climate Change** pillar of our ESG Strategy.

As part of this commitment, Gatehouse Bank developed its Net Zero Pathway in 2025 based on the scenario analysis and recommendations provided by external consultants, Greengage. In the Net Zero Pathway, we have set targets for our financed emissions and have outlined the actions that we will take to reduce our financed and operational emissions. Our emissions targets are aligned with the Paris agreement on climate change and the Financial Sector Science-Based Targets guidance by the Science Based Targets initiative (SBTi).

Our progress and next steps to manage and reduce emissions are outlined below.

2019

- Gatehouse Bank became a founding signatory to the UN Principles for Responsible Banking (UN PRB).

2020

- Started capturing operational carbon emissions using 2019 data as a comparison.
- Worked with external sustainability consultant, Landmark, to analyse Gatehouse Bank's home finance portfolio from a climate risk perspective.
- Engaged external consultants, Greengage, to assess our carbon emissions of our home finance portfolio.

2021

- Were independently certified as operationally carbon neutral for the first time, which was achieved by offsetting our operational greenhouse gas emissions with Carbon Neutral Britain.
- Identified climate change as a significant impact area for the Bank and set net zero targets for our home finance portfolio in alignment with the Paris Climate Agreement.
- Implemented a salary sacrifice scheme to support colleagues with opting for electric or hybrid vehicles.

2022

- Continued to capture and offset our operational carbon emissions, remaining operationally carbon neutral for the second consecutive year. · Revised our travel policy to reduce emissions related to staff travel, capture travel related data more accurately and encourage colleagues to use public transport while discouraging short haul flights.
- Improved EPC data capture of properties financed by the Bank to support our financed emissions measurement.
- Launched our green home finance product range, offering a reduced rental rate for EPC A and B homes.
- Started engaging with customers and suppliers about Net Zero.
- Introduced our Sustainable Procurement Policy.

2023

- Extended our green home finance products to UK expats and international residents.
- Achieved >99% EPC data coverage for our home finance portfolio.
- Remained operationally carbon neutral for the third consecutive year.

2024

- Worked with Greengage to measure our financed emissions baseline for 2023, accounting for the growth of the portfolio since the original baseline was captured in 2021.
- Updated emissions calculation methodology to facilitate more accurate disclosure of our annual operational emissions in the SECR report.
- Opened a new Gatehouse Bank office in Birmingham to decrease long distance colleague work travel.

2025

- Worked with Greengage to conduct net zero scenario analysis and produce recommendations report.
- Developed our Net Zero Pathway, including identifying our actions to reduce our operational and financed emissions and setting interim and net zero targets for our home finance portfolio.
- Published an Insight article and customer newsletter on energy efficiency and retrofit.
- Relocated our gas heated office to an electrically heated office space.



Operational Greenhouse Gas Emissions

At Gatehouse Bank, we are committed to reducing our carbon footprint, including the emissions generated by our business operations. Our operational emissions have reduced by 19.3% since 2023.

2025 marked the fifth consecutive year of working with Carbon Neutral Britain to offset our operational emissions for the previous year, including scope 1, scope 2 and selected scope 3 emissions, prepared in accordance with ISO 14064:1-2018 and the GHG Emissions Protocol Accounting and Reporting Standard.

The Bank's operational emissions include those produced across our four offices in London, Birmingham, Milton Keynes and Wilmslow as well as the emissions from our colleagues' commuting and business travel. They also include the emissions from Gatehouse Living Group and its subsidiary companies, Gatehouse Investment Management and Ascend Estates.

We offset our operational emissions through Carbon Neutral Britain's Climate Fund portfolio of verified carbon offsetting projects. These projects are selected based on their impact and contribution to delivering the UN Sustainable Development Goals and are certified to the highest standards via the Verra – Verified Carbon Standard, the Gold Standard – Voluntary Emissions Reductions (VER) or the United Nations Certified Emission Reductions (CERs) programmes.



The Bank's report on its emissions sources and energy consumption for 2025 is detailed below, as required under the Companies Act 2006 Regulation 2013. In compiling this information, the Bank has adhered with the UK's Streamlined Energy and Carbon Reporting (SECR) regulations. Greenhouse gas emissions are reported as a single total by converting them into the carbon dioxide equivalent using the 2025 emission factors published by the Department for Energy Security and Net Zero.

Energy source	tCO2e (2024)	kWh (2024)	tCO2e (2025)	kWh (2025)
Scope 1: Direct emissions from combustion of fuel (heating gas)	130.61	655,576	85.08	612,475
Scope 2: Indirect emissions from electricity purchased	22.77	109,996	27.89	157,568
Scope 3: Business travel, hotel stays and staff working from home	242.88	1,243,382	270.49	1,645,446
Scope 1 + 2 + 3	396.26	2,008,953	383.46	2,415,489
Environmental intensity indicator (tonnes of carbon dioxide per £1m gross income)	4.60		4.76	

In 2025, our operational carbon emissions decreased compared to 2024, which was primarily driven by a reduction in air travel and continued progress in transitioning Ascend's vehicle fleet to hybrid vehicles. The emissions generated by office gas consumption also fell, which was due to the relocation of our Milton Keynes office to an electrically heated space during the year.

Meanwhile, there was an expected increase in emissions generated by colleagues' commutes, following an update to our Hybrid Working Policy requiring colleagues to attend the office two days per week. To help minimise our travel and commuting emissions, we continue to encourage colleagues to travel sustainably, including by offering a salary sacrifice scheme to support them with switching to hybrid or electric vehicles.

Financed Emissions

Reducing the emissions from the homes that we finance is critical to us reaching net zero as a Bank. Through our impact analysis, we have identified financed greenhouse gas emissions as one of our significant impact areas as part of our commitments to the UN PRB.

In 2025, we established our Net Zero Pathway which includes setting emissions targets for our home finance portfolio following UNEP FI Guidance on Climate Target Setting for Banks and the Financial Sector Science-Based Targets Guidance by the Science-Based Targets initiative (SBTi). Our Net Zero Pathway is based on our work with external sustainability consultancy, Greengage, to analyse our 2023 baseline for our financed emissions, conduct scenario analysis and establish intensity targets to reduce our financed emissions to net zero by 2050.

Based on our 2023 baseline, we have set interim 2030 and net zero 2050 intensity targets for the annual emissions per meter squared of floor area that we finance, as below:

	2023 baseline kgCO2e/m2	2030 target kgCO2e/m2	2050 target kgCO2e/m2
Home finance portfolio	57.0	32.0	2.3

Our emissions targets cover our home finance portfolio, which is made up of the emissions from the homes that we finance through our Home Purchase Plan (HPP) and Buy-to-Let (BTL) Plan home financing. We have prioritised setting targets for our home finance portfolio emissions as these make up the majority of our emissions, covering 99% of our financed emissions and representing 16,868 tCO2e in the 2023 baseline year. We have not included the emissions for Gatehouse Living Group in our target setting as this was classified as a "disposal group held for sale" during the second half of 2025, with the transaction finalised in Q1 2026. Our emissions baseline has been calculated by Greengage in line with the Global GHG Accounting and Reporting Standard for Financed Emissions by the Partnership for Carbon Accounting Financials (PCAF).

To reduce the emissions from our home finance portfolio, we know that engaging with our home finance customers to join us in the transition to net zero will be essential. Our aim is to support our customers to improve the energy efficiency of their properties through our green home finance products and by sharing information on best practice and the benefits of retrofit.

To date, we have launched our green home finance product range, offering a 0.10% discounted rental rate for homes with an energy efficiency rating of A or B, to encourage and support our customers to choose energy efficient, sustainable homes. As part of our work to reduce our emissions and reach net zero, we will continue to review our products, including our green home finance offering, with the aim of supporting our customers to reduce the emissions from their properties.

In addition to our products, we are aware that we will also need to support our customers with the knowledge, tools and services they need to help them make energy efficient improvements and plan the retrofit path forward for their homes. We are committed to using our platform to raise awareness and provide our customers with the knowledge that they need to do so. So far, we have started with using our customer newsletter and Insight articles on our website to inform our customers about how to approach improving the energy efficiency of their homes, including raising awareness of the grant funding that could be available for this.

In 2026, we aim to expand on this by offering our customers a home energy efficiency tool to enable them to access tailored retrofit advice and support. Alongside this, we will develop a Home Energy Hub on our website to provide our customers with resources on retrofit, energy efficiency and the impact of upcoming changes to minimum energy efficiency standards (MEES).

Whilst we are committed to taking action to reduce our financed emissions, we know that we are also dependent on UK government policy action to facilitate the transition to a low-carbon world through the decarbonisation of the UK energy grid and policy to support the decarbonisation of the UK's homes, such as through the recently announced Warm Homes Plan. Our scenario analysis shows us that we are dependent on UK net zero policy for us to reach our emissions targets.



Energy Performance Certificate (EPC) Ratings in the Home Finance Portfolio

Our green home finance products, which were the first Shariah-compliant products of their kind in the UK as far as we know, offer eligible customers who are purchasing or refinancing a property with an energy efficiency rating of A or B a 0.10% discount on the rental rate. In addition, Gatehouse Bank offset the carbon emissions generated by a typical UK home (estimated to be 2.9 tonnes CO2e per year), for the product's initial fixed term.

The table below shows the 2025 EPC property data for Gatehouse Bank's overall home finance portfolio.

EPC Rating	Number of Properties	Proportion of Stock*
A	21	0.7%
B	1,091	25.7%
C	1,510	28.8%
D	1,888	34.8%
E	449	8.6%
F	18	0.4%
G	11	0.2%
No EPC	29	0.7%
Grand Total	**5,017**	**100.00%**

*Based on property value.

Our 2025 EPC data shows a significant proportion of highly energy efficient properties within the home finance portfolio, with 26.4% of properties (or 1,112 properties) having an A or B rating compared to 4.2% of homes in England in 2024 (according to English Housing Survey data). These higher efficiency properties support the Bank's sustainability objectives and align with long-term regulatory expectations. The majority of the portfolio, totalling 3,398 properties (63.6%), is rated C or D, in line with typical UK housing stock and forming the core of the Bank's residential exposure; while compliant with current minimum standards, some of these homes may require future upgrades should EPC regulations tighten. Lower efficiency E–G rated properties account for 478 homes (9.2%), with most rated E (8.6%) and very limited exposure to F (0.4%) and G (0.2%), thereby reducing regulatory and transition-risk concerns.

Overall, the portfolio EPC data demonstrates solid energy performance across the Bank's book, with a strong presence of A–B rated properties and minimal exposure to high-risk F–G categories. The majority of the portfolio sits within C–D ratings, consistent with the national housing stock, and presents an opportunity for future customer engagement to support energy-efficiency improvements.

Since the launch of our green home finance products in April 2022, we have received over 780 applications, with an average finance amount required of £283,608.

In 2025, there was a 25% increase in the number of green homes financed compared to 2024, mostly from our Home Purchase Plan (HPP) product range targeting residential customers. Currently, 12% of the residential home finance portfolio consists of green home finance products, representing a 36% year-on-year increase. In the future, we aim to transition our home financing portfolio towards greener options and further enhance our green home finance offering.



Managing Climate Risk

In line with obligations under the Prudential Regulation Authority (PRA), the Bank continues to develop and strengthen its approach to managing the financial risks arising from climate change and the transition to a low carbon economy.

Gatehouse Bank sources climate-related property risk data from WhenFresh, an external residential property data bureau. Using this data, the Bank can assess and manage its financial risk exposure to climate change within its existing residential portfolio and inform product development to support sustainable and responsible banking practices.

As a digital bank, the Bank's operations utilise minimal physical infrastructure, reducing its exposure to the risk of flooding and business disruption. However, the Bank relies on a range of suppliers who may be more vulnerable to risks arising from climate change. This is monitored and incorporated into Gatehouse Bank's ESG strategy activities.



Financial Education and Inclusion

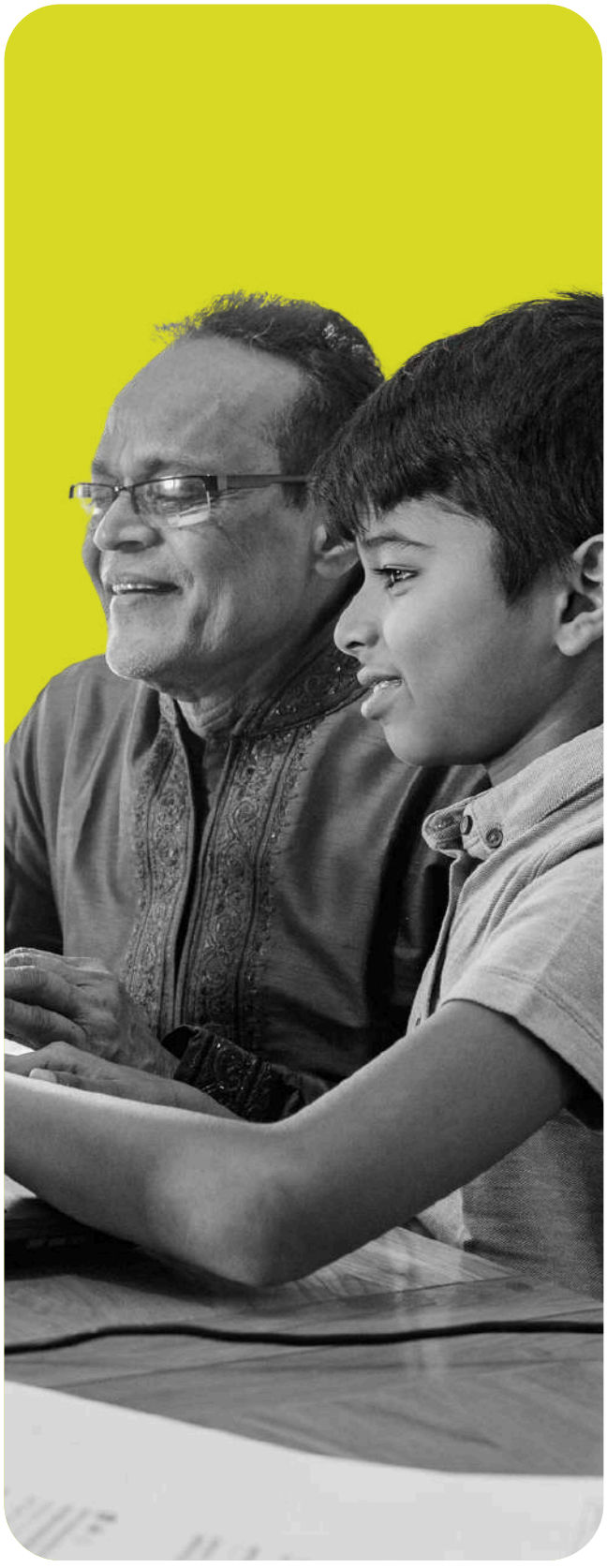
Financial Education and Inclusion

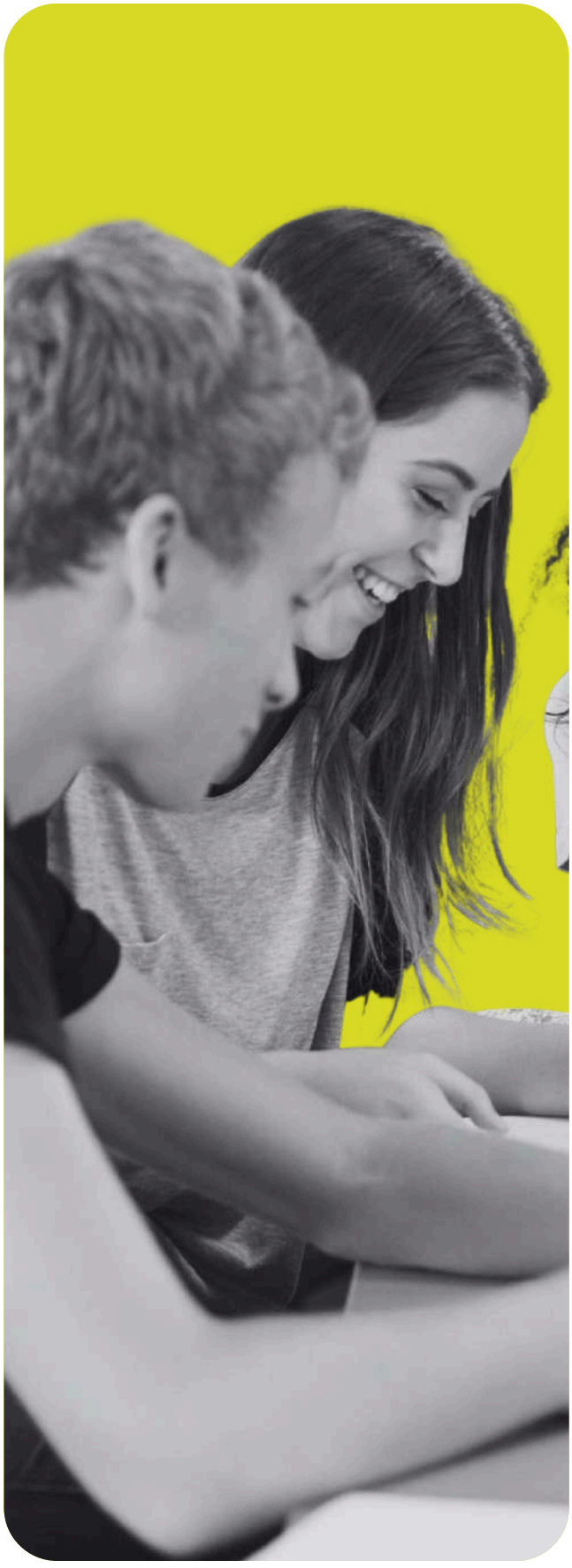
As part of our commitment to the UN PRB, we have identified financial education and inclusion as one of our significant impact areas where we can have a positive impact and contribute to achieving the Sustainable Development Goals (SDGs).

Financial Education and Inclusion is one of the core pillars of our ESG Strategy, under which we aim to provide affordable and accessible products and services for our customers, as well as equip the communities we serve with the knowledge, skills and tools they need to build their financial confidence and resilience.

At Gatehouse Bank, we are committed to making financial services accessible for everyone, regardless of their socioeconomic background, religion or age. We offer transparent, fair and socially responsible products, including savings, residential property finance and advisory services.

We had a target to increase the percentage of young savings customers (aged 18 – 30) from 3% in 2021 to 10% by the end of 2025, which we are proud to have surpassed, with 18-30-year-olds now representing 19.6% of our savings customer base. We know that having access to savings products that meet their needs has enabled our young customers to develop healthy savings habits, improving their financial confidence and resilience.





Young Enterprise

To build on our success in supporting young people, in 2025, we launched a three-year partnership with Young Enterprise, a national employability and financial education charity whose mission is to equip young people with the skills, knowledge and mindset needed to succeed in life, including through building their money management and financial skills.

Over the course of the partnership, we will support two schools based in communities local to our offices to become Centres of Excellence in financial education, a nationally recognised award which accredits education providers across the UK for excellence in delivering financial education.

From the second year of our partnership, we will collaborate with Young Enterprise to create a bespoke financial education resource informed by the needs of young people and tailored to our values, including Shariah principles. In the final year, our colleagues will be trained to deliver the resource, sharing practical money management skills with customers, students and the wider community.

Year One

Centres of Excellence

Partner with two schools to become Centres of Excellence in financial education. Engage colleagues in volunteering at partner schools throughout the year.

Year Two

Co-designing a Resource

Collaboratively develop a bespoke financial education resource to be shared with schools, Gatehouse Bank customers, colleagues and beyond.

Year Three

Train-the-trainer for Sustainable Impact

Young Enterprise to deliver tailored training using a "train-the-trainer" model to empower colleagues to deliver the built financial education resource independently, ensuring long-term scalability.



Introducing Ark Victoria Academy

During 2025, we began to identify our two partner schools for the Centres of Excellence programme, which include Ark Victoria Academy in Small Heath, Birmingham.

Through our partnership, we look forward to the opportunity to equip more young people and their parents with essential financial literacy skills, including by raising awareness of alternative finance such as Islamic finance.

As 93% of the school's students are of the Muslim faith, we are keen to connect with the community and empower the students to make financial decisions that are right for them and aligned to their values. While our research shows a growing awareness of Islamic finance among the UK's Muslim population – from 77% in 2019 to 90% in 2024 – lingering misconceptions about Islamic finance products remain. We are proud that through our partnership with Ark Victoria Academy, we will be able to play our part in bridging this knowledge gap.

Our goal is to set students up to thrive by providing them with strong financial capabilities, contributing to long-term community resilience and strengthening family and community knowledge. The school serves a diverse student population with a higher-than-average proportion of pupils eligible for Free School Meals, making our partnership well placed to improve outcomes for those students that need it the most.

> *"At Ark Victoria Academy, we are thrilled to be working in partnership with Gatehouse Bank to develop a rich and meaningful financial education for our students. This collaboration allows us to equip young people with the knowledge, confidence and practical skills they need to become financially successful adults beyond secondary education.*
>
> *"Together, we will strive to strengthen financial understanding and extend links within our school and the wider community, we aim to empower local families, support economic growth and help build a future in which our students can thrive both personally and professionally beyond Ark Victoria."*
>
> **– Kirsty Hughes**
> Curriculum Director for Business Studies, Ark Victoria Academy

To continue our positive impact on the financial wellbeing of our customers and wider community, we have set the following targets for our financial education programme over the next three years:

Target One

Reach **2,000 students** through our financial education programme in partner schools by the end of 2028.

Target Two

Maintain a **minimum of one active partnership** from 2026 until 2028 to support our efforts to increase the financial health and inclusion of our customers and communities.

In 2026, we will capture the baseline financial health of our customer base and use this to inform the development of our financial education resource, ensuring that the knowledge and tools that we provide are tailored to address our customers' needs. We will use our 2026 baseline to set further targets to improve the financial literacy and wellbeing of our customers through our financial education programme.

Our new three-year partnership with Young Enterprise complements our ongoing work to drive financial education through our colleagues' skilled volunteering in the community and through our broker education on Shariah-compliant finance, which is delivered via our business development network. In 2025, our colleagues volunteered as mentors for young people from disadvantaged areas with the Early Careers Foundation as well as sharing their skills through delivering employability and careers workshops in schools.

Our commitment to financial education and inclusion is in alignment with the UK's Financial Inclusion Strategy, which was launched by the government in November 2025, as well as the UK Strategy for Financial Wellbeing 2020-2030, set by the Money and Pensions Service (MaPS). Both strategies underscore the need to increase the provision of a meaningful financial education to young people, with the UK's Financial Inclusion Strategy also highlighting the role that the financial services sector can play in funding and driving the delivery of financial education. Our aim is to support these frameworks by playing our part to boost critical financial skills among young people.

In addition, our work to support younger people (aged 18 - 30) to develop healthy savings habits contributes to the one of the central aims of the UK Strategy for Financial Wellbeing 2020-2030, which is to build a nation of savers. By helping younger people grow their savings from an early age, we support them to feel in control of their finances, building their financial confidence and their resilience to financial shocks.

Responsible Funds and Investments

As a Shariah-compliant UK bank, we adhere to an exclusion list for our products and investments, meaning that the deposits and funds we manage are not used to finance harmful sectors including alcohol, tobacco, adult entertainment, gambling and the arms industry. In addition, we do not finance environmentally harmful extractive activities such as coal or oil.

Our business model has a low risk profile and a highly diversified financing portfolio and we do not finance investments involving excessive uncertainty or speculation. Instead, the Shariah principles that we follow promote trade and enterprise that benefits the wider community. We conduct investments in a transparent way that provides stability and facilitates the equitable sharing of both risk and reward.

To ensure compliance, we have a Shariah Supervisory Board (SSB), made up of independent Shariah scholars who oversee our operations and activities.

The key differences between Shariah finance and conventional finance are:

- Money must be put to good use to generate profit supported by a genuine trade or business-related activity. The giving or receiving of interest is prohibited.
- Finance and investments must not be used to support industries or activities that are against Shariah principles. This exclusion list has a natural alignment to several of the UN's Sustainable Development Goals, to which we have committed to strategically aligning our business as a founding signatory to the UN Principles for Responsible Banking.



With these guiding principles, our business strategy for 2025 remained focused on three core areas:



Home Finance

- Home Purchase Plans (owner occupiers)
- Buy-to-Let Plans (property investors)

Retail Savings

- Fixed Term Deposits
- Cash ISAs
- Easy Access Account
- Notice Accounts
- Regular Saver*





Gatehouse Living Group**

- Gatehouse Investment Management
- Ascend Estates Limited

**This product was not avaliable for new customers in 2025.*
*** Gatehouse Living Group has been classified as a "disposal group held for sale" during the second half of 2025.*

More information on Gatehouse Bank's business activity can be found in Gatehouse Bank's Annual Report and Financial Statements for 2025: https://gatehousebank.com/about-us/corporate-governance.

Gatehouse Bank provides ethical savings products for UK customers and residential property finance for customers in the UK and overseas who are looking to buy a home or investment property in England or Wales. The Gatehouse Build to Rent Group, trading as Gatehouse Living Group, is a wholly owned subsidiary of Gatehouse Bank. It is a vertically integrated residential investment and management platform, comprising of Gatehouse Investment Management (GIM) and property manager, Ascend Estates Limited.

The Gatehouse Build to Rent Group has a robust record in the market, with Gatehouse Investment Management having established five institutional single family rental platforms and Ascend now managing over 12,000 properties.

Access to Housing

As a Bank, we recognise the importance of stability and remain committed to supporting individuals and families to access housing and enter the property market.

In 2023, Gatehouse Bank launched the Gatehouse Living Group, a vertically integrated residential investment and management platform, comprising of Gatehouse Investment Management and Ascend Estates. As of 31 December 2025, Gatehouse Living Group operates as a wholly owned subsidiary of Gatehouse Bank plc.

Gatehouse Living Group has a unique position and strong track record in the market, with five institutional single-family rental (SFR) platforms launched by Gatehouse Investment Management and over 12,000 homes now managed by Ascend, over 9,500 of which are SFR and make Ascend the largest property manager of this asset class in the UK.

At the start of 2025, Ascend launched "Ascend Living", a new resident-facing SFR brand offering investors a turnkey operational identity for their portfolios. This allows unbranded SFR platforms to be white-labelled under a consumer-facing name, without investors facing the cost and resource requirements of creating and establishing a standalone platform identity. This approach supports further scale in the sector while providing residents with a higher quality rental experience. In its first year, Ascend Living now covers 3,800 SFR homes across 78 developments.

Through its mandated funds with TPG, GreyKite and The Carlyle Group, Gatehouse Investment Management acquired approximately 1,000 high quality, new build single-family homes in 2025 from leading housebuilders, including Vistry Group, Avant Homes, Persimmon, Bellway and Keepmoat.



Supporting Customers

Over the last few years, the rising cost of living has placed pressure on communities and households and we know that many of our customers have faced challenges as a result.

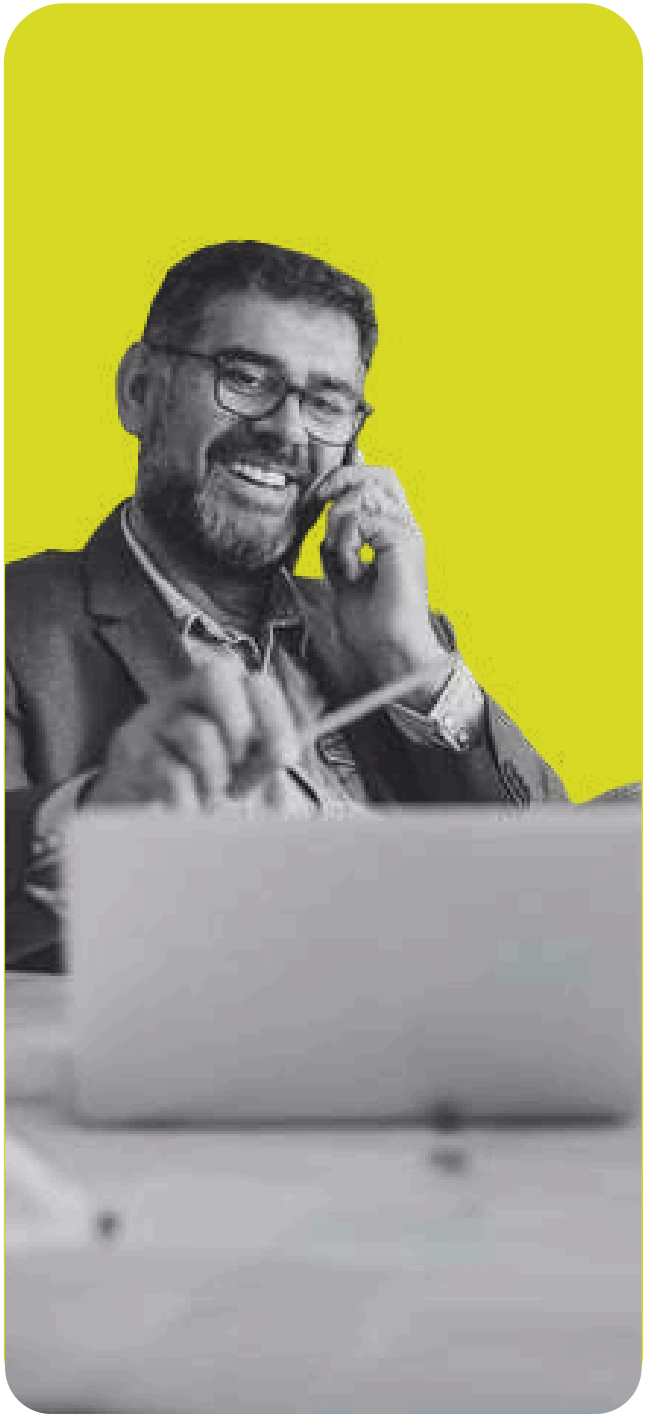
To help customers who may be dealing with financial difficulties, Gatehouse Bank has a dedicated team who are available to provide guidance and support. We also offer further resources to customers which include a money-management section on our website where customers can access useful advice on topics such as budgeting, managing subscriptions and reducing energy costs.

We know that our customers' circumstances can change without warning and we are committed to supporting customers who facing challenges such as health issues, caregiving responsibilities and financial crime. We encourage customers to reach out and raise their concerns with us so that we can work together to find the best solution. On our website, we also provide links to external support services that can be helpful during difficult periods.

Our dedicated team is on hand to provide assistance to customers throughout their journey with Gatehouse Bank by answering enquiries, addressing issues and delivering a positive customer experience by finding effective and timely solutions.

In 2025, we enhanced support for our customers by launching a new Home Finance Customer Information Guide, which is designed to assist customers with their everyday needs by providing essential information and directing customers to additional resources, if needed.

To strengthen the customer journey, our team has also reviewed all our processes from end-to-end, which we will continue to refine and enhance to ensure we meet evolving customer needs. In addition, we have introduced more self-serve options on our website, providing our customers with easier and more convenient access to key information and services.

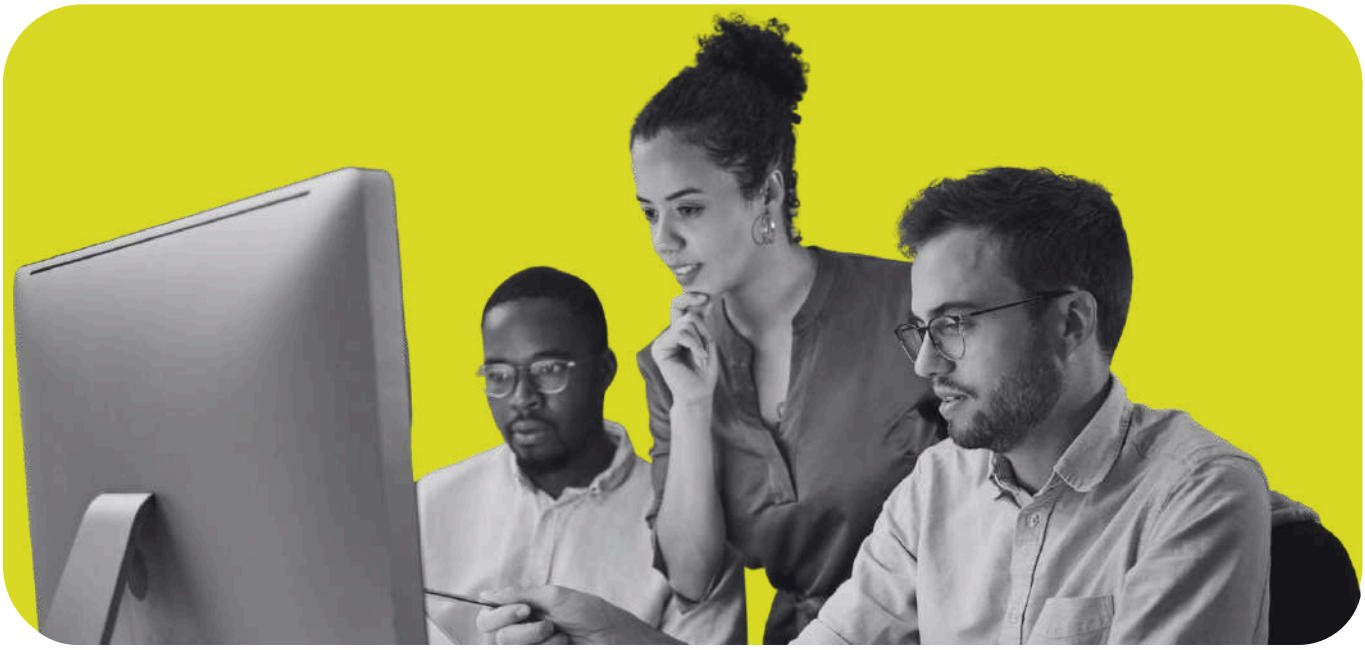


Vulnerable Customers

Gatehouse Bank remains committed to achieving the best possible outcomes for customers and providing meaningful support at every stage of their journey.

Our approach continues to be grounded in the Bank's Vulnerable Customer Policy and Guidance, which align with our regulatory obligations under the Consumer Duty and act as the basis for colleague training and day-to-day customer engagement.

Over the past year, the Bank has further strengthened its position through a dedicated programme of work focused on improving the identification and support of customers in vulnerable circumstances. As part of this, a number of colleagues benefitted from lived-experience vulnerability training delivered by the Samaritans, with future consideration being given to extending this requirement to all customer-facing roles. To enhance governance and customer insight, the Bank has also established a new Customer Forum designed to bring customer perspectives into strategic discussions.



Our product governance processes have similarly evolved, with product reviews now considering customers with characteristics of vulnerability as a defined cohort to ensure their needs are consistently reflected in both design and assessment. The Bank continues to enhance inclusive product design and product testing practices in line with FCA expectations, including assessing whether customers who may have limited digital capability, reduced financial resilience or health-related challenges are receiving fair value.

These developments reinforce our ongoing priority to embed a culture where people, products and processes align seamlessly with the needs and circumstances of all customers, particularly those who may be more vulnerable.



Community Health and Wellbeing

Community Health and Wellbeing

Our **Community Health and Wellbeing** pillar reflects our commitment to advancing physical, mental, and social wellbeing in the communities around us, including improving access to safe housing, promoting physical activity and fostering inclusive, connected communities.

Beyond our core business, creating healthier communities is fully embedded in our culture, which we enforce through meaningful partnerships with community-focused organisations. Our colleagues are highly engaged with our work in the community, **with 80% having participated in fundraising, volunteering or both in 2025**.













Our Charity Partnership with Depaul UK

In 2025, we launched our first multi-year charity partnership with youth homelessness charity, Depaul UK.

This long-term approach will allow us to deliver deeper, more sustainable impact. Through our partnership, we are proud to support Depaul UK's work of helping young people access safe, stable accommodation and the support they need.

Depaul UK was chosen as our charity partner through an all-staff vote, with colleagues choosing from a shortlist of charities aligned with the pillars of our ESG strategy. Our partnership reflects our commitment to tackling youth homelessness, a priority highlighted in our impact analysis, which identifies access to housing as one of the UK's most urgent sustainable development challenges.

By directing our community investment toward supporting young people who are experiencing or are at risk of homelessness, we are addressing a critical societal need while reinforcing our focus as a Bank on housing and home finance through our product offering.

> *"Through our engagement with Gatehouse Bank colleagues, it is clear that there is a strong alignment between our two organisations. We are very pleased to be extending our partnership so that we can achieve even more together."*
>
> **– Alexia Murphy**
> CEO of Depaul UK

DEPAUL
Homelessness has no place

Our First Year Together

In the first year of our partnership, we're proud to have raised **over £26,000** for Depaul UK.

Colleagues across the Bank undertook several fundraising challenges with incredible enthusiasm – from a Bank-wide wellbeing challenge, "Feel Good February" with 91 participants, skydives, two international treks, to rooftop yoga and sponsored runs.

To boost our colleagues' fundraising efforts, the Bank hosted a month-long campaign known as "Gatehouse Giving Month", aiming to raise awareness and funds for Depaul UK and encourage colleagues to volunteer in their local communities. The funds we collectively raised can help to:

- Provide **300+** safe nights for young people through Depaul UK's emergency accommodation service, Nightstop;
- Provide **46** education, training, employment and volunteering grants, enabling young people to access qualifications, work essentials and training opportunities, or
- Provide **139** hardship and "move-on" grants, helping young people secure accommodation, travel to work or education and manage money through debt consolidation.



Investing in Education: £10,000 for Depaul UK's Education Programme

Of the total raised in 2025, £10,000 was donated directly to Depaul UK's Education Programme, which supports both our **Financial Education and Inclusion** and **Community Health and Wellbeing** pillars.

Through this programme, Depaul UK works with schools to prevent youth homelessness before it begins by helping young people better understand what leads to homelessness, how to make safer choices and where to turn for help.

In 2025, Depaul UK's Education Programme led to:



3,269

young people taking part in School Prevention Programme workshops.



88%

of young people who attended whole year workshops feel more confident about asking for help if faced with homelessness.



166

teachers and professionals receiving specialist training, of which 97% said they have a better understanding of where they could get support for young people who are at risk of homelessness.



89%

of young people attending whole year workshops have a better understanding of how to keep themselves safe if they have nowhere to stay.

Mentoring Case Study

Our partnership with Depaul UK also provided colleagues with the opportunity to make a difference through volunteering, including by mentoring young people, helping with gardening projects and decorating service centres for the festive season.

In 2025, our Junior Credit Risk Analyst, Liatt Joseph-Mitchell, joined a pilot mentoring scheme with Depaul UK. Since being paired with his mentee, Liatt has experienced the power of connection, growth and mutual learning first-hand:

> *"I think the most rewarding part of mentoring so far has been seeing the growth and the development of my mentee. He is really easy to encourage, and he wants to do so much for himself. It's so easy to work with someone who wants to give so much.*
>
> *"This experience has impacted me personally. I feel like I'm giving back to the community and that's something that really resonates with me as a person.*
>
> *"It is the most rewarding thing that you can do for the Bank and for yourself. And it is an extension of our values.*
>
> *"It's a really magnificent opportunity for you to fulfil any aspirations that you have to make other people feel good and to make yourself feel good."*
>
> **– Liatt Joseph-Mitchell**
> Junior Credit Risk Analyst



Volunteering

Colleague volunteering continues to be a cornerstone of our commitment to community health and wellbeing.

2025, marked the highest uptake of our volunteering programme since its inception, with **137 colleagues contributing their time and skills** to community organisations across the UK. This participation demonstrates the Bank's culture and commitment to contributing to a healthier, more inclusive society.

Our colleagues supported a range of initiatives aligned with our ESG pillars, including local hospices, community centres, education providers and youth programmes as well as our charity partner, Depaul UK. Whether planting trees, mentoring young people, supporting vulnerable groups or helping to improve financial literacy, our colleagues played an active role in creating positive, lasting impact.

Volunteering with MK SNAP

> *"Spending the day at MK SNAP for our volunteering day was truly special. Getting hands-on in the garden and knowing exactly who will benefit from these spaces made the work feel even more purposeful. It was a reminder that small efforts can have a big impact when they're rooted in community."*
>
> **– Nasreen Abdul**
> Project Manager

65%
of colleagues said volunteering instilled a sense of pride in working at Gatehouse Bank.

83%
of colleagues said volunteering gave the, awareness of wider social and/or environmental issues.

88%
of colleagues said that volunteering helped them develop teamwork.

4.9/5
was the impressive average rating colleagues gave their volunteering day.

100%
of colleagues would recommend volunteering to another colleague.



Volunteering with Derian House

"The day was a great success, with the whole team coming together to complete the job set to us. Despite the physical demands - especially for a group more used to desk work - everyone got stuck in, supported one other and made the experience fun.

"Derian House is a very special place. The care and sanctuary they provide to terminally ill children and their families is just outstanding. It was clear how much they rely on volunteers to continue their vital work and they went out of their way to make us feel welcomed and valued.

"It was rewarding to contribute our time and effort to such a meaningful cause. I think we all felt humbled by the dedication of the Derian House team and more aware of the profound challenges faced by families dealing with life-limiting conditions.

"For me personally, it was a powerful reminder of how important it is to support organisations like this."

– Tracey Bailey
Chief Operating Officer





Sponsorship
Community Sports Fund

Gatehouse Bank's Community Sports Fund supports our commitment to advancing **Community Health and Wellbeing** by promoting active lifestyles and youth development.

Through this fund, we sponsor junior sports teams nominated by our colleagues, enabling us to champion grassroots sport while strengthening local community ties.

In 2025, we were thrilled to expand our Community Sports Fund as we welcomed four new sports teams and extended our sponsorship for two of our founding teams for a second year. New partner teams received Gatehouse Bank branded sports kits, helping to instil pride, confidence and unity among young players while existing teams continued to use their current kits, with the Bank providing supplementary equipment and rain jackets, as needed. This approach aimed to reduce waste and encourage the responsible reuse of kits.

Through these partnerships, the Community Sports Fund continues to create positive social impact by promoting physical wellbeing, enhancing youth opportunities, and strengthening the resilience of local sports clubs.

Throughout 2025, we received regular updates, photos and feedback from our sponsored teams, highlighting the positive impact of the Community Sports Fund on players and our local communities.

"I want to thank everyone at Gatehouse Bank for the opportunity to bring our juniors together into a flourishing community. The younger players, aspiring to be on the match teams, often ask 'Will I get one of those tops if I start playing matches?' I'm so grateful for the difference Gatehouse Bank has made to our community."

– Sophie Puglsey
Head Coach at Match Point Tennis Coaching





"After nominating Hurdsfield Phoenix Football team, I've seen firsthand the fantastic impact the Community Sports Fund has had on both the club and wider community. The players and coaches are incredibly proud to wear their kits and the sponsorship has allowed them to shift focus towards fundraising for other important activities that bring the team and participants together"

– Gemma Donnelly
Head of Customer Propositions

Our 2025 Community Sports Fund Teams:

- Bugbrooke Black's Under 14's, Northamptonshire
- Hurdsfield Phoenix Vipers, Macclesfield
- Match Point Tennis Coaching, Kent
- Matthiola Junior Football Club Under 8's
- Monk Fryston Football Club Under 15's
- South London Schools Football Association Under 15's

Our past teams:
September 2024 - September 2025)

- MK United – Cobras and Blues, Milton Keynes
- Tigers Junior Football Club, Essex

Hyderi Sports Association



In 2025, Gatehouse Bank continued its long-standing support as the official sponsor of Hyderi Sports Association (HSA), a thriving community sports club in Croydon, South London.

HSA is committed to building a thriving sports community that promotes well-being, inclusivity and affordability while aligning with the spiritual and social values of Hyderi Islamic Centre.



HSA has grown significantly over the past year and now facilitates 15 sports and activities, creating inclusive opportunities for participants of all ages and abilities. The energy and ambition of HSA's members have led to a standout year of sporting achievements. In 2025 alone, HSA teams entered 16 competitions and hosted nine tournaments, welcoming international teams and fostering a spirit of friendly competition and community pride.



This growth is reflective of the shared commitment, teamwork and positive impact of accessible community sport. We are proud to continue supporting HSA into 2026 as their exclusive sponsor and to celebrate the progress they continue to make in strengthening health, wellbeing and community cohesion.





People and Culture

People and Culture

At Gatehouse Bank, we are committed to creating a workplace where every one of our colleagues feels valued and supported.

Our focus on building an inclusive and respectful culture is at the heart of everything we do and our leadership team continue to take an active role in shaping an environment that encourages openness, diversity and wellbeing. Our goal is to ensure that everyone at the Bank feels respected, heard and empowered and we use colleague feedback to identify key areas for improvement and implement effective solutions.

> *"Our approach to ESG centres around our customers, colleagues and communities. We believe long-term sustainability is built on creating the right conditions for people to succeed, whether that means supporting our colleagues' development, acting fairly and responsibly for our customers or contributing positively to the communities we serve.*
>
> *"By embedding diversity, equity and inclusion into our values, we aim to make a meaningful and lasting contribution. Our commitment to social responsibility supports sustainable growth and underpins our ambition to continue growing our resilient and responsible bank."*
>
> **– Joanna Collings**
> Chief People Officer





At Gatehouse Bank, we place a strong emphasis on cultivating a workplace culture shaped by clearly defined values and behaviours and we aim to create an environment where collaboration is encouraged and colleagues feel recognised for their contributions. Through our colleague recognition initiatives – such as monthly and end of year colleague awards and our internal thank you community, we promote a culture of appreciation and mutual respect across the Bank.

We also recognise that flexibility plays an important role in supporting wellbeing and work-life balance and our approach to hybrid and flexible working is designed to respond to the diverse needs of our colleagues. Alongside this, we are committed to supporting career development by providing access to learning opportunities and training programmes that enable our colleagues to grow, develop new skills and progress within the Bank.









Our Values

At Gatehouse Bank, colleague input plays a key role in shaping our values. Following the results of our engagement survey, we identified the opportunity to review and refresh our values and behaviours in 2024, which were launched in early 2025.

To ensure our revised values truly reflected our culture, we took an inclusive colleague-led approach at an all-Bank internal event, where we invited all colleagues to share ideas and suggest new values and behaviours that best represent how we work together. These ideas helped us create a shortlist which we then shared with all colleagues for them to vote on.

In January 2025, we launched our new values: respectful, open and collaborative (ROC), along with a defined set of supporting behaviours. We also shared guidance to help colleagues understand what good performance looks like in accordance with these values and behaviours and how performance ratings are determined at year end. Since their introduction, the values and behaviours have been embedded across the Bank, with our 2025 engagement survey results reflecting a clear increase in the number of colleagues who now understand the Bank's values and behaviours.

On a monthly basis, we continue to celebrate and recognise outstanding colleague performance in line with our values and behaviours through our "ROC Awards", where colleagues can nominate peers who they believe have demonstrated outstanding performance in line with our values.

Respectful
Open
Collaborative





Our Stakeholders

As a responsible Bank, we prioritise building long-term relationships with our stakeholders so we can deliver products and services that meet their needs.

We define the Bank's stakeholders as individuals or groups with the power to respond to, negotiate with, influence or change our processes and strategy. Our stakeholders include our customers, colleagues, investors, supply chain partners, industry bodies, third-sector organisations, government, regulators and the wider community. Their views and insights play a vital role in shaping our products and our activities as we deliver our ESG strategy.

We identified our key stakeholders through a series of workshops and surveys which allowed us to gain a deeper understanding of how we can best serve them. To continue to embed the views of our stakeholders in our ESG work, we regularly communicate with them through a range of channels, depending on purpose and need.

For example, our customers receive a quarterly newsletter which provides updates about our products and business developments as well as practical guidance on topics such as energy efficiency and money management. We welcome feedback and use surveys to actively invite customers, colleagues and other stakeholders to share their views, which help to shape our decision making on the future direction of our business.

Supporting Colleagues
Training and Development

Providing opportunities to learn and grow is essential to empowering colleagues to develop and progress, increasing job satisfaction, engagement and retention.

As a Bank, we are committed to fostering a culture of continuous learning and professional development. As part of this commitment, all colleagues complete mandatory annual training to ensure they remain informed, compliant, and equipped with the knowledge required to perform their roles effectively. We identify training requirements across the Bank collaboratively with colleagues, line managers, senior leadership, and our HR and Compliance teams, ensuring alignment with both regulatory requirements and business priorities. A structured training schedule for the year is then developed to build colleague capability, enhance risk awareness and support the Bank's long-term success.

We use a blended learning approach that combines e-learning modules with in-person and virtual live sessions. All training programmes are specifically tailored for Gatehouse Bank, with internal and external subject matter experts providing expert input on the design, delivery and evaluation of our programmes.
In 2025, we delivered training sessions covering topics including regulatory and risk management, leadership, customer and colleague wellbeing, DE&I and business and technical skills.

Our colleague induction programme spans a new starters' first two weeks at the Bank and is designed to help them settle in. In addition, we continue to support our line managers and aspiring future leaders through our People Leader Programme, which offers training opportunities throughout the year that align with Bank-wide business objectives and individual development needs.

To further encourage a culture of learning and growth, colleagues across the business are encouraged to nominate themselves or a team member to host an informal knowledge-sharing session, called Knowledge Labs, which take place once a month. These sessions have covered topics including business development, cyber security, using LinkedIn, getting to grips with Excel and more.



6,365 hours

of training were logged by our colleagues in 2025, reflecting our strong commitment to supporting their ongoing developement.

Hybrid Working

We continue to recognise the value of hybrid working in supporting work-life balance and we regularly review our hybrid working policy to ensure it aligns with both business and colleague needs.

From September 2025, we introduced a mandatory two-day office attendance policy, ensuring colleagues are present in the office at least twice per week to promote collaboration, enhance teamwork and support business operations. Colleague feedback has been overwhelmingly positive, with colleagues acknowledging that our policy remains competitive, providing flexibility and supporting work-life balance.

Flexibility remains a key aspect of how we operate, and we know that some colleagues may continue to attend the office more than two days a week depending on their roles and/or personal preferences.

We also acknowledge the diverse needs of our colleagues, particularly those with caring responsibilities. As part of our ongoing review process, we continue to provide the necessary support for colleague wellbeing, career development and work-life balance.





Protecting Health and Wellbeing

Supporting our colleagues' health and wellbeing remains a fundamental priority at Gatehouse Bank and we are committed to embedding wellbeing into everyday working life to ensure colleagues feel supported.

To help promote a culture of openness and care across the Bank, we have a network of Wellbeing Support Mentors who are trained to provide confidential, non-judgemental support and to encourage colleagues to seek appropriate professional assistance when needed. To ensure their knowledge and skills remain up to date, Wellbeing Support Mentors receive regular refresher training delivered by Mental Health First Aid England, in line with training requirements and best practice.

Alongside this, we actively monitor and respond to changes in employment and workplace legislation to ensure our practices remain compliant and effective.

Mental health awareness and wellbeing are embedded into our People Leader Programme and wider wellbeing initiatives, ensuring our leaders are equipped to appropriately support their teams. This is reinforced by a range of e-learning resources designed to build understanding and confidence across key wellbeing topics.

Through the Gatehouse Learning Portal, colleagues have access to 20 e-learning modules focused on health, safety and wellbeing, covering topics such as sexual harassment, physical health and safety, mental health and menopause. In addition, colleagues can also access learning on speaking up, unconscious bias, ethical standards, and non-financial misconduct and whistleblowing, supporting a safe, respectful and inclusive working environment.

We continue to offer a wide range of **mental health benefits**, including:

Employee Assistance Programme (EAP)

A confidential benefit designed to support colleagues through personal and professional challenges that may impact home life, work life, health and overall wellbeing. The EAP provides expert advice and compassionate guidance for colleagues and their immediate dependants, covering a wide range of issues.

Bupa Private Medical Insurance

For colleagues who opt in, paid for by Gatehouse Bank. Bupa offers numerous health and wellbeing benefits, such as gym discounts and counselling services. Bupa also offers GP appointments and access to online webinars which support health both mentally and physically.

Wellbeing Support Mentors

Our dedicated Wellbeing Support Mentors are trained Mental Health First Aiders who are there to support colleagues and point them in the right direction, without breaking confidence. All our Wellbeing Support Mentors are accredited by Mental Health First Aid England.

Occupational Health

Medical services are available to colleagues facing challenges physically or mentally. This service aims to identify the support and/or reasonable adjustments needed to facilitate colleagues in their work environment.

Wisdom App

Offers a comprehensive suite of wellbeing tools and engaging features to enhance overall wellness. These features are crafted to boost mental, financial, social and physical health by utilising personal metrics to set and achieve goals.

Wellbeing Policy

Covers areas such as mental health support, physical health and safety, work-life balance, dignity and respect at work, and access to support resources. Our policy also explains how and where to raise concerns or seek help.

Flexible Working Policy

Provides a clear and fair framework that promotes work-life balance, supports wellbeing and inclusion and enables the Bank to meet both colleague needs and business objectives.

Wellbeing initiatives carried out during 2025 include:

Line Managers Support
Provided mental health training for line managers to better support themselves to and their wider teams and colleagues.

Blue Monday
Invited colleagues to take time out of their day to do something they enjoy.

Mental Health First Aider Refresher
This year, additional colleagues were trained as Mental Health First Aiders (Wellbeing Support Mentors) which increased the diversity within the group. All colleagues acting as Mental Health First Aiders also received refresher training to maintain their accreditation and stay up to date with best practices.

Feel Good February
Motivated colleagues to be active during the month of February whilst also raising money for our charity of the year.

Recognition of Key Dates
Employee Appreciation Day, Stress Awareness Month, Mental Health Awareness Week 2025, World Mental Health Day 2025.

September Challenge
Encouraged all colleagues to raise money for our charity of the year by competing with our Executive Committee through a distance challenge.

"Feeling SAD"
A webinar designed to help colleagues understand Seasonal Affective Disorder, offering practical tips, tools and resources to support wellbeing during the winter months.



Diversity, Equity and Inclusion

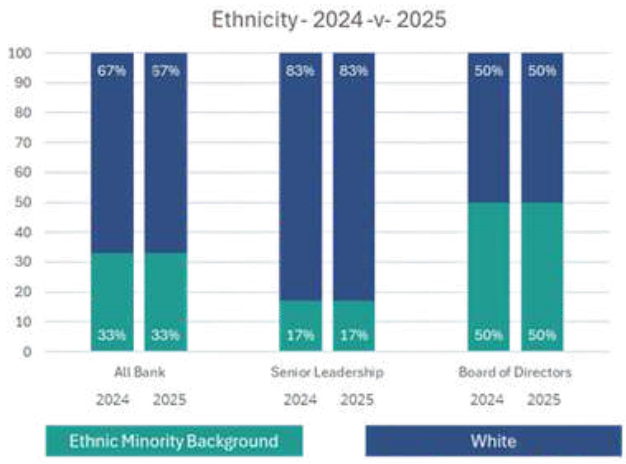
Diversity, Equity and Inclusion (DE&I) is a core part of our ethos and we continue to strive for the Bank to remain a workplace where all colleagues can feel safe, respected and valued.

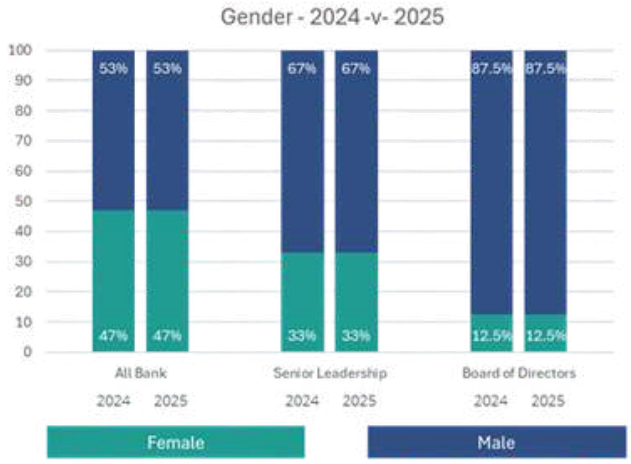
Diversity fuels innovation strengthens problem-solving and helps us better understand and serve our customers. By welcoming a wide range of perspectives, we become more adaptable, creative and resilient as an organisation. As a Shariah-compliant UK Bank, we are committed to inclusivity across all religious, cultural and personal backgrounds and our aim is for our workforce to reflect the diversity of the communities and customers we serve.

Our DE&I Forum, which is made up of colleagues from across the Bank, continues to champion and drive meaningful initiatives which raise awareness, encourage collaboration and promote a workplace where everyone can thrive.

In addition, we complied fully with new legal requirements relating to the prevention of sexual harassment in the workplace in the year, which require employers to take proactive steps such as providing training, clear policies, effective reporting mechanisms and a supportive culture. Gatehouse Bank met these obligations through mandatory training, accessible policies, awareness initiatives and ensuring there are clear routes in place for colleagues to speak up.

We remain committed to using our monitoring and reporting to support our efforts to drive diversity and inclusion in our workplace. The charts and table below outline our ethnic and gender diversity for 2025 compared with 2024.

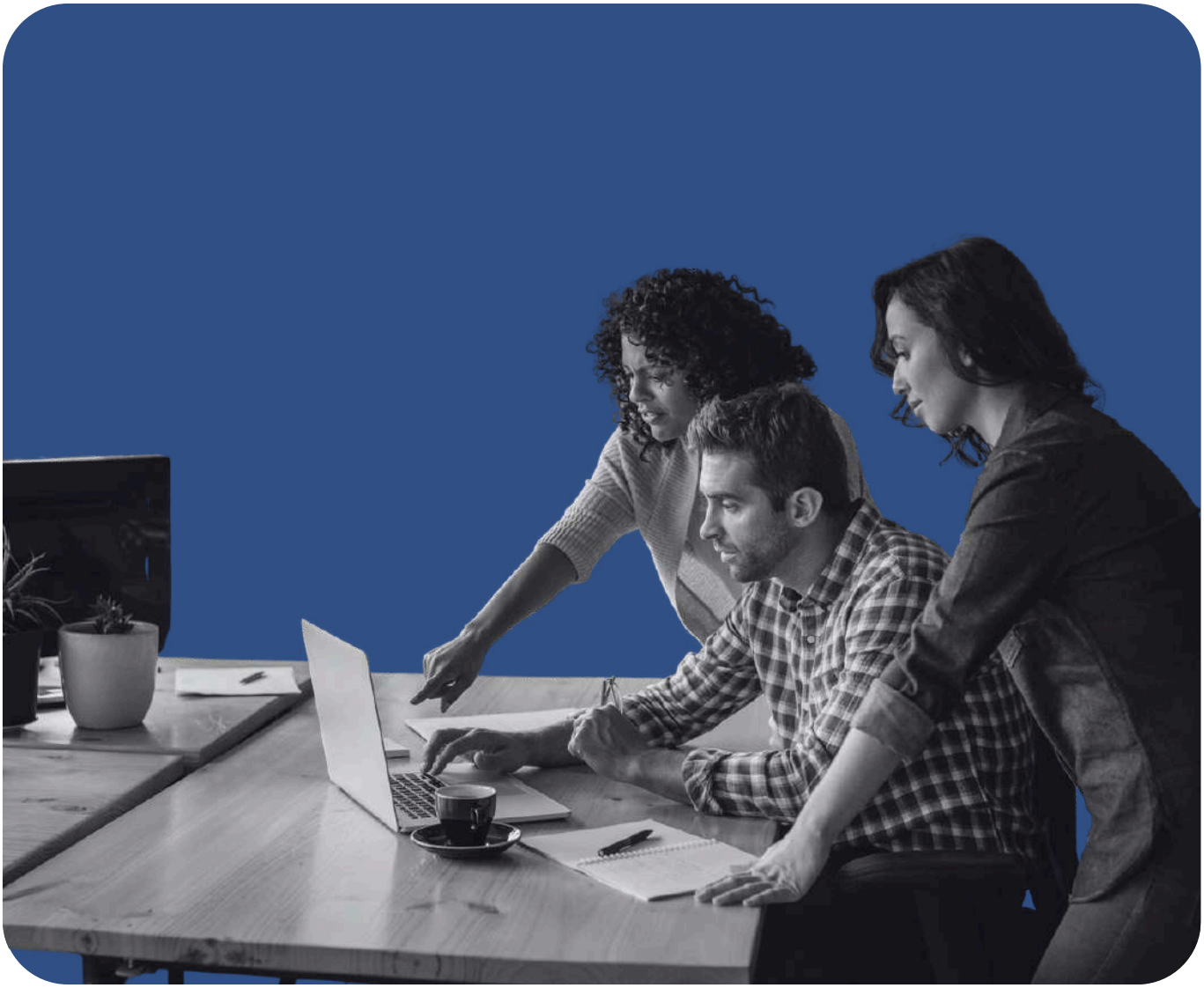




Measure	All Bank	Senior Leadership	Board of Directors
Ethnicity	• 33% (63) Ethnic Minority Group • 67% (129) White • 1% (2) Unknown	• 17% (1) Ethnic Minority Group • 83% (5) White	• 50% (4) Ethnic Minority Group • 50% (4) White
Gender	• 47% (92) Female • 53% (102) Male	• 33% (2) Female • 67% (4) Male	• 12.5% (1) Female • 87.5% (7) Male

'White' and 'Ethnic minorities' are the terms recommended by the Office for National Statistics. The Gatehouse definition of White consists of White: English, Welsh, Scottish, Northern Irish, British, Irish and Any Other White Background.

The ethnicity and gender splits for 'All Bank' reflect the overall splits for the bank as a whole. While the ethnicity balance on the Board is a 50/50 split, there is further work to be done around the gender composition of the Board.



Closing the Gender Pay Gap

At Gatehouse Bank, we consider our recruitment and pay practices to be fair and equitable and continuously review our policies and processes to identify opportunities for improvement.

As of 31 December 2025, our gender pay analysis shows a mean gap of 26% (down 5% on the previous year) and a median gap of 20% (down 1% on the previous year) between men and women across the Bank. The key contributing factor to this gap is the higher representation of men in Executive-level roles, while a greater proportion of women are currently employed in roles within the lower pay quartiles – a pattern that reflects broader trends across the financial services industry. During the previous Pay Review cycle, work was undertaken to help colleagues in the lower grades progress more swiftly through their salary range. The positive effects of this exercise are reflected through the reduced pay gap listed above.

The results are broken down by quartile in the charts below:

Quartile	Number	Male (No.)	Female (No.)	Male (%)	Female (%)
Lower	47	19	28	40.4%	59.6%
Lower Middle	47	23	24	48.9%	51.1%
Upper Middle	46	31	25	67.4%	32.6%
Upper	45	27	18	60.0%	40.0%

The unequal numbers in each quartile are due to hourly rates spanning the quartile boundaries. An hourly rate can only appear in one quartile, therefore the boundary shifts, affecting distribution of numbers in each quartile.



DE&I Survey

Each year, the Bank conducts an anonymous DE&I survey to understand how colleagues experience inclusion and measure progress on issues that matter the most to them. In 2025, participation, which is voluntary, remained high, with 81% of colleagues completing the survey.

The results indicated that colleagues wanted more focus on:

Cultural Awareness

Our DE&I Forum volunteers continued to raise awareness of key religious celebrations and significant global events including Chinese New Year, Ramadan, Lent, Eid, Easter, Diwali and Remembrance Day. We also held an internal Iftar event during Ramadan, bringing colleagues together to share in the spirit of reflection and community. Similarly, we have commemorated other religious celebrations such as Diwali by sharing food with one another in our office locations.

Inclusive Awareness

In 2025, the DE&I Forum continued to commemorate and raise awareness of various days of significance, including Carers Week, World Autism Day, Deaf Awareness Week 2025, World Dyslexia Awareness Day 2025 and International Day of Persons with Disabilities.

Supporting Neurodiversity

We offered optional training for all colleagues to raise awareness of neurodiversity, covering various conditions and providing guidance on how to offer support to colleagues with different needs.

Psychological Safety Training

We provided tailored psychological safety training, with separate sessions for line managers and colleagues. This also included specialised training for our Executive team to ensure leadership is equipped to continue fostering a psychologically safe environment across the Bank. This training included topics such as microaggressions and where to seek support if needed, ensuring that all colleagues have the tools and knowledge to maintain a respectful and safe environment in line with our Values and Behaviours.





Governance and Reporting

Governance and Reporting

As the Bank's primary governing body, the Board of Directors holds ultimate responsibility for setting the Bank's strategy, corporate objectives and risk appetite.

The Bank's risk control and governance framework is approved and governed by the Board and managed on a day-to-day basis by the Executive Committee (ExCo) and other committees delegated by the Board. In addition, our Shariah Supervisory Board (SSB), whose members report directly to the Board of Directors, are responsible for ensuring that the Bank's activities comply with Shariah principles.

Under the Companies Act 2006, all Board members must act with independence and only in the interests of the Bank as a whole. Additionally, all board members are required to disclose and report any existing or future business interests that may result in a conflict of interest.

While the Board maintains oversight of all areas relating to ESG, we have a dedicated ESG Forum to manage our ESG activities, including the implementation of our ESG strategy across the Bank. The ESG Forum is comprised of a Non-Executive Director, several ExCo and Board members and senior managers. The ESG Forum meets quarterly to provide strategic direction and monitor progress against our ESG commitments.

For more information about our governance structure, please visit gatehousebank.com/about-us/corporate-governance.



Customer Privacy

Protecting customer privacy and data security are of the utmost importance to the Bank. Gatehouse Bank maintains a zero-tolerance approach to data privacy breaches, with the Board level appetite for reportable data privacy issues set at zero, as reported within the Bank's risk management dashboard. The Bank has a dedicated Data Protection Officer who ensures the Bank follows best practice regarding data governance and security.

In 2025, Gatehouse Bank recorded no data breaches relating to customer privacy which required notification to the Information Commissioner's Office (ICO).

Preventing Financial Crime

Financial crime is defined as the "facilitation of money laundering, terrorist financing, the breach of economic and financial sanctions, fraud, tax evasion, electronic crime, market abuse, bribery and corruption".

Financial crime poses a major threat to the international financial services community and causes significant harm to society. As a Bank founded on ethical principles, detecting and preventing financial crime is a key priority for us and we operate a zero-tolerance policy towards fraud, bribery and corruption.

We work hard to manage the economic crime risks associated with our business and are continually assessing and strengthening our capabilities to safeguard our customers, the Bank and the wider economy. We have put robust crime prevention policies and practices in place, including risk assessments, proportionate controls and independent oversight to ensure that we can effectively detect and prevent financial crime.

Our policies apply to any irregularity or suspected irregularity involving an employee, person or entity with any contractual or business relationship with the Bank. Our anti-corruption policies and procedures are approved by the governing body at least every two years (or sooner if updates to the policy are required) and every new colleague that joins the Bank must read and attest to the policy as part of their induction process. All colleagues also complete mandatory refresher training annually as part of their ongoing and continuous professional development, including anti-bribery and anti-money laundering modules.

This training requirement applies to everyone across the Bank, including Board and ExCo members.

We provide all our brokers with our site terms of business for Home Purchase Plans and BTL products, ensuring full compliance with FCA requirements and the latest laws and regulations, including those relating to money laundering.

We adopt a risk-based approach to customer due diligence procedures and to assessing and managing risks relating to money laundering and terrorist financing.

The Bank operates a strict Anti-Money Laundering and Counter Terrorist Financing Policy (AML Policy) that meets the requirements set out by UK legislation, regulations, rules and industry guidance for the financial services sector. Oversight of the policy is provided by our Money Laundering Reporting Officer.

We take measures to ensure we protect personal data and raise consumer awareness of scams. Our website includes a dedicated page with tips to help customers protect themselves against scams and signposts them to more specialist advice. In 2025, we also supported the national campaigns International Fraud Awareness Week and Take Five, the UK Finance-led campaign on fraud awareness.

As an ethics-driven business, we choose to openly disclose our tax payments. We view our tax contributions as an essential part of creating shared value and believe that openly disclosing payments information reflects our commitment to responsible and transparent business practices. Further details can be found in our latest Annual Report on our website.

Communication of Critical Concerns

Gatehouse Bank follows the industry-recognised three-lines-of-defence risk governance model and maintains robust risk management and internal control systems. Under the risk governance model, responsibility for identifying and managing risk is placed on business line managers and supporting functions such as IT, HR and Legal.

The first line of defence is responsible for integrating management of operational risks, ensuring that risk exposure stays within the agreed risk appetite regarding decision-making, internal activities, and business products and systems. The second line oversees the effectiveness of the control environment, ensuring that risks are managed in line with the Bank's risk appetite as well as legal and regulatory frameworks.

The third line of defence provides independent assurance through the Board Audit Committee, which oversees both the internal and external audit teams. These teams conduct independent reviews of material controls, including financial, operational and compliance controls, and provide an assessment of the effectiveness of the first and second lines of defence.

Reporting on assurance activity and any critical concerns (including HR matters) is provided to the relevant Board Committees, including the Board Risk and Compliance Committee, Board Audit Committee and Board Remuneration Committee. In turn, this is also shared with Gatehouse Bank's Board of Directors.

Greenwashing Prevention

At Gatehouse Bank, we are committed to ensuring that all our ESG and sustainability-related claims and reporting are clear, accurate and never misleading.

We uphold the highest standards on ESG-related claims about our products and services, ensuring that any statement about a product's green or sustainability credentials are transparent, verifiable and fully substantiated.

To ensure consistency, comparability and accountability, we align our ESG reporting with internationally recognised frameworks, including the Taskforce on Climate-related Financial Disclosures (TCFD) and the UN Principles for Responsible Banking (UN PRB). We also adhere to the Financial Conduct Authority's (FCA) Anti-Greenwashing Rule and have strong internal systems in place to proactively prevent greenwashing and misrepresentation. Prior to publication, all ESG-related information and figures are verified and approved by the necessary internal and external stakeholders.

We continually monitor new legislation and emerging guidelines and adapt our reporting to ensure that our ESG disclosures and statements remain compliant and in line with industry best practice.



TCFD Report 2025

The Task Force on Climate-related Financial Disclosures (TCFD) is an international framework that provides recommendations for the disclosure of climate-related risks and opportunities impacting companies and organisations.

As the UK continues to develop its mandatory climate-related disclosure requirements, many financial institutions in the UK are currently required to align their disclosures with the recommendations of the TCFD to enhance the transparency, consistency and comparability of climate-related disclosures in the UK.

Gatehouse Bank has chosen to report in line with the TCFD's recommendations since 2024, as it is more aligned with current disclosure requirements in the UK. Although the Bank is not yet required to produce a TCFD report, using this framework strengthens our ESG governance and regulatory preparedness, while aligning with the objectives of our ESG strategy and our commitment to responsible banking.

The assessment and management of climate-related risks and opportunities continues to be a growing area for Gatehouse Bank. As a Bank, we engage in numerous environmental, social and governance initiatives, as detailed in the table below, and continue to work towards further developing and integrating risks and opportunities arising from climate.



Governance

a) Describe the Board's oversight of climate-related risks and opportunities

The Board maintains oversight of all climate and ESG-related matters, including setting the climate risk appetite for the Bank. The Board delegates responsibility for the oversight of the climate risk appetite to the Board Risk and Compliance Committee (BRCC), which oversees the Bank's management strategy and mitigation of financial risks arising from climate change within the risk appetite.

We have a dedicated ESG Forum, who provide direction and measure progress relating to our ESG objectives, as well as a Credit Risk team that monitor portfolio risks. The output from both functions is regularly reported to our Executive Committee (ExCo) and to the Board in turn.

More information can be found here:

- *2025 Sustainability Report – Managing Climate Risk and Reporting & Governance*
- *ESG Policy - Financial Risks arising from Climate Change and Strategies and Requirements to achieve Objectives.*

b) Describe management's role in assessing and managing climate-related risks and opportunities.

Our Risk and Customer departments manage the portfolio-based climate risk. Any risks are reviewed by management and reported to the Bank's Executive Risk Committee (ERC).

The ESG Forum includes multiple senior managers and members of our Executive Committee, including the Chief Risk Officer and Chief Customer Officer. Therefore, the Forum is well positioned to help identify any climate and ESG-related risks that arise, which are then reported to the ERC or Risk team.

The ERC monitors the risk exposure against the approved risk appetite and the effectiveness of actions being taken regarding financial risk exposure. This includes the development of new products or changes in product criteria impacting the physical or transitional risk that the Retail Property Finance (RPF) portfolio is exposed to.

Our ESG Policy outlines our climate risk governance arrangements, in addition to the Corporate Governance report, which describes board oversight into bank risks, including climate risk.

More information can be found here:

- *2025 Annual Report – Corporate governance report*
- *ESG Policy - Strategies and requirements to achieve Objectives, and Financial Risks arising from Climate Change.*

Strategy

a) Describe the climate-related risks and opportunities the Bank has identified over short, medium, and long term.

The Bank has identified climate change as a cross-cutting risk, impacting all areas of the Bank.
Physical risks from climate change have the potential to impact the Bank in two main ways: firstly, impact on the Bank's own physical infrastructure and secondly, impact on property owned by the Bank.

Transition risks primarily impact the Bank's financing portfolios, largely by way of potential changes to energy efficiency standards for domestic and commercial buildings.

We have also identified several climate-related opportunities, which are captured in the Net Zero Pathway that we have developed during 2025. These include opportunities relating to:

- Our products: Making use of our product development to encourage and facilitate customers to choose energy efficient properties or to improve the energy efficiency of their homes
- Customer engagement: Knowledge sharing with our customer base about net zero, energy efficiency and retrofit
- Our operations: Implementing efficiencies to reduce the emissions from our business operations

More information can be found here:
- *2025 Sustainability Report – ESG Strategy, Biodiversity & Deforestation and Climate Change sections.*

b) Describe the impact of climate-related risks and opportunities on the Bank's business, strategy, and financial planning.

Our ESG strategy and climate related risk assessments are being developed further to better influence all aspects of the Bank's business and activity.

During 2025, we established our Net Zero Pathway, which includes setting interim and net zero targets for our home finance portfolio, covering the majority of our financing in our 2023 baseline year. Our Net Zero Pathway sets out the actions that we will take to engage our customers and support them to chose energy efficient homes and/or improve the energy efficiency of their properties through the products and services that we offer. For more information on our targets and net zero action plan, see the Climate Change section of the Sustainability Report.

Climate-related risks and impacts to the Bank's business are reviewed as part of our ICAAP and the impact of climate change is not currently considered to be material to our portfolio. The Bank will continue to develop its approach to monitoring and managing the risk of climate change.

More information can be found here:
- *2025 Sustainability Report – ESG Strategy, Climate Change and Financial Education & Inclusions.*

c) Describe the resilience of the Bank's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Gatehouse Bank's climate targets and net zero action planning are designed to ensure that the Bank's strategy is aligned with a 2°C or lower scenario, with the targets set for our financed emissions being in line with the Science-Based Targets initiative (SBTi) guidance.

The Bank is in the process of further developing its metrics for assessing its portfolios against a 2°C and other scenarios.

More information can be found here:
- *2025 Sustainability Report – ESG Strategy, Climate Change.*

Risk Management

a) Describe the Bank's processes for identifying and assessing climate-related risks.

Our Risk Management Framework identifies climate change risk as a cross-cutting issue impacting credit, operational, business, conduct and regulatory risks and therefore, teams across the Bank are responsible for assessing applicable risks.

We have aligned our approach with the recommended methodology in the 2020 Climate Financial Risk Forum Guide. This approach encourages Climate Change Risk to be assessed across the business and to continue to identify and prioritise those aspects most relevant for the Bank.

Climate-related risks and controls are recorded in our risk register, with risk owners responsible for assessing and prioritising relevant risks.

The Bank's ability to identify & assess impacts of climate change risk is developing and reported at the Executive Risk Committee (ERC).

b) Describe the Bank's processes for managing climate-related risks.

In line with our obligations under the Prudential Regulation Authority (PRA), the Bank continues to develop its approach to managing financial risks arising from climate change. Our current approach is detailed within our ESG Policy and the management of climate-related risks and opportunities have been incorporated into the Bank's existing risk management processes.

Relevant climate-related risks identified in the Bank's risk register are assessed annually as part of the Bank's annual Risk and Control Self-Assessment (RCSA).

More information can be found here:

- *2025 Sustainability Report – Managing Climate Risk*
- *ESG Policy - Financial Risks arising from Climate Change.*

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the Bank's overall risk management.

Gatehouse Bank annually reviews its ESG Policy and internal operations to manage risk. We also conduct Risk and Control Self-Assessments (RCSA) which is overseen by the Executive Risk Committee (ERC) and is updated and reviewed annually.

The Bank's approach to managing financial risks arising from climate change is detailed in the Risk Management Framework, which requires that associated risks are assessed across the business to continue to identify and prioritise those aspects most relevant for the Bank.

More information can be found here:

- *2025 Sustainability Report – Managing Climate Risk*
- *ESG Policy - Financial Risks arising from Climate Change.*

Metrics & Targets

a) Disclose the metrics used by the Bank to assess climate-related risks and opportunities in line with strategy and risk management process.

The Bank uses PriceHubble, an external residential property data bureau to obtain climate risk data to manage its climate change financial risk exposure on the existing residential portfolio and inform product development.

We are in the process of developing the metrics we use to assess the portfolio climate risk exposure.

We also measure our operational emissions annually to assess the impact that our operations have on the climate and are in the process of developing our scope 3 emissions reporting, having measured our financed emissions baseline in 2023

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

We disclose our Scope 1, 2 and 3 greenhouse gas emissions in line with Streamlined Energy and Carbon Reporting (SECR) requirements annually. See the Climate Change section of the Sustainability Report for more information.

More information can be found here:

- *2025 Sustainability Report – Operational Greenhouse Gas Emissions*
- *2025 SECR Report.*

c) Describe the targets used by the Bank to manage climate-related risks and opportunities and performance against targets.

The Bank has set emissions targets for its financed emissions as part of the Net Zero Pathway developed during 2025.

The targets set are based on the 2023 baseline year captured for our financed emissions. The 2025 Sustainability Report further outlines our emissions targets and our planned actions to reach our targets.

More information can be found here:

- *2025 Sustainability Report – ESG Strategy, Climate Change.*

Performance Evaluation of the Highest Governance Body

The Board and its committees undertake an annual self-evaluation to assess and review their performance.

The Board Skills Matrix captures the abilities of individual role holders, providing a composite view of the breadth and depth of Board experience and enabling evaluation of the Board's overall competency. Each calendar year, Directors of the Board are also assessed to confirm their continued ability, fitness and propriety, including assessing their continuing professional development. This process aligns with the annual Fitness and Propriety checks, under the regulators' Senior Managers Regime (SMR) which requires firms to assess and evidence the individual's honesty, integrity and reputation, competence and capability and financial soundness on an annual and ongoing basis.



Remediation

The Bank has a Grievance and Disciplinary Policy, under which colleagues can raise formal grievances where informal attempts at resolution have been unsuccessful. All grievances are investigated, and the colleague in question is informed in writing of the outcome, with the right to appeal if needed. The Bank also operates a separate Whistleblowing Policy which enables colleagues to report illegal activities, wrongdoing, or malpractice. Where an employee is directly affected by the matter in question or believes they have been victimised for making a whistleblowing disclosure, they may raise concerns under the Grievance and Disciplinary Policy.



Partnerships, Affiliations and Sponsorships

Partnerships, Affiliations and Sponsorships

Partnerships and Affiliations

We recognise the importance of community in driving forward best practice in ESG. We are committed to continuously strengthening our network as well as partnering with other organisations to help achieve our ESG goals

Carbon Neutral Britain

Carbon Neutral Britain is a leading emissions offsetting initiative in the UK, providing offsetting projects that are certified to the highest standards and are regulated through the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) and the United Nations - Certified Emission Reductions (CER) programmes.

Gatehouse Bank works in partnership with Carbon Neutral Britain to offset the Bank's operational carbon emissions and to maintain its certification as an operationally carbon neutral business since 2021. Gatehouse Bank first measured its operational carbon footprint for the year 2019 and has since taken significant steps to reduce its carbon footprint by implementing measures such as a new business travel policy and relocating our offices to reduce colleague travel distances and move away from our previous gas-heated office space.

Depaul UK

Depaul UK is a youth homelessness charity providing support for young people at risk of homelessness across the UK. The charity offers a wide range of services including early intervention, emergency accommodation, longer-term supported accommodation and wrap-around support programmes, empowering young people with the skills and confidence to build resilience, fulfil their potential and contribute to their community.

In 2025, Gatehouse Bank started a three-year partnership with Depaul UK, after its colleagues selected Depaul UK to be the Bank's charity partner. Throughout the year, colleagues across the Bank engaged in fundraising activities in aid of Depaul UK as well as volunteering activities to support young people facing homelessness.

Forest Carbon

Founded in 2006, Forest Carbon is a leading organisation in woodland creation and peatland restoration projects for carbon capture and ecosystem services in the UK.

Through its Woodland Saver accounts, Gatehouse Bank works in partnership with Forest Carbon to support the creation of critical UK woodland. For every fixed term deposit or cash ISA account opened or renewed, we work with Forest Carbon to plant a tree in a certified UK woodland project on behalf of our customers. The quality of the woodland schemes that we support is assured by the UK Government's Woodland Carbon Code. In 2025, we surpassed the significant milestone of 70,000 trees planted through the Bank's Woodland Saver accounts since they were launched in 2021.

The Bank also partners with Forest Carbon for its green home finance product, which support customers who are purchasing or refinancing a home with an energy efficiency rating of A or B. Under this scheme, qualifying customers receive a rental rate reduction and Gatehouse Bank works with Forest Carbon to offset the carbon emissions generated by the average UK property (2.9 tonnes per household) for the initial fixed term of the product. The offsetting projects that we support through our partnership with Forest Carbon are outside the UK and are certified as per Verra (VCS) – Verified Carbon Standard.

Global Ethical Finance Initiative (GEFI)

In 2025, Gatehouse Bank continued its longstanding partnership with the Global Ethical Finance Initiative, a non-profit organisation seeking to drive the financial sector towards positive social and environmental change. As well as delivering practical projects, the organisation curates independent conversations among a coalition of financial services stakeholders, serving as a hub at the centre of the ethical, responsible and sustainable finance movement.

Through its partnership with GEFI, Gatehouse has reinforced its position as an ethical bank by taking part in campaigns and presenting at events involving some of the world's leading financial institutions. In 2025, representatives from Gatehouse participated in panel discussions covering a range of topics about Islamic and sustainable finance as part of GEFI's virtual Ethical Finance ASEAN 2025, SDG Hive ASEAN in Kuala Lumpur, Ethical Finance GCC Summit in Dubai and Edinburgh Finance Festival events.

Greengage

Greengage is a multidisciplinary sustainability consultancy offering strategic consulting services across the UK. Throughout 2024 and 2025, Gatehouse Bank worked with Greengage's ESG and Net Zero team to assess the financed emissions of its home finance portfolio, establish a verifiable carbon baseline and set Science-Based Targets initiative (SBTi)-aligned targets. To support our target setting, Greengage also conducted net zero scenario analysis to assess the impact of anticipated regulatory and key policy changes on the Bank's projected emissions trajectory. This work has supported the Bank with the development of its net zero pathway and will continue to inform the development of financial products and services to enable our net zero transition by 2050.

Islamic Finance Council UK (UKIFC)

The Bank has a long-term partnership with the UKIFC, a specialist advisory and developmental body focused on promoting and enhancing the global Islamic finance industry.

As a founding Stakeholder Endorser of the UN Principles for Responsible Banking, over the past five years, the UKIFC's Islamic sustainable finance initiatives have included the Global Islamic Finance & UN SDGs Taskforce, the High-Level Working Group on Green & Sustainable Sukuk and the Islamic Sustainable Finance Initiative (ISFI).

In 2025, Gatehouse Bank took part in a roundtable discussion organised by the UKIFC on Key Trends in Islamic Finance, providing an update on challenges and opportunities for the UK's Islamic finance sector.



United Nations Environmental Programme - Finance Initiative - UN Principles for Responsible Banking

Gatehouse Bank became a founding signatory to the UN Principles for Responsible Banking (UN PRB) in September 2019 alongside 129 other global banking institutions. The UN PRB provides a framework for a sustainable banking system and help the financial sector demonstrate how it makes a positive contribution to society. By signing these Principles, Gatehouse Bank has committed to strategically aligning its business to society's goals, as laid out by the UN's Sustainable Development Goals, the Paris Climate Agreement and other relevant frameworks that identify the most pressing societal, environmental, and economic needs of our time.

Gatehouse Bank is an active member of the global community of signatory banks, participating in multiple work tracks developing and sharing best practice for responsible banking.

Young Enterprise

Young Enterprise is the UK's leading financial and enterprise education charity and helps young people build confidence, manage money, discover entrepreneurship, and shape their own future. Through practical, hands-on experiences, they help young people build skills for life – giving every young person the chance to thrive, whatever their starting point. With the support of passionate educators, volunteers and partners, Young Enterprise is building a generation that's money-smart, enterprising, and excited about their future.

In 2025, Gatehouse Bank launched a three-year partnership with Young Enterprise in alignment with our commitment to financial education and inclusion. Over the course of the partnership, we will work with two schools in communities local to our offices, supporting them to become Centres of Excellence in financial education. Following on from this, we will work with Young Enterprise to create a bespoke financial education resource incorporating Islamic finance principles, which will be delivered by our colleagues from the partnership's final year.

Sponsorship

Bugbrooke Black's Under 14's

The Bugbrooke Blacks Under 14s team is a football team based in Northamptonshire. Established in 1929 and affiliated to the Northamptonshire Football Association, Bugbrooke Blacks are an England accredited club that has expanded rapidly over the years with ambitions to match. Bugbrooke's aim is to ensure that player development and enjoyment are abundant in equal measure. In 2025, Gatehouse Bank partnered with the Bugbrooke Blacks Under 14s as part of its community sports fund, providing the team with new branded sports kits.

Hurdsfield Phoenix Vipers

The Hurdsfield Phoenix Vipers are a local children's community football team which is part of the Hurdsfield Phoenix Club in Macclesfield. The team provides training in a friendly and sociable environment, while also supporting the young players' learning and development. The Hurdsfield Phoenix Vipers have been part of Gatehouse Bank's community sports fund since 2024, receiving branded sports kits and rain jackets.

Hyderi Sports Association

Hyderi Sports Association (HSA) is a community sports club based in Croydon, South London. HSA facilitates regular sports activities for its 300 members, including football, cricket, volleyball, netball and badminton. The club has a diverse membership, with its associated community centre regularly hosting interfaith initiatives and getting involved in local charity work.

HSA adheres to the Islamic values of inclusivity, empathy and understanding, and strives to create an active, collaborative and diverse environment for its members. These values align to Gatehouse Bank's ethos as a Shariah-compliant UK challenger bank that follows the Islamic principles of being transparent, fair and socially responsible.

Gatehouse Bank has a three-year sponsorship agreement in place with HSA, which so far has helped the club provide sports kits for their members, facilitated their attendance in sports tournaments and supported the club in hosting community sports days.

Match Point Tennis Coaching

Based at Meopham Tennis and Leisure Centre in Kent, Match Point Tennis Coaching is a family run business offering tennis coaching to players of all ages and abilities. The club's specialty lies in creating a welcoming and inclusive environment for anyone to be part of, to learn and have fun playing tennis. The club is committed to creating opportunities for players to compete, coach and integrate themselves into the community.

Gatehouse Bank has been in partnership with Match Point Tennis Coaching as part of its community sports fund since 2024, supplying the team with new branded sports kits.

Matthiola Junior Football Club Under 6's

Matthiola Junior Football Club (JFC) Under 6s team is a boys' football team based in Cheshire. Formed in 1996, the name 'Matthiola' comes from the flower that grew around their original pitch in Warrington. The club is completely non-profit and all club coaches, helpers and committee members are volunteers. In 2025, Gatehouse Bank welcomed Matthiola Junior Football Club Under 6s as part of its community sports fund, providing new branded sports kits to the team.

Monk Fryston Under 14's

Monk Fryston United Football Club is a club based in North Yorkshire that is driven by a mission to inspire every participant to enjoy playing their best football game. With values rooted in fun, respect, teamwork, inclusion and pride, Monk Fryston United continues to grow as a welcoming and inclusive space for players and families alike. Gatehouse Bank partnered with Monk Fryston Under 14s in 2025 as part of its community sports fund, supplying the team with new branded sports kits.

MK United Cobras and MK United Blues

From September 2024 until August 2025, Gatehouse Bank sponsored the MK United Cobras and MK United Blues, which are both part of Milton Keynes United Football Club, which provides inclusive football to players of all abilities and ages. During the course of the partnership, Gatehouse Bank provided both teams with new branded sports kits.

South London Schools Football Association Under 15's

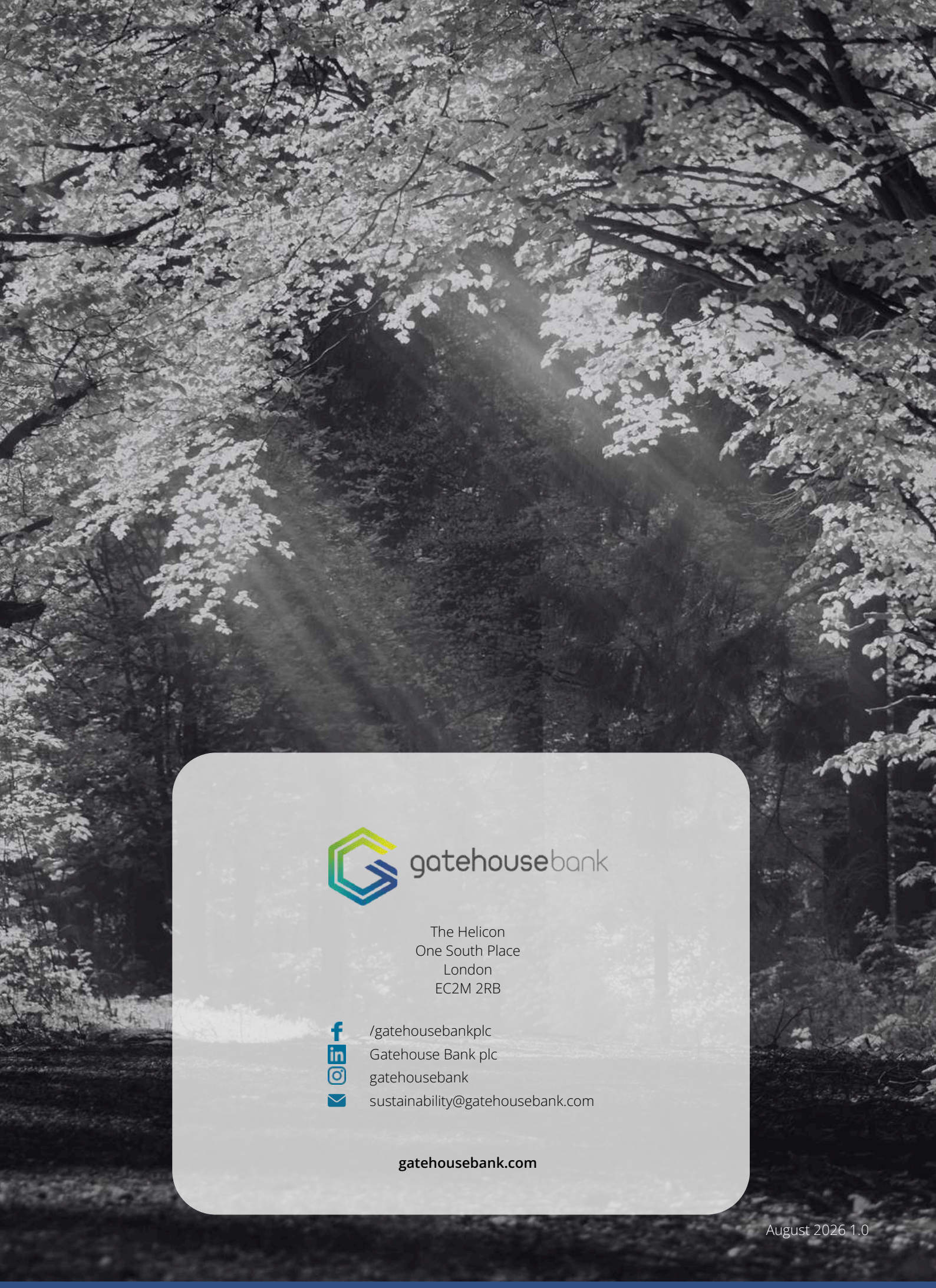
Established in 1885, South London Schools FA is one of the oldest school football associations in the world, providing district football opportunities for boys and girls attending schools across Lambeth and Southwark. With a rich history and a strong commitment to youth development, the Association continues to offer inclusive and competitive football experiences that help young players grow both on and off the pitch.

In 2025, the South London Schools Football Association Under 15s team joined our community sports fund and the Bank provided new branded sports kits to the team.

Tigers Junior Football Club

Gatehouse Bank sponsored the Tigers Junior Football Club based in Hornchurch, Essex, from September 2024 to August 2025 as part of its community sports fund, providing new branded sports kits to its members.

The club was awarded the highest standard of Charter Standard Community Club status by the FA and had both male and female teams between the ages of seven and 18 who competed in the Echo Junior Football League, Chelmsford Youth League, Essex County Girls League and Essex County Women's League, among others.



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