



البنك السعودي للاستثمار  
The Saudi Investment Bank

# Board of Directors Report 2025





The Custodian of the Two Holy Mosques  
**King Salman Bin Abdulaziz Al Saud**



His Royal Highness Crown Prince, Prime Minister,  
Chairman of the Council of Economic and  
Development Affairs  
**Mohammad Bin Salman Bin Abdulaziz Al Saud**



البنك السعودي للاستثمار  
The Saudi Investment Bank

The Board of Directors of The Saudi Investment Bank (“the Bank”) are pleased to present the Annual Board of Directors Report for the fiscal year ended December 31, 2025. In addition to the financial results, the Report includes information about the Bank’s activities, achievements, strategies, the composition and oversight of the Board of Directors (hereinafter referred to as “the Board”), and its subcommittees, in addition to other complementary data to inform the reader.

## Chairman's Statement

### Disciplined Growth. Diversified Returns.

I am pleased to share with you the Board of Directors' report for SAIB for the year 2025, during which the Bank continued to advance with clarity of direction and strength of conviction. Our progress reflects a disciplined approach to growth, guided by prudent oversight, sound governance and a deep commitment to long-term value creation. In a dynamic economic environment, the Bank succeeded in reinforcing resilience while pursuing sustainable growth and delivering a strong performance that reflects both ambition and responsibility.

**Mr. Abdulatif Ali AlSeif**  
Chairman of the Board



The year was marked by significant progress across multiple dimensions of the Bank's development. Financial performance strengthened, strategic initiatives advanced and institutional capabilities continued to deepen. Across the organisation, we saw clear evidence of our strategy translating into measurable outcomes, supported by strong execution and sound decision-making.

Among the most important achievements was the strengthening of the Bank's operating foundations. This included advancing strategic initiatives across core business segments, reinforcing our innovation and digital agenda and enhancing the governance structures that support long-term stability. These developments collectively strengthened SAIB's position as a resilient institution equipped to deliver sustainable value.

SAIB remains firmly aligned with the Kingdom's long-term development ambitions, with a focused contribution to Saudi Vision 2030 through workforce development, financial inclusion and support for a more diversified and dynamic economy. Our people strategy is closely aligned with national labour market objectives, emphasising the development of a skilled, inclusive and resilient workforce that strengthens both institutional capability and broader economic participation.

Through structured early-career programmes, graduate development pathways and cooperative training initiatives, the Bank actively supports the transition of university graduates into professional roles within the financial sector. Inclusive recruitment practices further support national participation goals, including the integration of persons with disabilities and the continued advancement of female workforce participation across functions and leadership levels.

Alongside workforce development, SAIB's financing activities and strategic partnerships contribute to private sector growth and economic diversification, reinforcing the Bank's role in supporting national development priorities. These combined efforts reflect a practical and sustained contribution to Vision 2030, advancing national progress while strengthening the Bank's long-term institutional capacity.

### Strengthening strategic direction for long-term value

During 2025, SAIB maintained strategic focus on strengthening its long-term positioning as a differentiated, digitally enabled banking franchise aligned with the Kingdom's economic transformation. The Bank continued to advance its multi-year Strategy 2027 roadmap, designed to accelerate profitable growth across core business segments while enhancing the value proposition delivered to clients and deepening institutional resilience.

At the heart of this strategic direction is a disciplined approach to franchise development across corporate, public institutions, private and affluent banking, supported by operating model evolution, targeted segment expansion and continuous enhancement of customer value propositions. These priorities are complemented by structural enablers spanning risk governance, balance sheet discipline, digital and data capability development, and organisational effectiveness, ensuring that growth is supported by strong institutional foundations.

Strategic progress during the year reflected this long-term orientation. The Bank continued to strengthen its position across priority client segments, deepen relationships through enhanced propositions, and expand digitally enabled service capabilities across the franchise. Through this sustained strategic focus, SAIB continues to build a banking franchise defined by resilience, disciplined growth and enduring competitive strength, positioning the Bank to capture emerging opportunities while maintaining a strong foundation for long-term value creation.

### Robust governance and sustainable growth

Strong governance remains central to SAIB's long-term strength. During the year, the Bank made significant progress in strengthening risk oversight, governance structures and institutional accountability. The comprehensive redesign of the Risk Operating Model represents a major step in enhancing clarity, efficiency and effectiveness across the risk function.

These developments reinforce a disciplined approach to managing uncertainty and safeguarding stakeholders. By strengthening oversight and aligning risk management closely with strategy, the Bank continues to support growth while protecting financial resilience.

SAIB's commitment to responsible growth extends across social impact, workforce development and institutional stewardship. Continued focus on inclusion, capability building and community engagement reflects the Bank's belief that long-term success is inseparable from broader societal progress.

By embedding responsibility within governance, strategy and culture, SAIB continues to strengthen its role as a trusted financial institution serving both stakeholders and society.

### Looking ahead with confidence

As we move into 2026, our priorities remain to build on the institutional foundations established in 2025, advance strategic initiatives and deepen the capabilities that support long-term performance. Implementation of key governance and risk enhancements will continue, alongside further investment in innovation, digital transformation and customer value. The Board remains confident in the Bank's direction and its capacity to sustain balanced, resilient growth in the years ahead.

On behalf of the Board, I would like to extend our deep gratitude to the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, and His Royal Highness Prince Mohammed bin Salman bin Abdulaziz Al Saud, Crown Prince and Prime Minister, for their visionary leadership and continued guidance. We also thank all government entities, particularly the Saudi Central Bank, the Ministry of Finance, the Ministry of Commerce, and the Capital Market Authority, as well as our strategic partners, whose collaboration strengthens our progress and long-term success. We further express our appreciation to our shareholders for their continued confidence and support.

Finally, the board of directors extends its sincere appreciation to the bank's management team and all employees for their dedication and contributions to the Bank's strong performance. SAIB moves forward with disciplined momentum and enduring resilience, advancing long-term value through responsible growth and steadfast stewardship.

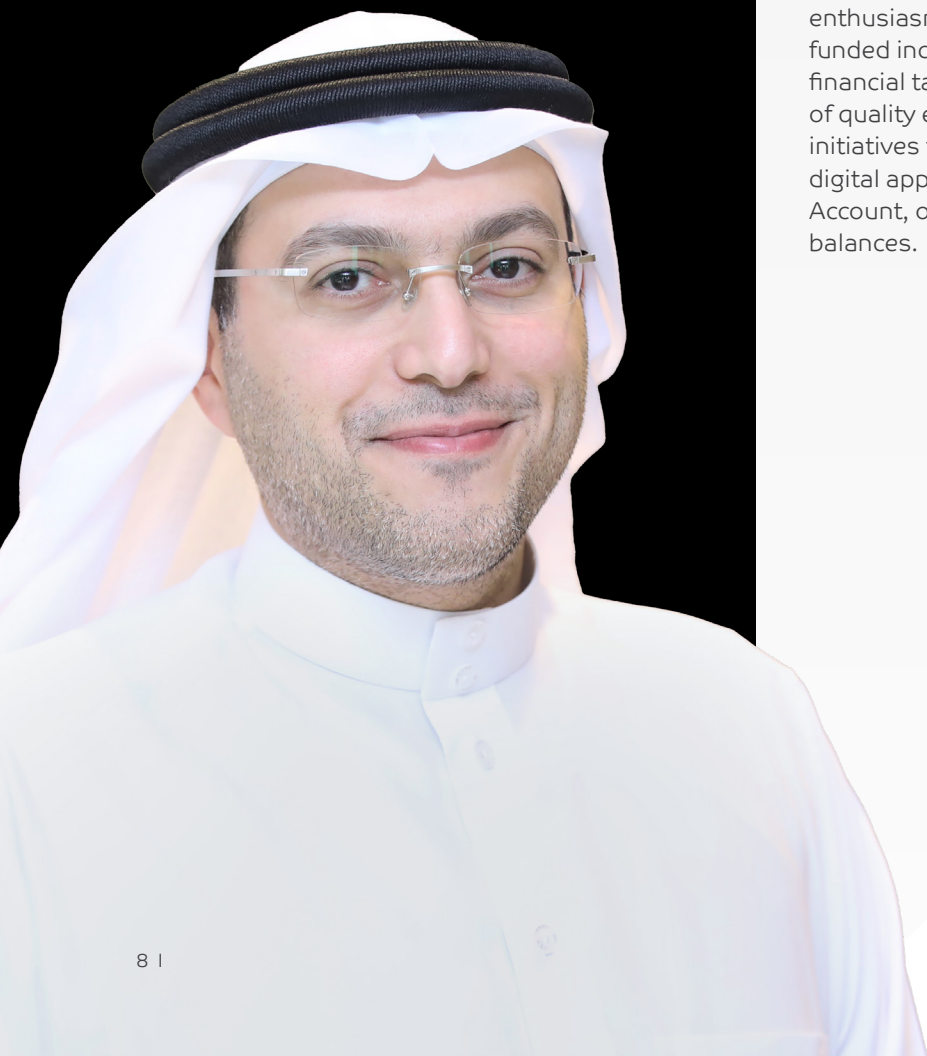
### Total assets

**₹172.7**  
billion

# CEO's Message

In 2025, the Bank successfully recorded high performances and delivered strong financial results, built on focused strategic execution, sound corporate governance, and a robust organizational culture. These factors all contributed to our success.

**Mr. Faisal Abdullah Al-Omran**  
Chief Executive Officer



## Excellent Results in Key Metrics

The Saudi Investment Bank's successful performance in 2025 is directly attributed to the team's diligent work in implementing our 2027 strategy. In 2025, our net income recorded an increase of 24% while our total assets of 10%, compared to 2024. Our emphasis on value creation, digital transformation and customer centricity through innovative solutions demonstrated our ability to generate sustainable value for stakeholders by pursuing organic growth through disciplined, effective, strategic execution. In addition, our risk management practices have been codified in the development of a Comprehensive Risk Management Strategy which articulates our approach to managing key risk categories in line with business objectives and risk appetite.

## Outstanding Progress in the 2027 Strategy Implementation

In 2025, our effective strategic execution, resulted in the implementation of 96% of our strategic initiatives. In addition, the achievement of the majority of our financial KPIs signposts an outstanding progression ahead of the 2027 timeline. These results are not just rewarding and encouraging, but generate renewed enthusiasm and focus to further improve our non-funded income and reduce our funding costs, key financial targets for 2027 and an important driver of quality earnings streams. Among our remarkable initiatives for 2025, there is the launch of our new digital application and of the AlBarakah, our Savings Account, offering competitive returns on saving account balances.

### 2025 Net Income

ﷲ 2,431.5  
million

## Exceptional Results in our Cost Optimization Activity

2025 is also the year when we recorded a notable reduction in our operating expenses, which decreased from the 1.74 billion recorded in 2024 to the 1.72 billion recorded in 2025, in a year when we continued to make important capital investments for future growth. Our general and administrative expenses also reduced from the 674 MM recorded in 2024 to 642 MM in 2025, a significant effort and focus which will continue to yield results for us in the future.

## SAIB Academy

In line with the KSA National Vision and our corporate values, in 2025, we have launched our SAIB Academy. A key initiative of our human capital development strategy and of our overarching "Strategy 2027," aiming to reinforce a robust performance culture throughout the organization. Our Academy stands as a best-in-class training center, meticulously designed to cultivate a culture of continuous learning and unlock the full potential of our employees and stakeholders.

## Partnership with Real Madrid Football Club

In 2025, we continued partnering with the Real Madrid Football Club, providing our high value clients with exceptional experiences, customized products and services tailored to their individual needs. This partnership, which leverages our alignment with a "blue chip" name in global football, continues to grow and to distinguish ourselves in the industry.

### 2025 Total Operating Income

ﷲ 4,794.2  
million

## Concluding Remarks

I would like to express our deep gratitude to the Government of the Custodian of the Two Holy Mosques, particularly to the Saudi Central Bank, the Ministry of Finance, the Ministry of Commerce, and the Capital Markets Authority, for their steadfast support and stewardship of the Kingdom's financial services sector. I would also like to extend our thanks and recognition to our shareholders and clients for their trust, our Board of Directors for their stewardship, and to our employees, our greatest assets, for their dedication and loyalty that have been instrumental in achieving our accomplishments during 2025.

The Board of Directors of the Saudi Investment Bank (“the Bank”) is pleased to present its Annual Report for the fiscal year ended December 31, 2025. The report presents the Bank’s performance and financial results, highlights the significant operational developments and outlines the progress achieved in implementing its strategies, in addition to its efforts to strengthen governance, risk management and regulatory compliance.

This report includes further information on the Bank’s activities and key performance indicators during the fiscal year. It also outlines the governance framework of the Board of Directors and its committees, as well as the internal control system.

### Overview

The Bank is a Saudi joint stock company formed pursuant to a Royal Decree M/31 issued in 1976, with its Head Office in Riyadh. The Bank operates 50 branches located throughout the Kingdom of Saudi Arabia. The Bank’s major Shareholder with 25.61% is the General Organization for Social Insurance (GOSI).

The Bank’s website address is [www.saib.com.sa](http://www.saib.com.sa).

### Main Banking Activities

The Bank offers conventional and Sharia-compliant products and services for large corporate clients, individuals and commercial businesses comprising small and medium size enterprises (SMEs) through the Bank’s Head Office and a network of retail branches located throughout the Kingdom. The Bank also provides financial products and services to corporate, government, and public sector entities through its 3 regional offices located in Riyadh, Jeddah and Al-Khobar. The Bank, through its wholly-owned subsidiary Alistithmar for Financial Securities and Brokerage Company (Alistithmar Capital), also provides brokerage services in the Saudi and international markets, as well as offers asset management products and services.

The Bank is subject to the laws and regulations of the Kingdom of Saudi Arabia and is regulated by the Saudi Central Bank (SAMA). The Bank also follows the regulations issued by the Ministry of Commerce (MOC) and the Capital Market Authority (CMA).

### Significant Highlights

The Bank started a new 5-year Strategy 2023-2027, with continued progress in several core business areas: increasing its customer base, improving service quality and further automating the Personal Banking business. As part of its ongoing retail activities, the Bank continued to enhance the ALASALAH Islamic Banking brand. Under this brand, the Bank operates 47 Sharia-compliant branches within the Kingdom.

The Bank also continued its credit rating review process with Standard & Poor’s (S&P), Fitch and Moody’s Ratings the details of which are included later in this report. During 2025, the Bank received a number of awards namely:

- Certificate of compliance in payment card industry data security standard
- 2024 Deal of the Year in Global Energy Sector, by PFI
- 2024 Middle East and Africa Petrochemical Deal of the Year, by PFI
- KSA Product of the Year 2025 for Travel Card and Travel Account, by Product of the Year Worldwide
- ISO 37301 Certification of Compliance, by BSI
- The Most Innovative Retail Banking Product in Saudi Arabia for the Travel Card and Travel Account, by International Finance Awards 2025
- The Best Mobile Banking App in Saudi Arabia for “The New Mobile Banking App”, by International Finance Awards 2025
- IPSOS - 4th amongst the Top 10 Influential Brands in the Banking and Finance Sector in Saudi Arabia
- Forbes - Top 100 Listed Companies in the Middle East 2025
- Fast Company - The 4 Most Innovative Companies in the Field of Finance and Financial Technology in the Middle East for 2025
- 2024 Corporate Governance Index’s (CGI) Excellence Award
- Newsweek - World’s Most Green Companies Award

### Basis of Preparation of the Bank’s Consolidated Financial Statements

These consolidated financial statements as of and for the fiscal year ended December 31, 2025 have been prepared:

- In accordance with International Financial Reporting Standards (IFRS) issued by the International Accounting Standard Board and endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements endorsed by the Saudi Organization for Chartered and Professional Accountants (SOCPA); collectively referred to IFRSs endorsed in KSA.
- In compliance with the provisions of Banking Control Law, the Regulations for Companies in the Kingdom of Saudi Arabia.

### Financial Position

A summary of the Bank’s statement of financial position as of December 31, 2025 compared to December 31, 2024 follows.

#### Total Assets

Total assets were SAR 172.7 billion as of December 31, 2025 which were higher by SAR 15.6 billion or 9.9% compared to the December 31, 2024 amount of 157.1 billion. The key balance sheet movements are discussed below.

#### Cash and Balances with SAMA

The Banks cash and balance with SAMA totaled SAR 6.1 billion as of December 31, 2025 compared to SAR 9.9 billion as of December 31, 2024.

#### Investments

The Bank’s investment portfolio totaled SAR 47.2 billion as of December 31, 2025 compared to SAR 40.8 billion on December 31, 2024, representing an increase of SAR 6.4 billion or 15.7%.

#### Loans and Advances, net

Loans and advances, net as of December 31, 2025 totaled SAR 112.1 billion compared to SAR 99.5 billion as of December 31, 2024, representing an increase of SAR 12.6 billion or 12.7%. Total performing loans increased to SAR 113.0 billion as of December 31, 2025 compared to SAR 100.1 billion as of December 31, 2024, which was primarily due to higher commercial loans.

Non-performing loans totaled SAR 1.1 billion as of December 31, 2025 which was the same as of December 31, 2024. Non-performing loans as a percentage of total loans and advances was 0.95% as of December 31, 2024, compared to 1.04% as of December 31, 2024.

The allowance for credit losses totaled SAR 2.0 billion as of December 31, 2025 which was 1.75% of total loans, and 184.11% of non-performing loans. The allowance for credit losses totaled SAR 1.7 billion as of December 31, 2024 which was 1.63% of total loans, and 156.66% of non-performing loans.

Loans and advances as of December 31, 2025 include non-interest based banking products including Murabaha agreements, Tawarruq and Ijarah totaling SAR 74.4 billion, compared to SAR 65.0 billion as of December 31, 2024.

The Bank in the ordinary course of lending activities holds collateral as security for Credit Risk Mitigation (CRM) on its loans and advances. The collateral includes primarily time, demand and other cash deposits, financial guarantees, local and international equities, real estate and other assets. The estimated fair value of collateral held as CRM by the Bank for total loans and advances is approximately SAR 91.8 billion as of December 31, 2025 (December 31, 2024: SAR 83.6 billion).

#### Customer Deposits

Customer deposits totaled SAR 109.6 billion as of December 31, 2025 compared to SAR 94.0 billion as of December 31, 2024, representing an increase of SAR 15.6 billion or 16.6%. Demand and other deposits totaled SAR 27.9 billion as of December 31, 2025 compared to SAR 31.7 billion as of December 31, 2024. Demand and other deposits represent 25.46% of total deposits in 2025 compared to 33.72% of total deposits in 2024. Commission bearing deposits increased by SAR 19.5 billion during the year ended December 31, 2025, or 31.3%.

The deposits compliant with Sharia controls amounted to SAR 58.3 billion as of December 31, 2025.

#### Total Equity

During the year ended December 31, 2025, the Bank’s total equity increased to SAR 22.4 billion compared to SAR 21.1 billion as of December 31, 2024.

The percentage of total equity to total assets as of December 31, 2025 was 12.97%, compared to 13.43% as of December 31, 2024. The Bank’s Shareholders’ equity leverage ratio was 10.10 on December 31, 2025 compared to 9.94 as of December 31, 2024.

Treasury Shares

Continuing the Bank’s diligent efforts to support its employees and based on its commitment to utilizing all possible means that contribute to the continuous achievement of the goals and desired accomplishments of its Shareholders, the Board of Directors through an Extraordinary General Assembly held in December 2023, obtained the Shareholders’ approval and authorization to establish the employee stock allocation program (“the Program”) and define its terms. The approval included the Bank purchasing a number of its shares, with a maximum of 5 million shares, from the Bank’s own resources to allocate them to the program. The purchase process is to be completed within a maximum period of 12 months from the date of approval, and these shares are to be retained for no more than 10 years from the date of approval.

|                   | 2025<br>SAR’000 | 2024<br>SAR’000 |
|-------------------|-----------------|-----------------|
| June 29, 2022     | 2,000,000       | 2,000,000       |
| February 6, 2023  | 500,000         | 500,000         |
| November 28, 2024 | 2,812,500       | 2,812,500       |
| Total             | 5,312,500       | 5,312,500       |

The Tier I Sukuk securities are perpetual with no fixed redemption dates and represent an undivided ownership interest in the Sukuk assets, constituting an unsecured conditional and subordinated obligation of the Bank classified under equity. However, the Bank has the exclusive right to redeem or call the Tier I Sukuk debt securities in a specific period of time, subject to the terms and conditions stipulated in the Program.

Based on market conditions and after receiving approval, the Bank began the purchase operations until the end of the approval period. The total number of shares purchased and allocated to the Program by the Bank was 2,674,643 shares. The Bank’s capital did not decrease as a result of the purchase, with the total costs of the purchases amounting SAR 35.0 million.

Tier I Sukuk Program

The Bank completed the establishment of a Sharia-compliant Tier 1 Sukuk Program (the Program) in 2016 and 2023. During the year ended December 2024 the Bank completed the establishment of an additional US Dollar denominated Tier 1 Capital Sustainable Sukuk by way of an offer to eligible investors in the Kingdom of Saudi Arabia and internationally. The Program was approved by the Bank’s regulatory authorities. The following tranches of Tier I Sukuk issued under the Program on the dates indicated below are outstanding as of December 31, 2025 and 2024:

The applicable profit rate on the Tier I Sukuk is payable on each periodic distribution date, except upon the occurrence of a non-payment event or non-payment election by the Bank, whereby the Bank may at its sole discretion (subject to certain terms and conditions) elect not to make any distributions. Such a non-payment event or non-payment election are not considered to be an event of default, and the amounts not paid thereof shall not be cumulative or compound with any future distributions.

Information on Any Loans

Term Loans

During the year ended December 31, 2025 the Group issued the US Dollar denominated floating term loans amounting to SAR 2.8 billion repayable in 3-5 years. Term loans issued by the Bank include:

| Issue Date   | Type               | Market              | Tenure  | Currency | Value       | Term           | Maturity     |
|--------------|--------------------|---------------------|---------|----------|-------------|----------------|--------------|
| Sep 30, 2025 | Term loan facility | Syndicated facility | 3 Years | USD      | 300 million | SOFR + 85 bps  | Sep 21, 2028 |
| Sep 30, 2025 | Term loan facility | Syndicated facility | 5 Years | USD      | 450 million | SOFR + 105 bps | Sep 24, 2030 |

Capital Adequacy

The Bank’s objectives when managing capital are to comply with the capital requirements set by SAMA to safeguard the Group’s ability to continue as a going concern, and to maintain a strong capital base.

Capital adequacy and the use of regulatory capital are regularly monitored by the Bank’s Management. SAMA requires the Bank to hold a minimum level of regulatory capital and maintain a ratio of total Regulatory capital to Risk Weighted Assets (RWA) at or above the requirement of 10.5%, which includes additional buffers as required by the Basel Committee on Banking Supervision. As at December 31, 2025, the Bank is in compliance with all externally imposed capital requirements.

The Bank monitors the adequacy of its capital using ratios established by SAMA. These ratios measure capital adequacy by comparing the Bank’s eligible capital with its consolidated statement of financial position, assets, commitments and notional amounts of derivatives, at a weighted amount to reflect their relative risk.

As of December 31, 2025, the Bank’s Tier I plus Tier II capital adequacy ratio was 19.32% compared to 19.96% as of December 31, 2024.

Summary Results of Operations

A summary of the Bank’s operating results for the fiscal year ended December 31, 2025 compared to December 31, 2024 follows.

Operating Income

Total operating income reached SAR 4,794 million in 2025, compared to SAR 4,178 million in 2024, an increase of SAR 616 million, or 14.74%. A summary of the 2025 operating income compared to 2024 follows:

- Net special commission income, which includes special commission income from placements, investments and loans, less special commission expense from deposits and other borrowings, reached SAR 3,528 million in 2025 compared to 3,537 million in 2024, a decrease of SAR 9 million, or 0.25%.
- Fees from banking services reached SAR 374 million in 2025, compared to SAR 343 million in 2024, an increase of SAR 31 million, or 9.04%.
- Exchange income reached SAR 257 million in 2025, compared to SAR 208 million in 2023, an increase of SAR 49 million, or 23.56%.
- Other investment related gains earned from income recognized through profit and loss and sales of debt securities totaled SAR 11 million in 2025 compared to SAR 1 million in 2024.
- Unrealized fair value through the profit and loss statement was a profit of SAR 87 million in 2025 compared to a profit of SAR 90 million in 2024.

### Geographical Distribution of Operating Income

The Bank and its subsidiaries' total operating income is entirely generated from its operations in the Kingdom of Saudi Arabia and is summarized below in SAR million.

|      | Central Region | Western Region | Eastern Region | Total |
|------|----------------|----------------|----------------|-------|
| 2025 | 4,148          | 388            | 258            | 4,794 |
| 2024 | 3,444          | 461            | 273            | 4,178 |

### Operating Expenses before Provisions for Credit and Other Losses

Operating expenses before provisions for credit and other losses totaled SAR 1,723 million in 2025 compared to SAR 1,735 million in 2024, a decrease of SAR 12 million or 0.69%. A summary of these operating expenses follows:

- Salaries and employee related expenses in 2025 totaled SAR 836 million compared to SAR 822 million in 2024.

- Rent and premises related expenses in 2025 totaled SAR 61 million which was the same in 2024.
- Depreciation and amortization in 2025 totaled 185 million compared to SAR 177 million in 2024.
- Other general and administrative expenses totaled SAR 642 million in 2025 compared to SAR 674 million in 2024.

### Provisions for Credit and Other Losses

The provisions for credit and other losses for the years ended December 31, 2025 and 2024 is summarized as follows:

|                                                 | 2025<br>SAR'000 | 2024<br>SAR'000 |
|-------------------------------------------------|-----------------|-----------------|
| <b>Provisions for credit losses:</b>            |                 |                 |
| Due from banks and other financial institutions | 790             | 261             |
| Investments                                     | 5,579           | 3,799           |
| Loans and advances                              | 379,332         | 275,722         |
| Financial guarantee contracts                   | (30,882)        | 10,079          |
| Other assets                                    | 106             | 43              |
| <b>Provisions for credit losses</b>             | <b>354,925</b>  | <b>289,904</b>  |
| Provisions for real estate and other losses     | (67)            | 50              |
| <b>Provisions for credit and other losses</b>   | <b>354,858</b>  | <b>289,954</b>  |

### Share in Earnings of Associates

The Bank's share in earnings of associates totaled 125 million in 2025, compared to SAR 116 million in 2024, an increase of SAR 9 million.

### Provisions for Zakat

The provisions for Zakat totaling SAR 409 million in 2025 was higher than the SAR 313 million in 2024.

### Net Income

The Bank reported net income for the year ended December 31, 2025 of SAR 2,431 million, an increase of SAR 474 million, or 24.22%, compared to the 2024 net income of SAR 1,957 million. The return on average assets was 1.47% in 2025 compared to 1.36% in 2024, and the return on average Shareholders' equity was 14.76% in 2025 compared to 12.75% in 2024.

### Profit Distribution

In accordance with Saudi Arabian Banking Control Law and the bylaws of the Bank, a minimum of 25% of the annual net income is required to be transferred to a statutory reserve until this reserve equals the paid-up capital of the Bank. Accordingly, SAR 608 million has been transferred from 2025 net income. The statutory reserve is not currently available for distribution.

### Profit Distribution Policy

The net income of the Bank will be distributed as directed by the Board of Directors in accordance with the provisions of Banking Control Law, as follows:

- Withholding the necessary amounts for payment of the Zakat owed by the Saudi Shareholders and any income tax owed by the non-Saudi Shareholders according to the applicable laws of the Kingdom of Saudi Arabia. The Bank will pay the required amounts to the authorities and deduct the Zakat owed by the Saudi Shareholders and any unreimbursed income tax of the non-Saudi Shareholders from amounts due to these Shareholders, respectively.
- Allocating not less than 25% of the remaining net income, after the deduction of the Zakat and income tax as mentioned in paragraph (a) above, to the statutory reserve until this reserve is equal to at least the paid-up capital.

- The remainder, after all allocations mentioned in paragraphs (a) and (b) above are made, shall be used in any manner recommended by the Board of Directors and approved by the General Assembly.

During the year ended December 31, 2025, the Board of Directors approved an interim cash dividend of 498.9 million equal to SAR 0.40 per share, for each of the second half of the fiscal year 2024, and first half of the fiscal year 2025, to 1,247 million eligible shares. The proposed cash dividend amounting to SAR 997.8 million was paid during the year ended December 31, 2025.

During the year ended December 31, 2024, the Board of Directors approved a cash dividend of SAR 450 million equal to SAR 0.40 per share, for the second half of the fiscal year 2023, and an interim cash dividend of SAR 449.5 million equal to SAR 0.36 per share for the first half of the fiscal year 2024, to 1,247 million eligible shares. The proposed cash dividend amounting to SAR 899.5 million was paid during the year ended December 31, 2024.

During the year ended December 31, 2024, the capital was increased by issuing bonus shares to the Bank's Shareholders by capitalizing part of the statutory reserve by granting one share for every 4 shares.

### A Description of the Main Scope of Business of the Bank and its Subsidiaries

The income of the Bank's reportable operating segments for the years ended December 31, 2025 and 2024 is summarized as follows:

|                                           | 2025<br>SAR'000  | 2024<br>SAR'000  |
|-------------------------------------------|------------------|------------------|
| Personal Banking                          | 317,627          | 537,793          |
| Corporate Banking                         | 1,682,097        | 1,032,780        |
| Treasury and Investments                  | 1,014,594        | 867,322          |
| Asset Management and Brokerage            | 143,940          | 116,371          |
| Others                                    | (317,738)        | (284,394)        |
| <b>Income before provisions for Zakat</b> | <b>2,840,520</b> | <b>2,269,872</b> |
| Provisions for Zakat                      | (409,035)        | (313,242)        |
| <b>Net income</b>                         | <b>2,431,485</b> | <b>1,956,630</b> |

The Activities of Major Subsidiaries and their Impact on the Bank’s Business Volume

| Subsidiary                                                        | Activity                                                           | Net Income before Zakat SAR’000 | Percentage |
|-------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------|------------|
| Alistithmar for Financial Securities and Brokerage Company (ICAP) | Brokerage, asset management, investment banking and other services | 143,940                         | 5.1%       |

5-Year Financial Highlights

A summary of the Bank’s operations, financial position and key ratios follows.

|                                            | SAR in millions |         |         |         |         |
|--------------------------------------------|-----------------|---------|---------|---------|---------|
|                                            | 2025            | 2024    | 2023    | 2022    | 2021    |
| <b>Operations</b>                          |                 |         |         |         |         |
| Total income (1)                           | 4,919           | 4,294   | 4,044   | 3,349   | 2,808   |
| Total expense (2)                          | 1,723           | 1,735   | 1,657   | 1,445   | 1,270   |
| Operating profit before provisions         | 3,196           | 2,559   | 2,387   | 1,904   | 1,538   |
| Provisions for credit and other losses     | 355             | 290     | 359     | 192     | 271     |
| Provisions for Zakat and income tax        | 409             | 313     | 267     | 204     | 206     |
| Net income                                 | 2,431           | 1,957   | 1,762   | 1,508   | 1,062   |
| <b>Financial Position</b>                  |                 |         |         |         |         |
| Total assets                               | 172,720         | 157,069 | 129,984 | 109,071 | 101,619 |
| Loans and advances, net                    | 112,070         | 99,466  | 80,751  | 68,883  | 57,798  |
| Investments                                | 47,197          | 40,834  | 32,301  | 28,180  | 28,842  |
| Investments in associates                  | 1,083           | 1,022   | 968     | 923     | 884     |
| Term loans                                 | 2,790           | -       | -       | -       | -       |
| Customer deposits                          | 109,619         | 94,013  | 83,233  | 69,579  | 61,485  |
| Shareholders’ equity                       | 17,121          | 15,819  | 14,520  | 13,575  | 14,801  |
| Tier I Sukuk                               | 5,313           | 5,313   | 2,715   | 3,215   | 1,500   |
| Total equity                               | 22,433          | 21,131  | 17,235  | 16,790  | 16,301  |
| <b>Key Ratios</b>                          |                 |         |         |         |         |
| Return on average Shareholders’ equity (%) | 14.76           | 12.75   | 12.54   | 10.63   | 7.55    |
| Return on average assets (%)               | 1.47            | 1.36    | 1.47    | 1.43    | 1.05    |
| Capital adequacy (%)                       | 19.32           | 19.96   | 20.06   | 18.22   | 20.84   |
| Equity to total assets (%)                 | 12.97           | 13.43   | 13.23   | 15.40   | 16.04   |

(1) Total income includes total operating income plus share in earnings of associates.

(2) Total expense includes total operating expenses before impairment charges.

Regulatory Payments

The Bank in the ordinary course of its business, makes regulatory payments including Zakat, Income Tax, Value Added Tax and other regulatory payments.

A summary of the payments made during 2025 follows, which also includes regulatory fines incurred during the year.

Zakat

The movement of Zakat for the year ended December 31, 2025 and 2024 is summarized as follows:

|                                       | 2025 SAR’000   | 2024 SAR’000   |
|---------------------------------------|----------------|----------------|
| Balance at the beginning of the year  | 331,681        | 283,933        |
| Provisions for Zakat                  | 409,035        | 313,242        |
| Payment of Zakat                      | (301,426)      | (265,494)      |
| <b>Balance at the end of the year</b> | <b>439,290</b> | <b>331,681</b> |

The Bank has filed the required Zakat returns with the ZATCA which are due on April 30 each year, through the year ended December 31, 2024. The assessments for the Bank’s 2025 Zakat declarations are in progress.

Income Tax

The Bank paid SAR 63.9 million to the ZATCA for Income Tax for the year ended December 31, 2025.

Value Added Tax (VAT)

The Bank paid SAR 95.1 million to the ZATCA for VAT for the year ended December 31, 2025.

Other Regulatory Payments

The Bank paid SAR 57.1 million to GOSI for its employees, including the employee share of SAR 25.7 million during the year ended December 31, 2025. The Bank also paid SAR 0.8 million for visa and other related governmental fees during the year ended December 31, 2025.

Regulatory Penalties and Fines

During 2025, the Bank paid SAR 34,158,220 to SAMA as a result of 15 regulatory fines and penalties. Below is a breakdown of regulatory fines borne by the Bank during 2025 and 2024.

| Description of the Fine                                                                                           | 2025                |               | 2024                |               |
|-------------------------------------------------------------------------------------------------------------------|---------------------|---------------|---------------------|---------------|
|                                                                                                                   | # of SAMA Decisions | Amount In SAR | # of SAMA Decisions | Amount In SAR |
| Violating the supervisory instructions of SAMA                                                                    | 13                  | 33,203,220    | 10                  | 1,734,400     |
| Violating the instructions of SAMA related to due diligence                                                       | -                   | -             | -                   | -             |
| Violating the instructions of SAMA related to due diligence in combating money laundering and terrorist financing | 2                   | 955,000       | -                   | -             |
| Violating the instructions of SAMA related to customer protection                                                 | -                   | -             | -                   | -             |
| Violating the instructions of SAMA related to the level of performance of ATMs and POS machines                   | -                   | -             | -                   | -             |

The Bank has remediated the root cause of breach and prepared corrective action plans with the concerned departments to ensure avoiding recurrence of these fines.

During 2025, the Bank paid SAR 27,048.20 in penalties and fines to the following supervisory or regulatory agencies and performed the necessary measures and corrective action plans to ensure the prevention of such violations in the future:

- Saudi Payments: The Bank paid SAR 9,048.20 in fees, due to exceeding time to perform transactions as well as incompliance with the SLA.
- Taif Region Municipality: The Bank was penalized SAR 8,000.00 due to the licensed premises/ establishment not existing in reality (the location was cancelled and removed).
- ZATCA: The Bank was penalized SAR 10,000 due to providing inaccurate or incomplete information.

During 2025, the Bank did not receive any penalties or fines from any judicial authority.

Our Strategy

In 2023 we launched Strategy 2027, a 5-year roadmap covering the period from 2023 to 2027. The strategy was shaped through a rigorous assessment of global and domestic economic and banking trends, alignment with Saudi Vision 2030, peer benchmarking and a structured evaluation of market opportunities, customer expectations and our capabilities.

Strategy 2027 is centered on accelerating profitable growth across our core business segments while strengthening a differentiated and sustainable value proposition. Key priorities include improving sales effectiveness, expanding digital products and services across segments, and elevating customer experience and service delivery.

Execution is driven by a portfolio of more than 40 strategic initiatives, many of which have already been delivered and are generating measurable impact. This portfolio is reviewed and refreshed on a regular basis to ensure continued relevance, reflecting shifts in the macroeconomic environment, developments in the Kingdom’s banking sector, and peer benchmarking.

Overview of the Strategy across Business Lines

Corporate Banking: Accelerate profitable growth

- Redesign the operating model including the RM coverage.
- Enhance value proposition and streamline the processes.

Private Banking: Accelerate profitable growth

- Revisit customer segments and update the operating model including the RM coverage.
- Revamp the value proposition and enhance key journeys.

Public Institutions: Grow customer base and demand deposit accounts

- Redesign the operating model and define target customer segments.
- Enhance the value proposition and streamline the processes.

Affluent Banking: Build differentiated value proposition

- Revisit customer segments and update the operating model including the coverage.
- Revamp the value proposition and launch new mobile app.
- Streamline and automate key journeys.

Strategic Enablers

**Treasury:** Enable strategy execution through prudent balance sheet and capital management, disciplined risk-return investment decisions, and structured cross-sell of treasury solutions that deepen client relationships and diversify income.

**Risk:** Strengthen enterprise risk management and risk governance to support sustainable growth, improve risk visibility across the Bank, and ensure alignment between strategic objectives, risk appetite and regulatory expectations.

**IT, digital and data:** Advance digital transformation and operational resilience by modernizing technology architecture and strengthening data and analytics foundations, enabling faster product delivery, greater straight-through processing and improved decision-making.

**AI and advanced analytics use cases:** Scale high-impact AI and advanced analytics use cases to enhance productivity, strengthen risk and credit decisioning, improve personalization and support business performance, underpinned by an enterprise data platform and enhanced data management capabilities.

**HR:** Enhance organizational effectiveness by strengthening culture, leadership, talent and performance practices to build a high-performing workforce aligned to strategy execution priorities.

**Marketing:** Strengthen SAIB’s brand and accelerate customer acquisition through clearer positioning, sharper segment-led propositions, and more targeted acquisition and engagement campaigns across channels.

| Entity Classification | Sales Turnover (SAR Million) | No. of Employees (Full Time)* |
|-----------------------|------------------------------|-------------------------------|
| Micro                 | 0-3                          | 1-5                           |
| Small                 | > 3-40                       | 6-49                          |
| Medium                | > 40-200                     | 50-249                        |
| Large                 | > 200                        | 250 and more                  |

\* In absent of Sales Turnover data.

MSME clients are served by a number of employees in the Corporate Banking Group, with the majority of them working in the Business Banking department, with a total of 28 employees at the end of 2025 and 178 man-days of employee training provided throughout the year.

**Customer experience:** Uplift customer experience across segments by simplifying journeys, improving service consistency and embedding customer feedback into design and delivery, with a focus on ease of use, speed, transparency and trust.

Micro, Small and Medium Enterprises (MSME)

Overview of MSME Clients and Employees

The Bank classifies MSME customers as per the definition provided by SAMA and defined by the MSME Authority “Monsha’at”, which is as follows:

The Bank participated actively throughout the year in several MSME initiatives, including:

- Sponsorship and participation in NIDLP’s third version of 1,000 MILE Competition initiative.
- Participation in BIBAN 2025 Exhibition and Conference.
- Participation in Funding Week initiative hosted by Monsha’at.
- Participation in Financing Awareness Campaign in cooperation with Monsha’at.
- Launch of POS financing product targeting MSME customers.

### Quantitative Disclosures

The following tables summarize the key financial information of the Bank's credit facilities provided to MSMEs during year 2025 and 2024.

|                                                                | 2025 SAR'000 |           |           |            |
|----------------------------------------------------------------|--------------|-----------|-----------|------------|
|                                                                | Micro        | Small     | Medium    | Total      |
| Loans to MSMEs-on balance sheet (B/S)                          | 142,182      | 3,313,282 | 7,457,725 | 10,913,189 |
| Loans to MSMEs-off balance sheet (notional amount)             | 54,649       | 274,929   | 1,922,967 | 2,252,545  |
| On B/S MSMEs loans as a % of total on B/S loans                | 0.13%        | 2.96%     | 6.65%     | 9.74%      |
| Off B/S MSMEs position as a % of total off B/S position        | 0.24%        | 1.23%     | 8.58%     | 10.05%     |
| Number of loans (on and off B/S)                               | 114          | 224       | 429       | 767        |
| Number of customers for loans (with credit facility limit)     | 99           | 156       | 244       | 499        |
| Number of loans guaranteed by Kafalah program (on and off B/S) | 0            | 6         | 11        | 17         |
| Amount of loans guaranteed by Kafalah program (on and off B/S) | 0            | 11,635    | 66,657    | 78,292     |

|                                                                | 2024 SAR'000 |           |           |            |
|----------------------------------------------------------------|--------------|-----------|-----------|------------|
|                                                                | Micro        | Small     | Medium    | Total      |
| Loans to MSMEs-on balance sheet (B/S)                          | 6,762        | 3,745,565 | 7,049,975 | 10,802,302 |
| Loans to MSMEs-off balance sheet (notional amount)             | 63,665       | 364,018   | 1,864,871 | 2,292,554  |
| On B/S MSMEs loans as a % of total on B/S loans                | 0.01%        | 3.74%     | 7.05%     | 10.80%     |
| Off B/S MSMEs position as a % of total off B/S position        | 0.34%        | 1.94%     | 9.93%     | 12.20%     |
| Number of loans (on and off B/S)                               | 97           | 217       | 432       | 746        |
| Number of customers for loans (with credit facility limit)     | 87           | 179       | 324       | 590        |
| Number of loans guaranteed by Kafalah program (on and off B/S) | 0            | 11        | 27        | 38         |
| Amount of loans guaranteed by Kafalah program (on and off B/S) | 0            | 25,385    | 144,803   | 170,188    |

### Risk Management

Responding to and pre-empting the complexity of today's financial services sector requires the Bank to identify, measure and effectively manage all risks, as well as the efficient allocation of regulatory capital to support the balance sheet and derive an optimal risk and return ratio. The Bank endeavors to:

- Ensure that significant and measurable risks are identified, quantified and managed proactively.
- Enhance risk adjusted returns and provide financial comfort and stability to our many customers and other Stakeholders.

The Bank's Stakeholders, including regulators and rating agencies, also expect the Bank to have a clear and well-documented risk management framework in place that addresses the various dimensions of the Bank's business.

The Bank has comprehensive policies dealing with all aspects of risk management. The Board approved Risk Management Policy Guide is the overarching policy document prepared in conformity with SAMA guidelines which covers in depth, the risks the Bank is exposed to in the course of its business. It also describes the risk governance structures and risk management policies in place for the management, monitoring and control of the risks through the Board approved policies such as the Risk Appetite Framework (RAF) Policy, Credit Policy Guide, Treasury Policy Guide, Stress Testing Policy, Internal Capital Adequacy Assessment Plan Policy, Operational Risk Management Framework and Policy and the Cybersecurity Policy, among others.

The Bank manages its risks in a structured, systematic and transparent manner through a broad-based Risk Appetite Framework Statement Policy approved by the Board of Directors which incorporates a comprehensive risk management approach into the Bank's organizational structure, risk measurement and monitoring processes. The Bank's RAF is aligned with the Bank's strategy, business planning, capital planning, policies and various other documents approved by the Board. The Bank's RAF is in compliance with the Financial Stability Board's "Principles for an Effective Risk Appetite Framework" dated November 18, 2013, as adopted by SAMA.

The Bank's RAF includes the following key characteristics:

- The nature of risks to be assumed as a result of the Bank's strategy.
- The maximum level of risk at which the Bank can operate (risk capacity) and the maximum level of risk it is willing to take (risk appetite).
- The maximum level of other quantifiable risks the Bank is willing to take.
- The process followed to identify, evaluate, measure, monitor and escalate/report material risk exposure across the Bank.
- The desired risk culture, compensation programs, information technology (IT) risk and security, and the overall compliance environment of the Bank for a successful implementation of the RAF (qualitative reporting).

The Board establishes Corporate Governance processes and policies to ensure compliance with SAMA guidelines, accounting and reporting standards and industry best practice.

The Bank has a Board approved IFRS 9 Governance Framework Policy for IFRS 9 Approach and Methodology that is supplemented with related accounting and operating procedures.

The Board is supported by the Board Risk Committee, responsible for reviewing and subsequently recommending risk management policies and other documents for Board approval and for monitoring risks within the Bank.

At the Management level, the Bank operates various committees including an Enterprise Risk Management Committee, a Credit Committee and an Asset Liability Committee, which are responsible for various areas of risk management. A Management level Expected Credit Loss Committee linked to the Bank's IFRS 9 Governance and Framework Policy is responsible for all aspects of IFRS 9 governance including the determination of expected credit loss calculations and provisioning levels. There is also an Operational Risk Sub-Management Committee, Business Continuity Sub-Management Committee, Cybersecurity Sub-Management Steering Committee and Counter Fraud Governance Sub-Management Committee.

The Bank has a Risk Management Group headed by the Chief Risk Officer where risk management functions are segregated into various departments as follows:

- Enterprise and Market Risk Department
- Consumer Risk Management Department
- Credit Risk Review Department
- Risk Analytics and Monitoring Department
- Legal Affairs Department
- Cybersecurity and Anti-Fraud Department
- Consumer Collections Department

In addition to the above, the Bank's Internal Audit function reports to the Audit Committee of the Board of Directors and provides an independent validation of business and support units' compliance with risk policies and procedures and the adequacy and effectiveness of the risk management framework on a Bank-wide basis.

The following provides a description of the Bank's significant risks including how the Bank manages these risks:

#### Market Risk

Market risk refers to the potential of incurring losses arising from movements in market prices of interest rates, foreign exchange rates, equity, commodities and credit spreads. The objective of market risk management is to manage and control market risk exposures within acceptable risk appetite.

The Bank separates its exposure to market risk between trading and banking books. Trading refers to proprietary position taking, whereas banking book positions mainly arise from commission rate, foreign currency exposures and equity price changes.

Overall authority for market risk is vested in the Board, with the Risk Management Group responsible for the development of detailed risk management policies and for daily oversight.

The Risk Management Group employs a structured market risk limit system, guided by the RAF, which includes risk-based and exposure limits. A Value at Risk (VaR) tool is used for assessing additional exposure

over the standardized approach. The VaR of a trading position is the estimated loss that will arise on the position over a specified holding period from an adverse market movement with a specified probability (or confidence level).

#### Liquidity Risk

Liquidity risk is the risk of encountering difficulty in meeting financial obligations. Liquidity risk can be caused by market disruptions or credit downgrades, which may cause certain sources of funding to dry up immediately. To mitigate this risk, Management has diversified funding sources, and assets are managed with liquidity in mind. Cash, cash equivalents and readily marketable securities provide a liquidity buffer. The maturity profile of assets and liabilities are monitored to ensure that adequate liquidity is maintained. The daily liquidity position is also monitored, and regular liquidity stress testing is conducted under a variety of scenarios covering both normal and more severe market conditions. All liquidity policies and procedures are subject to review and approval by ALCO. A summary report, including any exceptions and remedial actions taken, is submitted regularly to ALCO.

In accordance with the Banking Control Law and the regulations issued by SAMA, the Bank maintains a statutory deposit with SAMA of 7% of average demand deposits and 4% of average savings and time deposits. In addition to the statutory deposit, the Bank also maintains liquid reserves of not less than 20% of the deposit liabilities, in the form of cash, Saudi Government bonds or assets which can be converted into cash within a period not exceeding 30 days.

The Bank has a Board approved Liquidity Risk Appetite that is reviewed monthly through ALCO and with quarterly reports to the Board Risk Committee. The Risk Appetite statement is based on a range of key monitoring metrics, including the short-term Liquidity Coverage Ratio and the long-term Net Stable Funding Ratio. The Bank's Contingency Funding Plan uses early warning monitoring metrics to identify impending stress which establishes a clear allocation of roles and Management's responsibility to address any liquidity stress situations.

#### Credit Risk

Credit risk is the risk that a customer or counterparty fails to meet its obligations causing the Bank to incur a financial loss. The Bank's credit exposures arise principally in financing, advances and investments, and in off-balance sheet financial instruments, such as trade-finance related products, guarantees and derivatives.

The Bank manages credit exposure by monitoring credit limits, limiting transactions with specific counterparties, and continually assessing the creditworthiness of counterparties. The Bank's risk management policies are designed to identify risks and to set appropriate risk limits and to monitor the risks and adherence to limits. Actual exposures against limits are monitored daily. Credit risk is also managed through the diversification of financing activities to reduce concentration risks with individuals or groups of customers in specific locations or businesses. It takes security when appropriate and seeks additional collateral from the counterparty as soon as impairment indicators are identified. The Bank monitors the market value of collateral periodically and requests additional collateral where necessary.

The Bank manages credit exposure relating to its trading activities by monitoring credit limits, entering into master netting agreements and collateral arrangements with counterparties, and limiting the duration of exposure. In certain cases, the Bank may also close out transactions or assign them to other counterparties to mitigate credit risk. Credit risk for derivatives represents the potential cost to replace the derivative contracts if counterparties fail to fulfil their obligations; counterparties are risk assessed to control the level of credit risk taken.

#### Legal Risk

Legal risk arises from a failure to comply with statutory or regulatory obligations, from uncertainty due to legal actions or in the applicability or interpretation of contracts, laws or regulations, or from uncertainty about the rights and obligations of parties involved in a payment.

Legal risk can result from several sources, including:

- Lack of proper documentation in a contract.
- Lack of the capacity of a counterparty to enter into a contract.

- Non-compliance with existing consumer protection statutes, regulations and laws.
- Failure to comply with by-laws and contractual agreements established with counterparties.

All business activities are analyzed from a legal perspective with an emphasis on anticipating the potential legal repercussions of the action and finding the right countermeasures to avoid the risk. The LAD regularly reviews the Bank's policies and activities which are periodically reported at various Bank committees.

#### Cybersecurity Risk

The cyber and information security risk landscape continues to be dynamic and challenging. The Bank proactively addresses on-going cybersecurity challenges and deploys dynamic defenses using multiple countermeasures for prevention, detection and response. Various security measures are deployed using the defense in-depth and multilayer security principle to ensure the effectiveness of the Bank's overall security posture.

The Bank has also strengthened its existing governance structure by implementing industry best security practices that ensures confidentiality, integrity, privacy and availability, which are treated as an integral part of all business and technical processes. Alignment of information security and business objectives are maintained through the implementation of the Cyber and Information Security Strategy, which is supervised and monitored by the Cybersecurity Steering Committee. The Bank is also continuously enhancing the security culture through various awareness and training programs targeting employees and customers.

Security assurance assessments are regularly performed on the Bank's systems and applications to ensure business services are secure and reliable. Furthermore, the Bank conducts independent internal and external audits by reputable vendors to ensure the effectiveness of implemented security controls and compliance with regulatory and international standards such as SAMA's Cybersecurity Framework (CSF), National Cybersecurity Authority (NCA), SARIE, SWIFT and Payment Card Industry and Data Security Standard (PCI DSS).

The Bank has a 24/7/365 Security Operation Center (SOC) which continuously monitors and responds to cybersecurity threats and attacks in a timely manner, moreover the SOC is continuously maturing its defense mechanism by using Cyber Threat Intelligence (CTI). As a result of implemented security measures, the Bank has maintained system and data integrity in the face of ongoing cyber-attacks targeting the Middle East and Saudi Arabia with no cyber and information security related downtime or operational losses incurred during 2025.

#### Fraud Risk

Financial crimes are considered a significant risk for financial institutions and related Stakeholders (which include customers, employees, Shareholders, vendors, counterparties etc.). Occurrence of such crimes can have significant negative financial and reputational impacts.

Measures against financial crimes (including internal external fraud and customer fraud) are managed by the Anti-Fraud function which continuously enhances the Bank's fraud risk policies and procedures in response to emerging trends and regulations for financial crimes against financial services businesses. Relevant and contemporary measures have been put in place to ensure detection, prevention, monitoring and reporting of financial crimes against the Bank and its Stakeholders.

#### Operational Risk

Operational risk is defined as the risk of loss resulting from inadequate or failed internal processes, people and systems, or from external events.

The Bank has taken the following steps for establishing and managing operational risk:

- Establishment of an Operational Risk Management department to ensure continuous identification and management of operational risk within the Bank.
- Maintenance of reliable operational risk loss data and a key risk indicator database.
- Ongoing operational risk reporting processes.

The Bank's operational risk management framework (approved by the Board of Directors) provides a Bank-wide definition of operational risk and lays down the principles as to how operational risks are to be identified, assessed, monitored and controlled.

The continuous assessment of operational risks and their controls in all business and support units of the Bank are monitored through risk control self-assessment (RCSA) exercises, close monitoring of agreed action plans arising from RCSA exercises, and by the establishment of an operational risk appetite matrix for the Bank as a whole. This includes monitoring the operational risk losses actually incurred and taking corrective actions to eliminate or minimize such losses in the future. The key components of this framework are documented in the Bank's policies, procedures and controls which are reported through various committees of the Bank.

#### Reputational Risk

Reputation risk is the current and prospective impact on earnings and capital arising from negative public opinion. This could affect the Group's ability to establish new relationships or services or continue servicing existing relationships. This risk may also expose the Group to litigation, financial loss or erosion of its customer base and revenue.

The Bank recognizes that its reputation is an important corporate asset and a key competitive advantage and measures and monitors it regularly as mandated by SAMA.

The Bank has identified the following factors as possible sources of reputation risk:

- Regulatory or legal compliance failure.
- Unethical practice by a Bank employee.
- Failure to deliver minimum standards of service.
- Inadequate IT services.
- Failure to achieve financial performance targets.
- Poor crisis management and ineffective business continuity plans.
- Security breach (e.g. financial data theft).
- Reputation loss of alliance partners.
- Downgrading of external ratings.

#### Business Risk

Business risk is the impact on the current earnings of the Bank due to the unexpected variations in operating income and expenses. The Bank carefully monitors this risk on a regular basis and accounts for it in its annual internal capital adequacy assessment, as well as quarterly, as mandated by SAMA.

#### Real Estate Finance Risk

The Bank's total outstanding residential real estate finance portfolio as of December 31, 2025 was SAR 3,673 million. The Bank has developed adequate policies and procedures to ensure that the appropriate insurance coverage is in place to hedge against potential financial losses associated with residential real estate portfolio. However, risk elements which are not part of the insurance coverage are dealt with according to the Bank's internal risk management framework.

Following are the different types of insurance covers that the Bank has utilized to hedge various risks associated with its residential real estate finance portfolio.

- Life Insurance: The life insurance provides financial protection in the event of death resulting from natural or accidental events or specified cause as per the insurance policy in order to recover the outstanding finance amount from the insurance company.
- Disability Insurance: The disability insurance provides financial protection to recover the outstanding financing amount in the event that the policyholder becomes fully and permanently disabled and is unable to work or engage in an income earning activity.
- Property Insurance: Property insurance provides coverage for physical damage or loss to the property caused by events such as fire, flood or natural disasters etc. This is aimed to mitigate the financial impact of property damage, allowing the Bank to recover the costs due to unexpected /unforeseen events.

#### Business Continuity Management

The Bank remains committed to ensuring the continuity of its operations and services during severe disruptions. Business continuity continues to play a vital role in maintaining Stakeholder trust, protecting value and strengthening the overall resilience of the Bank's operations.

During 2025, the Bank continued to advance the maturity of its Business Continuity Management (BCM) program to comply with SAMA guidelines and align with the ISO 22301:2019 standard.

The BCM policy and BCM Committee charter were updated to align roles and responsibilities with the program's requirements and governance expectations. The BCM framework was also enhanced to outline procedural improvements across key program activities, including regulatory compliance monitoring, testing, training, performance evaluation, management review and audit. It further defines the governance structures for business-as-usual program management and the 3-tier response structure at strategic, tactical and operational levels for managing business disruptions.

The BCM department strategy was refreshed to align with the Bank's corporate strategy and to establish a clear mission statement and strategic themes. It defines long-term objectives, initiatives through 2027 and performance indicators to measure progress, supporting the Bank's continued journey toward operational resilience.

A Bank-wide Business Impact Analysis (BIA) and Continuity Risk Assessment (CRA) were conducted to reassess and confirm the criticality of operations and identify related risks. The assessments were aligned with the Bank's operational risk methodology to ensure a unified, risk-based approach.

Business continuity recovery strategies were updated to strengthen readiness across key enablers. The revised strategies were incorporated into the respective Group-level business continuity plans. The crisis management and communication plans were also updated to enhance response coordination and establish predefined messages for disruption scenarios relevant to the Bank's operations.

To validate the effectiveness of these arrangements, the Bank carried out readiness checks of business continuity sites, call tree tests, and scenario-based exercises covering both business continuity and IT disaster recovery plans. The results confirmed the robustness of response coordination and recovery capabilities.

Awareness and training sessions were conducted for BC Coordinators, the Emergency Response team, and the Crisis Management team to ensure clarity of roles and responsibilities during both normal operations and disruptive events.

Given the reliance on third parties, the Bank evaluated the business continuity posture of critical and material vendors to identify potential gaps and recommend corrective measures.

The BC Department maintained close coordination with Internal Audit and SAMA to ensure ongoing compliance with internal and regulatory expectations. SAIB also retained its ISO 22301:2019 certification throughout 2025, reaffirming that its BCM framework continues to meet international standards.

As the Bank continues to evolve toward operational resilience, the BCM department remains focused on strengthening readiness through structured testing, continuous improvement and proactive collaboration across all functions. It achieved a 30% reduction in system and business recovery lead times, significantly strengthening the Bank's operational resilience. These collective efforts aim to ensure that the Bank is well prepared to anticipate, respond to, and recover from disruptions while maintaining confidence in the continuity of its critical operations.

### Information Technology Transformation Strategy

In 2025, the Information Technology Group (ITG) continued the implementation of the main projects and initiatives resulting from the Bank's 2027 strategy. ITG also started the execution of the initiatives resulting from the IT strategy with the main focus on the initiatives related to the business objectives, IT modernization and IT digital capabilities enhancements. IT will also start the work on operations resilience initiatives mandated by SAMA that aim to deliver robust, sustainable, secured and easily available infrastructure and applications for Bank customers.

ITG also continued the work to enable flexible infrastructure and innovative business solutions to meet increasing business demands, rising cost of capital, compliance with more stringent local and international regulatory requirements and the Board of Directors' mandate to support long-term sustainability and effective governance.

ITG also continued the focus on completing the projects which aim to define the digital and strategic moves for better enablement and alignment with the business strategy for the Bank.

ITG has completed the following during 2025:

- Launched the first phase of the CRM corporate platform (CRM workbench) that aims to empower the Relationship Managers, unify the tools they are using and also reduce their admin work to focus on serving corporate customers.
- Launched the new POS financing module that provides Sharia-compliant POS related financing to SME clients.
- Launched the new online corporate onboarding service that aims to allow digital onboarding for corporate customers with new customer experience design and processing flow.
- Simplified and automated all the steps for trading processes to provide an automated and streamlined trading experience aligned with an action recommendation engine across the trade journey.
- Implemented new processes that support the new operating model for the Corporate Banking Group in the area of trade, loans processing and other processes.
- Defined and implemented the new segmentation criteria and processes for Affluent and Private Banking customers.
- Revamped the onboarding and KYC processes for Affluent and Private Banking customers to speed up onboarding, using broader ecosystem integration, and enhance customer experience.
- Launched the commercial real-estate financing for the Affluent and Private Banking customers.
- Implemented new credit engine for home-finance loans and integrated with Qarar scoring system for better controls on the credit scoring decision and quick loan processing and underwriting time.
- Launched multiple Refinance for Personal Finance products and services.
- Launched the new litigation management system that aims to control and manage the Bank's court cases with all Stakeholders.
- Implemented the new correspondence system that aims to manage the formal correspondence.
- Launched the new e-learning management system that aims to develop and manage training programs for Bank employees.
- Completed the development and certification for Tanfeeth 5, mandated by SAMA, and launched new monitoring tools to monitor Tanfeeth processing.
- Successfully completed the SAMA mandated DR testing in a very short time with the addition of more than 10 new critical services.

- Added new services to the employee application to increase efficiency and modernize the work style.
- Completed the data lake project, data virtualization and launched the new artificial intelligence (AI) platform that enables the Bank to work on advanced data analytics and AI use cases.
- Completed the integration of the cyber fraud system with the transactional fraud systems to build more advanced fraud detection and protection capabilities.
- Expanded the coverage of remittance business to an additional 9 countries and enabled the transfers to wallets.
- Expanded the cloud native infrastructure with high availability setup and started launching new applications on top of this new infrastructure which will bring the benefit of cloud computing scalability and ease of service delivery.
- Completed the infrastructure automation project that enables the Bank to increase efficiency, achieve consistency and standardization, scalability and faster time to market.
- Enhanced the reconciliation systems and automated many of them using the robotics processing to cover prepaid accounts, credit cards, virgin and daily files.
- Automated many cases in CRM related to complaints management, corporate loans, trade transactions, affluent opportunities and non-performing customer updates.
- Technology refreshed for network infrastructure including external and internal firewalls, completed the SDWAN Phase 2 project and also completed the storage technology refresh. Moved all critical business services to the new storage to benefit from high performance and speed.
- Extended the robotics process automation to cover more processes in the Bank and replaced manual repeated activities with automated robotics solutions.
- Completed major technology upgrades for the Bank's systems and applications (virtual desktop infrastructure upgrades, standalone dialer upgrades. Rabbit hole upgrades, RMA upgrades, Treasury system upgrades, IVR recording system upgrades, patch management upgrades and more).
- Enhanced the API management platform on top of modern microservice architecture and automated the fintech onboarding process.
- Enhanced the internal IT system performance and expanded the availability to many new critical applications including card switches and management systems.
- Enhanced the IT security operations by implementing new tools and technologies.

During 2025, ITG continued to provide the technical support to facilitate the employee's allocation to different business continuity centers by upgrading the Bank's network and providing extra bandwidth. At the same time ITG completed other major enhancements to existing systems as part of the Bank's continuous improvement initiatives.

### Business Segments

In 2025, the Bank achieved a number of key milestones. The Bank continued developing products and services for its different segments in pursuit of fulfilling its customers' needs and expectations.

The Bank is managed on a line-of-business basis. Transactions between business segments are conducted on normal commercial terms and conditions through the use of funds transfer pricing and cost allocation methodologies.

The Bank has 3 significant business segments, each of which is described below.

#### Personal Banking Group

The Bank's Personal Banking Group offers individual customers, a rich suite of financial solutions, thoughtfully crafted to support their saving, investing and financing goals. Whether it's deposit products like Current Accounts, Savings Accounts, Travel Accounts, Fixed Deposits or financing options, such as Personal Finance, Home Finance and REDF products, the Bank delivers flexible and customer-centric choices. Standing out among the offerings, is an exciting range of card and payment solutions, including Rewards and Cashback Credit Cards, Travel Card, Shopping Card, Household Cards and Mada Debit Cards - each designed to match diverse lifestyles and spending needs. These services are easily accessible through the Bank's nationwide branch network or via seamless digital channels like Internet Banking, Mobile Banking, ATMs, Interactive Teller Machines (ITMs) and the Call Center.

#### Corporate Banking Group

The Corporate Banking Group serves the financial needs of a range of business establishments from MSMEs to large corporate entities. The Group operates from 3 regional headquarters based in Riyadh, Jeddah and Al-Khobar along with separate Business Segments covering Syndications, Projects, and Structured Financing to provide tailor-made financial solutions and customized structures to an array of economic sectors.

Offerings span both conventional and Sharia-compliant products and services and include facilities related to working capital, contract, project, real estate, and capital expenditure financing, while supporting businesses with trade finance, cash management and treasury services requirements. It continuously strives to increase the range and quality of the Bank's product and service offerings to meet the customers' evolving needs and expectations.

The Corporate Banking Group also provides ancillary business products and solutions to its customers, constantly liaising with cross-functional Stakeholders and continues its focus and robust pursuit of enhancing the customer journeys by achieving higher levels of digitalization.

The Group has also undertaken strategic initiatives to align the business model to support the Saudi Government's Vision 2030 goals as it looks forward to continuing business growth and maximizing opportunities in the coming year.

#### Treasury and Investment Group

Treasury and Investment Group is responsible for the Bank's asset-liability management including interest rates, liquidity and market risks, as well as liquidity funding management. It also manages foreign exchange trading, structured products, and the Bank's investment portfolio and derivative products.

Treasury and Investment Group also manages the Bank's financial institution and strategic partnerships.

#### Customer Programs

The Bank provides tailored programs for distinct customer segments, designed to meet varying customer needs based on criteria such as salary, average balance or instant deposits.

**Silver:** An entry-level program catering to mass customers with a full suite of products and services.

**Gold and Platinum:** Premium-tier programs offering exclusive services and customized financial solutions for clients with higher financial capacity. They are offered products and services which match their requirements and lifestyle.

**Private Banking:** The Private Banking program represents the pinnacle of the Bank's offerings. Specifically designed for high-net-worth individuals, this premium service is managed by a team of dedicated expert Relationship Managers. These professionals deliver bespoke financial solutions and personalized assistance to meet the unique needs of affluent clients.

#### Digital Services

The Bank has been in the forefront of introducing various innovative services and products to its customers in order to provide a friendly digital banking experience that aligns with the Bank's strategy in digitalization. Accordingly, the Bank has introduced new technologies, channels and services to meet the increasing business demands, which have positively impacted the overall customer experience.

In addition, there have been several services and enhancements introduced to customers during 2025 including:

- Successful rollout of the new retail mobile application to all Bank customers. The app is getting the highest rating score among all other retail apps in the Kingdom.
- Launched the new daily savings account under Mudaraba on the new retail mobile banking app.
- Launched the revamped website with a new design and a new customer experience.
- Extended the coverage of the retail mobile app to Huawei AppGallery marketplace.
- Implemented in-app digital signing for loans and credit card online applications.
- Finalized the retail mobile app integration with Googlepay payment service.
- Enhanced the online account opening customer experience and implemented FATCA compliance changes.
- Released the updated travel app with a new design and an enhanced customer experience.
- Launched the updated corporate currency application and corporate portal with a new customer experience and new services.
- Launched the new B2B solution with updated technology and Sandbox environment and enabled more services to corporate and SME customers.
- Launched the updated mobile app and portal for prepaid Easypay customers with a new customer experience and new services.

- Implemented the DevOps and DevSecOps tools that enable continuous delivery and integration which will lead to quick time to market.
- Launched digital and marketing campaigns for different products and services.
- Enhanced the loyalty catalog offering by the integration with Merit as a leading service provider for electronic vouchers.

As digital business development grows in Saudi Arabia, the Bank continues to work on new and innovative fintech-based initiatives to enable digital payment services.

#### Branch Network and Related Services

As of December 31, 2025, the Bank operates 50 branches and maintains a robust network of 328 ATMs and ITMs across Saudi Arabia. In addition, it manages over 10,000 POS terminals, ensuring widespread accessibility and convenience for customers nationwide.

#### Personal Banking Assets and Liabilities – Islamic and Conventional

The Bank's Personal Banking division is strategically focused on offering Sharia-compliant products that reflect customer values and preferences. Complementing this, a select portfolio of conventional banking products is available through 3 dedicated conventional branches.

#### Subsidiaries and Associate Companies

The Bank has 3 wholly-owned subsidiaries as follows:

- Alistithmar for Financial Securities and Brokerage Company (ICAP), which offers brokerage, asset management, investment banking and other services in the Kingdom of Saudi Arabia. ICAP is a closed joint stock company with a total capital of SAR 250 million and no debt instruments issued. The Company provides brokerage services, investment management services to mutual funds and private portfolios, custody services and investment banking advisory services. Assets under management totaled SAR 40,526 million as of December 31, 2025, of which SAR 21,688 million is considered Sharia approved.

- The Saudi Investment Real Estate Company, a limited liability company registered in the Kingdom of Saudi Arabia. The total capital of the Company is SAR 500,000, with no debt. The primary objective of the Company is to hold title deeds as collateral on behalf of the Bank for real estate related lending transactions.
- SAIB Markets Limited Company, registered as a limited liability company in the Cayman Islands in July 2017 with a total capital of SAR 1,875,000, and no debt instruments issued. The objective of this Company is to conduct derivatives and repurchase activities on behalf of the Bank.

The Bank also has investments in 3 associate companies in Saudi Arabia as follows:

- American Express (Saudi Arabia) (AMEX). AMEX is a Saudi closed joint stock company. The total capital is SAR 100 million and the Bank holds a 50% interest. The principal activities of AMEX are to issue credit cards and offer other American Express products in the KSA.
- Yanal Finance Company (Yanal). Yanal is a Saudi closed joint stock company. The total capital is SAR 550 million, and the Bank holds 38% of the outstanding shares. The primary business activities of Yanal include lease financing services in the KSA.
- Amlak International Finance Company (Amlak). Amlak is a Saudi joint stock company with a total capital of SAR 1,019 million. The Bank holds 22.4% of the outstanding shares. Amlak provides Sharia-compliant financing products namely; real estate financing, financing the activity of SMEs and consumer financing in the KSA.

#### Credit Ratings

Credit ratings are an integral component for participation in the international financial markets. As the global economy becomes more integrated, credit ratings are necessary not only to ensure funding and obtain access to capital markets, but also to demonstrate a commitment to meeting a high level of internationally recognized credit and risk management standards and disclosure requirements.

During the year, the Bank continued its program of rating reviews with Standard & Poor’s Ratings Services (S&P), Moody’s and Fitch Ratings. A summary of the Bank’s current ratings follows:

| Credit Rating Agency | Long-Term | Short-Term | Outlook |
|----------------------|-----------|------------|---------|
| Moody’s              | A2        | P-1        | Stable  |
| S&P                  | BBB+      | A-2        | Stable  |
| Fitch                | A-        | F2         | Stable  |

The Bank’s ratings are the result of its financial performance, asset quality and capitalization levels, supported by a stable strategy and adequate liquidity profile. The ratings take into consideration the fact that the Bank operates in one of the strongest banking sectors and best regulated markets in the Middle East. The ratings also reflect Saudi Arabia’s sovereign credit ratings from Moody’s, Fitch and S&P in addition to the country’s economic fundamentals, adherence to BIS norms and G20 alignment.

Compliance Group

The Compliance Group serves as a cornerstone of the Bank’s commitment to legal, regulatory and ethical standards. As the financial regulatory landscape in the Kingdom of Saudi Arabia continues to evolve in alignment with international best practices, the Compliance Group plays a critical role in ensuring that the Bank operates within these frameworks, thereby safeguarding its reputation and maintaining operational integrity.

Beyond regulatory compliance, the Compliance Group functions as a strategic enabler that strengthens Stakeholder confidence, mitigates risk and enhances organizational resilience.

By embedding compliance principles into the Bank’s daily operations, the Group directly supports SAIB’s vision of being the most trusted bank for its clients.

The Compliance Group works collaboratively across the Bank’s departments to identify, assess and mitigate risk, ensuring that policies, procedures and controls remain fully aligned with regulatory requirements. Furthermore, the Group is committed to fostering a strong compliance culture by empowering employees to uphold the highest ethical standards. As the

banking industry becomes increasingly complex and digitally driven, the Compliance Group remains pivotal in maintaining regulatory harmony while enabling sustainable innovation without compromising integrity.

Key Responsibilities

1. Saudi Central Bank Relations

The relationship with SAMA is integral to the Compliance Group’s operations. This includes managing regulatory communications, ensuring accurate and timely submissions of required reports and facilitating inspections.

- **Regulatory liaison:** The Group serves as the primary point of contact, ensuring all SAMA inquiries are addressed with precision and within stipulated timelines.
- **Compliance reporting:** Periodic submissions of SAMA reports meticulously to align with SAMA’s expectations.
- **Inspection readiness:** The team coordinates SAMA inspections on the Bank and implements recommendations to continuously enhance the Bank’s readiness for inspections.

2. Regulatory Compliance

Ensuring that all Bank products, services and operations remain fully compliant with applicable regulatory requirements is a core mandate of the Compliance function.

- **Product and service assessment:** All new and materially changed products and services are subject to independent compliance review to identify, assess and mitigate potential regulatory and conduct risks prior to implementation.

- **Policy and procedure alignment:** Ensures that policies, procedures and operational manuals are continuously reviewed and updated to reflect regulatory developments, with robust controls embedded across end-to-end business processes.
- **Advisory role:** Provides expert advisory support to business and support functions in navigating complex regulatory matters, including customer-related issues, cross-border transactions and emerging regulatory expectations.
- **Penalty management:** Oversees the management of regulatory breaches and penalties through structured root-cause analysis by arranging with the concerned departments, timely remediation and corrective actions plans to prevent recurrence and strengthen the Bank’s overall compliance posture.

3. Monitoring and Control

A proactive approach to assessing and monitoring ensures the Bank’s ongoing compliance with regulatory requirements and inclusion in Bank policies.

- **Account opening:** High-risk (including PEP / REP) customer onboarding and KYC accounts update are monitored to detect and address potential issues promptly to ensure SAIB fulfilment with regulatory requirements.
- **Monitoring compliance with dormant account regulations:** Regulatory protocols for dormant accounts are adhered to and reports are reviewed.
- **Risk identification:** Identifies regulatory risks and conducts compliance reviews and assessments proposing strategic interventions to fortify the Bank’s regulatory posture.
- **FATCA and CRS:** Monitoring customers’ self-certification information for completeness and reasonableness based on regulatory standards to prepare reportable customers and submit to ZATCA on annual bases, together with SAIB FATCA and CRS compliance certifications.

4. Quality Assurance and RegTech

Quality assurance ensures that the Compliance Group activities are executed efficiently, while RegTech innovations enhance operational accuracy.

- **Internal QA reviews:** Regular reviews of Compliance Group processes help identify gaps and improve operational efficiency.
- **Technology-driven compliance:** Advanced systems and tools are integrated into compliance workflows to enhance process efficiency and reduce manual intervention.

- **Compliance dashboards:** Comprehensive dashboards provide insights into key Compliance Group metrics, enabling Management to track progress and make informed decisions.

5. Whistleblowing and Anti-Bribery and Corruption

The framework supports reporting of irregular practices, suspected violations, unethical behavior or any act of bribery or corruption.

Enhances a culture of integrity and transparency in the workplace and promotes adherence to internal and external standards and policies by educating Bank employees on the concept of whistleblowing and anti-bribery and corruption, and its role in protecting the Bank from risks associated with bribery and corruption.

- **Confidential channels:** Employees and Stakeholders can report unethical activities securely and without fear of retaliation.
- **Policy awareness:** Awareness campaigns emphasize the importance of whistleblowing as a tool for organizational improvement.
- **Timely investigations:** Reports are investigated swiftly, with findings contributing to policy enhancements and employee training.

6. Self-Supervisory Unit

The Self-Supervisory unit ensures the processing of Tanfeeth system and SAMA net system requests on time, with the highest level of confidentiality.

- **Tanfeeth system management:** Collaborating with SAMA’s Tanfeeth unit ensures efficient handling of their requests.
- **Issuing reports:** Issuing periodic reports for SAMA and statistical reporting to Management.
- **Executing requests and inquiries from Self-Supervisory at SAMA,** received in the SAMA net system and Tanfeeth system.

7. AML/CTF Policies and Procedures

Combating financial crimes is a top priority, with robust anti-money laundering (AML) and counter-terrorist financing (CTF) measures in place.

- **Risk-based approach:** Developing internal policies, procedures and controls to mitigate the risks of money laundering and terrorist financing based on the results of the approved risk assessment.

- **Monitoring and following up on transactions and activities:** Applying enhanced due diligence measures to monitor and follow up on transactions and activities to identify and detect unusual ones and to report it to the General Department of Financial Investigations.
- **Sanctions compliance:** Ensures adherence to local and international sanctions, mitigating risks of legal penalties and reputational damage.
- **Training programs:** Preparing ongoing training programs for all employees to inform them of the regulations, instructions and developments related to the field of anti- money laundering and terrorist financing.

The Compliance Group at the Bank is the backbone of the Bank's commitment to integrity, accountability and regulatory compliance excellence. By seamlessly integrating regulatory requirements into the Bank's strategic and operational frameworks, the Group not only mitigates risks but also contributes to building a robust, trust-driven relationship with Stakeholders.

In today's dynamic financial landscape, the role of compliance has evolved beyond a regulatory checkbox to become a strategic differentiator. The Compliance Group's proactive engagement with SAMA, rigorous monitoring mechanisms, and adoption of cutting-edge technologies ensure that SAIB remains a leader in compliance excellence.

Looking forward, the Compliance Group will continue to adapt and innovate, aligning with SAMA's Vision 2030 objectives and global best practices. This approach will not only enhance the Bank's regulatory standing but also increase its resilience and competitiveness, reaffirming its role as a trusted financial partner in the Kingdom and beyond.

#### Human Resources Group

In line with the Bank's people strategy, HR Group implemented a comprehensive people transformation agenda, that re-emphasized the commitment towards investing in the development of human capital in order to build a competent workforce capable to deliver current and future strategic imperatives. The HR transformation program was designed in alignment with SAIB's 2027 strategy to deliver on its business objectives by fundamentally reshaping the Bank's HR priorities and enhancing the Employee Value

Proposition (EVP) aimed at creating an unrivaled work environment for the people who are the Bank's greatest asset, thereby enabling the Bank to attract, develop and retain best talent to achieve sustainable business growth. SAIB has set a benchmark for excellence in human capital management. The program's outcomes paved the way for a future where SAIB continues to thrive as an employer of choice.

#### Saudization and Employee Development

In line with the HR strategy, the Bank continued to invest in the employment and development of Saudi talent to take up current and future key roles. As of December 31, 2025, the Saudization ratio was 95.79% with female employees representing 24.86% of the workforce. SAIB Academy was able to create strong interest and commitment from employees to participate in building capabilities through the launch of over 573 training days covering 152 programs. In addition, the employees continued to have access to numerous E-learning modules via the Academy E-learning platform.

During 2025, the Bank successfully hired 198 employees, aligned with the strategic business needs. The Bank's talent acquisition approach continued to focus towards Saudization initiatives, with the onboarding of competent Saudi talent that positively impacted the Saudization ratio. The 2025 SAIB Graduate Program was a great success with the graduates experiencing an overseas development phase as part of the development framework.

#### Employee Benefits

Benefits payable to employees at the end of their services are accrued in accordance with guidelines set by the Saudi Labor Regulations and as per the Bank's accounting policies. The amount of provision made during the year ended December 31, 2025 for employees' end of service benefits was SAR 45.2 million. The balance of the accrued benefits outstanding is approximately SAR 309.1 million as of December 31, 2025.

In addition, the Bank introduced to its eligible employees an Employee Investment Scheme that is based on mutual contributions by the Bank and the employees. These contributions are paid to the participating employees at the respective maturity date of the plan.

Moreover, the Bank introduced to its eligible employees a Key Talent Retention Program that is based on performance and retention needs of the Bank and payments made at the respective maturity date of the plan.

The amount of provision made during the year ended December 31, 2025 for these plans was approximately SAR 28 million.

#### Related Party Transactions

In the ordinary course of its activities, the Bank transacts business with related parties. Related parties, balances and transactions are governed by the Banking Control Law and other regulations issued by SAMA.

The Bank's related party identification and disclosure of transactions complies with the guidelines issued by SAMA and has been approved by the Bank's Board of Directors. These guidelines include the following definitions of related parties:

- Management of the Bank, their relatives and/or their affiliated entities.
- Principal Shareholders of the Bank and/or their relatives.
- Affiliates of the Bank, entities for which the investment is accounted for using the equity method of accounting, their management and relatives.

- Trusts for the benefit of the Bank's employees such as pension or other benefit plans that are managed by the Bank.
- Any other parties whose management and operating policies can be directly or indirectly significantly influenced by the Bank.

Management of the Bank includes those persons who are responsible for achieving the objectives of the Bank and who have the authority to establish policies and make decisions by which those objectives are pursued. Management therefore includes the members of the Bank's Board of Directors, Sharia Board members, Chief Executive Officer, General Manager's, their deputies, Chief Financial Officer, Managers of key departments, officers of risk management, Internal Audit and Compliance functions, and similar positions in the Bank, in addition to incumbents of any other positions determined by SAMA.

Principal Shareholders include those owners of record of more than 5% of the Bank's voting ownership and/or voting interest of the Bank.

Relatives include spouses, children, parents, grandparents, siblings, grandchildren, and offspring to whom a member of Management of either the Bank, principal Shareholder or affiliate, might control or influence or by whom they might be controlled or influenced, because of the family relationship.



Saudization ratio

95.8%



Training days launched from SAIB Academy

+500

The balances as of December 31, 2025, resulting from such transactions included in the consolidated statement of financial position are as follows:

|                                                                                                                                                          | SAR'000   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Management of the Bank, their relatives and/or their affiliated entities:</b>                                                                         |           |
| Loans and advances                                                                                                                                       | 362,407   |
| Customers' deposits                                                                                                                                      | 836,894   |
| Tier 1 Sukuk                                                                                                                                             | 55,500    |
| Commitments and contingencies                                                                                                                            | 355,818   |
| <b>Principal Shareholders of the Bank and/or their relatives:</b>                                                                                        |           |
| Customers' deposits                                                                                                                                      | 9,034,832 |
| Tier 1 Sukuk                                                                                                                                             | 50,000    |
| <b>Affiliates of the Bank, entities for which the investment is accounted for using the equity method of accounting, their management and relatives:</b> |           |
| Loans and advances                                                                                                                                       | 1,751,455 |
| Customers' deposits                                                                                                                                      | 627,188   |
| Tier 1 Sukuk                                                                                                                                             | 10,000    |
| Commitments and contingencies                                                                                                                            | 565,313   |
| <b>Trusts for the benefit of the Bank's employees such as pension or other benefit plans that are managed by the Bank:</b>                               |           |
| Customers' deposits and other liabilities                                                                                                                | 351,904   |

Income and expenses for the years ended December 31, 2025, pertaining to transactions with related parties included in the consolidated statement of income are as follows:

|                                                                                                                             | SAR'000       |
|-----------------------------------------------------------------------------------------------------------------------------|---------------|
| <b>Management of the Bank and/or members of their immediate family:</b>                                                     |               |
| Special commission income                                                                                                   | 43,074        |
| Special commission expense                                                                                                  | 50,839        |
| Fee income from banking services                                                                                            | 7             |
| <b>Principal Shareholders of the Bank and/or members of their immediate family:</b>                                         |               |
| Special commission expense                                                                                                  | 130,116       |
| <b>Affiliates of the Bank and entities for which the investment is accounted for using the equity method of accounting:</b> |               |
| Special commission income                                                                                                   | 251,119       |
| Special commission expense                                                                                                  | 16,382        |
| Fee income from banking services                                                                                            | 301           |
| Other income                                                                                                                | 82            |
| Other expenses                                                                                                              | 4,731         |
| <b>Board of Directors and other Board Committee members' remuneration</b>                                                   | <b>18,815</b> |

Corporate Governance

The Bank's governance substantially complies with the "Key Principles of Corporate Governance in Financial Institutions" under the control and supervision of the Saudi Central Bank issued by the Saudi Central Bank (SAMA), as well as the "Corporate Governance Regulation" issued by the Capital Market Authority (CMA), including its guiding articles. The Bank also complies with the "Implementing Regulation of the Companies Law for Listed Joint Stock Companies" issued by the Capital Market Authority (CMA).

The Board of Directors and Board Committees

Composition of the board of directors

The Bank's Board of Directors (Board of Directors) acts as a supervisory body for the Bank's management, offering leadership and strategy, providing guidance

to management, assessing opportunities and risks, and establishing controls to limit and mitigate the Bank's exposure to risks. The Board of Directors also oversees the bank's governance, risk management, and compliance. The current members of the Board of Directors consist of nine members, chaired by Mr. Abdulatif Ali AlSeif.

Board members

Changes Affecting Board Membership in 2025:

During the general assembly meeting held on 12/02/2025, the new Board of Directors was appointed for a three-year term commencing on 14/02/2025 and concluding on 13/02/2028.

The names of the members of the Board of Directors and Board Committees, along with their membership's type and positions are listed below:

1. For the term starting from 14/02/2025 until 13/02/2028:

| # | Name                               | Membership Type      | Position                                                                                                                                                                          |
|---|------------------------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Mr. Abdulatif Ali AlSeif           | Non-Executive Member | <ul style="list-style-type: none"><li>Chairman of the Board</li><li>Chairman of the Executive Committee</li></ul>                                                                 |
| 2 | Mr. Mohammed Saleh AlKhalil        | Non-Executive Member | <ul style="list-style-type: none"><li>Vice Chairman of the Board</li><li>Member of the Nomination and Remuneration Committee</li><li>Member of the Governance Committee</li></ul> |
| 3 | Mr. Yaser Mohammed Al Jarallah     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Executive Committee</li><li>Member of the Governance Committee</li></ul>                          |
| 4 | Mr. Mohammed Salem Mussa           | Non-Executive Member | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Nomination and Remuneration Committee</li><li>Member of the Risk Committee</li></ul>              |
| 5 | Mr. Khalid Salem AlRowais          | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Audit Committee</li><li>Member of the Governance Committee</li></ul>                            |
| 6 | Dr. Ghazi Abdulrahim AlRawi        | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Nomination and Remuneration Committee</li><li>Member of the Risk Committee</li></ul>              |
| 7 | Mr. Hani Yahya AlSharif            | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Governance Committee</li><li>Member of the Executive Committee</li></ul>                        |
| 8 | Dr. Abdulaziz Abdullah AlZoom      | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Risk Committee</li><li>Member of the Executive Committee</li></ul>                              |
| 9 | Mr. Mohammed Abdulmohsen AlGrenees | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Nomination and Remuneration Committee</li><li>Member of the Executive Committee</li></ul>       |

| #                              | Name                             | Membership Type      | Position                                                                                                           |
|--------------------------------|----------------------------------|----------------------|--------------------------------------------------------------------------------------------------------------------|
| Members from Outside the Board |                                  |                      |                                                                                                                    |
| 10                             | Mr. Mohammed Khamis Bamaga       | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li><li>Member of the Risk Committee</li></ul> |
| 11                             | Mr. Bader Abdullah AlMazroua     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                      |
| 12                             | Mr. Fayez Sayed Hassan Belal     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                      |
| 13                             | Mr. Mohammed Saleh AlGhamdi      | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                      |
| 14                             | Mr. Bandar Nasser AlTamimi       | Non-Executive Member | <ul style="list-style-type: none"><li>Member of the Nomination and Remuneration Committee</li></ul>                |
| 15                             | Dr. Abdulrahman Abdulla Al Saadi | Independent Member   | <ul style="list-style-type: none"><li>Chairman of the Sharia Committee</li></ul>                                   |
| 16                             | Dr. Ibrahim Abdullah AlLahim     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Sharia Committee</li></ul>                                     |
| 17                             | Dr. Abdullah Abdulaziz AlHamdan  | Independent Member   | <ul style="list-style-type: none"><li>Member of the Sharia Committee</li></ul>                                     |

2. For the term starting from February 14, 2022 until February 13, 2025:

| # | Name                                | Membership Type      | Position                                                                                                                                                                                                          |
|---|-------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Mr. Abdullah Saleh Jum’ah AlDawsari | Non-Executive Member | <ul style="list-style-type: none"><li>Chairman of the Board</li></ul>                                                                                                                                             |
| 2 | Mr. Abdulaziz Abdulrahman AlKhamis  | Non-Executive Member | <ul style="list-style-type: none"><li>Vice Chairman of the Board</li><li>Chairman of the Executive Committee</li><li>Member of the Nomination and Remuneration Committee</li></ul>                                |
| 3 | Mr. Abdulrahman Mohammed AlRawaf    | Non-Executive Member | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Nomination and Remuneration Committee</li><li>Member of the Executive Committee</li></ul>                                         |
| 4 | Mr. Mohammed Abdulmohsen AlGrenees  | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Nomination and Remuneration Committee</li><li>Member of the Risk Committee</li><li>Member of the Executive Committee</li></ul>  |
| 5 | Mr. Yaser Mohammed Al Jarallah      | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Governance Committee</li><li>Member of the Risk Committee</li><li>Member of the Nomination and Remuneration Committee</li></ul> |
| 6 | Mr. Mohammed Khamis Bamaga          | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Risk Committee</li><li>Member of the Audit Committee</li></ul>                                                                  |

| #                              | Name                             | Membership Type      | Position                                                                                                                                                                                    |
|--------------------------------|----------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7                              | Mr. Khalid Salem AlRowais        | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Chairman of the Audit Committee</li><li>Member of the Governance Committee</li><li>Member of the Risk Committee</li></ul> |
| 8                              | Mr. Abdullah Sulaiman AlZaben    | Independent Member   | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Executive Committee</li><li>Member of the Governance Committee</li></ul>                                    |
| 9                              | Mr. Mohammed Saleh AlKhalil      | Non-Executive Member | <ul style="list-style-type: none"><li>Member of the Board</li><li>Member of the Executive Committee</li></ul>                                                                               |
| Members from Outside the Board |                                  |                      |                                                                                                                                                                                             |
| 10                             | Mr. Fayez Sayed Hassan Belal     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                                                                                               |
| 11                             | Mr. Alma Saeed Almoter           | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                                                                                               |
| 12                             | Mr. Bader Abdullah AlMazroua     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Audit Committee</li></ul>                                                                                                               |
| 13                             | Dr. Abdulrahman Abdulla Al Saadi | Independent Member   | <ul style="list-style-type: none"><li>Chairman of the Sharia Committee</li></ul>                                                                                                            |
| 14                             | Dr. Ibrahim Abdullah AlLahim     | Independent Member   | <ul style="list-style-type: none"><li>Member of the Sharia Committee</li></ul>                                                                                                              |
| 15                             | Dr. Abdullah Abdulaziz AlHamdan  | Independent Member   | <ul style="list-style-type: none"><li>Member of the Sharia Committee</li></ul>                                                                                                              |



# The Board of Directors and Board Committees

## The current and previous positions, qualifications and experience of the Board members and the Board Committees

Board of Directors for the term starting from February 14, 2025 until February 13, 2028:



Mr. Abdulatif  
Ali AlSeif

### Current positions:

Chief Executive Officer - Sabeen Investment Company

### Previous position:

- 1. Chief Executive Officer - Raidah Investment Company (RIC)
- 2. Investment Consultant - Public Pension Agency
- 3. Deputy Chief Executive, Chief Investment Officer - King Abdullah International Foundation for Humanitarian Activities

### Qualifications:

- 1. Bachelor of Business Administration - Boston University, United States
- 2. Master of Business Administration - Boston University, United States
- 3. Master of Economics - Boston University, United States
- 4. CPA - American Institute of Certified Public Accountants (AICPA)
- 5. CFA - CFA Institute

### Current Memberships:

- 1. Board of Directors Member, Executive Committee Member and Nomination and Remuneration Committee Member - Southern Province Cement Company (SPCC)
- 2. Board of Directors Member - Sabeen Investment Company
- 3. Board of Directors Member and Audit Committee Member - Nahdi Medical Company (Nahdi)
- 4. Board of Directors Member and Audit Committee Member - Arabian Internet and Communications Services Company (Solutions)
- 5. Board of Directors Member and Investment Risk Committee Member - Wisayah Global Company
- 6. Board of Directors Member and Investment Committee Member - Saudi Agricultural and Livestock Investment Company (SALIC)
- 7. Investment Committee Member - National Development Fund (NDF)

- 8. Investment Committee Member - Riva Investment Company
- 9. Risk Committee Member - General Organization for Social Insurance (GOSI)
- 10. Investment Committee Member - King Abdulaziz University
- 11. Investment Committee Member - King Abdullah Petroleum Studies and Research Center (KAPSARC)

### Previous Memberships

#### Inside of the Kingdom

- 1. Board of Directors Member, Executive Committee Member and Audit Committee Member - Al Rajhi Bank (Alrajhi)
- 2. Board of Directors Member - Abdullah AlOthaim Investment Company
- 3. Board of Directors Member, Audit Committee Member and Nomination and Remuneration Committee Member - National Petrochemical Company (Petrochem)
- 4. Board of Directors Member - Riva Investment Company
- 5. Board of Directors Member and Nomination and Remuneration Committee Member - HSBC Saudi Arabia
- 6. Board of Directors Member and Executive Committee Member - Raidah Investment Company
- 7. Board of Directors Member, Audit Committee Member and Projects Committee Member - Arabian Cement Company (ACC)
- 8. Board of Directors Member and Investment Committee Member - Awqaf Investment Company
- 9. Board of Directors Member - AlWashim Poultry Company
- 10. High Investment Committee Member - The Arab Investment Company
- 11. Board of Directors Member - Growth Catalyst Company

#### Out of the Kingdom

Board of Directors Member - Olam Agri Holdings PTE. LTD, Singapore



Mr. Mohammed  
Saleh AlKhalil

### Current position:

Businessman

### Previous position:

Chairman of Board of Directors and Board of Directors Member for several companies working in real estate, investment, industry, tourism, charity and social community committees

### Qualifications:

- 1. Master of Business Administration - Colorado State University, United States.
- 2. Bachelor of Computer Science and Engineering - King Fahad University of Petroleum and Minerals

### Current Memberships:

- 1. Chairman of the Board of Directors - Lumi Rental Company (Lumi)
- 2. Chairman of the Board of Directors - Alujain Corporation (Alujain)
- 3. Chairman of the Board Managers - FAD Investment and Development Company
- 4. Chairman of the Board Managers - FAD for Industry Company
- 5. Board of Directors Member - FAD International Pharmaceutical Company
- 6. Board of Directors Member - Arkan Steel Company
- 7. Vice Chairman of the Board of Directors - Cementra
- 8. Chairman of the Board Managers - Kanolli Food Industries Company
- 9. Board of Directors Member - Tatweer Buildings Company
- 10. Chairman of the Board Managers - Enwan Al-Makan for Real Estate Dev. and Investment Co.
- 11. Board of Directors Member - Althluf Real Estate Company
- 12. Chairman of the Board of Directors - National Petrochemical Industrial Company
- 13. Chairman of the Board of Managers - National Real Estate Group
- 14. Board of Directors Member - National Competitiveness Center (NCC)
- 15. Board of Directors Member - Saudi Business Center

- 16. Board of Directors Member - Investment Board
- 17. Board Managers Member - Tatweer Transportation Services
- 18. Chairman of the Board of Directors - Al Mosafer for Travel and Tourism

### Previous Memberships:

- 1. Chairman of the Board of Directors - Seera Group Holding (Seera)
- 2. Board of Directors Member - Bilda Company for Specialized Commercial Complexes
- 3. Board of Directors Member - Thakher Investment and Real Estate Development Company
- 4. Board of Directors Member - Riyadh Chamber of Commerce Cycle 16th
- 5. Board of Directors Member - Tatweer Education Holding Company
- 6. Board of Directors Member - Manafea Holding Company
- 7. Chairman of the Board of Directors - Middle East Real Estate Company
- 8. Chairman of the Board Managers - International Environment Service Company
- 9. Chairman of the Board Managers - Keram for Development and Investment Company
- 10. Chairman of the Board of Directors - Unaizah Investment Company
- 11. Vice Chairman of the Board of Directors - Unaizah Alwaqfia Company
- 12. Board of Directors Member - AlMagar Development Company
- 13. Board of Directors Member - Akwan Real Estate Company
- 14. Vice Chairman of the Board of Directors - Elite Hospital Company
- 15. Board of Directors Member - Al Widyen Real Estate Saudi Arabia
- 16. Board of Directors Member - Roa Al Madinah Holding Company
- 17. Board of Directors Member - Asagefah Business Development Company



Mr. Yaser Mohammed  
Al Jarallah



Mr. Mohammed  
Salem Mussa

**Current position:**

Chief Executive Officer and Co-Founder - Tharwaa Investment LLC, UAE

**Previous position:**

**Outside of the Kingdom**

1. Co-Founder and Chief Executive Officer - Hadaf Aljazeera General Trading LLC, UAE
2. Co-Founder and Chief Executive Officer - Tharwaa Alkhaleej General Trading LCC, UAE
3. Co-Founder - PI Capital, United States

**Qualifications:**

Bachelor of Economics – University of Southern California, United States

**Current Memberships:**

1. Chairman of the Board of Directors, Executive Committee Chairman and Remuneration and Nomination Committee Member - Ash-Sharqiyah Development Company (Sharqiyah Dev)
2. Board of Directors Member - Al-Inma Medical Services Company
3. Vice Chairman of the Board of Directors, Executive Committee Chairman and Investment Committee Member - Allied Cooperative Insurance Group (ACIG)

**Previous Memberships:**

**Inside of the Kingdom**

Chairman of the Board of Directors - Allied Cooperative Insurance Group (ACIG)

**Outside of the Kingdom**

1. Founder and Board of Directors Member - Metahq Takaful Insurance Company, UAE
2. Board of Directors Member - VC Bank, Bahrain
3. Co-Founder and Board of Director Member - Tharwa Housing Investment Company, UAE

**Current position:**

Head of Portfolio Management - Najm Almarzam Company for Investment

**Previous position:**

1. Analyst, Equity Management - Hassana Investment Company
2. Senior Analyst, Equity Management - Hassana Investment Company
3. Portfolio Manager, Equity Management - Hassana Investment Company

**Qualifications:**

Bachelor of Finance - Prince Mohammad bin Fahd University

**Current Memberships:**

Board of Directors Member and Executive Committee Member - Aldrees Petroleum and Transport Services Company (Aldrees)

**Previous Memberships:**

1. Board of Director Member - Maarif Education Company
2. Board of Director Member - Maarif Holding Company



Mr. Khalid  
Salem AlRowais

**Current position:**

Retired

**Previous position:**

1. Senior Executive Advisor - Saudi Arabian Mining Company (Maaden)
2. Senior Vice President of Phosphate - Saudi Arabian Mining Company (Maaden)
3. Vice President of Finance - Saudi Arabian Mining Company (Maaden)
4. Executive Director and Vice President of Strategy and Planning - Saudi Arabian Mining Company (Maaden)
5. Treasury Manager -Saudi Arabian Mining Company (Maaden)
6. Director of Finance - Saudi Basic Industries Corporation (SABIC)
7. Director of Islamic Banking Operations Supervision Department - Saudi Central Bank (SAMA)

**Qualifications:**

1. Bachelor of Accounting - King Saud University
2. Certified Public Accountant (CPA) - Colorado Society of CPAs, United States

**Current Memberships:**

**Inside of the Kingdom**

1. Board of Directors Member, Risk Committee Member and Audit Committee Member - Hasana Investment Company
2. Board of Directors Member, Audit Committee Chairman and Risk and Compliance Committee Vice Chairman - Saudi Electricity Company (Saudi Electricity)
3. Audit Committee Member - TAQA Company
4. Board of Directors Member and Remuneration and Nomination Committee Member - Saudi Mining Services Company
5. Board of Directors Member and Audit Committee Chairman - National Agricultural Development Company (NADEC)
6. Audit Committee Member - Saudi Geophysics and Survey Company

**Outside of the Kingdom**

Board of Directors Member and Audit Committee Member - Aluminium Bahrain Company (Alba), Bahrain

**Previous Memberships:**

1. Board of Directors Member and Remuneration and Nomination Committee Chairman - SABIC Agri-Nutrients Company (SABIC Agri-Nutrients)
2. Chairman of the Board of Directors - Maaden Waad Shammal Phosphate Company
3. Chairman of the Board of Directors - Maaden Phosphate Company
4. Chairman of the Board of Directors - Maaden Aluminium Company
5. Chairman of the Board of Directors - Maaden Barrick Copper Company
6. Chairman of the Board of Directors - Maaden Gold and Base Metal Company
7. Board of Directors Member - Al Jazira Capital
8. Audit Committee Member - National Petrochemical Company (Petrochem)
9. Board of Directors Member, Audit Committee Chairman and Strategy Committee Member - Middle East Paper Company (MEPCO)
10. Audit Committee Member - The Company of Cooperative Insurance (Tawuniya)
11. Audit Committee Chairman - Electricity Projects Development Company
12. Board of Directors Member - Al Razi Company
13. Board of Directors Member - Ibn Rushd Company.



Dr. Ghazi Abdulrahim  
AlRawi

**Current position:**

**Inside of the Kingdom**

1. Founder and Chairman - Valuegate for Investment and Real Estate Development
2. Owner and Manager - Ithmar Taiba Dates Company

**Outside of the Kingdom**

1. Owner and Manager - Valuegate Real Estate UK LTD, United Kingdom
2. Owner and Manager - Ithmar Taiba Dates UK LTD, United Kingdom

**Previous jobs:**

**Inside of the Kingdom**

1. Consultant and Head of Corporate Initiative Management Office - National Commercial Bank (SNB)
2. Assistant Professor in Electrical and Computer Engineering Department - King Abdulaziz University (KAU)
3. Consultant and Head of Strategic Planning Unit - Capital Market Authority (CMA)
4. Senior Advisor - Saudi Technology Development and Investment Company (TAQNIA)
5. Senior Advisor - King Abdullah City for Atomic and Renewable Energy
6. Consultant and Member of Technical Staff - National Semiconductor
7. Consultant - Lucent Technologies
8. Communication Team Leader - Al Afandi Establishment

**Outside of the Kingdom**

1. Founder and Managing Partner - Eastgate Capital Group, DIFC
2. Associate - McKinsey & Company, Middle East, Dubai

**Qualifications:**

1. PhD in Electrical Engineering (EE) - Stanford University, United States
2. Master of Science and Engineering Management - Stanford University, United States
3. Master of Electrical Engineering - Stanford University, United States
4. Bachelor of Electrical Engineering - King Abdulaziz University

**Current Memberships:**

1. Board of Director Member and Executive Committee Member - Matarat Holding Company
2. Chairman of the Board Managers and Executive Committee Chairman - Riyadh Airports Company
3. Board of Directors Member, Audit Committee Chairman and Executive Committee Member - Qassim Cement Company (QCC)
4. Board of Directors Member and Nomination and Remuneration Committee Member - Rua Al Madinah Holding
5. Board of Managers Member and Executive Committee Member - Cluster 2 Airports Company
6. Board of Directors Member and Audit Committee Chairman - Arabian Drilling Company (ADC)
7. Board of Directors Member and Audit Committee Chairman - Middle East Paper Company (MEPCO)
8. Board of Managers Member - Makan 360 Company Real Estate
9. Board of Trustee Member - Prince Mugrin bin Abdulaziz University

**Previous Memberships:**

**Inside of the Kingdom**

1. Board of Directors Member, Nomination and Remuneration Committee Chairman and Audit Committee Member - Banque Saudi Fransi (BSF)
2. Board of Directors Member and Audit Committee Chairman - Saudi Ports Authority (SPA)
3. Executive Committee Member - Rua Al Madinah Holding
4. Investment Committee Member - Islamic University in Madinah
5. Board of Directors Member and Nomination and Remuneration Committee Chairman - Saudi Fransi Capital (SFC)
6. Board of Directors Member and Executive Committee Chairman - National Medical Care Company (CARE)
7. Board of Directors Member, Investment Committee Member and Human Resources Committee Member - Sanabil Investments

**Outside of the Kingdom**

1. Board of Directors Member, Investment Committee Member and Human Resources Committee Member - Eastgate Capital Group, UAE
2. Board of Directors Member - Adaptive Spectrum & Signal Alignment, Inc. (ASSIA), United States



Mr. Hani Yahya  
AlSharif

**Current position:**

Retired

**Previous position:**

1. Senior Relationship Manager, Corporate Banking - Bank Aljazira (BJAZ)
2. Assistant General Manager, Corporate and Investment Banking - Samba Financial Group
3. Assistant General Manager, Corporate Banking - Arab National Bank (ANB)
4. Western Region Head, Corporate Banking - BJAZ
5. Country General Manager - National Bank of Kuwait (KSA)

**Qualifications:**

Bachelor of Science in Business Administration - Pepperdine University, United States



Dr. Abdulaziz  
Abdullah AlZoom

**Current position:**

-

**Previous position:**

1. Chief Executive Officer - The General Authority for Competition (GAC)
2. Governor - GAC
3. Director, Research Department - Capital Market Authority (CMA)

**Qualifications:**

1. PhD in Agricultural Economics - University of Nebraska, United states
2. Master of Agricultural and Resource Economics - Colorado State University, United States
3. Bachelor of Agricultural Economics and Rural Sociology - King Saud University

**Current Memberships:**

Chairman of the Board of Directors and Executive Committee Member - Allied Cooperative Insurance Group (ACIG)



Mr. Mohammed  
Abdulmohsen AlGrenees

**Current position:**

Chief Investment Officer - Assila Investments

**Previous jobs:**

1. Head of Local Equity and Fixed Income - Raidah Investment Company (RIC)
2. Investment Portfolios Manager - Jadwa Investment Company
3. Head of Local Share Division - Alahli Capital Company
4. Investment Portfolio Manager - HSBC, Saudi Arabia

**Qualifications:**

Bachelor of Chemical Engineering - Kuwait University, Kuwait

**Current Memberships:**

1. Board of Directors Member - Taiba Investment Company (Taiba)
2. Audit Committee Member - Al Hassan Ghazi Shaker Company (Shaker)
3. Board of Directors Member - Knowledge Economic City (KEC)

4. Board of Directors Member - Derayah GCC Growth and Income Equity Fund
5. Board of Directors Member - Derayah Trading Fund
6. Board of Directors Member - Derayah Saudi Equity Fund
7. Board of Directors Member - Derayah Fund for Cash Flexible Fund
8. Board of Directors Member - Derayah Saudi Equity Flexible Fund
9. Board of Directors Member - Jarir Marketing Company (Jarir)

**Previous Memberships:**

1. Board of Directors Member - Ruyat Alwatan Holding Company
2. Board of Directors Member - Alinma Makkah Real Estate Fund
3. Board of Directors Member - Saudi Ceramic Company (Saudi Ceramics)
4. Audit Committee Member and Investment Committee Member - Bin Laden International Holding Group

Board of Directors for the term starting from February 14, 2022 until February 13, 2025:



Mr. Abdallah Saleh  
Jum'ah Al-Dawsari

**Current position:**

Retired

**Previous position:**

1. Chief Executive Officer - Saudi Arabian Oil Company (Saudi Aramco)
2. Executive Vice President for International Affairs - Saudi Aramco
3. Senior Vice President for International Affairs - Saudi Aramco
4. Senior Vice President for Industrial Relations - Saudi Aramco
5. Vice President for Human Resources and Vice President for Government Affairs - Saudi Aramco
6. Director of the Electrical Networks Department - Saudi Aramco
7. Director of Public Relations Department - Saudi Aramco
8. Head of the Publication Department - Saudi Aramco
9. Director of Government Affairs Department - Saudi Aramco
10. Managing Director - Saudi Electricity Company, Eastern Region (SCECO East)

**Qualifications:**

1. Management Development Program - Harvard University, Cambridge, United States
2. Bachelor of Political Science - American University, Beirut and Cairo

**Current Memberships:**

Board of Directors Member - Saudi Arabian Mining Company (Maden)

**Previous Memberships:**

**Inside of the Kingdom**

1. Co-Chairman of the Board of Directors - US-Saudi Arabian Business Council
2. Board of Directors Member - Saudi Aramco
3. Member of the Supreme Council for Petroleum and Minerals Affairs
4. Board of Directors Member - Saudi Aramco Mobil Refinery Company Limited (SAMREF)
5. Managing Director - Saudi Electricity Company, Eastern Region (SCECO East)

6. Board of Directors Member - Saudi Arabian Airlines Corporation
7. Vice Chairman of the Board of Directors - Zamil Industrial Investment Company
8. Board of Directors Member - Hassana Investment Company
9. Vice President of the International Advisory Board - King Fahad University of Petroleum and Minerals
10. Member of the Advisory Committee of the Supreme Economic Council
11. Board of Directors Member - Economic Cities and Special Zones Authority
12. Member - Ash-Shargiya Province Council
13. Board of Directors Member - Raidah Investment Company (RIC)

**Outside of the Kingdom**

1. Board of Directors Member - S-OIL, South Korea
2. Board of Directors Member - Petron Corporate, Philippines
3. Board of Directors Member - Motor Oil Hellas, Greece
4. Board of Directors Member - Saudi Petroleum International, United States
5. Chairman of the Board of Directors - Motiva Enterprise, United States
6. Board of Directors Member - Aramco Overseas Company, Netherlands
7. Board of Directors Member - Halliburton Company, United States
8. International Advisory Board Member - JP Morgan Chase & Co, United States
9. Advisory Board Member - Schlumberger Business Consulting, France
10. Advisory Board Member - Reliance. India
11. Chairman of the Board of Directors - Vela International Marine Limited, UAE
12. Board of Directors Member - Trustees of the American University in Cairo
13. Member of the Visiting Advisory Committee at MIT, United States
14. Advisory Board Member of Accountability, United States
15. Member of the International Business Council World Economic Forum, Switzerland



Mr. Abdulaziz  
Abdulrahman AlKhamis

**Current position:**

Retired

**Previous positions:**

1. Investment Advisor - Raidah Investment Company (RIC)
2. Vice Governor for Investment - General Organization for Social Insurance (GOSI) (formerly the Public Pension Agency)
3. Director General for Financial Investment - GOSI
4. Fixed Income Chief Dealer, Investment Management Department - Saudi Central Bank (SAMA)
5. Assistant Chief Dealer, Investment Management Department - SAMA
6. Senior Fixed Income Dealer, Investment Management Department - SAMA
7. FX & Money Market Dealer, Investment Management Department - SAMA

**Qualifications:**

Bachelor of Economics - North-Eastern University, Boston, United States

**Current Memberships:**

**Inside of the Kingdom**

1. Board of Directors Member, Investment Committee Member and Nominations and Remuneration Committee Member - The Company for Cooperative Insurance (Tawuniya)
2. Board of Directors Member and Executive Committee Member - Tabuk Cement Company (TCC)

**Outside of the Kingdom**

Board of Directors Member and Executive Committee Member - United Insurance, Bahrain

**Previous Memberships:**

**Inside of the Kingdom**

1. Board of Directors Member - National Petrochemical Company (Petrochem)
2. Board of Directors Member - Sahara International Petrochemical Company
3. Board of Directors Member - Saudi Polymer Company
4. Advisory Committee Member - Capital Market Authority (CMA)
5. Steering Committee Member - Alinma Bank (Alinma)
6. Committee Member - Simah Rating Agency

**Outside of the Kingdom**

1. Board of Directors Member - Gulf Polymers Distribution Company, UAE
2. Investment Committee Member - Asma Capital Partners, Bahrain
3. Steering Committee Chairman - Asma Capital Partners, Bahrain



Mr. Abdulrahman  
Mohammed AlRawaf

**Current position:**

Businessman

**Previous position:**

1. General Manager of International Markets - Hassana Investment Company
2. General Manager of Deposit and Bond Management - Hassana Investment Company
3. Director of Investment Portfolio Management - General Organization for Social Insurance (GOSI)
4. Financial Analyst in the General Administration of Investment - GOSI

**Qualifications:**

1. Master of Public Administration - University of Southern California, United States
2. Bachelor of Science in Business Administration - Arkansas State University, United States

**Current Memberships:**

1. Board of Directors Member and Nomination and Remuneration Committee Chairman - Qassim Cement Company (QACCO)
2. Board of Directors Member, Investment Committee Member and Nomination and Remuneration Committee Chairman - The Mediterranean and Gulf Insurance and Reinsurance Company (Medgulf)
3. Board of Directors Member, Nomination and Remuneration Committee Chairman and Executive Committee Member - Astra Industrial Group (Astra Industrial)

**Previous Memberships:**

1. Board of Directors Member - The Industrialization and Energy Services Company
2. Board of Directors Member - Sahara Petrochemical Company (Sahara)
3. Board of Directors Member - Samba Financial Group (SAMBA)
4. Board of Directors Member - Bank Aljazira (BJAZ)
5. Board of Directors Member - Jabal Omar Development Company (Jabal Omar)

For the current and previous positions, qualifications, and experiences of Mr. Mohammed, please refer to the “Board of directors for the term starting from 14/02/2025 until 13/02/2028” section.



Mr. Yaser Mohammed  
Al Jarallah



Mr. Mohammed  
Khamis Bamaga

For the current and previous positions, qualifications, and experiences of Mr. Yaser, please refer to the “Board of directors for the term starting from 14/02/2025 until 13/02/2028” section.

**Current position:**

1. Chief Executive Officer - Accenture Academy of Artificial Intelligence
2. Managing Director - Accenture

**Previous position:**

1. Chief Executive Officer, Information Technology - Al Qaryan Holding
2. Executive Vice President of Information Technology - Saudi Arabian Airline
3. Executive Manager Director of Information Technology - Sadara for Petrochemicals
4. Executive Manager - Accenture Middle East
5. Regional General Manager of Information Technology - Saudi Basic Industries Corp (SABIC)

**Qualifications:**

Bachelor of Management Information Systems - King Fahad University for Petroleum and Minerals

**Current Memberships:**

1. Risk Committee Member - The Mediterranean and Gulf Insurance and Reinsurance Company (Medgulf)
2. Board of Directors Member - The Saudi Federation for Cybersecurity, Programming and Drones
3. Audit Committee Member - National Program for the Development of Regions

**Previous Memberships:**

1. Board Advisory Member, Computer Sciences College - King Fahad University for Petroleum and Minerals
2. Board of Directors Member, Control Committee Chairman and Risk Committee Member - Dammam Airports Company
3. Board of Directors Member - Al-Qaryan Group



Mr. Khalid Salem  
AlRowais

For the current and previous positions, qualifications, and experiences of Mr. Khalid, please refer to the “Board of directors for the term starting from 14/02/2025 until 13/02/2028” section.



Mr. Abdullah  
Sulaiman AlZaben

**Current positions:**

General Manager - Sultan Bin Abdulaziz Medical and Educational Telecommunications Program

**Previous position:**

1. Financial Resources Director - Sultan Bin Abdulaziz Al-Saud Foundation
2. Project Manager - The Arab Investment Company
3. Expert Assistant and Economic Researcher - Saudi Development Fund

**Qualifications:**

1. Master of Economics and Finance - University of Alabama, United States
2. Bachelor of Economics, College of Business Administration - King Saud University

**Current Memberships:**

Board of Directors Member - Mohammed Alali Alswailem for Trading and Contracting

**Previous Memberships:**

**Inside of the Kingdom**

1. Chairman of the Board of Directors - Allstithmar Capital
2. Board of Directors Member - Imar Al-watan Real Estate Investment Company
3. Board of Directors Member - Batic Investment and Logistics Company

4. Board of Directors Member - AlQassim Medical Services
5. Board of Directors Member - Saudi Health Investment Company
6. Board of Directors Member - Inmaeyah for Investment and Real Estate and Tourism Development
7. Board of Directors Member - Baramjiyat for Computers
8. Board of Directors Member - Founding Committee for Blood Plasma Separation Project
9. Board of Directors Member - Founding Committee for Jazan Medical Company
10. Board of Directors Member - Makkah Medical Center
11. Member of the Founding Committee - Al-Ahsa Medical Services

**Outside of the Kingdom**

1. Vice Chairman of the Board of Directors - Arab Syrian Hotel and Tourism Company, Syira
2. Board of Directors Member and Executive Committee Member - International Hotel and Tourism Company, Egypt



Mr. Mohammed  
Saleh AlKhalil

For the current and previous positions, qualifications, and experiences of Mr. Mohammed, please refer to the “Board of directors for the term starting from 14/02/2025 until 13/02/2028” section.

Board Committees for the term starting from 14/02/2025 until 13/02/2028.

## Audit Committee - Non-Board Members

| Mr. Mohammed Khamis Bamaga                                                                                                                                                                               | Mr. Bader Abdullah AlMazroua                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Mr. Fayez Sayed Hassan Belal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Mr. Mohammed Saleh AlGhamdi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <p>For the current and previous positions, qualifications, and experiences of Mr. Mohammed, please refer to the “Board of directors for the term starting from 14/02/2022 until 13/02/2025” section.</p> | <p><b>Current position:</b><br/>Senior Vice President, Business and Technology Audit - Etihad Etisalat Company (Etihad Etisalat)</p> <p><b>Previous positions:</b></p> <ol style="list-style-type: none"><li>General Manager, Corporate Supporting Units Audit - Saudi Telecom Company (STC)</li><li>General Manager, Technology Audit - STC</li><li>Director of Infrastructure - STC</li><li>Director, IT Security Department - STC</li><li>Director, Data Network Services - STC</li><li>Section Manager, Network Implementation - STC</li><li>Project Manager, IT Security - STC</li></ol> <p><b>Qualifications:</b><br/>Bachelor of Information System - King Saud University</p> <p><b>Previous Memberships:</b></p> <ol style="list-style-type: none"><li>Audit Committee Member - Intigral Company</li><li>Audit Committee Member - Sirar by STC</li><li>Audit Committee Member - Telecommunication Towers Company Limited (Tawal)</li><li>Audit Committee Member - Agalat Company</li><li>Audit Committee Member - STC Square</li></ol> | <p><b>Current position:</b><br/>Financial Controller - Rabigh Refining and Petrochemical Company (Petro Rabigh)</p> <p><b>Previous positions:</b></p> <ol style="list-style-type: none"><li>Chief Financial Officer - Saudi Aramco for Trading</li><li>Treasurer - Saudi Arabian Oil Company (Saudi Aramco)</li><li>Director Finance and Accounting - Rabigh Refining and Petrochemical Company</li><li>Chief Financial Officer - Petrolube</li><li>Chief Financial Officer - Saudi Aramco Jubail Refinery Company (SASREF)</li><li>Various Professional Posts - Saudi Aramco</li></ol> <p><b>Qualifications:</b><br/>Bachelor of Accounting - King Abdulaziz University</p> | <p><b>Current position:</b><br/>Chief Financial Officer - Islamic Military Counter Terrorism Coalition (IMCTC)</p> <p><b>Previous positions:</b></p> <ol style="list-style-type: none"><li>Director of Treasury - elm Company (elm)</li><li>Senior Manager of Treasury - Flynas Company (Flynas)</li><li>Manager of Treasury and Investment - Saudi Real Estate Company (Alakaria)</li></ol> <p><b>Qualifications:</b><br/>Bachelor of Finance - King Fahd University of Petroleum and Minerals</p> <p><b>Current Memberships:</b></p> <ol style="list-style-type: none"><li>Audit Committee Chairman - The Mediterranean and Gulf Insurance and Reinsurance Company (Medgulf)</li><li>Audit Committee Chairman - Joa Capital</li><li>Vice Chairman of the Board of Directors - Square</li></ol> <p><b>Previous Memberships:</b></p> <ol style="list-style-type: none"><li>Audit Committee Member - Al Sagr Cooperative Insurance Company (Alsagr Insurance)</li><li>Audit Committee Chairman - Saudi Industrial Export Company (SIECO)</li></ol> |

## Risk Committee - Non-Board Member

Mr. Mohammed Khamis Bamaga

For the current and previous positions, qualifications, and experiences of Mr. Mohammed, please refer to the “Board of directors for the term starting from 14/02/2022 until 13/02/2025” section.

## Nomination and Remuneration Committee - Non-Board Member

Mr. Bandar Nasser AlTamimi

**Current position:**  
Chief Shared Services Officer - Alandalus Property Company (Alandalus)

- Previous positions:**
- 1. Chief Executive Officer of Human Capital - General Organization for Social Insurance (GOSI)
  - 2. General Manager of Human Capital - GOSI
  - 3. Director of Organizational Development - GOSI
  - 4. Director of Talent Management - GOSI
  - 5. Director of Talent Acquisition - GOSI
  - 6. Manager of Employee Relations - GOSI

- Qualifications:**
- 1. Master of Business Administration - Hawaii Pacific University, United States
  - 2. Bachelor of Business Administration - King Saud University

- Current Memberships:**
- 1. Board of Directors Member and Nomination and Remuneration Committee Member - Qassim Cement Company (QACCO)
  - 2. Nomination and Remuneration Committee Member - Sure Global Tech Company (Sure)

- Previous Memberships:**
- 1. Board of Directors Member and Nomination and Remuneration Committee Member - Abdullah Al Othaim Markets Company (A.Othaim Market)
  - 2. Nomination and Remuneration Committee Member - Al Watania Poultry



Board Committees for the term starting from February 14, 2022 until February 13, 2025:

## Sharia Committee - Non-Board Members

| Dr. Abdulrahman Abdulla Al Saadi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Dr. Ibrahim Abdullah AlLahim                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Dr. Abdullah Abdulaziz AlHamdan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <p><b>Current position:</b></p> <p><b>Outside of the Kingdom</b><br/>Professor Islamic Banking and Finance - Bahrain University, Bahrain</p> <p><b>Qualifications:</b></p> <ol style="list-style-type: none"><li>PhD in Comparative Jurisprudence “Alfiqh Almuqaran” from Higher Judicial Institute - Al Imam Muhammad Ibn Saud Islamic University</li><li>Master of Comparative Jurisprudence “Alfiqh Almuqaran” from Higher Judicial Institute - Al Imam Muhammad Ibn Saud Islamic University</li><li>Bachelor of Sharia from the College of Sharia - Al Imam Muhammad Ibn Saud Islamic University</li><li>Postgraduate Diploma in Sustainable Finance - Al-Maktoum College, United Kingdom</li><li>Postgraduate Diploma in English Language - Bell international School, Cambridge, United Kingdom</li></ol> <p><b>Current Memberships:</b></p> <p><b>Inside of the Kingdom</b><br/>Sharia Committee Member - Sahb Finance Company</p> <p><b>Outside of the Kingdom</b></p> <ol style="list-style-type: none"><li>Sharia Supervisory Committee Member - Fujairah National Bank, UAE</li><li>Sharia Supervisory Committee Member - Sharjah Islamic Bank, UAE</li><li>Sharia Committee Member - Commercial Bank of Dubai, UAE</li><li>Sharia Committee Member - Muzn, Oman</li><li>Sharia Committee Member - J Equity Partner- Bahrain</li></ol> | <p><b>Current position:</b><br/>Teaching Staff Member at the College of Fundamentals of Religion and Sharia - Qassim University</p> <p><b>Previous position:</b><br/>Professor of the Hadiths - Qassim University</p> <p><b>Qualifications:</b></p> <ol style="list-style-type: none"><li>PhD in the Prophetic Sunnah, Jurisprudence of Rulings - Al Imam Mohammed bin Saud Islamic University</li><li>Master of Prophetic Sunnah - Al Imam Mohammed bin Saud Islamic University</li><li>Bachelor of Sharia - Al Imam Muhammad Ibn Saud Islamic University</li></ol> <p><b>Previous Memberships:</b><br/>Sharia Committee Member - The Mediterranean and Gulf Insurance and Reinsurance Co (Medgulf)</p> | <p><b>Current position:</b><br/>General Manager of Legal Affairs - King Salman Global Academy for the Arabic Language</p> <p><b>Previous positions:</b></p> <ol style="list-style-type: none"><li>Judge - Riyadh Public Court</li><li>Judge - Riyadh Enforcement Court</li></ol> <p><b>Qualifications:</b></p> <ol style="list-style-type: none"><li>PhD in Comparative Jurisprudence “Alfiqh Almuqaran” from Higher Judicial Institute - Al Imam Muhammad Ibn Saud Islamic University</li><li>Master of Comparative Jurisprudence “Alfiqh Almuqaran” from Higher Judicial Institute - Al Imam Muhammad Ibn Saud Islamic University</li><li>Bachelor of Sharia - Al Imam Muhammad Ibn Saud Islamic University, Riyadh</li></ol> <p><b>Current Memberships:</b></p> <ol style="list-style-type: none"><li>Member of the “Committee for the Settlement of Financing Violations and Disputes”</li><li>Vice Chairman of the Board of Directors - Saudi Volleyball Federation</li></ol> |

## Audit Committee - Non-Board Members

| Mr. Fayez Sayed Hassan Belal                                                                                                                                                                        | Mr. Alma Saeed Almoter                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <p>For the current and previous positions, qualifications, and experiences of Mr. Fayez, please refer to the “Board Committees for the term starting from 14/02/2025 until 13/02/2028” section.</p> | <p><b>Current position:</b><br/>Vice President, Functional and Technology Audit - Saudi Telecom Company (STC)</p> <p><b>Previous positions:</b></p> <ol style="list-style-type: none"><li>Vice President and Chief Audit Executive - Solutions by STC</li><li>Corporate and Business Audit General Manager - Saudi Telecom Company (STC)</li><li>Investment and Operations Audit General Manager - STC</li><li>Investment and Special Assignment Audit Director - STC</li><li>Process Transformation and Sustainability Senior Manager - National Water Company</li><li>Quality and Compliance Senior Manager - National Water Company</li><li>Financial Controller and Supervisor, Performance Auditing Department - General Auditing Bureau</li><li>Performance Auditor, Performance Auditing Department - General Auditing Bureau</li></ol> <p><b>Qualifications:</b></p> <ol style="list-style-type: none"><li>CRMA, Certification in Risk Management Assurance the IIA</li><li>CFE, Certified Fraud Examiner, the ACFE</li><li>CIA, Certified Internal Auditor, the IIA</li><li>Master of Commerce - Griffith University, Australia</li><li>Bachelor of Accounting - King Abdulaziz University</li></ol> <p><b>Current Memberships:</b></p> <p><b>Inside of the Kingdom</b></p> <ol style="list-style-type: none"><li>Audit Committee Member - Vision Development Holding</li><li>Board of Directors Member, Risk and Compliance Committee Member and Nomination and Remuneration Committee Member - Yaqeen Capital</li><li>Audit Committee Member - Tawal Company</li></ol> <p><b>Outside of the Kingdom</b><br/>Audit Committee Member - STC Bahrain</p> <p><b>Previous Memberships:</b></p> <ol style="list-style-type: none"><li>Audit Committee Chairman - Samama Holding</li><li>Audit Committee Member - Solution by STC</li><li>Audit Committee Member - Jabal Omar for Development</li><li>Audit Committee Member - Saudi Telecom Company (STC)</li></ol> |

## Sharia Committee - Non-Board Members

Mr. Bader Abdullah AlMazroua

For the current and previous positions, qualifications, and experiences of Mr. Bader, please refer to the “Board Committees for the term starting from 14/02/2025 until 13/02/2028” section.

Dr. Abdulrahman  
Abdulla Al Saadi

For the current and previous positions, qualifications, and experiences of Dr. Abdulrahman, please refer to the “Board Committees for the term starting from 14/02/2025 until 13/02/2028” section.

Dr. Ibrahim Abdullah  
AlLahim

For the current and previous positions, qualifications, and experiences of Dr. Ibrahim, please refer to the “Board Committees for the term starting from 14/02/2025 until 13/02/2028” section.

Dr. Abdullah Abdulaziz  
AlHamdan

For the current and previous positions, qualifications, and experiences of Dr. Abdullah, please refer to the “Board Committees for the term starting from 14/02/2025 until 13/02/2028” section.

# Senior Management

The names of the Senior Management of the Bank with their qualifications and experience follows:

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                            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| <div>Mr. Faisal Al-Omran</div> <div>Chief Executive Officer</div> <div>Mr. Al-Omran joined the Bank in 2007. Prior to his current position as CEO, Mr. Al-Omran was the Deputy CEO and prior to that Bank Treasurer and Chief Investment Officer. Mr. Al-Omran holds a Bachelor's Degree with Honors in Finance and Accounting from Northeastern University, and throughout his career he has attended various executive management courses at reputable institutions and universities including the London Business School and INSEAD.</div>                                                                                             | <div>Mr. Ahmed Al-Mohsen</div> <div>Chief Finance Officer</div> <div>Mr. Ahmed Al Mohsen joined the Bank in May 2024, and has extensive experience in the financial and banking sector. Prior to joining The Saudi Investment Bank, Mr. Al Mohsen was the CFO and Head of Proprietary investment at Al Rajhi Capital since 2016. Prior to that, he was the CFO of Al Rajhi Bank, Jordan Branches during the period 2014 to 2016. He also held various other positions at Al Rajhi Bank, PricewaterhouseCoopers, and the Saudi Fund for Development. Mr. Al Mohsen is a member of the Board of Directors and the Chairman of the Audit Committee at the National Gas and Industrialization Company since 2019, and is a member of the Board of Directors of Al Ittihad Cooperative Insurance Company, a member of the Board of Directors and the Chairman of the Audit Committee at Al-Rashid Industrial Company. He was a member of the Board of Directors of Al Rajhi REIT Fund during the period 2018 to 2024, and Chairman of the Board of Directors of Equity and Money Markets funds at Al Rajhi Capital Company during the period 2020 to 2024. Mr. Ahmed Al Mohsen holds a Master's degree in Business Administration from Missouri State University in the United States, a Bachelor's degree in Accounting from King Saud University in Riyadh, in addition to the American Fellowship of Certified Public Accountants (CPA) and the Saudi Fellowship of Chartered and Professional Accountants (SOCPA). He has also completed the Strategic Financial Leadership Program from Stanford University in the United States, and several executive programs at the London Business School in the United Kingdom.</div> | <div>Mr. Majed Fakeeh</div> <div>Chief Corporate Banking Officer</div> <div>Mr. Fakeeh joined the Bank in his current position in 2012. Prior to joining the Bank, he was Chief Corporate Banker and Senior Credit Officer at NCB, where he worked for 12 years. Mr. Fakeeh also held the positions of Team Leader and Senior Relationship Manager in Corporate Banking. He started his corporate banking career 30 years ago when he joined SAIB as a Relationship Officer in 1995 until 2000. He holds a Bachelor's Degree in Business Administration majoring in Finance from King Saud University and attended several executive management training programs with INSEAD and IMD. Besides his responsibilities as General Manager of Corporate Banking, he is a member of several management committees including the Credit Committee and the Asset-Liability Committee. In addition, he is a Board Member of Amlak International for Real Estate Financing (publicly listed company) since 2012 and an Executive Committee Member in Alistithmar Capital (CMA licensed company) since 2024. Previously, he was a Board Member at Orix Leasing Co. (closed joint stock company licensed by SAMA) from 2021 to 2015 and Alistithmar Capital (CMA licensed company) from 2021 to 2024.</div> | <div>Mr. Maher Khayat</div> <div>Chief Personal Banking Officer</div> <div>Mr. Khayat joined the Bank in March 2024 as the General Manager of the Personal Banking Group, where he leads the Group in developing and enhancing personal banking services and improving the customer experience in alignment with the Bank's vision and ambitions. Mr. Khayat brings with him over 20 years of distinguished experience in the banking sector, during which he held several prominent leadership roles in major banks and financial institutions. Prior to joining the Saudi Investment Bank, he served in several senior positions at the Saudi National Bank, including Senior Executive Vice President of Banking Products, Senior Vice President of Retail Sales and Senior Vice President of Retail Products, where he played a key role in designing and launching innovative products and services that significantly contributed to business growth. Mr. Khayat began his professional career in various companies and institutions before transitioning to the banking sector, gaining diverse experience that enhanced his leadership capabilities. He holds a Bachelor's Degree in Public Administration from King Abdulaziz University and has participated in several advanced executive programs, including leadership programs and professional certifications in process and quality improvement.</div> | <div>Mr. Naif Al-Hammad</div> <div>Chief Treasury and Investment Officer</div> <div>Mr. Al-Hammad joined the Bank in April 2015 as Portfolio Manager - Investments. He was promoted to the Head of Investments in March 2018, Deputy Treasurer and Chief Investment Officer in March 2019 and Treasurer and Chief Investment Officer in September 2020. Prior to joining the Bank, he was a Senior Credit Manager (Treasury) at Bank Aljazira and worked with SAMA from 2006 to 2013 in various positions, the last one being the Head of the Risk Control Division. He holds a Bachelor's Degree in Accounting from King Saud University and a Master of Arts in Economics from the University of Arkansas, United States. He has completed a number of professional trainings and certifications from leading international institutions.</div> | <div>Mr. Abdulaziz Al-Afaleq</div> <div>Chief Operating Officer</div> <div>Mr. Al-Afaleq has over 19 years of financial industry experience. As Chief Operating Officer Mr. Al-Afaleq drives large-scale transformation of technology, operations, data and infrastructure to enhance resilience, scalability, cost efficiency and growth through digitization and advanced analytics. As the former Managing Director of Saudi Payments, a subsidiary of the Saudi Central Bank (SAMA), he led the development and implementation of the National Payments Strategy and modernized payment systems in Saudi Arabia. He spearheaded the transformation program that merged SADAD and GDPS, establishing Saudi Payments. With extensive experience in managing payment systems in Saudi Arabia, including the Instant Payment System (SARIE), the national RTGS System, the Saudi Payments Network (MADA), and the electronic platforms for e-invoicing (ESAL) and Electronic Bill Presentment and Payments (SADAD), Mr. Al-Afaleq has a proven track record in driving organizational growth and efficiency. He holds a Master's Degree in Business Administration from Al Faisal University and is an alumnus of the Leadership Program at Harvard Business School.</div> |
| <div>Mr. Salman Al-Fughom</div> <div>Deputy Chief Executive Officer</div> <div>Mr. Al-Fughom joined the Bank in 2006 in Treasury Investments. Prior to joining the Bank, he was an Investment Analyst at the Saudi Central Bank (SAMA), where he worked for almost 3 years. Mr. Al-Fughom also held the position of Treasurer and Chief Investment Officer in 2017 before being promoted to Deputy Chief Executive Officer in 2020. Mr. Al-Fughom holds a Bachelor's Degree in Engineering and Business Management from the University of Greenwich and a Master of Science in Investment Management from Cass Business School, UK.</div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  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**Mr. Feras Al-Sheikh**  
 Acting Chief  
 Risk Officer

Mr. Al-Sheikh has over 14 years of experience across risk management, credit risk and corporate banking in leading Saudi financial institutions. He joined the Bank in 2018 and was appointed as the Acting Chief Risk Officer in May 2025. Prior to his current role, Mr. Al-Sheikh held the position of Senior Executive Vice President of Credit Risk Management at the Saudi Investment Bank and previously served in corporate banking roles at National Commercial Bank and Samba Financial Group. Mr. Al-Sheikh has completed several executive leadership programs throughout his career at reputable institutions and universities including the London Business School and INSEAD. Mr. Al-Sheikh holds a Bachelor's Degree in Finance from King Fahd University of Petroleum and Minerals.

**Ms. Monirah Al-Swaydani**  
 Chief Corporate Governance  
 Officer and Board Secretary

Ms. Al-Swaydani joined the Bank in 2017. She has held senior positions in leading banks over the past 20 years where she has developed her expertise in retail banking, credit risk and control, legal and operational procedures and governance, syndication and structured finance. She holds a Bachelor's Degree in English from King Saud University. She is also, a certified board secretary and certified Board Director.

**Mr. Thamer Al-Humayyd**  
 Chief Quality and  
 Customer Care Officer

Mr. Al-Humayyd joined the Bank in May 2018 as DGM of the Quality Group. Mr. Al-Humayyd has more than 17 years of experience in the retail and banking industries. Prior to joining SAIB, he worked for Jarir Bookstore as the Service Manager, responsible for leading after-sale service. He started his career in SABB's corporate banking as a Relationship Manager. He then joined SAGIA as a PMO for the economic cities before joining Jarir Bookstore in 2009. He then joined the Bank in 2018 in the Quality Group and since then was involved in the transformation of multiple departments and functions across the organization. Mr. Al-Humayyd holds a Bachelor's Degree in Economics from the University of Colorado at Boulder.

**Mr. Fahad Khalil**  
 Chief Human  
 Resources Officer

Mr. Khalil joined SAIB as the Chief of Human Resources Officer in May 2023 and is also a member of the Nomination and Remuneration Committee of Alistithmar Capital and American Express SA. Prior to joining SAIB he served as the Chief Human Resources Officer at EMKAN Finance Company, a fully own subsidiary of Al Rajhi Banking Group from August 2022 to May 2023, and was also a member of the Nomination and Remuneration Committee of EMKAN. Mr. Khalil held several progressive senior HR roles at Al Rajhi Banking Group including: Assistant General Manager HR Center of Excellence and Assistant General Manager HR Business Partners and Recruitment. He has gained well-rounded HR experience within the KSA banking sector having held several HR positions at the Saudi British Bank (SABB), including: Senior Manager of HR Transformation and Operations, Manager Talent Management and was a Senior HR Business Partner at Banque Saudi Fransi. Mr. Khalil holds a Bachelor's Degree in Mechanical Engineering from King Saud University. He is a member of the Saudi Leadership Society (SLS) under the umbrella of MISK Foundation and has followed several global leadership and development programs including CHRO Program for global CHROs with Wharton Business School and Leadership programs from INSEAD and London Business School.

**Mr. Badr Allaf**  
 Chief Compliance Officer

Mr. Allaf joined the Bank in 2017. Prior to joining the Bank, he was an executive team member and Chief AML and CTF Compliance Group at Bank AlJazira, where he worked for 10 years. Mr. Allaf also held the position of western and southern regions Chief Compliance Officer at SAMBA Financial Group. He currently serves as a member of the Audit Committee at American Express Saudi Arabia and as a member of the Audit Committee at Alistithmar Capital Company. Mr. Allaf holds a Bachelor's Degree in Mechanical Power Engineering from King Abdulaziz University.

**Mr. Rakan Al-Musa**  
 Chief Internal  
 Audit Officer

Mr. Al-Musa joined the Bank in 2021 as Chief Internal Auditor. He holds a Bachelor's Degree in Business Administration (Finance) from King Saud University. He has vast experience of managing audits in different managerial positions at the Saudi British Bank (SABB) and Riyadh Bank. Prior to joining SAIB, he was the Head of Retail and Wealth Management Banking Audits at SABB. During his tenor with SABB, he worked closely with HSBC Group auditors from across the globe including UK, Hong Kong and the US. He was an integral part of various structural changes in the Internal Audit. He also underwent various management development programs in SABB including attachment with different HSBC Group entities. In addition, he was Audit representative who participated in integration activities post SABB and AlAwwal Banks' merger.

### Board Committees and their Composition

The Board has the ultimate responsibility for the success, soundness and solvency of the Bank and is accountable for protecting depositors' and Shareholders' funds. The main responsibilities of the Board members include challenging, contributing, approving and monitoring the business strategy of the Bank, approving and overseeing the implementation of the Bank's overall risk management strategies, monitoring and overseeing the Bank's performance and risks through laid down limits for management, including those for its subsidiaries. The Board functions through 6 committees, as outlined below:

**1. The Executive Committee** is comprised of 5 Board members. The Committee performs its duties in accordance with its charter published on the bank's website and includes but not limited to the following:

- Approve all types of facilities and financing.
- Review and approve credit related party transaction according to defined authority.
- Review, monitor, and approve investment of the Bank, all within the defined authority, and review the risks relating to the Bank's subsidiaries and their potential impact.

**2. The Audit Committee** is comprised of 5 members, its Chairman is a Board member and 4 non-Board members. The Committee's activities as per its charter published on the bank's website includes but not limited to:

- Ensure the quality and accuracy of financial accounting and financial statements, including review of quarterly and annual financial statements and recommendation to the Board for approval,
- Recommend the appointment of the external auditors, supervise and review the effectiveness and independence of Internal Audit and External Auditors.
- Review the compliance and anti-money laundering processes, including the code of conduct and whistleblowing cases.

- Review and evaluate the nature and effectiveness of the Bank's internal control system, including IT systems controls, their security and their vulnerabilities.

**3. The Nomination and Remuneration Committee**

is comprised of 5 members, 4 Board members and 1 non-Board member. The Committee according to its charter published on the bank's website is responsible for but not limited to:

- Recommending the Board new membership appointments in accordance with the approved policies and standards, reviewing on an annual basis the requirements for the suitable skills for membership of the Board, reviewing the Board structure, and recommending changes thereto.
- Preparing the Bank's Remuneration Policies and any required amendments and recommending them to the Board for approval, and other activities related to them.
- Approving the appointment and remuneration of senior executives of the Bank, reviewing and supervising the implementation of succession planning and training of the Bank's Board members, the CEO, and the direct reports of the CEO.

**4. The Governance Committee** is composed of 4 Board members. The Committee as per its charter published on the bank's website is responsible for but not limited to:

- Promoting and implementing best practices of governance by acting on behalf of the Board to ensure the implementation of these practices in all activities of the Bank.
- Monitors the Bank's compliance with relevant local and international regulations. The Committee also monitors and guides the Governance function in the Bank, including its ownership of corporate governance policies, processes, and procedures.

**5. The Risk Committee** is comprised of 4 members, 3 Board members and 1 non-Board member. The Committee perform its duties according to its charter published on the bank's website which includes but not limited to:

- Oversee the Bank's risk management activities, encompassing market, credit, operational, and other risks.
- Establish the Bank's Risk Management strategy and policies,
- Establish the Bank's Risk Appetite framework, periodically assessing the actual risk profile against the approved risk capacity and risk appetite,
- Review the Internal Capital Adequacy Assessment Plan and the Internal Liquidity Adequacy Assessment Plan, and reviewing the results of stress test.

**6. The Sharia Committee** is comprised of 3 non-Board members. The Committee responsibilities as per its charter published on the bank's website includes but not limited to:

- Providing Sharia opinions on submitted applications and related contracts and forms.
- Ensuring the Bank's compliance with Sharia principles and decisions on the respective activities through overseeing the Sharia control function's reports and activities.
- Answers Sharia related inquiries for the Bank and its customers.

The composition of the 6 Board Committees is presented below:

| # | Executive Committee                 | Audit Committee                          | Nomination and Remuneration Committee          | Governance Committee               | Risk Committee                           | Sharia Committee                                         |
|---|-------------------------------------|------------------------------------------|------------------------------------------------|------------------------------------|------------------------------------------|----------------------------------------------------------|
| 1 | Mr. Abdulatif Ali AlSeif (Chairman) | Mr. Khalid Salem AlRowais (Chairman)     | Mr. Mohammed Abdulmohsen AlGreenees (Chairman) | Mr. Hani Yahya AlSharif (Chairman) | Dr. Abdulaziz Abdullah AlZoom (Chairman) | Dr. Abdulrahman Abdulla Al Saadi (Chairman) (Non- Board) |
| 2 | Mr. Yaser Mohammed Al Jarallah      | Mr. Mohammed Khamis Bamaga (Non-Board)   | Mr. Mohammed Saleh AlKhalil                    | Mr. Mohammed Saleh AlKhalil        | Mr. Mohammed Khamis Bamaga (Non-Board)   | Dr. Ibrahim Abdullah AILahim (Non-Board)                 |
| 3 | Mr. Hani Yahya AlSharif             | Mr. Bader Abdullah AlMazroua (Non-Board) | Mr. Mohammed Salem Mussa                       | Mr. Yaser Mohammed Al Jarallah     | Mr. Mohammed Salem Mussa                 | Dr. Abdullah Abdulaziz AlHamdan (Non-Board)              |
| 4 | Dr. Abdulaziz Abdullah AlZoom       | Mr. Fayez Sayed Hassan Belal (Non-Board) | Dr. Ghazi Abdulrahim AlRawi                    | Mr. Khalid Salem AlRowais          | Dr. Ghazi Abdulrahim AlRawi              | -                                                        |
| 5 | Mr. Mohammed Abdulmohsen AlGreenees | Mr. Mohammed Saleh AlGhamdi (Non-Board)  | Mr. Bandar Nasser AlTamimi (Non-Board)         | -                                  | -                                        | -                                                        |

Meeting of Board Members and Board Committees

Below are the details of the attendance of Board Members and Board Committee Members at the meetings held during the year:

Board Meetings

10 Board of Directors meetings were held during 2025 as follows:

| Board Member                         | Board of Directors Meetings |          |          |           |          |          |          |          |          |          |
|--------------------------------------|-----------------------------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|
|                                      | 10th Feb                    | 16th Feb | 24th Apr | 24th July | 26th Aug | 17th Sep | 23rd Oct | 26th Oct | 18th Dec | 28th Dec |
| Mr. Abdulatif Ali AlSeif**           | N/A                         | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Mohammed Saleh AlKhalil          | ✓                           | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Yaser Mohammed Al Jarallah       | ✓                           | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Mohammed Salem Mussa**           | N/A                         | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Khalid Salem AlRowais            | ✓                           | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Dr. Ghazi Abdulrahim AlRawi**        | N/A                         | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Hani Yahya AlSharif**            | N/A                         | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Dr. Abdulaziz Abdullah AlZoom**      | N/A                         | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Mohammed Abdulmohsen AlGreenees  | ✓                           | ✓        | ✓        | ✓         | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Abdullah Saleh Jum’ah AlDawsari* | ✓                           |          |          |           |          | N/A      |          |          |          |          |
| Mr. Abdulaziz Abdulrahman AlKhamis*  | ✓                           |          |          |           |          | N/A      |          |          |          |          |
| Mr. Abdulrahman Mohammed AlRawaf*    | ✓                           |          |          |           |          | N/A      |          |          |          |          |
| Mr. Mohammed Khamis Bamaga*          | ✓                           |          |          |           |          | N/A      |          |          |          |          |
| Mr. Abdullah Sulaiman AlZaben*       | ✓                           |          |          |           |          | N/A      |          |          |          |          |

\*Membership ended on February 13, 2025

\*\*Membership started on February 14, 2025

Executive Committee Meetings

13 Executive Committee meetings were held during 2025 as follows:

| Committee Member                    | Executive Committee Meetings |          |          |          |          |          |          |          |          |          |          |          |         |
|-------------------------------------|------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
|                                     | 15th Jan                     | 12th Feb | 19th Mar | 17th Apr | 22nd May | 26th Jun | 23rd Jul | 25th Aug | 28th Aug | 16th Sep | 28th Sep | 29th Oct | 3rd Dec |
| Mr. Abdulatif Ali AlSeif**          | N/A                          |          | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓       |
| Mr. Yaser Mohammed Al Jarallah**    | N/A                          |          | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓       |
| Mr. Hani Yahya AlSharif**           | N/A                          |          | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓       |
| Dr. Abdulaziz Abdullah AlZoom**     | N/A                          |          | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓       |
| Mr. Mohammed Abdulmohsen AlGreenees | ✓                            | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓        | ✓       |
| Mr. Abdulaziz Abdulrahman AlKhamis* | ✓                            | ✓        |          |          |          |          |          | N/A      |          |          |          |          |         |
| Mr. Abdulrahman Mohammed AlRawaf*   | ✓                            | ✓        |          |          |          |          |          | N/A      |          |          |          |          |         |
| Mr. Mohammed Saleh AlKhalil*        | ✓                            | ✓        |          |          |          |          |          | N/A      |          |          |          |          |         |
| Mr. Abdullah Sulaiman AlZaben*      | ✓                            | ✓        |          |          |          |          |          | N/A      |          |          |          |          |         |

\*Membership ended on February 13, 2025

\*\*Membership started on March 13, 2025

Audit Committee Meetings

6 Audit Committee meetings were held during 2025 as follows:

| Committee Member              | Audit Committee Meetings |          |          |          |          |          |
|-------------------------------|--------------------------|----------|----------|----------|----------|----------|
|                               | 28th Jan                 | 23rd Apr | 21st May | 22nd Jul | 21st Oct | 17th Dec |
| Mr. Khalid Salem AlRowais     | ✓                        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Mohammed Khamis Bamaga    | ✓                        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Bader Abdullah AlMazroua  | ✓                        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Fayez Sayed Hassan Belal  | ✓                        | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Mohammed Saleh AlGhamdi** | N/A                      | ✓        | ✓        | ✓        | ✓        | ✓        |
| Mr. Alma Saeed Almoter*       | ✓                        |          |          | N/A      |          |          |

\*Membership ended on February 13, 2025

\*\*Membership started on March 13, 2025

Nomination and Remuneration Committee Meetings

5 Nomination and Remuneration Committee meetings were held during 2025 as follows:

| Committee Member                    | Nomination and Remuneration Committee Meetings |              |           |               |               |
|-------------------------------------|------------------------------------------------|--------------|-----------|---------------|---------------|
|                                     | 9th January                                    | 6th February | 20th July | 16th December | 23rd December |
| Mr. Mohammed Abdulmohsen AlGrenees  | ✓                                              | ✓            | ✓         | ✓             | ✓             |
| Mr. Mohammed Saleh AlKhalil**       |                                                | N/A          | ✓         | ✓             | ✓             |
| Mr. Mohammed Salem Mussa**          |                                                | N/A          | ✓         | ✓             | ✓             |
| Dr. Ghazi Abdulrahim AlRawi**       |                                                | N/A          | ✓         | ✓             | ✓             |
| Mr. Bandar Nasser AlTamimi***       |                                                | N/A          |           | ✓             | ✓             |
| Mr. Abdulaziz Abdulrahman AlKhamis* | ✓                                              | ✓            |           | N/A           |               |
| Mr. Abdulrahman Mohammed AlRawaf*   | ✓                                              | ✓            |           | N/A           |               |
| Mr. Yaser Mohammed Al Jarallah*     | ✓                                              | ✓            |           | N/A           |               |

\*Membership ended on February 13, 2025

\*\*Membership started on March 13, 2025

\*\*\* Membership started on August 24, 2025

Governance Committee Meetings

3 Governance Committee meetings were held during 2025 as follows:

| Committee Member               | Governance Committee Meetings |          |               |
|--------------------------------|-------------------------------|----------|---------------|
|                                | 9th February                  | 1st July | 11th December |
| Mr. Hani Yahya AlSharif**      | N/A                           | ✓        | ✓             |
| Mr. Mohammed Saleh AlKhalil**  | N/A                           | ✓        | ✓             |
| Mr. Khalid Salem AlRowais      | ✓                             | ✓        | ✓             |
| Mr. Yaser Mohammed Al Jarallah | ✓                             | ✓        | ✓             |
| Mr. Abdullah Sulaiman AlZaben* | ×                             |          | N/A           |

\*Membership ended on February 13, 2025

\*\*Membership started on March 13, 2025

Risk Committee Meetings

7 Risk Committee meetings were held during 2025 as follows:

| Committee Member                    | Risk Committee Meetings |         |          |           |          |          |          |
|-------------------------------------|-------------------------|---------|----------|-----------|----------|----------|----------|
|                                     | 23rd Mar                | 1st May | 22nd May | 17th July | 21st Aug | 18th Sep | 30th Nov |
| Dr. Abdulaziz Abdullah AlZoom**     | ✓                       | ✓       | ✓        | ✓         | ✓        | ✓        | ✓        |
| Mr. Mohammed Khamis Bamaga**        | ✓                       | ✓       | ✓        | ✓         | ✓        | ✓        | ✓        |
| Mr. Mohammed Salem Mussa**          | ✓                       | ×       | ✓        | ✓         | ✓        | ✓        | ✓        |
| Dr. Ghazi Abdulrahim AlRawi**       | ✓                       | ✓       | ✓        | ✓         | ✓        | ✓        | ✓        |
| Mr. Mohammed Abdulmohsen AlGrenees* |                         |         |          | N/A       |          |          |          |
| Mr. Yaser Mohammed Al Jarallah*     |                         |         |          | N/A       |          |          |          |
| Mr. Khalid Salem AlRowais*          |                         |         |          | N/A       |          |          |          |

\*Membership ended on February 13, 2025

\*\*Membership started on March 13, 2025

Sharia Committee Meetings

8 Sharia Committee meetings were held during 2025 as follows:

| Committee Member                 | Sharia Committee Meetings |          |         |          |         |           |         |          |
|----------------------------------|---------------------------|----------|---------|----------|---------|-----------|---------|----------|
|                                  | 16th Jan                  | 25th Mar | 1st May | 29th Jun | 4th Aug | 18th Sept | 6th Nov | 18th Dec |
| Dr. Abdulrahman Abdulla Al Saadi | ✓                         | ✓        | ✓       | ✓        | ✓       | ✓         | ✓       | ✓        |
| Dr. Ibrahim Abdullah AlLahim     | ✓                         | ✓        | ✓       | ✓        | ✓       | ✓         | ✓       | ✓        |
| Dr. Abdullah Abdulaziz AlHamdan  | ✓                         | ✓        | ✓       | ✓        | ✓       | ✓         | ✓       | ✓        |

General Assembly Meetings

The Bank held 2 General Assembly Meetings during 2025, as follows:

| # | Type of General Assembly                                                                                                                | Date of Meeting   | Members Attended                                                                                                                                                                                                                                                                                                                                                                                        |
|---|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Ordinary General Assembly convened to elect the Board of Directors for the term starting from February 14, 2025 until February 13, 2028 | February 12, 2025 | All members of the Board of Directors attended, namely:<br>Mr. Abdullah Saleh Jum’ah AlDawsari (Chairman)<br>Mr. Abdulaziz Abdulrahman AlKhamis (Vice Chairman)<br>Mr. Abdulrahman Mohammed AlRawaf<br>Mr. Mohammed Abdulmohsen AlGreenees<br>Mr. Yaser Mohammed Al Jarallah<br>Mr. Mohammed Khamis Bamaga<br>Mr. Khalid Salem AlRowais<br>Mr. Abdullah Sulaiman AlZaben<br>Mr. Mohammed Saleh AlKhalil |
| 2 | Ordinary General Assembly                                                                                                               | April 27, 2025    | All members of the Board of Directors attended, namely:<br>Mr. Abdulatif Ali AlSeif (Chairman)<br>Mr. Mohammed Saleh AlKhalil (Vice Chairman)<br>Mr. Yaser Mohammed Al Jarallah<br>Mr. Mohammed Salem Mussa<br>Mr. Khalid Salem AlRowais<br>Dr. Ghazi Abdulrahim AlRawi<br>Mr. Hani Yahya AlSharif<br>Dr. Abdulaziz Abdullah AlZoom<br>Mr. Mohammed Abdulmohsen AlGreenees                              |

Performance of the Board of Directors and its Committees

Corporate governance continues to be an important aspect of the business world where the Board of Directors is entrusted, among other duties, to oversee the Bank, implement the Bank’s strategic objectives, approve risk strategy, approve corporate governance rules and principles of professional conduct, and supervise Senior Management.

In the aim of reviewing the Board and its Committees’ effectiveness, including its own controls and work procedures, the Board of Directors carries out an annual internal assessment of the Board as a whole, its members, its committees and the Board Committee’s members. The assessment is carried out by an external specialized consultant every 3 years.

Changes in the Bank’s Ownership (Board of Directors and Senior Executives)

The Board of Directors is composed of natural persons represented on the Board in their personal capacities.

Below is the list of the overall ownership of Bank’s shares by the Board of Directors and senior executives and their immediate relatives who have an interest in such ownership.

Directors

| No. | Name                                | Shares at the Beginning of the Year | Shares at the End of the Year | Net Change | Percentage of Change |
|-----|-------------------------------------|-------------------------------------|-------------------------------|------------|----------------------|
| 1   | Mr. Abdulatif Ali AlSeif            | *                                   | 500,000                       | -          | -                    |
| 2   | Mr. Mohammed Saleh AlKhalil         | 166                                 | 166                           | -          | -                    |
| 3   | Mr. Yaser Mohammed Al Jarallah      | 181,695,829                         | 181,695,829                   | -          | -                    |
| 4   | Mr. Khalid Salem AlRowais           | 2,000                               | 2,000                         | -          | -                    |
| 5   | Dr. Ghazi Abdulrahim AlRawi         | *                                   | 1,000                         | -          | -                    |
| 6   | Mr. Hani Yahya AlSharif             | *                                   | 27,500                        | -          | -                    |
| 7   | Dr. Abdulaziz Abdullah AlZoom       | *                                   | 200                           | -          | -                    |
| 8   | Mr. Mohammed Abdulmohsen AlGreenees | 166                                 | 166                           | -          | -                    |
| 9   | Mr. Abdullah Saleh Jum’ah AlDawsari | 470,266                             | **                            | -          | -                    |
| 10  | Mr. Abdulaziz Abdulrahman AlKhamis  | 219,999                             | **                            | -          | -                    |
| 11  | Mr. Abdulrahman Mohammed AlRawaf    | 3,085                               | **                            | -          | -                    |
| 12  | Mr. Abdullah Sulaiman AlZaben       | 1,250                               | **                            | -          | -                    |
| 13  | Mr. Mohammed Khamis Bamaga          | 1,694                               | **                            | -          | -                    |

\* Membership started on February 14, 2025

\*\* Membership ended on February 13, 2025

Senior Executives

| No. | Name                 | Shares at the Beginning of the Year | Shares at the End of the Year | Net Change | Percentage of Change |
|-----|----------------------|-------------------------------------|-------------------------------|------------|----------------------|
| 1   | Mr. Faisal Al-Omran  | 30,347                              | 30,347                        | -          | -                    |
| 2   | Mr. Salman Al-Fughom | 20,000                              | 20,000                        | -          | -                    |
| 3   | Mr. Ahmed Al-Mohsen  | 7,145                               | 7,145                         | -          | -                    |
| 4   | Mr. Naif Al-Hammad   | 255                                 | 255                           | -          | -                    |

There were no debt instruments held by Board members or senior executives during 2025.

Number of Orders Related to the Register of Company Shareholders and the Dates and Causes of Such Applications

The Bank ordered the following 15 registers on the dates indicated during 2025:

| Date of Order | Reason of Order  | Date of Order | Reason of Order  |
|---------------|------------------|---------------|------------------|
| Jan 5, 2025   | Corporate Action | Jun 3, 2025   | Corporate Action |
| Feb 5, 2025   | Corporate Action | Jul 3, 2025   | Corporate Action |
| Feb 12, 2025  | General Assembly | Aug 5, 2025   | Corporate Action |
| Feb 25, 2025  | Dividends file   | Sep 3, 2025   | Corporate Action |
| Feb 26, 2025  | Dividends file   | Oct 5, 2025   | Corporate Action |
| Mar 11, 2025  | Corporate Action | Nov 3, 2025   | Corporate Action |
| Apr 13, 2025  | Corporate Action | Dec 2, 2025   | Corporate Action |
| May 5, 2025   | General Assembly |               |                  |

Board of Directors, its Committees and Executive Management Remuneration

The Bank aims to ensure that the rewards and compensation of the Board of Directors, its committees, and the Executive Management are consistent with the rules and regulations issued by the competent authorities and in line with best practices, taking into account the interests of Shareholders and the long-term strategic objectives of the Bank.

Accordingly, the Nominations and Remuneration Committee submits recommendations to the Board of Directors related to the remuneration of Board members in exchange for their membership on the Board and their participation in Board meetings and decisions. The Board, in turn, studies

the recommendations of the Nomination and Remuneration Committee in preparation for submitting them to the General Assembly for approval, taking into account that it does not exceed any amount presented to Board members. What is binding by SAMA, the CMA and the Ministry of Commerce wherever applicable, and in accordance with the “Remuneration Policy for Members of the Board of Directors and Committees emanating from the Board of Directors and Executive Management” approved by the General Assembly and published on the Bank’s website.

In regard to Executive Management remunerations, they are determined based on performance criteria and approved by the Nominations and Remuneration Committee.

The remuneration paid to Directors during the year ended December 31, 2025 was as follows:

|                                    | Fixed Remunerations |                                        |                                                  |                  |                                                              |       | Variable Remunerations    |                        |                            |                           |                |       | End-of-Service Award | Aggregate Amount | Expenses Allowance |  |
|------------------------------------|---------------------|----------------------------------------|--------------------------------------------------|------------------|--------------------------------------------------------------|-------|---------------------------|------------------------|----------------------------|---------------------------|----------------|-------|----------------------|------------------|--------------------|--|
|                                    | Specific Amount     | Allowance for Attending Board Meetings | Total Allowance for Attending Committee Meetings | In-Kind Benefits | Remuneration for Technical, Managerial and Consultative Work | Total | Percentage of the Profits | Periodic Remunerations | Short-Term Incentive Plans | Long-Term incentive Plans | Granted Shares | Total |                      |                  |                    |  |
| First: Independent Directors       |                     |                                        |                                                  |                  |                                                              |       |                           |                        |                            |                           |                |       |                      |                  |                    |  |
| Mr. Yaser Mohammed Al Jarallah     | 1,229               | 45                                     | 65                                               | -                | -                                                            | 1,339 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,339            | -                  |  |
| Mr. Khalid Salem AlRowais          | 1,250               | 45                                     | 35                                               | -                | -                                                            | 1,330 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,330            | -                  |  |
| Dr. Ghazi Abdulrahim AlRawi        | 1,229               | 45                                     | 45                                               | -                | -                                                            | 1,319 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,319            | -                  |  |
| Mr. Hani Yahya AlSharif            | 1,250               | 45                                     | 65                                               | -                | -                                                            | 1,360 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,360            | -                  |  |
| Dr. Abdulaziz Abdullah AlZoom      | 1,250               | 45                                     | 85                                               | -                | -                                                            | 1,380 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,380            | -                  |  |
| Mr. Mohammed Abdulmohsen AlGrenees | 1,250               | 45                                     | 70                                               | -                | -                                                            | 1,365 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,365            | -                  |  |
| Total                              | 7,458               | 270                                    | 365                                              | -                | -                                                            | 8,093 | -                         | -                      | -                          | -                         | -              | -     | -                    | 8,093            | -                  |  |
| Second: Non-Executive Directors    |                     |                                        |                                                  |                  |                                                              |       |                           |                        |                            |                           |                |       |                      |                  |                    |  |
| Mr. Abdulatif Ali AlSeif           | 2,357               | 45                                     | 55                                               | -                | -                                                            | 2,457 | -                         | -                      | -                          | -                         | -              | -     | -                    | 2,457            | -                  |  |
| Mr. Mohammed Saleh AlKhalil        | 1,229               | 45                                     | 25                                               | -                | -                                                            | 1,299 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,299            | -                  |  |
| Mr. Mohammed Salem Mussa           | 1,229               | 45                                     | 40                                               | -                | -                                                            | 1,314 | -                         | -                      | -                          | -                         | -              | -     | -                    | 1,314            | -                  |  |
| Total                              | 4,815               | 135                                    | 120                                              | -                | -                                                            | 5,070 | -                         | -                      | -                          | -                         | -              | -     | -                    | 5,070            | -                  |  |

Board of Directors for the term starting from February 14, 2022 until February 13, 2025:

|                                     | Fixed Remunerations |                                        |                                                  |                  |                                                              |       | Variable Remunerations    |                        |                            |                           |                |       |   | End-of-Service Award | Aggregate Amount | Expenses Allowance |
|-------------------------------------|---------------------|----------------------------------------|--------------------------------------------------|------------------|--------------------------------------------------------------|-------|---------------------------|------------------------|----------------------------|---------------------------|----------------|-------|---|----------------------|------------------|--------------------|
|                                     | Specific Amount     | Allowance for Attending Board Meetings | Total Allowance for Attending Committee Meetings | In-Kind Benefits | Remuneration for Technical, Managerial and Consultative Work | Total | Percentage of the Profits | Periodic Remunerations | Short-Term Incentive plans | Long-Term incentive Plans | Granted Shares | Total |   |                      |                  |                    |
| First: Independent Directors        |                     |                                        |                                                  |                  |                                                              |       |                           |                        |                            |                           |                |       |   |                      |                  |                    |
| Mr. Yaser Mohammed Al Jarallah      | 171                 | 5                                      | 15                                               | -                | -                                                            | 191   | -                         | -                      | -                          | -                         | -              | -     | - | 191                  | -                |                    |
| Mr. Khalid Salem AlRowais           | 171                 | 5                                      | 10                                               | -                | -                                                            | 186   | -                         | -                      | -                          | -                         | -              | -     | - | 186                  | -                |                    |
| Mr. Mohammed Abdulmohsen AlGrenees  | 171                 | 5                                      | 20                                               | -                | -                                                            | 196   | -                         | -                      | -                          | -                         | -              | -     | - | 196                  | -                |                    |
| Mr. Mohammed Khamis Bamaga          | 171                 | 5                                      | 5                                                | -                | -                                                            | 181   | -                         | -                      | -                          | -                         | -              | -     | - | 181                  | -                |                    |
| Mr. Abdullah Sulaiman AlZaben       | 171                 | 5                                      | 10                                               | -                | -                                                            | 186   | -                         | -                      | -                          | -                         | -              | -     | - | 186                  | -                |                    |
| Total                               | 855                 | 25                                     | 60                                               | -                | -                                                            | 940   | -                         | -                      | -                          | -                         | -              | -     | - | 940                  | -                |                    |
| Second: Non-Executive Directors     |                     |                                        |                                                  |                  |                                                              |       |                           |                        |                            |                           |                |       |   |                      |                  |                    |
| Mr. Abdullah Saleh Jum’ah AlDawsari | 293                 | 5                                      | -                                                | -                | -                                                            | 298   | -                         | -                      | -                          | -                         | -              | -     | - | 298                  | -                |                    |
| Mr. Abdulaziz Abdulrahman AlKhamis  | 171                 | 5                                      | 20                                               |                  |                                                              | 196   |                           |                        |                            |                           |                |       |   | 196                  |                  |                    |
| Mr. Abdulrahman Mohammed AlRawaf    | 171                 | 5                                      | 20                                               | -                | -                                                            | 196   | -                         | -                      | -                          | -                         | -              | -     | - | 196                  | -                |                    |
| Mr. Mohammed Saleh AlKhalil         | 137                 | 5                                      | 10                                               | -                | -                                                            | 152   | -                         | -                      | -                          | -                         | -              | -     | - | 152                  | -                |                    |
| Total                               | 772                 | 20                                     | 50                                               | -                | -                                                            | 842   | -                         | -                      | -                          | -                         | -              | -     | - | 842                  | -                |                    |

| Committees’ Members Remuneration (SAR’000)    |                                                                            |                                  |       |
|-----------------------------------------------|----------------------------------------------------------------------------|----------------------------------|-------|
| Committees                                    | Fixed Remuneration (except for the allowance for attending Board meetings) | Allowance for Attending Meetings | Total |
| Audit Committee Members                       |                                                                            |                                  |       |
| Mr. Khalid Salem AlRowais                     | -                                                                          | 30                               | 30    |
| Mr. Mohammed Khamis Bamaga                    | 241                                                                        | 30                               | 271   |
| Mr. Bader Abdullah AlMazroua                  | 275                                                                        | 30                               | 305   |
| Mr. Fayez Sayed Hassan Belal                  | 275                                                                        | 30                               | 305   |
| Mr. Mohammed Saleh AlGhamdi**                 | 241                                                                        | 25                               | 266   |
| Mr. Alma Saeed Almoter*                       | 34                                                                         | 5                                | 39    |
| Total                                         | 1,066                                                                      | 150                              | 1,216 |
| Executive Committee Members                   |                                                                            |                                  |       |
| Mr. Abdulatif Ali AlSeif**                    | -                                                                          | 55                               | 55    |
| Mr. Hani Yahya AlSharif**                     | -                                                                          | 55                               | 55    |
| Dr. Abdulaziz Abdullah AlZoom**               | -                                                                          | 55                               | 55    |
| Mr. Mohammed Abdulmohsen AlGrenees            | -                                                                          | 65                               | 65    |
| Mr. Yaser Mohammed Al Jarallah**              | -                                                                          | 55                               | 55    |
| Mr. Mohammed Saleh AlKhalil*                  | -                                                                          | 10                               | 10    |
| Mr. Abdulaziz Abdulrahman AlKhamis*           | -                                                                          | 10                               | 10    |
| Mr. Abdulrahman Mohammed AlRawaf*             | -                                                                          | 10                               | 10    |
| Mr. Abdullah Sulaiman AlZaben*                | -                                                                          | 10                               | 10    |
| Total                                         | -                                                                          | 325                              | 325   |
| Nomination and Remuneration Committee Members |                                                                            |                                  |       |
| Mr. Mohammed Abdulmohsen AlGrenees            | -                                                                          | 25                               | 25    |
| Mr. Mohammed Saleh AlKhalil**                 | -                                                                          | 15                               | 15    |
| Mr. Mohammed Salem Mussa**                    | -                                                                          | 15                               | 15    |
| Dr. Ghazi Abdulrahim AlRawi**                 | -                                                                          | 15                               | 15    |
| Mr. Bandar Nasser AlTamimi***                 | 97                                                                         | 10                               | 107   |
| Mr. Yaser Mohammed Al Jarallah                | -                                                                          | 10                               | 10    |
| Mr. Abdulaziz Abdulrahman AlKhamis*           | -                                                                          | 10                               | 10    |
| Mr. Abdulrahman Mohammed AlRawaf*             | -                                                                          | 10                               | 10    |
| Total                                         | 97                                                                         | 110                              | 207   |
| Board Risk Committee Members                  |                                                                            |                                  |       |
| Dr. Abdulaziz Abdullah AlZoom**               | -                                                                          | 30                               | 30    |
| Mr. Mohammed Salem Mussa**                    | -                                                                          | 25                               | 25    |
| Dr. Ghazi Abdulrahim AlRawi**                 | -                                                                          | 30                               | 30    |
| Mr. Mohammed Khamis Bamaga                    | 241                                                                        | 30                               | 271   |
| Total                                         | 241                                                                        | 115                              | 356   |
| Corporate Governance Committee Members        |                                                                            |                                  |       |
| Mr. Hani Yahya AlSharif**                     | -                                                                          | 10                               | 10    |
| Mr. Mohammed Saleh AlKhalil**                 | -                                                                          | 10                               | 10    |
| Mr. Khalid Salem AlRowais                     | -                                                                          | 15                               | 15    |
| Mr. Yaser Mohammed Al Jarallah                | -                                                                          | 15                               | 15    |
| Total                                         | -                                                                          | 50                               | 50    |
| Sharia Committee members                      |                                                                            |                                  |       |
| Dr. Abdulrahman Abdulla Al Saadi              | 300                                                                        | 40                               | 340   |
| Dr. Ibrahim Abdullah AlLahim                  | 275                                                                        | 40                               | 315   |
| Dr. Abdullah Abdulaziz AlHamdan               | 275                                                                        | 40                               | 315   |
| Total                                         | 850                                                                        | 120                              | 970   |

\*Membership ended on February 13, 2025  
\*\*Membership started on March 14, 2025  
\*\*\* Membership started on August 24, 2025

There was no variable remuneration paid to the other non-Board Committee members during 2025.

The 6 highest paid senior executives’ remuneration, including the CEO and CFO, during the year ended December 31, 2025 is as follows:

| Senior Executive Remuneration | (SAR’000)         |
|-------------------------------|-------------------|
| Fixed remuneration            | Senior Executives |
| Salaries                      | 19,455            |
| Allowances                    | 8,394             |
| In-kind benefits              | -                 |
| Sub total                     | 27,849            |
| Variable remuneration         |                   |
| Deferred amount               | 9,400             |
| Short-term incentive plans    | 22,080            |
| Long-term incentive plans     | -                 |
| Sub total                     | 31,480            |
| End-of service award          | -                 |
| Total                         | 59,329            |

The Board acknowledges that there are no arrangements or agreements under which a member of the Bank’s Board of Directors or a senior executive waived any remuneration. There are no arrangements or agreements whereby a Shareholder of the Bank has waived any rights in dividends.

Board of Directors’ Declaration

The Board of Directors hereby declares that to the best of its knowledge and belief and in all material respects:

1. Proper books of account have been maintained.
2. The system of internal control is sound in design and has been effectively implemented.
3. There are no significant doubts concerning the Bank’s ability to continue as a going concern.

The following table details the businesses and contracts with related parties approved by the Board of Directors during 2025, in which the Board of Directors or Senior Management have an interest:

| Related Party                                              | Owner                                                        | The Nature of Relation                                                                                                                     | The Nature of the Contract | Terms                 | Start Date of the Contract | End Date of the Contract | Total Contract Value (SAR) |
|------------------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------|----------------------------|--------------------------|----------------------------|
| Board Member Mr. Mohammed Salem Mussa                      | Aldrees Petroleum and Transport Services Company             | Member of the Board of Directors and Executive Committee at Aldrees Petroleum and Transport Services Company                               | Leasable ATM locations     | No preferential terms | January 1, 2026            | December 31, 2028        | 90.000                     |
| Board Member Mr. Mohammed Salem Mussa                      | Aldrees Petroleum and Transport Services Company             | Member of the Board of Directors and Executive Committee at Aldrees Petroleum and Transport Services Company                               | Leasable ATM locations     | No preferential terms | January 1, 2026            | December 31, 2028        | 90.000                     |
| Chief Corporate Governance Officer Ms. Monirah Al-Swaydani | The Mediterranean and Gulf Insurance and Reinsurance Company | Member of the Board of Directors and Nomination and Remuneration Committee at the Mediterranean and Gulf Insurance and Reinsurance Company | Insurance                  | No preferential terms | August 1, 2025             | July 31, 2026            | 3,532,259.78               |
| Chief Corporate Governance Officer Ms. Monirah Al-Swaydani | The Mediterranean and Gulf Insurance and Reinsurance Company | Member of the Board of Directors and Nomination and Remuneration Committee at the Mediterranean and Gulf Insurance and Reinsurance Company | Insurance                  | No preferential terms | August 1, 2025             | July 31, 2026            | 623,487.46                 |

Procedure taken to the Board to inform its members, Non-Executive Directors in particular, of the Shareholders’ suggestions and remarks on Bank and its performance

The Bank has worked on enhancing effective communication and transparency with all Shareholders to ensure consistency and transparency of disclosures at all times. To this goal, the Bank has established procedures to ensure that Shareholders’ suggestions

and feedback relating to the Bank and its performance are well reported to the Board. The Board of Directors is responsible for ensuring that communication between the Bank and Shareholders is based on a mutual understanding of strategic objectives and the Bank’s interests. Also, the Chairman of the Board and the Chief Executive Officer will inform the other Board members of the Shareholders’ opinions and discuss these opinions with them.

Information relating to any competing business with the Company or any of its activities that any member of the Board is engaging in or was engaging in such competing businesses

| Board Member Name        | Competing Business Name   | Competing Business Nature | Member’s Relationship with the Competing Business | Competing Business Conditions |
|--------------------------|---------------------------|---------------------------|---------------------------------------------------|-------------------------------|
| Mr. Abdulatif Ali AlSeif | Sabeen Investment Company | Investments Management    | Board Member and Chief Executive Officer          | None                          |

Auditors

The Ordinary General Assembly Meeting held on April 27, 2025 appointed Ernst & Young & Co. and Deloitte as the Bank’s Auditors for the financial year 2025, and the first quarter of the year 2026.

Auditors’ Unmodified Opinion on the Annual Financial Statements

The 2025 Auditor’s report indicates that “the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of December 31, 2025, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with IFRSs that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements that are endorsed by SOCPA”.

The Auditor’s report also indicates that “nothing has come to our attention that causes us to believe that the Bank was not in compliance, in all material respects, with the applicable provision of the Regulations for Companies, the Banking Control Law in the Kingdom of Saudi Arabia and the Bank’s By-laws in so far as they affect the preparation and presentation of the consolidated financial statements for the year ended December 31, 2025”.

The Board of Directors’ Recommendation and Reason to Replace the Auditors

The Board of Directors did not recommend replacement of the Bank’s Auditors prior to their term of appointment, and there was no contradiction between the recommendations of the Audit Committee and the Board resolutions.

Corporate Governance

The Bank’s governance substantially complies with the “Key Principles of Corporate Governance in Financial Institutions” issued by SAMA, and is under the control and supervision of SAMA, as well as the “Corporate Governance Regulation” issued by the CMA, including its guiding articles. The Bank also complies with the “Implementing Regulation of the Companies Law for Listed Joint Stock Companies” issued by the CMA.

Bank’s Code of Conduct and Ethical Standards

The Bank’s Code of Conduct represents a standard and a guide for high ethical principles, workplace conduct and professional business dealing practices. The Bank is committed to instill and maintain a culture of professionalism where the utmost ethical standards prevail. This Code is based on regulatory laws, rules, guidelines, directives and the Bank’s own policies and procedures. The Code of Conduct is applied to all new employees prior to commencing work, followed by mandatory annual acknowledgment by all employees. The Bank operates under the governing authority of its Board of Directors, which oversees the implementation and effectiveness of the Bank’s ethical standards and Code of Conduct. The Code’s objectives are to protect the Bank and any other party with a formal relationship with the Bank.

In addition, the HR transformation program implemented best-in-class HR policies and procedures, establishing a transparent work environment that builds an engaged and motivated workforce. These policies were designed to reflect global best practices, ensuring SAIB’s competitiveness in the financial sector.

### Annual Review of the Effectiveness of Internal Control

The Bank's Management is responsible for establishing and maintaining an adequate and effective internal control system which includes the policies, procedures and processes designed under supervision of the Board of Directors to achieve the strategic objectives of the Bank.

The Management of the Bank has adopted the internal controls integrated framework as recommended by SAMA through its guidelines on internal controls issued in 2013 and also emphasized upon in the Principles of Internal Auditing issued in December 2021. In line with SAMA and Basel guidelines, the Bank has adopted a 3 lines of defense model. Concerted and integrated efforts are made by all first line functions of the Bank to strengthen the control environment by continuous review of its processes, risks and controls through the "Risk and Controls Self-Assessment Process" to identify and address any control deficiencies. Each function, under the supervision of Senior Management, is also entrusted with the responsibility to oversee the rectification of control deficiencies identified by Internal and External Auditors, and various control units across the Bank. Second line functions such as Compliance, AML, Anti-fraud and Risk (Operational, Credit, Market and Cybersecurity) provide ongoing monitoring and oversight over respective risks to manage those appropriately.

In addition, Internal Audit (being third line) periodically validates the control environment and provides an independent reasonable assurance to the Board, on management of risks in achieving the Bank's strategic objectives. Internal control systems, no matter how well designed, have inherent limitations, and may not prevent or detect all control deficiencies. The projection of current evaluations of the effectiveness to future periods is subject to a limitation that controls may become inadequate due to changes in conditions or compliance with policies or procedures.

The scope of internal control system validation includes assessment of adequacy and effectiveness of the policies, procedures and related internal control system across the Bank. All audit reports together with the significant and material findings related to internal controls are submitted to the Audit Committee of the Bank on a quarterly basis. The Audit Committee actively monitors the adequacy and effectiveness of the

internal control system to ensure that identified risks are mitigated to safeguard the interests of the Bank.

Based on the results through ongoing testing and assessment of controls carried out during the year, Management considers that the Bank's existing internal control system is adequate and operating effectively. For further enhancing of controls, Management continuously evaluates the internal control system of the Bank.

### The Audit Committee's Opinion on the Adequacy of the Bank's Internal Control

The Bank's Executive Management is responsible for ensuring the internal control measures are in place, which entails compliance with all policies, procedures and processes set by the Executive Management – under the supervision of the Bank's Board of Directors – to ensure the realization of its strategic objectives and protection of its assets. Based on the periodic reports presented by the Internal Audit department, Compliance department, External Auditors, Executive Management reports and Operations Risk Management to the Audit Committee during the fiscal year to December 31, 2025, the Audit Committee did not find any significant gaps in the control system of the Bank that may significantly affect the soundness and correctness of the financial statements, or the soundness and efficiency of the financial and operational systems, controls and procedures, taking into account that any internal control system, regardless of its effective and sound design, cannot give absolute confirmations.

### Community Service and Sustainability

In 2025, the Bank contributed to the community with many initiatives and sponsorships such as:

- Antifraud Hackathon campaign with more than 970 students participating around the Kingdom
- The Anti-Fraud Awareness campaign
- Strategic Partner at King Saud University Career Fare 2025
- Official Sponsor of the Custodian of the Two Holy Mosques Camel Festival
- Saudi Capital Markets Forum sponsorship
- Riyadh Marathon 2025 employee participation
- Ehsan Donation initiative through WooW Alkhair
- Furijat Donations through the WooW Alkhair Program

- King Faisal University 46th Graduation Ceremony main partner
- Autism Center of Excellence Project contribution
- Team Saudi official partnership
- 1,000 Mile Program official sponsorship
- King Saud University sponsorship
- Saudi Development Bank sponsorship (DevGo & Souq Al-Dar)
- Saudi Weightlifting Federation sponsorship
- Red Sea Global joint financing agreement
- MUFG Syndicated Term Loan Facility
- Saudi Banks awareness campaign against cyber fraud – 'Be Careful' campaign
- The Innovation-Driven Water Sustainability Conference sponsorship
- Martyrs of Duties sponsorship
- Saudi Sports Federation for Internal Security Forces sponsorship
- National Center for Palms and Dates Exhibition sponsorship
- Health Sector Transformation Program sponsorship
- The Saudi Automobile and Motorcycle Federation (SAMF) sponsorship
- Saudi National Institute of Health sponsorship
- Blood Donation Campaign for employees
- Breast Cancer Campaign for employees
- International Children's Day event
- Saudi Founding Day event
- Saudi National Day event
- Cybersecurity Awareness Month event

The Bank actively worked to maximize its Strategy 2027, contribute to the community and ensure alignment with Saudi Arabia's Vision 2030 for the long-term sustainability of the Bank and the Kingdom by supporting local companies and SMEs, employing

and promoting Saudi nationals, especially women, contributing to the private sector's growth, promoting and enhancing a culture of innovation and discipline, and encouraging flexibility and positivity in business performance.

We continue to build long-term relationships with clients, create an unrivaled work environment for our people and deliver consistent value for our Shareholders, and to be the trusted Bank for our clients.

The Bank sponsored a number of key activities ranging from sporting, cultural and youth activities to spread further guidance and awareness within society of financial products and services as well the different inherited risks. Supporting various social initiatives and work to increase the level of awareness and guidance exercise due consideration for environmental and sustainability issues in the conduct of its business. Achieving sustainability development for the society as well as Bank employees.

### Conclusion

It is a pleasure, once again, for the Board of Directors to express its gratitude to the Government of the Custodian of the Two Holy Mosques, and in particular to the Ministry of Finance, as well as to SAMA, the Ministry of Commerce and the CMA, for their continued and constructive support. The Board of Directors would also like to thank its Shareholders and customers for their support and trust which encourages us to achieve more. The Board of Directors acknowledges with appreciation the dedication and loyalty of the Bank's officers and employees to improve the performance of the Bank in order to achieve its strategic objectives.

Date: 15/01/2025

# The Shariah Committee’s annual Report to the Board of Directors

## For the ending of the financial year 31 December 2025

To the Members of the Board of Directors of the Saudi Investment Bank

In compliance with the requirements of the Shariah Governance Framework issued by the Saudi Central Bank (SAMA), and in accordance with the Shariah Committee’s Charter and the Shariah governance policy approved by the Shariah Committee and endorsed by the Board of Directors of the Saudi Investment Bank, the task of Shariah Compliance performed by the Bank during the financial period which is ending on December 31, 2025 resulted in this report to assess and ensure Bank’s level of Shariah compliance as approved by the Shariah Committee.

The responsibility for ensuring Shariah Compliance of contracts and transactions are implemented in accordance with Shariah principles lies with the Bank’s management. The Shariah Committee’s role is limited to providing an independent opinion on the extent of the Bank’s compliance, based on the Shariah audit report submitted by the Shariah Department.

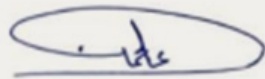
The assessment process involved verifying the level of Shariah compliance through sufficient Shariah reviews of the transactions executed during the period from January 1, 2025, to December 31, 2025.

Based on the above and considering the results of the Shariah audit reports which provides reasonable assurance that the Bank’s operations do not breach the directives and resolutions of the Shariah Committee, and after obtaining all necessary information and inquiries, we believe that the Bank’s Shariah activities carried out during the period referred to above, in general are in compliance with the guidelines and controls of Shariah, and we believe that the Shariah audit activities and the report that we have reviewed provide an appropriate basis for expressing our opinion:

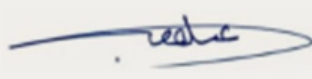
- The contracts and transactions approved by the Shariah Committee and covered by the Shariah audit tasks during the financial year were executed in accordance with the resolutions and guidelines issued by the Shariah Committee.
- All late payment fees arising from Shariah-compliant credit cards operations were handled in accordance with the Shariah Committee’s resolutions in this regard.
- All Mudarabah funds related to profit sharing investment accounts holders, as well as funds of Sukuk holders, were directed toward Shariah-compliant assets of the Bank.

We ask Allah for continued success.

Shariah Committee



Dr. Abdullah Al-Hamdan  
(Shariah Committee Member)



Dr. Abdulrahman Alsaadi  
(Shariah Committee Member)



Dr. Ibrahim Al-Lahim  
(Shariah Committee Member)

