ESG Report
2025

Contents

Introduction

Executive Summary

As we celebrate our 100-year milestone, we reflect on a century of legacy while looking ahead to the future. In 2025, we reinforced the foundations of our environmental, social and governance (ESG) agenda. In doing so, we are turning our heritage into meaningful, forward-looking impact to support the Kingdom.

This executive summary provides an overview of Saudi Awwal Bank (SAB)'s continued progress in advancing our ESG objectives and delivering sustainable value to our stakeholders.

Sustainable Finance: Our Framework and Approach

We exceeded our 2025 sustainable finance target of ⃁ 34 billion, by reaching ⃁ 45 billion as of December 2025. The Bank launched Saudi Arabia's first green-labelled AT1 sukuk and a USD 1.25 billion Tier 2 Green Bond, attracting both strong international investor demand, and reinforcing SAB's leadership in sustainable capital markets. Through our financing activities, SAB supported renewable energy projects and social initiatives such as affordable housing, while expanding our product offering with new green and social mortgage solutions for retail clients. These initiatives are supported by a robust sustainable finance framework, governance structure and data dictionary aligned with global standards, ensuring transparency, accountability and alignment with international principles such as the United Nations Principles for Responsible Banking (UN PRB). Our products are also aligned with the ICMA Green and Social Loan Principles.

Environment: Transitioning to a Low-Carbon Future

We have established clear climate targets, aiming to achieve net zero operational emissions by 2035 and net zero financed emissions by 2060 or sooner, in alignment with Saudi Arabia's Vision 2030. During the year, we expanded on-site solar photovoltaic (PV) installations across 9 of our branches and introduced energy-efficiency initiatives to reduce operational emissions. The energy efficiency programmes helped us achieve a 10% reduction in energy intensity from 2024. We are improving our assessment of financed emissions to better understand the climate impact of our lending portfolio and support clients in their transition to a low-carbon economy. Across our operations, we have also continued to reduce water consumption while expanding recycling initiatives, that helped reduce waste and carbon emissions.

Social: Serving Our People, Customers and Wider Communities

In 2025, the Bank maintained a strong Saudisation rate of 94%. Initiatives such as the Sustainability Graduate Programme continued to provide specialised training and hands-on experience to local Saudi graduates, helping to build future ESG and sustainability talent within the Bank. We expanded our learning and development programmes in 2025, increasing participation for full-time employees across leadership and technical programmes. We also strengthened internal ESG capabilities through the roll out of dedicated e-learning courses as well as conducting alignment workshops across business functions. To deliver executive-level education courses to employees, we partnered with leading global institutions such as Hult University, INSEAD and Cambridge Judge Business School.

We expanded access to finance through targeted initiatives such as the Kafalah SME financing programme. We also advanced our digital solutions such as the 'instant online account opening' for sole proprietorships, which was introduced at the Biban 2025 conference. Alongside financing, SAB supports innovation through the TAQADAM accelerator programme, delivered with the King Abdullah University of Science and Technology (KAUST), which provides startups with mentorship, seed funding and investor access to help scale impactful solutions addressing environmental, social, and technological challenges.

We enhanced our sustainable procurement practices, becoming the first bank in the Middle East & Africa (MEA) region to apply guidance from ISO 20400 whilst also receiving the Procurement Excellence Gold Award from the Chartered Institute of Procurement and Supply (CIPS).

Governance: Building and Maintaining Strong Oversight and Governance

SAB's Board of Directors holds ultimate responsibility for our ESG strategy, approving targets and reviewing ESG performance and disclosures. The Board is supported by specialised committees, including the Executive, Risk, Audit, and Nomination & Remuneration Committees, that ensure the sustainability considerations are integrated into areas such as risk management, internal controls and remuneration structures. Operationally, the ESG Steering Committee and ESG Office coordinate the implementation of our ESG strategy across business divisions and monitor progress against objectives. Our governance approach is further reinforced by a comprehensive ethics and compliance framework, including policies on anti-bribery and corruption, consumer protection and human rights, supported by mandatory employee and contractor training and robust reporting mechanisms. Alongside this, we prioritise data privacy and cybersecurity, supported by board-level oversight, and continuous monitoring and regular audits aligned with SAMA (Saudi Central Bank) and international standards.

ESG Highlights for 2025

⃁ 45 Bn
in sustainable finance

10%
reduction in energy intensity

8%
reduction in scope 1 and 2 emissions year-on-year

>25,000 kg
of recyclable material collected

9
branches with installed solar-PV systems

94%
Saudi nationals in the workforce

27.7%
of women in the workforce

51%
increase in total employee trainings hours

19%
increase in MSME lending from 2024

Message from our Chair

Dear Stakeholders,

In 2025, we strengthened the foundations that will carry SAB into its second century. We deepened our sustainability framework, expanded our green and social financing capabilities, and embedded ESG more firmly into our strategy and decision-making. This report sets out how we are translating heritage into forward-looking impact, supporting the Kingdom's transformation while preparing the Bank for its next chapter.

Driving Vision 2030

Vision 2030 continues to reshape Saudi Arabia's economic landscape, and SAB remains closely aligned with its objectives. Our role is clear: to support sustainable economic growth while encouraging responsible business practices across the clients and sectors we serve.

In 2025, we exceeded our sustainable finance target of ⃁ 34 billion, deploying ⃁ 45 billion in green and sustainable financing. We also issued two US dollar-denominated green-labelled debt instruments totalling USD 1.9 billion, marking an important step in strengthening the Bank's sustainable funding profile.

These achievements reflect our sustained commitment and disciplined execution.

Governance and Oversight

Strong governance underpins our ESG agenda. The Board maintains clear oversight of sustainability priorities, ensuring alignment with SAB's long-term strategy and value creation objectives.

While accountability rests with the Board, delegated authority to our Board Committees, particularly the Executive Committee, ensures disciplined implementation and ongoing review of ESG initiatives across the Bank.

Strategic Priorities

> Sustainability and climate transition – Sustainability is embedded within SAB's operational and risk framework. The Bank remains focused on supporting the climate transition in a manner that is credible and commercially responsible, engaging constructively with clients as they adapt to a changing economic landscape.

> Responsible lending and financial inclusion – Responsible lending remains a core priority. Over the past year, SAB expanded lending and financial literacy support to Micro, Small and Medium Enterprises, strengthening our contribution to broader economic participation.

> Trust, governance and resilience – Trust is fundamental to banking. The Board continues to prioritise data protection, cybersecurity, ethical conduct and strong internal controls, particularly as digital risks continue to evolve.

> People and culture – Our people are central to SAB's long-term success. We remain committed to fostering a culture grounded in integrity, performance and inclusion. In 2025, women's participation across the Bank increased to 27.7%, reflecting steady progress in strengthening gender diversity and representation.

Looking Ahead

As SAB enters its centenary year, we do so with confidence in the strength of our foundations and clarity of purpose for the future.

On behalf of the Board, I extend my sincere appreciation to all of our stakeholders. Your engagement is central to our progress and to the sustainable growth we seek to deliver.

SAB's next century will be defined not only by what we achieve, but by how responsibly we achieve it.

Sincerely,

Lubna S. Olayan

Chair

Message from our CEO

In 2025, we observed shifts in the global sustainability landscape, characterised by increased debate and scrutiny over how climate and ESG commitments are delivered. We anticipate this dynamic to continue into 2026, reinforcing the need for more outcome-led action. As SAB approaches its 100th anniversary, the Bank remains steadfast in channeling financing toward sustainable growth and responsible development. We advanced our sustainable finance agenda through the launch of new products, invested in our people and communities and maintained strong partnerships.

Accelerating the Low-Carbon Transition

We acknowledge that our role in the financial sector is to support the transition to a low-carbon economy in alignment with the Saudi Vision 2030 and the Saudi Green Initiative. Decarbonisation remains a core priority with commitments to reach net zero operations by 2035 and net zero financed emissions by 2060. To achieve this, we are cutting emissions through energy efficiency retrofits, on-site renewable energy generation and supplier engagement programmes.

In 2025, we launched our first Green Mortgage product, enabling customers to finance environmentally responsible homes and increase home ownership. We also issued SAB's inaugural USD 650 million Green Sukuk, the first green-labelled sukuk in Saudi Arabia, and a USD 1.25 Billion Green Bond setting a benchmark for sustainable finance as funding requirements for sustainability focused projects grew in the Kingdom.

Championing Innovation

SAB views innovation as a strategic enabler for capturing emerging opportunities across the Kingdom's sustainability and economic transformation agenda. To support Saudi Arabia's rapidly expanding startup ecosystem, we launched the SAB Innovation Centre: a state-of-the-art hub for collaboration, experimentation, and co-creation. The Centre was recognised by the Global Innovation Institute, becoming the first financial Innovation Centre in the Kingdom to receive this accreditation.

Beyond the Innovation Centre, we have institutionalized innovation as a core enterprise capability helping the Bank become Future-Ready. We are embedding experimentation, advanced analytics, and artificial intelligence into decision-making and product development.

Strengthening our People and Communities

Investing in our people is central to achieving our sustainable growth objectives. This year, we focused on internal education to increase alignment to our ESG objectives. E-learning programmes were rolled out to help teams understand the environmental impact of our lending and operations. We also successfully concluded our flagship Sustainability Graduate Programme in collaboration with KAPSARC to instill sustainability talent across the Bank. This reflects our commitment to national talent development, with Saudisation in our workforce reaching 94%.

Beyond strengthening our people, we proceed to extend our impact through community engagements. To support the search for innovative solutions for food security in the country, SAB became the first member amongst Saudi banks in the Saudi Agrifood Tech Alliance (SAFTA). Additionally, in recognition of the criticality of land degradation and desertification in Saudi Arabia, we led a first of its kind MENAT Regenerative Agriculture Summit in Riyadh which convened policymakers, innovators and industry leaders to accelerate climate-resilient solutions tackling food security.

Collaborations for Change

To drive long-term development outside of SAB's operations, we are committed to collaborating across the industry. My ongoing chairmanship of the Saudi Central Bank (SAMA) led ESG Banks Advisory Committee (EBAC) reflects our belief that partnership is essential to delivering credible outcomes. SAB also partnered with the Ministry of Economy and Planning (MEP) for its Champions Programme as a Sustainability "Champion", mentoring four corporate clients to develop and disclose ESG practices. By working closely with government and financial and corporate institutions, we aim to help embed sustainability across the wider industry.

Looking Ahead

As we enter 2026, we will continue to strengthen our ESG strategy to ensure it remains effective in the rapidly changing landscape. We will further enhance transparency through the impact reporting of our sustainable finance activities, providing stakeholders with clearer insights into how our financing supports environmental and social outcomes.

Thank you for your trust and partnership.

Sincerely,

Tony Cripps

Managing Director and CEO

About This Report

About This Report

Saudi Awwal Bank (SAB, the Bank) is pleased to present our fourth Environmental, Social and Governance (ESG) Report, highlighting our ongoing commitment to sustainability and supporting our environment, people and the wider community. This report showcases our approach to ESG priorities, outlining the progress we have made in integrating ESG principles across our operations, products, offerings, strategy and overall decision-making. We provide an overview of our key ESG initiatives, performance, and governance practices, demonstrating how we are embedding sustainability into our business model while supporting national priorities and contributing to a more resilient and inclusive economy.

Understanding Our Report Structure

Our report this year is structured to provide a clear and comprehensive overview of our sustainability journey, performance and future direction. The report begins with our ESG Highlights, offering a concise summary of the year's most significant achievements and milestones. It then outlines our overarching and cross-cutting ESG strategy, including our long-term commitments, areas of strategic focus and forward-looking priorities that guide decision-making and embed sustainability across the organisation. This is followed by a detailed explanation of our sustainable finance framework and approach, which sets out how we integrate ESG considerations into financing activities and capital allocation to support responsible growth and the transition to a more sustainable economy. The report concludes with dedicated sections on environmental, social, and governance-related performance, providing a transparent breakdown of our key metrics, initiatives, policies and outcomes that demonstrate how we translate our strategy into measurable impact.

For a more complete perspective on our ESG initiatives, financial performance, governance practices, and outlook, we encourage readers to review this report alongside our Annual Report and ESG webpage

Standards, Frameworks and Ongoing National Commitments

We are committed to delivering transparent and comprehensive disclosures on our ESG approach, aligned with leading national and international sustainability and climate-related frameworks. This report has been prepared with reference to key standards, including the Sustainability Accounting Standards Board (SASB), the International Sustainability Standards Board (ISSB), IFRS S1 and S2, and the United Nations Principles for Responsible Banking (UN PRB). It also serves as our Communication of Progress (CoP) under the United Nations Global Compact (UNGC), reaffirming our alignment with its Ten Principles. By adhering to these recognised frameworks, we strengthen the credibility, consistency, and accountability of our sustainability reporting.

SAB also remains closely aligned with key national priorities, including Saudi Vision 2030 and the Saudi Green Initiative, both of which play a central role in shaping the Kingdom's sustainable development agenda. Through our ESG strategy, we actively support these ambitions by advancing sustainable finance, promoting environmental stewardship, and contributing to economic diversification and social progress across Saudi Arabia.

A full list of all standards, frameworks and national commitments is presented below:

International frameworks and standards:

- **UN Sustainable Development Goals**
- **UN Principles for Responsible Banking**
- **UN Global Compact**
- **Sustainability Accounting Standards Board (SASB)**
- **International Sustainability Standards Board (ISSB) IFRS S1 and S2**

National commitments:

- **Saudi Vision 2030**
- **Saudi Green Initiative (SGI)**

External Assurance and Statements

The Board of Directors provides strategic oversight of this ESG Report and approved it on 21 April 2026.

In line with our commitment to transparency and accountability in non-financial disclosures, we obtain external assurance over selected key ESG indicators. For the current reporting period, PricewaterhouseCoopers Public Accountants (PwC) was engaged to provide limited assurance on indicators across the following ESG areas:

- Greenhouse gas (GHG) emissions (Scope 1, 2 and 3)
- Electricity consumption
- Staff and Board diversity
- Employee training
- Incidents of non-compliance
- Sustainable financing and investments

Our Business

Our Business

SAB ranks among Saudi Arabia's biggest banks, boasting a history of 100 years. We are a leading corporate and institutional bank with a strong wealth-and-personal-banking offering. We lead the region in trade finance, foreign exchange, equity and debt wholesale banking, digital innovation, and ESG initiatives, holistically driving transformation and excellence.

1.7 mln
retail customers

35k
corporate and institutional customers

⃁ 14.7 bln
revenue

⃁ 45 bln
sustainable finance

⃁ 454.5 bln
total assets

We continue to deliver integrated financial and banking solutions through three main divisions:

Corporate and Institutional Banking (CIB) – Tailors solutions for a diverse client base that includes large corporations, institutional banks, commercial-banking corporates, and small- and medium-sized enterprises (SMEs).

Wealth and Personal Banking (WPB) – Serves both Saudi and international customers with a broad range of wealth-management and consumer-lending products.

Treasury – Provides CIB and WPB clients with treasury and capital-markets services across asset classes, offering foreign-exchange, interest-rate, and commodities-hedging solutions.

Our strengthening partnership with HSBC

We have reinforced our long-standing strategic alliance with HSBC Group, which is one of the world's largest, most globally dispersed financial services firms. The partnership gives SAB a decisive edge, allowing our customers to tap into premier international banking services within the Saudi market. By leveraging HSBC's global network and expertise, we position ourselves as the preferred bank for multinational corporations and institutions entering or exiting Saudi Arabia, and we remain one of the Kingdom's top-ranked trade banks.

In line with Saudi Vision 2030's ambition to become a hub for financial innovation, SAB and HSBC signed a Memorandum of Understanding (MoU) in London in 2024 to deepen collaboration and accelerate fintech development. We recognise a need to continuously innovate for customers in a fast-changing, technology-driven environment. The partnership can therefore help harness HSBC's scale and capabilities to deliver next-generation banking services in Saudi Arabia. Complementing our long-standing partnership with HSBC this agreement expands access to cutting-edge solutions for our clients. The MoU aligns with SAB's growth strategy, which emphasizes speeding up innovation and supporting Vision 2030's Financial Sector Development Plan to transform the Kingdom into a leading fintech and innovation hub. Ultimately, this alliance strengthens our market leadership as we continue to meet the evolving needs of our customers.

SAB Invest

Established on 1 January 2008, SAB Invest is a wholly owned subsidiary of SAB, operating as an independent investment management firm licensed by the Capital Market Authority (CMA). The company is a leading provider of innovative investment solutions for both private and institutional clients.

Leveraging SAB's deep market expertise and longstanding presence in the Saudi financial landscape, SAB Invest is committed to delivering strong investment performance alongside high-quality, client-centric services, reinforcing its position as a trusted partner in the investment ecosystem.

For more information, please visit the SAB Invest website.

In 2025, SAB strengthened support for the fintech sector through an investment in Venture Souq's Fintech Fund II and the launch of an X-Tech Fund in partnership with SAB Invest.

Progress and updates:

- Number of Saudi FinTech's in X-Tech Fund: 13
- Percentage of Saudi FinTech's in X-Tech fund: 82%

Please note that Venture Souq's Fintech Fund II is part of X-Tech Portfolio.

Our Purpose and Values

SAB's purpose is to empower our customers, stakeholders, and people with innovative, trustworthy banking solutions, while our core values guide every action toward excellence, integrity, and sustainable growth.

Our four core values set the standard for how we work—guiding our decisions, shaping our culture, and ensuring we consistently deliver:

- **Think customer –** By focusing on what our customers need, we raise service quality and foster a sense of personal accountability among our team.
- **Work together –** Working together turns success into a shared objective and cultivates a collaborative spirit throughout the organization.
- **Do the right thing –** Choosing the right course of action, no matter how minor, builds a culture grounded in honesty and ethical behaviour.
- **Be innovative –** Making innovation a routine part of our work drives continuous development and progress in everything we do.

Our Continued Alignment with Saudi Vision 2030

We work hard to align our priorities with Saudi Arabia's national agendas, especially Saudi Vision 2030. We do this by spearheading initiatives and internal processes that build a more inclusive society, a stronger economy, and a more ambitious nation.

Saudi Vision 2030 objective	SAB's headline contribution	Key examples of programs and processes in 2025
A Vibrant Society	Builds an inclusive, empowered society by growing local participation, improving financial access, and supporting employee and community well-being.	> Saudisation (94% Saudi nationals in workforce) > Sustainability Graduate Programme > Expanded services to rural/underserved communities through targeted infrastructure > Employee health benefits and wellness programmes such as the "Balance your weight" and on-site gym training programmes
A Thriving Economy	Drives diversification and economic growth by supporting MSMEs, developing future-ready local talent, and expanding innovative digital banking services.	> Nearly 19% increase in MSME lending from 2024 > Financial support for businesses and innovative digital banking services > MSME engagement programs > Launched the Green and Social mortgage products to support the national agenda to reach 70% home ownership for Saudi nationals
An Ambitious Nation	Strengthens nation-building through strong governance and transparency, active ESG leadership with regulators, environmental sustainability, and citizen financial capability.	> High standards of corporate governance, ethics, and transparency > Engagement with regulators to shape ESG frameworks for the banking sector > Environmental partnerships and initiatives (e.g., MEP Sustainability Champion Programme) > Promoting financial literacy to help create informed citizens and sound financial decision-making

2025 at a Glance

2025 at a Glance

In 2025, SAB has made notable progress in advancing our ESG initiatives. we have successfully executed projects aligned with our strategic goals, showcasing our focus on generating positive environmental and social outcomes. SAB seeks to exceed stakeholder expectations, contribute to the Kingdom's sustainable development objectives and enhance ESG performance.

SAB's Awards and Recognitions

Over the past year, we have achieved several key milestones that demonstrate our commitment to excellence and our focus on driving innovative progress. Our notable recognition through various awards highlights the value we deliver to our stakeholders year-on-year.

Our 2025 awards and recognitions

Euromoney

- Euromoney Trade Finance Survey - Number 1 in Overall, Products, Tech
- Best Private Bank and Best for Ultra High Net Worth (UHNW) in Kingdom of Saudi Arabia (KSA)
- Best Bank in KSA
- Best Bank for ESG in KSA
- Best Bank for Cash Management in Saudi Arabia

Global Finance

- Best SME Bank in KSA
- Best Trade Finance Bank in KSA
- Best Bank for Sustainable Finance in KSA
- Best Bank in KSA
- Best Treasury and Cash Management Bank in KSA
- Best UX Design in the Mid-East & KSA, Most Innovative Digital Bank in KSA

MasterCard

- Largest eComms Acquirer in MENA
- Fastest Growing Financial Institution across the kingdom in cross-border remittances

The Digital Banker

- Outstanding SME Account Opening and Onboarding Initiative
- Credit Card of the Year (Travel) - SAB Alfursan
- Mortgage Product of the Year - Offplan Cash to Finance

Middle East Banking 2025 AI & Analytics Summit – 10th Edition

- Best AI Driven Banking Institution and Best Use Case of Gen AI in Operational Efficiency- SAB Gen Next – Intelichat

Marketing Strategy & Innovation Summit & Awards 2025

- Best in Customer Centric Transformation

Global Brands Magazine

- Best Banking Brand in KSA

Forbes

- Recognized as sustainability leader for third consecutive year

Global Institute of Innovation (GInI)

- Accredited Innovation Lab
- Distinguished Private Sector Global Distinguished Innovator (GDI) Award

Capital Markets Forum

- Sustainability Programme of the Year – Large Cap Listed Entities

Strategic Partnerships and Engagements

Over the years, we have advanced our sustainability agenda through strategic partnerships and cross-sector collaboration. This includes active participation in the ESG Saudi Bank Advisory Committee (EBAC), which is chaired by our CEO to help deliver key foundational programme outputs.

SAB also partnered with national stakeholders by contributing to the Ministry of Economy and Planning's (MEP) sustainability reporting standards work under the Sustainable Development Steering Committee. This deepened our client partnerships after we were selected last year by MEP as a sustainability "Champion" to support four corporate clients in developing and disclosing ESG practices.

As part of the MEP Champions Programme this year, we are continuing our role as a Sustainability Champion with a distinct approach that differs from other Champion entities: selecting corporate clients as mentees, rather than affiliated organisations. This choice reinforces SAB's focus on deepening trust-based client relationships while accelerating sustainability progress across the wider market, positioning the Bank as both a financial partner and a practical enabler of ESG capability-building.

MEP Champions Program

SAB selected four mentees to guide and support in strengthening their sustainability foundations.

Dallah Healthcare Company	Rawabi holding Group	Middle East Paper Company	City Cement Company

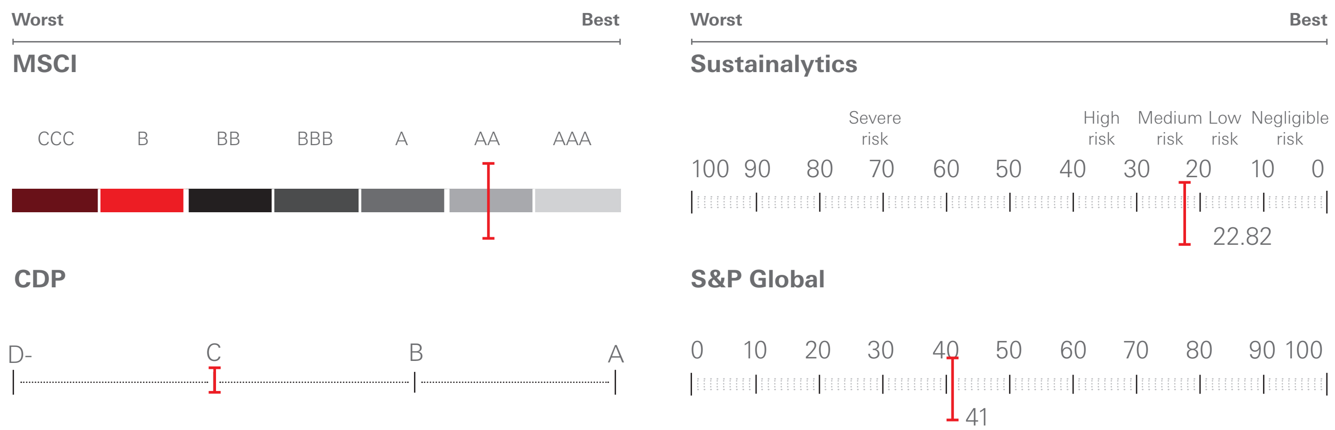
Progress

SAB, along with 4 mentees were able to accomplish milestones around:

- Baseline ESG and climate assessments
- Materiality assessments
- Publication of 2024 ESG reports
- Implementation of quick wins

In 2026, we will keep spearheading this initiative under MEP's oversight, with the primary goal of producing the 2025 Sustainability Report. MEP intends to host a graduation ceremony in Q3 2026 for the inaugural cohort, of which SAB is a member and expected attendant.

Our External ESG Ratings and Accreditations



Our ESG Strategy

Our ESG Strategy

Material Topics

SAB conducted a materiality assessment in 2024 to identify the key factors influencing our business. This process ensured our strategic priorities remain aligned with evolving stakeholder expectations and the changing operating environment. We engaged both internal and external stakeholders, including employees, customers, suppliers, and community representatives who assessed the importance of various ESG topics through third-party facilitated surveys. The assessment has helped prioritise strategic focus areas, ensuring that SAB's sustainability initiatives address the most relevant environmental, social, and governance (ESG) topics. Over the past few years, the insights from this process have directly guided the development of SAB's ESG strategy, shaping targets, disclosure practices, and programmes that drive meaningful impact while maintaining alignment with stakeholder expectations.

Our material topics, which continue to guide our strategy are:

> Alignment with 2030 Vision
> Economic performance
> Sustainable finance
> Emissions
> Digitalisation
> Employment
> Customer privacy
> Ethics

Results of the SAB's materiality assessment

SAB's ESG Strategy

Launched in 2022, SAB's ESG strategy forms a core part of our broader 'Strategy 2026', embedding sustainability principles across all levels of decision-making. By aligning our ESG initiatives with Saudi Arabia's Vision 2030, we actively support the Kingdom's objectives of economic diversification and sustainable development.

Our ESG framework guides how we foster innovation, meet evolving customer expectations, and pursue shared goals with transparency. In a dynamic business environment shaped by economic fluctuations, this strategy provides a clear pathway for growth, helping us navigate uncertainty while delivering value to stakeholders.

Through this approach, SAB aims to generate long-term sustainable value, ensuring that our operations and financing activities not only meet regulatory standards but also contribute positively to society and the environment. By prioritising sustainability across our business, we are committed to leading responsible banking and advancing the prosperity of the Kingdom and its citizens.

1 Environment

Allocate financing toward a just and sustainable economy

> Support the transition of our customers to a more sustainable and diversified economy through our products and services
> Scale up sustainable financing and investments to support the Kingdom's Vision 2030
> Measure the carbon footprint of our portfolio, and achieve net zero by 2060 or sooner, with an active focus on a just transition
> Align our operations and supply chain to ambitious science-based targets and achieve key milestones by 2030, with an aim to achieve net zero in our operations by 2035
> Plant 1 million trees to support the reduction of 0.9 million tons of CO_2

2 Social

Play a leading role in shaping an inclusive and diverse society, positively impacting our stakeholders

> Further develop our digital capabilities to build sustainable financial capability amongst our customers and across the Kingdom
> Ambitiously pursue playing our part in closing the regional savings gap
> Continue to actively shape and advance the development of ESG and the sustainable finance market across the Kingdom
> Remove barriers for women and para-abled for engagement in financial services, including financing for female-led enterprises

3 Governance

Commitment towards a high standard of governance, driving integrity and responsibility in all decision-making

> Deploy an ESG governance structure
> Embed ESG into all departments, functions, and staff members for every financial decision to be reviewed through an ESG lens
> Partner with an international body to build reporting and disclosure frameworks for enhanced transparency
> Roll out an updated corporate governance framework in line with international best practices

Our 2026 Priorities

While we are proud of the progress achieved to date in advancing our ESG strategy and objectives, we recognise that the evolving sustainability landscape requires continuous enhancement of our approach. We remain committed to advancing our ESG priorities, ensuring that we continue to deliver meaningful impact, anticipate future challenges, and align with leading best practices.

In 2026, we will prioritise a number of key initiatives to build on this momentum, all whilst continuing to maintain alignment with leading international standards and frameworks. These include the UN Principles for Responsible Banking (UN PRB), the International Sustainability Standards Board (ISSB), and the UN Global Compact (UNGC).

ESG Strategy Refresh

In response to a rapidly evolving landscape, we will comprehensively review and update our ESG strategy to ensure it remains robust, relevant, and aligned with emerging priorities.

Financed Emissions Assessment

A full assessment of financed emissions across our portfolio will be conducted to better quantify the climate impact of our lending activities and support progress towards our net zero 2060 ambition.

Impact Reporting (Bonds and Sukuk)

We will introduce our inaugural impact reports, enhancing transparency by detailing the allocation of proceeds and the environmental and social outcomes generated through our sustainable finance activities.

Sustainable Finance: Our Framework and Approach

Embedding Sustainable Finance

We embed sustainable finance across all our business divisions, including Corporate and Institutional Banking, Wealth and Retail Banking and Treasury aligning our efforts with the ambitions of the Kingdom's Vision 2030 and the national sustainability agenda. Reflecting this commitment, we surpassed our sustainable finance target of ⃁ 34 billion, reaching a total close to ⃁ 45 billion as at year end 2025. By integrating ESG considerations into risk assessment, opportunity management, and decision-making, we support clients in transitioning to a low-carbon and more diversified economy. We contribute to the Kingdom's goals of economic diversification while enhancing long-term value for our stakeholders.

Our 2025 Sustainable Finance Highlights

SAB has delivered two landmark achievements in 2025 that underscore our leadership in sustainable finance and our pivotal role in advancing the Kingdom's green agenda. Through pioneering issuances, we have not only set new benchmarks in the Saudi market but also significantly scaled our sustainable funding platform. The highlights below showcase these standout milestones.

Issuance of Green AT1 Sukuk

In May 2025, our Treasury division achieved a significant milestone by launching our inaugural USD-denominated Green AT1 sukuk, successfully raising USD 650 million as part of a broader USD 5 billion sustainable finance program.
This issuance marked a historic moment as it was the first "green-labelled" sukuk in Saudi Arabia, establishing a new benchmark for sustainable finance within the Kingdom and demonstrating our commitment to environmental responsibility.

Issuance of Tier 2 Capital Green Bond

Building on this initial success, we further expanded our sustainable finance initiatives by introducing a USD-denominated Tier 2 Capital Green Bond in August 2025, which raised USD 1.25 billion. This bond garnered strong interest, attracting 145 investors and achieving a 25% oversubscription compared to similar issuances during that week. Notably, 48% of the allocations were directed towards green-focused investors, with 35.6% classified as "dark green" (indicating a high commitment to ESG principles) and 12.7% as "light green" (reflecting a moderate commitment to ESG).

These successful issuances not only enhanced SAB's presence in international capital markets but also set the stage for larger and more impactful transactions in the future. By prioritizing sustainable finance, we are not only contributing to the global effort to combat climate change but also positioning ourselves well to support responsible investment practices within the region.

Key sustainable finance deals

Through our CIB division, we supported the development of key renewable energy, sustainable infrastructure, and social financing initiatives, while responding to growing client demand for green and sustainable financing solutions.

Our financing activities contributed to the expansion of solar energy capacity under the National Renewable Energy Programme (NREP), alongside investments in green buildings and electric vehicle infrastructure. We also strengthened our social impact through certified financing portfolios and innovative mortgage solutions that promote affordable and sustainable housing.

SAB's sustainable finance deal highlights

Renewable Energy & Infrastructure

SAB supported the following renewable energy projects:

⃁ 1.87 billion

for green transport and infrastructure

⃁ 2.5 billion

for solar PV plants

4.5 GW

of solar PV capacity was generated through our financed projects

Social & Certified Financing

SAB reviewed its existing social financing portfolio by obtaining a Second Party review. This equated to ⃁ 17 billion of additional sustainable financing existing activity on the balance sheet

⃁ 395 million

for education and public schools

Green Products Growth

SAB achieved a 38% year-on-year growth in Green Deposits, which reflects rising demand for sustainable savings solutions

Our strong progress against sustainable finance targets can be shown in our investment summary tables, where we exceeded our ⃁ 34 billion goal.

We also broadened our product offering by introducing innovative solutions such as Green and Social Mortgage products for retail clients, further embedding sustainability across our portfolio and enabling customers to participate in the transition to a more sustainable economy.

Agreement with MOSTADAM to increase home ownership

In 2025, SAB's ESG Steering Committee approved the introduction of new sustainable finance offerings, such as the Social and Green Mortgage products for retail clients. SAB became the first bank to enter into an agreement with MOSTADAM, a green building rating system established by the Ministry of Housing of the Kingdom of Saudi Arabia. These products are designed to encourage environmentally-friendly and energy-efficient housing practices. They are also designed to enhance government-subsidised housing finance initiatives aimed at raising home ownership to 70% as part of Saudi Arabia's Vision 2030.

2025 sustainable finance and investments - ⃁ million

Category	Cumulative progress (since 2022)	2025	2024	2023	2022
Sustainable finance limits approved by CIB Sustainable Finance Forum (CSFF)	21,564	4,825	5,751	10,988	0
Green deposits	1,445	276	521	359	289
Investments in green, social, sustainability and sustainability-linked bonds/sukuk	1,110	112	0	375	623
Green Mortgage*	2,325	2,325	-	-	-
Social Mortgage*	18,386	18,386	-	-	-
Total sustainable finance	**44,830[A]**	**25,924**	**6,272**	**11,722**	**912**

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')

* Represents a cumulation of facilities for Green and Social mortgages that have originated in prior years starting from 2022, and are classified as respectively Green and Social because the relevant products were approved in 2025.

Balance sheet financing (⃁ million)

On Balance Sheet Financing - (cumulative)	Dec'2025	Dec'2024	Dec'2023
Assets	**31,826**	**9,834**	**4,893**
CIB Sustainable finance loans and advances	10,005	8,837	3,895
Green, social, sustainability and sustainability-linked bonds/sukuks	1,110	998	998
Green Mortgage*	2,.219	-	-
Social Mortgage*	17,028	-	-
Liabilities	**8,570**	**1,168**	**648**
Green deposits	1,445	1,168	648
Green Sukuk*	2,437.5	-	-
Green Bonds*	4,687.5	-	-

*Indicates the new issuances in 2025. Data from previous years is therefore not available
This table represents all the assets and liabilities that are on funded and recorded on the balance sheet

Sector exposure (⃁ million)

Sector	2025	2024	2023	2022
Government and Quasi Government	3,714,610	3,455,805	-	143,368
Finance	22,489,696	17,416,554	11,526,275	12,013,300
Agriculture and Fishing	1,471,017	936,558	629,659	444,928
Manufacturing	25,677,702	22,682,081	22,436,306	23,45,441
Mining and Quarrying	8,908,747	8,640,476	7,200,480	5,140,420
Electricity, Water, Gas and Health Services	27,519,731	25,974,525	20,785,568	16,129,354
Building and Construction	24,442,565	16,141,996	16,685,491	12,693,770
Commerce	64,160,441	61,849,467	52,465,896	44,145,387
Transportation and Communication	16,543,577	13,898,176	12,996,426	11,078,876
Services	21,550,125	11,076,207	10,756,812	9,541,999
Credit Cards and Other Retail Lending	76,252,493	66,489,025	55,040,540	47,447,805
Others	5,363,725	9,708,040	7,727,644	2,976,653
Total Exposure	**298,094,429**	**258,268,910**	**218,251,097**	**185,301,301**

Sustainable Finance Products and Services

Our sustainable finance products and services are deployed in line with our decarbonisation targets and the Kingdom's national priorities. By supporting sustainable solutions, we help address climate change while enabling our clients to achieve their sustainability goals.

Sustainable finance data dictionary

At SAB, we are dedicated to being at the forefront of sustainable finance and investments by continually innovating and broadening our range of ESG products and services. These offerings aim to empower our clients in transitioning to more sustainable business practices, managing ESG risks and seizing sustainable opportunities.

Central to SAB's sustainable finance strategy is the Sustainable Finance Data Dictionary, which is a tool that outlines the principles governing ESG-focused products and the international standards they comply with. Before any product is included in the data dictionary, it undergoes a thorough due diligence process to mitigate risks and ensure adherence to the highest standards. Our products due diligence process is further elaborated in the next section.

Our key offerings include sustainability-linked financing, which take into account customer ESG performance. We also offer green and social mortgage products. The Green mortgage product offers preferential financing for residential and commercial properties that meet recognised sustainability standards, promoting energy efficiency, responsible construction practices, and smart development. This strengthens our leadership in sustainable finance while supporting the growth of environmentally responsible housing solutions across the Kingdom. Our social mortgage products align with the national priorities set out in Saudi Vision 2030 and the National Housing Program, helping tackle the challenge of high housing costs by providing accessible homeownership solutions for low- and middle-income families. These offerings complement government-subsidized housing finance initiatives, supporting the Vision 2030 goal of raising homeownership to 70% across the Kingdom. Furthermore, SAB offers sustainable finance investment solutions such as ESG-integrated funds, structured products and thematic investment options centred on renewable energy and social impact. All our products are validated to ensure alignment with recognised international standards and global principles, with governance overseen by the ESG office to ensure transparency and compliance.

Below is an updated list of SAB's finance products and services:

Product	Primary Referencing Frameworks
Green Bonds	ICMA Green Bond Principles
Social Bonds	ICMA Social Bond Principles
Sustainability Bonds	ICMA Sustainability Bond Guidelines
Sustainability Linked Bonds	ICMA Sustainability Linked Bond Principles
Green Loans	LMA Green Loan Principles
Other green qualified lending	
Green Trade Finance	
Sustainable Trade Instrument	
Green Deposits	
Social Loans	LMA Social Loan Principles
Other Social qualified lending	LMA Social Loan Principles
Sustainable Supply Chain Finance (SCF)	LMA Sustainability Linked Loan Principles UN Sustainable Development Goals
Sustainability Linked Loans	LMA Sustainability Linked Loans Principles
Green Mortgages	LMA Green Loan Principles
Social Mortgages	LMA Social Loan Principles

SAB's sustainable debt framework

The SAB Sustainable Debt Framework acts as a key guide for the issuance of debt instruments, including green, social, and sustainability-linked bonds and loans. It is aligned with international standards such as the Green Bond Principles, Social Bond Principles, and Sustainability Bond Guidelines, ensuring that funds are allocated to projects that deliver substantial environmental and social benefits. These projects encompass renewable energy, green buildings, affordable housing, financing for women-focused small and medium-sized enterprises (SMEs), all of which contribute to Saudi Arabia's Vision 2030 and the UN Sustainable Development Goals (SDGs). By incorporating global best practices, the framework enhances transparency and builds investor confidence through a second-party opinion, emphasising climate resilience, financial inclusion and job creation. This reinforces the Bank's commitment to advancing responsible investment practices. Serving as a benchmark for integrating ESG considerations into debt issuance, the framework ensures long-term environmental and social progress by aligning financial flows with sustainability objectives and ultimately fostering positive economic and societal impacts.

Eligible green assets

Green Buildings	7, 9, 11, 13
Energy Efficiency	7, 13
Pollution Prevention and Control	11, 12
Renewable Energy	7, 13
Clean Transportation	11, 13
Environmentally sustainable management of living natural resources and land	15
Sustainable water and wastewater management	6

Eligible social assets

Access to essential services	3, 4
Affordable housing	11
Employment generation, and SME financing	8, 10

Sustainable Finance Process

SAB follows a structured and robust sustainable finance process to ensure that all products and transactions are developed, assessed, and managed in alignment with internal governance, industry standards, and sustainability objectives.

SAB's Sustainable finance process

Product design ▶ Origination and approval ▶ Tracking and monitoring ▶ External disclosures

The initial phase of the process involves product design. During the New Product Due Diligence (NPDD), finance and investment products are assessed for compliance with internal guidelines, industry standards, overall product governance and the data dictionary.

Following this, products must undergo internal controls and approvals to ensure they align with industry guidelines and applicable standards. This stage includes input from ESG experts in the ESG Office, risk specialists, and representatives from the business.

Qualified transactions and investments are then centrally recorded and monitored by the Finance team. Monthly reports are generated for internal forums and stakeholders, providing oversight and transparency regarding the deployed funds, along with Key Performance Indicator (KPI) and Key Risk Indicator (KRI) reporting based on established sustainability targets.

Finally, after meeting internal review and governance requirements, the necessary and relevant disclosures are made.

Reporting in Line with the Principles for Responsible Banking (PRB)

SAB became the first bank in Saudi Arabia to formally endorse the UN Principles for Responsible Banking (PRB) in March 2023. This milestone reflects our strategic alignment with global sustainability efforts and reinforces our focus on generating positive social and environmental impact. Integrating the UN PRB into our business model and strategy enhances transparency, accountability and stakeholder engagement, further establishing SAB as a leader in sustainable finance.

We completed our second UN PRB report, reflecting our ongoing focus on transparency, accountability and measurable impact. Building on the insights from our portfolio impact analysis, we identified new priority target areas using the UNEP FI Portfolio Impact Assessment Tool, ensuring that our sustainable finance activities continue to drive positive outcomes.

SAB's priority target impact areas for our portfolio

Climate Stability

This is coupled with our ambition to achieve net zero by 2060 as we support expanding renewable energy projects.

Saudi Arabia aims to achieve net zero by 2060 and generate 50% of its electricity from renewables by 2030, driving significant growth in renewable energy projects. Aligned with this, SAB has set a target to allocate ⃁ 16 billion of our ⃁ 34 billion sustainable finance portfolio specifically to green finance for renewable energy projects.

Availability, Accessibility, Affordability, Quality of Resources and Services

We aim to improve quality of life for citizens and support the Saudi Vision 2030 objective of increasing home ownership to 70%.

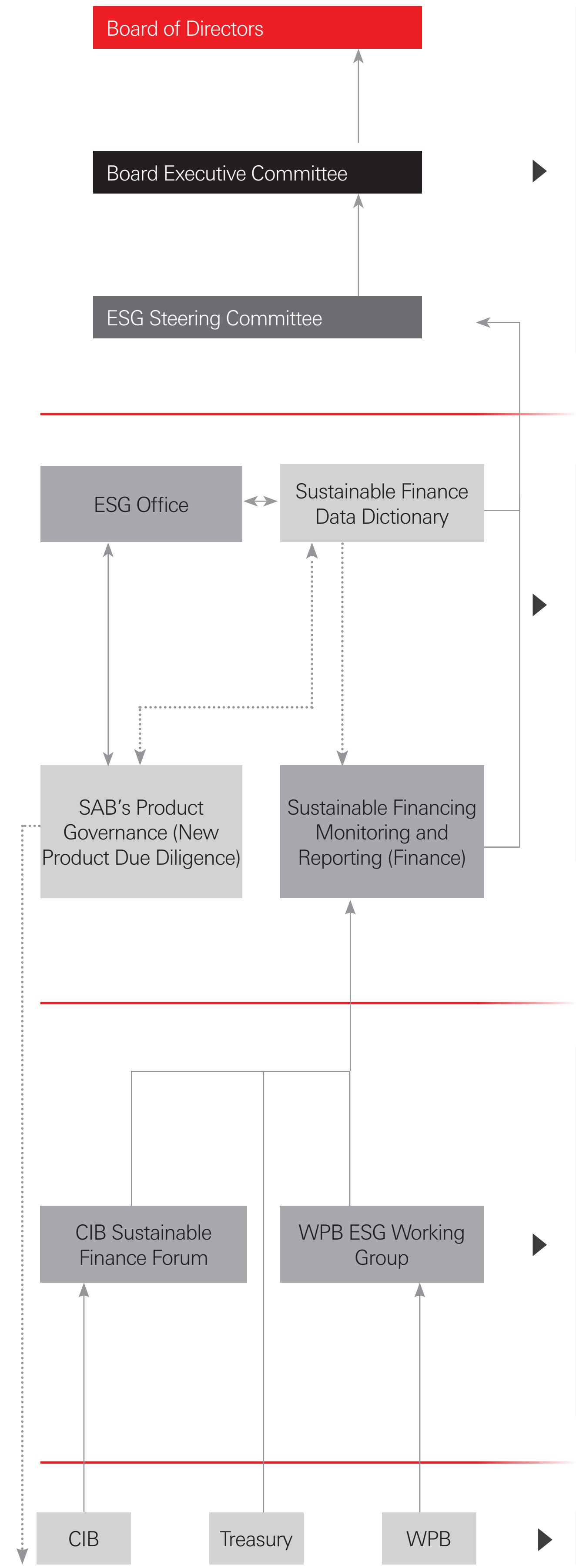
SAB partners with the Real Estate Development Fund (REDF) to support our subsidised mortgage programme, providing affordable housing for low-income individuals. As part of our ⃁ 34 billion sustainable finance commitment, we aim to allocate ⃁ 15 billion specifically to projects under this programme, directly addressing one of our key social impact priorities.

In addition to focusing on the impact areas identified as most critical for our portfolio, we have also taken action across other UNEP FI priority areas. This includes initiatives on nature, biodiversity and human rights. For nature and biodiversity, we are committed to supporting environmental conservation, reforestation, waste reduction and biodiversity enhancement across the Kingdom. Notable initiatives in 2025 included mangrove restoration efforts and the planting of native species to strengthen local ecosystems. On human rights, we continue to uphold ethical labour practices and promote respect for human rights in line with the United Nations Global Compact (UNGC). These commitments, endorsed by our CEO, are reinforced through ongoing internal awareness programmes and communicated transparently through regular reporting. Together, these efforts demonstrate SAB's holistic approach to sustainability, embedding environmental, social, and governance considerations across our operations and client engagements.

Governing Our Sustainable Finance Journey

Operationally, sustainable finance at SAB is originated across the Bank's key business divisions, including Corporate and Institutional Banking (CIB), Wealth and Personal Banking (WPB), and Treasury. This activity is supported by a structured three-tier governance framework, designed to ensure consistent oversight, compliance and alignment with strategic sustainability objectives.

SAB's three-tier sustainable finance governance framework



Layer 3: Review and oversight

The third and final layer provides strategic supervision and accountability. Finance compiles monthly sustainable finance reports for the ESG Steering Committee, which is then followed by diligent oversight from the Board Executive Committee and the Board of Directors. This top-tier oversight ensures that sustainable finance activities are aligned with SAB's strategic priorities, performance expectations are met, and emerging issues are addressed through defined governance processes.

Layer 2: Review, definition and monitoring

The second layer ensures that sustainable finance compliance is systematically recorded and aggregated. The Finance team oversees, monitors and reports all sustainable finance issuances, guided by the Sustainable Finance Data Dictionary, which defines eligible products and is directly aligned with SAB's Product Governance framework. The ESG Office coordinates the integration between the Data Dictionary and Product Governance, ensuring consistent classification, monitoring, and reporting across the Bank.

Layer 1: Transaction review forums

The first layer operates at the divisional level to assess, approve, monitor, and manage compliance for sustainable finance transactions and client engagements. For example, the CIB Sustainable Finance Forum reviews corporate portfolios and client transactions, involving representatives from the Wholesale Credit Risk, Compliance and ESG office. Information from CSFF is documented and shared with the sustainable finance reporting team and the ESG Steering Committee.

Business origination

Oversight of sustainable finance framework and products

Our sustainable finance data dictionary is central to governance of sustainable finance practices and acts as a comprehensive repository outlining the details of all sustainable finance instruments offered by SAB. For more details on the dictionary, please refer to section Sustainable finance products and services of this report.

The development of new financial products and services is guided by the Bank's New and Ongoing Product Management Policy. In line with SAMA's New Banking Products and Services Regulations, SAB maintains a product governance framework that clarifies the roles and responsibilities of stakeholders involved in approving, monitoring and reviewing products and services. New products and services are reviewed by the Board to ensure that associated risks are properly identified and managed. The Board Risk Committee provides oversight of product governance and ensures alignment with SAB's risk appetite. Senior management is responsible for developing and implementing the policies and procedures required to support product governance.

Ongoing review and approval of existing products and services is undertaken through periodic assessments led by product sponsors to evaluate performance and risk controls. Medium or low risk products are reviewed every three years, while high risk and complex products are reviewed at least annually. These reviews consider product performance, operational risk controls, training status and the ongoing appropriateness of marketing materials. The Board reviews the product management policy every three years and receives annual reporting on product performance. This governance framework supports SAB's commitment to responsible finance and helps ensure that products deliver value for stakeholders and the wider community.

Environment: Transitioning to a Low-Carbon Future

Environment: Transitioning to a Low-Carbon Future

Our Progress Towards a Low-Carbon Future

At SAB, we recognise that the transition to a low-carbon economy is both a global imperative and a national priority. Our progress towards a low-carbon future is grounded in a pragmatic, risk-aware approach that reflects the evolving needs of our clients and the markets we serve. This section outlines how we are strengthening our climate agenda and capabilities across the Bank, including the setting of climate-related targets, the integration of climate risks into our risk management framework, and actions to reduce our own operational emissions. It also addresses our approach to financed emissions and our engagement with suppliers on climate matters, underscoring our role in supporting an orderly transition while safeguarding financial resilience.

Our Climate Targets

SAB has established clear climate targets to reduce emissions both operationally and in our financed portfolio. These targets serve as the guiding north star for most initiatives and activities across the Bank, providing a unified direction and accountability that enables SAB to drive meaningful climate action.

Emissions from Our Operations

As we advance our climate action agenda to meet net zero operations by 2035, several initiatives have been scaled and expanded upon.

In 2025, we expanded our on-site renewable-energy initiative by adding solar-PV systems to eight more branches, increasing total renewable electricity generation by 352,749 kWh. This growth directly reduces scope 2 emissions by reducing dependence on grid power and demonstrates our phased strategy for decarbonising operational energy use. SAB continues to assess additional branches for technical feasibility and cost efficiency, with further expansion planned in alignment with SAB's 2035 net zero operations commitment, the Kingdom's Vision 2030 and our implementation target of renewable energy.

SAB has also been progressing a set of practical, on-the-ground initiatives to further reduce operational scope 2 emissions. This includes the aim to improve overall building energy performance through cooling efficiency, reducing air-conditioning loads and increasing heat protection.

In 2025, SAB maintained a controlled fleet including electric vehicles, gasoline vehicles and diesel buses used for employee transport to and from the metro station. Compared to 2024, the share of electric vehicles increased, reflecting continued progress in reducing reliance on internal combustion engine (ICE) vehicles. Looking ahead, SAB plans to introduce more low-carbon solutions.

SAB's targets in line with Vision 2030

CO_2

- Net zero operations by 2035
- Net zero financed emissions by 2060 or sooner

Scope	Category	GHG emissions (tCO_2eq)			
		2025	2024	2023	2022
Scope 1	Fugitive emissions	4,953	5,577	15,065	4,220
	Mobile emissions	253	410	598	595
	Stationary combustion	130	42	20	N/A
Scope 1 Total		**5,336[A]**	**6,029**	**15,683**	**4,815**
Scope 2	Purchased electricity	34,521	37,073	39,248	36,303
Scope 2 Total		**34,521[A]**	**37,073**	**39,248**	**36,303**
Scope 3	Cat 01 - Purchased goods and services	212,110	220,896	206,712	183,236
	Cat 02 - Capital goods	71,654	78,806	93,979	101,366
	Cat 03 - Fuel- & energy-related activities	13,727	14,426	15,256	14,058
	Cat 06 - Business travel	1,906	1,974	3,031	2,544
Scope 3 Total		**299,397[A]**	**316,102**	**318,978**	**301,204**
Grand Total		**339,254**	**359,204**	**373,910**	**342,322**

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')

Financed Emissions

By measuring and managing these emissions, we recognise that we can more accurately identify high-risk sectors, set appropriate thresholds, and better align our capital allocation with the transition to a low-carbon economy. This will ultimately enable us to protect our financial resilience, meet regulatory expectations, and continue demonstrating leadership in sustainability.

To accelerate our progress toward achieving net zero by 2060, we are expanding our financed emissions assessment beyond the initial priority sectors to encompass our entire financing portfolio. This baseline will be built using internationally acknowledged methodologies that quantify the climate impact of a broader range of lending activities. Establishing such a baseline is essential for aligning our credit strategy with the Kingdom's Vision 2030 objectives. Moreover, this robust data foundation underpins our collaborative approach with clients. It enables us to evaluate the transition readiness of corporate borrowers and to design financing solutions that support our own and the Kingdom's decarbonisation goals.

Managing and Engaging Suppliers on ESG and Climate

We recognise that tackling emissions effectively requires a focus on the supply chain.

To achieve our sustainable procurement target, we strengthened our procurement agenda by rolling out a series of focused initiatives that engage suppliers, raise ESG and climate awareness and broaden the pool of vetted local partners. The following efforts were made to manage and engage suppliers on ESG and climate:

- **Initial analysis and strategic supplier meetings** - 1,200 suppliers were analysed based on several criteria including spend and business criticality, where 20 suppliers were flagged as strategic suppliers. Strategic Supplier meetings were then conducted to align on strategic objectives and potential collaboration opportunities to bring sustainability, innovation and efficiency to SAB. Performance metrics were included in supplier contracts, as well as the co-development of opportunities.

- **Supply-chain ESG awareness campaign -** In the previous year the Bank launched a dedicated ESG campaign aimed at the entire supplier network. The campaign combined webinars, newsletters, and on-site workshops to educate partners and suppliers about the Bank's climate goals, highlight best-practice case studies, and encourage concrete actions that reduce carbon footprints and improve social outcomes.
- **Partnership with Jadeer on the Monshaat Platform -** By collaborating with Jadeer's service on Saudi Arabia's Monshaat digital marketplace, SAB gained the ability to certify and onboard local suppliers and small- and medium-size enterprises (SMEs). This integration now gives the Bank access to a database of more than 12,000 vetted suppliers, streamlining procurement processes, improving operational efficiency, and reducing exposure to supply-chain risks.

Key supplier engagement topics

- **SAB procurement strategy**
- **Supplier performance evaluation**
- **ESG roadmap**
- **Introduction of performance metrics & management**
- **Innovation & collaboration opportunities**

Recognitions:

As a result of our extensive supplier engagement programmes and progress on targets, SAB secured two milestone recognitions that set new benchmarks for the region. Firstly, we are now formally guided by the ISO 20400 standard for Sustainable Procurement. ISO 20400 is the international standard that outlines best practice principles for integrating environmental, social and governance considerations into procurement decisions. This makes SAB the first bank in the Middle East & Africa (MEA) region and only the 42nd organization worldwide to adopt the guidance so comprehensively. By aligning our sourcing policies with ISO 20400, SAB has strengthened supply chain resilience, reduced exposure to ESG-related risks and created a framework that delivers long term value for both the Bank and our partners.

Secondly, SAB was honoured as the first Saudi entity to receive the CIPS Procurement Excellence Gold Award. This accolade recognises that SAB's procurement function is a strategic value add that actively influences other business units, driving higher performance, tighter controls and elevated standards across the organisation.

Campaign for Climate Impact

SAB hosted an ESG awareness campaign across four key office locations to reinforce the importance of sustainability and climate action among employees. The campaign aimed to enhance understanding of ESG principles and highlight the impact of individual and collective actions on the environment. In collaboration with partners including Morooj, Lucid, EADA, BYD, Tesla, and GTeck, the event showcased a range of innovative sustainable solutions from electric vehicles to energy-efficient technologies. Notably, EADA's role raised awareness on electronic waste, which prompted us to provide a recycling bin to collect batteries, old devices and cables from employees. To further encourage practical behavioural change, SAB also introduced year-end employee discounts on energy-efficient tools, solar systems, smart home solutions, and electric vehicles. This initiative reflects our ongoing commitment to embedding sustainability into our culture and empowering employees to contribute to a low-carbon future.

Our Environmental Impact

Reducing our environmental impact remains a key strategic priority. We are committed to minimising our environmental footprint through proactive management of energy, water, waste, and paper consumption across our operations. By implementing targeted reduction initiatives and closely monitoring key metrics, we aim to drive efficiency and lower resource use. The following section highlights our strategies, progress and measurable outcomes in promoting a more responsible operational approach.

Energy

Energy consumption and effective energy management are critical for SAB because they directly influence the Bank's overall environmental footprint, making energy performance a core lever for progress towards our target of reaching net zero emissions in our operations by 2035. By systematically monitoring, optimising, and reducing energy use across operations, we are improving our energy efficiency and lowering emissions associated with electricity and fuel consumption. The Bank's headquarter, the SAB Tower, is LEED Gold certified, highlighting the tangible benefits of high-performance and low-impact building design. EV charging stations in SAB parking spaces were also implemented. To increase the number of LEED certified buildings in the future, we developed a structured LEED expansion plan as part of our broader energy- management and net-zero operations strategy. This positions us to scale green-building standards and further enhance energy performance across our portfolio in the coming years.

Metric	2025	2024	2023	2022
Total electricity consumption (kWh)	62,764,928[A]	67,405,545	69,099,385	63,915,431
Energy Intensity (kWh/employee)	16,069	17,377	17,874	17,232

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')

Water

We recognise the importance of water conservation in the regions of our operations. The Kingdom is experiencing rising temperatures, which intensify desertification and land degradation, causing gradual reduction in water supply. We continue our partnership with the Net Positive Water Initiative (NPWI) and the National Water Efficiency and Conservation Centre (MAEE) to drive sustainable water use. This initiative remains fully aligned with our sustainability goals and Saudi Vision 2030's objective to ensure sustainable use of water resources. In 2025, we have further embedded the NPWI's goals and key performance indicators into all operational processes. Our water consumption indicates a slight increase. This marginal change reflects overall stable consumption levels year-on-year. The increase is attributable to enhanced plantation and landscaping activities within the tower. As part of ongoing water efficiency optimisation efforts, a review of landscaping elements was conducted, followed by the implementation of more water-efficient design and alternatives. These measures are expected to yield improved water performance and contribute to future reductions in consumption.

Water Consumption	2025	2024	2023	2022
Total water consumption (m^3)	102,457	100,448	119,772	190,179

Waste and Paper

Over the last year, SAB has made significant progress in managing waste, whilst also sharply reducing paper consumption across our operations. This has been achieved particularly through our Recycling Vending Machines (RVMs) and recycling programmes.

The RVMs were deployed at three of our sites where employees deposit recyclable items such as cardboard and paper packaging. In this way, employees actively help reduce waste, conserve resources, and support SAB's ambition to operate more responsibly and efficiently. Most importantly, the machines turn everyday actions into measurable progress, confirming a culture where employee participation is central to reaching our waste reduction goals.

Regarding the waste recycling programme, the initiative collected and processed 25,685 kg of material, which resulted in an estimated reduction of approximately 38,527 kg of CO_2e emissions. These figures illustrate the growing involvement and heightened environmental awareness among staff, driven by the Naqaa recycling effort.

Highlights of the 2025 Recycling Initiative

Aim: SAB partnered with Naqaa solutions to increase recycling rates and establish circular economy practices within the Bank.

Recyclable materials included: Cardboard and paper. The most common recyclable material collected from our branches was cardboard, with a total of 11,860 kg collected.

Recycling highlights:

- **25,685 kg** collected in 2025.
- **Recyclable material** was **collected** from **19 SAB locations** out of the 22 locations
- **CO_2 saved:** 38,527 kg of CO_2e

Waste Generation	2025	2024	2023	2022
Total waste produced (tonnes)	35	40	45	45

SAB Invest's Environmental Impact

SAB Invest, headquartered in SAB Tower, actively contributes to the Bank's net zero programme by implementing initiatives aimed at reducing energy, water, paper, and plastic consumption, alongside promoting recycling practices.

As a subsidiary of SAB, SAB Invest also participates annually in the disclosure of its environmental impact through the Carbon Disclosure Project (CDP), thus showcasing its commitment to transparency and responsible environmental stewardship.

Social: Serving Our People, Customers and Wider Communities

Serving Our People, Customers and Wider Communities

Our People

At SAB, we believe our employees are central to our success, playing a key role in the Bank's growth and long-term sustainability. This is also reflected in our material priorities. We recognise that an engaged and satisfied workforce is essential to achieving our strategic objectives and fostering a strong organisational culture. As such, we are committed to creating a workplace that supports employee well-being, satisfaction, and active participation in our shared success.

Our People in Numbers	2025	2024	2023	2022
Total full-time employees (excluding trainees, students, and outsourced staff)	3,906	3,879	3,866	3,709
Indefinite/permanent contract employees[1]	2,418	2,397	2,517	2,540
Fixed/temporary contract employees[2]	1,488	1,482	1,349	1,169
3rd party contractors[3]	709	702	678	558
Number of nationalities represented	30	32	28	29

Saudisation

We continue to fully support the Ministry of Human Resources and Social Development's Saudisation programme, which seeks to boost Saudi employment. Understanding that local talent is essential for economic growth and innovation, we invest heavily in developing our people. Our Saudisation approach centres on attracting, training, and retaining qualified Saudi professionals so they can effectively advance the Bank's goals and the Kingdom's broader objectives. We are proud that, as of 2025, Saudi nationals make up almost 94% of our workforce.

Saudisation	2025	2024	2023	2022
Saudi nationals among senior management	70%	68%	66%	66%
Saudi nationals among total workforce	94%	93%	92%	91%

[1] Indefinite/permanent contract employees: All local staff that have spent more than 4 years at the Bank
[2] Fixed/temporary contract employees: Includes local staff that have spent less than 4 years at the Bank and all expatriates
[3] 3rd party contractors: SAB insourced staff

The SAB Sustainability Graduate Programme

Our Sustainability Graduate Programme, launched in 2024, was specifically designed for fresh graduates. The programme provides 12 months of specialised training, including sessions with leading business schools and hands-on experience across multiple business lines and functions. Delivered in collaboration with KAPSARC (King Abdullah Petroleum Studies and Research Centre) School of Public Policy, participants also benefit from direct mentorship by industry experts and are equipped with the skills needed to drive positive change. Graduates are taught important topics related to 'SAB's ESG initiatives and policies such as Sustainability Walkthrough, Sustainable Banking and Sustainable Public Policy. In 2025, the programme recruited a cohort of 14 graduates who were embedded across departments.

Developing and Upskilling our People

At SAB, training and development are central to our strategy for building a skilled, engaged, and future-ready workforce. We recognise that investing in our employees' knowledge and capabilities is critical to achieving our strategic objectives, fostering a strong organisational culture and driving long-term success.

As part of building a strong organisational culture for development, we conduct an annual Employee Experience and Culture survey and channel its results and insights into our organisational initiatives. In the latest employee engagement cycle, SAB achieved improvements across multiple engagement metrics.

Employee Experience and Culture survey highlights

Employee Experience and Culture survey Metric	2025	2024	2023	2022
Employee experience and culture survey completion	95%	85%	91%	99%
Average satisfaction rate	73%	71%	NA	74%
Total employee Net Promoter Score (eNPS)	25	18	19	11

Learning and development programmes

We have established a comprehensive learning and development portfolio to empower our full-time employees to grow, innovate, and lead with confidence:

Training	Description	Number of attendees
Line Manager Development Programme	Designed to give SAB leaders the essential leadership capabilities for driving high performance, fostering innovation, and strengthening team collaboration. Participants sharpen emotional-intelligence, apply situational-leadership, manage conflicts, solve problems, and understand team dynamics, all while living SAB's values.	226
SAB Mentoring Programme	Pairs mentors with mentees to promote personal and professional development through knowledge-sharing and guidance between seasoned experts and emerging talent.	52
SAB Next-Level Leadership Programme	A tailored development track for senior managers that blends classroom instruction with experiential activities led by field experts.	30
SAB Emerging Leaders Programme	A customized learning experience for emerging leaders that combines in-class sessions and hands-on activities delivered by specialists.	18
SAB Executive Education Programme	Enables employees to broaden their expertise by attending executive courses at leading international universities, supporting their professional growth and leadership capacity.	59

Training	Description	Number of attendees
AI for Senior Executives Management	Provides Management Committee with insight into AI and generative AI's transformative effects on the Bank, aligns GenAI initiatives with SAB's strategy, and extracts lessons from early pilots and external case studies. Additionally, during the year, we delivered role-focused training programmes that emphasized leadership, management, and client-relationship skills, equipping staff with the competencies required for future positions and strengthening their managerial abilities.	14
Internal Audit (INA) Methodology Programme	We introduced new topics such as influencing and personal drivers, audit-stakeholder management, effective communication, and escalation of audit issues.	29
Relationship Management (RM) Accreditation	This retail branch network programme focused on strategies to boost customer engagement, retention, and loyalty, driving service excellence across the branch network.	27
Future-Ready Capability Programme	A strategic learning initiative that equipped SAB staff with the knowledge and skills needed to succeed in a fast-changing financial and digital environment. The curriculum centres on emerging banking technologies, ensuring the workforce stays competitive, agile, and prepared for the future.	25
Operations 2.0 Transformation Programme	Provided employees with the learning resources required to support the operational transformation, fostering long-term success.	397
Cybersecurity Training	Targeted technical training for the cybersecurity team covering cloud security, networking, core security fundamentals, and emerging technologies.	23

Partnerships and collaborations with institutions for employee development

Collaboration with Hult University

We joined forces with Hult International Business School to launch two targeted mid-management programmes designed to sharpen leadership capabilities and accelerate professional growth for our emerging managers. The curriculum blends contemporary leadership theory with hands-on projects, enabling participants to translate strategic insights into actionable results. By equipping our middle-level leaders with advanced people-management, change-leadership, and innovation-driving skills, the partnership directly supports SAB's ambition for sustainable growth and a culture of continuous improvement.

Partnerships with Leading Global Business Schools

SAB has cultivated collaborative relationships with a suite of world-renowned institutions, including Cambridge Judge Business School, INSEAD, IE Business School, the Centre for Creative Leadership (CCL), and IESE. Through these alliances we provide our employees with a diverse menu of development pathways covering critical themes such as corporate strategy, high-impact decision-making, sophisticated negotiation techniques, and visionary leadership. Each programme is tailored to different career stages and functional areas, ensuring that staff can deepen expertise, broaden perspectives, and apply best-in-class practices to real-world challenges across the organization.

Our ongoing commitment to employee training is showcased by the increase in training hours in 2025 by approximately 40.1% from 2022. Employee training also increased by approximately half a day per employee from 2024 to 2025. This year, we expanded participation in learning programmes for senior management, middle management, and non-management staff. This reflects our clear focus on empowering employees and fostering a culture of continuous learning.

Training	2025	2024	2023	2022
Total training delivered (hours)	82,227[A]	54,504	85,455	58,700
Average training per employee (days)	2.23	1.61	2.70	1.95
Average training per employee (hours)	17.8	12.9	21.6	15.6
> Senior management employees (Band 3 and above)	12.7	8.2	3.0	3.6
> Middle management employees (Band 4 and 5)	4.5	17.8	4.2	4.9
> Non-management employees (Band 6 and below)	6.2	10.8	4.8	3.9
> Male employees	6	3.7	4.2	12
> Female employees	4.5	14.9	4.8	4.6
Number of attendees who completed at least one e-learning course	4,495	4,381	3,866	3,709

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')

On-site ESG alignment sessions

In 2025, SAB organised a comprehensive, on-site ESG alignment workshop that brought together the Bank's central ESG Office and the network of ESG Champions representing every major business line and support function. The gathering was designed as a structured forum where participants could review the year's ESG initiatives, measure progress against targets, and celebrate key achievements while also exchanging practical insights across departments.

Beyond a retrospective review, the session functioned as a strategic planning hub for the upcoming year. Participants aligned on:

- **Strategic Priorities for 2026 -** identifying the most impactful ESG projects to prioritise in 2026, such as expanding renewable energy financing and enhancing climate-risk scenario modelling.
- **Coordination Mechanisms -** establishing clear communication channels, reporting cadences, and cross-functional task forces to ensure seamless execution of ESG initiatives.
- **Opportunities for Deepened Integration -** exploring new avenues to embed ESG criteria into our operations, procurement, and talent management, thereby improving the Bank's sustainability footprint.

Key themes and highlights of the ESG alignment sessions:

Focus Area	ESG integration	Governance	Disclosures & reporting	Data management	Role of ESG champions
Discussion points	Review of how ESG principles have been woven into SAB's product development, risk assessments, and daily operations.	Evaluation of our governance framework, including board oversight, policy updates, and accountability mechanisms.	Assessment of the quality, consistency, and timeliness of ESG data shared with regulators, investors and the public.	Progress on data collection and validation	Spotlight on how Champions can act as change agents, embedding ESG considerations within their functional teams and driving implementation of action plans.

Sustainable finance talent development

In 2025, we strengthened our ESG and sustainable finance capabilities through the recruitment of dedicated full-time specialists. The hired specialists were experts in financed emissions, climate risk analytics and sustainability data governance. The introduction of a specialised role focused on financed emissions and broader portfolio decarbonisation enhanced SAB's ability to assess, manage and reduce the environmental impact of our lending activities in line with leading international practices.

By deepening internal expertise, SAB accelerated the development of sustainable finance solutions, elevated the quality of client advisory services and strengthened engagement with corporate and institutional clients navigating transition-related risks and opportunities. In parallel, improved analytical capabilities, particularly in emissions measurement and climate data, enabled more effective portfolio management. The specialist further supported our alignment with evolving regulatory expectations and reinforced our commitments to global sustainability frameworks.

Employee performance appraisals and feedback management

Performance management at SAB is an ongoing, year-round process that ensures all (100% of employees) goals and contributions are clearly linked to the Bank's strategic priorities and business KPIs. Rather than being a one-off annual assessment, it focuses on continuous goal alignment, regular check-ins, coaching and structured reviews. These processes help our employees stay on track, understand expectations and adjust priorities as business needs evolve. Our approach also supports performance improvement and professional development by promoting timely feedback, accountability, and consistent recognition of achievement.

The SAB Performance Management cycle includes three main stages:

Q1

Performance Objectives – Employees and managers agree on clear performance objectives for the year, ensuring individual deliverables are aligned to business plans, team priorities, and measurable outcomes.

Q2

Mid-Year Performance Review – A formal checkpoint to review progress against objectives, discuss strengths and development areas and recalibrate goals if priorities or circumstances have changed.

Q3

Q4

Year-End Performance Review – A detailed assessment of performance across the full year, evaluating results against agreed objectives and capturing overall achievements to inform performance outcomes and future development planning.

ESG-related KPIs form part of the individual performance objectives of all our Management Committee members and their teams. Every Management Committee member has 5% of their total scorecard dedicated to ESG-related KPIs. The scorecard and the KPI is a direct reflection of their overall performance, which is linked to individual variable pay outcomes. These measures underscore our leadership responsibility and the Bank's ongoing focus on sustainability at the management level.

Succession planning

We view succession planning as essential to sustaining our operations and long-term stability. Our succession and talent development efforts are implemented across multiple levels of the organisation, with particular focus on senior leadership and critical roles to ensure a clear pipeline of future leaders.

The succession-planning process is an annual, streamlined framework that remains robust and adaptable to shifting business conditions. Its purpose and objective is to build a "Fit-for-Future" pipeline of executive talent for every business line and function. Potential candidates are categorised by readiness timelines:

- **Ready Now –** capable of stepping in within the next year
- **Mid-Term –** prepared for a transition in 1-3 years
- **Ready Later –** suitable for a move in 3-5 years
- **Contingency –** immediate backup plans for urgent vacancies.

The development of structured career pathways is a shared responsibility between line managers and employees. For all identified successors, tailored development plans are in place, outlining priority areas such as technical expertise, organisational understanding, and leadership capabilities.

Employee Well-Being and Engagement

Employee well-being

Employee health and wellbeing are central to maintaining a high-performing workforce. The Bank applies a Health and Safety Policy aligned with applicable regulations and international best practice, providing a safe environment for employees and other relevant stakeholders.

Since the flagship launch of our 'Be Well' initiative in 2024, we continue to promote physical and financial wellbeing in 2025. We complemented the programme by introducing more year-round awareness activities and events designed to support employees' wellbeing and enable them to thrive both personally and professionally. We rolled out a series of targeted awareness and engagement campaigns throughout the year to promote healthier lifestyles and support preventive care. Initiatives such as "Balance Your Weight", "World Immunity Month", "Blood Donation", and "Health Promotion" were designed to educate employees on key health topics, encourage early intervention, and reinforce the importance of physical wellbeing. These campaigns combined information sharing, participation activities and access to practical guidance which supported employees in making informed health choices. Collectively, these efforts reflect SAB's commitment to fostering a healthy workforce and creating a supportive working environment that contributes to long-term employee wellbeing and productivity.

Key Health and Wellbeing Campaigns and Initiatives in 2025

Campaigns

- Balance Your Weight
- World Immunity Month
- Blood Donation
- Healthy eating in Ramadan
- World Osteoporosis Day
- Health Awareness e.g., breast cancer, oral health, diabetes

Initiatives

- On-site trainer in the gym facilities
- Access to healthy meals/ snacks in vending machines
- Seasonal health check-ups and flu vaccinations for employees
- Pharmacy vending machine with over-the-counter medications and health supplies

Employee engagement

Employee engagement is a key component of the Bank's approach to building a strong, inclusive, and high-performing culture. We actively engage with employees through a range of structured and informal channels designed to encourage open dialogue, gather feedback, and strengthen alignment across the organisation. These engagement mechanisms enable leadership to better understand employee perspectives, support continuous improvement, and maintain transparency and collaboration.

Employee Engagement Channels

- Employee experience and culture survey
- Regular town hall discussions
- Focus group discussions
- Connect with Mancom
- Inspirational session with senior leaders

Employee Benefits

SAB is dedicated to fostering a supportive workplace for our employees through our extensive employee benefits programme. Employee health and wellbeing are prioritised through comprehensive medical coverage, while generous leave policies such as annual, sick, study, parental, and compassionate leave help staff maintain a healthy work-life balance. A full overview of benefits available to all full-time SAB employees is provided below.

Allowances and finance

Education allowance

A large portion of our employees are eligible to receive education support for up to four children aged between 5 and 19 years regardless of where they are being educated.

Female day care allowance

All female employees with children younger than six years old are entitled to this allowance.

Home finance

Over and above the monthly housing allowance provided to SAB employees (25% of the annual basic salary), SAB offers the Tayseer programme for home financing to Saudi employees with existing home loans. The programme supports eligible employees by reimbursing financing costs above 1% on qualified real estate.

Leaves

Annual leave

All employees are entitled to annual leave of up to 30 days in alignment with their band grades.

This includes half-day leaves which promote more flexibility for employees.

Sick leave

All employees are entitled to take a leave of absence when they are too ill to work, according to the following:

Up to 30 days' leave with full pay. Beyond 30 days, employees have the option to take additional leave that is partially paid, while the option of unpaid leave is also available.

Work-related injury leave

Should employees be injured while at work, they are entitled to take:

Up to 60 days' leave with full pay. From 61 days to one year's leave at 75% pay.

Statutory leave

All employees are entitled to take statutory leave with full pay for Eid Al Fitr, Eid Al Adha, Foundation Day, and Saudi National Day.

Haj leave

Employees who have completed two years of service are entitled to take six days paid leave, in addition to Eid Al Adha holiday, once during the course of employment.

Parental leave

All employees with newborn children are entitled to the following paid parental leave:
14 calendar weeks for the mother
Five working days for the father.

Leaves

Study leave

All employees furthering their education are eligible to take five working days' paid leave to focus on their studies for an exam approved by SAB, and one day for each examination sitting.

Compassionate leave

Employees who have an unfortunate event of death of a close relative (spouse, parent, grandparent, child, brother, sister, mother-in-law or father-in-law) are entitled to five working days' paid leave.

Mourning Leave

Available to all female employees in the case of the unfortunate instance of death of their husband:

Female employees are eligible for mourning leave of up-to four months and 10 calendar days, in the case of the unfortunate instance of death of their husband.

Emergency leave

SAB allows for unpaid leave to be taken when an employee faces an emergency.

Marriage leave

All newlywed employees are entitled to five working days' paid leave.

Medical Insurance

SAB provides the following medical insurance to employees based on the coverage features and criteria determined by our medical insurance partner and underwriter.

Family medical support for deceased employees

In the unfortunate event of an employee's death, the Bank provides extended support for their dependents. This includes continuing medical insurance coverage and benefits for two years after the employee's passing.

Personal accident insurance

All employees up to the age of 65 years (and above, subject to certain special medical tests and approvals) are covered by a Group Personal Accident Insurance Policy against death and permanent or partial disability caused by sickness or accidents whilst using any means of transportation for business or private travel. Should an employee suffer permanent disability or death, a lump sum insurance amount which is equivalent to 48 months' basic salary will be paid. For both life insurance and accidental death, the minimum payment is ⃁ 500,000 and the maximum is ⃁ 5 million.

GOSI occupational hazard insurance

The Saudi General Organization for Social Insurance (GOSI), under the Saudi Social Insurance Law, provides mandatory insurance coverage against injuries from work-related accidents applied as compensation to all employees.

Coverage is set out for Saudi Nationals and expatriate employees.

Other benefits

Remote working

SAB is committed to ensuring that our working practices, physical work location and working hours provide employees with flexibility and autonomy that meets both the needs of the business and employees.
In doing so, SAB recognises that a better work life balance can improve employee motivation, performance and productivity and reduce stress.

Job transfers

SAB encourages internal mobility and career development opportunities for all employees through internal job transfers between businesses and functions. Job transfers are managed through internal resourcing channels and support the continued professional development of all employees and support the Bank in meeting our resourcing needs.

Diversity, Equity and Inclusion

Creating a safe and inclusive workplace remains integral to our values. We strive to provide an environment in which all employees are respected, supported, and encouraged to contribute their individual perspectives. Our commitment to diversity, equity, and inclusion is reinforced through a zero-tolerance stance on discrimination and harassment. Essential data on our workforce by gender and age is presented below, highlighting our focus on diversity and representation across the organisation.

Workforce Analysis by Gender

	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Board	10[A]	1[A]	10	1	10	1	10	1
Senior management (Band 3 and above)	164	25	157	23	156	24	145	24
Middle management (Band 4 and 5)	1,126	342	1,117	315	1,082	289	1,076	256
Non-management (Band 6 and below)*	1,534	715	1,583	684	1,661	654	1,655	553
Total full-time employees	2,824[A]	1,082[A]	2,857	1,022	2,899	967	2,876	833
Total full-time employees (%)	72.3%	27.7%	74%	26%	75%	25%	77%	23%
SAB Insourced staff	471	238	457	245	454	224	397	161

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')
*Accounted for Programs Resident Officer Trainees as well

Workforce Analysis by Age

Workforce Age	2025	2024	2023	2022
Total full-time employees (excluding trainees, students, and outsourced staff)	3,906	3,879	3,866	3,709
Age 18 - 30 years	694	684	684	615
Age 31 - 50 years	2,917	2,943	2,950	2,891
Age 51+	295	252	232	203

SAB's Partnership with WeConnect International

Aim and purpose: Host in-person events to empower, inspire, and connect women professionals and entrepreneurs across the ecosystem.

Our most recent event in November 2025 focused on three core pillars:

1. Knowledge sharing
2. Networking
3. Collaborative creation of growth opportunities

Key discussion points:

- Expanding access to procurement opportunities for women-owned businesses
- The role of targeted training in improving the competitiveness of women-owned SMEs
- Business benefits for both buyers and suppliers from inclusive procurement practices
- Examples of successful partnerships between large organisations and women-owned SMEs in the Kingdom
- The accelerating impact of Saudi Vision 2030 in enabling women entrepreneurs across sectors

Attendees:

- Women-owned-business vendors
- Clients and entrepreneurs
- Representatives from Monshaat
- The SME Bank
- Members of the SAB Management Committee

Balance Programme

We introduced the Balance Programme, an Employee Resource Group (ERG) dedicated to promoting diversity through a grassroots approach. This initiative offers focused support, mentorship, and development opportunities, ensuring that women have the necessary resources and encouragement to excel in their careers. Backed by our CFO and actively supported by co-chairs, the programme has achieved significant success, marked by high levels of engagement and a variety of events designed to empower and uplift women within SAB.

Partnership with Visa – 'She's Next'

To further support our commitment to diversity, SAB partnered with Visa on the 'She's Next' initiative, which supports women entrepreneurs and small-business owners in financing, operating, and expanding their ventures. The programme rolled out four grant tracks: Fashion, Football, Gaming, and Entrepreneurship. All tracks are aimed at female-led enterprises in Saudi Arabia.

For each track the competition offers:

- Up to three awards – a Grand Prize, a Runner-up and a People's Favourite
- One prominent female mentor – a recognized success story in the relevant field who also commands a sizable personal or corporate social-media following.

The final selection takes place at a closing event where a panel of four to six judges choose the winners. The judging panel included individuals from SAB, Visa, or the vertical's partner organisation.

Parental leave

At SAB, we provide parental leave that exceeds the requirements of current labour law. We support employees in their transition back to work, recognising that effective reintegration is key to talent retention and sustaining productivity. A summary of female employees taking maternity leave and returning to work is presented below.

Parental Leave

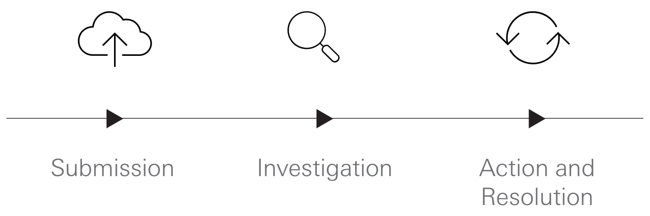
	2025	2024	2023	2022
Number of female employees that took maternity leave	53	36	45	27
Number of female employees who returned from maternity leave who were still employed 12 months after returning to work (retention)	35	41	33	26
Return to work rate (%)	97%	91%	87%	96%

Grievance mechanism

SAB has established strong processes, overseen by the Employee Advisory team within HR Business Management, for full-time employees at SAB to report grievances or incidents of harassment. This is to ensure we are strongly safeguarding employee well-being and safety.

Our grievance process remains firm in its design to ensure concerns are addressed fairly, confidentially and efficiently. Employees submit grievances through the Ask HR ticketing tool, after which a member of the HR team reviews the case, obtains necessary approvals and conducts a thorough investigation. Recommendations from the legal department are then considered and appropriate actions are confirmed and communicated to the relevant parties before being implemented.

Grievance Process



All cases are managed with confidentiality and diligence, enabling employees to raise concerns freely and without fear. Our grievance mechanism is also available to contractors, with different investigation procedures that may vary depending on the contract type. A summary of grievances reported in 2025 is provided in the table below.

Grievances

Grievances	Description	2025	2024	2023	2022
Discrimination	Total number of incidents of discrimination	0	0	0	0
	Total number of incidents resolved	0	0	0	0
Harassment	Total number of incidents of harassment	3	2	10	7
	Total number of incidents resolved	3	2	10	7
Others	Number of grievances filed	169	146	163	147
	Number of grievances addressed or resolved	169	144*	163	147
	% of grievances addressed or resolved during the year	100%	100%	100%	100%

* Two complaints filed during 2024 were open and under investigation as of 31 Dec 2024 and closed in 2025

Discrimination: Any distinction, exclusion, restriction, or preference made between employees based on characteristics unrelated to job requirements—such as religion, race, ethnicity, nationality, gender, age, disability, culture, or any other personal attribute—that results in undermining equal opportunities or negatively affecting an employee's rights or treatment in the workplace.

Harassment: Any use of language, act, or gesture of sexual significance that are made by a person against any other person, which violates his/her body or honor or offends his/her modesty

Number of incidents of Harassment & Discrimination: All cases we have investigated or discussed with related parties and agreed on their final decision even if it's not disciplinary actions. Includes resolves/closed cases as well as open/in-process cases, but excludes duplicate cases, cases that lack information and cases with no clear violation.

Harassment & Discrimination incidents resolved: These are cases that have been investigated, and the final decision is agreed with the related parties and marked as resolved / closed, even if the outcome did not lead to any disciplinary action.

Number of grievances filed: Includes resolved/closed and open/in-process cases across all outsourced and full-time employees.

% of grievances addressed or resolved during the year: % of Outsources & Fulltime employees of Resolved/Closed and Open/In-process cases.

Turnover and new hires

In 2025, we have strengthened employee retention by fostering a supportive environment that emphasises professional growth and career advancement. Our recruitment efforts focus on attracting talented individuals who share our values, while our commitment to diversity and inclusion broadens and enriches our talent base.

New Hires and Turnovers

	2025	2024	2023	2022
Total new hires	**347**	**377**	**537**	**440**
Male	200	222	294	277
Female	147	155	243	163
Age 18-30	207	200	342	239
Age 31-50	137	172	192	198
Age 51+	3	5	3	3
Total employee turnover (voluntary and involuntary)	**321**	**365**	**361**	**464**
Male	234	265	265	346
Female	87	100	96	118
Age 18-30	79	84	86	86
Age 31-50	211	248	243	319
Age 51+	31	33	32	59
Total employee turnover rate (%)	**8.2**	**9.4**	**9.3**	**12.5**

People at SAB Invest

SAB Invest remains steadfast in its commitment to support the talent that drives its growth and the Saudi capital market success. This is achieved by providing talent development programmes and training courses as well as engagement activities throughout the year, all whilst making strong efforts to empower women in the workforce.

2025 SAB Invest highlights:

- 198 Full-time employee
- 85% Saudi nationals in workforce
- 1,971 Total hours of employee training
- 2 Days of training on average per employee
- 0 Incidents of harassment of discrimination
- 27% Women employees
- 70% Employees between age 30-50 years

Our Customers

Our customer-first approach

At SAB, a customer-first mindset guides our strategy and daily operations. We are committed to deeply understanding our customers' needs, expectations, and challenges, enabling us to deliver innovative solutions that support their ambition. This focus is embedded across the organisation, shaping how we design products, enhance services and build long-term relationships. Customer insights play a central role in informing our strategic priorities and continuous improvement efforts. We actively gather feedback and systematically analyse complaints to identify root causes and areas for enhancement, ensuring that our customers' voices directly influence our decisions and service delivery.

In 2025, SAB continued work on the Voice of Customer Programme, which collects customer feedback through channels such as in-branch surveys on each staff desk and phone calls. We complemented this with a systematic root cause analysis (RCA) of complaints, working closely with relevant departments and business units to identify underlying issues, implement proactive solutions and enhance both processes and the overall customer experience.

Customer Experience

Customer experience is a central priority for SAB and a key driver of our long-term success. We are committed to delivering consistent and seamless interactions across all channels, from our branches to digital platforms and customer support services. Our focus on service excellence has been recognised through multiple awards for outstanding customer experience, reflecting the strength of our customer-centric approach.

2025 Customer experience awards and recognitions

- Best in Customer-Centric Transformation
- MENA Excellence in Client Experience
- Saudi CX Association Certificate of Customer Experience Excellence

Our commitment to improving customer satisfaction is reflected in consistently strong performance across two key metrics: the Customer Recommendation Index (CRI) and the Brand Health Index (BHI). Both these vital metrics are used to track and evaluate our effectiveness.

Relationship Metrics

Customer Recommendation Index (CRI)

Division	2025	2024	2023	2022
WPB	97.7	97.2	95.0	95.0
CIB	94.7	93.3	91.0	91.0

Brand Health Index (BHI)

Division	2025	2024	2023	2022
WPB	81.9	79.6	78.6	77.0
CIB	73.9	70.4	70.8	68

Our dedication to addressing customer priorities is reinforced by our ISO:10004 certification, which reflects a structured approach to tracking and evaluating customer satisfaction. We continue to actively engage with our clients through multiple channels, including the "Voice of the Customer" programme, digital platforms such as online and mobile banking, feedback forms, service centres, and email. These channels are used to gain insights into their preferences, needs and areas for improvement.

Customer engagement

In 2025, SAB engaged with customers through a wide range of channels to ensure timely communication, gather feedback and enhance the overall customer experience.

Key Customer Engagement Channels

Social media
communicating various messages such as downtimes, campaigns, product and services updates, customer awareness, fraud awareness etc.

Social Media Campaigns
promoting various awareness topics e.g. Breast Cancer Awareness International day.

- SMS
- SAB Feedback emails
- Surveys via various channels
- SAB official contact centre
- Live chat through SAB Website and SAB Mobile
- Mobile banking platforms, such as SAB mobile and SAB online
- Branches
- Emails

Elevating customer experience for the future

To improve customer experience, SAB carried out a comprehensive review to identify gaps in our people, processes and systems related to customer experience. Based on these insights, the Bank developed a new target operating model to transform customer experience practices, with a focus on streamlining processes, implementing proactive strategies and leveraging automation. Implementation of this model is underway, marking a strategic shift toward a more efficient and customer-centric approach. Looking ahead to 2026, SAB aims to further evolve customer experience into a predictive and proactive capability, harnessing AI to anticipate customer needs, prevent potential issues and deliver personalised, end-to-end experiences that strengthen loyalty and drive growth.

Complaint Mechanism

SAB has a complaint management framework that is designed to give customers a clear and trusted channel to share feedback and have their issues addressed promptly. The system is fully aligned with SAMA regulations and our ISO:10002 certification, ensuring best practices in complaint handling and resolution. It includes well-defined targets covering resolution timelines, quality and customer satisfaction, which are monitored against both regulatory requirements and internal service level agreements.

The table below outlines our KPIs for complaints management and resolution, demonstrating our commitment to timely, high-quality, and customer-focused handling of complaints. It highlights both our internal targets and our 2025 performance across key metrics such as resolution time, first-contact resolution, and customer satisfaction.

Performance Indicator	Indicator Description	Objective	2025
First Contact Resolution (FCR) Rate	Percentage of FCR complaints closed within the agreed metric within 2 working days	Not less than 65%	66.36%
5 Business day resolution rate	Number of 5 working days complaints closed within the agreed metric	Not less than 95%	96.22%
Customer satisfaction rate on complaints handling	Complaints resolutions accepted by customers	Not less than 85%	99.59%
Resolved within first contact	Complaints closed within the agreed metric within 1 business day and not exceed 5 working days	Not less than 65%	92.45%
Quality	score of the quality of resolution	Not less than 95%	94.42%

A structured escalation process is in place to ensure timely and effective resolution of all cases. Customers can submit complaints either directly to SAB or through SAMA. Our team is trained to manage all complaints with professionalism and empathy, ensuring each case undergoes a thorough investigation and resolution process. Complaints are assigned to the relevant departments for timely action and carefully monitored to maintain accountability throughout the resolution journey. In line with SAMA regulations and the SAMA Care system, we adhere to defined turnaround times: complaints received directly from customers are addressed within a maximum of 5 working days, SAMA-accepted objections are responded to within 3 working days, and high-priority complaints, as classified by SAMA, are resolved within 2 working days.

SAB also has a governance process to ensure key oversight of our complaint resolution processes. We prioritise not only monitoring the number of complaints but also assessing how effectively they are managed and used to drive improvements. To promote transparency and continuous learning, summary complaints reports are distributed monthly to key business leaders, including the Chief Officers of WPB and CIB. These reports are reviewed regularly in Management and Board Committee meetings, with an action log maintained to address any issues identified. This collaborative process engages senior leadership, including the Managing Director/CEO and Chiefs of Retail, Corporate, Risk, Operations, and Compliance. Key complaint metrics are also discussed in relevant forums, reinforcing our commitment to continuously refine practices and enhance customer experience.

Our customer complaint metrics demonstrate our dedication to transparency and ongoing improvement. The table below presents the number of complaints received per 1,000 customers over the past two years, highlighting an improvement from last year.

Number of Complaints Received per 1,000 Customers

2025	2024	2023	2022
3.84	4.38	3.87	3.40

Advancing on Digitalisation

Digitalisation is a core strategic priority for SAB. It enables us to deliver smoother, more personalised products, services and experiences to our customers while unlocking operational efficiencies and simplifying processes. Our goal is to become the region's leading digital bank, offering platforms that enable clients to manage their finances with ease. In 2025, we made significant strides in expanding our digital solutions for both Corporate & Institutional Banking (CIB) and Small and Medium Enterprise (SME) segments. The full suite of our digital products and solutions can be found below, alongside key improvements that we made to enhance customer experience and accessibility.

We aim to continue investing in digital transformation across critical customer journeys and channels. Through platforms such as SAB Mobile and SAB Net, we are expanding access to financial services for underserved demographics and individuals in remote communities across the Kingdom. Aligned with Vision 2030, these initiatives help build a more innovative, inclusive, and sustainable financial ecosystem, further strengthening our position as a key driver of financial innovation and supporting the Kingdom's ambition to become a premier global financial centre.

SAB's Suite of Mobile Experience Features, Including Notable Improvements

Personal Finance Journey: SAB successfully redesigned the Digital Personal Finance Journey, enhancing its speed, ease of use and efficiency while fully aligning with customer expectation, allowing SAB customers to complete their personal finance applications entirely through SAB Mobile.

SAB 360 Personal Finance Management (PFM): The development of SAB 360° provides customers with a holistic view of their finances, offering insights into spending, budgeting, and financial planning. This investment has enhanced financial awareness, improved customer satisfaction, and increased adoption of digital banking services. Several features have been introduced, including account selection, net worth tracking, financial challenges and life goals, enabling customers to better manage and plan their financial wellbeing.

Google Pay: Customers can now add their SAB cards to Google wallet and enjoy fast, secure and convenient payments using their smart devices.

Send Now Pay Later: First service that allows SAB customers to transfer money internationally using the Credit Card with flexible payment plan through SAB Digital Channels.

Family Banking: Enables eligible guardians to open current accounts for their children digitally without the need to visit a branch.

Send Gift: A seamless way to transfer money as a gift to others within SAB. Customers can personalise their transfer by selecting a special occasion, such as (Eidya, Birthday, Graduation, etc.) and making the occasion memorable.

Domestic Worker Salary Account: This service is designed to provide a convenient and secure way to open an account for domestic workers without the need to visit the branch. Mada cards are simply issued and delivered to the cardholder's address. This helps domestic workers manage their finances and have their salaries paid to them easily.

Pay with ICSAB+: A new service that enables customers to use their ICSAB+ points to pay for eligible transactions seamlessly, offering flexibility and value from their rewards through SAB Mobile.

New Mobile Revamp: The new SAB Mobile experience delivers smoother performance and clearer journeys. Features are designed around how you actually live, work and bank.

Online Account Opening Journey: The Bank developed a fully digital account opening journey, enabling customers to open accounts seamlessly through digital channels without the need to visit a branch. This investment has reduced onboarding time, increased customer acquisition and expanded access to banking services.

SAB Store Expansion: We enhanced SAB Store with limited-time offers and seamless navigation to improve overall discoverability and user engagement.

In 2025, CIB significantly expanded digital transformation. Our Digital Account Opening platform continued its growth, surpassing 20k digital account opened since inception. SME customers have strongly benefited from SAB's digital innovations and make up the vast majority of the accounts opened digitally. With more than 85% of our Business Account Opening done digitally, our strength in this sector continues to grow. SAB CIB also won Global SME Banking Innovation Awards 2025 from The Digital Banker 3rd time in a row for our Digital Account Opening platform.

Our Digital Credit platform has automated financing and lending processes, while also significantly improving the speed of financing for our customers, which has especially benefitted SMEs. Using application programming interface (API) technology together with our banking infrastructure, we have linked to key public and government data sources, speeding up our financing processes. We reduced turnaround time of our SME Lending by 40% in 2025 and are enabling easy and fast access to finance for SMEs in the kingdom.

We launched future ready Global Trade solutions and continue being a leader in the market. We also launched new Digital Services in our online banking channels such as iCorp and HSBCnet. This has made banking, payments, and transactions easy and seamless for our customers. We achieved key milestones by being the first in the Kingdom to offer services such as SADAD and MOI through Swift, the opening of the Islamic Term Deposit, secure and enhanced digitally verifiable certificates and statements, and a suite of new digital services in our Digital Channels for SMEs and Corporates.

Key 2025 digitalisation highlights:

268,759	accounts opened digitally in year 2025 (since inception total account opened digitally 1,048,221 till end of Dec 2025)
71 million	digital transactions
19%	more financial transactions conducted digitally compared to 2024
79%	straight-through processing rate, increased from 44% in 2024
24	new services added for our SME customers
⃁ 320K	transactions achieved worth ⃁ 7.5B, representing 86% of the remittance transaction target and 93% of the value target

Support to MSMEs

SAB recognises the vital role that Micro, Small, and Medium Enterprises (MSMEs) play in driving economic growth and innovation. Expanding access to finance for these businesses remains a key priority, enabling job creation, strengthening local communities and fostering sustainable economic development. By supporting MSMEs, SAB also contributes directly to the objectives of Saudi Arabia's Vision 2030, helping to build a vibrant, diversified economy and empowering entrepreneurs to drive long-term national prosperity.

We have engaged in multiple efforts and initiatives to support MSMEs, such as the following:

> In 2025, we continued to allocate capital towards sustainable finance, notably through the SME Bank/ Kafalah social-financing programme. We are also assessing additional SME-focused initiatives that advance Vision 2030's objectives of raising the SME share of GDP and generating new jobs.

> At Biban 2025, we introduced a fully digital “instant account opening” service for sole-proprietorships. The solution enables business owners to create accounts online in real time to deliver a faster and more convenient banking experience whilst widening SME access to SAB's services. Notably, Dr. Majed Al-Qasabi, Minister of Commerce, honoured SAB during the closing ceremony of Biban 2025 for our pioneering role in financing and supporting small- and medium-size enterprises.

> SAB has teamed up with PayerMax to enhance business payment capabilities. Together, we aim to reshape the digital-payments landscape, simplify merchant onboarding for local businesses and enable seamless cross-border transactions.

> Aligned with the Financial Sector Development Programme under Vision 2030, SAB remains committed to fostering a vibrant business environment by delivering services that meet customers' aspirations and keeping pace with rapid advances in digital payments.

We offer a variety of products and services tailored to MSME requirements, featuring options that comply with Shariah principles:

1. **Islamic Finance Solutions**

a. In this transaction, SAB purchases a commodity from the open market and sells it on a deferred payment basis to the client then enables the client to sell it for spot value to a third party and credits the proceeds to the client's account. It is the alternative solution to the conventional term loan.

b. SAB Islamic Cash Line is an alternative solution to conventional overdrafts. It is the first of its kind in the Saudi market and is structured by combining:

i. Murabaha Liquidity Finance

ii. Islamic Call Deposit

c. Ijara is a distinctive solution, where SAB buys equipment, machinery or property and leases it back under rental instalments plans to Clients. The original position of the asset shall be the sole property of the lessor (SAB), and after the expiry of the lease period the lessor transfers the asset to the Client either as a gift, or through a sale.

2. **Working Capital Financing**

a. Our Working Capital provides short-term financing options and supports businesses in obtaining additional funds to help cover everyday costs and business requirements.

3. **Working Capital Financing with SIDF Guarantee**

a. Working Capital provides short-term financing options that are guaranteed by the Saudi Industrial Development Fund (SIDF) and supports businesses in obtaining additional funds to help cover everyday costs and business requirements. The product is for Saudi small and medium businesses, together with foreign investment facilities operating in Saudi and approved by the Ministry of Investment. The eligible sectors selected by SIDF are industry, mining, energy, industrial services, support and logistical services, and technology and infrastructure development.

4. **Point of Sale Financing**

a. Our Point of Sale (POS) financing product provides micro, small, and medium-sized businesses with short- to medium-term financing options in return for cash flows for point-of-sale systems.

5. **CAPEX Financing**

a. Our Capital Expenditure (CAPEX) Financing Programme offers options for medium-term financing and intends to provide facilities to develop and upgrade fixed assets such as equipment and machinery.

6. **Payroll Financing**

a. Our payroll financing product offers short-term finance options and aims to provide businesses with financing so they can pay their employees' salaries.

7. **IT Sector Financing (NTDP)**

a. Financing to accelerate the growth of KSA firms operating in IT (Information Technology) and ET (Emerging Technologies)

We achieved steady growth across all segments, with particularly strong expansion in financing to MSMEs. In 2025, we increased our MSME customer base by adding 60 more customers. Our MSME lending also increased by approximately 19% from last year. This upward trend demonstrates our continued commitment to supporting smaller businesses, which play a critical role in entrepreneurship, job creation, and economic diversification. Financing to the larger enterprises also increased significantly, growing by approximately 14% from last year, reflecting overall portfolio expansion and a balanced lending strategy.

Number of MSME Customers with Credit Facilities

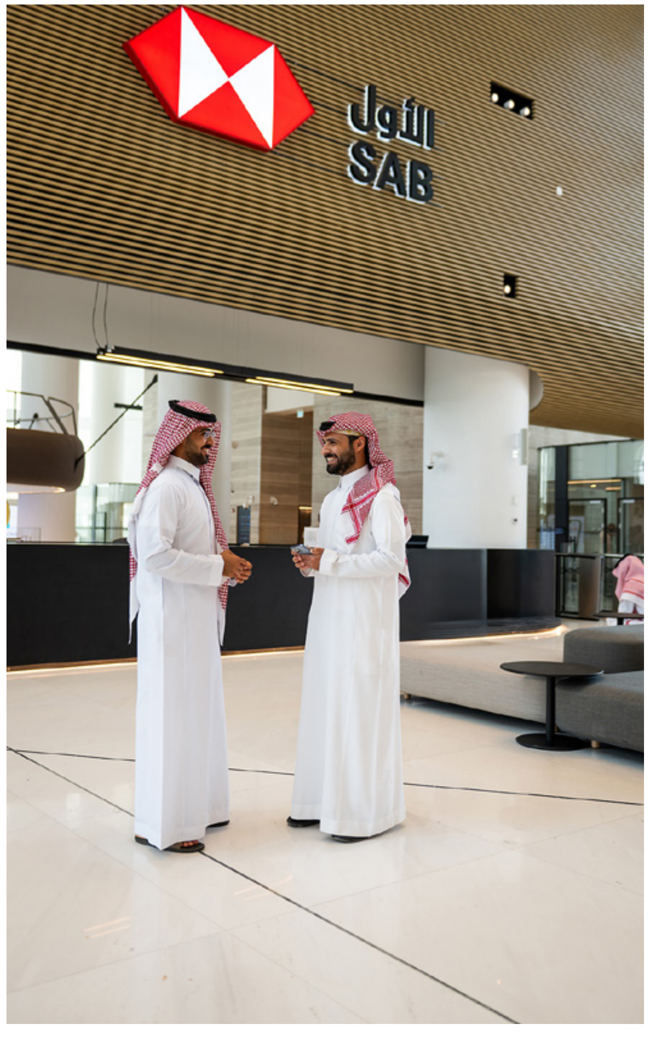
Category	2025	2024	2023	2022
Medium	480	569	439	444
Small	843	775	581	506
Micro	575	494	451	369
Total	**1,898**	**1,838**	**1,471**	**1,319**

Value Composition of Loan Portfolio, by Size (⃁ million)

Category	2025	2024	2023	2022
Micro-enterprise	2,788	2,688	1,515	1,616
SME	11,772	9,567	9,513	9,269
Large and Others	225,584	197,929	156,897*	130,662

*The data marked with * for the year ended 31 December 2023 has been restated

In 2025, SAB continued to strengthen financial literacy among SMEs through the ongoing development of the SME Academy. Our online SME Webinar series, comprising 16 educational sessions, remains available to support business owners in enhancing their financial knowledge and management capabilities. These resources are accessible to all SME clients and are designed to promote informed decision-making and long-term business sustainability. In addition, we provide dedicated financial advisory sessions, including guidance on mortgage products, to ensure clients are equipped with the information needed to make sound financial choices.



Enhancing SME support through key collaborations

TAQADAM

For close to a decade, TAQADAM has empowered high-potential startups to accelerate their growth and achieve measurable impact. Launched by King Abdullah University of Science and Technology (KAUST) in collaboration with SAB, the accelerator offers entrepreneurs seed funding, structured mentorship and access to an extensive network of investors and industry leaders. Selected ventures also have the opportunity to secure follow-on investment during the programme's annual showcase.

TAQADAM supports startups tackling pressing environmental and social issues, including clean energy, water and food security, healthcare innovation and community development. Through this platform, founders are able to scale impactful solutions that strengthen environmental resilience, enhance quality of life, generate employment and contribute to building more sustainable and inclusive communities.

TAQADAM Success Stories

Environmental

Terraxy

TERRAXY SOIL EVOLUTION

Terraxy is a Saudi-based agri-tech startup developing permanent soil fertility solutions for arid environments while enabling long-term carbon sequestration. Originating from research at KAUST, the company developed an industrial process that converts conventional biochar into Carbosoil, a durable, carbon-based soil enhancer specifically engineered for desert conditions. Carbosoil improves nutrient retention, water-holding capacity, and soil structure, supporting sustained productivity in degraded and sandy soils.

Terraxy's environmental impact:

- Supported 60,000+ plants across Saudi Arabia
- Achieved 40–70% yield improvements in urban greening, landscaping, and agriculture
- Permanently sequestered more than 400 tons of CO_2-equivalent

Pilot projects include Aramco, NEOM, NCVC, Estidamah, and King Salman Park.

TAQADAM's impact:

Participation in TAQADAM's Cohort 6 enabled Terraxy to leverage structured mentorship and an extensive network, accelerating market validation, expanding strategic partnerships, and advancing from laboratory research to field-scale deployment. The company has also secured USD 3 million in strategic seed funding and is scaling production to supply Carbosoil and domestically generated carbon credits at a larger scale.

Social

Barakah

Barakah

Barakah is Saudi Arabia's largest surplus food marketplace, connecting restaurants, bakeries, and retailers with consumers to rescue quality surplus food at up to 70% off, turning potential waste into affordable meals in a market where an estimated 33% of food is wasted annually. The company partners with the General Food Security Authority (GFSA) on the Letadom National Programme for Reducing Food Loss and Waste, contributing food waste data to the national reporting platform and running joint awareness campaigns.

Barakah's social impact:

- 8+ million meals rescued
- 4,000+ restaurant, grocery, and retail partners across 32 cities
- 3+ million registered users

TAQADAM's impact:

Early participation in TAQADAM's Cohort 6 provided structured mentorship, investor access, and strategic connections that accelerated market entry, refined the business model, and enabled pilot opportunities, laying the foundation for scalable growth.

TAQADAM Success Stories

Social

InCurA

incura

InCurA is developing Curaseal, a starch-based powder that stops surgical bleeding by mimicking red blood cells, promoting rapid and effective clotting while remaining cost-efficient for hospitals and clinics worldwide. Founded in 2020, the company serves hospitals, dental practices, and military clients and has established a strategic partnership with Royal Pharma.

InCurA's social Impact:

> Improved patient outcomes by providing a faster, more reliable method to control surgical bleeding
> Reduced procedural costs for hospitals and clinics through a cost-efficient hemostatic solution
> Advanced medical innovation and R&D capacity in Saudi Arabia through locally manufactured products

TAQADAM's impact:

Following participation in TAQADAM's Cohort 5, the team relocated to KAUST, refined Curaseal through extensive testing, filed two patents, secured investment, and advanced toward scalable manufacturing and broader market entry. Expansion in Saudi Arabia will support local manufacturing and improve access to advanced wound care.

Governance

Faceki

FACEKI

Faceki is a digital identity verification and fraud prevention platform providing real-time fraud detection, AI-enabled KYC, biometric authentication, and AML screening solutions to financial institutions and fintechs. The company addresses slow onboarding processes, fragmented compliance systems and rising online fraud risks while ensuring compliance with Saudi regulatory requirements for AML and anti-fraud controls. Faceki's localisation of AI models and development of purpose-built compliance solutions align with Saudi Vision 2030 priorities for digital transformation and fintech growth. The company also contributes to sustainability targets linked to resilient infrastructure and inclusive economic partnerships (e.g., SDGs 9, 11, 17).

Faceki's governance impact:

> Performed 180+ million checks and screenings for customers in Saudi Arabia
> Enabled real-time onboarding, reducing manual review cycles
> Significantly lowered false positives, reducing client exposure to fraud and regulatory risk

TAQADAM's impact:

Participation in TAQADAM's Cohort 8 provided access to strategic partners and pilot opportunities, strengthening enterprise readiness, regulatory positioning, and commercial scale-up.

Kafalah

The Small and Medium Enterprises Loan Guarantee Programme "Kafalah" was first established to address barriers faced by economically viable SMEs that lack sufficient collateral to secure financing. This ongoing programme supports businesses in accessing the funding required to grow and expand their operations, while encouraging financial institutions to increase their engagement with the SME sector. Through this initiative, Kafalah continues to contribute to strengthening the SME sector, supporting job creation, and promoting economic development across less economically active regions of the Kingdom

Credit facilities guaranteed by Kafalah (2025)	Micro	Small	Medium	Total
Number of credit facilities	837	1193	914	**2,944**
Amount of credit facilities (⃁ '000)	546	829	1035	**2,409**
Credit facilities guaranteed by Kafalah (2024)	**Micro**	**Small**	**Medium**	**Total**
Number of credit facilities	723	1,266	1,023	**3,012**
Amount of credit facilities (⃁ '000)	350	788	1,301	**2,439**

Communities

At SAB, we recognise that our success is closely linked to the well-being of the communities we serve, which is a priority reflected in our materiality assessment. Our Corporate Social Responsibility (CSR) efforts align with Saudi Arabia's Vision 2030, supporting a vibrant society and strong economy. Through targeted initiatives, we aim to empower individuals, advance education, and enhance social and environmental welfare to create a lasting positive impact and contribute to a more sustainable future.

SAB's approach to community support and CSR is guided heavily by our CSR policy. This policy provides a structured framework that prioritises education, financial literacy and social welfare. We actively engage with local communities to understand their needs and shape our initiatives accordingly. Through partnerships with non-profit organisations, educational institutions, and government entities, we aim to maximise the impact of our community programmes.

Access to Banking

SAB operates a network of 100 branches throughout the Kingdom. Of these branches, 71 are equipped with accessibility features such as ramps and lifts, ensuring that every customer can enter and move around the premises comfortably.

We also maintain our presence in smaller cities (Zone 3)* and rural areas (Zone 4)* through our branches, self-service centres and ATMs:

Zone 3: 12 branches and 152 ATMs.

Zone 4: 3 branches, 2 self-service (lite) centres, and 10 ATMs.

Beyond simply placing ATMs, SAB enhances accessibility with a Voice Guidance service for visually impaired users. The system delivers step-by-step audio prompts that walk the customer through each part of a transaction, such as PIN entry, menu navigation, selection of services (e.g., cash withdrawal, balance inquiry) and final confirmation. This feature guarantees privacy, ease of use, and independent banking for visually impaired customers, eliminating the need for external assistance.

Beyond our physical network, we offer loan modification options to customers. As part of this policy, we assess customers' income levels when considering requests to reschedule or modify existing loans, subject to defined eligibility criteria. This approach enables us to address diverse financial circumstances and support customers across different locations and income segments. Through these efforts, SAB promotes a more inclusive financial ecosystem, helping individuals manage their obligations and strengthen their financial stability.

Boosting Financial Literacy

SAB is committed to strengthening financial literacy as a key pillar of financial inclusion. Through a range of educational programmes and workshops, we equip individuals with the knowledge and skills needed to make informed financial decisions and manage their finances with confidence.

In partnership with the Al-Nahda Philanthropic Society for Women, SAB has made meaningful progress in improving financial literacy among Saudi women. A key initiative, Khazna, continues to deliver practical training in budgeting, saving, and responsible spending, helping women build financial independence and long-term stability. The programme also continues to incorporate family financial planning, encouraging broader participation to promote sustainable financial habits and lasting socio-economic benefits.

Responsible Procurement

Responsible procurement is an important component of sustainable and ethical business practices. It ensures that every purchasing decision supports social responsibility, and local economic development. By embedding responsible procurement principles into our supply chain, we not only mitigate risks and strengthen operational resilience, but also foster long-term value for communities and stakeholders. In recognition of these efforts, SAB was awarded the Local Content Certificate, highlighting our commitment to sourcing locally, supporting national industries and promoting economic diversification in line with Saudi Arabia's Vision 2030.

* Zone 3: Covers small cities.
* Zone 4: Addresses rural areas, which consist of villages and centres with populations of less than 100,000.

SAB's Contribution to Local Content

In 2024, SAB was the first bank in the nation to have received the Local Content Certificate. This year, we continued our efforts to support local businesses, leading us to achieve this certification again in 2025. We focus on using local suppliers because this helps them grow, strengthens the local economy, and ultimately supports both our clients and the communities around us. Our efforts directly support KSA's agenda of economic diversification and job creation.

To drive our efforts further, internal coordination was set up to roll out SAB's local-content initiative, aimed at boosting the program's rating and our contribution to Saudi Arabia's GDP. The effort spans several workstreams, with leadership from Procurement, FCD, CIB, WPB, HR, the ESG office, Communications, and other relevant units, to ensure maximum efficiency and alignment with the Bank's strategic goals. The proposal was presented to the Local Content Government Procurement Authority, which confirmed its agreement with SAB's approach starting in 2026.

Community Training Programmes

SAB is committed to developing local talent and supporting workforce readiness through a range of community training programmes. These initiatives reflect our continued dedicated to empowering individuals, enhancing employability and contributing to the development of a skilled national workforce.

- Co-Op Programme (university students)
- Summer Training Programme (2 months summer training for students high school and university)
- Tamheer Programme (through HRDF to help unemployed nationals develop their skills)

Volunteering Initiatives and Charity

SAB supports community well-being through charitable giving and employee volunteering. By collaborating with local organisations, we contribute to initiatives that advance education, healthcare, and environmental sustainability, while fostering a strong culture of giving and engagement.

Social impact

To advance our social impact, SAB is proud to support the Tadhafur programme, led by the Ministry of Human Resources and Social Development. This programme promotes employment opportunities for individuals with special needs. It empowers communities by enabling meaningful and inclusive participation in the workforce.

Environmental impact

We are committed to advancing environmental conservation and sustainability by supporting local initiatives such as reforestation, waste reduction and energy conservation. Through these efforts, we aim to protect biodiversity, promote a healthier environment, and strengthen our commitment to responsible environmental stewardship and community wellbeing.

Our initiatives include community clean-ups such as the 'Cleaning One Million Square Metres' desert project in Riyadh and an annual beach clean-up at Half Moon Bay in Al Khobar.

SAB Hosts the MENAT Regenerative Agriculture Summit

About

Under the patronage of the Ministry of Environment, Water and Agriculture (MEWA), SAB hosted the Middle East, North Africa and Turkey (MENAT) Regenerative Agriculture Summit which brought together industry experts, academics, innovators and policymakers to advance climate-smart agricultural practices and nature-based solutions across the region.

As the first dedicated platform of its kind in arid and semi-arid regions, the summit focused on scaling innovations, unlocking investment opportunities, and positioning the MENAT region as a global leader in regenerative agriculture.

The event featured keynote speeches, thematic panels, stakeholder interventions and high-level consultations, fostering actionable collaborations and innovative policy dialogue.

Key Outcomes of the Summit

- Cross-Sector Collaboration: Connected policymakers, researchers, and industry leaders.
- Scaling Innovations: Defined mechanisms to fund and expand regenerative agriculture solutions.
- Stakeholder Mobilization: Conducted closed-door consultations for policy and investment roadmaps.
- Policy Recommendations: Addressed climate adaptation, water scarcity, and food security.
- Knowledge Products: Published an Outcomes Paper and detailed Insights Paper to guide future initiatives.

Through this initiative, SAB demonstrated its leadership in driving sustainable and science-led solutions that strengthen food security, climate resilience, and ecological regeneration in the MENAT region.

SAB Joins the Saudi Agri-Food Tech Alliance (SAFTA)

Saudi Awwal Bank (SAB) joined the Saudi Agri-Food Tech Alliance (SAFTA), a strategic initiative launched by the Ministry of Environment, Water and Agriculture (MEWA) to advance food security and sustainable agricultural technology in the Kingdom.

As a major financial institution in Saudi Arabia, SAB's involvement aligns with fostering investment in innovative agricultural technologies (AgriTech) and supporting the goals of Vision 2030.

SAB's role as a member:
As part of its membership in the alliance, SAB has committed to supporting SAFTA's objectives and collaborative spirit through the following actions:

Active participation:
SAB regularly attends alliance events and actively contributing to discussions, group committees, networking opportunities, and other community-building activities within the alliance.

Knowledge and leadership exchange:
SAB contributes to the collective knowledge of the alliance by sharing non-confidential insights, research, and thought leadership through presentations, publications, and other materials that support the alliance's shared objectives.

Collaborative engagement:
SAB maintains a spirit of openness and cooperation by exploring potential partnerships and collaboration opportunities with other alliance members.

SAB's participation in Programme BOOST

SAB is one of the participants in the Programme BOOST initiative, supporting its development and implementation through active engagement in programme approval processes and by helping channel opportunities that advance its objectives.

Programme BOOST is designed with the aim to catalyse technology adoption and stimulate innovation within Saudi Arabia's agriculture sector. By aggregating downstream demand for sustainable agri-food products, the programme will help accelerate the deployment of new technologies and foster collaboration across the entire food value chain. Through this coordinated approach, BOOST will contribute to to advancing the Kingdom's transition toward a more self-sufficient, sustainable, regenerative, and resilient food production system.

Native Plant Conservation and Propagation Centre

As part of our commitment to the Saudi Green Initiative (SGI), SAB partnered with the Environmental Awareness Association in 2024 to establish the Prince Faisal bin Mashaal Centre for Native Plant Conservation and Propagation. This initiative supports the preservation of Saudi Arabia's native plant species, which play a vital role in biodiversity and are increasingly at risk of extinction. Launched in December 2024, the centre aims to deliver science-based conservation efforts and provide the resources needed to protect this natural heritage, with over one million square metres allocated in Al-Asiaf National Park in the Qassim region.

The facility will include nurseries, plant incubators, and growing rooms to support research, as well as workshops and training programmes for researchers and graduate students focused on afforestation and combating desertification.

Mangrove Plantation

To continue our efforts towards the Saudi Green Initiative (SGI), SAB entered into an agreement with the Murooj Foundation in 2024 to plant one million trees across the Kingdom by 2030. As a result, we became the first bank in Saudi Arabia to make such a commitment. As part of this initiative, we selected mangrove trees due to their significant carbon sequestration potential, with each tree capable of absorbing up to 1.5 metric tons of CO_2 over its 60-year lifespan.

Governance: Building and Maintaining Strong Oversight and Governance

Building and Maintaining Strong Oversight and Governance

ESG Governance Structure

Board of Directors

- Audit Committee
- Board Risk Committee
- Board Executive Committee
  - ESG Steering Committee
- Nomination & Remuneration Comittee
- Shariah Committee
- Technology & Digital Committee

Board Oversight of ESG

The Board of Directors remains the ultimate authority for SAB's sustainability agenda. Its responsibilities encompass the defining of the ESG strategic direction, and the approval of measurable ESG objectives, and the annual ESG report. By embedding ESG criterion into the Board's decision making framework, we ensure that sustainability is considered alongside financial performance, risk management and shareholder value creation.

Board Committees

SAB's Board committees provide focused oversight across core governance areas and enable deeper review of matters that require specialised attention. Each committee operates under a defined mandate and supports the Board by assessing issues in detail, challenging management where appropriate, and elevating key recommendations for Board decision-making. Collectively, the committees strengthen accountability, enhance the quality of oversight, and help ensure that ESG considerations—such as conduct, compliance, risk, and disclosure—are embedded into the Bank's governance processes.

From an ESG perspective, the committee structure helps SAB translate sustainability commitments into actions. The Board Executive Committee (EXCOM) supports the Board in approving the ESG strategy and KPIs and works closely with the ESG Steering Committee; the Board Risk Committee (BRC) ensures ESG and climate-related risks are captured within the enterprise risk management framework and financial implications on long-term resilience are addressed; the Audit Committee (AUCOM) reinforces integrity through robust controls, assurance and compliance; and the Nomination & Remuneration Committee (NRC) supports effective governance through Board composition, succession and incentive oversight that promote long-term performance.

Committee	ESG related focus
Board Executive Committee (EXCOM)	Endorses the ESG strategy, including the key performance indicators and monitors implementation through regular interaction with the ESG Steering Committee.
Board Risk Committee (BRC)	Integrates physical climate and transition risk scenarios into the Bank's risk appetite framework, validates internal control mechanisms for ESG risks and oversees the enterprise risk management (ERM) process.
Audit Committee (AUCOM)	Oversees the Bank's Internal and external audit plans and supervises the work of external auditors, including the review of internal control weaknesses and system deficiencies
Nomination & Remuneration Committee (NRC)	Aligns senior management remuneration with long term ESG objectives and guarantees that the composition of the Board reflects the expertise required to supervise sustainability matters and is aligned with SAB's Selection Policy

Competencies, Tenure and Membership

The 2025 Board comprised eleven members, with women representing 9% of the board and independent directors accounting for 45%. The split between executive and non executive directors is 9% and 45% respectively, providing a balanced mix of internal insight and external independence.

Selection of directors follows a robust, transparent and structured procedure set out in the Selection Policy for Board and Board Committees. The process evaluates candidates against a competency matrix that includes finance, risk, compliance, technology, investment and international business experience, as well as ESG specific knowledge. This ensures that the Board possesses the depth of expertise needed to scrutinise sustainability risks, evaluate climate related opportunities and guide our transition to a low carbon economy. The remuneration and compensation structures of nominated directors is governed by our newly updated internal Remuneration Policy for Board Members, Committee Members, and Executive Management. The Bank's systems ensure appropriate accountability and include clawback provisions. Moreover, the NRC reviews our governance rules and composition to ensure accordance with the provisions set forth by the Supervisory Authorities, monitors implementation, verifies effectiveness and reviews them periodically.

Directors are appointed for a three year term, consistent with international best practice. In 2025 the nomination cycle began in June, complying with all regulatory timelines, and culminated in an Ordinary General Assembly on 8 December 2025 where the new Board was elected, providing continuity and stability for the coming term.

Board of Directors	2025	2024	2023	2022
Total number of BoD members	11	11	11	11
Board of Directors' seats occupied by women	9%	9%	9%	9%
Board of Directors' seats occupied by independent directors	45%	45%	45%	36%
Non-executive members of the Board of Directors	45%	45%	45%	54%
Executive members of the Board of Directors	9%	9%	9%	9%

ESG-related Topics in Board Discussions

The Board maintains active oversight of the Bank's ESG agenda. ESG is a permanent fixture on the agenda; each session includes a dedicated slot where the Board receives an update on the execution of the ESG strategy and the progress of related initiatives. Throughout the year the Board and its committees have examined a core set of sustainability matters, namely:

- Consumer Protection Policy
- Whistleblowing Policy
- ESG Report
- Sanctions Policy
- Governance Documents
- UN Global Compact update
- Client Sustainability Assessment Policy
- Developments on IFRS Accounting Practices

Sustainability-related Performance Incentives

ESG-related KPIs are embedded within the individual performance objectives of all members of the Management Committee, as well as their respective teams. Each member has a portion of their total scorecard allocated to ESG-focused KPIs, ensuring that sustainability considerations are consistently integrated into leadership priorities. These scorecards, including ESG metrics, directly inform the assessment of overall performance and are closely linked to individual variable compensation outcomes. By incorporating ESG measures into performance evaluations, we reinforce the accountability of leadership in advancing our sustainability objectives and meeting our targets.

ESG Steering Committee and ESG Office

ESG Steering Committee

The ESG Steering Committee (SteerCo) serves as the primary driver of SAB's ESG strategy. Working closely with business functions and reporting to the EXCOM, the SteerCo governs, oversees, endorses and coordinates every initiative that falls under the ESG strategy, ensuring that all pledged targets and objectives are achieved within the agreed timelines.

Composition

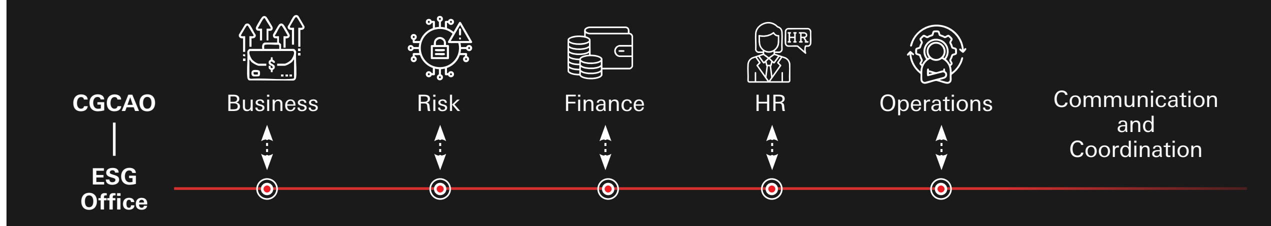
- Managing Director and CEO
- Chief Governance & Corporate Affairs Officer
- Chief Financial Officer
- Chief Risk Officer
- Chief Operating Officer
- Chief Corporate & Institutional Banking Officer
- Chief Retail Banking and Wealth Management Officer
- Chief Treasury Officer
- Chief Human Resources Officer
- ESG Senior Advisor

Key Discussions

- ESG strategy implementation and progress
- Sustainable finance progress and execution
- New sustainable finance products
- ESG report
- Financed emissions
- Human rights statement
- CDP, UN PRB, UNGC and other disclosures
- ESG capacity building
- Partnerships and collaborations
- Second-party opinion (SPO)

ESG Office

The ESG Office turns SAB's ESG strategy into concrete action across the organisation. Working hand in hand with a range of departments, the team drives ESG momentum and reports directly to the Chief Governance & Corporate Affairs Officer (CGCAO). Its responsibilities include managing ESG related budgets, overseeing governance and disclosures, cultivating partnerships, delivering on net zero commitments and monitoring ESG deliverables and performance. In addition, the Office collaborates with Human Resources to raise ESG awareness and build capacity throughout SAB's workforce.



Ethics and Integrity

At SAB, we are committed to upholding the highest standards of ethics and integrity in all our operations. Our ethics framework is designed to foster a culture of transparency and accountability, ensuring that our actions align with our core values and the expectations of our stakeholders. We believe that ethical conduct is fundamental to our success and is essential for maintaining the trust of our customers, employees, and the communities in which we operate.

Oversight

We believe that ethical culture is embedded throughout the organisation and is a shared responsibility of every employee. Each team member is expected to uphold our values and contribute to a workplace that prioritises integrity and ethical conduct.

We continuously review our standards and protocols against local and international market best practices and the regulatory requirements set out by the Capital Market Authority (CMA) and SAMA, to ensure our approach remains current and effective.

Where risks are identified, including potential breaches of applicable regulations, these matters are promptly escalated and reported to management and the relevant Board Committees, enabling timely oversight and remediation. The Chief Compliance Officer has direct access to the Board Risk Committee and the Board of Directors, ensuring that significant compliance matters are addressed at the highest levels of governance.

This governance approach is further enhanced through SAB's strategic partnership with HSBC, which supports the continued adoption of recognised best practices in business and compliance.

Policies

Our approach to ethical behaviour is anchored in the cohort of policies that guide all workforce to uphold highest standard of integrity and ensure that we build trust with our stakeholders. All policies listed below are reviewed annually to ensure robustness and relevance with the changing environment. For further details on procedures, protocols, oversight mechanism and regulatory compliance for each topic, please refer to the full policy statements linked below.

Code of conduct: SAB's Code of Conduct sets expectations for ethical behaviour, compliance with laws and regulations, management of conflicts of interest, and speaking up when concerns arise. It applies to all employees and is also reflected in expectations for Board members through the Code of Conduct for Board members.

Anti-bribery and corruption: We maintain a strict zero-tolerance policy for bribery and corruption. Our Anti-Bribery and Corruption Policy provides guidelines for governance and risk assessment across four pillars: Employee Risk, Third Party Risk, Strategic Risk, and Customers Risk. The Policy also provides standard operating guidance and advises on the consequences of non-adherence to the policy standards.

Anti-money laundering and combating terrorist crimes and financing: SAB is dedicated to preventing money laundering and combating terrorist crimes and financing. Central to our approach are the Know Your Customer (KYC) and Know Your Business (KYB) principles, which help verify client identities and assess the legitimacy of their activities. We also promote non-cash payment methods to enhance transaction transparency. Any suspicious transactions are reported promptly to address potential risks effectively. Our strict sanctioning mechanisms reinforce our commitment to maintaining the integrity of the financial system. For more information, please refer to our Anti-Money Laundering and Combating Terrorist Financing Policy.

Related-party transactions: At SAB, we maintain a no-preferential treatment policy, conducting all transactions at arm's length and excluding individuals with vested interests from decision-making to avoid conflicts of interest. The governance of review and approval of related-party transactions falls under the mandate of the Compliance Committee. The Board and executive management receive regular updates on these transactions. Our Related-party Transaction Policy outlines employee expectations and transaction protocols.

Whistleblowing: Our Whistleblowing Policy acts as a ready resource for all employees to report concerns such as misconduct, unethical behaviour, harassment, discrimination, fraud, financial irregularities, violations of laws or regulations, and breach of internal policies. Employees can report concerns through the Speak Up channel. SAB prevents retaliation against employees reporting concerns and reports are investigated with confidentiality.

Consumer Protection: Our Consumer Protection Policy is guided by and follows the ten principles of SAMA. We ensure that all customer-facing marketing materials such as advertisements, forms, and electronic communications are accurate, fair and truthful. This material is reviewed following processes prescribed by the Compliance department to meet regulatory standards, including SAMA's advertising regulations for banks. Effective oversight of our consumer protection policy, including fair advertising is provided by our Customer Experience Steering Committee. The Committee monitors compliance with regulatory requirements, reviews customer feedback and complaints trends and ensures that products, communications and practices are aligned with principles of transparency and fairness. Training on consumer financial protection is also provided to all customer-facing full-time employees. More information on this can be found in the next section.

SAB also has a strict debt collection policy in place which is closely aligned with the SAMA Debt Collection Policy. All collection staff receive annual training to handle the process sensitively and effectively.

Human Rights: SAB is a proud signatory of the United Nations Global Compact (UNGC), reflecting our commitment to uphold human rights across the organization. Our Human Rights Statement details our dedication to protection of employees, vendors, customers, and members of our community. We believe in creating a respectful and inclusive environment that promotes equality and protects the rights of all individuals we engage with. By fostering a culture of transparency and accountability, we reinforce our role as a responsible corporate citizen in the Kingdom, promoting respect and human rights for everyone.

Internal Compliance Monitoring and Reporting	2025	2024	2023	2022
Number of enquiries, complaints, or issues received by compliance office through an internal monitoring or reporting system	984	411	319	373
Percentage of enquiries, complaints, or issues received by the compliance office through an internal monitoring or reporting system that were investigated	100%	100%	100%	100%
Incidents of Non-compliance	**2025**	**2024**	**2023**	**2022**
Total incidents of non-compliance with SAMA instructions	19[A]	18	21	26
Total number of non-monetary warning letters	3[A]	1	1	6
Percentage of incidents of non-compliance that resulted from whistleblowing actions	0.5%	1%	2%	1%

A - Selected metrics marked with the A symbol have been subject to independent limited assurance procedures by PricewaterhouseCoopers Public Accountants ('PwC')

Ethics-related Training

SAB is committed to fostering a culture of integrity and ethical conduct across the organisation, supported by a structured learning approach for all full-time employees and third-party contractors. Our ethics and compliance training is designed to embed consistent standards of behaviour, strengthen accountability, and ensure that colleagues and contractors understand both external regulatory expectations and SAB's internal Code of Conduct.

Training covers core risk areas relevant to responsible banking and sound governance. This includes anti-corruption and bribery prevention, as well as anti-money laundering (AML) and measures to combat terrorist crimes and terrorist financing. It also addresses anti-commercial concealment requirements, reflecting SAB's focus on protecting the integrity of the financial system and maintaining trust with customers, regulators, and wider stakeholders. Additionally, we ensure that all employees understand the importance of adhering to legal and regulatory requirements, as well as our internal Code of Conduct". By reinforcing these topics through formal learning, SAB supports practical decision-making and promotes compliance in day-to-day activities.

A key element of our training programme for full-time employees is consumer financial protection. Training is delivered annually to all customer-facing employees to ensure they are equipped to protect customers' rights and apply the relevant SAMA consumer protection principles consistently in customer interactions. This focus helps maintain fair treatment, promotes ethical selling practices and conduct and ensures clear accountability of our services.

To encourage openness and early identification of issues, we also incorporate whistleblowing mechanisms within our learning programmes. Employees and third-party contractors are reminded of the channels available to raise concerns and are encouraged to report unethical behaviour or potential violations without fear of retaliation. This reinforces SAB's expectation that speaking up is a shared responsibility and a practical safeguard that supports continuous improvement.

In 2025, compliance training was completed by 100% of all staff members. By prioritising comprehensive compliance training for both employees and contractors, and by pairing it with effective reporting mechanisms, we continue to enhance our compliance framework, support responsible banking practices, and reinforce our reputation for ethical conduct.

Data Privacy and Cybersecurity

SAB's continued investment in digital banking services expands the value we deliver to customers, as we maintain vigilance against an evolving cyber threat landscape. Our cybersecurity program is built on a risk-based governance framework encompassing continuous monitoring, control assurance, and regulatory compliance. These processes are designed to protect the continuity of our operations, the security of customer information, and the trust placed in us as a financial institution.

Cybersecurity and Data Privacy Governance

Cybersecurity and data privacy oversight operates at senior management and Board level. SAB's Information Security Risk Committee (ISRC), a sub-committee of the Risk Management Committee (RMC), is chaired by the Chief Information Security Officer (CISO) and provides governance and oversight over the Bank's cybersecurity strategy, cybersecurity risk posture and performance. The Bank's Board has approved a defined cyber risk appetite, which sets the boundaries within which cybersecurity risk is managed and provides the basis for ongoing risk monitoring and reporting. At Board level, dedicated cybersecurity coverage is provided through the relevant Board committee, encompassing updates on the threat landscape and the Bank's overall cybersecurity posture. Cybersecurity risk is integrated within the Bank's enterprise risk management framework, with regular reporting to the Risk Management Committee and Board on risk exposure, emerging threats, and control effectiveness.

The Bank's cybersecurity programme is primarily governed by cybersecurity frameworks issued by SAMA, as well as National Cybersecurity Authority (NCA) frameworks, which define mandatory controls and requirements. The Bank also complies with relevant industry-specific requirements, including the SWIFT Customer Security Controls Framework (CSCF), as well as other applicable payment and financial market infrastructure cybersecurity requirements. In addition to mandatory regulatory frameworks, SAB's cybersecurity program aligns with internationally recognized standards and best practices, including ISO/IEC 27001.

The cybersecurity program is underpinned by a comprehensive policy and standards framework, reviewed regularly to reflect the evolving threat landscape, regulatory requirements and industry best practices. Cybersecurity is delivered through a dedicated function comprising professionals with experience across various security domains. The breadth of this capability enables comprehensive coverage of cybersecurity risks and effective protection of critical systems and information. Additionally, the Bank places strong emphasis on maintaining the professional expertise of our cybersecurity team through ongoing skills development and industry-recognized certifications. This ensures the team remains aligned with evolving technologies, emerging threats, regulatory expectations, and that our cybersecurity capabilities remain resilient.

Cybersecurity is embedded within key governance and operational processes, including change management, to ensure that changes to systems, networks, and processes are assessed and implemented in a secure and controlled manner. SAB also leverages cyber threat intelligence from multiple sources and engages with external cybersecurity advisory firms to maintain alignment with leading industry practices and an evolving threat landscape.

Cyber Risk Management and Resilience

SAB maintains a comprehensive set of measures to safeguard the confidentiality, integrity, and availability of its data and systems. Through a combination of preventive, detective, and governance controls, these measures are designed to support the continuity of our operations, protect critical services, and safeguard customer information.

Key capability areas underpinning SAB's cybersecurity posture include:

SAB's Cybersecurity Posture

Continuous Monitoring and Detection:

SAB operates continuous 24/7 security monitoring capabilities to enable timely detection and response to potential threats across the technology environment.

Access Management:

Strong access management practices are applied across the technology environment, including segregation of duties and controls governing access to systems and customer information. Access is granted on a strict need-to-know basis, with periodic recertification to reduce the risk of unauthorised access. Exceptions require data-owner approval and are time-bound. Access revocation is integrated within the employee off-boarding process, ensuring timely removal of system access upon separation.

Security Assurance:

The Bank maintains a structured security assurance approach to proactively identify, evaluate, and address cybersecurity risks across its technology environment. This encompasses cybersecurity risk assessments to evaluate risk exposure across systems, processes, and services, as well as regular technical assessments conducted against external-facing and mission-critical assets to identify security weaknesses. Independent assurance activities are also performed to provide oversight over the design, implementation, and effectiveness of cybersecurity controls.

Data Protection:

Customer information is secured through encryption both in transit and at rest, reinforced by data loss prevention measures to mitigate the risk of unauthorised access or leakage. Data classification protocols are in place to ensure sensitive information is handled and protected in line with its level of criticality.

Cyber Threat Intelligence:

The Bank applies continuous cyber threat intelligence and monitoring, including surveillance of external channels, to identify any potential exposure of customer information. Where a compromise is detected, prompt action is taken to protect impacted customers and contain the threat. Swift action is also taken to identify and address fraudulent websites or applications impersonating the Bank.

Audits and Certifications:

The Bank maintains a structured audit and assurance program, encompassing an annual internal audit assessment of cybersecurity controls against the SAMA Cyber Security Framework (CSF), ongoing compliance with industry requirements, and independent external certifications. Details of key assurance activities and certifications are set out in the Audits and Certifications section below.

Cybersecurity Incident Response:

The Bank maintains formal cybersecurity incident response plans with defined roles, escalation paths, and response procedures. Further detail is provided in the Incident Response and Escalation section below.

Third-Party Security:

Cybersecurity requirements are embedded within the Bank's enterprise Third-Party Risk Management framework. Further detail is provided in the Third-Party Cybersecurity section below.

Cybersecurity and Data Privacy Audit

Regular independent assurance over the Bank's cybersecurity programme is a key component of SAB's governance approach that enables safeguarding of customer data, maintaining regulatory compliance and strengthening resilience against evolving cyber threats. On an annual basis, the Bank's Internal Audit function performs an independent assessment of the cybersecurity controls against SAMA's CSF, covering design, implementation, and control effectiveness. The Bank also maintains annual compliance with the SWIFT Customer Security Controls Framework, with adherence independently validated by an external third-party assessor to ensure objectivity and rigor. We also hold the annual Payment Card Industry Data Security Standard (PCI DSS) certification covering all systems, personnel and processes involved in storing, processing or transmitting cardholder data. External audits of our processes are also completed periodically.

In 2025, SAB achieved ISO/IEC 27001 certification for its digital banking services, covering both retail and corporate channels. This certification provides independent validation of the effectiveness of SAB's cybersecurity management framework and control environment, representing a significant milestone in the Bank's commitment to maintaining the highest standards of information security. Beyond internal controls, this certification reinforces the confidence of our customers, regulators, and business partners in the security and integrity of our digital banking environment.

Third-party cybersecurity

SAB addresses cybersecurity risks associated with suppliers and business partners through a dedicated cybersecurity risk management approach, embedded within the Bank's enterprise Third-Party Risk Management (TPRM) framework. Cybersecurity requirements and controls are applied to relevant third parties to safeguard the Bank's information assets and technology environment, using a risk-based approach aligned with the criticality of the services and systems involved. These activities are governed by formal policies and standards and are coordinated with the broader TPRM process to ensure consistent oversight, regulatory alignment, and support for the Bank's operational resilience objectives.

Incident response and escalation

SAB maintains comprehensive cybersecurity incident response plans that clearly define roles, responsibilities, escalation paths, and response procedures to ensure swift containment, impact mitigation, and timely service restoration. In alignment with SAMA's CSF, incidents are classified based on severity level. This determines the applicable escalation and reporting requirements, including notification to SAMA where required. Response plans are routinely reviewed, updated, and tested through tabletop exercises and simulated attack scenarios.

In the event of a cyber incident, initial actions focus on rapid identification and containment of the threat to minimise potential impact. This is then followed by coordinated response activities to safeguard critical systems and information assets and ensure the continuity of services. In coordination with relevant stakeholders, recovery efforts are implemented in a controlled and secure manner, with verification and validation activities confirming the integrity of the environment before normal operations resume. Following resolution, post-incident reviews are conducted to identify lessons learned and opportunities to strengthen response readiness and overall cyber resilience.

Protection of Customers' Data

In addition to our cybersecurity controls, our approach to protecting customer data is governed by a dedicated data privacy framework that establishes clear principles, policies, and procedures for the responsible collection, use, storage, and safeguarding of personal information.

Approach to data privacy

- Compliance with regulations
- Data protection policy
- Monitoring of external channels
- Customer awareness
- Employee trainings

We place the highest importance on protecting customer data and comply with key regulatory requirements, including the Saudi Personal Data Protection Law (PDPL) and the NDMO Data Management and Personal Data Protection Standards.

Our Data Protection Policy (Privacy Notice) applies across business lines, subsidiaries, third-party vendors, business partners and digital services. We encourage customers to review our Privacy Notice to understand their rights, including requests to change or delete personal data. Collecting minors' data is governed internally and processed as per SAMA requirements on minors' data as well as the new Personal Data Protection Law (PDPL) requirements for children and incompetent individuals. SAB does not rent, sell, or provide personal data to third parties except to complete transactions or services, or where a specific purpose exists consistent with the PDPL. We do not share or collect personal data from third parties without a valid legal basis and appropriate processing controls (e.g., a Data Processing Agreement (DPA) or specialised DPA clause). SAB also commits to minimising the amount of customer data we handle. As per SAMA's rules on data retention, we proceed to delete customer data after a defined period of time, ensuring that information is retained only for legitimate business or legal purposes.

Access management

Access to customer data is controlled on a strict need-to-know basis. We perform periodic access recertification to reduce the risk of unauthorised access and data theft. Exceptions require data-owner approval and are time-bound with recertification after a defined period. Secure off-boarding controls are embedded within an automated employee termination process that triggers access-management alerts. This ensures that system access is appropriately managed and revoked immediately upon an employee's final working day, reducing the risk of unauthorised access and data leakage.

Customer protection

SAB applies a combination of preventive, detective, and governance controls to safeguard customer data. This includes continuous cyber threat intelligence and monitoring, as well as surveillance of external channels, including dark web sources to identify any potential exposure of customer card information. If a compromise is detected, impacted cards are promptly blocked and customers are informed. Swift action is also taken to remove fraudulent websites or applications impersonating SAB.

Customer data is secured across its entire lifecycle through encryption both in transit and at rest, reinforced by robust access controls and Data Loss Prevention (DLP) measures to mitigate unauthorised access or leakage. Data classification protocols are also in place to ensure sensitive information is properly identified, masked and handled in line with its level of criticality.

To further strengthen data protection, SAB regularly delivers cybersecurity awareness programmes for employees and customers, promoting best practices in secure data handling and safe digital behaviour.

Performance

Our Internal Audit department performed a SAMA CSF assessment focused on design, implementation and effectiveness, executed with external auditors to support objectivity. The assessment indicated a high level of compliance, with no major concerns highlighted. SAB maintains incident reporting mechanisms to support transparency and trust. Over the last three years, SAB reports no data breaches or concerns raised by our regulators pertaining to data privacy.

Data Breaches, Incidents and Concerns	2025	2024	2023	2022
Breaches requiring reporting to regulatory bodies	0	0	0	0
Instances requiring reporting to data subjects of personal breaches	0	0	0	0
Concerns raised by regulators on data privacy	0	0	0	0

Embedding a Culture of Safety

We are dedicated to building and sustaining a strong, risk-aware culture where every one of us understands our role in managing risk and protecting the Bank. We recognise that effective risk management is not limited to dedicated functions; it is a shared responsibility that spans all three lines-of-defence. Our approach emphasises prudent decision-making, accountability and the consistent application of risk-averse behaviours across the organisation.

Since the release of our Risk Culture Framework in January 2025, we have worked closely with businesses and functions to embed a clear and consistent understanding of what good risk culture looks like. A dedicated Risk Culture Team was set up within the Operational Risk and Resilience (ORR) division, with defined roles and responsibilities.

Trainings and awareness

All employees and contractors play a critical role in reducing cyber and privacy risk. In line with the Bank's internal policies, all full-time employees and third party contractors are required to complete annual training covering data privacy and cybersecurity.

Cybersecurity awareness training is designed to promote a strong security awareness culture and to ensure that employees understand their responsibilities in protecting SAB's systems and information assets. In 2025, the Bank achieved a 100% completion rate for mandatory cybersecurity training. This included full participation across the employee population, with coverage extending to both full-time employees and contracted personnel. Cybersecurity training topics are reviewed and updated on annual basis. Topics in the training include phishing awareness, password management, cybersecurity incident reporting, remote access security and AI emerging threats. Completion is tracked by HR Learning & Training with progress reporting to management and reminders issued to maintain high participation.

In addition to the annual cybersecurity awareness training, the Bank reinforces cybersecurity awareness via emails, screensavers, webinars, SAB Mobile and ATM messages, as well as simulated phishing exercises and incident response drills. In October 2025, the annual Cybersecurity Awareness Month campaign was organized and delivered across internal and external channels, with cybersecurity awareness sessions for staff and targeted sessions for executive management to support leadership engagement in cybersecurity risk management.

Governance at SAB Invest

SAB Invest is committed to upholding the highest standards of governance through embedding transparency, integrity and accountability across all aspects of decision making. This commitment is reinforced through a robust governance framework that strengthens compliance and builds trust with clients and stakeholders. The organisation places strong emphasis on regulatory compliance, effective risk management, cybersecurity and data privacy protections, ensuring that potential risks are proactively identified and managed. In addition, SAB Invest conducts regular year-round reviews of its policies, procedures, processes and delegations of authority to ensure alignment with regulatory requirements and evolving best practices. Through this disciplined approach, SAB Invest continues to foster a culture of responsible governance and operational excellence.

Innovation

Innovation remains a central pillar of SAB's strategy and a defining feature of how we evolve in a rapidly transforming financial landscape. It continues to be deeply embedded in our strategic priorities, enabling us to anticipate emerging trends and respond to the changing needs of our customers and the wider market. SAB's innovation strategy is closely aligned with Vision 2030, emphasizing sustainable growth, digital transformation, and collaborative engagement across the Kingdom's financial ecosystem.

Building on the strong foundations established in previous years, significant progress has been made throughout 2025 to further advance our innovation agenda. Our teams have scaled and matured their capabilities, strengthening the way we originate, test and implement new ideas. This has enabled us to embed a more structured and innovation-led approach across the organisation, enhancing our ability to drive sustainable growth and deliver future-ready solutions at pace and scale. As a result, our 2025 Innovation Maturity Score (measured through the Global Innovation Institute – 'GinI') improved by a further 20% reaching a score of 8.20. This has enabled us to reach 'champion' status, positioning us as an innovation leader.

Prioritising our Three Main Principles

Our innovation strategy is anchored in three core principles, under which SAB has delivered a range of initiatives throughout 2025:

1 Fostering an innovative culture - Focusing on cultivating a highly skilled workforce and fostering an innovation-driven mindset to deliver meaningful business impact

- **Structured operating model:** Innovation was further embedded through a bank-wide operating model spanning ideation, structured experimentation, governance, and commercialisation, aligned with SAB's risk, compliance, and delivery frameworks.
- **Enhanced cross-functional collaboration:** Collaboration between Innovation Banking, Lines of Business, and IT was formalised to ensure initiatives are effectively tested, de-risked, and transitioned into production under standard enterprise controls.
- **Scaled workforce capabilities:** SAB expanded structured innovation programmes to strengthen enterprise-wide capabilities in experimentation, design thinking, emerging technologies and execution.

  In 2025, we conducted 29 experiments and more than 26 thought leadership and insights pieces.
- **Embedded innovation culture:** The Innovation Champions and Certified Innovation Strategist programmes evolved into a strong internal network of 39 champions, reinforcing innovation as a shared responsibility and deepening leadership and employee engagement. As part of this, we recorded a 57% employee engagement across our different programmes.

  As a result of the programmes, we achieved a 6% conversion from of ideas to commercialisation, which exceeds the industry benchmark of 2%.
- **SAB Innovation Centre as an enablement platform:** The SAB Innovation Centre continued to support collaboration, experimentation, and ecosystem engagement, operating as an enterprise platform that accelerates learning and integrates validated initiatives into core business functions.
- **Strengthened governance and experimentation frameworks:** SAB further improved on innovation governance and portfolio management frameworks, enabling structured evaluation of initiatives based on commercial viability, scalability, and regulatory readiness.
- **Aligned with enterprise standards:** Innovation practices remained fully aligned with SAB's governance and regulatory requirements, supporting responsible innovation, strengthening regulatory confidence, and enabling more agile decision-making.

2 Innovation, origination & experimentation through data/products/payments - Advancing financial innovation through pioneering initiatives and harnessing emerging technologies

- **AI and advanced analytics experimentation:** SAB advanced a range of data-led initiatives, conducting controlled experimentation with artificial intelligence and analytics to enhance decision-making, operational efficiency, and customer experience, all under established data and model governance frameworks.
- **Future technology preparedness:** The Bank progressed early-stage exploration of quantum-related developments, focusing on cryptographic resilience, post-quantum risk awareness and long-term readiness rather than live production deployment.
- **Data as a strategic asset:** Ongoing data-as-an-asset initiatives strengthened data quality and governance, enabling innovation use cases aligned with business priorities, risk management considerations and regulatory expectations.
- **Customer-centric product innovation:** SAB incubated and validated new product and payment solutions across priority segments, including SMEs and corporates, to improve onboarding journeys, access to credit and transaction efficiency.
- **Structured experimentation and scaling:** Innovation initiatives were co-developed with business owners and assessed through disciplined experimentation before being integrated into enterprise delivery and IT production roadmaps.
- **Secure and resilient implementation:** All initiatives transitioning to scale adhered to SAB's established security and operational standards, ensuring innovation enhances performance while maintaining the stability of our core banking operations.

3 Accelerating fintech & new economy collaboration - Unlocking value across an interconnected ecosystem and positioning SAB as the partner of choice for the New Economy

- **Advancing fintech investments:** In 2025, SAB continued to expand both fintech investment and engagement activities through dedicated funds and venture platforms, enabling access to emerging capabilities and innovation-driven growth opportunities. SAB mobilised ⃁57 million across more than 19 portfolio companies through both direct and indirect investments, reinforcing our leadership in advancing financial innovation. The Bank also progressed over 12 fintech co-creation initiatives, fostering strong collaboration between SAB and the broader fintech ecosystem.
- **Strategic portfolio engagement:** Engagement with portfolio companies focused on strategic alignment, robust governance and close collaboration with business lines to identify and scale commercially viable use cases.

  As part of this, SAB participated in Money20/20 Middle East, the premier event where the region's fintech ecosystem comes together to shape the future of finance. The conference brought together over 450 brands, more than 350 speakers, and 400 investors to drive innovation and define what's next in financial services.

Managing Our ESG Risks

SAB's ESG Risk and Control Environment

As we operate in a complex environment, robust risk management is critical to ensuring SAB's sustainability and resilience. As a leading financial institution in Saudi Arabia, we understand that effectively navigating risks is key not only to our operational success but also to maintain the trust of our stakeholders.

Our risk environment is shaped by a range of internal and external factors. Internally, SAB focuses on balancing innovation with operational discipline. The introduction of new products and services is supported by streamlined processes and systems and a skilled workforce, ensuring that operational and human capital risks are effectively managed. Externally, the Bank's risk landscape is shaped by regulatory, market, social, political and customer dynamics. Customer expectations and technological advancements also influence our risk profile. By understanding shifting customer preferences and market trends, we are able to adapt our strategies, safeguard our market position and ensure that risk management is aligned with our broader ESG objectives.

SAB operates under the supervision of SAMA and other relevant authorities, with compliance forming a cornerstone of risk management to ensure we manage financial penalties and potential reputational damage. In addition, principles provided by the Basel Committee on Banking Supervision (BCBS) for the effective management and supervision of climate-related financial risks help guide our approach to emerging global risk considerations and ensure we remain aligned with key requirements.

Embedding a Risk Culture and Ensuring Risk Oversight Across SAB

The oversight of ESG risks is embedded at the highest levels, with the Board taking overall accountability for managing risk across the Bank and approving SAB's Risk Appetite Statement. This helps set the tone from the top regarding a strong risk culture expected across our organisation. The Board Risk Committee holds delegated authority from the Board for enterprise risk oversight, including sustainability and climate risks.

At the executive level, the oversight of enterprise risk lies with the Chief Risk Officer (CRO), who chairs the Risk Management Committee (RMC). The RMC makes recommendations and advises the CEO. The CRO is delegated to perform day-to-day management responsibilities

We use a three lines-of-defence model to integrate risk management responsibilities at every stage of the business. This allows timely identification and management of risks affecting our organisation. Business units, as the First Line of Defence, have ultimate ownership for risk and controls and are responsible for identifying, assessing, and managing ESG risks within their operations and associated legal entities. The Risk function, acting as the Second Line of Defence, provides independent review, guidance, and policy-setting to ensure robust controls and risk management practices. Internal Audit, as the Third Line of Defence, delivers independent assurance to management and the SAB Audit Committee over the risk management and controls framework and enhance organizational value through risk-based and objective assurance and insight.

SAB's Three Lines-of-Defence (LoD) model

First LoD:

Risk Ownership:

This is ultimately responsible for managing the impact conduct outcomes have on our customers and the financial markets in which we operate through the procedures, processes, controls and technologies they manage. This includes the ability to measure the impact they have and to drive continuous learnings from root cause analysis

Second LoD:

Risk Oversight & Stewardship:

This is responsible for ensuring conduct outcomes are adequately in the oversight and management of all financial and non-financial risks, operational processes and technologies, including within the risks they articulate and the control libraries they own.

Third LoD:

Independent Assurance:

Departments help the Board and Executive Management to protect the assets, reputation and sustainability of SAB. INA provides independent assurance to the Board, and the Audit Committee as to whether our risk management, governance and internal control processes are designed and operating effectively.

We have enhanced our ESG risk management approach by strengthening risk culture and reinforcing oversight of sustainability and climate-related risks. Through targeted frameworks and dedicated governance forums, the Bank is promoting consistency and accountability. The following sections outline key developments in advancing our Risk Culture Framework and the ongoing functions of the Sustainability and Climate Risk Oversight Forum (SCROF), both of which play a critical role in supporting effective risk management and long-term resilience.

Our risk culture is the shared mind-set and values that shape our approach to risk management across all three Lines of Defence ("LOD"). It is our Risk Management Framework brought to life and is most clearly expressed through behaviours that support robust risk-based decision making. Our risk culture is not distinct from our organisational culture. Culture is an enabler of our strategy. It exists and evolves whether it has been formally articulated or not and is visible to our stakeholders in our attitudes and behaviours. At SAB, we assess culture by measuring sentiment, behaviours and business outcomes.

Risk Culture Framework

Following the introduction of our Risk Culture Framework in November 2024, we have worked in close collaboration with business units and functions to promote a shared and consistent understanding of strong risk culture across the Bank. To support this, a dedicated Risk Culture Team was formed within our ORR division, with clearly defined roles and responsibilities.

Key initiatives include:

- Developing and implementing the Risk Culture Framework and supporting Playbook across the Bank.
- Incorporating a Risk Culture objective into the 2025 performance management process in collaboration with HR.
- Establishing a Bank-wide Risk Culture Plan to guide execution and oversight.
- Hosting the "Culture Matters" Townhall with the MGD, CRO, and CHRO, alongside 11 awareness sessions.
- Conducting joint risk culture assessments with nine Lines of Business and Functions.
- Preparing and sharing a "Lessons Learnt" paper with Senior Management.
- Defining a Risk Culture Maturity Scale and completing an enterprise-wide assessment.
- Delivering regular reporting to key governance forums, including the People and Culture Committee, RMC, BRC, and AUCOM.

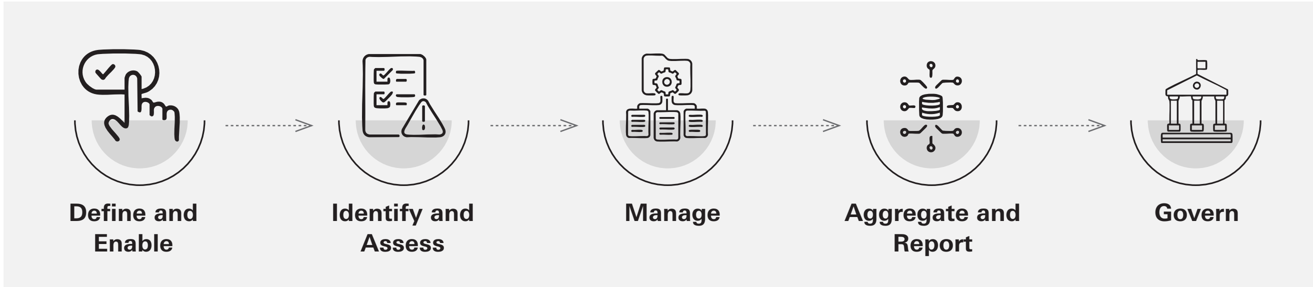
The Sustainability and Climate Risk Oversight Forum (SCROF)

The SCROF was created to provide oversight of all risk-related activities tied to SAB's sustainability, climate and environmental agenda It keeps track of regulatory developments and any triggers that may require a response. The forum also offers guidance, oversight and an escalation route for sustainability and climate-related risk matters in line with the frameworks adopted by SAB. SCROF also fosters a supportive culture for environmental risk management and controls, ensuring that the Bank's risk management practices are aligned with our conduct objectives.

In addition, SAB continues to perform internal audits of our ESG strategy and the oversight duties of the ESG Steering Committee to verify that they meet best-practice standards and regulatory expectations. The audit reinforces the Bank's commitment to strong risk governance and management and our ongoing effort to improve sustainability initiatives.

Our Risk Management Approach

SAB's Risk Management Framework is built to ensure business continuity, protect stakeholder interests, and enable future-ready decision-making. Through a disciplined five-step process, we systematically evaluate potential risks and implement effective controls to safeguard long-term performance.



1. **Define and Enable:** We clearly define roles and responsibilities across our organisation allowing for accountable behaviour and risk conduct. We promote a risk culture across the Bank and apply a three lines-of-defence approach to risk management. To help ensure consistency and comparability in risk categorisation across SAB, we use a Risk Taxonomy to categorise and define risks into financial and non-financial risks.

   Our board-approved Risk Appetite Statement articulates the level and types of risks that we are willing to accept in line with our strategic objectives.

2. **Identify and Assess:** We identify the risk environment on an ongoing basis to ensure all material risks are known, well-understood and proactively managed. We identify external and internal risk drivers that have actual or potential impacts. When assessing risks, we measure the impact and likelihood of these risks. For the assessment of risks, various tools are used including, but not limited to, stress testing, capital and liquidity adequacy assessment.

3. **Manage:** Risk Management is an ongoing process to ensure we monitor and address our risks in accordance with our risk appetite and, where necessary, appropriate actions are taken in a timely manner. We have controls in place that are clearly defined to manage risks at an acceptable level. These controls are regularly tested and monitored for effective mitigation. Assurance processes are in place to independently assess that risks are being adequately managed.

4. **Aggregate and Report:** Risk reporting enables senior management and stakeholders to make informed decisions by providing insightful analysis from accurate and timely data. For example, enterprise risk reports – risk appetite, heat map and emerging risks report, are presented to the Risk Management Committee on a monthly basis.

5. **Govern:** The risk governance model includes Board, executive and non-executive committees, delegated authority to individuals and an escalation path for material risks and issues.

Identifying ESG Risks

Identifying ESG risks is critical to understanding the potential impact on our operations and the wider financial ecosystem. We have undertaken assessments to map all ESG risks that may influence our business.

Recognising the significance of sustainability risk, SAB has incorporated Sustainability Risk into our Risk Taxonomy. This includes sustainability execution risk, reflecting the potential impact of failing to deliver on ESG commitments within the defined timelines. As an overarching category, Sustainability Risk encompasses a wide range of ESG risks, including reputational, credit, legal, and operational risks arising from both SAB's activities and our clients' environmental and social impacts.

For specific climate-related risks that may affect our business, we have identified multiple physical and transition risks. Our initial scenario analysis, based on a 2°C or lower temperature rise, indicated that the Bank remains resilient to these risks. In our initial analysis, we relied on the Network for Greening the Financial System (NGFS). The NGFS is committed to sharing best practices, contributing to the development of climate and environment-related risk management in the financial sector, and mobilising mainstream finance to support the transition toward a sustainable economy. The NGFS is a core source of climate information for use globally by central banks in stress testing and impact assessment of climate risk. However, it is important to note that there is an inherent uncertainty to modeling climate-related macroeconomic and financial risk and modeling limitations remain high (especially for MENA region due to data availability). The NGFS scenario framework examines around 7 scenarios for the time horizon of 2050 related to orderly transition, disorderly, and hot house world covering both transition and physical risks.

We are committed to continuously enhancing our risk assessment processes to identify and monitor potential impacts in a timely manner. We have recognised a set of key thematic risks, reflecting the evolving environmental and sustainability landscape in which we operate in. These risks capture the potential impacts of climate change, the transition to a low-carbon economy, and increasing stakeholder expectations around transparency and sustainability performance. By identifying and actively monitoring these thematic risks, we aim to strengthen our resilience and support informed decision-making.

SAB's primary thematic risks

Physical Risks: This refers to potential negative impacts arising from climate change, including extreme weather events and rising sea levels, which may disrupt operations and affect the stability of our clients

Transition Risks: This refers to the risks associated with the transition to a low-carbon economy, including evolving regulatory requirements and market volatility, which may affect the Bank's business model and financial performance.

Greenwashing Risks: This includes risks such as insufficient communication of progress toward net zero targets and the failure to accurately position or promote 'green' products.

Net Zero Alignment Risks: This pertains to the risk of not meeting our net zero ambitions or external expectations due to poor execution by the Bank or its stakeholders.

Assessing and Managing ESG Risk in Lending Activities

Climate Scenario Analysis and Stress Testing

Climate-related risks that could affect our business fall into four main categories: physical, transition, greenwashing, and net zero alignment risks. The Bank has established a Climate Risk Framework which identifies and addresses the various risks and integrates them into the overall Risk Management Framework. Building from this, we are working to keeping pace with market trends and regulatory demands. Our ongoing efforts focus on collecting data on climate-related risks and strengthening governance in this domain. Although our first scenario analysis showed that we are currently resilient to climate impacts, we remain dedicated to continuously enhancing our risk assessments so we can detect, evaluate, and address emerging risks promptly. The Bank also applied severe macroeconomic scenarios that have a much higher impact than climate risk stress test implications. The results continue to be under assessment, and the Bank will keep reassessing exposures to impacted sectors to enhance our understanding of climate risks and opportunities. By acknowledging and assessing emerging risks, we can better anticipate future challenges and align our strategies with broader sustainability goals.

Portfolio-level stress testing

A range of portfolio-level stress testing activities were conducted to assess SAB's resilience to climate-related risks across multiple dimensions:

Capital stress testing incorporated climate risk into the Internal Capital Adequacy Assessment Process (ICAAP), with capital buffers maintained to absorb potential losses arising from both physical and transition risks.

Liquidity stress testing included a qualitative assessment within the Internal Liquidity Adequacy Assessment Process (ILAAP), alongside the development of initial climate-focused quantitative analyses to support the integration of these risk drivers into future liquidity scenarios.

Market risk stress testing reflected the potential impact of climate change on global markets, with these considerations embedded within the Bank's Treasury risk management systems.

Non-financial risk assessments evaluated a range of severe but plausible scenarios, including reputational and operational resilience risks linked to climate-related events.

Credit risk stress testing involved detailed client-level and sector-based scenario analysis, incorporating sensitivities across key credit parameters such as probability of default, loss given default and exposure at default. The Bank also built a dedicated database of client-specific information on physical and transition risks to better understand transition pathways and support more tailored stress testing. Where such data was not available, sector-based assumptions are applied.

Sector Exposure to ESG Risk

We revised our wholesale credit risk and sector policies to better manage exposures to climate, environmental and social risks. The updated policies set out the Bank's risk appetite, identify specific exclusions, and provide clear definitions of prohibited and restricted activities for sectors deemed higher risk. Various high-risk sectors are now incorporated in our Sustainability Risk Policy. Detailed metrics on our involvement in high-risk lending can be found in our Annual Report.

SAB's High-risk Sectors

Defence Equipment – Credits to government defence departments or businesses involved in manufacturing, trading, or use of weapons

Agricultural Commodities – Primarily palm oil sector; other commodities (soy, rubber-wood, cattle) considered case by case.

Chemicals – Businesses producing environmentally harmful chemicals, including pesticides, asbestos, and fire retardants.

Forestry – Logging, wood products, furniture, pulp, and paper.

Mining and Metals – Mining operations and primary ore processing; excludes building material quarrying; includes gold mining with cyanide.

Energy – Oil & gas, power & utilities, and hydrogen, aligned with Saudi Arabia's emissions reduction and renewable energy goals.

These policies are regularly reviewed and updated to ensure alignment with the Bank's strategy and climate objectives. For the sectors outlined, we have defined sector-specific thresholds and identified restricted and prohibited businesses. Detailed procedures, escalation protocols, and exceptional approval processes for these sectors are set out in our wholesale credit risk procedures.

- Prohibited businesses – Customers engaged in activities the Bank does not finance under any circumstances.
- Restricted businesses – Customers whose activities may be financed if managed responsibly, meet sector-specific requirements, and receive approval through the prescribed governance process.

All financing requests are subject to a governance review to assess client and transaction suitability. Material transactions involving prohibited or restricted activities undergo enhanced due diligence, which may include independent third-party reviews. Each credit proposal is evaluated for sustainability, climate and reputational risks under the Climate Risk Framework and assessed against the Bank's risk appetite. Material sustainability or reputational risks are then escalated to the Risk Management Committee and reviewed by the Chief Risk Officer (CRO) and Chief Compliance Officer (CCO). For more information on our due diligence process, please refer to our Risk Management Policy.

Using Sustainability Risk Ratings (SRR) for Borrowers

Lending officers are required to assign a Sustainability Risk Rating (SRR) to each borrower. The rating reflects a borrower's level of commitment, capability and demonstrated track record in managing sustainability-related risks and opportunities. This assessment forms an integral part of the overall credit evaluation process and supports informed decision-making.

The Credit Approval team plays a critical and independent role in reviewing each transaction. This includes assessing the appropriateness of the assigned SRR, challenging assumptions presented by the business and determining whether enhanced due diligence is required particularly for transactions with elevated environmental or social risk profiles. The team ensures that sustainability considerations are rigorously embedded within credit risk assessments prior to granting final approval.

For example, the Credit team was actively engaged in the review and decision-making process for the highly complex NEOM Green Hydrogen Project financing. Their involvement included scrutinising the transaction structure and evaluating sustainability risks throughout the approval process to ensure alignment with the Bank's risk appetite and sustainability objectives.

SAB's Escalation Procedures

For exceptional transactions or clients, Corporate and Investment Banking (CIB) Relationship Managers are required to obtain approval from a designated committee comprising representatives from both the first and second lines of defence. This process involves clearly articulating relevant risk mitigants to support informed decision-making. Credit proposals for such cases are further escalated to senior members of the Group Credit Risk function to ensure appropriate oversight and consideration at a senior level within the second line.

Where material or unmitigated sustainability risks are identified during the credit assessment process, the Wholesale Credit Risk team may require the proposal to be revisited. This may involve re-submission to the relevant committee and/or escalation through established governance channels to ensure risks are adequately addressed prior to approval.

The Bank also applies specific requirements for higher-risk sectors. For example, clients operating in restricted industries such as palm oil must demonstrate compliance with recognised standards, including maintaining a public No Deforestation, No Peat and No Exploitation (NDPE) commitment across their supply chains.

In addition, all green or sustainable finance transactions are subject to enhanced review through the CIB Sustainable Finance Forum. This forum includes representatives from our ESG, risk, and compliance functions and is responsible for assessing whether transactions meet the Bank's sustainable finance eligibility criteria. These are all aligned with internationally recognised frameworks such as the Green Loan Principles.

Engaging Customers on Climate Risk

To strengthen the management of climate risks, the Bank has implemented an enhanced client engagement framework. Under this approach, Corporate Relationship Managers proactively engage with clients to complete a Transition Engagement Questionnaire (TEQ) for designated borrowers, enabling a more structured and forward-looking assessment of risks.

The TEQ is primarily applied to wholesale banking clients, with prioritisation given to hard-to-abate sectors identified in the Bank's Climate Risk Policy which are more exposed to transition risks associated with the shift to a low-carbon economy. In addition, the framework extends to other transactions and projects that may pose significant environmental impacts, irrespective of sector classification. Based on established thresholds, a substantial proportion of Corporate and Investment Banking (CIB) exposure falls within the scope of the TEQ.

The TEQ serves as a key tool for evaluating clients' transition strategies, enhancing the Bank's understanding of both transition and physical climate risks and identifying opportunities to support clients in their decarbonisation journey. As part of the annual credit review process, the questionnaire captures relevant data that informs a holistic view of client resilience and preparedness for climate-related risks. Responses obtained through the TEQ are systematically incorporated into the credit assessment process, enabling credit approvers to make more informed decisions by considering borrowers' exposure to and management of climate risks. This includes a detailed evaluation of governance, strategy, risk management practices and mitigation plans.

In line with internal thresholds, approximately 68% of the Bank's CIB exposure is currently within the scope of the TEQ. This coverage extends beyond hard-to-abate sectors to include sector-agnostic exposures where the scale or nature of activities may result in significant environmental impact, ensuring a comprehensive approach to climate risk assessment.

SAB's process on engaging customers using the Transition Engagement Questionnaire (TEQ)

Identify and prioritise

We focus on wholesale banking clients, hard-to-abate sectors and customers with high environmental impact exposures

Engage clients

Our relationship managers proactively engage with borrowers and push clients to complete the TEQ, alongside structured dialogue on transition readiness

Capture key insights

The TEQ gathers forward-looking data on governance, strategy, risk management and mitigation actions

Assess climate risk

We evaluate transition and physical risks to build a full view of client resilience

Integrate into credit decisions

TEQ responses are embedded into annual credit reviews, ongoing credit assessments and mitigation actions

Enable transition opportunities

We identify ways to support client decarbonisation and offer sustainable finance solutions

Our Internal ESG-related Audit Processes

SAB maintains an effective and independent Audit function that plays a critical role in strengthening governance, enhancing internal controls, and ensuring compliance with regulatory requirements. Through a structured audit programme, the Bank regularly assesses key ESG risk areas and operational processes. In 2025, the following audits and reviews were conducted:

- Processes and Controls Audit of Regulatory Compliance
- Data Management & Security
- Thematic Audit of Regulatory Reporting
- Process and Control Audit of Cybersecurity Risk Management
- Review of Implementation Deficiencies Related to SAMA Circulars
- Regulatory Review of Customer Experience
- Management Letter – SAMA Counter-Fraud Framework Review

Our audits are supported by continuous improvement processes embedded across the Bank, ensuring that findings are systematically addressed.

Appendix

Appendix

Alignment with International Standards and Frameworks

International Sustainability Standards Board - IFRS S1 and S2

Pillar	Metric	Reference Report Sections
Governance	Disclose governance body (board/committee or equivalent) responsible for oversight of sustainability and climate related R/O7, their responsibilities and mandate, skills and competencies, meetings schedule. Provide description of incorporation of sustainability and climate related R/O into decisions, transactions etc.	Please refer to our ESG Governance Structure, Board Oversight of ESG and the roles and responsibilities of the ESG Steering Committee and ESG Office. Additionally, refer to oversight of sustainability and climate risks in the Embedding A Risk Culture and Ensuring Risk Oversight Across SAB section.
Governance	Detail approach to oversight or target-setting, monitoring of progress and linkage of performance with remuneration policies. Disclose if management-level position or committee monitors sustainability and climate related R/O. Explain if controls and procedures are used to support oversight and how they are integrated with other internal functions.	Please refer to our ESG Governance Structure, Board Oversight of ESG and the roles and responsibilities of the ESG Steering Committee and ESG Office. Additionally, refer to oversight of sustainability and climate risks in the Embedding A Risk Culture and Ensuring Risk Oversight Across SAB section.
Strategy	**Sustainability and climate related risks and opportunities** Disclose material sustainability and climate related R/O and associated time horizons (short, medium or long-term), define these time horizons. Explain how these relate to company's planning horizons in decision making. Classify all climate risks as physical or transitional.	Please refer to Identifying ESG Risks section of this report. Please also see the Climate Scenario Analysis and Stress Testing section.
Strategy	**Business model and value chain** Disclose current and anticipated effects of sustainability and climate related R/O on company's business model and where they are concentrated (for example, geographical areas, facilities and types of assets).	Please refer to the Managing our Risks and Assessing and Managing ESG Risk in Lending Activities sections.
Strategy	**Strategy and decision-making** Explain actions and preparedness towards sustainability related R/O. Disclose progress and trade-offs considered with respect to strategy using qualitative and quantitative metrics	Please refer to the Managing our Risks and Assessing and Managing ESG Risk in Lending Activities sections.
Strategy	**Strategy and decision-making** Detail the response plan and expected changes with respect to climate related R/O. Disclose mitigation and adaptation strategies, transition plan, GHG targets, progress towards metrics, and resources planned for the above.	Please refer to SAB's ESG Strategy section. Please also see the Our Progress Towards a Low-Carbon Future and Our Environmental Impact sections
Strategy	**Financial position, financial performance and cash flows** Disclose sustainability and climate related R/O with current and anticipated impact to financial status, performance, and cash flows. Outline plans to manage these R/O with respect to investment/disposal plans, and funding sources. Disclose financial impacts of these R/O in the short, medium, and long term.	Please refer to our risk appetite statement under the Managing our ESG Risks section of the report. Please also refer to the Sustainable Finance section.
Strategy	**Resilience** Resilience analysis to assess the capacity to adjust to uncertainties arising from sustainability-related risks, including scenario analysis of physical and transition risks.	Please refer to stress testing approach in the Climate and Scenario Analysis Stress Testing section of this report.
Strategy	**Resilience** Resilience analysis, including how strategy and business are impacted by climate risks and opportunities. Explanations if and how scenarios were used. Scenario analysis, including inputs, alignment of scenarios to climate agreements, results, assumptions and considerations.	Please refer to stress testing approach in the Climate and Scenario Analysis Stress Testing section of this report. Please also refer to the Using Sustainability Risk Ratings and Engaging Customers on Climate Risk sections.
Risk Management	Detail methods for identifying, assessing, prioritising, and monitoring sustainability and climate related R/O. This includes data & inputs used, scenario analysis, assessment of risk impact, and prioritisation of sustainability risks. Disclose how risks and changes to processes are monitored, and how are opportunities identified and managed. Explain how these processes are integrated into overall risk management.	Please refer to the Managing our ESG Risks, Our Risk Management Approach and Assessing and Managing ESG Risk in Lending Activities sections of the report. Please also refer to the Sustainable Finance section.
Metrics and Targets	Report climate-related metrics, including GHG emissions (scope 1, 2 and 3), measurement methodology, significant changes to previous reported data. Disclose assets/business activity vulnerable to physical and transitional risks, opportunities. Disclose capital deployed for climate related R/O, carbon pricing mechanisms and climate performance linked remuneration.	Please refer to the Emissions from our Operations and Financed emissions sections of this report. Please also refer to the Governance section for performance linked remuneration.
Metrics and Targets	Disclose climate targets (quantitative and qualitative), metrics used to track progress, objective and scope. Also report on progress made towards these targets.	Please refer to the Emissions from our Operations and Financed emissions sections of this report. Please also refer to the Sustainable Finance section.

Sustainable Development Goals (SDGs)

SDG	SAB's contribution towards the SDG	Reference
3 Good Health and Well-Being	• SAB organised various events in the headquarters and branches to raise awareness on topics such as breast cancer, oral health, diabetes and osteoporosis. • SAB offers on-site trainers in the gym facilities to promote health and fitness, seasonal health check-ups and flu vaccinations and pharmacy vending machines for increased access to medications. • We offer comprehensive health insurance cover to our employees and support them with various benefits and paid time off in case of illness.	Employee Wellbeing and Engagement
4 Quality Education	• We offer financial literacy programme in partnership with Riyali Foundation, which is a dedicated financial education organisation. • SAB provides allowance for employees to fund their children's education. • We grant our employees paid time off for five working days to support them in higher studies and skill enhancement.	Developing and Upskilling our People Employee Benefits
5 Gender Equality, 10 Reduced Inequalities	• SAB partnered with WeConnect International designed to empower, inspire, and connect women professionals and entrepreneurs across the ecosystem. • Our Balance Programme provides female employees resources and guidance to progress in their careers at SAB. • SAB supports the Tadhafur programme, promoting employment for individuals with special needs and inclusivity.	Diversity, Equity, and Inclusion Communities
7 Affordable and Clean Energy	• Our financing activities contributed to the expansion of solar energy capacity under the National Renewable Energy Programme (NREP), alongside investments in green buildings and electric vehicle infrastructure. • In 2025, we installed solar-PV systems to eight more branches, boosting on-site renewable electricity generation by 352,749 kWh.	Our Sustainable Finance Framework and Approach Our Progress Towards a Low-Carbon Future
8 Decent Work and Economic Growth	• We foster skill and talent development among the Saudi youth and hire fresh graduates under our Sustainability Graduate Programme to enhance our process to support sustainable finance. • We continued strong collaboration with TAQADAM and The King Abdullah University of Science and Technology (KAUST) Entrepreneurship Centre to provide entrepreneurs with guidance, mentorship, funding and training. • Support MSMEs through our Kafalah programme focussed on uplifting small businesses and providing them with resources.	Saudisation Support to MSMEs Communities
12 Responsible Consumption and Production	• SAB Tower headquarters are in LEED certified buildings ensuring resource use efficiency. • More than 25,000 Kg of recyclable material was collected and recycled from our offices.	Our Environmental Impact Responsible Procurement
13 Climate Action	• We are committed to achieve net zero operations by 2035 and net zero financed emissions by 2060 or sooner. • By December 2025, we have achieved ⃁ 45 billion in sustainable financing. • We avoided 1,480 tCO_2 through initiatives such as electrifying our vehicle fleet, installing adiabatic cooling systems and heat protection glasses/films.	Environment: Transitioning to a Low Carbon Future Volunteering Initiatives and Charity Sustainable Finance
14 Life Below Water	• With continued efforts towards the Saudi Green Initiative (SGI), SAB entered into an agreement with the Murooj Foundation in 2024 to plant one million trees across the Kingdom by 2030. Planting mangrove trees supports the protection of coastal ecosystems, enhances marine biodiversity, and provides vital nursery habitats for fish and other aquatic species.	Volunteering Initiatives and Charity
17 Partnerships for the Goals	• SAB's CEO is the chair of the ESG Bank Advisory Committee (EBAC), under the supervision of SAMA. The committee has made significant progress in the development of an ESG framework and several foundational deliverables, with inputs from all member banks. • We were selected as "Sustainability Champions" by the Ministry of Economy and Planning (MEP), where we mentored four corporates to implement and disclose ESG practices.	Strategic Partnerships and Engagements

United Nations Global Compact (UNGC)

SAB is proud to align with the principles of the United Nations Global Compact (UNGC), reaffirming our commitment to responsible business practices that advance sustainability, human rights, and ethical labour standards. As the first bank in Saudi Arabia to join the UNGC in 2023, SAB is dedicated to embedding these principles into our corporate strategy and day-to-day operations, ensuring a positive impact on both the national and global community. This commitment is actively championed by our CEO and is publicly disclosed on the UNGC website.

SAB continues to strengthen our disclosure of progress through enhanced reporting on our environmental and social initiatives. By adhering to the UNGC's Ten Principles, the Bank promotes respect for human rights, supports fair labour practices, and works to minimise environmental footprint. Our ambition to achieve net zero financed emissions by 2060 is closely aligned with the UNGC's call for decisive climate action. Through initiatives such as afforestation programmes and sustainable finance solutions, SAB contributes to the transition towards a greener economy. We also collaborate with industry peers and stakeholders to exchange best practices and drive collective progress towards the Sustainable Development Goals, reinforcing our position as a responsible banking leader committed to a more sustainable future.

In 2025, we prepared our Communication of Progress (CoP) report, which outlined our ongoing efforts and achievements in alignment with UNGC principles. The report can be found on the UNGC website.

Sustainability Accounting Standards Board (SASB)

Topic	Metric	Category	Code	Reference Report Sections
Data Security	Number of data breaches	Quantitative	FN-CB-230a.1	Data Privacy and Cybersecurity
	Percentage involving personally identifiable information (PII)	Quantitative	FN-CB-230a.1	Data Privacy and Cybersecurity
	Number of account holders affected	Quantitative	FN-CB-230a.1	Data Privacy and Cybersecurity
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	FN-CB-230a.2	Data Privacy and Cybersecurity
Financial Inclusion & Capacity Building	Number of loans outstanding qualified to programmes designed to promote small business and community development	Quantitative	FN-CB-240a.1	Support to MSMEs
	Amount of loans outstanding qualified to programmes designed to promote small business and community development	Quantitative	FN-CB-240a.1	Support to MSMEs
	Number of past due and nonaccrual loans qualified to programmes designed to promote small business and community development	Quantitative	FN-CB-240a.2	Support to MSMEs
	Amount of past due and nonaccrual loans qualified to programmes designed to promote small business and community development	Quantitative	FN-CB-240a.2	Support to MSMEs
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Quantitative	FN-CB-240a.3	No formal zero-cost checking accounts offered in Saudi Arabia.
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Quantitative	FN-CB-240a.4	Access To Banking
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	Discussion and Analysis	FN-CB-410a.2	Assessing and Managing ESG Risk in Lending Activities

Topic	Metric	Category	Code	Reference Report Sections
Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Quantitative	FN-CB-410b.1	Financed Emissions
	Gross exposure for each industry by asset class	Quantitative	FN-CB-410b.2	Financed Emissions
	Percentage of gross exposure included in the financed emissions calculation	Quantitative	FN-CB-410b.3	Financed Emissions
	Description of the methodology used to calculate financed emissions	Discussion and Analysis	FN-CB-410b.4	Financed Emissions
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anticompetitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	FN-CB-510a.1	Annual Report 2025: Page 236
	Description of whistleblower policies and procedures	Discussion and Analysis	FN-CB-510a.2	Whistleblowing Policy
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	FN-CB-550a.1	SAB is not classified as G-SIB
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Discussion and Analysis	FN-CB-550a.2	Annual Report 2025: Page 82
Activity Metrics	Number of checking and savings accounts by segment: (a) personal (b) small business	Quantitative	FN-CB-000.A	Annual Report 2025: Page 66-82
	Value of checking and savings accounts by segment: (a) personal (b) small business	Quantitative	FN-CB-000.A	Annual Report 2025: Page 66-82
	Number of loans by segment: (a) personal (b) small business (c) corporate	Quantitative	FN-CB-000.A	Annual Report 2025: Page 66-82

Topic	Metric	Category	Code	Reference Report Sections
Activity Metrics	Value of loans by segment: (a) personal (b) small business (c) corporate	Quantitative	FN-CB-000.B	Annual Report 2025: Page 209
Customer Privacy	Number of account holders whose information is used for secondary purposes[1]	Quantitative	FN-CF-220a.1	Data Privacy and Cybersecurity
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy[2]	Quantitative	FN-CF-220a.2	Data Privacy and Cybersecurity Annual Report 2025: Page 162
Data Security	Card-related fraud losses from (1) card-not-present fraud and (2) card-present and other fraud	Quantitative	FN-CF-230a.2	Data Privacy and Cybersecurity
Selling Practices	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold[4]	Quantitative	FN-CF-270a.1	Annual Report 2025: Page 152-156
	Approval rate for (1) credit and (2) pre-paid products for applicants[5]	Quantitative	FN-CF-270a.2	Our Customers
	(1) Average fees from add-on products, (2) average APR of credit products, (3) average age of credit products, (4) average number of credit accounts, and (5) average annual fees for pre-paid products	Quantitative	FN-CF-270a.3	Not disclosed
	(1) Number of customer complaints filed, (2) percentage with monetary or non-monetary relief	Quantitative	FN-CF-270a.4	Data Privacy and Cybersecurity
	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products[6]	Quantitative	FN-CF-270a.5	Not disclosed

Topic	Metric	Category	Code	Reference Report Sections
Activity Metrics	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account[7]	Quantitative	FN-CF-000.A	Annual Report 2025: Financial Statements
	Number of (1) credit card accounts and (2) pre-paid debit card accounts	Quantitative	FN-CF-000.B	Annual Report 2025 Financial Statements

1 Note to FN-CF-220a.1 – The entity shall describe its policies and procedures regarding how it discloses the use of customer data for third party use to customers, including the nature of its opt-in policy.

2 Note to FN-CF-220a.2 – The entity shall briefly describe the nature, context and any corrective actions taken because of the monetary losses.

3 Note to FN-CF-230a.1– The disclosure shall include a description of corrective actions implemented in response to data beaches

4 Note to FN-CF-270a.1 – The entity shall describe remuneration policies for covered employees, including the link to products sold, the process for setting sale targets and benefits/penalties associated with meeting/missing the targets.

5 Note to FN-CF-270a.2 – The entity shall discuss its strategy for minimizing the number of past due and nonaccrual loans in its portfolio.

6 Note to FN-CF-270a.5 – The entity shall briefly describe the nature, context and any corrective actions taken because of monetary losses.

7 Note to FN-CF-000.A – For joint accounts, the entity shall include the number of customers whose personal information it collects.

Legal Disclaimer

The documents and information published on this ESG website, including but not limited to the ESG Report, Reporting Criteria, Limited Assurance Report, Sustainable Debt Framework , and Data Dictionary, have been prepared by Saudi Awwal Bank "SAB" for the purpose of providing general information on the bank's environmental, social, and governance (ESG) practices.

The information provided is on a non-reliance basis. You are solely responsible for making your own independent appraisal of and investigation into the products, investments and transactions referred to in this material and does not constitute, and should not be construed as, investment, legal, accounting, tax, or other professional advice , nor does it constitute as an offer, recommendation, or solicitation to purchase or sell any security, commodity, or other investment product or service.

While SAB has exercised reasonable care in preparing the documents and believes the information to be accurate and reliable as the date of publication, SAB makes no representation or warranty, express or implied, as to the accuracy, completeness, fairness, or sufficiency of the information contained herein. Certain information contained in these documents have been derived from third-party or publicly available sources which have not been independently verified by SAB.

Any forward-looking statements, projections, targets, or commitments are inherently subject to risks, uncertainties, and assumptions, many of which are outside the control of SAB.

Neither SAB, nor any of its officers, directors, employees or agents accepts any liability for any loss or damage arising out of the use of all or part of this material.