



renewable energy sector

biodiversity,” he said.

“It creates the legal foundation needed to expand renewable energy projects while protecting the national electricity grid’s stability and ensuring technical compliance.”

Under the draft law, the EWA will oversee the process of connecting renewable energy production units, such as solar or wind installations, to the electricity distribution network.

Producers will be required to obtain prior approval from the authority and adhere to technical and safety standards to ensure grid stability.

The bill also allows the Electricity and Water Affairs Minister, based on EWA’s recommendation, to determine and amend the terms and conditions for grid connection, including pricing for connection services and procedures for exporting excess energy back to the grid.

“The proposal strikes a balance between encouraging investment and maintaining regulatory oversight,” Dr Hassan added.

“It gives flexibility to the executive authority to issue detailed regulations, ensuring smooth implementation while maintaining environmental and safety standards.”

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Debate set on 30-day grace period to renew work permits

THE Shura Council will on Sunday debate a legislation that seeks to grant employers an additional 30-day grace period to renew expired work permits for foreign employees, before being subject to penalties.

The chamber’s services committee has recommended rejecting a proposed amendment to Article (26) of the 2006 Labour Market Regulatory Law, saying that its objectives are already being fulfilled through a more recent legislative update.

The committee, chaired by Dr Jameela Al Salman, determined that the change originally presented by Parliament was

unnecessary and potentially counterproductive, given that the Decree-Law No (12) of 2024, which amended Article (40) of the same law, already introduced flexible reconciliation measures for similar violations.

The Labour Ministry and the Labour Market Regulatory Authority (LMRA) both opposed the amendment, warning that the additional 30-day period could



■ Dr Al Salman

disrupt inspection procedures and create unjustified discrepancies between compliant and non-compliant employers.

The LMRA noted that employers are already notified well in advance of permit expiry – six months, three months, one month – and again on the expiry date, through emails, text messages, and the “Tajer” mobile app.

The committee also highlighted that

Decree-Law No (12) of 2024 had already addressed the issue of minor delays by allowing employers to pay a reconciliation fee within 30 days of a permit’s expiry – an arrangement that avoids court referrals while maintaining regulatory control.

Supporting the bill, the Bahrain Chamber cited its potential to ease administrative burdens on businesses.

However, the committee pointed out that even if the bill were enacted, Article (23) of the Labour Market Law would still prohibit the employment of foreign workers without valid permits, rendering the amendment ineffective in practice.

Draft law seeks to tighten termination procedures

A DRAFT legislation aimed at tightening procedures for terminating workers due to economic reasons, including requiring employers to submit audited financial reports for the past three years when notifying the Labour Ministry of planned layoffs, and extending notice requirements before dismissals is up for debate in the Shura Council on Sunday.

The legislation also introduces a new article (110 bis) to the 2012 Private Sector Law establishing

a registry for such notifications.

The chamber’s services committee has rejected proposed amendments to the law, warning that they would place “unrealistic burdens” on employers and fail to achieve their intended goals.

The committee, chaired by Dr Jameela Al Salman, said that the draft law – to amend certain provisions of the Labour Law issued by Law No (36) of 2012 – presented by Parliament “complicates procedures and burdens

employers without delivering practical benefits”.

Requiring audited financial statements as a precondition for layoffs would be “extremely difficult” for many businesses to comply with, the committee noted.

It also argued that the Labour Ministry was not equipped to handle or assess such financial data.

The committee further highlighted that the proposed amend-

ments overlook non-financial reasons for downsizing, such as technological changes, restructuring, or shifts to digital operations.

It said that making financial losses the sole justification for reducing staff “fails to reflect the realities of modern business”.

In addition, members warned that expanding the grounds for workers to receive full compensation – simply due to procedural lapses such as delayed

notification – would “create legal uncertainty and discourage permanent employment”.

The committee also pointed out that the proposed changes duplicate existing protections already contained in Article (111) of the current law, which grants full compensation in cases of unlawful dismissal.

However, Bahrain’s two labour federations have backed Parliament and urged the Shura Council to reconsider.

Interim Consolidated Statement of Financial Position

As at 30 September 2025 (Reviewed)

	Reviewed 30 September 2025 US\$ 000	Audited 31 December 2024 US\$ 000	Reviewed 30 September 2024 US\$ 000
ASSETS			
Demand and call deposits with banks	101,221	104,559	94,374
Treasury bills	8,083	4,844	4,838
Placements with banks	64,142	54,749	73,706
Investments carried at fair value through profit or loss	109,975	106,663	106,590
Investments carried at fair value through other comprehensive income	142,020	133,174	124,712
Loans and receivables	31,158	6,149	13,264
Other assets	49,988	48,937	43,772
Investment in associates	77,731	68,003	65,944
Investment properties	133,887	133,145	128,114
Property and equipment	18,124	17,173	15,316
Goodwill and other intangible assets	60,141	60,434	61,162
TOTAL ASSETS	796,470	737,830	731,792
LIABILITIES AND EQUITY			
LIABILITIES			
Due to banks	96,678	112,078	112,226
Deposits from customers	23,031	17,078	21,499
Term loans	199,455	195,596	192,560
Other liabilities	72,683	72,734	63,971
TOTAL LIABILITIES	391,847	397,486	390,256
EQUITY			
Share capital	196,132	116,132	116,132
Share premium	5,687	5,687	5,687
Statutory reserve	54,034	54,034	54,034
General reserve	3,765	3,765	3,765
Fair value reserve	25,482	21,286	20,346
Foreign currency translation reserve	(5,576)	(5,923)	(5,950)
Retained earnings / (accumulated deficit)	2,887	(3,097)	(2,121)
Equity attributable to shareholders of the Parent	282,411	191,884	191,893
Perpetual Additional Tier 1 Capital	-	33,000	33,000
Non-controlling interests	122,212	115,460	116,643
TOTAL EQUITY	404,623	340,344	341,536
TOTAL LIABILITIES AND EQUITY	796,470	737,830	731,792

Interim Consolidated Statement of Income

For the nine-month period ended 30 September 2025 (Reviewed)

	Three-month period ended 30 September		Nine-month period ended 30 September	
	2025 US\$ 000	2024 US\$ 000	2025 US\$ 000	2024 US\$ 000
Interest income	1,722	2,036	5,174	6,019
Investment income - net	4,703	4,016	33,929	16,292
	6,425	6,052	39,103	22,311
Fees and commission income - net	13,698	13,657	39,440	41,274
Foreign exchange gain (loss) - net	1,615	(802)	(436)	(329)
Share of results of associates	1,289	1,194	9,457	3,816
Total income	23,027	20,101	87,564	67,072
Interest expense	(4,246)	(5,065)	(13,719)	(16,255)
Operating income before expenses and expected credit losses	18,781	15,036	73,845	50,817
Salaries and benefits	(10,825)	(9,779)	(35,018)	(29,603)
General and administrative expenses	(6,451)	(5,130)	(22,566)	(15,579)
Operating income before ECL	1,505	127	16,261	5,635
Allowance for expected credit losses - net	(59)	(34)	(120)	(1,498)
Profit before tax	1,446	93	16,141	4,137
Tax credit / (expense)	79	(167)	(1,130)	(674)
Net profit (loss) for the period	1,525	(74)	15,011	3,463
Net profit attributable to non-controlling interests	633	1,468	7,600	4,763
Net profit (loss) attributable to shareholders of the Parent	892	(1,542)	7,411	(1,300)

Interim Consolidated Statement of Comprehensive Income

For the nine-month period ended 30 September 2025 (Reviewed)

	Three-month period ended 30 September		Nine-month period ended 30 September	
	2025 US\$ 000	2024 US\$ 000	2025 US\$ 000	2024 US\$ 000
Net profit (loss) for the period	1,525	(74)	15,011	3,463
Other Comprehensive Income (OCI)				
Items that may be reclassified to profit or loss in subsequent periods				
Foreign currency translation changes	1,993	70	3,804	649
Net change in cashflow hedges	(82)	(552)	(104)	(319)
Items that will not be reclassified to profit or loss in subsequent periods				
Fair value changes of equity investments carried at fair value through other comprehensive income	(3,264)	650	1,019	827
Share of other comprehensive (loss) income of associates	(1)	1,130	(7)	2,525
Other comprehensive (loss) income for the period	(1,354)	1,298	4,712	3,682
Total comprehensive income for the period	171	1,224	19,723	7,145
Total comprehensive (loss) income attributable to:				
- Shareholders of the Parent	(478)	(393)	11,742	1,893
- non-controlling interests	649	1,617	7,981	5,252
	171	1,224	19,723	7,145

Interim Condensed Consolidated Statement of Cash Flows

For the nine-month period ended 30 September 2025 (Reviewed)

	Nine-month period ended 30 September	
	2025 US\$ 000	2024 US\$ 000
Net cash flows (used in) from operating activities	(49,898)	37,334
Net cash flows used in investing activities	(4,095)	(383)
Net cash flows from (used in) financing activities	48,415	(21,247)
NET CHANGE IN CASH AND CASH EQUIVALENTS	(5,578)	15,704
Foreign currency translation adjustments	1,708	(2,568)
Cash and cash equivalents at 1 January	159,179	143,374
CASH AND CASH EQUIVALENTS AT 30 SEPTEMBER	155,309	156,510

Interim Consolidated Statement of Changes In Equity

For the nine-month period ended 30 September 2025 (Reviewed)

	Attributable to shareholders of the Parent							Perpetual Additional Tier 1 Capital US\$ 000	Non- controlling interests US\$ 000	Total equity US\$ 000
	Share capital US\$ 000	Share premium US\$ 000	Statutory reserve US\$ 000	General reserve US\$ 000	Fair value reserve US\$ 000	Foreign currency translation reserve US\$ 000	(Accumulated deficit) / retained earnings US\$ 000			
Balance at 1 January 2025	116,132	5,687	54,034	3,765	21,286	(5,923)	(3,097)	191,884	33,000	340,344
Net profit for the period	-	-	-	-	-	-	7,411	7,411	-	15,011
Other comprehensive income	-	-	-	-	3,984	347	-	4,331	-	4,712
Total comprehensive income for the period	-	-	-	-	3,984	347	7,411	11,742	7,981	19,723
Capital increase	80,000	-	-	-	-	-	-	80,000	-	80,000
Interest payment on Tier 1 Capital	-	-	-	-	-	-	(2,214)	-	-	(2,214)
Repayment of AT1 Capital	-	-	-	-	-	-	-	-	-	-
Transfer upon disposal of equity investments carried at FVOCI	-	-	-	-	212	-	(212)	(33,000)	-	(33,000)
Additional acquisition in a subsidiary	-	-	-	-	-	-	999	999	(1,453)	(454)
Other movements in non-controlling interests	-	-	-	-	-	-	-	-	224	224
Balance at 30 September 2025	196,132	5,687	54,034	3,765	25,482	(5,576)	2,887	282,411	122,212	404,623
Balance at 1 January 2024	116,132	5,687	54,034	3,765	14,641	(6,505)	4,007	191,761	33,000	344,576
Net (loss) profit for the period	-	-	-	-	-	-	(1,300)	(1,300)	-	3,463
Other comprehensive income	-	-	-	-	2,638	555	-	3,193	-	3,682
Total comprehensive income (loss) for the period	-	-	-	-	2,638	555	(1,300)	1,893	5,252	7,145
Movements in associates	-	-	-	-	3,854	-	(3,854)	-	-	-
Interest payment on Tier 1 Capital	-	-	-	-	-	-	(1,761)	(1,761)	-	(1,761)
Transfer upon disposal of equity investments carried at FVOCI	-	-	-	-	(787)	-	787	-	-	-
Other movements in non-controlling interests	-	-	-	-	-	-	-	-	(8,424)	(8,424)
Balance at 30 September 2024	116,132	5,687	54,034	3,765	20,346	(5,950)	(2,121)	191,893	116,643	341,536

The above Interim Consolidated Statement of Financial Position, Interim Consolidated Statement of Income, Interim Consolidated Statement of Comprehensive Income, Interim Condensed Consolidated Statement of Cash Flows and Interim Consolidated Statement of Changes In Equity have been extracted from the Interim Condensed Consolidated Financial Statements of United Gulf Bank B.S.C. (c) for the nine-month period ended 30 September 2025 which were approved by the Board of Directors on 13 November 2025 and was reviewed by Ernst & Young, Kingdom of Bahrain.

Sheikh Abdullah Nasser Al Sabah
Chairman

Antoine Jean Daher
Vice Chairman

Hussain Lalani
Chief Executive Officer

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