Sustainability Report
2025

# From Commitment to Outcome



**King Khalid Sustainability Award 2025**

alinma.com

# Contents




## 01

### Introduction

04 About the Report
06 Chairman's Message
08 Managing Director and CEO's Message
10 About alinma
14 Year in Review
16 Shariah Compliance and Governance
18 Financial and Economic Performance

## 02

### Sustainability at alinma

22 Sustainability Committee Chairman's Message
24 Sustainability Roadmap
26 Sustainability Governance and Oversight
30 Sustainability Strategy Framework
32 ESG Targets and Goals
33 ESG Ratings and Certifications
34 Materiality Assessment
38 Aligning with National and International Standards
40 Stakeholder Engagement

## 03

### Accelerating Sustainable Finance

48 alinma Sustainable Finance
58 Sustainable Finance across our Departments

## 04

### Fostering Environmental Stewardship and Enable a Circular Carbon Economy

72 Environmental Impact Management
74 Climate Change and Circular Carbon Economy
84 Water Management
85 Waste Management

## 05

### Empowering our Customers

92 Responsible Customer Relations and Satisfaction
96 Digitalization and Innovation
102 Empowering SME Growth

## 06

### Building a Thriving Workplace

118 Talent Attraction, Retention, and Development
130 Diversity, Equity and Inclusion
134 Nationalization
135 Protecting our Employees' Human Rights

## 07

### Strengthening our Communities and Contributing to Greater Financial Inclusion

142 Financial Inclusion and Sustainability
148 Community Impact and Development
154 Responsible Procurement and Localization

## 08

### Driving Robust Governance and Responsible Operations

164 Governance, Accountability, Transparency and Ethics
180 Systemic Risk Management
186 Data Privacy and Cybersecurity

## 09

### Appendices

196 Appendix A: Scope and Boundaries
198 Appendix B: UN SDG Alignment
200 Appendix C: ESG Dashboard
206 Appendix D: GRI Content Index
217 Appendix E: SASB Sustainability Disclosures
219 Appendix F: Acronyms Table
222 Appendix G: Reasonable Assurance Report

Our sustainability framework is built on clarity, accountability and long-term value for all stakeholders.




# Introduction

# 01

04 About the Report
06 Chairman's Message
08 Managing Director and CEO's Message
10 About alinma
14 Year in Review
16 Shariah Compliance and Governance
18 Financial and Economic Performance

# About the Report

This Sustainability Report outlines alinma's approach and commitment to the Bank's environmental, social, and governance (ESG) responsibilities. It outlines the policies, practices, and performance indicators that shape the Bank's long-term approach to sustainable value creation for all Stakeholders. Through structured and transparent disclosure, our Sustainability Report enables Stakeholders to assess risks, oppportunities, and overall impact.

The report draws on material topics, together with the pillars of alinma's sustainability framework, to present a thorough review of our sustainability priorities. We uphold the commitment outlined in the Sustainability Policy to communicate our sustainability progress and key matters with clarity and transparency.

### Report scope and boundary

This report presents disclosures covering alinma's operations in the Kingdom of Saudi Arabia, where the Bank conducts all its activities. It does not include information relating to subsidiaries. The reporting period spans the 2025 calendar year, from 1 January to 31 December.

For more information on the scope and boundaries of specific metrics, please refer to Appendix A: Scope and Boundaries in the Appendices section of this report.

### International reporting standards and frameworks

This report has been prepared in reference to the following frameworks and standards:

- Sustainability Reporting Standards developed by the Global Reporting Initiative (GRI)
- International Sustainability Standards Board (ISSB), the Sustainability Accounting Standards Board (SASB) and considerations of the IFRS S1 and S2 standards
- United Nations Global Compact (UNGC) Principles
- UN Sustainable Development Goals (UNSDG)
- UN Environment Program Finance Initiative (UNEP FI) Principles of Responsible Banking (PRB)

### External assurance

alinma is strengthening the credibility of its sustainability reporting through external assurance, adopting a phased approach to extend assurance to a broader set of material ESG disclosures and KPIs in future reporting cycles. In 2025, the scope of the independent reasonable assurance engagement included the following selected sustainability indicators:

- Greenhouse gas emissions scope 1
- Greenhouse gas emissions scope 2
- Water consumption
- Female employment
- Number of employee mental health awareness sessions
- Net Promoter Score (NPS)
- Corporate social responsibility (CSR) spending
- Number of Saudi Central Bank (SAMA) regulatory violations
- Number of suppliers that responded to the ESG assessment

KPMG Professional Services Company carried out the reasonable assurance engagement in accordance with ISAE 3000, for the selected quantitative indicators as mentioned in Reasonable Assurance Report, refer to Appendix G. The selected quantitative indicators are marked by "*" throughout the report.

Please view our UNPRB report here.

The selected assured quantitative indicators are marked by "*" throughout the report.

### Forward-looking statements

This report may contain statements regarding alinma's prospects, strategic priorities, and performance objectives. These forward-looking statements rely on information available at the date of publication and re-main subject to inherent risks and uncertainties. Factors outside the Bank's control may materially affect actual outcomes and results. Readers should interpret such statements with care and should not place undue reliance on them.

### Contact us

We welcome feedback and inquiries regarding this report and our broader sustainability efforts.

Email sustainability@alinma.com to share your thoughts.



# Chairman's Message

## Remaining Committed to Sustainability

**Sustainability is fundamental to alinma's vision and long-term strategy. As a forward-thinking bank, we recognize that responsible financial services and long-term value creation are inseparable. Through targeted investments, landmark partnerships, and disciplined governance, our commitment is translating into measurable outcomes for our Stakeholders and the Kingdom.**

Vision 2030 and the United Nations Sustainable Development Goals (SDG) priorities are embedded in both our policy and action. The Bank allocated ﷼ 2.25 Bn to renewable energy assets, including the NEOM Green Hydrogen Project and the AMAALA utilities infrastructure, and planted 25,000 mangrove trees as part of the Saudi Green Initiative (SGI). The breadth and integrity of these efforts were recognized externally through the King Khalid Sustainability award and both the Gold and Silver Corporate Social Responsibility Awards from the Ministry of Human Resources and Social Development, reinforcing alinma's leadership in financial inclusion and community development.

Strong sustainability performance is built on equally strong governance. Accountability for ESG outcomes runs through the Bank's management structure, and we formalized sustainability KPIs for our Sustainability Champion roles, reinforcing the depth of that accountability. Continuous training on sustainability, our Sustainable Finance Framework, and ESG due diligence continues to equip our teams to advance the Bank's ESG commitments.

Our approach to ESG risk has also matured considerably. ESG considerations are now integrated within our risk management framework, informing credit due diligence and integrated into the Internal Capital Adequacy Assessment Process (ICAAP) and stress-testing activities. The newly established alinma Sustainable Finance Working Group provides dedicated oversight of sustainability-related risks across our financing and investment portfolios, ensuring that our growth remains both responsible and resilient.

We achieved our target of embedding ESG considerations into at least five policies, frameworks, and position statements by 2025. Our updated Procurement Policy now incorporates sustainable procurement and local content requirements, with sustainability procedures integrated directly into procurement processes. The Bank's Code of Conduct has been extended to encompass environmental sustainability. We also broadened our Whistleblowing Policy into a comprehensive Whistleblowing and Anti-Bribery and Corruption Policy, reflecting our zero-tolerance commitment to ethical conduct across the institution.

These efforts are reflected in our external ratings. alinma's MSCI rating advanced from A to AA for 2025, and the Bank achieved the highest ESG Invest score among all Saudi banks for its 2024 performance, validating the depth and consistency of our approach to sustainable governance and performance.

Looking ahead, alinma is entering a new strategic era. The launch of our new Corporate, Sustainability, and Digital strategies represent a significant step forward in ambition and integration, with sustainability more deeply integrated into how we innovate and grow. Our first Impact Report, to be published in 2026, represents a milestone in that journey, demonstrating through transparency how our commitments translate into tangible outcomes. We are also advancing our ESG risk capabilities by introducing climate sensitivity assessments ahead of credit approval to ensure our financing decisions remain aligned with the Bank's long-term sustainability principles.

We are grateful for the vision and leadership of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, and Crown Prince, HRH Mohammed bin Salman bin Abdulaziz Al Saud, whose guidance continues to inspire alinma's pursuit of a more sustainable future. I also extend my sincere appreciation to my fellow Board members for their counsel and commitment, and to the executive team for the discipline and dedication with which they bring our sustainability ambitions to life.

alinma's journey toward a sustainable future is one built on partnership, shared responsibility and collective progress.

﷼ 2.25 Bn allocated to renewable energy assets, including the NEOM Green Hydrogen Project.

alinma received the King Khalid Sustainability award, as well as both the Gold and Silver Corporate Social Responsibility Awards from the Ministry of Human Resources and Social Development.

**" Sustainability remains the standard by which we measure every decision, every investment, and every step forward, with stronger governance and policies supporting greater impact.**



**Dr. Abdulmalik Abdullah Al-Hogail**
Chairman

# Managing Director and CEO's message

## Accelerating Sustainable Outcomes

Organizational Health Index improved from 72 to 78

2025 marked 10 years of our Future Bankers program

This progress reflects not only acceleration in outcomes, but also the deep integration of sustainability across our operating model. Since 2020, our corporate transformation strategy has driven meaningful progress across the Bank, with our Sustainability Strategy reinforcing that momentum from 2023. In 2025, both strategies reached their conclusion, closing a significant chapter and opening the door to something more ambitious. The strategy we are shaping now will embed sustainable value creation more deeply into our focus on innovation, customer experience and profitability.

We continued strengthening our environmental agenda through our Net Zero Strategy, published in 2025, established a clear decarbonization roadmap covering Scope 1, 2, and 3 emissions. During the year, we advanced the measurement and disclosure of financed emissions, strengthened strategic partnerships to support our climate ambitions, and continued improving the environmental performance of our own operations, including expanding solar energy solutions across 78 buildings and branches.

We set a target to launch three new sustainable finance products by 2025, and we delivered. Our Sustainable Savings Account closed the year with ﷼ 1.6 billion in deposits, electric car financing continued gaining momentum, and a USD 1 billion Sustainable Sukuk issuance doubled the prior year's output, with proceeds channeled into green and social projects. During the year, alinma invested ﷼ 1,045.12 million in sustainable Sukuk to drive environmental and social value, while sustainable corporate financing reached 13.01%, exceeding the 2025 target of a 20% increase from the 2023 baseline.

To ensure discipline and transparency in execution, we strengthened our governance framework. To govern this activity, we launched the Sustainable Finance and Investment Program with product classifications feeding into our new Sustainable Portfolio Pool for consolidated reporting and audit readiness.

Our people remain at the center of everything we do. In 2025, we operationalized our "One Step Ahead" direction by institutionalizing four core values: Innovation, Collaboration, Transparency, and Passion. Through structured communication campaigns and values awareness sessions, these principles moved from words on a page to everyday behavior, strengthening cohesion, and alignment across our workforce. Our Organizational Health Index score rose to 78, up from 72 in 2024, reflecting continued progress in employee engagement and workplace culture.

We are especially proud of how we continue investing in young talent. 2025 marked 10 years of our Future Bankers program, with 41 graduates this year and 12 recruitment and early career programs running in parallel.

Collaboration is one of our core values, and it continues to shape how we engage with our Stakeholders and partners. Our partnership with the Financial Academy supported sustainability awareness among employees, suppliers, and the broader Stakeholder community, while also advancing financial literacy among youth and women. Additionally, we expanded our Supplier ESG Assessment from 35 to 139 suppliers, accompanied by a sustainability survey that deepens our understanding of supply chain ESG performance and raises the bar across the entire chain.

Social responsibility is embedded in alinma's identity, reflected in our standing commitment to allocate up to 1% of net income to CSR initiatives. In 2025, we formalized this into a dedicated CSR Strategy structured around three focus areas: financial sustainability and inclusion, social impact, and responsible practices, providing a stronger platform for delivering meaningful community impact alongside our Sustainability Strategy.

None of this progress would be possible without the people who bring sustainability to life every day. To our Governance and Sustainability Committee and executive leadership, thank you for steering this agenda with conviction. To our Sustainability Champions, your work on the ground turns strategy into reality. To every employee and partner who has embraced this journey, my sincere gratitude. You are what transforms alinma's sustainability ambition into measurable, lasting impact.

**" Our sustainability efforts are producing real, measurable outcomes, and what we are building next will go further still.**

**Abdullah Ali AlKhalifa**
Managing Director and Chief Executive Officer



# About alinma

## alinma is the forward-thinking choice for innovative, Shariah-compliant banking and financial services in Saudi Arabia. By upholding the highest industry standards, alinma is a trusted partner and key enabler for corporates, SMEs, and individuals, and is firmly established as one of the Kingdom's leading financial institutions, committed to delivering excellence.

With a deep understanding of evolving customer needs, alinma not only provides financial solutions for today, but also lays the foundation for long-term financial growth and success. Through a digital-first banking model, alinma seamlessly integrates advanced technologies, fintech innovations, and data-driven insight to create a fast, secure, and highly personalized banking experience. Whether through AI-powered financial tools, automated services, or real-time digital transactions, alinma enhances operational efficiency, elevates service quality, and ensures that customers enjoy the ultimate convenience and control over their financial lives.

The Bank is aligned with Saudi Vision 2030 and its promising opportunities for national economic growth, unlocking potential, creating value, driving impact, and anticipating the future. alinma actively advances financial inclusion, strengthening financial sustainability and shaping the future of banking.



## Our vision, mission, and values

alinma's corporate vision, mission, and values express the Bank's future-focused response to an evolving world.

### Our vision

To be the most forward-thinking financial services brand, offering distinct solutions that empower our Stakeholders and communities with confidence and foresight

### Our mission

To deliver the fastest, most convenient and innovative financial solutions that anticipate customers' needs and provide proactive insights

### Our Values

We're innovative
We're transparent
We're collaborative
Towards passion

## alinma's strategic direction for 2030

Building on the success of our 2020-2025 transformation strategy, we are launching an ambitious new five-year strategy in 2026. Our blueprint is aimed at delivering continued growth, increased profitability, and an even higher bar on innovation and customer-centricity. Aligned with the goals of Saudi Vision 2030, this strategy will guide us toward our aspiration to become the most innovative and customer-centric bank in Saudi Arabia, delivering ever-increasing value to our Shareholders and all our Stakeholders.

## alinma's edge for 2030

### Most customer-centric

Engage customers with seamless, memorable, AI-powered journeys across digital and physical channels, tailored value propositions, and exclusive investment opportunities

### Most innovative

Lead with cutting-edge technology and AI to deliver segment-specific offerings, intelligent platforms, and beyond-banking digital services that set a new market benchmark

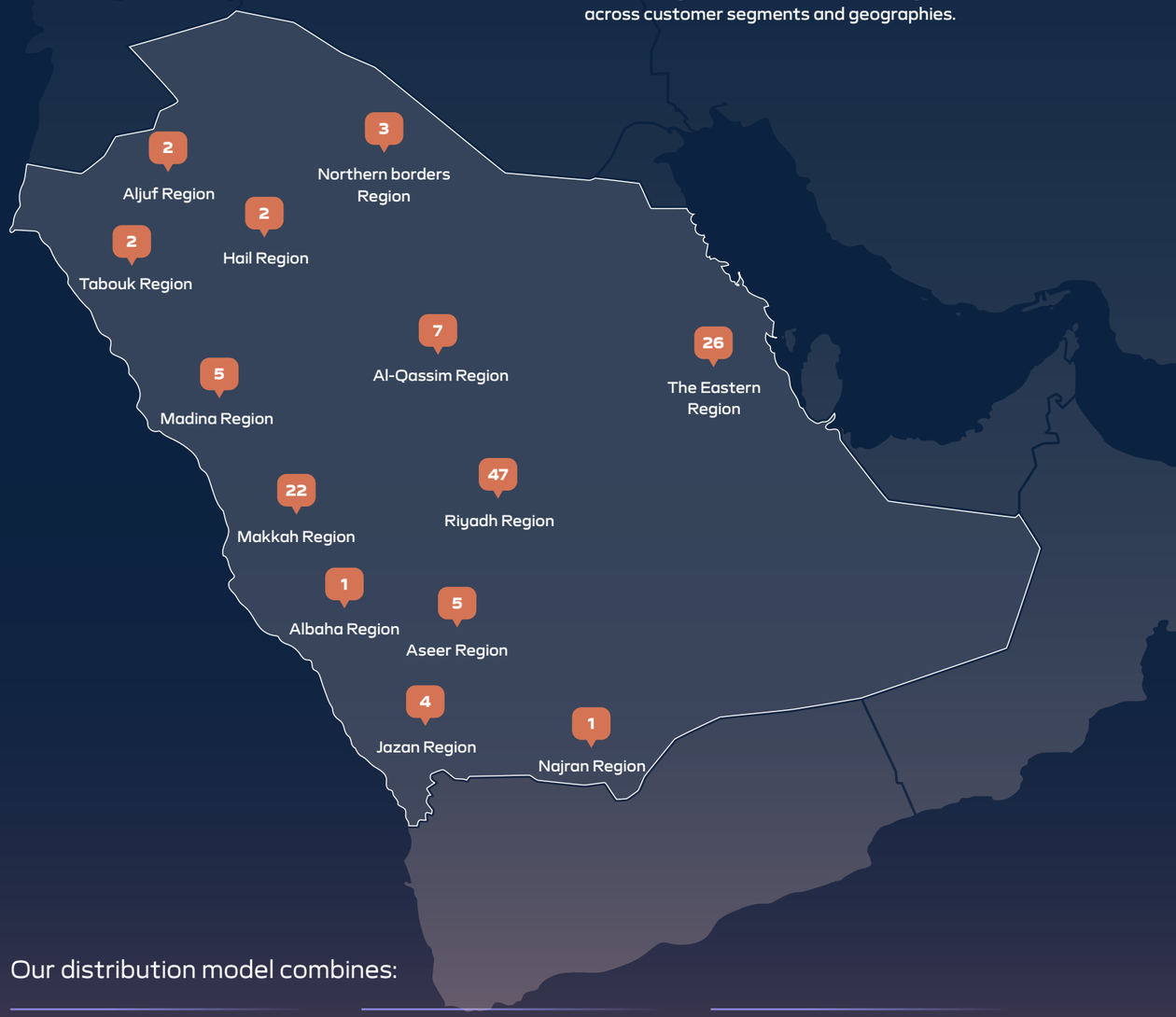
### Underpinned by a laser focus on profitability

Drive profitability through a scalable operating model, improved monetization, and streamlined cross-functional collaboration

# About alinma continued

## Our geographical footprint

alinma provides broad and diversified points of access to financial services through an integrated network of physical branches, self-service channels, and alternative digital distribution platforms. This multi-channel approach is designed to maximize accessibility, convenience, and continuity of service across customer segments and geographies.




Our distribution model combines:

**127**
**physical branches**
supporting relationship-based and complex banking needs

**1,408**
**ATMs**
and other self-service channels, enabling 24/7 access to core transactions

**6**
**mobile and online banking platforms**
extend reach beyond physical locations and support remote, digital-first customer engagement

Together, these channels ensure financial services are widely accessible and scalable, reinforcing alinma's ability to serve customers through multiple touchpoints and positioning its distribution model as sector-leading in reach and accessibility.

## Our customers

### Current and savings account metrics

**Number of accounts**

| Personal | MSM enterprises |
|---|---|
| 4,844,084 | 239,313 |

**Value of accounts (﷼)**

| Personal | MSM enterprises |
|---|---|
| 54,250,239 | 24,046,187 |

By prioritizing customer needs, delivering reliable service, and continuously enhancing its offerings, alinma has strengthened customer trust and grown to become one of the largest banks in Saudi Arabia.

### Financing issued metrics

**Number of finances**

| Personal | MSM enterprises | Corporate |
|---|---|---|
| 139,450 | 9,675 | 603 |

**Value (﷼'000s)**

| Personal | MSM enterprises | Corporate |
|---|---|---|
| 24,832,990 | 12,022,536 | 161,684,459 |

### Customer numbers

**Credit card account**

| Number of unique customers | Number of customers overall |
|---|---|
| 104,831 | 107,046 |

**Prepaid card account**

| Number of unique customers | Number of customers overall |
|---|---|
| 268,292 | 294,510 |

**Debit card account**

| Number of unique customers | Number of customers overall |
|---|---|
| 1,187,972 | 1,372,130 |

# Year in Review

## 2025 sustainability highlights

### Sustainable finance

Issued
**USD 1 Bn**
in sustainable AT1 Sukuk

Launched the Sustainable Savings Account, securing
**﷼2.09 Bn**
in deposits to support sustainable financing

Total subsidized home financing provided
**﷼2,490 Mn**

### Environmental

**19.2%**
reduction in water consumption year-on-year

**100%**
footprint coverage by our Building Management System (BMS)

**8.4 Mn $tCO_2e$**
Absolute Financed Emissions across 6 disclosed sectors[1]

### Social

Female representation in the workforce
**23%**

Suppliers covered by our ESG assessment
**139**

NPS score
**51**

### Governance

MSCI score
**AA[2]**

ESG Invest score
**75**

Number of personal data breaches
**Zero**

1. The disclosed sectors are Power, Oil & Gas, Shipping, Real Estate, Iron & Steel and Cement
2. alinma received an AA rating in March 2026 and was among the top five performing banks and top six listed companies in Saudi Arabia, as per the MSCI Index

## 2025 awards and certificates



**King Khalid Award for Sustainability**
In 2025, alinma was honored with the King Khalid Award for Sustainability, in recognition of alinma's leadership in sustainability in the financial sector, as well as the Bank's ongoing commitment to upholding the highest ESG standards.



- Best Bank in Retail – Saudi Arabia 2025
  **The Global Economics**
- Best Digital Banking Platform for Youth – Saudi Arabia 2025
  **The Global Economics**
- Most Innovative Rebranding Initiative – Banking – Saudi Arabia 2025
  **Global Business Outlook**
- The Best Performing Bank in KSA
  **The Banker International's Top 1000 Global Banks**
- Excellence in Shariah-compliant Digital Banking Saudi Arabia 2025
  **World Economic Magazine**
- Best Use of Data and Analytics in Wealth Management
  **MEED MENA Banking Excellence Awards**
- Best SME Bank – Saudi Arabia
  **MENA Banking Excellence Awards**
- Excellence in Shariah Compliant Banking – Saudi Arabia 2025
  **Global Brands Magazine (GBM)**
- Best Debut Financial Institution
  **Bond Deal of the Year GBM**
- Best Islamic Retail Bank for Shariah Compliance and Assurance in Saudi Arabia 2025
  **IRBA**
- Outstanding Customer Experience Award
  **International Center for Strategic Alliances (ICSA)**
- Excellence in Open Banking Implementation
  **ICSA**
- Multi-channel Integrated Campaign
  **MENA Digital Awards 2024-2025**
- Fastest Growing Islamic Bank in the Corporate Sector in Saudi Arabia 2025
  **International Finance Magazine**
- National Award for Volunteer Work
  **International Non-Profit Sector Forum**
- Kafala Distinguished Performance Award 2025
  **Arab and Regional Guarantee Programs Forum 2025**
- Corporate Social Responsibility Award 2025 (Gold and Silver)
  **Ministry of Human Resources and Social Development**
- Social Responsibility Award Housing Sector Companies
  **Ministry of Human Resources and Social Development**
- Most Innovative Islamic Bank – Saudi Arabia 2025
  **Global Brand Frontier Awards by Boston Brand Research & Media**
- Best Printed 2024 Annual Report in the Middle East – Large Companies
  **Middle East Investor Relations Association**
- Ranked in the top 10 Saudi companies
  **Forbes International**
- Renewable Energy Financing Program Award
  **ESG Business Award**

# Shariah Compliance and Governance

alinma maintains a robust Shariah governance framework to ensure that all products, services, and operations are fully aligned with Islamic principles. This framework supports ethical financial practices, transparency, and long-term sustainable growth.

Our Shariah Committee oversees the consistent application of Shariah principles across all activities, transactions, and contractual arrangements. Comprising four specialists in Islamic finance and economics, the Committee works closely with innovation and development teams to ensure we integrate and apply Shariah guidance effectively in our products and operations.

**Responses to employees' Shariah inquiries**

76

(2024: 229)

**Responses to customers' Shariah inquiries**

101

(2024: 140)

**Shariah resolutions issued**

1,523

(2024: 1,443)

### Advancing Shariah principles through research, educational content, and training

alinma advances Shariah banking by not only strengthening internal training and structures, but also providing external content for our communities and industry.

The alinma Shariah Publications mobile app remains a core communication channel for alinma Shariah Committee resolutions, research, and educational materials. Since its launch in 2018, this app has remained the first and only one of its kind in the Islamic financial industry.

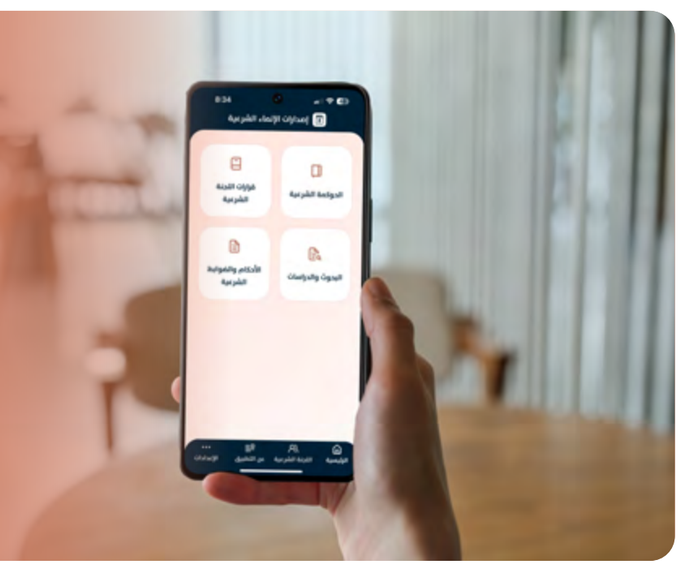
**App engagement by 31 December, 2025**

83,880

app downloads

491,688

app visits and views



We updated and improved the app in 2025, adding a dedicated window for scientific episodes and seminars, as well as a new collection of Shariah rulings. The app also features both Arabic and English translation, of alinma's research studies.

In addition, the Bank issued the second edition of the Shariah Rulings and Regulations book, featuring 85 new Shariah rules and regulations based on the decisions of the Shariah Committee.

alinma commissioned several specialists and researchers to study Shariah-related issues across various topics concerning the Bank's operations and products, resulting in 21 specialized Shariah research papers.

To ensure robust, continuous, and long-term Shariah compliance, alinma prioritizes training and awareness programs for both employees and external Stakeholders.

In 2025, alinma strengthened its academic partnerships by signing a collaboration agreement with Majmaah University, bringing its total university collaborations to five, and continued to advance Shariah research and knowledge sharing through joint studies, academic events, and engagement with universities and research institutions.

We also continued working with PhD candidates in Shariah studies and delivered introductory training on Shariah-compliant banking to university students. In 2025, eight doctoral theses were approved at Imam Muhammad Ibn Saud Islamic University, studying Shariah controls issued by alinma's Shariah Committee.

**2025 training and awareness highlights**

- Developed a high-level and distinguished qualification program in the Shariah division within financial institutions according to the directives of the Board of Directors. The program was approved and accredited by the Governance and Sustainability Committee.
- Delivered introductory training on Shariah-compliant banking to new employees over 12 days in 2025.
- Provided specialized training and awareness about Shariah governance, treasury products, payment cards, personal financing, and banking services for 1,043 employees.

An intensive 12-month training program for PhD candidates in Shariah studies

**2** meetings with students and program supervisors

**40** hours of Shariah consultation

**86** documents and study templates

An introductory program on Shariah-compliant banking for university students

**5** students

**750** training hours

For information about how alinma pursued Shariah-compliant innovation and product design in 2025, refer to page 95 of our Annual Report (Strengthening Leadership in Shariah-compliant Innovation)

alinma prioritizes Shariah principles, both at the Bank and beyond. In 2025, the Bank was a member of the Islamic Banking Committee supervised by the Saudi Central Bank, participating in four meetings to discuss issues related to Islamic banking.

For more information regarding Shariah compliance and governance, please refer to alinma's 2025 Annual Report.

# Financial and Economic Performance

## Strong financial performance enables the Bank to expand its social and environmental contributions. Our economic success supports the prosperity of the Kingdom and advances the objectives of Saudi Vision 2030.

In 2025, alinma achieved a 10% year-on-year growth in net profit after zakat, driven by expanding Bank activities, such as a 12% increase in assets, while the financing portfolio grew by 14%. Customer deposits also grew by 8%. While profit margins are under pressure owing to competition, higher funding costs, and increased expenses, the Bank continues to deliver stable financial performance.

### Financial metrics

| | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Total operating income | ﷼'000s | 9,725,657 | 10,940,076 | 11,905,330 |
| Total operating expenses | ﷼'000s | 4,342,154 | 4,432,898 | 4,774,666 |
| Salaries and employee-related expenses | ﷼'000s | 1,466,521 | 1,664,098 | 1,810,892 |
| Payments to government (taxes and penalties) | ﷼'000s | 11,473 | 11,110 | 48,776 |
| Dividends paid to Shareholders (cash) | ﷼'000s | 2,686,485 | 1,988,419 | 2,984,625 |
| Donations and sponsorships | ﷼'000s | 8,544 | 21,138 | 32,378 |
| Donations and sponsorships as percentage of pre-tax profit | % | 0.16% | 0.33% | 0.45% |
| Operating expenses before impairment changes | ﷼'000s | 3,043,526 | 3,383,639 | 3,714,595 |
| Zakat payments during the year | ﷼'000s | 413,759 | 556,318 | 664,476 |
| Net income for the year after zakat | ﷼'000s | 4,839,206 | 5,831,661 | 6,397,149 |
| Equity attributable to the Shareholders of the Bank | ﷼'000s | 29,333,601 | 32,691,275 | 35,739,072 |
| Return on (average) equity | % | 17.20% | 18.80% | 18.70% |
| Tier 1 Sukuk | ﷼'000s | 5,000,000 | 8,750,500 | 12,502,050 |
| Total equity | ﷼'000s | 34,333,601 | 41,441,775 | 48,241,122 |

For further details regarding our financial performance, please refer to the 2025 Annual Report.

## Approach to tax

alinma maintains full compliance with applicable tax regulations and formalizes its approach through approved procedures, including the Tax Reports Department Procedures and Zakat Procedures endorsed at the highest level of the Bank. The accounting policy applies standards consistent with International Financial Reporting Standards (IFRS) and relevant Saudi Organization for Chartered and Professional Accountants (SOCPA) requirements. alinma implements these procedures rigorously and engages an external auditor to review zakat calculations, strengthening oversight and reinforcing compliance.

alinma operates solely in Saudi Arabia. In 2025, taxes paid amounted to

**﷼ 307.86 Mn**

and zakat of

**﷼ 664.47 Mn**

Note: Taxes include VAT and WHT

The Bank did not receive any tax relief or tax credits from the government in 2025.



Our sustainability governance defines clear accountability across every level of the bank, from the Board oversight to operational execution. This ensures ESG commitments are translated into measurable outcomes.



# Sustainability at alinma

# 02


22 Sustainability Committee Chairman's Message
24 Sustainability Roadmap
26 Sustainability Governance and Oversight
30 Sustainability Strategy Framework
32 ESG Targets and Goals
33 ESG Ratings and Certifications
34 Materiality Assessment
38 Aligning with National and International Standards
40 Stakeholder Engagement

# Sustainability Committee Chairman's Message

During the year, alinma continued to advance its sustainability agenda through stronger implementation, deeper ESG integration, and enhanced transparency in reporting and disclosure, delivering measurable progress across strategic priorities.

We made meaningful progress across sustainable finance, employee development, environmental stewardship, and community impact, while continuing to strengthen internal capabilities and embed sustainability more consistently into decision-making across the Bank. These efforts were reinforced through active engagement with our broader stakeholder ecosystem. spanning employees, customers, communities, government, and a growing network of strategic partners whose missions align with our sustainability priorities. Through partnerships with Jood Eskan, the King Salman Center for Disability Research, the Educational Awareness Company, and Tuwaiq Academy, we channelled our social commitments into initiatives that create lasting, tangible change across housing, health, skills development, and entrepreneurship. Taken together, these partnerships do more than expand our reach. They ground alinma's sustainability commitments in the communities we serve, ensuring that our progress is measured in the lives we help to improve.

In 2025, alinma:

### Accelerated sustainable finance

- Signed a Financing Guarantee Product Agreement with the Environmental Fund to support environmental financing
- Provided sustainability lectures at the CMA
- Embedded the ESG Due Diligence Toolkit in credit reviews for new financing applications

### Fostered environmental stewardship and enabled a circular carbon economy

- Reduced water consumption by 19.2% year-on-year
- Baselined our absolute financed emissions at 8.4 Mn $tCO_2e$
- Rolled out our Building Management System (BMS) to 12 additional facilities, achieving 100% coverage
- Launched a paperless personal finance service for eligible new financing applications

### Empowered our customers

- Achieved a Net Promoter Score (NPS) of 51
- Achieved the Outstanding Customer Experience Award by the International Center for Strategic Alliances (ICSA)
- Onboarded 95% of all new customers through digital channels
- Received the Kafalah Distinguished Performance Award from the Bank of Small and Medium Enterprises

### Built a thriving workplace

- Achieved 23% female representation in the workforce
- Appointed a female director to the Board
- Maintained a stable employee retention rate of 90%
- Achieved 96% Saudization
- Hosted 187 Cooperative Training (COOP) participants in partnership with the Human Resources Development Fund
- Empowered 20 Athar program graduates

### Strengthened our communities and contributed to greater financial inclusion

- Provided ﷼ 2,490 Mn in subsidized home financing
- Launched the Self-Employment Bank Card for self-employed people
- Invested ﷼ 32 Mn in social and community spend
- Launched the AMAD Hackathon
- Launched the AMAD FinTech Ecosystem

### Drove robust governance and responsible operations

- Launched the Rule-book Portal for employees to access and maintain a centralized and continuously updated repository of approximately 2,000 regulatory circulars
- Launched the Regulatory Compliance Portal for users to submit, track, and manage compliance-related requests within a structured environment
- Maintained zero personal data breaches in 2025 and conducted a third-party assessment of our data privacy practices and safeguards

This year has demonstrated the strength of alinma's integrated approach, where strategy, people and purpose operate as one. We will continue to build on this momentum, deepen our impact across all pillars, and uphold the highest standards of accountability in delivering long-term value for our stakeholders, the Kingdom, and future generations.

**" In 2025, alinma's sustainability commitments moved decisively from strategy into measurable, real-world impact.**



**Mr. Saleh Abdullah AlZumaie**
Deputy Chief Executive Officer and
Sustainability Committee Chairman

# Sustainability Roadmap

alinma has progressed steadily on its sustainability journey and remains committed to advancing this path in the years ahead.

## 2023

- Established Sustainability Strategy Framework
- Established Sustainability Committee
- Developed Sustainability Policy
- Published ESG Position Statement
- Adopted ESG Due Diligence Toolkit
- Developed Supplier's Code Of Conduct and supplier ESG assessment tool
- Assessed alinma's sustainable finance portfolio
- Developed GHG calculation methodology and calculated scope 1, 2, and 3 emissions baseline
- Conducted Environmental Impact Assessment
- Established Sustainability Department
- Issued alinma's first Sustainability Report

## 2024

- Launched AMAD
- Became a signatory to the PRB and CDP
- Obtained ISO 14001 certification
- Developed GHG footprint calculation management system
- Developed Net Zero roadmap
- Established sustainability training matrix for employees
- Launched sustainability survey for employees
- Developed Human Rights Statement
- Developed Occupational Health and Safety Statement
- Conducted sustainability awareness programs
- Published Sustainable Finance Framework
- Developed sustainable procurement guidelines in line with our procurement policy
- Created Sustainability Champions team
- Conducted Sustainable Supply Chain Forum

## 2025

### Q1

- Achieved Top ESG Ranking according to ESG Invest based on 2024 performance
- Published Net Zero strategy
- Initiated a third-party assessment of alinma's data privacy
- Launched the Corporate Portal

- Signed MOU with the Financial Academy to strengthen sustainability awareness in the financial sector
- Published ESG Risk Framework
- Published Environment Week posts

### Q2

- Conducted an employee workshop about human rights in the workplace
- Updated the Procurement Policy to include sustainability elements
- Achieved an MSCI "A" score
- Supported Hajj and Umrah through partnerships with over 10 governmental and semi-governmental entities

- Published alinma's 2024 Sustainability Report
- Issued the first 2025 batch of Sustainable Sukuk
- Launched Sustainable Savings Account

- Elected a female member to the Board

### Q3

- Presented the alinma sustainability journey at the Supply Chain and Procurement Conference
- Issued the second batch of Sustainable Sukuk
- Conducted a health and safety workshop for employees

- Launched the alinma Sustainable Finance and Investment program
- Conducted corporate sustainability training with the Financial Academy

- Won at the ESG Business Awards 2025
- Signed a Financing Guarantee Product Agreement with the Environmental Fund to support environmental financing
- Provided sustainability lectures at the Central Monetary Authority

### Q4

- Conducted carbon footprint accounting training with the Financial Academy
- Achieved an S&P ESG score of 39/100, the second highest of all Saudi banks
- Launched iz Business for MSMEs

- Conducted a third-party assessment for data privacy
- Conducted sustainability awareness sessions for C-level staff

- Conducted a supplier sustainability awareness session
- Launched a paperless personal finance service, reducing paper use and enhancing customer experience
- Implemented NPS surveys for three products to improve customer experience
- Achieved a 75/100 ESG score by ESG Invest, the highest of all Saudi banks
- Provided the third training course on "Principles of sustainability reporting" through the financial academy

## 2030

- Keep launching sustainability-oriented initiatives and products
- Continue integrating sustainability activities through the Bank's day-to-day operations

## 2050

- Achieve net zero carbon emissions



# Sustainability Governance and Oversight

Sustainability at alinma is fully integrated into our governance structures. Oversight begins at the Board and Executive Management level and extends across the entire organization, emphasizing our commitment to robust governance, accountability, and effective risk management.

## Sustainability leadership structure

Sustainability is an integral part of alinma's governance and operational framework, shaping decision-making across the organization. We recognize that becoming a truly sustainable bank requires embedding sustainability at every level of the Management hierarchy, with direction set by the Board and implementation driven at the operational level, supported by clear policies and defined key performance indicators. Structured two-way communication across sustainability bodies reinforces accountability and alignment.

**Board of Directors (BOD)**

holds the ultimate responsibility for ensuring alinma's sustainability activities and commitments are consistent with its mission and strategy. The Board approves any significant changes or updates to the sustainability strategy.

**Chief Executive Officer**

communicates internal policies and initiatives to secure Board approvals and feedback.

**Corporate Governance and Sustainability Committee**

is the highest sustainability authority, chaired by the Board Vice Chairman. It oversees sustainability strategy, policy and frameworks development, risks and opportunities, and performance. The Committee meets quarterly.

**Chief Strategy and Sustainability Officer**

heads the Sustainability department and oversees internal policy development and sustainability reporting.

**Sustainability Management Committee**

drives the practical implementation of the Sustainability Strategy and ensures proper sustainability reporting and disclosure. It meets semi-monthly. The Committee is headed by alinma's Deputy CEO, supported by five executives.

**Sustainability Department**

implements the Sustainability Strategy and provides ESG training and support to Bank employees. It reports to the Chief Strategy and Sustainability Officer.

**Sustainability Champions**

are appointed from various departments by the Sustainability Management Committee to accelerate implementation of the sustainability strategy through awareness programs and targeted initiatives.

Board level | Executive level | Management level

The Board's sustainability skills are reflected through its structure and the collective expertise of its members and committees, including governance, risk management, audit and compliance, strategy, and sustainability oversight. alinma's sustainability activities and performance are reported to the Board, highlighting the Bank's key sustainability initiatives, progress, and achievements across relevant ESG areas, thereby supporting the Board's understanding of the Bank's sustainability agenda and its integration within the overall strategic and governance framework.

Oversight of financial products and services is exercised by the Board through the Managing Director and Chief Executive Officer, and through the Board's approval of the Authorization of Banking Products and Services Policy. All products undergo cross-functional review by Compliance, Risk, Shariah, Legal, Technology, and Data Privacy to assess customer impact, product suitability, and associated risks. Final approval rests with the Chief Compliance Officer from a regulatory compliance perspective, confirming that the required compliance review has concluded.

In addition, the Shariah Committee holds specific responsibilities and authorities in relation to the assessment and approval of products and services, ensuring compliance with Shariah principles.

This governance framework is supported by Executive Management and relevant business units, which conduct detailed product reviews and escalate material issues through the appropriate channels as required.

alinma's Sustainability Management Committee oversees the implementation of the ESG strategy and is responsible for integrating sustainability considerations into the development of products and services. While the Committee's remit is primarily ESG-focused, it plays a key role in guiding the structure of sustainable financial offerings and disclosures.

Sustainability metrics are included in Senior Management objectives and cascaded down. To ensure accountability and alignment, sustainability key performance indicators (KPI) are embedded in executive performance evaluations. In 2025, the Bank formalized the Sustainability Champion roles and responsibilities, further and added sustainability KPIs to their performance appraisals.



# Sustainability Governance and Oversight continued

## Sustainability Policy and ESG Position Statement

alinma's Sustainability Policy provides a practical overview of alinma's sustainability aspirations and philosophy. The policy explains how the Bank supports Saudi Vision 2030 and affirms our commitment to transparent sustainability reporting.

View alinma's Sustainability Policy here:

In addition, alinma's ESG Position Statement confirms the Bank's commitment to integrating ESG factors into our financing and investment activities, diversity and equal opportunity, and data privacy, among others.

For more information about our Sustainability Policy and ESG Position Statement, please refer to alinma's 2024 Sustainability Report.

## Sustainability capacity-building, training, and events

alinma strengthens its sustainability performance by continuously building internal capability through structured training programs, targeted capacity-building initiatives, and focused awareness events. We enhance knowledge, reinforce accountability and equip our people with the skills required to advance sustainability objectives across the Bank.

In 2025, we provided online environmental awareness sessions, in-class training sessions for new joiners and training for all alinma employees through the NetConsent platform. We also added sustainability as a stream to Fekrah++. These are in addition to the in-person and online training programs tailored to different functions within alinma. Through our partnership with the Financial Academy, we hosted corporate sustainability, carbon footprint, and sustainability reporting training for employees as well as suppliers and other external Stakeholders.

### List of sustainability training provided

| Training program | Format | Board level | C-level | Governance and Sustainability Committee | Customers | Employees | Suppliers | Society |
|---|---|---|---|---|---|---|---|---|
| MSCI ESG rating | Physical | | | X | | | | |
| GHG workshop | Physical | | | | X | X | | |
| Sustainability training | Virtual | X | | | | | | |
| Sustainability training | Physical | | X | | | | | |
| The role of human rights in the workplace | Virtual | | | | | X | | |
| Workshop on health and safety | Virtual | | | | | X | | |
| Sustainability webinar | Virtual | | | | | | X | |
| Introduction to corporate sustainability (with the Financial Academy) | Physical | | | | | X | X | X |
| Principles of carbon footprint calculations (with the Financial Academy) | Physical | | | | | X | X | X |
| Principles of sustainability reporting (with the Financial Academy) | Physical | | | | | X | X | X |
| ESG due diligence toolkit | Virtual | | | | | X | | |

## AMAD

AMAD is alinma's sustainability and CSR communication and impact platform, coordinating alinma's various community and environmental projects and initiatives in line with the Bank's CSR Strategy and Vision 2030.




**Sustainability**
Ensuring we make a lasting and sustainable positive impact on society and the environment.

**Contribution**
Actively participating in solving critical social and environmental issues.

**Awareness**
Understanding the urgency of supporting society and the environment and striving to expand our response.

In 2025, alinma strengthened AMAD through a structured, brand-led communication framework directly aligned with the Bank's core brand direction, "One Step Ahead". These strategic initiatives aligned with the Bank's sustainability and CSR objectives. Innovation-focused activations such as the AMAD Hackathon and Accelerator program supported sustainable innovation and ecosystem development, while the AMAD pod-cast advanced financial literacy and engagement. Additionally, 10 sustainability and CSR awareness flyers were developed and communicated to ensure consistent, clear messaging across Stakeholders. Collectively, these efforts strengthened AMAD's visibility, credibility, and long-term impact.



# Sustainability Strategy Framework

alinma's Sustainability Strategy accelerated the Bank's sustainability agenda, comprehensively stepping up sustainability initiatives across financial, environmental, social, and governance aspects. It guides alinma's focus areas, as well as goals and KPIs. The strategy incorporated Saudi Vision 2030 priorities, as well as international frameworks and standards.

| Pillar | Goals | Vision 2030 | UNSDG | UNGC principles | Stakeholders | Page |
|---|---|---|---|---|---|---|
| Accelerate sustainable finance | • Improve ESG integration into financing and investment decision-making<br>• Integrate ESG into commercial and retail product offerings | • A Vibrant Society<br>• A Thriving Economy<br>• An Ambitious Nation<br>• Have three Saudi cities recognized in the top-ranked 100 cities in the world<br>• Be ranked in the top 10 countries on the Global Competitiveness Index<br>• Increase the private sector's contribution to 65% of GDP |  | 1, 8, 9 | • Customers<br>• Regulators<br>• Government authorities<br>• Shareholders | 42 |
| Foster environmental stewardship and enable a circular carbon economy | • Align with the national Vision commitment on net-zero carbon emissions by 2050, and enable a circular carbon economy<br>• Reduce other environmental impacts | • A Vibrant Society<br>• Increase non-oil government revenue to ﷼ 1 trillion |  | 7, 8, 9 | • Government authorities | 68 |
| Empower our customers | • Maximize customer happiness with attentive service<br>• Harness digital transformation to enhance customer experience<br>• Support SMEs | • A Vibrant Society<br>• A Thriving Economy<br>• Increase SME contribution to GDP from 20% to 35%<br>• Increase private sector contribu-tion to GDP from 40% to 65% |  | 1, 9 | • Customers<br>• Investors<br>• Business partners | 88 |
| Build a thriving workplace | • Develop employees' careers and capabilities<br>• Create a great work environment<br>• Support social environment<br>• Ensure prosperity | • A Thriving Economy<br>• Increase women's participation in the workforce from 22% to 30%<br>• Lower rate of unemployment from 11.6% to 7% |  | 4, 5, 6 | • Internal Stakeholders<br>• Government authorities | 112 |
| Strengthen our communities and contribute to greater financial inclusion | • Improve financial inclusion and access to financial services, primarily through the CSR strategy and programs<br>• Support local suppliers | • An Ambitious Nation<br>• Increase household savings from 6% to 10% of total household income<br>• Promote home ownership from 47 to 70% |  | 1, 8 | • Society<br>• Vendors and service providers<br>• Government authorities | 136 |
| Drive robust governance and responsible operations | • Encourage good governance practices and integrity<br>• Protect users' personal data and regulate alinma's data life cycle, such as collection, storage, use, processing, retention, and disposal | • An Ambitious Nation<br>• Raise our global ranking in the Logistics Performance Index to 25 and ensure the Kingdom is a regional leader |  | 1, 2, 10 | • Board of Directors<br>• Employees<br>• Regulators<br>• Government authorities | 160 |

This three-year strategy served alinma well between 2023 and 2025. In 2025, we launched our new five-year Sustainability Strategy for 2026 to 2030, the details of which will be further elaborated on in next year's report

# ESG Targets and Goals

alinma implements its Sustainability Strategy through defined key performance indicators that measure how effectively we integrate sustainability across the Bank. The table below outlines our targets across all six pillars of the strategy and presents performance against established baselines.

| | Commitment | 2022 baseline | 2023 value | 2024 value | 2025 progress | 2025 target |
|---|---|---|---|---|---|---|
| Environment | Launch sustainable finance products | 0 | 0 | 1 | 3 products launched (Target achieved) | Launch three products |
| | Increase percentage of sustainable corporate financing[1] | N/A | 8.38% | 14.84% | 13.01% (55% increase vs the baseline) (Target achieved) | 20% increase from baseline[2] |
| | Reduce total Scope 1 and 2 greenhouse gases (GHG) | 33,635 | 26,089 | 24,147 | 26,703.22 (20.6% reduction vs the baseline) (Target achieved) | 20% reduction from baseline |
| Social | Improve NPS across KSA banks | 4th | 2nd | 2nd | 2nd | 1st |
| | Increase the percentage of female employees | 19.27% | 22% | 22.4% | 23% (Target achieved) | 23%[3] |
| | Be the employer of choice among KSA banks | N/A | 3rd | 2nd | 2nd | 1st |
| Governance | Create and update key policies, frameworks, and position statements to incorporate ESG | 0 | 3 | 5 | 5 policies[4] (Target achieved) | 5 policies |
| | Promote gender diversity within the Board of Directors | 0 | 0 | 0 | 1 (Target achieved) | Add one female member to the Board of Directors |
| | Increase ESG ratings scores (MSCI) | BB | BBB | A | AA[5] (Target achieved) | A |
| | Increase ESG ratings score (ESG Invest) | 25 | 46 | 70 | 75 (Target achieved) | 73[6] |

1. Baseline was developed by 2023
2. The 2025 target refers to a relative increase from the 2023 baseline value, equivalent to a target level of 10.06% which was exceeded in 2025, reaching 13.01%.
3. The female employees target has been adjusted from 25% to 23% to reflect organizational priorities and alignment with near-term workforce planning
4. Cumulative figure for 2023, 2024 and 2025
5. alinma received AA rating in March 2026 based on 2025 performance
6. Was increased from 64 after alinma achieved its target early



# ESG ratings and certifications

In 2025, we developed several policies, commitment statements, and guidelines that secured improved ESG ratings for the Bank, reflecting alinma's commitment to sustainability.

In addition, alinma pays special attention to the recommendations and comments from international ratings agencies to ensure best practice is implemented across the Bank. Upon receiving the ratings report, alinma immediately identifies and assesses areas for improvement, engages in action planning with key Stakeholders, implements improvements, and finally discloses relevant information through our sustainability report or other channels.

This strategy resulted in alinma's ESG score improving across key ratings agencies, with our ESG Invest Index score being the highest of all Saudi banks and our S&P Global score the second highest.

| Ratings agencies | 2022 baseline | 2023 review[1] | 2024 review | 2025 actual | 2025 target |
|---|---|---|---|---|---|
| MSCI | BB | BBB | A[2] | AA[3] | A |
| ESG invest | 25 | 46 | 70 | 75 | 73[4] |
| Sustainalytics | 30.9 | 27.9 | 27.5 | 24.1 | 20 |
| S&P Global | 17 | 20 | 30 | 39 | 58 |

1. Represents 2022 performance
2. This target was achieved in April 2025 based on 2024 performance
3. alinma received an AA rating in March 2026 and was among the top five performing banks and top six listed companies in Saudi Arabia, as per the MSCI Index
4. This target was extended from an initial 64, since alinma already achieved and exceeded it

In 2025, rating agencies recommended that alinma improve its material ESG issues management, given the crucial financial services the Bank provides, as well as the resultant data privacy and cybersecurity risks from alinma's large customer base and the business ethics risks in the region. Feedback received in 2025 will inform alinma's updated Sustainability Strategy.

# Materiality Assessment

alinma structured its Sustainability Strategy around the ESG issues most significant to the Bank and its internal and external Stakeholders. We conducted a materiality assessment to identify and prioritize these topics in the context of national priorities, global investor expectations, the banking sector, and the Bank's distinct role and impact.

## Materiality assessment process

The Bank's materiality assessment followed the steps outlined by the Global Reporting Initiative (GRI).

**Step 1**

**Understand alinma's context**

We reviewed ratings agency criteria, ESG standards, and guidelines that included the UNSDGs, the Kingdom's Vision 2030 and Saudi Disclosure Guidelines, and banking-sector standards to compile a list of ESG issues.

**Step 2**

**Identify actual and potential impacts**

We developed a list of material issues most pertinent to alinma, based on the identification of actual and potential impacts.

**Step 3**

**Assess the significance of the impacts**

Based on internal discussions, we narrowed our list of ESG issues to the 15 most critical issues.

**Step 4**

**Prioritize the most significant impacts for reporting**

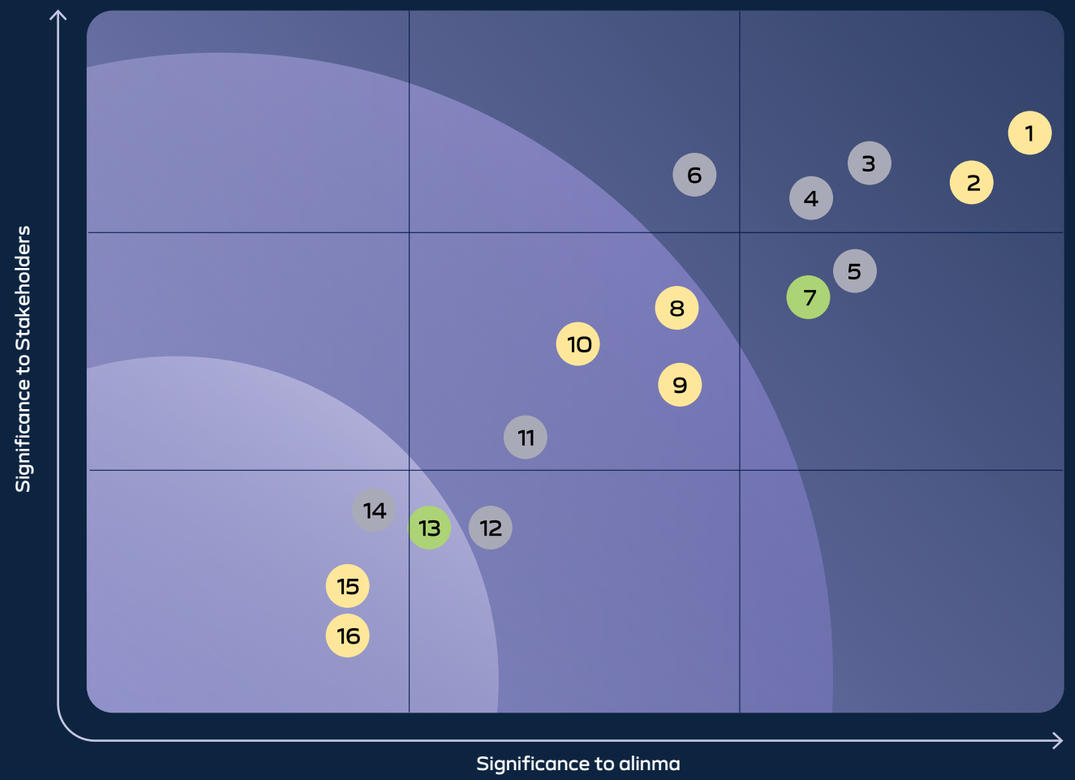
As a Management team in collaboration with key Stakeholders such as the Board of Directors and some Shareholders, we ranked our material issues according to their significance to the Bank and to our Stakeholders. While none of these issues are unimportant or negligible, we do place greater emphasis on the most critical issues.



**Through a structured materiality process, alinma ensures its sustainability priorities reflect the evolving needs of stakeholders, national goals, and global ESG expectations.**

# **Materiality Assessment** continued

## Materiality matrix




**Our materiality process ensures our sustainability priorities remain aligned with the evolving needs of our stakeholders, the ambitions of Saudi Vision 2030, and the demands of global ESG frameworks.**



| | Material matter | Pillar | ESG element | Page |
|---|---|---|---|---|
| **Most important** | | | | |
| 1 | Responsible customer relations and satisfaction | Empower our customers | S | 92 |
| 2 | Talent attraction, retention, and development | Build a thriving workplace | S | 118 |
| 3 | Data privacy and cybersecurity | Drive robust governance and responsible operations | G | 186 |
| 4 | Digitalization and innovation | Empower our customers | G | 96 |
| 5 | Governance, accountability, transparency, and ethics | Drive robust governance and responsible operations | G | 164 |
| 6 | Systemic risk management | Drive robust governance and responsible operations | G | 180 |
| 7 | Climate change and circular carbon economy | Foster environmental stewardship and enable a circular carbon economy | E | 74 |
| **Highly important** | | | | |
| 8 | Diversity, equity, and inclusion | Build a thriving workplace | S | 130 |
| 9 | Employee engagement and well-being | Build a thriving workplace | S | 121 |
| 10 | Financial inclusion and community investment | Strengthen our communities and contribute to greater financial inclusion | S | 142 |
| 11 | Financial and economic performance | Empower our customers | G | 18 |
| 12 | Sustainable financing and investment | Accelerate sustainable finance | G | 48 |
| **Important** | | | | |
| 13 | Environmental impact and natural resource protection | Foster environmental stewardship and enable a circular carbon economy | E | 72 |
| 14 | Responsible procurement and localization | Strengthen our communities and contribute to greater financial inclusion | G | 154 |
| 15 | Community engagement and empowerment | Strengthen our communities and contribute to greater financial inclusion | S | 148 |
| 16 | Nationalization | Build a thriving workplace | S | 134 |

# Aligning with National and International Standards

In developing and implementing our Sustainability Strategy, alinma follows both local and international frameworks to guide our core focus areas. These include the following initiatives.

## Local priorities and initiatives

Saudi Vision 2030

Saudi Green Initiative

Saudi National Transformation Program

Public Investment Fund Program

KSA National Standards of Sustainability

## Global frameworks

United Nations Sustainable Development Goals (UN SDG)

UN Global Compact

UN Environmental Program (UNEP) Principles for Responsible Banking

## Reporting frameworks and standards

Global Reporting Initiative (GRI)

Sustainability Accounting Standards Board (SASB), now part of the International Sustainability Standards Board (ISSB)

Saudi Exchange ESG Disclosure Guidelines

alinma is proud to be members of the following associations.

Carbon Disclosure Project (CDP)

UNEP Principles for Responsible Banking (PRB)

UN Women's Empowerment Principles



# Stakeholder Engagement

alinma values its Stakeholders and considers their perspectives in shaping strategy and decision-making. Through structured engagement and transparent communication, we strengthen mutual trust and support the Bank's long-term resilience and performance.

| Key Stakeholders | Their needs and concerns | Engagement methods | Key developments in 2025 |
|---|---|---|---|
| **Suppliers and service providers** | • alinma's reputation and financial performance<br>• Contractual performance and timely payment<br>• Continued business and growth opportunities<br>• Ease of working<br>• SME and local supplier development initiatives | • Onsite visits and meetings<br>• Performance review meetings<br>• Quality assurance inspections<br>• Supplier Code of Conduct<br>• Complaint Relationship Policy<br>• Procurement Policy<br>• Outsourcing Policy | • alinma launched a supplier satisfaction survey during the year, with suppliers scoring the Bank 9.3/10.<br>• We continue to engage our suppliers on ESG matters. During the year, we increased the number of suppliers covered by our ESG assessment to 139, up from 28 in 2024. |
| **Government and regulatory authorities**<br>• Ministry of Human Resources and Social Development<br>• Ministry of Education<br>• Capital Market Authority (CMA)<br>• Ministry of Commerce<br>• Saudi Central Bank<br>• Financial Action Task Force (FATF)<br>• United Nations<br>• US Treasury Office of Foreign Asset Control (OFAC)<br>• Financial Stability Board (FSB) | • alinma's support for national priorities, including social development and education<br>• Compliance<br>• Risk management and business continuity<br>• Transparency and disclosure | • Partnerships with government entities that serve the national agenda<br>• Consultation<br>• Relationship-building meetings<br>• Annual General Assembly Meeting and Extraordinary General Assembly Meetings<br>• Annual reports and financial statements<br>• Saudi Stock Exchange announcements | • We partner with government and regulatory authorities to expand our impact and contribution to national priorities.<br>• During the year, we supported the Jood Eskan and Misk initiatives, among others. |
| **Investors** | • Financial performance and sustainable growth<br>• Governance<br>• Risk management and business continuity<br>• Dividends<br>• Voting rights<br>• Transparency and disclosure | • Annual reports and financial statements<br>• Annual General Assembly Meeting and Extraordinary General Assembly Meetings<br>• Investor presentations and quarterly earnings calls<br>• Press conferences and releases<br>• Investor disclosures and roadshows<br>• Investor meetings<br>• Saudi Stock Exchange announcements<br>• Complaints handling mechanisms<br>• Dedicated sustainability section on the Investor Relations website, offering transparent and comprehensive ESG disclosures | • alinma strengthened its investor relations in 2025, maintaining active engagement through 350 investor meetings held both physically and virtually.<br>• The Bank also continued to attract strong market interest, with coverage by 21 analysts, and received the Best Printed 2024 Annual Report award (Large Cap – Middle East) from MEIRA. |
| **Customers**<br>• Individuals<br>• Government entities<br>• Business clients, including SMEs | • Access to products and services<br>• Speed and quality of service<br>• Affordability and convenience<br>• Customer data security and privacy protection<br>• Financial literacy and education<br>• Real-time information on accounts<br>• Fast and responsive customer service<br>• Intuitive and secure digital banking platforms<br>• Tailored financial products that reflect diverse customer profiles<br>• Proactive problem resolution and customer care | • Social media<br>• Customer visits<br>• ATMs<br>• Online banking<br>• Service centers<br>• Branches<br>• Media advertisement<br>• Website<br>• Customer workshops<br>• Customer satisfaction surveys | • We delivered tutorial videos for key products, boosting digital engagement and adoption .<br>• We also advanced our sustainable finance offerings in 2025, with the launch of the Sustainable Savings Account. |
| **Internal Stakeholders**<br>• Board of Directors and Board Committees<br>• Employees | • Induction<br>• Career development and guidance<br>• Staff societies and social opportunities<br>• Training<br>• Volunteerism<br>• Special events<br>• Communication<br>• Remuneration and benefits<br>• Saudization<br>• Diversity and inclusion<br>• Workplace safety | • Code of Conduct<br>• Human Capital Policy<br>• Employee engagement surveys<br>• Performance reviews<br>• Training and development<br>• alinma eLearning Academy | • We appointed a female Board member and achieved 23% female representation across the Bank as we journey towards greater diversity, equity, and inclusion.<br>• Our employee retention rate is stable at 90% as internal hiring reached 54.9%. |
| **Society**<br>• Charities and non-profit organizations (NPO) that serve the communities and care for the environment<br>• Community members | • Affordable financing and financial inclusion<br>• Community empowerment<br>• MSME financing<br>• Ethics and business conduct<br>• Environmental protection and support<br>• Employment opportunities<br>• Assistance to disadvantaged groups | • Partnerships with NPOs that serve the communities where we operate<br>• Service channels<br>• Press releases and conferences<br>• Public events<br>• Website<br>• Social media<br>• Educational programs<br>• SME programs<br>• Youth and employment projects | • We partnered with the Financial Academy to promote financial literacy, sustainability, and industry-wide collaboration. |
| **Business partners** | • alinma's reputation and financial performance<br>• Fairness and transparency | • Partnership agreements<br>• Participation in industry events | • alinma expanded partnerships and financing activities across various key sectors.<br>• The Bank contributed to major initiatives, including energy services investments and real estate funds, with financing exceeding ﷼ 1 billion for infrastructure development and approximately ﷼ 600 million for residential projects. |

From the alinma Sustainable Finance Working Group to the Kingdom's first Self-Employment Bank Card, our sustainable finance commitments translates into tangible and measurable products.



# Accelerate Sustainable Finance

# 03

48 alinma Sustainable Finance
58 Sustainable Finance across our Departments

# Overview

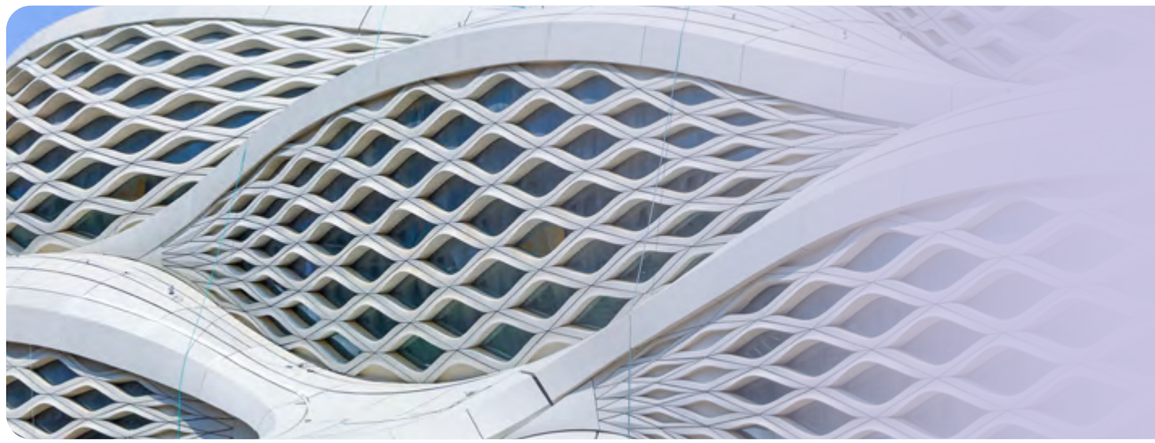
Sustainable financing enables the Bank to direct capital toward projects and businesses that advance environmental protection and social development. By providing funding to initiatives that reduce environmental impact, strengthen communities, and promote inclusive growth, we align financial performance with broader national and societal priorities.

As sustainability considerations increasingly shape economic and market dynamics, sustainable finance supports a more resilient and future-ready economy. It enables the Bank to respond to evolving Stakeholder expectations, strengthen long-term competitiveness, and contribute to a balanced and responsible economic transition.









## Highlights

**Established**
### alinma Sustainable Finance Working Group

**Launched**
### alinma Sustainable Financing and Investment Program

**Developed**
### alinma Sustainable Portfolio Pool

**Won**
### Renewable Energy Financing Program Award

**Launched**
### Sustainable Savings Account

**Launched the Kingdom's first**
### Self-Employment Bank Card

**﷼ 3.75 Bn**
of Sustainable Sukuk issued

**13.01%**
of alinma's Corporate Banking's funded portfolio qualifies as sustainable

**﷼ 1,342 Mn**
proceeds used for green and social projects

## KPIs

| Commitment | Baseline | 2025 target | Status |
|---|---|---|---|
| Launch sustainable finance products | 2022/0 | Launch 3 products | Achieved |
| Increase the percentage of sustainable corporate financing | 2023/8.38% | 20% increase from baseline[1] | Achieved |

1. The 2025 target refers to a relative increase from the 2023 baseline value, equivalent to a target level of 10.06% which was exceeded in 2025, reaching 13.01%.

# **Overview** continued

## Finance by sector

The table below presents alinma's total credit exposure by industry sector across commercial, industrial, and retail asset segments, in line with classification guidelines issued by SAMA. It illustrates the distribution and composition of the Bank's overall asset portfolio within its principal business lines.

| Industry exposure | Performing finances (1) | Non-Performing finances (2) | Total finances (1+2) (3) | Allowance for impairment (4) | Net finances (3+4) (5) |
|---|---|---|---|---|---|
| Government and quasi-government | 19,657,391 | - | 19,657,391 | - | 19,657,391 |
| Agriculture and fishing | 1,968,841 | - | 1,968,841 | - | 1,968,841 |
| Manufacturing | 10,707,057 | 115,231 | 10,822,288 | (48,120) | 10,774,168 |
| Mining and quarrying | 3,510,284 | - | 3,510,284 | - | 3,510,284 |
| Electricity, water, gas, and health services | 9,643,882 | - | 9,643,882 | - | 9,643,882 |
| Building and construction | 8,954,795 | 1,309,992 | 10,264,787 | (566,825) | 9,697,962 |
| Commerce | 12,309,223 | 237,942 | 12,547,165 | (98,550) | 12,448,615 |
| Real estate business | 44,716,230 | - | 44,716,230 | - | 44,716,230 |
| Installment purchases | - | - | - | - | - |
| Transportation and communication | 9,594,995 | 542 | 9,595,537 | (163) | 9,595,374 |
| Finance | - | - | - | - | - |
| Services | 30,243,215 | 103,672 | 30,346,887 | (39,561) | 30,307,326 |
| Retail (includes home finance) | 58,881,021 | 367,226 | 59,248,247 | (220,853) | 59,027,394 |
| Others | 20,633,645 | 58 | 20,633,703 | (24) | 20,633,679 |
| | 230,820,579 | 2,134,663 | 232,955,242 | (974,096) | 231,981,146 |
| General provisions | | | | | (2,234,308) |
| **Total** | | | | | **229,746,838** |

Guided by Shariah principles, the Bank excludes sectors that may cause social harm and does not participate in financing gambling, tobacco, alcohol, or defense-related industries, including weapons and munitions. We also apply strict use-of-proceeds criteria to our green, social, and sustainable Sukuk. These funds are not directed toward fossil fuel activities, nuclear energy, conflict minerals, extractive mining, or oil and gas projects.

alinma applies sector-sensitive environmental risk requirements for higher-risk industries as part of its credit assessment and monitoring processes. For priority sectors, the Bank defines minimum environmental standards, documentation requirements such as permits or environmental impact assessments, and contractual covenants to manage environmental risks. alinma is working to strengthen due diligence and monitoring processes for higher-risk sectors, while considering remediation or escalation measures where material environmental non-compliance is identified.

Additionally, alinma actively monitors asset quality and manages non-performing exposures. Asset quality is tracked through indicators such as provisioning or coverage and portfolio concentration monitoring, supported by early warning systems and defined escalation processes. The Bank applies risk mitigation measures, including enhanced monitoring of higher-risk exposures, proactive customer engagement, and restructuring where appropriate and prudent provisioning practices. Performance is reviewed through management risk committees and Board oversight.



# alinma Sustainable Finance

## For alinma, sustainable financing means directing financial resources towards sustainable development, both directly through the customers we serve and by investing in social and environmental projects on behalf of our customers.

Guided by our Sustainable Finance Framework, alinma incorporates sustainability mechanisms across both commercial and retail financing through ESG-screened financing products (such as EV financing, sustainable savings), and microfinance for underserved groups. As of 2025, alinma's total sustainable finance portfolio reached ﷼ 38.07 Bn, with clear tracking of green and social segments.

View the alinma ESG Position Statement on Integrating ESG Factors into Financing and Investment Activities here.

alinma is currently developing its first impact report, which is expected to be published in 2026. The report will disclose the Bank's sustainable financing activities in detail and is expected to be third-party assured, further strengthening alinma's alignment with Vision 2030 and global ESG standards.

The Bank's membership of the UNEP FI Principles of Responsible Banking (UNPRB) demonstrates alinma's ongoing commitment to aligning with international standards of sustainable finance and reporting.

**alinma's Sustainable Finance Framework aligns with:**

- The International Capital Market Association (ICMA)
- Loan Syndications and Trading Association (LSTA)
- Loan Market Association (LMA)
- Asia Pacific Loan Market Association

## alinma Sustainable Finance Framework

Our Sustainable Finance Framework defines sustainable finance eligibility, which encompasses defined categories, screening criteria, and documentation requirements. It guides our active pursuit of opportunities to provide finance to customers and projects that carry clear environmental and social benefits through our green, social, or sustainability Sukuk.

Long-term profitability and stability, ethical investment and financing practices, and alignment with Vision 2030 priorities and national goals are built into the Framework. Our internal processes, such as approvals and staff guidance, support effective implementation.

View the full alinma Sustainable Finance Framework here.

Our approach to sustainable finance classifies the following categories of projects.

### Eligible environmental categories

- Renewable energy
- Energy efficiency
- Sustainable water and wastewater management
- Pollution prevention and control
- Clean transportation
- Clean buildings
- Climate change adaptation

### Eligible social categories

- Affordable basic infrastructure, including housing
- Access to education and vocational training
- Access to healthcare
- Employment generation
- Socioeconomic advancement and empowerment



# **alinma Sustainable Finance** continued

The proceeds raised through alinma's sustainable Sukuk are allocated to selected eligible green and social categories, focusing on renewable energy, energy efficiency, sustainable water and wastewater management, and social impact areas such as education and employment generation.

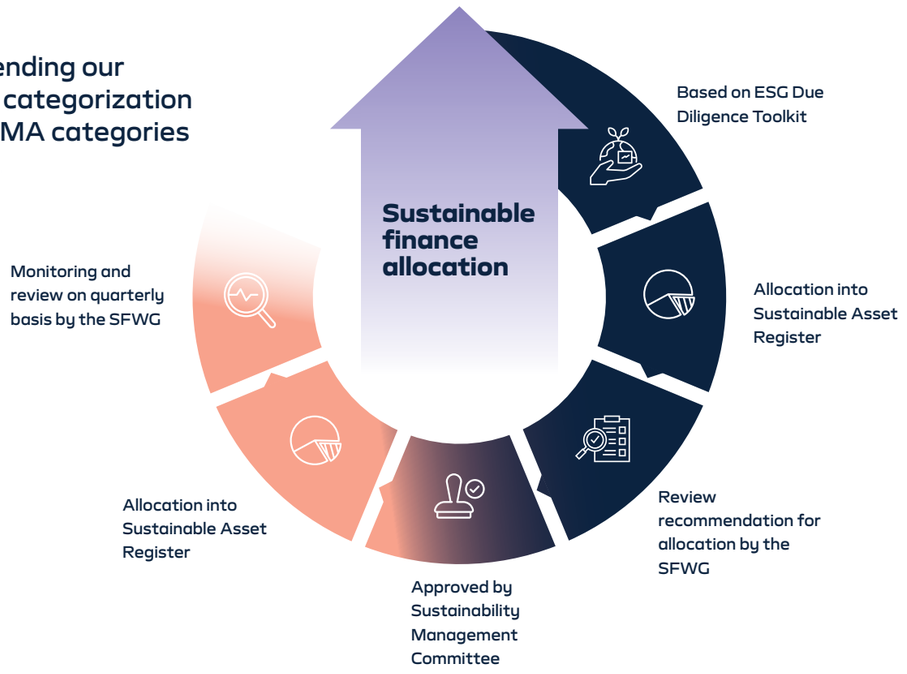
alinma has defined measurable targets to guide the growth of its sustainable finance activities. In 2025, the Bank achieved its sustainable finance targets, supported by interim milestones.

Performance is tracked through KPIs such as sustainable finance volumes by category, share of eligible exposures, and implementation indicators such as the number of transactions screened and the number of employees trained.

alinma monitors sustainable finance activities through a defined internal tracking and reporting approach. Eligible transactions are recorded in a sustainable finance register with documented screening outcomes and category classification. Performance reporting covers sustainable finance volumes by category and, where feasible, selected impact metrics aligned with the nature of financed activities, including renewable capacity financed, emissions avoided, number of beneficiaries, or SME financing metrics. The Bank periodically reviews the register to ensure consistency, auditability, and transparency.

As the national regulatory requirements evolve to reflect a greater sustainability focus, alinma applies structured governance oversight, documented methodologies, and clear framework update disclosures to ensure the Bank remains compliant and in good standing with regulatory authorities. In 2025, we worked on updating the Sustainable Finance Framework in line with the CMA's guidelines on sustainable, green, and social Sukuk, including defining subsidized home financing as part of the CMA's affordable housing focus. As part of this update, the green categories were expanded to 10 and social categories to 7. We also strengthened our ESG allocation process.

We are extending our sustainable categorization to reflect ICMA categories and criteria.



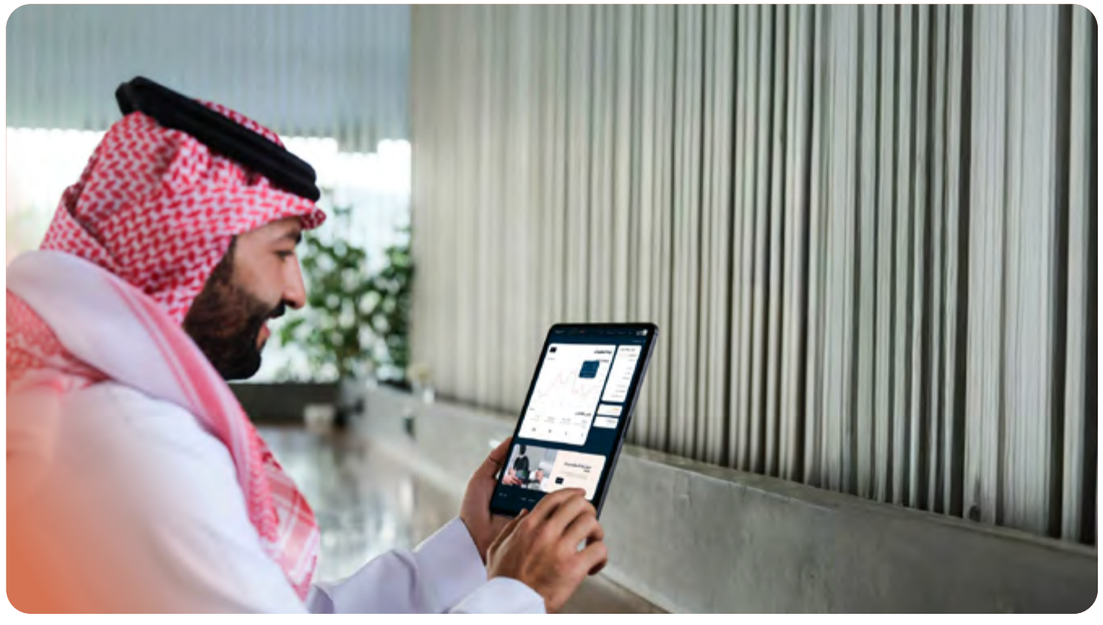

**Responsible allocation**

Our Sustainable Finance Framework informs alinma's structured approach to responsible allocation, embedding environmental, social, and governance considerations into allocation decision-making. It establishes a clear foundation for disciplined, transparent, and accountable allocation practices across the Bank, including the following.

- Eligibility allocation categories (environmental and social)
- Exclusion criteria for activities inconsistent with ESG principles
- ESG integration steps within allocation analysis and approvals
- Data sources used (internal and external)
- Governance arrangements for approval and ongoing monitoring

Our responsible allocation classification is reviewed periodically to ensure consistency, transparency, and alignment with evolving best practice. alinma's Senior Management is responsible for implementing and overseeing the pertinent allocation program across alinma.

alinma strengthens its responsible allocation approach through complementary initiatives that support ESG integration and stewardship. These may include the use of ESG data and analytics tools, thematic sustainability opportunities where appropriate, internal capability building, and periodic reviews to enhance the responsible allocation framework in line with evolving market practices.



# alinma Sustainable Finance continued

## Aligning with the TCFD

alinma aligns the management of its finance and credit portfolio with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) by integrating climate-related considerations across governance, strategy, risk management, and metrics and targets.

### Governance

Oversight of climate-related risks affecting the credit portfolio is embedded within the Senior Management governance structures, including reporting through the Sustainable Finance Working Group and Sustainability Committee. Climate risk considerations are incorporated into portfolio oversight, risk discussions, and strategic decision-making processes.

### Strategy

Climate-related risks and opportunities are assessed for their potential impact on alinma's business model, sectoral exposures, and portfolio resilience. These assessments inform strategic discussions on portfolio composition, growth priorities, and exposure to climate-sensitive sectors.

### Risk management

Climate-related risks are in the process of being integrated into the Group's risk management framework and will be progressively applied to the finance and credit portfolio through ESG and climate risk screening, enhanced due diligence for climate-sensitive sectors, and escalation of higher-risk exposures. Climate transition and physical risks are being incorporated alongside traditional credit risk factors. alinma is also in the process of implementing scenario-based analysis and sensitivity testing to assess the resilience of its portfolio under different climate-related assumptions.

### Metrics and targets

alinma monitors selected climate-related indicators relevant to its credit portfolio and uses scenario analysis and sensitivity testing to assess portfolio exposure under different climate pathways. These insights support risk prioritization, monitoring, and ongoing refinement of portfolio management practices.

Through this structured application of TCFD principles, alinma ensures that climate-related risks and opportunities are systematically considered in the management of its finance and credit portfolio, supporting transparency, resilience, and alignment with international best practices.

## Sustainable Finance Working Group

As alinma's sustainable finance initiatives continue to grow in scale and complexity, the Bank remains focused on strengthening its systems, internal guidance, and governance oversight to ensure disciplined implementation. In 2025, we established the Sustainable Finance Working Group (SFWG) to provide governance and oversight for alinma's sustainable finance and ESG risk activities. The Working Group oversees the monitoring of alinma's sustainable portfolio, including assets classified under the Sustainable Finance and Investment Program, and ensures alignment with defined eligibility criteria and impact objectives. The team meets quarterly to discuss sustainable finance activities.

The mandatory integration of ESG due diligence across the credit lifecycle presents implementation and change-management considerations. These are addressed through system enhancements, strengthened internal guidance, and oversight by the SFWG to ensure consistent application and governance alignment.

From an ESG risk perspective, the Working Group supports the implementation of alinma's ESG Risk Framework by overseeing the identification, assessments, and monitoring of sustainability-related risks across financing and investment portfolios. This oversight contributes to informed decision-making, risk mitigation, and alignment with investor expectations related to transparency, portfolio quality, and sustainability performance. The Working Group comprises representatives from key functions, including Treasury, Finance, Risk, Sustainability, Retail Banking, Corporate Banking, and Credit. The Chief Financial Officer chairs the Working Group, which reports to the Sustainability Committee and escalates key matters to the Board.

**Sustainability Governance Structure**




### Advancing sustainable products and services

In 2025, alinma launched the Sustainable Financing and Investment Program to support sustainable product development and sustainable financing in line with international sustainability standards such as ICMA and LMA, as well as the UNSDGs and Vision 2030. As part of the program, the Bank's existing products were classified under clear green and social categories, enabling customers to access tailored solutions such as SME financing, green project financing, investments in sustainable products, and electric car finance.

This service is designed for corporate customers, government-related entities, and project developers seeking to raise capital for environmentally and socially impactful projects.

# alinma Sustainable Finance continued

## Sustainable Portfolio Pool

Expanding sustainable finance across our corporate, retail, treasury, and project finance portfolios increases the demand for consistent, high-quality ESG and impact data. In response, alinma developed a Sustainable Portfolio Pool and enhanced system integration to support audit readiness, regulatory reporting, and investor disclosures. The Sustainable Portfolio Pool is a digital solution that consolidates data across all segments and automates classification for reporting and audit readiness while helping the Bank to monitor and report against ESG due diligence. By leveraging this technological tool, alinma strengthened the quality and transparency of its sustainable portfolio, enabling timely insights for governance committees, supporting risk management, and providing Stakeholder with credible, data-driven assurance of ESG performance.

The Sustainable Finance and Investment Program enabled the classification of existing portfolios across CBG, Treasury, and RBG, as outlined in the table below.

| | alinma current products | Classification | 2025 Portfolio | alinma sustainable finance categories |
|---|---|---|---|---|
| RBG | Auto Lease – Electrical Car | Green | ﷼ 16.27 Mn | Clean transportation |
| | Real Estate financing – Subsidized | Social | ﷼ 15.78 Bn | Affordable housing |
| Sustainable Funding Instruments | Sustainable Savings Account | Green & Social | ﷼ 2.09 Bn | All categories are eligible based on criteria generation |
| | Issuing Sustainable Sukuk | Green & Social | ﷼ 3.75 Bn | |
| Treasury | Investing Sustainable assets | Green & Social | ﷼ 1.05 Bn | All categories are eligible based on criteria generation |
| CBG | CBG Financing | Green & Social | ﷼ 22.13 Bn[1] | All categories are eligible based on criteria generation |

1. Including SME Classification

## Sustainable finance capacity building

Through ongoing training, we ensure our people are equipped with the increased methodological and data-related skills required to implement climate risk assessments and financed emissions calculations to address estimation assumptions, sector-level data gaps, and sector prioritization.

| Training provided | alinma Bank Sustainable Finance Framework[1] | | ESG Due Diligence Toolkit[2] | |
|---|---|---|---|---|
| Objective | Recognizing projects that align with the alinma Sustainable Finance Framework's green and social criteria. | Understanding the procedures for booking green and social financing. | Evaluating project finance in accordance with the ESG toolkit. | Supporting and confirming the implementation process |
| Duration | 90 minutes | 90 minutes | 90 minutes | 90 minutes |

1. This training was conducted in early 2026.
2. Around 60 participants attended the training.

Relationship managers receive training to support the identification and management of ESG risks in customer engagements and transactions. Training covers ESG risk red flags, escalation and referral pathways, and how ESG considerations link to credit due diligence and ongoing customer monitoring. Coverage and delivery are managed through periodic learning cycles to strengthen consistent ESG risk practices.



# alinma Sustainable Finance continued

## ESG risk in financing activities

alinma recognizes the importance of proactively identifying, assessing, and managing ESG risks in its financing activities. The Bank is in the process of implementing a formal ESG Risk Management (ESRM) system to support responsible financing practices and strengthen risk management. The ESRM framework is being progressively integrated into the overall risk management architecture.

### Elements of alinma's ESRM

**ESG Policy Framework**

A comprehensive set of ESG policies is being established to guide the identification, assessment, and management of ESG risks across all financing activities. These policies are expected to cover key areas such as climate change, human rights, labor standards, and biodiversity.

**ESG risk assessment**

A standardized ESG risk assessment methodology is being implemented to evaluate potential financing customers and transactions, incorporating environmental, social, and governance considerations, including project impacts and corporate governance structures.

**Due diligence procedures**

ESG considerations are being embedded into due diligence processes, including site visits, Stakeholder engagement, and independent reviews, to ensure comprehensive risk identification and assessment.

**Monitoring and reporting**

Processes are being developed to monitor the ESG performance of the financing portfolio, with structured reporting on key metrics to track progress and identify areas for improvement.

**Training and capacity building**

We provide ongoing training and capacity building to our employees to enhance their understanding of ESG risks and responsible financing practices.

### Key management systems supporting our ESRM system

**Credit Risk Management**

The Credit Risk Management function is being further strengthened to incorporate ESG considerations into credit assessments. Credit analysts are being equipped and trained to systematically identify and evaluate ESG risk factors as part of the overall credit risk evaluation process.

**Environmental and Social Risk Management**

We have a dedicated team responsible for managing environmental and social risks associated with financing activities. This team provides guidance and support to business units and conducts specialized due diligence where necessary.

**Sustainability Committee**

Our Sustainability Committee oversees the Bank's overall sustainability strategy and guides ESG risk management. The committee comprises senior executives from various departments and reports to the Board of Directors.

alinma is in the process of enhancing its ESG risk reporting practices, including tracking exposure to higher ESG-risk financing as a proportion of the relevant portfolio to improve transparency around risk concentrations. Exposure levels are being monitored through established risk governance processes, with observed trends expected to inform risk management actions such as enhanced due diligence, strengthened monitoring measures, and ongoing customer engagement to mitigate material risks.

As part of this framework, alinma is developing processes to review transactions identified with elevated ESG risks during due diligence. Transactions classified as "high ESG risks" in line with the IFC-aligned ESG toolkit are being considered for escalation to the relevant governance forums, including the ESG Risk Subcommittee, prior to credit approval or rejection.

The Bank is also in the process of formalizing its approach to quantifying and reporting exposure to high ESG-risk obligors as a proportion of the assessed portfolio, with detailed metrics to be disclosed as the framework matures.

For more information about alinma's ESG risk management across the Bank, view Systemic Risk Management (page 180).



# Sustainable Finance across our Departments

## Corporate Banking Group

Corporate Banking Group (CBG) delivers Shariah-compliant banking solutions tailored to corporate, government, semi-government and SME customers. Our competitive and differentiated service offerings, combined with our approach to sustainable finance, sets us apart.

In 2025, we strengthened our commitment to responsible growth by scaling our sustainable finance portfolio as demand for financing solutions with positive environmental and social impacts grew.  We signed a partnership agreement with the Environment Fund to launch a finance guarantee product for SMEs working on environmentally responsible projects such as renewable energy and energy efficiency initiatives.

alinma is currently working to integrate climate risk considerations into financing decisions. We also initiated the measurement of financed emissions in line with the PCAF methodology. Moreover, we conducted a climate risk assessment of our 2024 financing portfolio.

### Embedding ESG in corporate finance

alinma's governance for ESG integration within corporate finance activities is well-established, with clear roles and accountability across relevant functions. Senior Management provides oversight to ensure ESG considerations are embedded into transaction decision-making.

Our Sustainability and Credit Management teams periodically review ESG integration within corporate finance to assess the effectiveness of relevant controls, governance, and processes.

> alinma's commitment to sustainable finance demonstrates how strategic banking can accelerate the Kingdom's clean energy transition. By embedding ESG principles and focusing on financed emission reductions in critical sectors like power and oil and gas, we are creating tangible environmental and social impact while supporting Vision 2030.

Case study

## Enabling renewable energy through sustainable finance

Saudi Arabia's Vision 2030 emphasizes the transition to a low-carbon economy and the development of renewable energy. alinma identified a gap in ESG-aligned financing for large-scale renewable projects and responded by embedding sustainability more systematically within its core banking operations. Through the adoption of its Sustainable Finance Framework, the Bank strengthened its ability to mobilize capital for high-cost green infrastructure while integrating ESG and financed emissions considerations into traditional financing processes.

The Sustainable Finance Framework prioritizes renewable energy projects specifically, requiring alinma to integrate financial emissions considerations into project selection while reducing financed emissions in the power generation and the oil and gas sectors. alinma introduced innovative products, including USD 1 Bn in sustainable Sukuks issued in 2025 allocated partially to ESG projects.

As the transition toward a lower-carbon economy accelerates, alinma has taken an active role in financing infrastructure that supports the Kingdom's energy transition. Through Sustainability Sukuk 1, alinma allocated USD 282 Mn to support a renewable energy project with a combined installed capacity of 3,800 MW, contributing meaningfully to the Kingdom's clean energy ambitions. Based on alinma's financing share, the project is estimated to generate approximately 227,356 MWh of clean electricity annually, avoid an estimated 171,426 $tCO_2e$ of emissions each year, and supply approximately 3,671 households with clean, sustainable electricity.

Building on its Sustainability Sukuk 1 commitments, alinma further expanded its renewable energy portfolio under Sustainability Sukuk 2 through a USD 215 Mn allocation supporting an additional renewable energy project with 250 MW of installed capacity. This expansion reflects the Bank's continued support for clean energy infrastructure in the Kingdom. Based on alinma's financing share, the project is estimated to generate approximately 63,341 MWh of clean electricity annually, avoid an estimated 47,759 $tCO_2e$ of emissions each year, and supply approximately 1,023 households with clean electricity, further extending the reach of Saudi Arabia's renewable energy infrastructure.

In parallel, the Bank's ESG-aligned corporate portfolio grew from 8.38% in 2023 to 14.82% in 2024 and remained strong at 13.3% in 2025, exceeding its 2025 targets.

All these factors contributed to alinma winning the Renewable Energy Financing Program Award in 2025.

We will continue to expand our renewable energy portfolio and reduce financed emissions in high-emission sectors while increasing participation in our ESG financing through the Sustainable Savings Account and Sustainable/Green Sukuk..

Stakeholders can find out more about alinma's sustainable finance impacts in our inaugural impact report here.



# Sustainable Finance across our Departments continued

### Green and Social Project Portfolio

alinma's Green and Social Project Portfolio reflects the growing commitment to directing capital toward projects and activities that generate positive environmental and social outcomes. Spanning both green and social categories, the portfolio encompasses a diverse range of initiatives that range from renewable energy and resource efficiency to education and employment generation. The following table provides an overview of alinma's sustainable finance performance and the allocation of proceeds across eligible green and social projects.

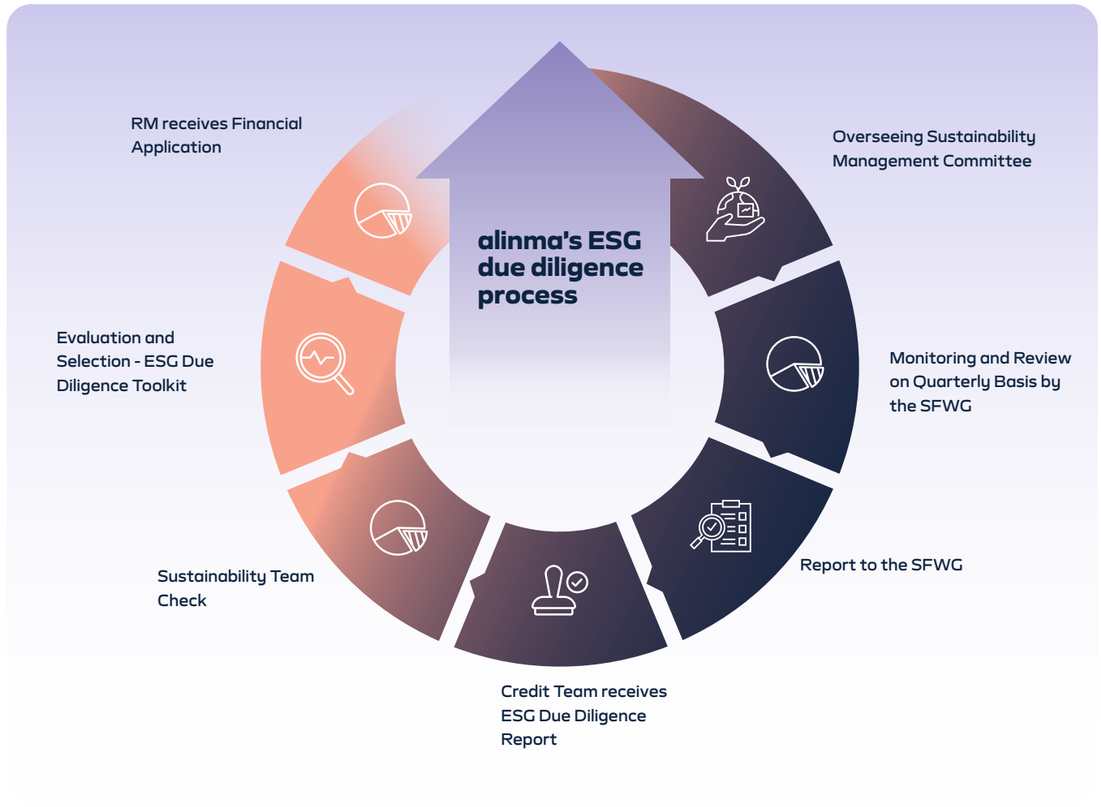
| Sustainable finance | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total sustainable finance (SAR) | 11,176,899,373 | 22,652,367,141 | 22,135,360,432 |
| Total sustainable assets in the portfolio (%) | 8.38% | 14.84% | 13.01% |
| Green portfolio | 3.47% | 7.79% | 7.65% |
| Social portfolio | 4.91% | 7.05% | 5.35% |

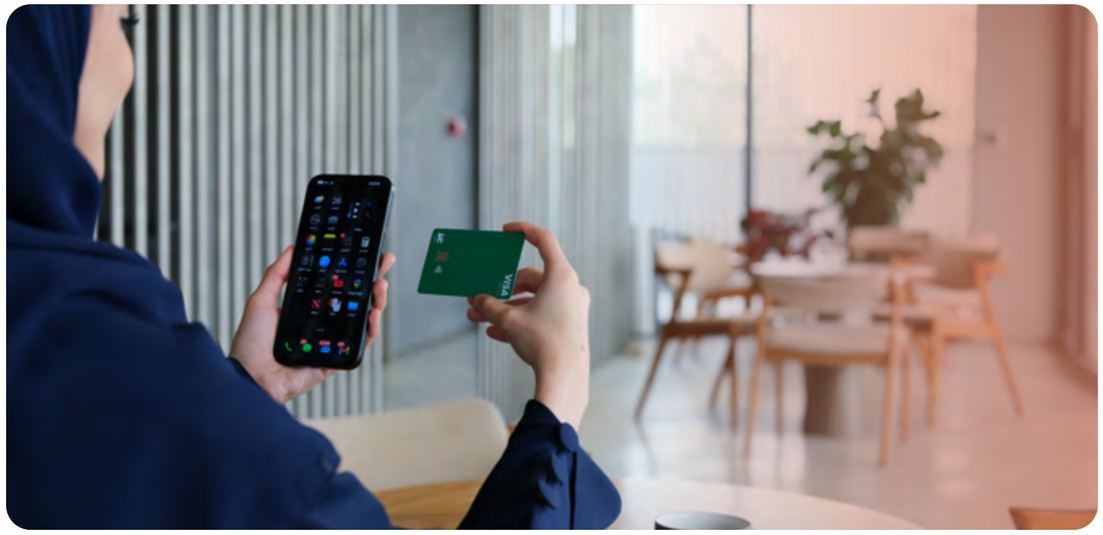
### ESG due diligence

Within CBG, alinma applies the Bank ESG Due Diligence Toolkit to assess the environmental and social implications of financing provided to corporate customers. The toolkit screens transactions for exposure to human rights concerns, climate-related risks, and biodiversity impacts while identifying opportunities to advance positive environmental and social outcomes.

Environmental and social risks are assessed using a structured screening and categorization approach. Transactions are evaluated for material environmental and social risks, and requirements are applied proportionately based on risk level, including documentation, risk mitigation measures and approval matrix. This supports prudent risk management and alignment with recognized risk management practices.

For transactions involving higher-risk sectors or elevated ESG risk exposure, alinma applies enhanced ESG due diligence to deepen its assessment beyond standard credit review. This may include reviewing additional documentation such as environmental and social impact assessments, regulatory permits, health and safety records, labor and worker welfare policies, and evidence of legal and regulatory compliance where applicable.



In 2025, we integrated the ESG Due Diligence Toolkit in alinma's eCLO system, embedding it in credit reviews for new financing applications, including for project financing and sustainable products across all CBG and other segments, excluding SMEs. The move lends additional automation to the toolkit, ensuring a standardized ESG assessment. Internal bulletins mandating ESG assessments for all relevant applications enhance the quality, credibility, and audit readiness of the sustainable portfolio, while embedding ESG due diligence at the earliest stage of financing decisions strengthens risk management, ensures alignment with international standards, and provides assurance toStakeholders regarding the ESG integrity of its portfolio.

# Sustainable Finance across our Departments continued

## Climate sensitivity assessments for corporate financing

As part of its broader climate risk management approach, alinma recognizes that transition and physical climate risks may materially affect credit quality, particularly in carbon-intensive and climate-sensitive sectors. In line with evolving regulatory and market expectations, the Bank is in the process of integrating climate-related risk analysis into corporate financing processes to inform on credit assessment and portfolio resilience.

alinma plans to conduct climate sensitivity assessments, linked to key financial ratios, as part of its ESG and climate risk evaluation for corporate financing, particularly for climate-sensitive and carbon-intensive sectors. These assessments will be applied before credit approval and are proportionate to the financing customer's sector, emissions profile, and physical and transition risk exposure.

Sensitivity testing evaluates how changes in climate-related variables, such as policy stringency, cost of emissions, energy input costs or physical disruption, could affect these financial ratios and, in turn, the financing customer's credit profile. Outcomes of the analysis will be documented within the credit assessment and will inform risk classification, approval conditions, escalation or monitoring requirements where relevant.



## Retail Banking Group

Retail Banking Group (RBG) delivers innovative and competitive financial products and services designed to meet the evolving needs of individual customers and position the Bank at the forefront of retail banking. Sustainability remains integral to RBG's approach, guiding product design and customer engagement to support responsible growth and long-term value creation.

During 2025, RBG advanced alinma's sustainability agenda by integrating ESG considerations across its retail products and financing activities. Key highlights included launching the Sustainable Savings Account in partnership with CBG, which attracted over ﷼ 2.09 Bn in deposits from more than 500 customers, and allocating retail deposits toward eligible Shariah-compliant and sustainable financing activities that support ESG and economic objectives. We strengthened internal ESG governance, data collection,and cross-functional collaboration to support sustainability reporting and future impact measurement. Launching new ESG products requires considerable effort to build customer awareness and understanding, especially during early launch stages, while balancing competitive pricing and profitability with sustainability objectives remains an ongoing journey. It requires seeking alignment across multiple Stakeholder groups to meet Shariah, regulatory, and operational requirements and establishing robust and scalable frameworks for measuring the ESG impact of newly launched retail products. We meet these challenges through phased implementation, governance enhancements, and ongoing Stakeholder engagement.

To enhance efficiency and sustainability, alinma introduced paperless, zero-document processes for eligible financing, allowing customers to apply and receive approvals digitally while reducing administrative and environmental impact. The Bank can automatically retrieve certain information and documents, such as salary certificates, from alinma's system during individual finance applications.

### Home finance

In recent years, the average home finance ticket size has increased, reflecting growth in the typical financing amount extended to retail customers. Subsidized home finance programs have supported this trend by enhancing affordability and stimulating demand within a housing market where supply initially remained relatively constrained. As buyer activity intensified, property values increased, leading to higher financing requirements for prospective homeowners. In response to stronger demand, real estate developers have increasingly expanded residential construction to bring additional units to market.

RBG launched a new home finance product in 2025, offering subsidized, Shariah-compliant housing finance in line with Real Estate Development Fund (REDF) eligibility criteria. As part of the offering, subsidized customers are charged a maximum rate determined by the Saudi Refinancing Company, a subsidiary of the Public Investment Fund (PIF). Off-plan products offer lower repayments during the construction phase as mandated by REDF. This initiative advances affordable housing in the Kingdom.

**2025 subsidized home finance performance**

Number of subsidized home finance customers

**26,313**

Total financing provided

**﷼ 15,775,879,311**

# Sustainable Finance across our Departments continued

### Self-Employment Bank Card

As part of our ongoing efforts to support and empower entrepreneurs, we launched the Kingdom's first bank card specifically for self-employed people, in collaboration with the Social Development Bank. The Self-Employment Bank Card allows entrepreneurs, freelancers, and other self-employed practitioners to open an alinma current account and access up to ﷼ 48,000 in finance from the Social Development Bank to build their businesses while benefiting from the electronic business banking services available to business customers. The financing is available for over 120 types of activities with flexible repayment periods of up to 24 months.

### Reducing emissions through vehicle financing

RBG continues to provide specialized lease financing for green transportation, including electric vehicles, helping customers to reduce greenhouse gas (GHG) emissions. Uptake increased steadily in 2025.

| | Electric vehicles | | Hybrid vehicles | |
|---|---|---|---|---|
| **Green transportation** | **2024** | **2025** | **2024** | **2025** |
| Customers using the product | 29 | 145 | 191 | 401 |
| Total financing provided (﷼ Mn) | 13 | 16.27 | 30 | 50.1 |




Case study

## Sustainable Savings Account

In 2025, alinma launched the Sustainable Savings Account, allowing individual customers to grow their savings while supporting sustainable investments. The account offers flexible features, secure transactions and competitive returns, with deposits allocated to environmental and social financing categories, including renewable energy, energy efficiency, clean transportation, affordable infrastructure, education, and healthcare.

The account supports sustainability objectives by encouraging responsible savings behavior while channeling retail deposits into environmentally and socially responsible financing, without compromising liquidity or capital protection, and in line with Shariah and internal pricing governance.

The product was developed through close collaboration between Sustainability, Shariah, Treasury, Risk and Digital teams, with clear eligibility criteria to ensure proper allocation of funds to sustainable financing pools. It was fully integrated into existing systems and supported by targeted customer communication and campaigns.

The product demonstrated strong customer acceptance, attracting over ﷼ 2.09 Bn in deposits from 521 customers, reflecting growing demand for ethical and Shariah-compliant savings solutions and contributing to stable deposit growth.

Looking ahead, alinma aims to further enhance sustainability impact tracking and expand ESG-linked features to support continued growth of the product.

> The Sustainable Savings Account represents a significant milestone in aligning our retail banking offerings with alinma's sustainability vision. It enables our customers to grow their savings while contributing to responsible and Shariah-compliant financing that supports long-term economic and social value.
>
> **Liabilities and Segmentation Business**

# Sustainable Finance across our Departments continued

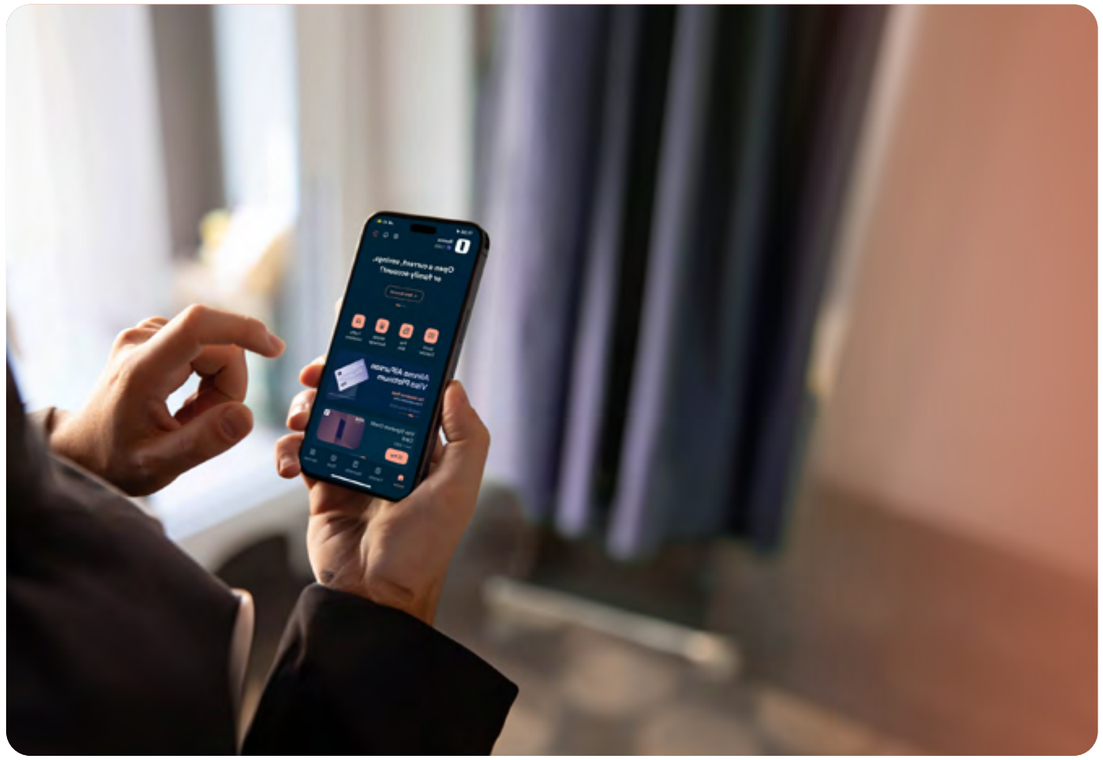
## Treasury

The Treasury function plays a central role in directing capital toward environmentally and socially responsible instruments while safeguarding returns and managing financial risk. We continue embedding ESG screening requirements into the Treasury and Investment Risk Policy to strengthen disciplined allocation decisions. ESG risks are assessed as part of the pre-investment due diligence process before investment approval.

alinma supports the growth of sustainable capital markets by offering and investing in green and sustainable financial instruments.

In line with the Bank's sustainability finance goals and Vision 2030, alinma issued USD 1 Bn in sustainable AT1 Sukuk during the year, in addition to the USD 1 Bn that was issued in 2024. We issued the Sukuk in two tranches of USD 500 Mn each with the amount fully allocated to eligible sustainable assets. As part of our process to raise capital through Sukuk or other financing instruments, we earmark the proceeds exclusively for assets and projects that meet our sustainable investment criteria and record them in a dedicated sustainable asset register. The Sustainability Committee oversees this allocation process, with operational support from the Sustainability department, to ensure disciplined, transparent, and responsible deployment of funds.

**As of 2025, alinma has invested ﷼ 1,045.12 Mn in green and sustainability-linked Sukuk aligned with ICMA's Green Bond Principles.**



| Sustainable investments | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Sustainable assets (﷼) | 362,625,000 | 362,625,000 | 595,125,000 | 857,600,000 |

In 2025, 2% of Treasury's portfolio was classified as sustainable.

# Looking ahead

We will build on the momentum gained in 2025, deepening sustainable financing, expanding green Islamic offerings, and continuing to turn every interaction into a reliable source of value for our customers, Shareholders, and the Kingdom's Vision 2030. Financial sustainability and inclusion projects will continue, strengthened by strategic collaboration with government entities and non-profit organizations.

CBG will continue to strengthen monitoring and reporting, expand the sustainable finance portfolio, and ensure ESG due diligence is fully embedded. In the medium term, CBG aims to implement net-zero target-setting for selected sectors, leveraging 2025 financial emissions as a baseline, while refining strategies for reducing financed emissions across the portfolio.

Treasury plans to issue more sustainable Sukuk in 2026 and 2027, amplifying impact and advancing the Kingdom's sustainability journey.

RBG is preparing a strong pipeline of offerings for 2026 to expand reach, elevate customer experience, and solidify alinma's long-term sustainability strategy. The focus remains on broadening access to Shariah-compliant solutions, accelerating digital transformation, and deepening customer relationships through products that reflect real needs across every segment.

The Sustainable Finance Working Group (SFWG) will report monthly on allocations and meet quarterly to oversee performance and impact. ESG risks identified during assessments will be escalated to the Sustainability Committee and Board-level Governance and Sustainability Committee.

Publishing the Bank's first Impact Report will be a major step forward in alinma's sustainability transparency journey.

To advance transparency and support sector-wide sustainable finance practices, alinma Bank will publish an annual Sustainability Risk Insights Report starting in 2026. This standalone report will present the Bank's own research and analysis on the ESG risks and opportunities associated with key sectors in its financing portfolio.

alinma recognizes that environmental responsibility is inseparable from long-term financial performance. Therefore, we manage our environmental footprint with discipline and measurable impact.



# Foster Environmental Stewardship and Enable a Circular Carbon Economy

# 04


72 Environmental Impact Management
74 Climate Change and Circular Carbon Economy
84 Water Management
85 Waste Management

# Overview

A healthy natural environment forms the foundation of economic stability and human well-being. Clean air, reliable water resources, and resilient ecosystems support the communities in which we operate and sustain the activities of our clients, employees, investors, and partners. alinma recognizes that environmental responsibility is inseparable from long-term financial performance, particularly as capital markets increasingly expect banks to demonstrate measurable environmental impact.

We therefore manage our environmental footprint with discipline and intent. The Bank reduces energy consumption, conserves water, and limits waste generation across its operations. Our multi-faceted approach to energy management includes upgrading facilities and improving energy efficiency, including by replacing older air conditioning and lights with more energy-efficient models. We integrate renewable energy where feasible to reduce emissions and optimize resource use, while our Building Management System (BMS) supports sustainable resource use. Through clear accountability and ongoing engagement, we encourage employees and suppliers to contribute actively to our environmental objectives.




A Vibrant Society



## Highlights

**Rolled out Building Management System to**
**12**
**additional facilities**

**Added**
**3,386 plants**
**to alinma facilities**

**Calculated**
**Scope 3**
**financed emissions**

**19.2%**
**reduction**
in water consumption year-on-year

**Achieved**
**LEED pre-certification**
**for the new headquarters**

**67%**
**in waste recycled volumes**

For the scope, boundaries, and calculation methodology for the statistics covered in this section, please refer to Annexure A on page 134 of this report.

## KPIs

| Commitment | 2022 baseline | 2025 progress | 2025 target | Status |
|---|---|---|---|---|
| Reduce total Scope 1 and 2 greenhouse gases (GHG) | 33,635 | 26,703.22 | 20% reduction from baseline | Target achieved |
| Reduce total Scope 3 greenhouse gases (GHG) | 68,281[1] | 84,747 | 10% reduction from baseline | Not achieved |

1. Scope 3 Categories 1 and 2 have been restated for the 2022 baseline year following a revision in the currency conversion methodology, transitioning from purchasing power parity (PPP) to actual exchange rates to enhance accuracy and alignment with reporting standards.

# Environmental Impact Management

We support Saudi Arabia's objective of achieving net zero emissions by 2060 and advancing a circular carbon economy, while working to reduce our operational impacts, including water consumption and waste generation. Environmental considerations are integrated into our governance and planning processes through the Environmental Management System Policy, which aligns with the Sustainability Policy and recognized international facilities management standards.

View the alinma Environmental System Management Policy here.

alinma maintains ISO 14001 certification for its environmental management system, reflecting a structured and disciplined approach to continual improvement. The certification framework strengthens regulatory compliance, enhances environmental performance, and supports the achievement of defined sustainability objectives. It also reinforces our systematic process for identifying and mitigating environmental risks while improving operational efficiency.

The Bank is working towards achieving LEED certification for our new headquarters. We achieved pre-certification of the building design, with final certification to come once construction is complete.

Effective environmental management depends on active employee participation. We promote understanding and accountability through targeted campaigns and structured training programs that enable our people to implement the Bank's environmental commitments in their daily work. Our training sessions, delivered in partnership with the Financial Academy, engaged 15 employees and covered key topics, including corporate sustainability, carbon footprint calculation, and sustainability reporting. In addition, we conducted virtual sustainability awareness sessions open to all employees, addressing topics such as sustainable finance and net zero emissions.

We reinforce implementation through regular management reviews, internal audits, and site inspections to ensure the Environmental Management System operates effectively and evolves as needed. The Bank complies fully with applicable environmental legislation and regulations and recorded no fines or sanctions in 2025, maintaining a 100% compliance record.

The Bank's Environmental Management System (EMS) Policy outlines alinma's environmental objectives, including digitalization, green procurement, and energy efficiency. We deploy intelligent control systems to track energy consumption and provide real-time data on building performance, enabling more efficient operations. Automated lighting and timed devices limit electricity use during periods of inactivity. In 2025, we rolled out our Building Management System (BMS) to 12 additional facilities so that the system now covers our whole footprint. We also planted new trees and other plants across our facilities in 2025, reaching 3,386 plants in total.

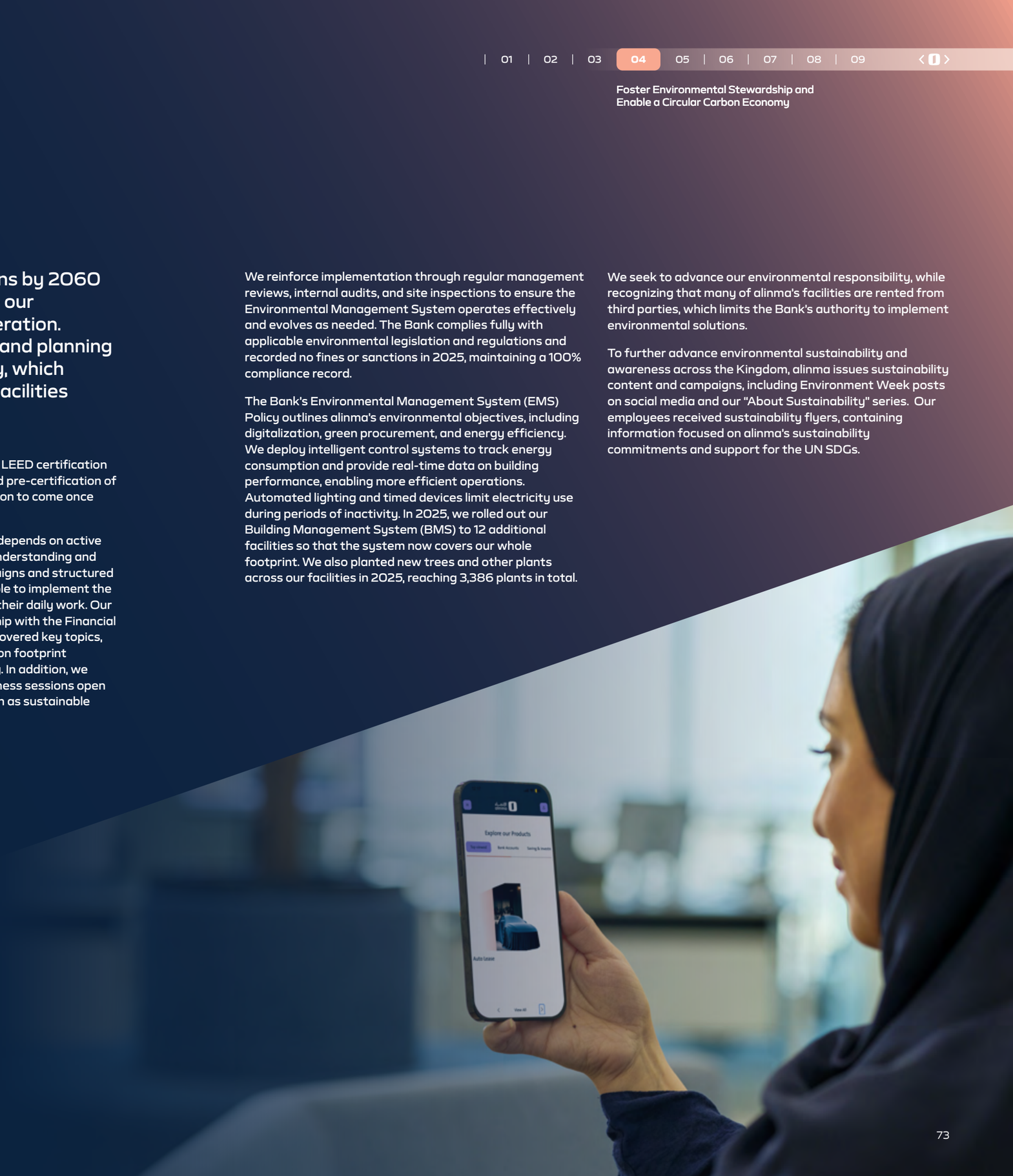
We seek to advance our environmental responsibility, while recognizing that many of alinma's facilities are rented from third parties, which limits the Bank's authority to implement environmental solutions.

To further advance environmental sustainability and awareness across the Kingdom, alinma issues sustainability content and campaigns, including Environment Week posts on social media and our "About Sustainability" series. Our employees received sustainability flyers, containing information focused on alinma's sustainability commitments and support for the UN SDGs.

**alinma's Head Office is**

**ISO 14001**

(Environmental Management System) certified



# Climate Change and Circular Carbon Economy

Accelerating climate change poses significant risks to economic stability and human well-being as rising global temperatures reshape environmental and social conditions worldwide. alinma recognizes its responsibility to reduce greenhouse gas emissions and contribute to mitigation efforts.

We set science-based targets aligned with national commitments and international frameworks to guide our decarbonization pathway. The Bank advances energy efficiency measures across branches and offices, increases the share of lower-carbon energy sources, and supports the Saudi Green Initiative through tree planting and greening programs at our premises to help offset emissions.

## The path to net zero by 2050

In alignment with the Kingdom's national commitment to net zero by 2060, alinma has set an earlier target to eliminate net carbon emissions across its operations by 2050. To guide this transition, our flagship Net Zero Strategy addresses operational emissions and value chain impacts, covering Scope 1, Scope 2, and Scope 3 categories as part of our fully integrated green banking transformation model.

Our Net Zero Strategy incorporates the following

**Vision 2030**

- Financial Sector Development Program
- National Industrial Development and Logistics Program
- Saudi Green Initiative (SGI)

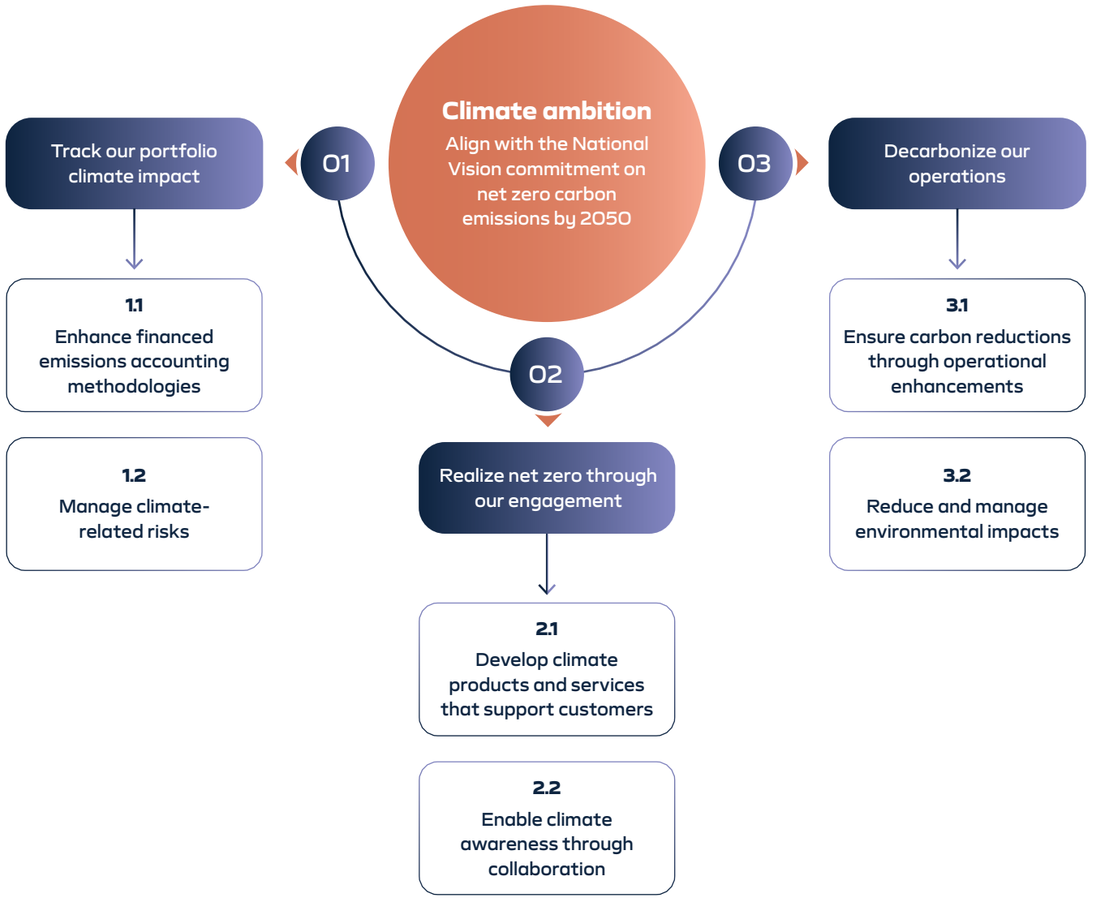
**International frameworks**

- Transition Plan Taskforce
- UNEP FI Guidelines for Target Setting for Banks
- SBTi Foundations for Science-based Target Setting in the Financial Sector
- Task Force on Climate-Related Financial Disclosure (TCFD) and the related IFRS S2 Climate-related Disclosures
- Corporate Sustainability Reporting Directive (CSRD)

The strategy strengthens the Bank's broader strategic agenda by positioning alinma to capture climate-related financing opportunities while managing transition and physical climate risks. By formalizing this commitment, we reinforce regulatory compliance, respond to the expectations of environmentally aware customers and employees, and enhance our standing as a responsible financial institution.

The strategy is structured around three core pillars supported by six defined objectives, each embedded in the Bank through targeted implementation initiatives. Please refer to the alinma net zero strategy document for futher details.

## Net Zero Strategy Framework



# Climate Change and Circular Carbon Economy continued

We established a Net Zero Roadmap that translates the strategy into a sequenced plan with defined milestones on the path to net zero. The Bank will reassess this implementation framework every three years to evaluate performance and incorporate evolving regulatory requirements and emerging best practices.

## Our net zero journey

### Progress

**2022**

**Baseline year for carbon emissions**

Following a comprehensive assessment of our Scope 1, 2, and 3 carbon emissions in 2024, we calculated our emissions across all owned reporting entities where alinma Bank has operational control to establish a base year inventory.

Total emissions: **101,917 $tCO_2e$**

**2023**

**Reporting year**

Total emissions: **117,272.73 $tCO_2e$**

**2024**

**Reporting year**

Total emissions: **93,274.81 $tCO_2e$**

**2025**

**Reporting year: Performance against targets**

Total emissions: **111,450.32 $tCO_2e$**

We calculated the 2024 baseline inventory for Scope 3 Category 15 (Financed Emissions).

### Targets

**2030**

**Targets**

**We aim to achieve:**

**42%** reduction in Scope **1** and **2** emissions

**42%** reduction in Scope **3** emissions

alinma has also set financed emissions targets aligned with sectoral pathways:

**37%** reduction in Scope **1** and **2** physical emissions intensity for power utilities

**15%** reduction in Scope **1** and **2** physical emissions intensity for oil and gas upstream

**2050**

**Targets**

**We aim to achieve:**

**90%** reduction in Scope 1 and 2 emissions

**90%** reduction in Scope 3 emissions



# Climate Change and Circular Carbon Economy continued

alinma established time-bound targets to reduce its GHG emissions. Using 2022 as the baseline, the Bank targets a 90% reduction in emissions by 2050 for Scope 1 and 2, as well as Scope 3, across its operational footprint. We used recognized methodologies and sector pathways. Progress against targets is monitored annually and reviewed through alinma's ESG governance processes.

alinma's Emissions Reduction Program is defined by clear boundaries and coverage. Operational reduction actions and targets cover Scope 1 and 2 emissions across 100% of alinma's operations, based on an operational control boundary. The Bank also assessed material Scope 3 categories (including financed emissions) to determine priority areas for measurement and reduction. Any exclusions are documented with rationale and will be reviewed periodically as data quality and availability improve.

To ensure delivery of its long-term climate objectives, alinma has established interim emission-reduction milestones. Interim targets are set for 2030 to track progress against the 2050 goal. Performance is monitored through defined KPIs, with ownership assigned to relevant departments. Where performance deviates from the interim pathway, corrective actions are identified and implemented, and progress is reported through alinma's ESG governance structure.

alinma links its climate initiatives to quantified emissions reductions to demonstrate progress toward its targets. The Bank maps key initiatives, including energy efficiency, branch optimization, digitization to reduce paper usage, and technology upgrades against its baseline emissions profile. This enables alinma to track the remaining emissions "gap" to target and update the action plan accordingly.

alinma's emissions reduction targets are aligned with the Science-Based Targets initiative (SBTi).

### Enhancing financed emissions accounting methodologies

For the Bank, measuring financed emissions is increasingly material to calculating our environmental footprint on the journey to net zero. In 2025, alinma calculated financed emissions for 100% of its 2024 corporate finance portfolio in accordance with the leading PCAF methodology. We defined a clear scope and boundaries in line with international best practice. Our scope excludes non-relevant exposures, such as cash, interbank, and SAMA balances. It also excludes retail financings as a result of immaterial emissions contribution, unclear attribution to emitting assets, lack of reliable data, and high methodological uncertainty. These calculations cover six key sectors — Power Generation, Oil & Gas, Shipping, Commercial Real Estate, Iron & Steel, and Cement, resulting in total absolute financed emissions of 8.4 Mn $tCO_2e$, disclosed on a cumulative basis across all disclosed sectors.

**8.4 Mn $tCO_2e$**

Total absolute financed emissions across 6 disclosed sectors

We selected six priority sectors for disclosure based on exposure and data quality. Sector prioritization also considered financed emissions contribution and PCAF data quality scores to ensure robust and decision-useful coverage. Two priority sectors form the basis for 2030 target-setting. These include power generation and oil and gas, reflecting their significant contribution to financed emissions and alignment with sector-specific decarbonization pathways. We plan to provide updated figures for our 2025 holdings and expand coverage to additional sectors as data quality improves. Financed emissions targets for these sectors are aligned with International Energy Agency (IEA) APS and NZE pathways, supporting the Bank's net zero strategy.

### Manage climate-related risks

alinma has adopted a hybrid approach to climate risk assessment that operates at both sector and company levels, enabling a more comprehensive evaluation of exposure. Climate considerations are embedded within credit decision-making processes to strengthen risk-informed financing practices. In parallel, the Bank is developing standardized methodologies aligned with TCFD recommendations to enhance consistency, transparency, and robustness in climate risk management.

For more information about alinma's climate sensitivity assessments for corporate financing, see page 62.

### Develop climate products and services that support customers

alinma established the Sustainable Finance and Investment Program to structure, develop, and scale financial products aligned with defined sustainability categories. Through this initiative, the Bank has introduced offerings such as the Sustainable Savings Account, sustainable Sukuk, and electric vehicle financing. The program also ensures proceeds from sustainable instruments are allocated to eligible assets, supporting the mobilization of green capital within the Kingdom.

For more information about alinma's sustainable finance approach and initiatives, see page 48.

### Enable climate awareness through collaboration

alinma delivered climate risk awareness sessions for Saudi banks through workshops led by external consultants and conducted internal workshops to strengthen the understanding of climate scenarios. These initiatives supported knowledge sharing and enhanced internal capability in assessing climate-related risks. The Bank also formalized a partnership with the Saudi Environmental Fund to finance environmental service companies backed by government guarantees and marked Environment Week with targeted awareness campaigns, reinforcing its role in advancing the Kingdom's environmental agenda.

### Decarbonizing our operations

alinma is deploying and scaling mitigation solutions to support emissions reduction across operations and, where relevant, financed activities. Operational measures include our Building Management System (BMS), which is rolled out to all our facilities, as well as energy-efficient initiatives such as light-emitting diode (LED) lighting installation and replacing air conditioning units with more environmentally-friendly ones. The Bank is also enhancing climate data capabilities to support measurement and management of financed emissions and climate-related risks, including an emission footprint calculation and management system document, which tracks our emissions across Scope 1, 2, and 3, in line with the GHG Protocol as data availability improves.

Scope 1 and 2 emissions are the foundation of our emissions tracking, with calculations initially aligned with NICs and GHG calculation standards. In 2025, these calculations were integrated into alinma's internal Enterprise Resource Planning (ERP) system, reducing time spent on data leansing while enhancing overall efficiency and data quality.

### Ensure carbon reductions through operational enhancements

We implement energy conservation measures across our operations to lower consumption, reduce emissions, and enhance cost efficiency. These efforts include upgrading to high-efficiency lighting and climate control systems and optimizing building performance to minimize energy intensity. The Bank also incorporates sustainable design principles into new developments and renovation projects, selecting environmentally responsible materials and solutions that support long-term operational efficiency.

We continue to integrate renewable energy into our facilities where technically and economically feasible to advance our decarbonization objectives. We added renewable energy solutions at five additional facilities in 2025, and solar systems are now operational at 78 administrative buildings and branches, including all Bank-owned sites, with a generation capacity of 2.69 MW, subject to geographic location and weather conditions.

**6,375**

solar panels across all alinma-owned buildings and branches

Alongside efficiency upgrades and on-site renewables, we lower Scope 3 emissions through a shuttle service linking alinma Bank metro station with our Head Office. We also promoted public transport use by employees, reducing commuting-related emissions while supporting national transportation infrastructure.

# Climate Change and Circular Carbon Economy continued

### Reduce and manage environmental impacts

Beyond reducing emissions at source, we invest in nature-based solutions to balance residual carbon impacts through participation in the Saudi Green Initiative. As part of an agreement to plant 175,000 mangrove trees in Rabigh, with projected annual sequestration exceeding 22,000 tons of carbon dioxide, we planted 25,000 mangrove trees as part of the second phase in 2025.

We also promote localized greening efforts by encouraging branches to plant trees around their premises, contributing to improved air quality and enhanced environmental conditions in surrounding communities.

**3,386 plants**

across all alinma-owned buildings and branches

For more information about our waste and water management initiatives, see pages 84-87.

### GHG emissions performance

alinma recorded an increase in its 2025 Scope 1 emissions. This change was primarily driven by higher emissions from refrigerant gases, which remain the dominant source of direct emissions, despite continued reductions in stationary combustion.

Scope 2 and Scope 3 emissions increased during the reporting period, driven by higher electricity consumption as well as growth across the Bank's value chain. The rise in Scope 2 emissions reflects increased energy demand associated with expanded operations, while Scope 3 emissions grew primarily as a result of higher levels of purchased goods and services and capital investments. Together, these trends are consistent with alinma's overall business growth and highlight the importance of continued focus on energy efficiency and proactive management of value chain emissions.

Overall, alinma's performance demonstrates strong progress in reducing direct emissions, while also reflecting the challenges associated with managing indirect emissions in a growth context. Going forward, the Bank will continue to expand its efforts to ensure a more comprehensive decarbonization pathway.



| Scope 1 emissions - $CO_2e$ (metric tonnes) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Stationary Combustion | 19.43 | 3.64 | 1.59 |
| Mobile Combustion | 27.98 | 29.72 | 34.15 |
| Refrigerant Gases (Kyoto products) | 1,774.30 | 1,168.13 | 1,648.48 |
| **Total Scope 1 emissions** | **1,821.71** | **1,201.49** | **1,684.22*** |
| Refrigerant Gases (Non-Kyoto products) | 212.33 | 1,467.43 | 1,423.46 |
| **Scope 2 emissions - $CO_2e$ (metric tonnes)** | | | |
| Purchased and Consumed Electricity[1] | 24,267.24 | 22,945.61 | 25,019.00 |
| **Total Scope 2 emissions** | **24,267.24** | **22,945.61** | **25,019.00*** |
| **Scope 3 emissions - $CO_2e$ (metric tonnes)** | | | |
| Purchased Goods and Services | 42,710.51 | 31,640.30 | 37,861.31 |
| Capital Goods | 36,111.71 | 25,988.71 | 34,434.43 |
| Fuel & Energy Related Activities | 8,130.30 | 7,856.49 | 9,302.35 |
| Waste Generated in Operations | 357.86 | 116.34 | 63.53 |
| Business Travel | 1104.90 | 818.89 | 506.05 |
| Employee Commuting | 2,768.51 | 2,706.99 | 2,579.43 |
| **Total Scope 3 emissions[2]** | **91,183.79** | **69,127.71** | **84,747.10** |

1. The emission factor used for scope 2 emissions calculations is market based following the Saudi Electricity Company 2024 grid emission factor
2. Scope 3 Categories 1 and 2 have been restated for 2023 and 2024 following a revision in the currency conversion methodology, transitioning from purchasing power parity (PPP) to actual exchange rates to enhance accuracy and alignment with reporting standards.

* Scope 1 and 2 emissions have been assured. Please see the Reasonable Assurance Report in Appendix G for more details on this.

| Total Scope 1, 2, and 3[1] | 2023 | 2024 | 2025 | Unit |
|---|---|---|---|---|
| Total Scope 1, 2, and 3 emissions | 117,272.73 | 93,274.81 | 111,450.32 | $CO_2e$ (metric tons) |
| GHG intensity (Scope 1, 2 and 3) per FTE | 40.20 | 32.10 | 39.48 | $tCO_2e$/FTE |
| GHG intensity per ﷼ million revenue | 12.06 | 8.53 | 9.37 | $tCO_2e$/ ﷼ million |

1. GHG emissions are calculated using the operational control approach.

# Climate Change and Circular Carbon Economy continued

Case study

## Renewable energy installation in Al-Qirawan Building

As part of alinma's ongoing effort to reduce GHG emissions, the Bank is installing renewable energy across its owned facilities where feasible.

Al-Qirawan Building in Riyadh is one of the biggest renewable energy sources in alinma and the biggest in the banking industry in Saudi Arabia. The 1,000 solar panels installed at the building reduce power consumption by an estimated 427,086 kWh. Electricity data is continually monitored to ensure the panels produce maximum value, supported by a monthly cleaning regimen and robust maintenance.

> Al-Qirawan Building's renewable energy is an industry-leading project in renewable energy, living proof that investing in this sustainable solution is not just an investment in our future, but an investment in the present, too.
>
> **Facility Management Team**



### Energy efficiency and consumption performance

alinma's energy consumption profile reflects reduced direct energy use alongside increased reliance on electricity. Energy from stationary combustion declined, indicating improved efficiency, while mobile combustion increased slightly in line with operational activity.

Electricity consumption remained the primary driver of total energy use and increased during the year, reflecting higher demand across operations. As a result, overall energy consumption and energy intensity per FTE both increased year-on-year.

| Energy consumption | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Electricity consumption | kWh | 42,724,006 | 41,298,805 | 45,489,878.10 |
| Petrol consumption from operations and vehicles | Liters | 11,931 | 12,626 | 14,593.49 |
| Diesel consumption from operations and vehicles | Liters | 7,423 | 2,367 | 597.34 |

| Total energy | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Energy from stationary combustion | GJ | 277.6 | 51.94 | 22.71 |
| Energy from mobile combustion | GJ | 416.74 | 440.99 | 508.82 |
| Energy from electricity | GJ | 153,806.42 | 148,675.70 | 163,763.56 |
| **Total energy consumption (direct and indirect)** | **GJ** | **154,500.76** | **149,168.63** | **164,295.09** |
| Energy intensity per FTE | GJ/FTEs | 52.97 | 51.33 | 58.20 |

# Water Management

Water security remains a critical consideration in the Kingdom of Saudi Arabia, where natural freshwater resources are limited and demand continues to rise. Recognizing this constraint, alinma treats water stewardship as an operational priority and seeks to limit consumption while improving efficiency across its facilities. Water use within the Bank primarily relates to drinking, sanitation, and cleaning at branches and offices, with supply sourced from the national distribution network.

We implement targeted water management measures to reduce usage and prevent losses, including installing efficient fixtures, monitoring consumption through smart building systems, and promptly identifying leaks. Employee awareness and responsible behavior support the Bank's efforts to conserve this essential resource.

| Water consumption | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total third-party water withdrawn and consumed | $m^3$ | 76,221 | 70,338 | 81,440 | 65,790* |
| Water consumption intensity per FTE | $m^3$/FTEs | 26.60 | 24.11 | 28.02 | 23.30 |

* Water consumption has been assured. Please see the Reasonable Assurance Report in Appendix G for more details on this.







# Waste Management

Corporate waste contributes to pollution, resource depletion, and biodiversity loss, with plastics and electronic waste posing particular environmental risks. As a financial institution operating within a resource-constrained environment, alinma recognizes that responsible waste practices support environmental protection and align with the Kingdom's Vision 2030 circular economy objectives. We therefore work to limit landfill disposal and promote more efficient material use across our operations.

The Bank's waste profile primarily consists of office-related materials, including paper from printing and copying, single-use plastics, cardboard, and general packaging. To reduce volumes at source, we advance digital workflows and electronic document signing, supporting a transition toward a paper-light operating model. In 2025, we expanded our paper recycling program to include cans and plastic across our Riyadh, Dammam, and Jeddah facilities, resulting in a 67% increase in waste recycled volumes.

Case study

## Enhanced waste impact tracking

As part of our efforts to strengthen environmental performance monitoring, we enhanced our waste management reporting approach in collaboration with our third-party partner. This enhancement enables more detailed tracking of the environmental benefits generated through our recycling activities.

Since the launch of this enhanced reporting in October 2025, the Bank has begun capturing measurable impact indicators, demonstrating the tangible outcomes of its waste management practices. During this period, a total of 3,615 kg of recyclable waste was collected across three key facilities, contributing to the diversion of waste from landfill and more efficient material recovery.

This translated into measurable environmental benefits, including 5,422.50 kg of $CO_2$ emissions avoided, 9.1 $m^3$ of landfill space saved, and 25,873 gallons of water conserved. In addition, recycling activities supported energy savings equivalent to 20,873 kW and contributed to the preservation of natural resources, including the equivalent of 61 trees saved.

These insights support more informed decision-making and reinforce alinma's commitment to enhancing transparency and tracking the environmental impact of its operations.

| Waste metrics | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total non-hazardous waste generated | kg | 702,432 | 699,565 | 223,093 | 253,070 |
| Waste recycled (paper) | kg | 9,960 | 12,310 | 15,760 | 26,355[1] |

1. The 2025 waste recycled figure includes paper, plastics, cardboard, and cans

## Waste Management continued

Case study

### Sustainable furniture for a sustainable future

For alinma, furniture items are long-term investments and the materials, design, and lifecycle of every desk and chair has real implications for waste and carbon emissions. Purchasing the right office fit-outs means healthier workspaces, better outcomes for employees, and a meaningfully smaller environmental footprint.

In 2025, alinma procured office furniture built around sustainability. Workstations, desks, and chairs were selected for their lightweight construction and minimal material use, which cuts resource intensity and keeps transport emissions low. Circularity was a core consideration: the furniture is modular, easy to disassemble, and fully recyclable, making responsible end-of-life management straightforward. Many pieces incorporate recycled inputs from post-consumer and industrial waste streams, and some use closed-loop production processes or fully recyclable components. Certified materials and low-emission manufacturing round out a procurement approach that takes the full supply chain seriously.

Durability ties it all together. Furniture that is built to last, adapt, and easily maintained aligns with our sustainability goals, reducing how often pieces need to be replaced, cutting waste over time and delivering genuine operational and cost benefits along the way.

**573**
carbon-neutral chairs

**237**
acoustic screens with recyclable PET infill

**473**
light height-adjustable desks

> Our goal is to ensure that every workspace investment delivers long-term value, both environmentally and operationally. By selecting furniture that is designed for durability, reuse, and reduced impact, we are building offices that are fit for the future.
>
> **Facilities Management**

# Looking Ahead

alinma will continue to advance a structured approach to environmental stewardship across emissions, energy, water, and waste. We will reduce GHG emissions through efficiency initiatives, renewable energy integration, and stronger impact monitoring. In parallel, the Bank will continue to enhance its financed emissions management by expanding portfolio coverage, improving data quality in line with PCAF methodologies, and strengthening sector-level emissions tracking.

The Bank will also enhance energy and water conservation by upgrading infrastructure, optimizing building systems, and reinforcing responsible practices among employees. We aim to reduce water consumption by 5% and energy consumption by 7% in 2026, with these reductions growing to 10% and 15% respectively by 2030. We will further advance decarbonization across priority sectors, including power generation and oil and gas, in line with established financed emissions intensity reduction targets and international pathways.

We will expand waste reduction efforts through prevention strategies, digital solutions, and improved resource management to support long-term environmental sustainability.



We strengthen our customer-centric approach by ensuring each interaction, whether through digital platforms or physical branches, delivers consistent and value-focused experience.



# Empower our Customers

# 05

92 Responsible Customer Relations and Satisfaction
96 Digitalization and Innovation
102 Empowering SME Growth

# Overview

Customers remain central to alinma's mandate and long-term success. We design products and services to support individuals and businesses at every stage of their financial journey, recognizing that trust and relevance underpin sustainable growth. Through digital innovation, streamlined processes, and tailored engagement, we aim to deliver efficient and accessible banking experiences that strengthen our position as a preferred financial institution in Saudi Arabia.

Our Sustainability Policy further guides us to differentiate our offerings by integrating responsible practices into product development and service delivery. By aligning performance with sustainability principles, we enhance customer value, strengthen loyalty, and support lasting relationships built on confidence and transparency.

**We commit to**

**Customer-centric solutions that include innovative, Shariah-compliant financial products and services.**

**Financial inclusion and access in line with Saudi Vision 2030 objectives.**

**Digital transformation to offer intuitive, seamless, and secure customer experiences.**

**Supporting small and medium-sized enterprises (SME) in their financial growth and development, especially through our fintech subsidiary, Saudi Financial Technology.**

**Customer education and capacity building that contribute to their financial well-being.**

**Transparent and ethical practices that ensure Shariah compliance.**

View the alinma Position Statement on Customer Relations here.

A Vibrant Society

A Thriving Economy

## Highlights

**Launched**
### Voice of Customer alert system
**for faster complaints management**

### Net Promoter Score (NPS)
2nd

**Launched**
### Banking-as-a-Service
platform

**Launched**
### Corporate Portal

### 95%
of all new customers were onboarded through digital channels

**Launched the**
### AMAD Hackathon

**Received**
### Kafalah Distinguished Performance Award

**Launched**
### Next Product to Buy
**for AI-driven personalization**

**Launched**
### AMAD FinTech Ecosystem

**Launched**
### Digital Trade platform

**Launched**
### Cashflow Management System and Wealth Management Platform

**Launched**
### Bancassurance products

## KPIs

| Commitment | 2022 baseline | 2025 progress | 2025 target | Status |
|---|---|---|---|---|
| Improve NPS across KSA banks | 4th | 2nd | 1st | Progressed - Near Target |

# Responsible Customer Relations and Satisfaction

We set an ambition to be acknowledged as the fastest and most convenient bank in the Kingdom of Saudi Arabia and to achieve the highest Net Promoter Score in the sector. In 2025, we secured second place in the Kingdom's banking industry for the third consecutive year. While this result fell short of our top ranking objective, maintaining a consistent position near the top of the market reflects strong customer advocacy and sustained service performance.

We structure our customer experience framework around active listening, timely resolution of feedback, and continuous enhancement of the customer journey through personalization and digital enablement. We also equip employees with the skills, tools, and capabilities required to deliver consistent and high-quality service across all touchpoints.

alinma reports on product and service quality performance metrics to support transparency and continuous improvement. Indicators may include customer satisfaction measures, complaint handling performance, and service quality outcomes. Performance trends are reviewed through management oversight processes to identify improvement opportunities and strengthen customer experience.

The Customer Care unit oversees product and service quality management, while driving partnership standards and strengthening awareness across partner networks to ensure a cohesive and reliable customer experience.

## Customer care and engagement

Sustained and structured engagement with customers remains essential to alinma's ability to deliver relevant and competitive solutions. By maintaining open channels of communication, we identify emerging needs, address concerns promptly, and refine our offerings to enhance quality and performance. This continuous dialogue strengthens trust, supports innovation, and reinforces long-term customer relationships.

### Customer engagement

We strengthen our customer-centric approach by ensuring each interaction, whether through digital platforms or physical branches, delivers consistent and value-focused experience. The Bank sustains multiple communication channels, including branches, contact centers, direct sales teams, digital applications, and social media to provide accessible and responsive engagement at all times.

In 2025, engagement across digital platforms and loyalty programs increased, reflecting the effectiveness of our online presence in converting audiences into active clients. The mobile app maintained a rating of 4.8 out of 5, reflecting consistently high standards of user experience and digital service quality.  Customer activation grew by 32%, while customer engagement grew by 25%.

We will keep expanding and refining our content and outreach strategies to maintain meaningful connections with both existing and prospective customers.

**Customer satisfaction and complaints**

alinma monitors customer satisfaction and collects feedback through multiple platforms and communication channels.

**Surveys**

We conduct regular surveys to determine our NPS, customer satisfaction, and customer effort scores. The surveys are available both in person and through our digital channels, and we interview customers before releasing new products or updates.

**Social media**

We monitor feedback on social platforms like X and Instagram, analyzing customer sentiment to alinma's brand.

**Direct engagement**

We reach out to individual customers to resolve issues and improve their experience.

**Feedback mechanisms and complaint channels**

Our digital banking platforms, as well as our branches, customer care centers, and sales teams all offer opportunities for customers to contact us with compliments and suggestions.

We structure our customer feedback and complaints management framework in accordance with recognized international standards to promote clear processes, effective resolution, and ongoing enhancement of service quality.

### International certifications for excellent customer service

**ISO 10002:2014**

Customer satisfaction

**ISO 10004:2018**

Guidelines for monitoring and measuring customer satisfaction

alinma has established a formal financial product complaint handling framework, which includes dedicated customer complaint hotlines and structured internal complaint review procedures with defined resolution timelines. A centralized Customer Relationship Management (CRM) system tracks each complaint through to resolution. Complaints are investigated and addressed in accordance with documented processes, and we aim to resolve all complaints within five working days. Where complaints are not resolved internally, they may be escalated to an independent Customer Ombudsman or equivalent review body to ensure objectivity and fairness. Complaint trends, resolution performance, and material issues are monitored and reviewed by Senior Management to support continuous improvement.

# Responsible Customer Relations and Satisfaction continued

Oversight of customer complaint resolution at alinma is exercised at Board level through a designated Board committee. The committee receives periodic reporting on customer complaint volumes, resolution timelines, escalation cases, and recurring issues and provides oversight of management actions to address root causes and strengthen customer protection practices.

We aim to meet the SAMA complaint handling key performance indicators, including targets related to the timely resolution of complaints and associated customer satisfaction levels. During the year, customer service and satisfaction performance was influenced by several operational constraints, including response time pressures across digital and branch channels, intermittent technical disruptions, and processing delays in resolving complaints and requests. Variability in customer communications also affected service consistency. Together, these factors impacted elements of the overall customer experience and satisfaction outcomes and have been identified as priorities for improvement.

To improve customer satisfaction measurement and management in 2025, alinma revamped the in-app complaints management. We launched a daily Voice of Customer (VoC) alert system and an internal incident notification system to accelerate issue resolution. These systems alert responsible teams of issues immediately and standardize response protocols to ensure prompt action, together enhancing accountability and ensuring faster handling of customer feedback. We plan to expand the notifications to include predictive alerts for potential issues.

We also implemented NPS surveys for three specific products to improve customer experience. Among our product journeys, the credit card segment had previously recorded the highest volume of customer complaints and the lowest NPS, indicating an area for focused improvement and enhanced service delivery, and alinma enhanced the credit card journey in 2025. Our customer experience survey also includes sustainability topics to measure awareness of alinma's sustainability products and services.

During the reporting period, the total number of complaints increased, reflecting growth in the Bank's customer base and higher transaction volumes. All recorded complaints were addressed and resolved, with average resolution times remaining within alinma's internal five-day target.

| Customer complaints metrics | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total number of customer complaints received through communication channels | Number | 125,903 | 201,615 | 307,009 | 389,082 |
| Percentage of resolved issues raised through the complaint channels | Percentage | 100% | 100% | 100% | 100% |
| Average response rate for client complaints | Working days | 5 | 3 | 2.6 | 3.3 |
| Customer satisfaction after complaints are closed | Percentage | - | 86.47% | 88.26% | 91.11% |
| NPS[1] | Score out of 100 | 52 | 50 | 53 | 51* |

1. NPS is a customer loyalty metric calculated by subtracting the percentage of Detractors (ratings 0–6) from the percentage of Promoters (ratings 9–10) based on how likely customers are to recommend a product or service. NPS survey was conducted by a third-party provider for all Customer in Saudi Banks which put alinma in 2nd place.

* Net Promoter Score (NPS) has been assured. Please see the Reasonable Assurance Report in Appendix G for more details on this.

### Responsible selling practices

We conduct all customer interactions in accordance with Shariah principles and ensure transparency throughout the sales process. Customers receive clear and comprehensive information on products and services before entering any contractual commitments.

Beyond delivering competitive solutions, we seek to strengthen financial capability by equipping customers with the knowledge required to make sound decisions that support long-term stability. Our financial education initiatives address responsible credit use, sustainability awareness, and fraud prevention, among other priority topics.

alinma provides annual mandatory training on consumer financial protection to all relevant customer-facing employees. The training covers fair treatment of customers, transparency of products and fees, responsible sales practices, complaint handling, and regulatory requirements. Training completion is monitored, and refresher sessions are conducted periodically to ensure ongoing compliance and awareness.

We conduct regular reviews of the impact of our products and services on customers.

alinma provides financing modification options to support customers experiencing financial difficulty. Financing modification requests are assessed based on defined eligibility criteria, including customer income, repayment capacity, and overall financial circumstances. Available options may include rescheduling, tenure extension, or other appropriate repayment adjustments. Where customers are not satisfied with the outcome of a financing modification request, clear escalation channels are available to enable further review in line with the Bank's customer protection framework.

alinma ensures relevant product risks and key terms are transparently communicated to customers through appropriate channels. Product disclosures are designed to be clear and understandable, covering material pricing and fee elements, key conditions, and relevant customer obligations, enabling customers to make informed decisions before purchase or onboarding.

The Bank monitors customer and social impact risks associated with products and services on an ongoing basis. Monitoring draws on indicators such as complaint themes, customer feedback, and behavioral risk signals to identify emerging risks. Where issues are detected, corrective actions may include product adjustments, enhanced controls, targeted communications, or staff retraining to strengthen customer outcomes.

### Offering market-relevant products and services

alinma continuously enhances and refines its products and services to maintain relevance within a dynamic financial environment. We track market developments, technological innovation, and evolving customer expectations to ensure our portfolio remains competitive and aligned with diverse client requirements.

For information about new products added to our portfolio in 2025, refer to alinma's Annual Report.

alinma maintains governance for responsible product offering through defined product approval and oversight arrangements. Senior management oversight ensures product design, sales practices, and customer outcome considerations are embedded into product governance, with relevant functions (such as risk or compliance) contributing to review and sign-off where required.

Customer and social impact risks are assessed during product development to support responsible design and fair customer outcomes. Assessments consider product suitability, clarity of features and pricing, potential customer harm risks, and target customer segments. Where risks are identified, mitigation actions are incorporated into product features, disclosures, and sales controls before approval.

Employees involved in product development, sales, and marketing receive training on responsible product offering and customer outcomes. Training supports consistent application of product governance requirements, fair conduct expectations, and clear customer communications. Coverage is managed through mandatory learning modules and role-based refreshers delivered on a periodic basis.

# Digitalization and Innovation

Digital transformation and innovation strengthen alinma's competitiveness within a rapidly evolving financial landscape and enable the Bank to respond proactively to changing customer expectations. By investing in advanced technologies and modern delivery channels, we enhance operational efficiency, improve service accessibility, and support sustainable growth.

These efforts also contribute to the objectives of Saudi Vision 2030 by expanding financial inclusion and enabling the development of high-potential sectors across the economy.

alinma develops mobile and online banking solutions that incorporate innovative features designed to expand access for underserved and priority customer segments. Digital channels are leveraged not only for service efficiency, but also as a financial inclusion tool, enabling customers with limited access to physical branches to access banking services remotely. These alternative channels complement traditional branch infrastructure and are designed to reduce access barriers related to location, cost, and complexity.

Branchless solutions include simplified digital onboarding, mobile-first access to core banking products, and digitally delivered low-threshold financial solutions designed to support first-time users, younger customers, and other underserved demographics. These digital offerings are integrated into alinma's broader retail and corporate banking platforms to ensure scalability and accessibility.

Digital distribution initiatives are overseen by Senior Management and aligned with the Bank's strategic objectives to enhance access, usability, and customer reach through technology-enabled solutions.

## Digital innovation in 2025

Our digital journey during 2025 reflected a clear shift from digitalization to digital leadership. We expanded our capabilities, deepened ecosystem connectivity, accelerated intelligent automation, and reshaped how customers interact with financial services. By scaling platform innovation, strengthening omnichannel experience, and driving adoption across all segments, we continued to position digital as a core growth engine and an essential enabler of our strategic agenda.

The year was characterized by ecosystem developments, including the launch of alinma's Banking-as-a-Service (BaaS) platform, which opened new integration pathways for partners and unlocked diversified revenue opportunities. We also advanced open banking by enabling use cases that enhanced data access, simplified onboarding, and strengthened collaboration with fintech innovators.

As part of our innovation strategy, we deployed Generative AI applications into its live operating environment using advanced NVIDIA H200 processing technology, positioning it among the early adopters of large-scale AI in the Middle East financial sector. The Bank first tested these solutions in pilot settings to confirm their value before full implementation. These technologies improve speed, accuracy, and operational efficiency, enhancing both customer and employee experience while supporting better decision-making and productivity.




Corporate digital capabilities were revamped with the launch of a new Corporate Portal, introduced as a fast and seamless digital tool for businesses that offers smooth onboarding, complete daily banking services, secure transfers, SADAD and MOI payments, workflow approvals, and direct POS service requests through a single mobile experience.

Key banking journeys were digitalized end-to-end. Trade finance underwent a step change with the rollout of a fully digital trade platform, enabling greater transparency, faster turnaround times, and reduced manual intervention. This rollout was complemented by the launch of a comprehensive cash-flow management and forecasting solution, providing business customers with real-time liquidity visibility and stronger financial planning tools. Digital financing also scaled meaningfully through straight-through processing (STP) for personal finance and credit cards, alongside the rollout of Advance Salary, Auto Lease, and additional financing products directly through the alinma mobile app, delivering instant approvals.

We enriched our digital marketplace across insurance, automotive, travel, and e-commerce. Fully digital bancassurance offerings, including travel, medical malpractice, and motor insurance, became accessible end-to-end through the alinma app, attracting new customer segments and supporting cross-sell growth.

Customer activation and engagement were further strengthened through the rollout of a data-driven Customer Value Management framework, enabling personalized activation, deeper engagement, and stronger long-term retention. To strengthen wealth accessibility, we launched a digital wealth management platform with seamless mutual fund subscriptions, allowing customers to invest and grow wealth through simple, intelligent journeys.

Our segment-specific propositions also gained traction. Since launch, the iz youth app became a scale engine for the digitally savvy youth segment, driving a 169% increase in customer acquisition, a 370% rise in activation, and a 200% improvement in revenue compared to last year. This performance reflects its early position as a preferred digital banking platform for young Saudis.

All of this is made possible by the dedication and innovation of our employees. In 2025, we hosted workshops and forums that allowed our employees to share their ideas for turning challenges into opportunities.



# **Digitalization and Innovation** continued

### Digital banking highlights

**95%**
of all new customers were onboarded through digital channels

**98%**
of Bank-wide transactions were executed digitally

**26%**
increase in digital onboarding

**32%**
expansion in the active digital customer base

**25%**
growth in engaged customers

These results demonstrate balanced performance across acquisition, engagement, monetization, and product delivery, confirming Digital Banking as a scalable and resilient growth engine for the Bank. High digital adoption supported market-share gains, particularly among digitally savvy segments, while automation and straight-through execution reduced manual intervention and accelerated time to revenue. alinma's innovation also led to the Bank receiving the Best Use of Data and Analytics in Wealth Management 2025 Award at the MEED MENA Banking Excellence Awards.

## Digital Factory

The Digital Factory, launched in 2022, is alinma's end-to-end digital delivery engine, bringing together analysis, design, development, testing, and continuous operation within a tightly coordinated environment. This integrated model enables rapid time to market, with two releases per month across each channel, while maintaining consistent quality, strong governance, and full adherence to Shariah-compliant standards. By owning the full product lifecycle, the Digital Factory plays a central role in turning strategy into execution and innovation into reliable customer experiences.

In 2025, the Digital Factory was bolstered by two major innovations. We launched the Advanced Workload Navigator (AWN) Portal, a centralized platform that manages test data, configuration sets, and environment orchestration. AWN accelerated test data generation by 95%, removed cross-team dependencies, and introduced 24/7 monitoring of the user acceptance testing environment.

The second milestone was the rollout of a unified Automation Framework, providing scalable, instant execution of functional, regression, and performance tests across multiple device types. By enabling parallel testing and automated reporting, the framework reduced manual effort, minimized human error, and shortened release cycles, while increasing confidence in every deployment.

Customer centricity remained embedded throughout delivery. Agile squads worked closely with design teams and local and global partners to benchmark experiences against leading competitors, while customer experience researchers advanced lifestyle-based insights that informed ongoing and future journey enhancements.

Building on 2025 momentum, the Digital Factory is well positioned to expand automation, explore intelligent testing, and adopt cloud-native models to support alinma's next phase of digital leadership.

## AMAD Hackathon

In 2025, alinma launched the AMAD Hackathon, in partnership with Tuwaiq Academy, to advance innovative and sustainable financial solutions in the Kingdom's financial sector while developing future-ready talent. The Hackathon was the second largest in the Kingdom, with over 3,500 participants across more than 1,250 teams, supported by 57 judges and seven workshops.

The Hackathon provided fintechs an opportunity to develop technical solutions across five challenge areas: financial inclusion for underserved segments, cybersecurity in financial transactions, digital payments, user experience in digital financial services, and AI and data analytics in financing.

**The following teams won the competition.**

**1st place:** **Quantam Agents**
Enables stock analysis, trading execution, and long-term investment strategies through AI agents powered by context engineering and advanced tools.
Prize: ﷼ 250,000

**2nd place:** **Hasalaty**
An interactive game for kids aged 8-14 that teaches money management with AI guidance and real-life challenges to build financial awareness among the youth.
Prize: ﷼ 150,000

**3rd place:** **Sentry**
An AI system that predicts financial default risks by analyzing spending behavior and historical data, generating a dynamic risk score for proactive banking decisions.
Prize: ﷼ 100,000

# **Digitalization and Innovation** continued

## Innovative partnerships

Strategic partnerships play a critical role in accelerating alinma's innovation agenda and expanding its service capabilities. By collaborating with specialized partners, we enhance agility, improve time to market, and deliver more integrated and responsive solutions to our customers.

**In 2025, alinma onboarded the following partners.**

**Wakad,** a specialized e-finance brokerage solutions company, to advance alinma's digital marketing of banking products and simplify financing solutions for individuals.

**Alipay,** a global mobile payment platform, to enhance digital payment solutions through QR code technology.

**Savvy Games Group,** a PIF company, to support growth and innovation in the technology and digital gaming sectors.

**Wadaie FinTech,** the first Saudi platform to combine Shariah-compliant time and savings account products, to provide access to alinma's Shariah-compliant savings products.

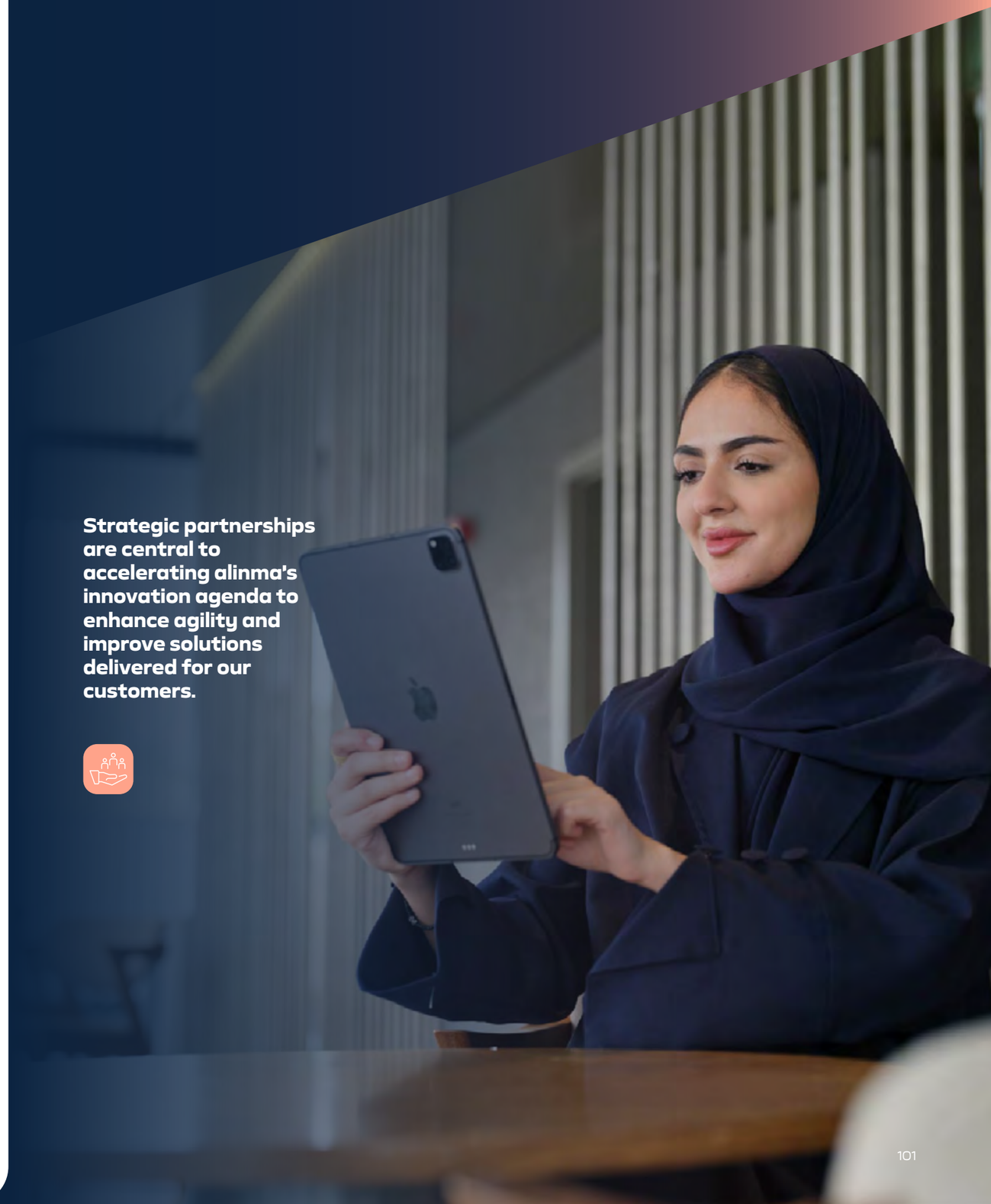
**Tawuniya,** a premier Saudi insurance company, to provide travel and medical insurance services through alinma's digital channels and branches.

**GCCPay,** a digital payments fintech, to enhance NFC digital wallet services and advance alinma's e-commerce services.

**IBM,** a global technology innovator, to upgrade alinma's IT infrastructure and launch our new API platform for fintech and SME clients.

| Digital strategy metrics | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Digital NPS | N/A | 54 | 56 | 72 | Increased by 2 points |
| Digitally active customers | 64% | 67% | 68% | 69% | Increased by 32% |
| New customers onboarded digitally | 58% | 65% | 76% | 87% | Increased by 26% |
| Credit cards sold digitally[1] | N/A | N/A | 25% | 26% | Increased by 58% |
| Personal financing sold digitally[1] | N/A | N/A | 10% | 17% | Increased by 131% |

1. Implemented in 2023



**Strategic partnerships are central to accelerating alinma's innovation agenda to enhance agility and improve solutions delivered for our customers.**

# Empowering SME Growth

Small and medium enterprises (SME) form a foundational pillar of the Kingdom's economic diversification agenda, generating employment, stimulating innovation, and strengthening local value chains. alinma views the growth of this sector as essential to long-term national prosperity and to achieving the Saudi Vision 2030 target of raising SME contribution to 35% of GDP.

Accordingly, the Bank channels dedicated support toward entrepreneurs and emerging businesses, particularly in priority industries, by offering customized financing structures alongside advisory and developmental programs that enable sustainable expansion and resilience.

## SME strategy

The SME market stands as a cornerstone of our ambition to achieve primacy among domestic-oriented clients. Our journey is defined by a shift from being a traditional financier to becoming a strategic partner that offers a distinctive edge in financing and operational excellence.

**alinma is reimagining how the Bank serves the SME ecosystem in three transformative ways.**

### Tailored innovation and risk evolution

We are moving away from "one-size-fits-all" banking. Our strategy centers on innovating with industry-focused bundled solutions. By integrating credit with sophisticated transaction banking packages, we provide SMEs with the tools they need to scale within their specific sectors.

Simultaneously, we are redefining our risk appetite. By utilizing deep data at the sector and sub-sector levels, we can support ambitious businesses that traditional risk models might overlook, ensuring we back the champions of tomorrow.

### AI and hyper-personalization

The future of SME banking is digital, but it must also be intuitive. We are building a leading CIB digital corporate platform designed to be central to our clients' finances. By embedding AI and Generative AI capabilities into cash management and trade finance, we offer personalized journeys, whether by predicting cash flow gaps or automating complex trade documentation.

### A modern, hybrid coverage model

While we lead with technology, we anchor our relationships in expertise. We are rolling out a hybrid coverage model that blends the best of human insight with digital efficiency. Our Relationship Managers are backed by specialized product sales teams, ensuring technical expertise is always ready to support. For more straightforward needs, we are introducing digital-only offerings, allowing our clients to interact with us on their own terms, at their own pace, and with total seamlessness.

## Serving and empowering SMEs

In 2025, we sought to make banking faster, simpler, and more responsive to the realities of SME growth. This focus on customer experience acted as the catalyst for broad operational progress, materially improving turnaround times for credit decisions and reinforcing our position as a reliable growth partner for SMEs across the Kingdom.

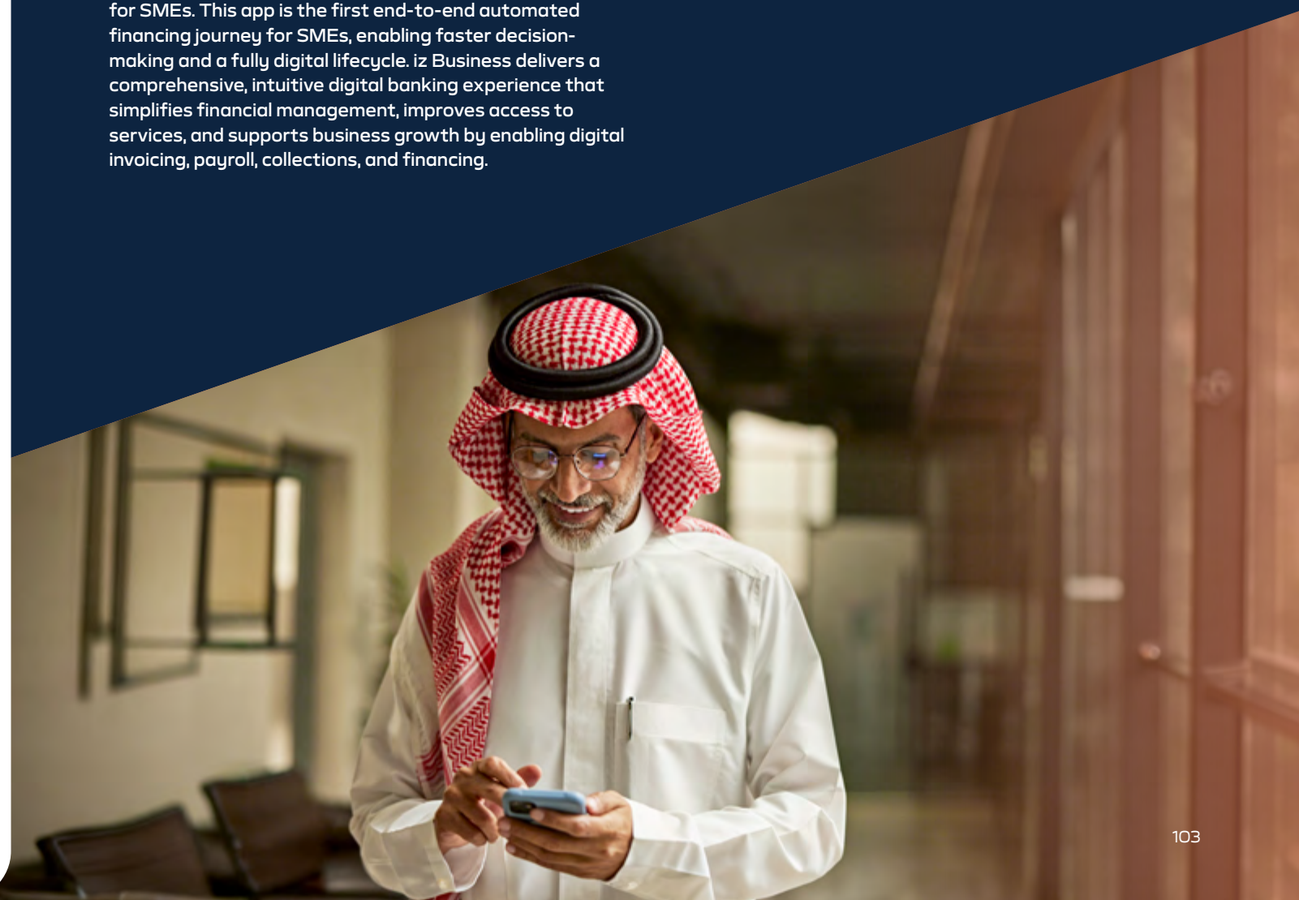
A cornerstone of this progress was the comprehensive upgrade of our internal financing origination platform, eCLO. The enhancement significantly improved process quality, consistency, and transparency across the credit lifecycle. In parallel, we strengthened our Kafalah operations by establishing a dedicated, specialized team responsible for end-to-end management of guarantees. By actively overseeing issuance, renewal, and liquidation, this model ensured smoother execution for SMEs relying on Kafalah-backed financing.

Strategic expansion also defined the year. We launched iz Business as a new digital channel designed to extend our reach and simplify access to financing and banking services for SMEs. This app is the first end-to-end automated financing journey for SMEs, enabling faster decision-making and a fully digital lifecycle. iz Business delivers a comprehensive, intuitive digital banking experience that simplifies financial management, improves access to services, and supports business growth by enabling digital invoicing, payroll, collections, and financing.

In 2025, the Bank of Small and Medium Enterprises honored alinma with the

**Kafalah Distinguished Performance Award**

for the Bank's contribution to the program.



# **Empowering SME Growth** continued

Case study

## Next product to buy

As part of alinma's strategy to become a data-driven organization, AI-driven initiatives are implemented to enhance customer engagement, operational efficiency, and revenue growth.

In 2025, the Bank implemented the Next Product to Buy engine as a predictive lead-generation framework that leverages AI-driven models to identify the most relevant offerings for a customer, ensuring proactive and personalized engagement.

**alinma's approach to developing Next Product to Buy included:**

### Data integration

We aggregated multi-source data, including transaction history, credit facility utilization, and digital banking login patterns.

### Opportunity validation layer

We automated a pre-qualification step that checks the lead against credit and product policy and risk appetite before it reaches the relationship manager.

### Model development

We utilized machine learning to rank product propensity for every client.

### Feedback loop

Relationship Managers could approve or reject leads to refine the algorithm.

Through this solution, alinma benefits from higher cross-sell and upsell conversion rates while customers experience personalized engagement that leads to increased loyalty. AI-driven precision marketing also reduces inefficiencies.

Going forward, alinma will add new products to the AI engine to enhance lead generation while using digital channels to deliver personalized and timely AI-generated leads and offers to clients. Continuous model improvements through Relationship Managers and client feedback will improve recommendation accuracy. External data, such as stock market data and macroeconomic indicators, will also enrich the model. As the solution scales, alinma will make sure that we monitor KPIs and data quality while maintaining regulatory compliance.

> This project stands out for its seamless AI–CRM integration, creating a Virtual Relationship Manager that delivers actionable, data-driven insight for corporate teams. It demonstrates how well-aligned AI solutions can generate real business value while remaining scalable and user-centric.
>
> **AI Solution Development: Next Product to Buy**



It was complemented by a fundamental transformation of our lead-generation approach, with the integration of AI-driven models such as Next Product to Buy. These capabilities enable smarter matching between client needs and financial solutions, improving conversion quality, and supporting more sustainable growth outcomes for both our partners and the Bank.

### Important SME initiatives in 2025

Developed and deployed proactive outbound and inbound lead generation mechanisms that attract and pre-qualify potential New to Bank (NTB) customers.

Enhanced the online application e-form on alinma's website.

Reduced the overall processing time of PBL by improving SLA tracking, CBG capacity allocation, and auto-fetch capabilities within eCLO.

Enhanced product features with tiered eligibility criteria and expanded credit limits across multiple products.

Launched iz Business as a dedicated digital banking application tailored for SMEs, serving as an integrated platform that streamlines access to micro-financing and a comprehensive suite of corporate banking products.

At the same time, we enhanced access to credit for less mature SMEs by increasing the share of program-based financing, supporting national objectives for financial inclusion and entrepreneurial development.

### In 2025, alinma onboarded the following partners to strengthen the Bank's SME services.

**The General Authority for Small and Medium Enterprises (Monsha'at)** to launch a ﷼ 1 Bn financing portfolio for entrepreneurs and SMEs.

**Arabian Shield Cooperative Insurance** to integrate insurance solutions across alinma channels for individuals and SMEs.

**Cashio**, a leading financial platform in expense management and corporate card solutions, provides financial solutions to both SME and large enterprise customers.

# **Empowering SME Growth** continued

Enhanced service delivery and targeted support to SME clients contributed to growth in the Bank's overall SME asset portfolio.

**In 2025, alinma onboarded the following partners to strengthen the Bank's SME services.**

| SME products | Number of customers using the product in 2025 | Amount (﷼) |
|---|---|---|
| POS financing | 4,919 | 1,390,575,819.15 |
| Payroll financing | 30 | 26,657,850.62 |
| Invoices financing | 175 | 186,640,095.88 |
| CAPEX (assets financing) | 279 | 372,743,320.76 |
| Cash margin (DAMAN) | 29 | 35,465,000 |
| Receivables financing | 6 | 13,514,518.36 |
| Rental-based financing | 70 | 1,695,535,007.48 |
| E-commerce financing | 10 | 22,238,861.76 |

| | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| (﷼'000s) | Micro enterprise | Small enterprise | Medium enterprise | Total | Micro enterprise | Small enterprise | Medium enterprise | Total |
| Small and medium enterprises financing – on balance sheet | 984,911 | 4,060,685 | 6,268,899 | 11,314,495 | 1,226,247 | 5,379,357 | 5,016,814 | 11,622,418 |
| Small and medium enterprises financing – off balance sheet | 16,978 | 235,778 | 419,594 | 672,350 | 15,122 | 296,174 | 422,859 | 734,155 |
| Number of financing transactions – on/off balance sheet | 4,380 | 2,391 | 1,210 | 7,981 | 4,727 | 2,786 | 1,260 | 8,773 |
| Number of financing customers (on/off balance sheet) | 4,250 | 952 | 198 | 5,400 | 4,640 | 1,095 | 223 | 5,958 |
| Number of financing transactions guaranteed by the Kafalah program | 192 | 980 | 118 | 1,290 | 479 | 1,674 | 348 | 2,501 |
| Total financing amounts guaranteed by the Kafalah program | 129,476 | 1,522,422 | 493,713 | 2,145,610 | 273,108 | 1,044,777 | 315,306 | 1,633,191 |

Case study

## AMAD FinTech Ecosystem

alinma launched the AMAD FinTech Ecosystem in 2025 as part of its CSR to support innovators and entrepreneurs and to build high-potential ventures with sustainable economic impact. This collaborative ecosystem is designed to drive financial transformation, inclusivity, and Vision 2030 alignment.

### Vision

Driving Saudi Arabia's financial innovation through sustainable, inclusive, and cutting-edge fintech solutions.

### alinma's role

**Enabler**
Providing access to essential resources such as funding, sandbox environments, APIs, and fintech development platforms.

**Collaborator**
Partnering with corporates, startups, and tech enablers to co-develop solutions addressing market needs.

**Thought leader**
Hosting high-impact events, publishing fintech insights, and fostering a culture of innovation aligned with Vision 2030.

**Connector**
Bridging gaps between regulators, startups, and investors to foster ecosystem growth.

### Ecosystem strategic pillars

**Fintech Program Portfolio**
A comprehensive suite of initiatives to address challenges and support startups at every stage of their journey.

**Collaboration Hub**
Connecting key Stakeholders to drive partnerships, innovation, and knowledge-sharing.

**Knowledge and insight**
Providing data-driven insight., market trends, and best practices to support decision-making for all Stakeholders in the ecosystem.

The ecosystem brings together multiple Stakeholder groups, including entrepreneurs, corporate partners, investors and venture capitalists, SMEs, regulatory bodies, and tech enablers, to support fintechs from the idea stage to growth.

### The ecosystem comprises multiple tracks designed to serve different target segments.

**AMAD Talent Program**
Empowers young talent and prepares them for the labor market.

**Intellectual Property Track**
Supports registered innovators in transforming their intellectual assets into viable products and scalable business models.

**AmadTech Accelerator**
Enables startups to progress from the idea or early-growth stage to advanced market and investment readiness.

# **Empowering SME Growth** continued

## AmadTech Accelerator

The AmadTech Accelerator fosters a thriving ecosystem of innovation and entrepreneurship for talented, pre-seed fintech startups in Saudi Arabia, in partnership with Falak Investment Hub. The intensive 12-week program offers comprehensive acceleration services such as training workshops, mentorship, and guidance, and also provides connections with investors and business partners to support growth and sustainability across various verticals.

### Program objectives

- Drive financial inclusion and ethical practices
- Champion digital transformation initiatives aligned with Vision 2030
- Strengthen the financial ecosystem with cutting-edge solutions
- Empower startups and entrepreneurs with mentorship and resources

The program provided training on business planning and strategy, navigating legal and regulatory landscapes, marketing and customer acquisition, pricing and financial modelling, pitching, and relationship building. Participants also had access to a team of business, sector-specific, and technical mentors for hands-on support in product development, market expansion, and investor readiness, tailored to the needs of each startup. Finally, networking opportunities allowed entrepreneurs to connect with industry professionals, potential partners, and investors.

The program culminated in Demo Day, where fintechs presented their projects to a select group of investors.

### Program outputs

| 18 | 132 | 41 | 95% |
|---|---|---|---|
| workshops | consultation sessions | consultation sessions | workshop satisfaction |

| 82% | 18 | +20 |
|---|---|---|
| trainer Saudization rate | alinma volunteers | mix and match sessions |

### Impact metrics

**14 startups empowered across various verticals**

PropTech | SME solutions | Digital payments | AI-powered platforms | Investments

| 8 | 53 | 67% |
|---|---|---|
| female-founded startups | jobs created in 3 months | Saudization rate |

## Amad Talent

As part of the Amad Talent program, alinma hosted one-day workshops in partnership with Mawhiba, designed to integrate university students into the fintech ecosystem, increasing their awareness of the sector and inspiring them to explore innovation and entrepreneurship opportunities.

### Objectives

- Increase awareness about the fintech sector among university students
- Empower students with knowledge and skills to become active contributors to the innovation ecosystem
- Build a pipeline of future entrepreneurs and innovators aligned with the fintech ecosystem

### Workshop activities

**Opening session**

An introductory session covering the fundamentals of fintech, its relevance to innovation, and opportunities within the sector.

45 minutes

**Interactive activity**

Group brainstorming exercise where students identify real-world challenges in the fintech industry and propose innovative solutions.

2 hours

**Panel discussion**

Moderated discussion featuring entrepreneurs, business owners, and innovators from the fintech ecosystem, sharing their journeys, challenges, and advice.

45 minutes



# Empowering SME Growth continued

## IP commercialization

alinma empowers innovators to leverage IP assets for innovation, growth, and competitive advantage, transforming ideas into market-ready innovations through effective planning, valuation, and execution. We understand the power of registered intellectual property (IP) for SMEs. Innovators are protected with exclusive rights that prevent unauthorized use by competitors while enhancing business credibility and potentially raising IP-backed finance.

The initiative targets academic innovators, including researchers and scientists, as well as entrepreneurs and startups who create market-driven solutions and registered their IP at the Saudi Authority for Intellectual Property (SAIP). We focus on fintechs innovating in digital payments, blockchain, financial software, and other financial technologies.

### Objectives

- Strengthen the innovation ecosystem by building connections between innovators, investors and industry partners
- Promote financial inclusion and literacy among innovators, empowering them with business acumen
- Position alinma as a key enabler of Saudi innovation and IP development

### Key activities

**IP validation and market fit analysis**

We assess intellectual property potential by evaluating technical feasibility and market demand, while providing legal and regulatory guidance to support protection, licensing, and compliance. Our approach also includes market and competitive analysis, detailed commercialization reporting, defined positioning strategies, and a structured legal roadmap to enable successful market entry.

**Awareness sessions**

We deliver interactive workshops on intellectual property fundamentals, commercialization pathways, and monetization strategies, supported by analysis of real-world case studies. These initiatives strengthen understanding of IP commercialization, highlight its contribution to business growth, and capture practical insights and best practices.

**Mentorship and business model development**

We provide individualized mentorship from industry experts and deliver practical training in financial literacy, business modeling, and go-to-market planning. These efforts equip participants with investor-ready pitch materials, structured revenue models, and clear customer acquisition strategies.



### Impact metrics

**Innovation and economic growth**

**14**
innovators supported

**14**
participants developed market-entry strategies

**Talent development**

**53**
mentorship hours delivered

**+85%**
satisfaction rate with business skills improvement according to participant feedback

**Market readiness**

**14**
innovators attended financial training workshops

**47**
strategic partnerships formed

alinma will continue advancing its AMAD Fintech Ecosystem initiative by supporting entrepreneurs, equipping emerging talent with future-ready skills, and fostering innovation across the financial technology landscape.

# Looking Ahead

Building on the momentum of 2025, the year ahead will mark an acceleration in how we design, deploy, and enhance digital services, a continuation to refine end-to-end customer journeys to deliver simpler, faster, and more intuitive experiences, and embedding continuous improvement across our digital delivery model to strengthen acquisition, activation, and loyalty, while advancing our role as a catalyst for financial empowerment across the Kingdom. Marketplace expansion will remain a key growth lever, complemented by a strong focus on maintaining market-leading NPS and top mobile app ratings.

We will begin the implementation of our 2026-2030 Digital Strategy, aligned with our corporate ambition. Our focus shifts toward intelligent banking platforms, next-generation beyond-banking offerings, and further enhancement of our operating model to sustain leadership and drive continued competitive advantage to achieve the set goals.

With disciplined execution and clear milestones in place, we are poised to unlock the next wave of digital value creation, reinforce our position as a trusted financial partner, and set the pace for sustained growth and stronger customer relationships.

In the year ahead, we will sharpen our SME strategy by introducing industry-focused, bundled solutions that reflect the specific operating realities of priority sectors and sub-sectors. Our approach will combine financing, transactional services, and advisory support into coherent propositions tailored to distinct business models, growth stages, and cash-flow profiles.

At the same time, we will refine our SME risk appetite framework at a sector and sub-sector level, enabling more precise credit decisions that balance growth with portfolio quality. This evolution will allow us to support a broader range of SMEs with greater confidence, faster execution, and solutions that are better aligned with how businesses actually operate and scale.

Becoming the first employer of choice in the Kingdom's banking sector remains a strategic priority, grounded in our belief that engaged employees to drive innovation and better service quality.



# Build a Thriving Workplace

# 06


118 Talent Attraction, Retention, and Development
130 Diversity, Equity, and Inclusion
134 Nationalization
135 Protecting our Employees' Human Rights

# Overview

alinma's sustained performance and long-term resilience depend on attracting, developing, and retaining high-caliber talent. Becoming the first employer of choice in the Kingdom's banking sector remains a strategic priority, grounded in our belief that engaged employees drive innovation, service quality, and sustainable growth.

We foster a workplace culture built on diversity, equity, and inclusion, ensuring fair access to opportunities and equal treatment across the organization. The Bank actively supports Saudization objectives by developing national talent and expanding career pathways for Saudi professionals. We uphold employee human rights through clear policies, safe working conditions, and zero tolerance for discrimination or harassment. Managers are accountable to promote well-being, support professional development, and maintain a respectful and inclusive work environment.



## Highlights

**12**
**recruitment and early career programs**

**41**
**Future Bankers program graduates**

**OHI score of**
**78 points**
**(up from 72 in 2024)**

**65%**
**increase** in Udacity training participation

**23%***
women in the workforce
(up from 22.4% in 2024)

**96%**
Saudization
(up from 95.5% in 2024)

**2nd**
Employer of Choice among Saudi banks

**20**
Athar program graduates

**15***
Employee mental health awareness sessions

* Percentage of female employment has been assured. Please see the Reasonable Assurance report in Appendix G for more details on this.

* Number of employee mental health awareness sessions has been assured. Please see the Reasonable Assurance report in Appendix G for more details on this.

## KPIs

| Commitment | 2022 baseline | 2025 progress | 2025 target | Status |
|---|---|---|---|---|
| Increase the percentage of female employees | 19.27% | 23% | 23% | Achieved |
| To be the employer of choice among KSA banks | N/A | 2nd | 1st | Progressed |

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY

A Thriving Economy

# **Overview** continued

## Demographic

The table below presents alinma's full-time equivalent employee figures. We apply FTE as the standard reference base for all metrics and disclosures reported in this section.

Total employees
**2,823**
(2024: 2,906)

Male
**2,183**
(2024: 2,254)

Female
**640**
(2024: 652)

Age

18-30
**660**
(2024: 600)

31-50
**2,042**
(2024: 2,163)

51+
**121**
(2024: 143)

Nationalization

Saudi
**2,689**
(2024: 2,767)

Non-Saudi
**134**
(2024: 139)

In 2025, alinma's workforce figures contracted as we realigned our workforce capacity with business demand and improved operational efficiency.

**Our workforce included 1,024 individuals whose work is managed by the Bank, but who are not directly employed (2024: 1,073). These roles are primarily in sales, IT, and operations.**



# Talent Attraction, Retention, and Development

alinma adopts an end-to-end approach to talent management that supports employees throughout their full career lifecycle with the Bank. From structured and fair recruitment processes to onboarding, continuous development, performance management, and succession planning, we aim to provide a supportive and engaging work environment.

We complement this with competitive benefits, targeted training, and clear growth pathways, ensuring employees are valued and supported from their first day through to the completion of their tenure.

alinma has established initiatives related to employee development, retention, and progression. Progress is reviewed periodically and informs updates to talent management programs.

Human capital risks, including skills availability, succession planning, and retention, are assessed periodically through workforce planning and talent reviews. Key risks and mitigation actions (including learning programs, leadership pipeline development, and targeted retention initiatives) are identified and monitored. The assessment informs strategic workforce priorities and supports long-term capability building.

## Attracting young talent

The Bank invests in initiatives that cultivate emerging banking talent and support long-term workforce sustainability. We expand our recruitment reach through formal collaborations with universities and national development entities, providing students and recent graduates with direct exposure to practical banking environments. Structured early-career pathways and targeted engagement initiatives strengthen our ability to attract high-potential Saudi candidates while advancing Saudization priorities.

During the year, we implemented 12 recruitment and early-career programs, including exhibitions, workshops, immersive learning experiences, and campus outreach activities. These efforts enhanced alinma's positioning as a preferred employer among emerging professionals.

alinma operates structured graduate traineeship, internship, and early-career development programs designed to attract, develop, and retain future talent aligned with the Bank's long-term business needs. These programs are integrated into alinma's broader human capital management framework, provide participants with formal training, on-the-job learning and exposure to core banking and support functions, and are overseen by Senior Management to ensure alignment with business priorities, capability requirements, and future workforce needs.

Workforce development is recognized as central to alinma's business strategy and long-term success. Investment in early-career programs supports the development of critical skills, succession planning, and organizational resilience, reinforcing the Bank's ability to execute its strategic objectives.

In 2025, we celebrated 10 years of our Future Bankers Program, launched in 2016 to provide students with real-life experience and training in the banking and finance sectors. The program focuses on building core financial knowledge, practical banking skills, and awareness of Islamic finance through structured training and on-the-job learning. The first AI track cohort graduated, confirming our commitment to building future-ready skills. We also scaled LeanTech to standardize technical learning for the program and improve completion rates by 30%, thereby accelerating graduate readiness and reducing IT and Operations onboarding times. We also introduced Kaplan as the corporate learning platform for Future Bankers to strengthen business acumen, customer focus, and job readiness across graduate rotations.

Altogether, 41 young people participated in more than 4,000 training days in 2025, with 256 graduates appointed permanently at the Bank.

| Future Bankers | 2016-2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Future Bankers Program participants | 115 | 45 | 55 | 41 |

alinma contributes to national student and graduate skills development programs.

**187**

Cooperative Training (COOP) participants in partnership with the Human Resources Development Fund

**4**

Graduate Development Program (GDP) participants with the General Organization for Social Insurance (GOSI)

To engage with the brightest minds on university campuses, alinma participated in seven career fairs across the Kingdom, including at Al Imam Muhammad Ibn Saud Islamic University. The Bank's MADARIK Bootcamp is an immersive bootcamp for university students to experience alinma's work environment through practical workshops. Our university-focused initiatives reached more than 200 students through 16 workshops and roadshows. We also hosted finance for non-finance training, banking excellence programs, and risk development initiatives delivered through Udacity and Immersive Labs.

We access the broader labor market by using LinkedIn as a strategic platform. Reducing the time between job posting and signed offers enables alinma to secure high-quality candidates in a competitive market, maintain business continuity, and enhance the overall candidate experience. In 2025, we achieved an average timeframe of 19.83 days compared to a target of 40 days.



# Talent Attraction, Retention, and Development continued

## Employee turnover

alinma monitors employee turnover as a key workforce indicator and analyses drivers to strengthen retention.

| Employee turnover | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total number of new employees who joined | 452 | 471 | 486 | 343 | 234 |
| Total number of employees who left | 228 | 386 | 480 | 370 | 384 |
| Turnover rate (%)[1] | 8.57% | 13.82% | 16.61% | 12.68% | 13% |

1. The turnover rate includes regrettable turnover, voluntary turnover, and involuntary turnover.

Although alinma's turnover rate increased slightly, we outperformed our retention rate and internal hiring targets.

**Retention rate[1]**

90%

(target: 80-85%)

**Internal hiring rate**

54.9%

(target: 25%)

1. For the retention rate, involuntary turnover is not included in the calculation.

Turnover is reviewed by segment (including regrettable and voluntary turnover by critical role and key function). Mitigation actions include career development, learning and leadership development, employee engagement initiatives, and competitive benefits. Retention progress is monitored through human resources KPIs and periodic management review.

| Employee turnover by demographic | New employees | Employees who left | Turnover rate |
|---|---|---|---|
| | **234** | **384** | **13%** |
| **Gender** | | | |
| Male | 166 | 266 | 12% |
| Female | 68 | 118 | 18% |
| **Age** | | | |
| 18-30 | 99 | 113 | 17% |
| 31-50 | 135 | 251 | 12% |
| 51+ | 0 | 20 | 17% |

Employees who conclude their tenure with the Bank provide constructive feedback that can highlight opportunities for organizational improvement. The Human Capital team conducts structured exit interviews to capture these insights and identify measures that strengthen the workplace experience for current and future employees.

## Employee engagement

Maintaining an engaged workforce supports productivity, service quality, and long-term performance. We prioritize employee well-being and foster a positive work environment that enables individuals to contribute effectively and sustainably.

alinma upholds a structured internal communication strategy and plan that promotes transparent, two-way communication across the organization. This approach strengthens trust, reinforces alignment with our strategic direction, and ensures leadership can respond constructively to employee feedback and concerns.

### Corporate culture

In 2025, following the launch of the Bank's refreshed corporate identity, alinma refined its corporate values to enhance clarity, focus, and consistency across the organization. The framework was consolidated into four core values: Innovation, Collaboration, Transparency, and Passion. This update aimed to strengthen behavioral alignment with the Bank's "One Step Ahead" direction and reinforce a culture grounded in creativity, openness, and shared purpose.

As the first year of implementation, 2025 centered on translating these values into daily practice. The Bank introduced structured workshops, targeted internal communications, and engagement initiatives (such as interactive games through the Ma'ak Snapchat account) to clarify expectations and demonstrate how each value informs decisions and conduct. Over 400 employees attended the values awareness sessions. The emphasis remained on practical integration through tangible examples, consistent messaging, and visible leadership commitment.

Throughout the year, Innovation, Collaboration, Transparency and Passion were reinforced through redesigned work environments, enhanced communication channels, and cross-functional initiatives that promoted teamwork and open exchange. These efforts supported stronger alignment between individual roles, customer engagement, and organizational objectives. By year-end, the values had become embedded as a unifying cultural foundation shaping how employees interact, perform, and contribute to alinma's continued development.

### Employee events

Sustaining a positive workplace culture and recognizing employee contributions remained integral to our employee engagement efforts. During the year, we implemented structured recognition programs, team-based initiatives, and a coordinated calendar of health and well-being events designed to encourage participation and interaction across the organization.

**Key employee events**

- **Saudi National Day**
- **Summer camp for employees' children in high school and at university**
- **Small Banker event for employees' children aged 7 to 16 years old**
- **Hajj, with gift bags for employees**
- **#WeCelebrateWithYou Roadshow with activities and awards to boost team spirit across the Kingdom**
- **Filmed "alinma Shines with Ma'ak" videos with employees, distributed through the Ma'ak Snapchat account**

These activities strengthened interpersonal connections, supported cross-team collaboration, and reinforced a shared sense of belonging. Employee-focused events also contribute to morale, motivation, and alignment with the Bank's broader objectives, enhancing overall engagement and organizational cohesion.

# Talent Attraction, Retention, and Development continued

### Feedback and grievances

Collecting employee feedback enables alinma to identify improvement opportunities, address emerging concerns, and strengthen organizational effectiveness. We manage grievances through fair and structured processes to reinforce trust, protect employee rights, and support a respectful and accountable workplace environment.

Grievances may be reported through designated confidential channels, which allow concerns to be escalated independently of line management where necessary. The process includes defined procedures for receipt, review, investigation, and resolution of reported issues.

alinma's formal grievance reporting and escalation mechanism enables employees and other relevant Stakeholders to raise concerns without fear of retaliation. Confidentiality is guaranteed, with access restricted to authorized personnel only. alinma maintains safeguards to protect the identity of individuals who raise concerns and prohibits retaliation against any person who reports a grievance in good faith.

The grievance process is governed by internal policies and applies across the Group. Oversight of grievance handling is assigned to appropriate control functions, with escalation to Senior Management where required, ensuring reported issues are addressed fairly, consistently, and in accordance with internal governance standards.

A total of 16 employee grievances were received in 2025. Each grievance was reviewed carefully and addressed based on its specific subject. All cases were processed in accordance with internal procedures and were resolved and closed with care and attention.

We shifted to a more analytical and forward-looking engagement model during the year. The Bank deployed an integrated Employee Engagement System to increase participation and enable earlier response to emerging concerns.

Our Employee Voice platform provides a structured channel for employees to raise ideas, inquiries, or concerns. The Human Capital Excellence team administers the platform. We strengthened the platform in 2025 through weekly reviews conducted by a dedicated internal committee, which analyzes insight, engages employees directly, and escalates recurring themes to the Chief Human Resources Officer with defined recommendations.

| Employee submissions | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of requests submitted via Employee Voice | 437 | 528 | 873 |
| Percentage resolved in 48 hours | 95% | 100% | 100% |

Monthly mood analytics identified pressure areas, while quarterly burnout assessments monitored stress trends, contributing to a 30.5% reduction in employees categorized as high burnout between the first and third quarters of 2025.

We further enhanced oversight through an AI-enabled burnout forecasting tool that evaluated mood data, absenteeism patterns, and workload indicators to flag elevated risk and guide timely intervention. Leadership capability was reinforced through the introduction of a structured Leadership Framework anchored in eight core behaviors, resulting in more than an 85% improvement in leadership effectiveness scores across departments.

alinma tracked performance through a layered measurement approach incorporating the Organizational Health Index, Annual Mental Health Index, quarterly burnout reviews, monthly sentiment tracking, and AI-based risk signals. Feedback from focus groups and participation trends in well-being initiatives indicated measurable improvements in engagement levels and overall workplace climate. Collectively, these initiatives positioned employee engagement and well-being as a strategic priority supported by data, leadership accountability, and continuous listening mechanisms.

alinma tracks employee engagement over time through its annual Organizational Health Index (OHI) survey. In 2025, our OHI score increased to 78 points, the highest recorded in the financial sector, exceeding both regional and global benchmark averages. The 2025 survey achieved an 80% participation rate. Results are reviewed at the executive level and inform actions such as executive-led town halls, employee recognition, and internal communication initiatives.

| Employee engagement | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| OHI survey score | 64 | 70 | 68 | 72 | 78 |

Town hall meetings held across alinma's locations provide a direct forum for dialogue between senior leadership and employees. These sessions, together with other engagement platforms, strengthen transparency, alignment, and shared understanding across the organization.

The Bank commits to providing at least 60 days' advance notice before implementing significant operational changes, including restructuring or expansion initiatives that may affect employees.

## Well-being, health, and safety

alinma recognizes that employee well-being, health, and safety are fundamental to sustained performance and responsible business practice. Operating in a fast-paced and result-driven environment can create periods of pressure, and we therefore prioritize measures that safeguard both physical and mental health. By fostering a safe workplace, promoting psychological well-being, and encouraging balanced work practices, we strengthen our ability to deliver consistent service and maintain organizational stability.

We support employee mental and physical health through an integrated well-being model designed to address prevention, early intervention, and ongoing care. The Bank launched an internal Mental Health Unit in 2025, supporting the Bank's mental and occupational health advisor in looking after employees and helping to implement the Employee Wellness Program (EWP).

In 2025, the Bank strengthened its employee well-being and engagement initiatives through several programs designed to enhance the employee experience. These included the launch of the Nasma'ak Innovation Space, providing employees with an open platform to share ideas and contribute to workplace improvement. The Bank also continued to expand its mental health and well-being initiatives through expert-led awareness sessions, confidential counseling services, and programs focused on building resilience, promoting work–life balance and supporting employees' overall well-being.

**60%**

of employees participated in mental health and wellness initiatives in 2025.

While the banking environment presents limited occupational hazards, the Bank has recorded no work-related injuries or fatalities over the past five years. All branches and offices adhere to applicable regulatory standards and are subject to regular annual inspections. Essential safety equipment, including fire suppression systems, is maintained across facilities, and employees complete annual health and safety training to ensure readiness and appropriate response in emergencies. Governance and quality assurance are maintained in line with ISO 45001 occupational health and safety standards, ensuring a disciplined and systematic approach to workplace health management.

# Talent Attraction, Retention, and Development continued

## Supporting social responsibility

alinma promotes employee volunteering to strengthen community engagement and reinforce a culture of social responsibility aligned with Saudi Vision 2030's objective of expanding and institutionalizing volunteerism. By providing organized and measurable opportunities to contribute, the Bank fosters purpose, teamwork, and civic participation among employees while contributing to national development priorities.

**alinma encourages volunteering by:**

| | | |
|---|---|---|
| Institutionalizing volunteering through our volunteering strategy, action plan, policy, and procedures. | Building a culture of volunteering through training and awareness campaigns. | Hosting volunteering opportunities that align with our CSR focus areas. |

Our volunteer programs also emphasize financial empowerment by strengthening financial literacy and practical money management skills, with a particular focus on women and youth, while encouraging entrepreneurship and small business development.

Employees also engage in a range of broader social activities, including blood donation campaigns, charitable outreach, and environmental initiatives, reflecting the Bank's commitment to meaningful community participation.

Employee volunteering activity remained steady in 2025. The number of volunteering days increased to 250, reflecting continued efforts to support structured and consistent employee participation.

For more details about alinma's CSR initiatives, see the Community Empowerment section of this report.

| Employee volunteering | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Number of volunteers | 24 | 48 | 492 | 350 | 309 |
| Employee volunteer hours | 192 | 384 | 2,412 | 3,410 | 3,061 |
| Number of volunteering days | 2 | 11 | 145 | 240 | 250 |

## Training and career development

Continuous training and structured career progression are essential to building internal capability, sustaining performance, and preparing future leaders. To strengthen its position as an employer of choice, alinma prioritizes high-quality learning and development opportunities across the organization.

View the alinma Position Statement on Training and Development here:

alinma provides all employees (including part-time employees and contractors) across all functions and levels with access to professional development opportunities. We provide financial support for academic degree programs and a Professional Certifications Calendar that covers all departments, as well as structured training pathways. The Bank provides over 40 hours of training per employee per year on average, reflecting alinma's commitment to continuous skills development.

In addition, alinma delivers mandatory annual awareness training through its NetConsent platform, ensuring all employees complete essential training modules that meet regulatory requirements and organizational policies.

alinma provides job-specific development training programs designed to build technical, professional, and leadership capabilities aligned with employees' roles and career progression. Training is delivered through a combination of internal programs and external professional providers and is embedded within the Bank's learning and development framework.

The Bank's Senior Management monitors training coverage and outcomes to ensure relevance, effectiveness, and alignment with business needs, positioning alinma's learning and development approach as sector-leading in scope and investment.

### Employee training

Employees can pursue multiple development pathways designed to support career progression, including mentorship programs, academic learning, instructor-led and online training, as well as individualized coaching and specialized development initiatives. In 2025, more than 569 coaching sessions were delivered across the organization (2024: +550).

The Bank provides e-learning opportunities using Udemy and Udacity.

| e-Learning participants | 2024 | 2025 |
|---|---|---|
| Udemy | 60 | - |
| Udacity | 50 | 180 |
| Immersive Lab | - | 55 |

In 2025, we deepened our collaboration with Udacity to strengthen capabilities in technology, cybersecurity, and risk management. By year-end, 180 employees were enrolled, reflecting 65% growth in participation year-on-year. The program contributed to enhanced cyber preparedness, improved fraud awareness, and the reinforcement of technical tracks within the Future Bankers Program.

In addition, we deployed Immersive Labs to deliver practical cyber and risk-based simulation training. During this first year, 70 employees participated, strengthening incident response skills and reinforcing the Bank's overall digital risk preparedness.

Our "We Simplified It for You" initiative, launched in 2024 and further embedded in 2025, delivers simplified and practical banking fundamentals, risk, fraud, and values content. Over 3,000 employees engaged with the channel, an increase of over 40% year-on-year.

We align performance management and learning effectiveness directly with our business objectives and measure progress through defined learning KPIs, including participation levels, completion rates, training days, leadership engagement, certification progress, and digital platform usage. We link KPIs to strategic outcomes such as graduate readiness, strengthened leadership capability, enhanced technical and risk expertise, and our ambition to position alinma as an employer of choice.

# Talent Attraction, Retention, and Development continued

The uptick in digital learning platform use and high participation and completion rates across our programs indicate that employees are increasingly aware of and maximizing available learning and skills development.

| Employee training | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total employees trained | 2,146 | 2,611 | 2,258 |
| Average training per employee (hours) | 33.17 | 33.00 | 48.90 |
| Average training per female employee (hours) | 82.49 | 56.50 | 42.50 |
| Average training per male employee (hours) | 19.33 | 28.20 | 37.80 |
| Percentage of employees who participated in training | 75% | 75% | 80% |

The training included professional development tracks aligned with strategic skill needs, as well as mandatory training programs for compliance, risk, and cybersecurity. alinma monitors training effectiveness and sets targets to continuously strengthen learning outcomes.

| Training courses | Number of employees | Number of hours |
|---|---|---|
| Core competency courses | 1,884 | 55,931 |
| Technical competency courses | 1,454 | 41,478 |
| Leadership competency courses | 376 | 12,946 |

### Leadership development

alinma places strong emphasis on leadership development, investing in targeted training programs that build strategic capability, decision-making effectiveness and people management skills across all leadership levels. We implemented formal Reach Assessments to evaluate leadership capabilities and pinpoint development priorities. These assessments were followed by tailored development plans, coaching engagements, structured feedback sessions, and focused leadership programs to address identified gaps. The objective is to enable internal advancement, enhance succession preparedness, and safeguard continuity in key positions while fostering a culture centered on sustained capability building and performance improvement.

### 2025 leadership training highlights

**Future Financial Leaders Program**
A program for emerging leaders delivered by the Financial Academy

**4 participants**

**Leading Agile Transformation Program**
A training course on Agile principles delivered by Harvard and Ken Blanchard

**51 participants**

**Passion to Lead Program**
A leadership program designed for middle managers

**81 participants**

**Branch Managers Program**
A specialized learning journey for branch managers

**38 participants**

alinma also provided an English Language program to support clearer communication and improved service delivery.

### Performance reviews and succession planning

alinma operates a structured performance management framework under which regular performance appraisals and feedback discussions are conducted for all employees, covering all eligible employees who join the Bank before October each year. Performance reviews are carried out periodically and include goal setting, performance evaluation, and development-focused feedback.

The appraisal process is embedded across the organization and supported by line management oversight, ensuring consistency in performance assessment and continuous employee development. Outcomes from performance reviews are used to inform development planning, talent management, and performance-related decisions. This process supports ongoing professional development while enabling alinma to maintain current capabilities and drive sustained productivity.

| Employees who underwent annual performance reviews | 2024 | | 2025 | |
|---|---|---|---|---|
| | Number | Percentage | Number | Percentage |
| Number of employees | 2,877 | 99% | 2,763 | 100% |
| Female employees | 641 | 22% | 621 | 23% |
| Male employees | 2,236 | 78% | 2,142 | 77% |

alinma has a formal succession planning program covering all critical roles, supported by annual performance reviews and targeted mentorship for high-potential employees. Leadership development is integrated across multiple organizational levels through structured training.



# Talent Attraction, Retention, and Development continued

## Market-leading benefits and remuneration

Attracting and retaining high-performing professionals requires remuneration practices that reflect both market conditions and the value employees create. alinma therefore provides a structured and competitive total remuneration package that encompasses base compensation, retirement provisions, savings arrangements, and end-of-service benefits.

### Approach

We meet all regulatory obligations, including comprehensive health insurance coverage and required contributions to the General Organization for Social Insurance, while also reviewing our broader benefits offering against regional benchmarks. This disciplined approach supports talent retention, strengthens employee satisfaction, and reinforces the Bank's reputation as a preferred employer.

alinma provides a variable component to cash compensation for non-officer employees, in addition to a fixed base salary. This includes performance-based bonuses and other variable pay elements linked to individual and/or organizational performance.

Variable cash compensation is embedded within alinma's remuneration framework and is applied to eligible non-officer Staff in accordance with defined performance criteria, reinforcing performance alignment and employee motivation across the workforce.

### Extended financial benefits

Comprehensive VIP medical insurance coverage is provided to all employees and their families. In 2025, we expanded the employee medical insurance to offer special rates for employees' parents, supporting Staff members' peace of mind beyond the workplace. We also provide an education allowance for employees to pay for their children's schooling.

100%

of employees eligible for education allowances in 2025

Participation in the Bank's employee savings initiative, the Z program, numbered 1,131 employees in 2025 (2024: 1,395). The program enables employees to allocate a portion of their salaries to low-risk, zakat-exempt investment options, with the Bank contributing a matching amount to enhance overall savings.

37%

of employees participated in the Z program in 2025

We remain committed to supporting employees as they transition into retirement. Beyond standard retirement entitlements, the Thank You for Your Contribution program extends selected employment benefits for up to two years after retirement and includes the transfer of Bank shares to promote continued financial stability.

alinma also assumes responsibility for its employee retirement plan, with benefit obligations estimated at approximately ﷼ 5 Mn. A dedicated fund is maintained to fully meet the plan's pension liabilities.

### Remote and flexible work

The Bank implements flexible work arrangements to support work-life balance while maintaining operational effectiveness. Employees may work remotely for up to 24 business days per year, with extended allowances of 10 additional days for pregnant employees and up to 60 days for employees with special needs. Senior Management roles are eligible for 12 remote working days annually. To strengthen well-being support, we introduced a dedicated Mental Health Rest Day that allows employees to take short-term leave for personal wellness without reducing their annual leave entitlement.

To further enhance the workplace environment, we offer dedicated relaxation spaces within our offices to support employee well-being onsite.

60%

of employees used the remote and flexible work benefit in 2025

### Parental leave

alinma provides parental leave in full compliance with applicable regulatory requirements. We recognize that supporting employees during significant life events such as the arrival of a child strengthens well-being, reinforces family stability and contributes to sustained engagement and retention.

We offer additional remote workdays during pregnancy, fully paid maternity leave, a post-maternity financial allowance, structured return-to-work support, paid paternity leave, and family-oriented financial gifts to mark the birth of a child.

In 2025, parental leave retention rates improved compared to 2024 for both genders, rising to 96.43% for males and to 87.67% for females, indicating strengthened post-parental leave retention.

| | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| Parental leave | Male | Female | Male | Female | Male | Female |
| Number of employees entitled to parental leave | 174 | 62 | 186 | 61 | 196 | 73 |
| Number of employees who took parental leave | 174 | 62 | 186 | 61 | 196 | 73 |
| Number of employees who returned to work after parental leave ended | 174 | 62 | 186 | 61 | 196 | 71 |
| Return-to-work rate[1] | 100% | 100% | 100% | 100% | 100% | 97.26% |
| Number of employees who were still employed 12 months after returning to work (retention) | 174 | 62 | 173 | 48 | 189 | 64 |
| Retention rate[2] | 100% | 100% | 93.01% | 78.69% | 96.43% | 87.67% |

1. Calculation: #3 / #2 * 100
2. Calculation: #5 / #2 * 100



# Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) are integral to alinma's long-term sustainability and organizational effectiveness. By fostering a workplace that values varied perspectives, ensures fair access to opportunity, and promotes inclusive leadership, we strengthen performance, support responsible governance, and enhance our ability to serve a diverse and evolving customer base.

View the alinma Position Statement on Diversity and Equal Opportunity here:

## Approach

alinma promotes workforce diversity and inclusion through a combination of quantitative diversity targets, material benefits, and senior executive accountability mechanisms embedded within its human capital management framework.

### DEI targets and recruitment

Our quantitative diversity targets are embedded in recruitment and workforce planning processes, including targets aimed at increasing representation by underrepresented groups across defined employee categories and leadership levels. Progress against these targets is monitored through regular management reporting and informs recruitment practices and talent development initiatives.

alinma's recruitment practices are designed to attract diverse talent across roles and functions. Initiatives encompass inclusive hiring practices and targeted development pipelines. Recruitment outcomes are monitored using workforce diversity metrics.

### Material benefits

alinma provides material benefits and supportive measures designed to facilitate diversity and inclusion, including policies and practices that support equal opportunity, talent retention, and inclusive career progression. Flexible and remote work options also support the diverse needs of a diverse workforce.

alinma operates mentorship and sponsorship initiatives to support employee development and strengthen a diverse leadership pipeline. The program includes structured mentor–mentee matching, defined objectives, and periodic check-ins. Participation and outcomes are tracked through indicators such as program uptake, employee feedback, and career progression outcomes over time.

alinma implements targeted initiatives to support pay equity and strengthen representation across roles. Targeted progression support to strengthen opportunities for underrepresented groups.

## DEI training and awareness

Diversity and inclusion training is provided to employees to strengthen awareness and inclusive behavior. Training covers topics such as respectful workplace conduct, inclusive leadership, and unconscious bias. In 2025, 37% of employees (including 46% of people managers) completed DEI training, and refresher sessions are delivered periodically to reinforce expectations.

Employee engagement on diversity and inclusion is supported through internal networks and forums, which provide opportunities for peer support, awareness activities, and feedback. Insight from these forums is shared with HR and Management to inform improvements in workplace practices and employee experience.

## Women empowerment

alinma was the first Saudi bank to become a signatory to the UN Women's Empowerment Principles. Since then, we have continued to progress towards equal gender representation across the Bank, meeting our target of 23% women in the workforce in 2025.

| Women employed at alinma | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Full-time employees | 2,671 | 2,862 | 2,917 | 2,906 | 2,823 |
| Female full-time employees | 396 | 550 | 639 | 652 | 640 |
| Percentage of women in the workforce | 14% | 19% | 22% | 22% | 23% |
| Percentage of women in leadership | 5% | 8% | 8% | 9% | 7% |
| Female employees in senior management | 0 | 0 | 1 | 3 | 3 |
| Female employees in middle management | 7 | 14 | 14 | 21 | 267 |
| Female employees in lower management | 32 | 51 | 66 | 17 | 129 |
| Female employees (other Staff) | 357 | 485 | 557 | 611 | 585 |

## Female representation on the Board of Directors

alinma's Board gender representation targets are aligned with recognized best-practice benchmarks. Targets and timelines are reviewed periodically and integrated into nomination and succession planning to support steady progress toward stronger board diversity. Diversity considerations are integrated into candidate search and evaluation processes to strengthen representation over time and support effective governance.

In 2025, alinma bolstered its governance by appointing a female member to the Board of Directors, further enhancing the diversity of perspectives at the highest level of oversight.

### Empowering women in leadership

In 2025, alinma launched the Qiyadiah Skills Development program that empowers Saudi women to achieve leadership positions. The program is hosted in partnership with Princess Nourah bint Abdulrahman University, collaborating with leading global universities specializing in executive leadership. The Minister of Education and the Acting President of Princess Nourah University honored alinma at the graduation ceremony for the first cohort of Qiyadiah program participants. The program will continue in 2026.

### Gender pay equality

In 2025, the Bank reported an overall female-to-male pay ratio of 0.67:1, calculated as the average remuneration of women divided by the average remuneration of men. alinma applies a unified and standardized salary scale designed to support equal pay for equal work. The reported ratio reflects workforce composition and the distribution of employees across different job grades and senior leadership positions, rather than differences in pay practices for comparable roles.

# Diversity, Equity, and Inclusion continued

## Supporting employees with disabilities

alinma recognizes that employing and empowering people with disabilities allows the Bank to broaden its talent base, promote inclusive opportunity, and foster a workplace culture grounded in equity and respect. We aim to have at least 4% of our workforce made up of employees with disabilities by 2027.

| People with disabilities employed at alinma | 2024 | 2025 |
|---|---|---|
| Number of people with disabilities at alinma | 54 | 79 |
| New hires who are people with disabilities | 39 | 26 |
| Percentage of new hires who are people with disabilities | 1% | 11% |
| People with special needs rate | 2% | 3% |

The Athar program, run in collaboration with the Ministry of Human Resources and Social Development, is the Bank's flagship initiative for employees with disabilities. As part of the program, people with disabilities participate in a six-month training and practical experience program before the Bank onboards them as full-time employees. The second cohort graduated in 2025 in the presence of the Chairman of the Authority for People with Disability (APD), and the third cohort of 20 people participated in more than 300 training days.

**20**

Athar program graduates
(2024: 28)

In 2025, alinma launched the Your Place Is With Us Exhibition, dedicated to serving graduates with disabilities and showcasing Alinma's specialized training and professional opportunities. The exhibition featured specialized career counselling, resumé writing experience, and employment interview opportunities to join the Athar program. Our partners for the event included the Qaderoon business disability network, the Financial Academy, and the APD.



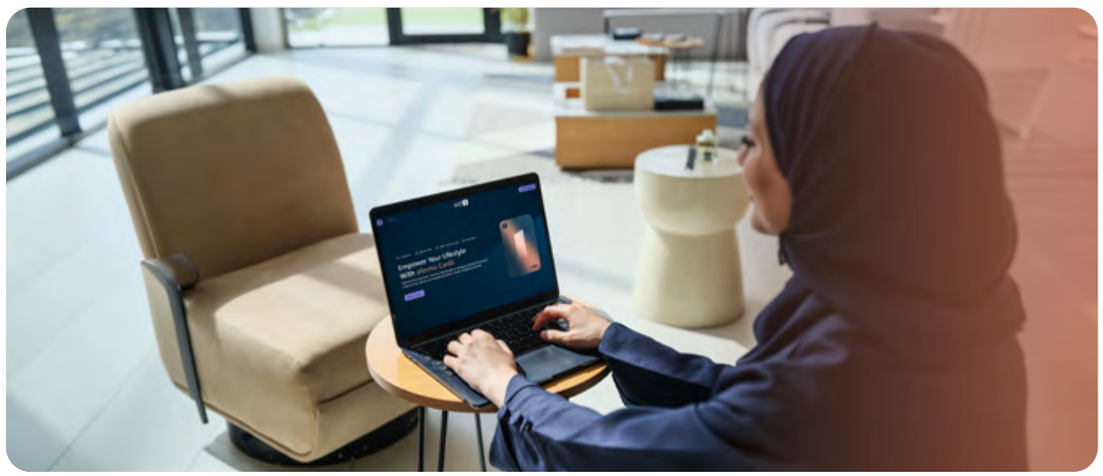
# Nationalization

## Aligned with Vision 2030, alinma prioritizes the recruitment of Saudi nationals to contribute to economic participation and workforce development within the Kingdom. We support their progression through targeted training and structured career development programs designed to build capability and long-term career growth.

Over recent years, the proportion of Saudi employees within the Bank has increased steadily, reflecting a sustained commitment to national talent development, even though the reduction in total employees in 2025 led to a natural decline in the number of Saudi employees.

| Saudization | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Full-time employees | 2,671 | 2,862 | 2,917 | 2,906 | 2,823 |
| Number of full-time national employees | 2,511 | 2,709 | 2,776 | 2,767 | 2,689 |
| Female national employee | 396 | 549 | 638 | 652 | 640 |
| Male national employees | 2,115 | 2,160 | 2,138 | 2,115 | 2,049 |
| National full-time employees in senior management | 30 | 32 | 43 | 47 | 47 |
| Number of employees of other nationalities | 160 | 153 | 148 | 139 | 134 |
| Percentage Saudization | 94.0% | 94.6% | 96.0% | 95.5% | 96% |

In 2025, we achieved Platinum classification for our Saudization, the highest compliance tier. We also remain part of the Elite program under the Ministry of Human Resources, focusing on hiring Saudi talent.



# Protecting our Employees' Human Rights

## alinma is deeply committed to upholding and reinforcing human rights principles across all its operations and relationships. This commitment adheres to the guidance of the Saudi Human Rights Commission and complies with all relevant Saudi laws, including the Basic Law of Governance.

In 2025, we hosted a Human Rights Commission workshop for our employees and distributed a related survey across all Staff to assess awareness and understanding of our human rights commitments.

While collective bargaining agreements are not applicable in the Kingdom, alinma maintains alternative mechanisms for employee representation and dialogue, including regular employee engagement channels such as townhalls, employee surveys, HR business partner forums, and formal grievance mechanisms. Employees may raise concerns confidentially and without retaliation, and themes are reviewed by the Human Resources team and Management to inform workplace improvements.

View our Human Rights Commitment here:

# Looking Ahead

## alinma will continue placing employees at the center of its strategy, recognizing that sustained performance depends on attracting, retaining, and developing high-caliber talent. We will strengthen our talent pipeline through structured recruitment, targeted development pathways, and initiatives such as the Future Bankers program to empower emerging professionals and prepare future leaders. Ongoing investment in training, career progression, and leadership development will ensure our workforce remains agile, capable, and aligned with evolving business priorities.

We will further enhance employee engagement through structured listening mechanisms, transparent communication, and initiatives that promote well-being, health, and psychological safety. Our approach will integrate comprehensive wellness support, proactive burnout management, and accessible learning opportunities to foster resilience and long-term performance. By prioritizing engagement and professional growth, we will reinforce a workplace culture that enables employees to perform at their best.

The Bank will continue advancing DEI by promoting fair opportunity, inclusive leadership, and respect for all individuals. We will maintain our commitment to nationalization objectives through sustained development of Saudi talent and uphold human rights principles across the employee lifecycle, ensuring dignity, non-discrimination, and safe working conditions for all.

Social responsibility is integral to alinma's mandate as a Shariah-compliant institution, embedded within our purpose and value system as a cornerstone of sustainable growth.



# Strengthen our Communities and Contributing to Greater Financial Inclusion

# 07

142 Financial Inclusion and Sustainability
148 Community Impact and Development
154 Responsible Procurement and Localization

# Overview

Social responsibility is integral to alinma's mandate as a Shariah-compliant institution and is embedded within our purpose and value system. We view inclusive economic participation and community advancement as essential to sustainable growth. Through partnerships with public sector entities and non-profit organizations, we address systemic inclusion gaps and support vulnerable groups, contributing to national priorities and long-term societal resilience.

To ensure this commitment is delivered in a structured and measurable manner, alinma has established a clear CSR strategy structured around three pillars: financial empowerment, community development, and responsible business practices. These pillars guide program selection, resource allocation, and impact measurement to ensure focused and measurable outcomes. In line with this framework, alinma commits up to 1% of its annual revenue to CSR initiatives.

## Highlights

**252**
**legacy ATMs**
upgraded to the latest models for better service nationwide

**11**
**new branches opened**
to expand financial service accessibility

**700,000**
**AMAD podcast viewers and listeners**

**1,000**
**youth trained**
through online financial management sessions

**500**
**women trained**
through targeted money management and long-term financial decision-making sessions

**32 Mn***
**social and community spend**

**140**
**university scholarships provided**
to the children of martyrs

**9.3/10**
supplier satisfaction score

**139**
**suppliers**
covered by our ESG assessment

* Corporate Social Responsibility (CSR) spend has been assured. Please see the Reasonable Assurance report in Appendix G for more details on this.



# **Overview** continued

## CSR strategy

alinma formalized the Bank's CSR strategy in 2025 with core pillars, defined objectives, and measurable KPIs to strengthen monitoring, evaluation, and improvement.

We organize our strategic initiatives around clearly defined priority areas where the Bank can generate meaningful and measurable impact. These focus areas include advancing financial inclusion, strengthening financial literacy and confidence, supporting SME growth, contributing to SDG-aligned efforts, enabling community development, and promoting responsible business conduct. This structure enhances clarity in decision-making, improves coordination, and ensures disciplined allocation of resources across the CSR portfolio.

Through this cohesive approach, we seek to achieve measurable social outcomes, deepen Stakeholder trust, and integrate responsibility into day-to-day operations, reinforcing alinma's long-term sustainability and value creation objectives.

Our CSR Vision

**To build an empowered society where responsible banking creates lasting positive change for individuals and communities**

Our CSR Mission

**To catalyze positive change by providing inclusive financial services, SDG-related programs, and responsible banking practices that empower individuals and strengthen communities**

Our CSR Strategic Pillars

| | Financial sustainability and financial inclusion | | | Impact | | Responsible practices | Key enablers |
|---|---|---|---|---|---|---|---|
| **Objective** | Drive financial inclusion and sustainability through collaboration with governments and NGOs | | | Increase the Bank's social impact by contributing to solving national ecosystem challenges | | Strengthen the Bank's responsible practices | • Leadership support<br>• Culture and awareness<br>• Stakeholder engagement<br>• AMAD (internal and external communication) |
| **Themes** | Financial inclusion | Knowledge, skills and confidence | SMEs empower-ment fund | SDG-related programs | Community development | Responsible programs and initiatives that affect internal communities | |
| **Topics** | • Financial inclusion and sustainability<br>• Financial knowledge, skills, and confidence<br>• Entrepreneurs, SMEs, and startups | | | • Social investment<br>• Philanthropic initiatives<br>• Charters empowerment<br>• SDG programs and initiatives<br>• Community awareness | | • Waste reduction<br>• Water conservation<br>• Diversity and inclusion<br>• Data privacy and security<br>• Employee well-being and internal community support<br>• Ethical business practices | |
| **Values** | • Inclusion<br>• Responsibility<br>• Innovation<br>• Impact | | | | | | |

We anchor our social impact commitments in a disciplined funding model that links community investment to the Bank's financial performance. By dedicating up to 1% of annual revenue to CSR initiatives, we ensure our societal contribution scales in line with organizational growth. In 2025, we authorized more than ﷼ 30 Mn for targeted programs designed to deliver sustainable social and economic value.

Our CSR strategy is implemented through AMAD, our sustainability and CSR program.

We assess the effectiveness of our CSR initiatives through structured impact measurement, with particular focus on SME-focused financial support and the resulting social return on investment. Baseline and post-implementation surveys are conducted to evaluate outcomes, identify areas of improvement, and capture key lessons to inform future program design.

All alinma CSR activities are in line with our CSR Policy. Read the CSR Policy here:



# Financial Inclusion and Sustainability

Advancing financial inclusion is a central priority within our CSR strategy. We recognize equitable access to financial services, practical financial knowledge, and economic opportunity as essential drivers of stability and upward mobility. As a retail and corporate bank with a broad market reach, alinma is well positioned to expand access to financial services across diverse customer segments. Our integrated capabilities allow us to deliver inclusive solutions that support individuals, entrepreneurs, and businesses in participating more fully in the formal economy.

Our CSR function focuses on priority economic themes, in collaboration with governments and NGOs, to empower affected and underserved individuals with developmental, income-generating solutions that enable long-term financial sustainability and lead to their financial inclusion.

alinma has established quantitative targets to expand access to finance for underserved and low-income segments. Targets cover +3 strategic programs, including +500 beneficiaries by 2025, supported by defined eligibility criteria and affordability considerations. Performance against these targets is monitored periodically and reviewed through management oversight to ensure delivery of financial inclusion outcomes.

alinma has defined time frames for its broader accessible finance objectives as well, including interim milestones to track progress. Targets were set for 2024, 2025, and 2026, and progress is reviewed periodically by Senior Management. Adjustments are made as needed to strengthen reach and impact across priority underserved customer segments.

Oversight of financial inclusion is assigned to Sustainability Committee, with periodic reporting to the Board through the G&S Board Committee. Governance covers strategic priorities, targets, product suitability safeguards, and performance monitoring to ensure that accessible finance initiatives are implemented effectively and aligned with customer fairness principles.

We continued to advance our mandate to serve customers with clarity, convenience, and trust, by elevating our presence across digital and physical touchpoints, expanding our engagement with key communities, and delivering record-setting performance in strategic growth channels.



## Expanding our physical footprint

Expanding access to financial services strengthens local economies and enables individuals and small enterprises to participate more fully in economic activity. By extending the Bank's physical presence into rural and historically underserved areas, alinma broadens its financial reach and supports communities with limited banking access. The deployment of additional branches and ATMs facilitates engagement with new customers while improving inclusion for unbanked and underbanked populations.

alinma conducts extensive business with underserved communities through a targeted financial inclusion and rural development strategy, including rural branch and ATM expansion. In 2025, the Bank expanded its presence in low-populated and economically disadvantaged areas, with the number of branches increasing by approximately 26% compared to 2024.

We upgraded 252 legacy ATMs to the latest models, enhancing reliability, functionality, and convenience for customers nationwide. To expand our reach, we opened 11 new branches, providing wider access to our services and supporting continued growth across priority regions. We also accelerated our paperless agenda with 85% of services now completed through a secure one-time password process, reducing friction and improving turnaround times.

| Reaching disadvantaged areas | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Branches in low-populated and economically disadvantaged areas | 24 | 24 | 24 | 31 | 39 |
| ATMs in low-populated and economically disadvantaged areas | 175 | 191 | 203 | 204 | 206 |

We pay special care to elderly customers and those with special needs, ensuring our customer service and products support accessibility.

## Innovative solutions to advance financial inclusion

alinma offers accessible finance solutions designed to support underserved segments. These solutions are designed with eligibility criteria and affordability features appropriate to target customers. alinma applies responsible financing practices, including suitability considerations, transparent pricing, and customer support mechanisms to reduce over-indebtedness risks.

Our financial inclusion strategy includes microfinance partnerships with Jana for low-income families, and support for home ownership (restoration fund). Additionally, programs empower artisans and microenterprises with financial tools and capacity-building.

**In 2025, alinma engaged the following partners to advance financial inclusion and sustainability.**

Kamel Pay, a specialized fintech and digital services provider for workers and companies, to provide a prepaid card solution for workers in the Kingdom.

General Organization for Social Insurance (GOSI) to provide financing solutions to retirees through the Tawarruq contract.

# Financial Inclusion and Sustainability continued

In 2023, alinma entered into a three-year partnership with Jana to extend microfinance support to more than 280 underprivileged families across the Kingdom. These financing solutions, complemented by financial literacy training delivered by Jana, enable families to launch income-generating activities, establish small businesses, and strengthen household financial management to improve long-term stability. Each year between 2023 and 2025, alinma allocated ﷼ 5 Mn in microfinance facilities to advance this initiative.

We also support emerging enterprises as part of our SME empowerment focus, contributing to employment generation and broader economic participation.

For more information about our SME strategy and programs, visit page 102 (Empowering SME Growth)

## Financial knowledge, skill, and confidence

alinma supports financial literacy initiatives aimed at improving financial awareness among underserved communities. Programs include women better financial habit, enabling youth of financial management knowledge and skills, Amad podcast, short educational videos through social media channels and finally the fraud campaign covering budgeting, responsible financing, savings, and digital banking safety. In 2025, alinma reached +2M participants through 4 strategic programs, and outcomes are monitored using indicators such as participation, feedback, and improvements in financial knowledge where feasible.

alinma also provides financial education directly to customers through reading and digital materials. These include the AMAD podcast and YouTube channel offering educational content on personal finance, fraud protection, and investing.

The Bank updated and improved its Shariah Publications app in 2025, adding a dedicated window for scientific episodes and seminars, as well as a new collection of Shariah rulings. The app also features both Arabic and English translations of alinma's research studies. In addition, the Bank issued the second edition of the Shariah Rulings and Regulations book, featuring 85 new Shariah rules and regulations based on the decisions of the Shariah Committee.

In 2025, we surpassed our objective of reaching 250,000 individuals through financial literacy and awareness programs. We remain on track to achieve our long-term goal of engaging one million people by 2030.

### Financial literacy content

Alinma's AMAD podcast, launched in 2024, is available on YouTube, Spotify, Apple Podcasts, and Thmanyah, with episodes focusing on common financial tools and challenges. The channel had reached approximately 700,000 viewers and listeners by the end of 2025.

**3**

AMAD episodes issued

**+100K**

viewers and listeners in 2025

View the channel here:

## Financial training and skills development

A wide range of training and awareness initiatives advanced financial literacy across the Kingdom in 2025.

### Financial literacy program highlights in 2025

**1,000** **youth trained**

through online financial management sessions

**500** **women trained**

through targeted money management and long-term financial decision-making sessions

We partnered with the Social Development Bank on the Zood Al-Ajyal Savings Program in 2025. As part of this initiative, we provide specialized, Shariah-compliant savings accounts for children aged 6 to 18 years old. Under parental supervision, young clients develop financial literacy and expense management skills, with a particular focus on long-term saving habits. The account is managed through our mobile app and provides periodic financial incentives to encourage responsible financial behavior.



# Financial Inclusion and Sustainability continued

Case study

## Partnering with the Financial Academy

The Financial Academy is a national institution established to develop and certify professionals within Saudi Arabia's financial sector through specialized training and industry-aligned programs. alinma collaborated with the Financial Academy on several strategic financial literacy and inclusion initiatives in 2025.

### Promoting financial literacy

Increasing financial literacy among youth and women supports inclusive economic participation and sustainable growth. alinma signed a strategic collaboration agreement with the Financial Academy to advance financial literacy for these important demographics.

The Maderak Camp provided university students with an intensive training experience to combine academic knowledge with practical skills.

### Promoting sustainability

Through this partnership, alinma provides sustainability training in the banking sector as part of AMAD's training programs.

The Bank sponsored 10 to 15 minutes of sustainability-related content at each banking and finance training program delivered by the Financial Academy in 2025 and reviewed the Financial Academy's certified sustainability program content.

In addition, we conducted three training programs, each spanning three days, in collaboration with the Financial Academy, focusing on corporate sustainability, GHG emissions calculations and sustainability reporting. The training reached 100 participants, including alinma employees and suppliers.

### Financial Academy Forum 2025

alinma was the platinum sponsor for the fourth Financial Academy Forum 2025, an important event on the Saudi financial sector calendar featuring innovation, impactful programs, and collaboration opportunities. The Bank presented inspiring talks and engaged with attendees at the alinma pavilion





# Community Impact and Development

In addition to our core investments in financial inclusion and literacy, we allocate funding and sponsorship to social and environmental programs that enhance community well-being, contribute to Vision 2030 objectives, and promote environmental protection. We further support community impact by encouraging employees to volunteer their skills and time in social and environmental initiatives beyond their formal roles.

Up to 1% of net income allocated annually to CSR initiatives.

**alinma social and community spend in 2025**

**﷼ 32 Mn**



# Community Impact and Development continued

## Community development

alinma participated in and contributed to several important community development projects in 2025, usually in partnership with key public or private partners in the space.

Community impact and development highlights in 2025

| Program | Aim | Expected outcome |
|---|---|---|
| Jood Eskan Platform in partnership with Sakan Foundation | Improve living conditions for alinma Bank security guards eligible for social welfare by providing appropriate housing support. | • 10 homes delivered<br>• 10 homes under construction<br>• 3 volunteer opportunities |
| Baby Genome in partnership with King Salman Humanitarian Aid and Relief Centre | Promote public health through early detection of diseases and disabilities using genetic technology. | • 1,000 children benefited<br>• Genome mapping conducted<br>• 3 volunteer opportunities |
| Educational grants in partnership with the Martyrs, Injured, Prisoners, and Missing Persons Fund (FFM) | Contribute to empowering children of martyrs through education and enhancing the quality of education to advance Sustainable Development Goals. | • 140 students benefited<br>• 5 volunteer opportunities |
| Youth Financial Training Program in partnership with The Financial Academy | Empower youth by enhancing financial inclusion and literacy through specialized training in money management, savings, and investment. | • 1,000 youth benefited<br>• 6 training sessions<br>• 3 volunteer opportunities |
| Financial Awareness and Trust Program for Women in partnership with The Financial Academy | Enhance women's financial awareness and trust, promote short- and long-term financial planning, and contribute to overall financial literacy. | • 1,500 women benefited<br>• 6 training sessions<br>• 3 volunteer opportunities |
| AMAD Innovation & Entrepreneurship Accelerator in partnership with Falak Investment Hub | Promote innovation and entrepreneurship in the financial sector through the AMADTech program to support innovators and entrepreneurs in financial technologies, aligned with national innovation and financial inclusion initiatives. | • 14 innovators<br>• 20 talents<br>• 10 entrepreneurs<br>• 3 strategic products<br>• 5 volunteer opportunities |
| Knowledge Transfer Program in Sustainability in partnership with The Financial Academy | Raise community awareness of sustainability concepts through educational programs focusing on sustainable practices across various fields. | • 3 training materials developed<br>• 3 volunteer opportunities |
| Financial Fraud Awareness Campaign in partnership with a suitable production studio | Produce an official awareness film aimed at raising public awareness of financial fraud risks and prevention methods, while enhancing community and customer understanding of its various techniques. | • Reach more than 10 million viewers<br>• Produce a main short film and three short videos supported by a strategic campaign<br>• 5 volunteer opportunities |
| Youth associations in partnership with the Mohammed Bin Salman Foundation | Enhance the efficiency and sustainability of non-profit organizations by developing financial and accounting practices and ensuring compliance with applicable financial regulations. | • 35 youth associations<br>• 3 training sessions<br>• 3 volunteer opportunities |
| Shariah specialists and scholars, in partnership with the Saudi Judicial Scientific Society (Qadha) | Qualify Shariah specialists in financial and banking transactions, meeting the growing demand for professionals who combine Shariah knowledge with practical skills in the banking sector. | • 10 specialists<br>• 5 scholars<br>• 5 volunteer opportunities |
| Children with disabilities, in partnership with specialized educational and rehabilitation centers | Support and improve the quality of life for children with special needs by providing medical and therapeutic sessions tailored to their physical and psychological needs. | • 5 children<br>• 5 volunteer opportunities |
| Transparency Enhancement – AMAD Report in partnership with Impact Valley Capital | Measure the social impact of the Bank's social responsibility programs to formally and systematically evaluate their influence on society. | • Measure the social impact of the AMAD initiative<br>• Impact Report<br>• Knowledge transfer |

# Community Impact and Development continued

### Funding education, health, research, and art

alinma funded university scholarships for 140 children of martyrs through the Martyrs, Injured, Prisoners, and Missing Persons Fund, supporting long-term access to higher education across a range of disciplines. Of these beneficiaries, 40% pursued studies in finance-related fields. Donating towards the fund reflects alinma's solidarity with those who have sacrificed for the Kingdom's security and stability.

alinma allocated ﷼ 6 Mn to the King Salman Center for Disability Research to advance the Baby Genome project. This first of its kind research in the Kingdom and the region, focusing on the genetic mapping of critical conditions associated with severe disability using Whole Genome Sequencing (WGS) to test 1,000 newborns from across the Kingdom. Baby Genome strengthens early detection and timely medical intervention for these infants while contributing to improved health outcomes and reduced long-term complications. The genetic insight generated will be incorporated into a national genetic database to support preventive healthcare strategies.

alinma partnered with the Associations Support Fund to support innovative products and solutions that enhance financial sustainability for individuals and families. Through the fund, alinma donated to Amad Al-Hiraf to support Al-Ahsa crafters, with 65 handcrafters' work displayed at a Riyadh-based store to provide artisans with market access and income opportunities. We also supported seasonal tour guides in AlUla by funding specialized charities in the area.

We built partnerships with approximately 20 government and semi-government entities that provide Hajj and Umrah services.

alinma signed memoranda of understanding with Health Co. and SEHA Holding Company to support medical residency and fellowship programs for Saudi doctors, particularly in remote regions of the Kingdom. The Bank will sponsor the training of selected physicians over five years in accredited hospitals, enabling them to qualify as consultants in critical specialties under the supervision of the Health Specialties Commission. This initiative reinforces alinma's commitment to national development, strengthens healthcare capacity outside major cities, and aligns with Vision 2030 objectives to enhance quality of life and access to essential services.

## Sponsorships and events

Sponsorship of major sporting occasions, pilgrimage seasons such as Hajj and Umrah, and other national priority initiatives enables alinma to contribute meaningfully to community development and social cohesion. By supporting platforms that bring people together and advance national objectives, the Bank reinforces its role as a responsible institution aligned with the Kingdom's broader development agenda.

We view investment in sport as a catalyst for sector development and as a platform to encourage young people to pursue excellence. Sporting achievement contributes to the realization of Vision 2030 by advancing a vibrant society, which serves as the foundation for a thriving economy and an ambitious nation. A major highlight in 2025 was securing the naming rights for alinma Stadium, a milestone that deepened our connection with youth, sports, and the broader community while significantly increasing brand visibility.

alinma also partnered with Visa and the Visa Cash App RB F1 Team to deliver exclusive rewards for its customers. Clients using Visa cards for international purchases entered a draw to attend F1 races at the Qatar and Abu Dhabi circuits.

The Bank sponsored the Sport Investment Forum, which highlighted and encouraged sports investment in the Kingdom. alinma celebrated its sports investments over the years, including sponsoring three consecutive seasons of the Saudi Professional League and the iz app becoming the official sponsor of the Saudi Al-Qadisiyah Club for five years. alinma also participated in and sponsored the following events, among others.

MONEY 20/20 MIDDLE EAST
14-16 SEPTEMBER 2026
RIYADH

Internal Audit Forum
THE VOICE FOR LOCAL COUNCIL AUDIT

4TH Riyadh International Humanitarian Forum



# Responsible Procurement and Localization

alinma applies disciplined procurement standards that emphasize ethical conduct and developing local suppliers in alignment with Vision 2030 nationalization priorities. Our outsourcing and vendor management practices adhere to SAMA requirements, ensuring transparency, accountability, and regulatory compliance.

In 2025, alinma's suppliers scored the Bank **9.3/10** **in the supplier satisfaction survey**

## Supplier social and environmental responsibility

Our supply chain represents a material component of our sustainability agenda, as supplier practices in environmental management, social responsibility, and governance standards influence the integrity and resilience of our operations. Following the publication of our Sustainable Procurement Position Statement in 2024, we strengthened our approach to identifying and evaluating ESG risks across the supply chain.

View alinma's Position Statement on Sustainable Procurement here:

We actively engage suppliers on ESG expectations, support capability development where needed, and apply procurement practices that encourage responsible conduct and broader financial inclusion.

## Embedding sustainable procurement

alinma requires all suppliers to comply with the ethical and responsible business standards set out in its Supplier Code of Conduct. Through the Bank's electronic supplier portal, vendors can readily access the Code and related guidance to support consistent adherence.

View the full alinma Supplier Code of Conduct here:

alinma's supplier standards include expectations for fair remuneration. Suppliers are required to comply with applicable labor laws, including minimum wage requirements, and are expected to provide fair pay practices. alinma may request evidence of compliance and considers labor practices as part of supplier risk screening and ongoing relationship management.

Suppliers are also expected to comply with applicable regulations on working hours, overtime, and rest periods. alinma's supplier standards prohibit excessive working hours and require appropriate record-keeping. Where risks are identified, suppliers may be required to implement corrective actions and provide evidence of improvement. We expect suppliers to maintain sufficient worker voice and grievance channels.

alinma maintains a zero-tolerance approach to child labor. Suppliers are required to prohibit child labor, verify worker age as part of hiring practices, and maintain records demonstrating compliance. Where potential breaches are identified, suppliers must implement remediation actions, and alinma may take escalation measures in line with contractual requirements.

Where suppliers provide worker accommodation, alinma expects living conditions to be safe, hygienic, and compliant with applicable standards. Expectations include adequate sanitation, safe drinking water, appropriate space, and health and safety protections. Suppliers may be asked to demonstrate compliance and implement corrective actions where gaps are identified.

In 2025, we embedded alinma's sustainable procurement and local content approach into the overall Procurement Policy. We started implementing sustainability procedures into the procurement process.

You can view our Sustainable Procurement Clause in the approved Procurement Policy here:



# Responsible Procurement and Localization continued

We adopt the following ESG practices through our Sustainable Procurement Guidelines, to ensure our procurement processes support environmental and social sustainability while maintaining the highest governance standards.

### Environmental sustainability

- Reduce environmental impact by procuring environmentally friendly goods and services whenever possible.
- Calculate Scope 3 GHG emissions related to capital goods and purchased goods and services.
- Consider GHG reduction targets and net zero goals in procurement activities.
- Aim to reduce, repair, reuse, or recycle goods.
- Conduct lifecycle assessment for goods and equipment, and implement sustainable disposal strategies.

### Social responsibility

- Suppliers and service providers must uphold the human rights of workers as understood by Saudi labor law.
- Suppliers and service providers must not permit any form of forced labor.
- Suppliers and service providers are encouraged to demand and promote localization, diversity, and inclusion whenever possible.
- Commit to contracting with a fair balance of risk between purchaser and supplier.
- Commit to conducting annual supplier satisfaction surveys and developing an action plan to enhance satisfaction levels.

### Governance

- All alinma suppliers must adhere to applicable laws and standard procurement ethics. They must strictly follow the Supplier Code of Conduct.
- Commit to fair and equal treatment.
- Commit to the continual improvement of our sustainable procurement goals, policies, and outcomes.
- alinma's procurement activities must adhere to alinma's Code of Conduct.
- Suppliers and service providers must adhere to alinma's Data Protection Policy.

View the full alinma Sustainable Procurement Guidelines here:

### Supplier ESG assessment

alinma conducts ESG evaluations for its critical suppliers, assessing their performance against defined ESG standards. In addition, all suppliers undergo a data privacy protection review as part of the registration process, ensuring full coverage in this area. In 2025, we increased the number of suppliers covered by our ESG assessment to 139..

Number of suppliers that responded to the ESG assessment

**31***

(2024: 27)

* Number of suppliers that responded to our ESG assessment has been assured. Please see the Reasonable Assurance report in Appendix G for more details on this.

alinma's engaged suppliers received the Bank's sustainability survey in 2025 to help assess supplier sustainability practices and ESG maturity. While it can be a challenge to gain supplier responses, the survey is helpful to alinma in determining suppliers' understanding and sustainability status. Based on the information received, we presented a sustainability webinar for suppliers with a low ESG score or who contribute considerably to the Bank's GHG emissions, with 44 people in attendance. We also hosted our annual supplier sustainability workshop.

### Advancing ESG across the banking sector supply chain

As part of our efforts to extend sustainability principles throughout our value chain, alinma once again hosted a Sustainable Supply Chain Forum aimed at strengthening awareness and capability among suppliers and industry counterparts. The gathering, led by the Bank's senior leadership, brought together procurement and sustainability representatives from Saudi banks alongside alinma's procurement specialists and a selection of key suppliers. The forum created an environment for collaboration and shared learning across the financial ecosystem. Sessions delivered by both local and international experts explored evolving sustainable procurement practices, enabling participants to exchange perspectives and deepen their understanding of responsible supply chain management.

We also presented the alinma sustainability journey at the Supply Chain and Procurement Conference.

## Localization

We are committed to inclusive economic participation, aligned with Vision 2030's emphasis on strengthening local content. We prioritize sourcing from Saudi suppliers, particularly small enterprises and women-owned businesses. By expanding opportunities for national companies within our supply chain, alinma contributes to domestic economic diversification and supports the growth of local industry and entrepreneurship.

In 2025, the number of local suppliers increased as our total supplier base expanded. While the percentage of local suppliers and local spend decreased owing to the limited number of available services in new areas, we are working closely with business owners to advance local supplier relationships.

| Local supplier procurement | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total number of suppliers | 305 | 334 | 365 |
| Total number of local suppliers | 236 | 272 | 289 |
| Percentage of local suppliers | 77.4% | 81.44% | 80% |
| Percentage of spending on local suppliers | 95.49% | 95.45% | 92% |

# Looking Ahead

As we advance toward 2030, we will adapt our CSR priorities in line with emerging national objectives and evolving community expectations. Through structured funding, outcome-based measurement, collaborative partnerships, and principled governance, we will continue strengthening social impact and enabling responsible banking to deliver sustainable value across the Kingdom.

### 2030 KPIs

Financial sustainability and inclusion:

- Number of key fields and themes supported to achieve individual financial inclusion: 7
- Number of youths trained in financial management and related skills: 5,000
- Number of supported entrepreneurial entities: 50
- Number of Saudi women trained in financial literacy and money management skills: 6,000
- Number of individuals reached through contributions to financial awareness: 3 Mn

Community impact projects and initiatives:

- Number of developmental challenges addressed through AMAD's partnerships with government and non-profit entities: 6
- Community development intervention: 2
- Philanthropic donation: ﷼ 1 Mn annually for the Ihsan platform as a response to government encouragement

In addition, we aim to achieve 285 national CSR index points by 2030.

Responsible and sustainable procurement will remain a strategic priority for alinma as we strengthen the resilience and integrity of our supply chain. We will complete the formalization of procurement sustainability procedures and extend sustainability requirements across our supplier base, integrating ESG considerations into the technical evaluation criteria used for supplier approval. These actions will ensure alignment with the sustainability vision of the Kingdom and reinforce our commitment to responsible value chain management.



Strong governance and ethical conduct are fundamental to maintaining trust. Responsibility and integrity are embedded within our Shariah-compliant framework and guide decision making.



# Drive Robust Governance and Responsible Operations

# 08

164 Governance, Accountability, Transparency, and Ethics
180 Systematic Risk Management
186 Data Privacy and Cybersecurity

# Overview

alinma safeguards the financial interests and economic stability of individuals and businesses within a complex environment shaped by regulatory intensity, technological change and evolving market conditions. In this context, strong governance and ethical conduct are fundamental to maintaining trust. Responsibility and integrity are embedded within our Sharia-compliant framework and guide decision-making at every level of the organization.

Consistent with international governance standards, we emphasize regulatory compliance, anti-money laundering and anti-corruption controls, disciplined risk management, business continuity planning, and advanced cybersecurity protections. An experienced Board of Directors and Executive Leadership Team oversee these priorities within a defined governance structure. During 2025, the Bank further strengthened its corporate governance practices through targeted measures to enhance transparency, accountability and internal control.

## Highlights

**Zero**
personal data breaches recorded

**100%**
of alinma employees completed cybersecurity training

**1**
female member appointed to the Board of Directors



## KPIs and progress

| Commitment | 2022 baseline | 2025 progress | 2025 target | Status |
|---|---|---|---|---|
| Create and update key policies to incorporate ESG | 0 | 5 policies[1] | 5 policies | Achieved |
| Promote gender diversity within the Board of Directors | 0 | One female member added to the Board of Directors | Add one female member to the Board of Directors | Achieved |
| Increase ESG ratings scores (MSCI) | BB | AA[2] | A | Achieved |
| Increase ESG ratings score (ESG Invest) | 25 | 75 | 73[3] | Achieved |

1. Cumulative figure for 2023, 2024, and 2025
2. alinma received an AA rating in March 2026 and was among the top five performing banks and top six listed companies in Saudi Arabia, as per the MSCI Index
3. This target was extended from an initial 64, since alinma already achieved and exceeded it

# Governance, Accountability, Transparency, and Ethics

Our governance framework enables structured engagement between alinma's business functions and its key Stakeholders, reinforcing transparency and clear accountability. The Board of Directors serves as the custodian of accountability, transparency and ethical conduct, driving a culture of integrity and responsible oversight across the organization.

## Board of Directors

alinma's Board of Directors provides comprehensive oversight of the Bank, guiding its vision, strategic priorities, and sustainability agenda.

alinma's Directors are elected in accordance with applicable Saudi regulatory and corporate governance requirements, which provide for multi-year Board terms. Ongoing Board accountability is ensured through Shareholder voting at general assemblies, regulatory oversight, and periodic Board and Committee performance evaluations.

Proxy access arrangements, allowing Shareholders to nominate Directors through Company proxy materials, are not explicit under the Saudi Corporate Governance Framework. Shareholders may nominate and elect Directors through procedures defined in alinma's Articles of Association and applicable regulatory requirements, ensuring transparent and equitable participation in Board elections.

alinma monitors the time commitment and availability of its Non-Executive Directors to ensure they can effectively fulfil their duties. Director appointments and external board positions are reviewed as part of the nomination and evaluation process, taking into account the nature, complexity, and time demands of each role. The Board is satisfied that all Non-Executive Directors have sufficient capacity to discharge their responsibilities effectively.

The Board includes Non-Executive Directors with relevant industry, financial, and governance expertise, supporting effective independent oversight. Board competencies are reviewed periodically to ensure the collective skills mix remains aligned with strategic needs and evolving risk considerations.

A Senior Independent Director has been appointed to support effective Board leadership and strengthen independent oversight. The role supports balanced governance by acting as an intermediary where appropriate and facilitating effective engagement between the Chair, Board members, and Shareholders.

The Bank appoints its Chairman and Non-Executive Vice-Chairman from the members of the Board. To mitigate conflicts of interest and preserve confidentiality, Board members may not hold positions on the boards of other financial institutions operating in the Kingdom and are limited to serving on no more than five additional publicly listed company boards.

The Board comprises exclusively Non-Executive and Independent members, reinforcing unbiased and objective oversight. This composition reduces the risk of undue influence and supports transparent decision-making grounded in independence and professional judgment.

Through rigorous review of management strategies and operational performance, the Board protects institutional integrity and upholds strong governance standards. Drawing on independent expertise, it fosters informed deliberation that supports sustainable growth and maintains Stakeholder confidence over the long term.

### alinma Board of Directors and Committee memberships

| | | |
|---|---|---|
| **Abdullah Ali AlKhalifa**[1]<br>Board member, Managing Director | **H.E Ahmed Abdulaziz AlHakbani**[1]<br>Board member | **Maram Mohammed AlNumay**[1]<br>Board member |
| **Dr. Abdulmalik Abdullah Al-Hogail**<br>Chairman of the Board | **Mr. Saad Abdulaziz Alkroud**<br>Vice-Chairman of the Board | **Abdulrahman Mohammed Ramzi Addas**<br>Board member |
| **Anees Ahmed Moumina**<br>Board Member | **Haitham Rashid AlShaikhmubarak**<br>Board member | **Abdullah Abdulaziz AlRomaizan**<br>Board member |
| **Dr. Saud Mohammed AlNimir**[2]<br>Board member | **Ahmed Abdullah AlSheikh**[2]<br>Board member | **Mr. Mohammed Abdulrahman Bindayel**[2]<br>Board member |

1. Membership commenced 21 May 2025
2. Membership ended 20 May 2025

- Executive Committee
- Governance and Sustainability Committee
- Risk Committee
- Nomination and Remuneration Committee
- Audit Committee

| Board composition | Number of members | Ratio (%) |
|---|---|---|
| Independence | | |
| Executive members | 1 | 11% |
| Non-Executive members | 3 | 33% |
| Independent members | 5 | 56% |
| Tenure | | |
| 1 to 3 years | 3 | 44% |
| >3 years | 6 | 56% |

For more information about alinma's Board and governance practices, see our 2025 Annual Report.

# Governance, Accountability, Transparency, and Ethics continued

Accountability is anchored at the highest levels of governance, beginning with the Board of Directors. The Board undergoes annual performance assessments in accordance with the Board Charter, the Policy for Evaluation Mechanisms for the Board and its committees, and applicable SAMA and CMA governance principles, with reviews conducted internally or by an independent third party.

Moreover, the Board through its oversight role considers sustainability-related matters such as governance, risk management, compliance, and long-term strategic objectives as part of its overall supervisory responsibilities.

## Board and Executive remuneration

### Board Remuneration

Remuneration for Board members and Board Committees is determined in accordance with the approved remuneration policy and is primarily based on fixed compensation approved by the General Assembly, in line with applicable regulatory requirements.

Any special remuneration is determined by the Board based on the recommendation of the Nomination and Remuneration Committee, within the approved regulatory limits.

| Board remuneration | |
|---|---|
| Fixed pay | In accordance with the approved Board remuneration policy:<br><br>A Board member receives an annual remuneration of ﷼ 700,000 for the financial year.<br><br>A member of the Board Committee, except for the Shariah Committee, receives an annual remuneration of ﷼ 200,000 for each fiscal year.<br><br>An additional annual remuneration of ﷼ 50,000 is paid to the Chairs of the Board Committees for each fiscal year.<br><br>Each member of the Board of Directors and its committees receives an attendance allowance of ﷼ 5,000 per meeting. |
| Variable pay | In accordance with the approved Board Remuneration policy:<br><br>Based on the recommendation of the Nomination and Remuneration Committee, the Board decides on the special remuneration received by the Chairman of the Board and the Managing Director, in addition to the remuneration set for either of them as members of the Board of Directors and its committees. |

### Shareholder input

alinma provides Shareholders with avenues to express views on remuneration matters through general meeting processes and governance engagement mechanisms. Shareholder feedback is considered part of the continuous improvement of remuneration governance and related disclosures, in line with applicable governance practices.

Where a binding Shareholder vote on prospective remuneration policy is not required under applicable governance practice, alinma ensures robust oversight through Board and Remuneration Committee approval processes. Remuneration policy design and updates are subject to defined governance review to maintain alignment with performance, risk, and Shareholder interests.

alinma enhances transparency on remuneration outcomes through governance disclosures and general meeting processes. Where applicable, Shareholders are provided with mechanisms to review remuneratin reporting, and feedback is considered to strengthen disclosure quality and accountability over time.

### Short-term and long-term incentives

alinma discloses the key performance metrics used in the short-term incentives (STI) framework and provides transparency on how targets are set and assessed. Where commercially sensitive targets may be disclosed using ranges or descriptive thresholds. The Remuneration Committee oversees target setting and confirms outcomes based on verified performance results and risk-adjusted considerations.

alinma discloses actual long-term incentive (LTI) outcomes for relevant senior executives in line with remuneration governance practices. Disclosures reflect the structure of LTI, including deferral and vesting arrangements and any applicable performance and risk adjustments, supporting transparency and accountability.

alinma's LTI framework includes performance metrics assessed over multi-year horizons. At least 50% of the target LTI award is linked to performance measured over a minimum three-year period, supporting alignment with sustained performance, prudent risk-taking, and long-term value creation. A portion of alinma's LTI framework incorporates longer-term horizons, including performance metrics assessed over five years or more and/or extended holding arrangements where applicable. This strengthens alignment between executive incentives, long-term strategy and risk outcomes.

alinma delivers a significant portion of LTI through performance-based equity-linked instruments, where applicable, to strengthen alignment with sustained performance. Vesting conditions and any holding arrangements are designed to reinforce long-term value creation and are subject to performance and risk adjustment mechanisms.

alinma's LTI framework links awards to predefined performance metrics with disclosed targets or target ranges, where appropriate. Disclosures are designed to provide transparency while maintaining necessary confidentiality. Metrics reflect strategic priorities and risk-adjusted performance considerations.

### Sustainability KPIs

alinma is committed to aligning executive compensation with long-term sustainable value creation. In 2025, the Bank introduced ESG-linked key performance indicators (KPI) into its performance-based compensation framework. These KPIs are integrated into annual, STI and LTI plans for Executive leadership and relevant Senior Management, with defined targets and governance for measurement. Metrics are selected to reflect material sustainability priorities and to support accountability for long-term sustainability outcomes alongside financial and risk objectives.

The ESG-linked compensation framework includes the following performance metrics:

- Climate and environmental targets: progress toward Scope 1 and 2 emissions reduction goals
- Sustainable finance: volume of finances assessed under ESG due diligence or financing of green/social projects
- Diversity and inclusion: percentage increase in female leadership or national talent development
- Customer satisfaction: annual improvement in Net Promoter Score (NPS)

These indicators are reviewed and validated annually by the Nomination and Remuneration Committee and the Governance and Sustainability Committee.

# Governance, Accountability, Transparency, and Ethics continued

### Risk and long-term performance considerations

alinma applies malus and clawback provisions within its variable remuneration framework to support alignment with risk outcomes. These provisions may be triggered by events such as material misconduct, breach of policies, significant risk management failures or material restatements. Application is subject to defined governance and decision-making processes to ensure fairness, consistency and alignment with regulatory expectations.

Clawback and malus provisions apply to variable remuneration for senior executives and relevant material risk takers. The scope of coverage and governance approach are defined in alinma's remuneration framework to ensure variable pay remains aligned with long-term performance and risk outcomes.

alinma's remuneration framework includes a defined clawback and malus timeframe of at least three years, aligned with deferral arrangements and the long-term nature of banking risks. This approach supports accountability for risk outcomes that may materialize after awards are granted.

alinma applies limits to variable remuneration to ensure prudent risk-taking and alignment with the Bank's risk appetite. Variable compensation is capped relative to fixed remuneration for relevant roles, and the approach is governed through the Bank's remuneration policy and oversight committees.

alinma's variable remuneration is linked to performance and risk-adjusted outcomes. Award decisions consider financial performance as well as risk management, compliance, and conduct outcomes. The framework includes risk and conduct adjustment mechanisms to reduce or cancel awards where performance is not achieved in a prudent and compliant manner.

alinma applies deferral arrangements for variable remuneration to align payouts with long-term performance and risk outcomes. For relevant roles, a portion of variable pay is deferred over multi-year periods and remains subject to performance and risk adjustment mechanisms, supporting long-term value creation and prudent risk-taking.

## Policies and frameworks

Robust governance standards underpin alinma's institutional stability and reinforce Stakeholder confidence. Clearly defined policies and procedures guide the actions of the Board, management, and employees, enabling disciplined oversight, regulatory compliance, and protection of Stakeholder interests. Employees can access guidance on responsible business conduct through multiple formal and informal channels, supported by policy resources published on the Net Consent platform and awareness materials available via the intranet. Targeted workshops are also delivered to address function-specific challenges and strengthen practical application.

Policy adherence is reinforced through mandatory acknowledgment of new and updated requirements. Employees complete structured learning modules through the Bank's e-learning system, delivered online or in person, covering areas such as risk management, compliance, ethics, and ESG principles. Each module concludes with an assessment to confirm understanding and effective application.

Our Corporate Governance Framework is the supporting structure of rules and practices that guide the operations without compromise.

## Upholding ethical standards

alinma defines its standards for ethical behavior and professional practice through its Code of Conduct, which governs the actions of all employees and extends to business partners and suppliers. The framework applies uniformly across the organization, from the Board of Directors to operational teams. From 2025, environmental sustainability elements are reflected in the Code of Conduct.

View the alinma Code of Conduct here.

alinma ensures that all employees, including both full-time and part-time employees as well as contractors, receive mandatory training on ethical standards, which includes the Code of Conduct, anti-corruption practices, ESG responsibilities, and whistleblower protections. This training is provided during onboarding and all employees receive mandatory annual training on the Code of Conduct and ethical standards, reinforcing expected behaviors and individual accountability across the organization. In 2025, 100% of employees completed Code of Conduct training.

New employees are required to review and formally acknowledge the Code during onboarding, while ongoing communication initiatives and training programs reinforce its principles for existing staff to ensure consistent understanding and application.

Senior Management is responsible for the implementation and day-to-day oversight of alinma's business ethics program, ensuring ethical standards are embedded across operations.

alinma periodically assesses business ethics risks to identify, monitor, and mitigate potential misconduct risks across its operations and activities. Assessments consider relevant risk factors and control effectiveness, and outcomes inform targeted mitigation actions, policy updates, and training priorities. Key themes are reviewed through management oversight processes to support continuous improvement.

alinma provides employees with confidential channels to seek guidance on ethical matters, including potential conflicts of interest, gifts, and hospitality and other conduct-related questions. Requests for advice are handled through defined procedures to support consistent interpretation of policies and promote a strong culture of integrity. Employees are encouraged to seek guidance proactively and may do so without fear of retaliation.

alinma maintains disciplinary measures and internal controls to deter unethical conduct and address non-compliance with business ethics requirements. Breaches are managed through defined investigation and consequence management procedures, with remediation actions implemented as needed, including policy updates, targeted training, and control enhancements to reduce recurrence.

### Board Committee independence and composition

The Audit Committee includes multiple independent members with relevant financial expertise. Committee composition and competencies are reviewed periodically to ensure effective oversight of financial reporting, internal controls and audit matters.

The Remuneration Committee is composed primarily of Independent Directors to ensure objective oversight. The committee oversees remuneration governance, including policy design, performance alignment, and risk-related pay principles, with composition disclosed in the Bank's governance reporting.

The Nominating Committee is composed primarily of Independent Directors to ensure objective oversight of board appointments and succession planning. Committee composition and responsibilities are disclosed as part of the Bank's governance reporting.

# Governance, Accountability, Transparency, and Ethics continued

### Conflicts of Interest

alinma mitigates conflicts of interest through a robust governance framework supported by clearly defined policies, mandatory disclosures and strong Board oversight. Board members, committee members, senior executives and other relevant Stakeholders are required to disclose any actual or potential conflicts of interest and to abstain from deliberation, voting or decision-making where such conflicts exist. Matters involving conflicts of interest are subject to independent review and, where applicable, prior authorization by the Board or the Ordinary General Assembly in accordance with applicable laws and regulations.

Related-party transactions are managed under a dedicated governance framework that ensures transactions are conducted on an arm's-length basis and under terms no more favorable than those offered to non-related parties. Related parties are identified and required to disclose their information through a centralized system regularly, with transactions reviewed and approved under the Bank's Delegation of Authority and applicable committee and Board approvals. Material related-party transactions are disclosed to the Saudi Central Bank, the Capital Market Authority, and, where required, to the public, ensuring transparency, fairness, and ongoing regulatory compliance.

### Whistleblowing

alinma fosters an environment in which employees, suppliers and customers can raise concerns regarding suspected breaches of the Code of Conduct or other misconduct without fear of reprisal

Read the alinma Whistleblowing Policy here.

alinma provides access to an independent whistleblowing hotline, available to both employees and external Stakeholders 24 hours a day. alinma has structured processes to receive, assess, investigate, and resolve whistleblowing reports. Reports may be submitted through multiple channels, including an online platform, email, telephone, and postal mail. Reports are triaged and assigned for independent review in line with defined procedures, with escalation to relevant governance bodies where necessary. Remediation actions are tracked to closure, and themes from cases are reviewed to strengthen controls, training, and preventive measures.

Whistleblowers may report concerns anonymously, and all reports are handled confidentially. alinma maintains safeguards to protect the identity of reporters and applies a non-retaliation approach for individuals who raise concerns in good faith. Access to case information is restricted to authorized personnel, and reports are processed through structured procedures to ensure objective assessment and follow-up.

alinma proactively communicates its whistleblowing arrangements to employees to promote awareness and encourage speaking up. The program is communicated through internal channels, including onboarding and periodic awareness campaigns, and accessible guidance materials explaining how to report concerns and what protections apply. Communication reinforces confidentiality, non-retaliation expectations, and the availability of reporting channels.

alinma discloses anonymized whistleblowing information on an annual basis. Reporting is designed to enhance transparency while protecting confidentiality and personal data, and it supports continuous improvement of the Bank's ethics and compliance controls.

Number of whistleblowing reports received in 2025:

**319**

| General case categories | Number |
|---|---|
| High | 12 |
| Medium | 250 |
| Low | 57 |

| Compliance metrics | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total confirmed reports | 6 | 7 | 33 | 4 | 319 |
| Total closed cases | 6 | 7 | 33 | 4 | 319 |

Whistleblowing channels are accessible in relevant local languages to ensure inclusivity and ease of reporting. Reporting guidance and support are provided to help individuals submit concerns clearly, and the Bank maintains arrangements to handle reports consistently across languages while protecting confidentiality.

We updated our whistleblowing policies and procedures in 2025. Our Whistleblowing Policy is now the Whistleblowing and Anti-Bribery and Corruption Policy, making it more comprehensive and providing greater clarity about its content and objectives. We included a detailed definition and clarification of financial and administrative corruption, as well as enhanced clarification on bribery, conflicts of interest, and other behavior.

### Bribery and anti-corruption

alinma assigns day-to-day responsibilities for the anti-bribery and corruption program to Compliance, with defined roles across business units for implementation. Program oversight includes periodic reporting to the Audit Committee and Board, covering key risks, controls, training completion, and investigations (in aggregated form).

Senior Management is responsible for overseeing and implementing the anti-bribery and corruption program. Oversight is supported by defined responsibilities within compliance and control functions, with periodic reporting through governance channels to monitor implementation and address emerging risks.

alinma conducts periodic anti-bribery and corruption risk assessments to identify and mitigate exposure across operations and business activities. Assessments consider factors such as third-party relationships, procurement, customer interactions, and relevant operational processes. Findings inform updates to controls, training, and monitoring activities, and progress is tracked through compliance governance mechanisms.

Operating procedures define approval processes, record-keeping requirements, and acceptable conduct to support implementation of the anti-bribery and corruption program. Procedures include guidance on gifts and hospitality, conflicts of interest, and escalation routes to ensure consistent compliance in day-to-day activities.

alinma provides mandatory anti-bribery and corruption training to employees to strengthen awareness, compliance, and ethical decision-making. Training is delivered through periodic modules and role-based sessions for higher-risk functions. Completion is tracked and followed up to ensure broad coverage, and refresher content is provided to reinforce expectations and reporting responsibilities.

| Anti-corruption communication to the Board | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total number of Board members that alinma's anti-corruption policies and procedures have been communicated to | 9 | 9 | 9 |
| Percentage of Board members that alinma's anti-corruption policies and procedures have been communicated to | 100% | 100% | 100% |

# Governance, Accountability, Transparency, and Ethics continued

| Anti-corruption communication to the employees and partners | 2025 |
|---|---|
| Number of employees (including both staff members and outsourced workers) | 3,536 |
| Percentage of employees | 94% |
| Number of partners, including clients and social media users | 1,465,051 |

| Anti-corruption training | 2025 |
|---|---|
| Number of Board members | 9 |
| Percentage of Board members | 100% |
| Number of employees | 3,536 |
| Number of employees | 94% |

alinma maintains internal controls and monitoring mechanisms to detect, prevent, and address bribery and corruption risks. The framework includes defined approval and record-keeping requirements, controls over gifts and conflicts of interest, and compliance monitoring activities to identify potential misconduct. Where concerns are identified, they are escalated through established investigation procedures, with outcomes tracked through governance and oversight processes.

alinma's Whistleblowing and Anti-Bribery and Corruption Policy is communicated to the Board and employees through the Net Consent system. Corruption risks are identified through RCSA, enhanced due diligence, and compliance monitoring. Strong governance, training and whistleblowing mechanisms support early detection and mitigation.

### alinma's approach to corruption

alinma's anti-corruption policy applies to all suppliers and third-party vendors. The Bank requires 100% of its suppliers to sign and comply with its Supplier Code of Conduct, which explicitly prohibits bribery, facilitation payments, and any form of corruption in dealings with alinma. Suppliers are also obligated to report any unethical approaches or conduct by alinma employees. Compliance is monitored through supplier onboarding procedures and periodic reviews.

alinma does not engage in lobbying or political finance activities. The Bank does not make political donations and does not fund political campaigns or candidates, consistent with its governance commitments. Any engagement with regulators is conducted transparently and strictly for compliance and policy consultation purposes. alinma confirms that it has made no political donations and incurred no lobbying expenditures during the reporting period.

alinma uses the SAMA Third Party Risk Framework and Counter-Fraud Risk Framework to assess corruption risk.

View the full alinma Position Statement on Anti-Corruption here.

### Internal and external audit

alinma ensures transparency and auditor independence in accordance with Saudi Central Bank (SAMA) and Capital Market Authority (CMA) guidelines. The total fees paid to the external auditor for the financial year 2025 are as follows:

| Service type | Fee (﷼'000) |
|---|---|
| Statutory audit services | 9,525 |
| Non-audit services (advisory) | 200 |
| Total | 9,725 |

Internal Audit function performs a risk-based assurance review for all alinma business and operations as per the Audit Committee approved Internal Audit Plan and consequently provide the opinion on the effectiveness of internal controls and adherence to applicable laws and regulations. Audit findings, including identified gaps and corrective actions, are documented, monitored, and reported to Senior Management and the relevant Board committees to ensure effective oversight, timely remediation, and continuous improvement.

### Compliance

alinma's approach to compliance is to ensure full adherence to applicable laws, rules, and regulations, as well as internal policies and procedures. We promote a strong compliance culture across the Bank and reinforce accountability for compliance within all business and control functions. We believe that effective compliance is fundamental to the success of financial institutions, as it protects reputation and credibility, safeguards Shareholders and depositors, and reduces exposure to legal and regulatory sanctions.

Compliance is a shared and comprehensive responsibility that extends across the organization. It begins with the Board of Directors and Senior Management and applies to all employees, each in accordance with their assigned roles and responsibilities.

The Bank's independent compliance function implements an annual compliance plan that covers various risk factors as well as regulation implementation. The team also reviews and approves related policies and procedures to ensure proper alignment with regulations. The Legal Operations team provides legal counsel that supports legislative compliance.

Employees receive training in compliance with applicable sanctions requirements, including recognizing sanctions-related risks and escalating potential concerns through defined internal channels. Training is targeted at relevant roles and supported by periodic refreshers to maintain awareness and control effectiveness.

Business relationships are subject to ongoing monitoring through a risk-based approach, including periodic KYC refresh cycles and continuous review of relevant risk indicators. Monitoring supports timely identification of changes in risk profile and enables appropriate escalation and mitigation actions in line with compliance governance.

Compliance incidents are investigated through structured processes to identify root causes and implement corrective actions. Remediation actions are tracked through defined governance and follow-up mechanisms to closure, supporting continuous improvement of compliance controls and risk management effectiveness.

As the Bank continues to grow, its risk exposure may increase. Maintaining a fully functional compliance unit, proactively identifying emerging risks, and regularly updating key risk indicators are essential to mitigating these risks and sustaining sound and compliant growth.

# Governance, Accountability, Transparency, and Ethics continued

| In 2025, alinma implemented the following to remain compliant with shifting compliance requirements: | | |
|---|---|---|
| Update on standard scenarios for profit rate shocks in banking books | General rules for hosting and managing events | Launch of the first phase of the complaint management system |
| Several procedures to be followed before granting credit to individual consumers | Updating the account opening rules to enable visitors to open a bank account | Application of the new commercial register law |
| Update of the countercyclical capital buffer (ccyb) rate | Rules of issuance and operation of credit cards | |

| Compliance metrics | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total incidents of non-compliance with SAMA laws and regulations | 14 | 18 | 23* |
| Total number of non-monetary sanctions | 4 | 1 | 3 |
| Total confirmed reports | 33 | 4 | 2 |
| Total closed cases | 33 | 4 | 21 |
| Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions[1] | 13% | 0.7% | 9.52% |
| Total amount of monetary losses (﷼) because of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations[2] | 10,609,300 | 9,216,300 | 43,548,900 |

1. Percentage is calculated by dividing the total confirmed reports by the total received reports during a year and multiplying by 100.
2. The data reflects the total amount of SAMA violations.
* Number of Saudi Central Bank (SAMA) regulatory violations has been assured. Please see the Reasonable Assurance Report in Appendix G for more details on this.

Case study

## Launching the Rule-book Portal

In line with the SAMA requirement for banks to maintain a centralized and continuously updated repository of regulatory circulars, alinma enhanced internal regulatory accessibility through the launch of its Rule-book Portal in 2025. The portal consolidates approximately 2,000 SAMA circulars into a systematically organized database accessible via the Bank's intranet, enabling employees to reference regulatory guidance efficiently and consistently.

This initiative strengthens compliance awareness across the organization by ensuring timely access to authoritative regulatory updates. Looking ahead, alinma will implement a structured governance process to periodically review and update the database, maintaining its accuracy, completeness, and alignment with evolving regulatory and legislative requirements.

> The objective of this initiative is to enhance awareness and institutional knowledge among the Bank's Staff regarding regulations and instructions issued by the regulatory authority (Saudi Central Bank – SAMA), thereby strengthening compliance and regulatory adherence.
>
> **Regulatory Affairs**

# Governance, Accountability, Transparency, and Ethics continued

Case study

## Regulatory Compliance Portal

Requests previously submitted to the Regulatory Compliance Department were handled via email or hard copy, resulting in dispersed communication and limited visibility into the workflow. The absence of a centralized system made it difficult to retrieve past requests, monitor their status, ensure timely responses and generate reliable performance data. Tracking trends and analyzing response efficiency also presented ongoing challenges.

To address these issues, the Department developed and implemented a dedicated electronic portal that enables users to submit, track and manage compliance-related requests within a structured environment. The platform consolidates all requests into a single system, streamlines communication, ensures proper documentation and supports systematic follow-up. As a result, requests are easier to prioritize and manage, automated notifications enhance responsiveness, and data can be analyzed to identify trends and improve performance.

In the year ahead, alinma plans to further enhance the portal by expanding its scope to cover additional departments and request types, introducing dashboard reporting capabilities and incorporating user feedback mechanisms to strengthen functionality and overall user experience.

> By unifying all compliance advisory and requests into one portal, we replace fragmented emails and paper trails with a one single auditable digital solution, enabling us to enhance governance, faster response, track performance and ensure on-going regulatory compliance process enhancement.
>
> **Regulatory Compliance**

### Anti-money laundering

Anti-money laundering (AML) and counter-terrorism financing (CTF) are key control functions in the financial industry. alinma is committed to upholding ethical governance, embedding these standards across its operations and decision-making processes. We maintain robust policies, transparent reporting mechanisms, and conduct regular audits to strengthen oversight and continuously enhance compliance. The Bank empowers its workforce to detect, report, and respond to suspicious transactions, reinforcing a culture of vigilance and accountability. In addition, alinma adheres to applicable local regulations and aligns our practices with recognized international standards and benchmarks.

View the full alinma Position Statement on AML here.

Clear procedures are in place for identifying and reporting suspicious transactions. Employees are required to escalate red flags through defined internal channels, and the relevant compliance function assesses potential cases. Where appropriate, reports are filed with competent authorities in line with applicable regulatory requirements and confidentiality obligations.

alinma complies with applicable local and international regulations through advanced electronic monitoring systems that detect suspicious transaction patterns, screen customers and transactions against global sanctions lists, and assess exposure to money laundering risk across our operations. alinma's compliance programs are reviewed by internal and external audit functions to ensure effectiveness and regulatory alignment.

Our KYC program requires thorough verification of client identities, enabling the Bank to confirm authenticity and prevent engagement with fictitious, misrepresented, or unauthorized parties.

To strengthen money laundering prevention, we operate a Customer Transaction Monitoring Program that continuously reviews account activity through an advanced analytical system. The platform identifies unusual patterns and transactions that diverge from established customer profiles, enabling timely detection of potential risk.

Dedicated anti-money laundering teams assess flagged activity, conduct investigations, and implement appropriate measures, including escalation and reporting to relevant internal and external authorities where required.

alinma provides regular AML/CFT training to employees to strengthen awareness and compliance. Training is delivered through mandatory modules and role-based refreshers, covering customer due diligence, transaction monitoring red flags, escalation requirements, and applicable regulatory expectations. Training coverage and completion are tracked periodically.

Training includes the identification of commercial concealment as part of the Bank's compliance program. Relevant employees are trained on identifying key risk indicators and escalation procedures to ensure appropriate action where concerns arise, consistent with legal and regulatory requirements.

### Anti-competitive behavior

alinma actively prevents anti-competitive conduct through clear policies, internal controls, and employee awareness to ensure fair market practices, protect Stakeholder interests and maintain the integrity of the financial sector.

From a corporate governance perspective, the Bank's approach to anti-competitive behavior is addressed through Board-level oversight and the established governance framework. Corporate Governance acknowledges its role in supporting effective oversight and ensuring that appropriate policies, codes of conduct, and escalation mechanisms are in place.

### Human rights

Respect for human rights forms part of alinma's ethical foundation and Sharia-compliant values, guiding our conduct across operations and Stakeholder relationships. Our Human Rights Commitment aligns with the Saudi Human Rights Commission guidelines, the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights (UNGP), among other recognized frameworks.

We uphold standards related to employee health and safety, non-discrimination, prohibition of child and forced labor, and protection of personal data. These expectations extend to our suppliers through the Supplier Code of Conduct. The Bank conducts ongoing due diligence to identify and address potential or actual human rights risks, and Stakeholders may raise concerns through established whistleblowing and grievance channels.

For more information about our approach to respecting employee human rights, please go to page 135 (Protecting our Employees' Human Rights).

View the full alinma Human Rights Commitment here.

# Governance, Accountability, Transparency, and Ethics continued

### Protecting Shareholders' voting rights

Voting rights at alinma are exercised strictly in accordance with applicable Saudi laws and regulations. alinma does not impose any additional voting restrictions beyond those required by regulatory authorities.

Any merger, acquisition or change-of-control transactions involving alinma are governed by applicable Saudi capital market and regulatory, requirements, which are designed to ensure fair treatment of all Shareholders.

alinma applies the "one share, one vote" principle. There are no super-voting shares, golden shares, or other control-enhancing mechanisms that result in unequal voting rights.

## Advancing ESG at the Board level

Environmental stewardship and social responsibility are embedded within the Bank's governance framework and are addressed at every Board meeting to ensure sustained oversight and accountability. To strengthen capability in these areas, Board members participate in structured training led by sustainability experts, covering regulatory developments, risk considerations, and emerging best practices. Informed dialogue and continuous education equip the Board with the insight and tools required to guide the Bank toward long-term performance where financial strength and responsible conduct are mutually reinforcing.

To enhance climate oversight at the governance level, alinma has appointed a Board Member with demonstrated professional experience in climate-related financial disclosures and sustainability governance, to lead Board-level climate discussions.

In parallel, the Bank will continue delivering Board-level climate capacity-building sessions, and aims to ensure at least one Board member holds formal training or certification in climate risk governance (from Climate Governance Initiative, UNEP FI or an equivalent body) by 2027.



# Systemic Risk Management

alinma applies a forward-looking and enterprise-wide risk management framework that aligns with Saudi Central Bank requirements and recognized international standards. Our approach addresses both financial and non-financial risk exposures to preserve resilience, regulatory compliance, and institutional stability.

We leverage advanced systems and data analytics to strengthen risk identification, assessment, and mitigation across the organization in a timely and coordinated manner. This integrated model protects Stakeholder interests while supporting disciplined growth in an increasingly dynamic and complex risk landscape.

## Risk management approach

alinma operates a centralized enterprise risk management function led by [CRO/Head of Risk], responsible for oversight of material risks across the Bank. The risk framework follows a defined governance model (including the three lines of defense), Board-approved risk appetite, and management committees that monitor risk exposures, and control, effectiveness and emerging risks. This structure supports consistent, enterprise-wide risk oversight, and decision-making.

alinma provides risk management training and awareness programs to employees to strengthen risk culture and consistent risk practices. Training is delivered through mandatory modules and role-based sessions covering enterprise risk management, operational risk, compliance and conduct expectations. In 2025, employees completed risk-related training, and periodic communications reinforce escalation and incident reporting responsibilities.

alinma's enterprise risk management framework is subject to periodic internal audit review. Internal Audit evaluates the design and effectiveness of risk governance, key risk processes, and selected controls in line with the annual audit plan approved by the Board/Board committee. Findings are tracked through management action plans, and remediation progress is monitored to closure.

A dedicated Board committee oversees industry-specific risks through a defined mandate and periodic reporting. The committee reviews emerging risk themes relevant to the banking sector and ensures management actions align with risk appetite, regulatory expectations, and prudent risk governance.

In 2025, alinma enhanced its risk management practices by strengthening governance, refining policies, and improving oversight of emerging risks. These enhancements improved transparency, consistency and forward-looking risk management.

## Top business risks

alinma's systemic risk management disclosures include capital planning considerations to support resilience under changing economic and financial conditions. The Bank uses stress testing and scenario analysis to assess potential impacts on capital adequacy and informs capital planning through [ICAAP / internal capital planning processes]. Capital planning is reviewed periodically by management and overseen by the Board through established governance committees.

Liquidity planning is integrated into alinma's systemic risk management approach. The Bank conducts liquidity stress testing and maintains contingency funding arrangements to ensure resilience under stressed market conditions. Liquidity risk is monitored using defined indicators and reviewed regularly by Senior Management and the Board through established governance processes.

alinma addresses market risks within its broader systemic risk framework. The Bank monitors market risk exposures and performs stress testing to assess sensitivity to changes in profit rates, market liquidity, and broader economic conditions. Risk limits, escalation procedures, and governance oversight support effective monitoring and management of market risk in line with the Bank's enterprise risk management framework.

**alinma's top business risks**

| Risk name | Mitigating measures |
|---|---|
| **Credit risk**<br>Risk of counterparty default due to financial stress or adverse economic conditions | Robust credit assessment, portfolio diversification, early warning systems, and regular monitoring |
| **Market risk**<br>Risk of losses arising from movements in market variables such as profit rates and foreign exchange | Defined limits, stress testing, hedging strategies, and independent risk oversight |
| **Operational risk**<br>Risk arising from process failures, systems, people, or external events | Strong internal controls, business continuity planning, incident management, and automation |
| **ESG and climate risk**<br>Risk arising from environmental, social, or governance factors impacting counterparties or portfolios | ESG screening, enhanced due diligence, policy integration, capital requirements, stress testing, and ongoing monitoring |
| **Compliance and regulatory risk**<br>Risk of non-compliance with laws, regulations, or supervisory expectations | Strong compliance framework, regulatory monitoring, training, and internal audits |

For more information about alinma's top business risks, see our 2025 Annual Report.

# **Systemic Risk Management** continued

## ESG Risk Management

In 2025, alinma strengthened the integration of ESG considerations within its risk management framework by introducing the ESG evaluation toolkit for large exposures within the bank. ESG risk is also incorporated in the ICAAP and Stress Testing reports.

ESG considerations are assessed in parallel with traditional credit evaluation through the ESG and Sustainability Toolkit, supporting enhanced due diligence, sector-specific analysis and governance reviews, while preserving the integrity of established credit decision-making processes.

Key challenges included limited ESG awareness across certain industry sectors, constrained availability and consistency of ESG data, the absence of detailed regulatory guidance, and the need to balance qualitative ESG assessments with established quantitative risk models.

Case study

### Integrating ESG risk considerations into the Credit Risk Framework

As regulatory expectations and market awareness around sustainability continue to evolve, alinma recognized the need to strengthen the integration of ESG considerations within its credit risk framework. Growing Stakeholder focus on responsible financing and sustainable finance underscored the importance of embedding structured ESG risk assessment into credit decision-making processes.

To address this, the Bank undertook a review of existing credit policies to identify opportunities for enhanced ESG integration. Internal ESG assessment guidelines were developed for selected portfolios, and collaboration between the Risk, Sustainability and Business teams was strengthened to ensure consistent application. Targeted training and awareness sessions were delivered to credit and risk personnel to build capability and promote shared understanding of ESG risk factors.

These efforts improved the identification of ESG-related risk exposures and enhanced consistency in how such risks are evaluated across credit decisions. The initiative also strengthened governance and transparency within the credit process and established a foundation for more advanced data integration and analytical capabilities.

Looking ahead, alinma plans to extend ESG assessment coverage to additional portfolios, enhance monitoring and data analytics tools, and further align its credit risk practices with evolving regulatory requirements and industry standards.

> At alinma Bank, integrating ESG considerations into our credit risk framework strengthens long-term risk resilience while supporting responsible, Shariah-aligned, and sustainable growth.

**Risk Department**

## Business continuity

Business continuity management (BCM) at alinma is a continuous process designed to prevent and mitigate the impact of major disruptions on critical operations, ensuring consistent service availability for customers. The function prioritizes employee and customer safety, maintains essential processes at acceptable operating levels during interruptions, and restores normal operations promptly. It also focuses on minimizing risks to critical services, protecting the Bank's reputation and ensuring compliance with regulatory requirements. Aligned with the Bank's strategy and Vision 2030, BCM oversight includes monitoring and managing high-impact risks at the Group level.

alinma's BCM framework contributes to achieving its sustainability goals by ensuring uninterrupted access to essential financial services and a safe, resilient workplace to protect customers, employees and the broader community. In 2025, alinma further strengthened its BCM framework by aligning resilience planning with the Bank's strategic objectives and responding to heightened regulatory expectations. The program placed increased emphasis on third-party continuity risk oversight, proactive risk mitigation, and the responsible adoption of digital advancements, including AI-enabled solutions. Ongoing training and regular testing were prioritized to reinforce operational resilience and ensure readiness across the organization.

The Bank adheres to SAMA requirements for business continuity and disaster recovery exercises, including structured crisis simulations and quarterly readiness drills designed to enhance employee agility and response capability. These exercises strengthen the Bank's ability to respond to, contain, and recover from potential disruptions. Recent testing confirmed that existing continuity plans and response procedures are well designed, clearly understood, and effectively implemented, with no material gaps identified.

### Top business continuity risks

| Risk name | Mitigating measures |
|---|---|
| **Technology failure and cybersecurity threats**<br>The breakdown of critical technological functions or infrastructure. The potential for loss or harm from threats to digital systems, data, or technology, stemming from vulnerabilities exploited by attackers or human error. | We established a robust Disaster Recovery Plan along with a disaster recovery site fully equipped with all the required technology. Proactive cybersecurity management through assessment and mitigation of unaccepted threats. |
| **Facility damage**<br>Fire, flooding, or another catastrophic event that leads to the full or partial closure of our facilities. | We established a robust Business Continuity Plan. Our disaster recovery site also provides backup functionality in such an instance. |
| **Pandemic**<br>Widespread occurrence of an infectious disease, like COVID-19, that significantly disrupts business processes. | We established a robust remote working strategy and safe worksite protocol. |

# **Systemic Risk Management** continued

To safeguard critical services, alinma introduced additional measures to ensure uninterrupted availability of essential banking channels, including the mobile banking application, online banking platform, ATM network, and payment gateway systems. The BCM program operates within a defined governance framework aligned with the Bank's 2025 strategy, the SAMA BCM Framework and ISO 22301 and ISO 22361 standards.

Recognizing the critical role of technology in service delivery, we periodically review our IT strategy, system architecture, and capacity to ensure continuity safeguards remain aligned with evolving business needs. Dedicated monitoring tools and specialized teams oversee incident detection and response, supported by structured escalation procedures that address all categories of operational incidents.

The Bank's Active-Active data center architecture and dedicated Disaster Recovery site serve as foundational components of its resilience strategy. These capabilities ensure high availability of digital services during unforeseen disruptions and enable seamless continuity for customers. In the event of a physical incident affecting primary facilities, employees can transition to a business recovery center or remote working arrangements, supporting operational continuity while enhancing safety and reducing unnecessary travel-related emissions.

We also conduct annual live business continuity and disaster recovery simulations across a range of disruption scenarios, activating emergency and crisis management plans in real-time while reinforcing staff awareness and preparedness. Evacuation drills supervised by the Saudi Civil Defense, together with quarterly business recovery exercises, further strengthen operational readiness.

The BCM program operates within a defined governance framework aligned with the Bank's 2025 strategy, the SAMA BCM Framework and ISO 22301 and ISO 22361 standards.



# Data Privacy and Cybersecurity

alinma places a high value on safeguarding information and maintaining secure, reliable systems as a foundation of customer trust in its operations. Strong data privacy governance frameworks guide how information is managed, ensuring clear accountability, oversight, and compliance with applicable regulations. By aligning with leading standards, continuously strengthening controls, and promoting awareness across the organization, the Bank upholds high levels of protection for customer information and ensures the resilience and integrity of its digital environment.

## Data privacy

Data privacy at alinma is governed through a centralized and clearly defined operating model. Oversight is led by the Data Protection Officer (DPO), with day-to-day execution managed by the Data Privacy Unit, which operates under the Data & Intelligence department. Privacy oversight falls under the Chief Operating Officer. This model is further strengthened through cross functional engagement with Information Technology, Information Security, Compliance, Legal, and Risk, ensuring that data privacy controls are consistently implemented, monitored, and continuously enhanced in alignment with regulatory and alinma's requirements.

Data privacy is overseen through Board-level governance. The Board (via the Data Steering Committee and the Risk Committee) receives periodic reporting on data privacy matters, including risks, controls and incidents. This reporting supports effective oversight and continuous strengthening of alinma's privacy program.

Data privacy controls are subject to regular internal reviews by Compliance and external regulatory and supervisory reviews conducted by SAMA and independent external auditors. These audits provide independent assurance over the effectiveness of alinma's data privacy governance and controls and are in line with SAMA regulations and ISO/PCI DSS requirements. Audit results are reviewed by the Chief Information Officer and the Data Governance and Privacy Committee.

**During 2025, alinma achieved several notable milestones in strengthening its data privacy framework.**

- Successfully enhanced and finalized core data privacy policies, standards, and procedures, in close collaboration with cross-functional Stakeholders including cybersecurity, procurement, and other control functions.
- Strengthened contractual governance related to personal data processing by enhancing privacy clauses, data processing agreements, and third-party oversight mechanisms.
- Effectively managed multiple regulatory and supervisory requirements, ensuring ongoing alignment with PDPL, its Implementing Regulations, and SAMA expectations.
- Entered into a strategic engagement with a specialized vendor to automate core data privacy business-as-usual processes, significantly enhancing operational efficiency, traceability, and regulatory compliance.

alinma conducts privacy risk assessments to identify and mitigate data protection risks associated with personal data processing. Privacy impact assessments (PIA) and, where required, data protection impact assessments (DPIA) are performed for new or significantly changed products, systems, vendors, and processes involving personal data. Assessments define risk mitigations, required controls, and approval steps, and are supported by periodic privacy control reviews and audits. The Bank continuously strengthens PIAs and DPIAs as data processing activities evolve.

Case study

### Third-party data privacy risk assessment

In response to PDPL requirements, alinma strengthened its oversight of third-party data privacy risk. As reliance on external service providers increased, the Bank identified gaps related to manual processes, limited centralized visibility, and the need for a more consistent framework to assess and manage third-party privacy exposure. These challenges underscored the importance of a structured and standardized approach.

To address this, alinma introduced a formal third-party data privacy risk assessment process supported by approved templates, defined evaluation criteria, and coordinated oversight across IT, Risk, Compliance and Legal functions. This framework established clearer accountability and improved documentation of privacy risk controls associated with vendors and service providers.

The initiative enhanced visibility, consistency, and regulatory preparedness in managing third-party data privacy risks, aligning practices with PDPL requirements and supervisory expectations. While the process remained partially manual during 2025 pending automation, it significantly strengthened governance and control. Looking ahead, the Bank plans to automate the assessment workflow, enhance tracking and reporting capabilities, and further integrate third-party privacy risk management into enterprise governance and procurement systems.

> This initiative strengthened our control over third-party data privacy risks and improved our alignment with regulatory expectations.
>
> **Data Privacy and Governance Department**

alinma delivers mandatory data privacy training through a comprehensive and structured training plan for all employees, including designated privacy champions, to promote awareness and compliance with data protection responsibilities. The program was designed to equip staff with up-to-date knowledge and practical best practices to effectively safeguard customer personal data across the Bank. Training is provided to all employees and is supplemented with role-based modules for functions with elevated data handling risk (including IT, customer service, HR, and relationship management). This disciplined and preventative approach reinforces customer confidence and upholds the integrity of our data governance practices.

# **Data Privacy and Cybersecurity** continued

**In 2025, 100% of employees (including 100% of relevant contractors and outsourced staff) completed privacy training, with refresher training provided quarterly and tracked through defined compliance monitoring processes.**

In addition to training, alinma reinforces privacy responsibilities through ongoing awareness and internal communications. Privacy awareness messages are delivered periodically through internal channels such as the intranet, targeted communications, training refreshers, and awareness campaigns (e.g. Privacy Week). Communications focus on secure handling of customer data, reporting suspected incidents, and good cyber hygiene.

In 2025, alinma delivered 112 privacy awareness and training activities, reaching all employees, and continuously updates content to reflect emerging risks and regulatory expectations.

### Privacy Policy and commitments

Our Privacy Policy is the Bank's central privacy guideline. We commit to protecting customer information to the highest standards by collecting only what is necessary, restricting access to authorized and trained personnel and maintaining accurate and up-to-date records. Customer data is not shared without consent, and third parties must comply with our confidentiality requirements, while transparent communication ensures customers understand their rights, including how to opt out of marketing, and information is exchanged responsibly for legitimate credit, compliance, and risk management purposes.

Read the full alinma Position Statement on Data Privacy here.

## Cybersecurity

Protecting personal data remains a fundamental priority for alinma. We apply comprehensive security controls to safeguard customer information and ensure full compliance with all applicable legislative and regulatory requirements.

Our approach to data protection incorporates recognized best practices, including encryption, strict access controls, and data minimization principles to reduce exposure of sensitive information. A structured incident response plan governs the management of any potential data breach, enabling timely containment and remediation.

Responsibility for data security at alinma lies with the Chief Information Security Officer (CISO), who leads the Cybersecurity department. The Board, through the Cybersecurity Steering Committee, oversees and receives periodic reporting on security matters.

**alinma's cybersecurity function is comprised of four main sections.**

### Cybersecurity Risk Management

Responsible for conducting risk assessments for business groups, new services, third-parties, and technical risk assessment including penetration testing, vulnerability assessment, and code reviews; in addition to the cybersecurity architecture function which follows alinma design standards to enhance security systems capabilities.

### Cybersecurity Governance and Access Management

Responsible for strategy planning, execution, and maintenance, as well as developing and maintaining cybersecurity policies, standards, and procedures. In addition to promoting cybersecurity awareness for employees, partners, and customers. Finally, defining, managing, and monitoring cybersecurity key performance indicators (KPI) and key risk indicators (KRI).

### Cybersecurity Compliance

Responsible for monitoring compliance with internal cybersecurity policies and standards, as well as Saudi and International regulatory requirements such as SAMA CSF, NCA-ECC, NCA-CSCC, CMA, and Swift; maintaining PCI-DSS and ISO 27001 certifications, and managing internal and external audits.

### Cybersecurity Defense Center

Responsible for 24/7 security monitoring for alinma technology infrastructure, cyber-incidents management, and security forensics and investigations.

The CISO is supported by the Risk and Compliance teams and is responsible for the implementation, monitoring, and regular review of all data protection and cybersecurity policies. Cybersecurity is integrated into enterprise risk management, with defined policies, standards, and control monitoring to protect customer and organizational information assets. Oversight is provided by the Risk Management Committee, which reports directly to the Board of Directors. Reporting covers key cybersecurity risks, aggregated incident trends, control effectiveness indicators, results of audits or assessments, third-party cybersecurity risk, and progress on resilience improvement initiatives. This governance framework ensures enterprise-wide accountability and compliance with local and international data protection laws.

**alinma holds ISO/IEC 27001 certification for its information security management system.**

**The certification covers Head Office IT infrastructure and core banking operations.**

alinma is subject to official external audits on industry standards such as PCI-DSS, SWIFT, and ISO 27001 to be certified as compliant on an annual or bi-annual basis.

# Data Privacy and Cybersecurity continued

## 2025 cybersecurity highlights

### 24/7 security operations

Enhanced the Cybersecurity Defense Center, handling an average of 73,839 alerts each quarter in 2025.

### Threat detection and intelligence

- Built a data lake for the SIEM platform to support advanced analytics and AI use cases.
- Launched a dedicated Cyber Threat Intelligence team that processes 2,247 alerts per quarter on average.

### Incident response playbooks

- Created 15 detailed playbooks for incident handling.
- Automated five of these playbooks through SOAR (security orchestration, automation, and response).

### Performance monitoring

Developed and tracked 130 cybersecurity KPIs and KRIs on a quarterly and annual basis.

- Reviewed and enhanced 90 policies, procedures, and standards during the year.

### Architecture and governance

- Established a Cybersecurity Architecture unit to design and maintain secure system blueprints.
- Conducting 26 gap assessments on security solutions to ensure effectiveness and the complication of the security functionality.
- 69 new initiatives to enhance the security maturity level.
- Conduct security design review for the Bank network.

### Risk and vulnerability management

- Conducted annual risk assessments for 18 business groups.
- Performed an average of 55 risk assessments for new projects/services and major changes each quarter.
- Executed an average of 82 vulnerability assessments and penetration test each quarter.
- Completed an average of 12 configuration reviews each quarter.

### Compliance and Certifications

- Maintained ISO 27001, PCI DSS, and SWIFT certifications.
- Performed annual compliance checks for SAMA CSF, SAMA CTI, NCA, CMA, and Alinma's internal policies, procedures, and standards.

### Awareness and access management

- Delivered 26 cybersecurity awareness workshops and four external awareness messages through multiple channels.
- Conducted 296 application user access reviews as per the plan.



## Cybersecurity risk

The Bank faces a dynamic risk environment characterized by expanding regulatory requirements and a rapidly evolving threat landscape, particularly as threat actors increasingly target the Kingdom and the financial sector. Cyber risks have grown more complex with the emergence of sophisticated techniques, including AI-enabled attacks, while workforce capability constraints and broader market limitations present additional challenges. At the same time, SAMA's shift toward a qualitative, risk-based supervisory approach has resulted in heightened scrutiny and a greater volume of observations requiring ongoing attention and remediation.

alinma has both proactive and reactive mechanisms in place to address data breaches. Preventative actions include ongoing cybersecurity stress tests, encryption, role-based access controls, and mandatory privacy and cybersecurity training for all employees. Oversight is provided by the Data Governance and Privacy Committee in line with national regulations.

alinma's approach to uncovering information-system vulnerabilities that could threaten data security is built on a continuous, multi-layered process. Each year the Bank conducts comprehensive penetration-testing (PT), vulnerability-assessment (VA) and other assurance activities performed by qualified external parties, complemented by frequent source-code reviews, to surface weaknesses before they can be exploited. Findings are tracked through remediation plans with defined ownership and timelines, and improvements are monitored through management oversight to strengthen cyber resilience over time.

These activities are tightly integrated into the change-management workflow, so that any new application, service, or configuration change is examined for security gaps at the earliest design and development stages. To enhance detection accuracy and speed, alinma leverages a suite of advanced commercial solutions – such as Tenable for network–level scanning and Fortify for both static (SAST) and dynamic (DAST) application testing – alongside vetted open-source tools. This combination of regular testing, early-stage review, and sophisticated tooling ensures that potential vulnerabilities are identified, assessed, and remediated promptly, safeguarding the Bank's data assets.

## Incident response

The Bank maintains formal information security incident response plans (IRP) to identify, contain and recover from cybersecurity threats. These plans are regularly tested either as table-top exercises (TTX) or as simulation to ensure full preparedness of the evolved individuals and parties and be able to effectively respond and a coordinated manner in case of real incidents.

alinma's formal data breach response and notification process covers detection, containment, investigation, severity assessment, and escalation to relevant internal Stakeholders. Where required, alinma applies defined criteria and timelines for regulatory and/or customer notifications in line with applicable laws. Incidents are documented, corrective actions are implemented, and post-incident reviews are conducted to strengthen controls. The Bank also performs periodic simulations and response exercises to test readiness.

alinma recorded

**zero**

**personal data breaches in 2025**

alinma did not incur any monetary losses arising from legal proceedings related to customer privacy.

## Safeguards and capacity building

alinma delivers mandatory cybersecurity training to employees to strengthen awareness and resilience against evolving cyber threats. The training program covers key areas including secure information handling, phishing awareness, password management, identity and access management practices, and incident reporting. In 2025, 100% of employees completed the cybersecurity training program, and the Bank conducted four phishing simulations exercises and awareness activities to reinforce secure behaviors and mitigate human-factor cyber risk.

During the year, we delivered a total of 26 awareness workshops, targeting different levels and functions, including a Bank-wide event, induction sessions, and dedicated workshops for C-Level, Board members, IT Group employees, branches employees, and subsidiaries employees.

**100%**

of alinma employees completed cybersecurity training

Approximately

**27 hours**

of cybersecurity training

## **Data Privacy and Cybersecurity** continued

Case study

### SWIFT certification

As a participant in the SWIFT network, alinma is required to obtain annual certification confirming the implementation of mandated cybersecurity controls. This certification ensures adherence to SWIFT's security framework and reinforces the integrity of international financial messaging operations.

To achieve certification, the Bank conducted a comprehensive cybersecurity compliance assessment, followed by independent external validation of control implementation. We held cross-functional meetings with relevant Stakeholders to review requirements, clarify responsibilities and assess current practices. Identified gaps were addressed through targeted remediation measures, strengthening technical and procedural safeguards within the SWIFT environment. Following final validation and reporting, alinma completed the required self-attestation process and obtained the certification.

The initiative enhanced the maturity of cybersecurity controls related to the SWIFT infrastructure and reinforced governance and oversight in this critical area. Certification is renewed annually, and the Bank remains committed to maintaining alignment with the evolving SWIFT security framework to ensure continuous compliance and resilience.

> Maintaining the compliance with international and national cybersecurity standards and frameworks is a key focus of the cybersecurity compliance team.
>
> **Cybersecurity Department**

**Combating fraud losses**

alinma prioritizes the prevention and mitigation of fraud to protect customers from financial loss and preserve trust in the Bank's services.

Total net fraud losses (card-related transactions):
**﷼ 3,206,476**

Card-not-present (CNP) transactions:
**﷼ 3,111,874**

Card-present transactions:
**﷼ 94,602**

Defrauded account holders whose information were used to conduct the fraudulent transactions:

**1,185**
**account holders**

**29.28%**
**of fraud cases**

# Looking Ahead

Looking ahead, alinma will prioritize strengthening its data privacy framework through full alignment with PDPL, its implementing regulations, and SAMA requirements, while completing the transition from manual to automated privacy workflows. In the near term, focus areas include enhancing third-party data privacy governance, improving breach response integration with cybersecurity tools, and stabilizing core policies and controls. Over the medium to long term, the Bank will embed privacy-by-design across digital initiatives, deepen integration with risk management frameworks and establish a resilient operating model aligned with international best practices and Vision 2030.

A central objective is the automation of data privacy processes to improve efficiency, traceability, and compliance, while enabling stronger integration across data & intelligence, risk, and cybersecurity functions to support a future-ready governance ecosystem.

On the cybersecurity front, alinma will strengthen its cybersecurity posture through a phased and forward-looking strategy. In 2026, the Bank will enhance cyber defense capabilities across monitoring, threat detection, and incident response, while establishing robust governance frameworks to secure AI adoption and strengthen cloud security controls.

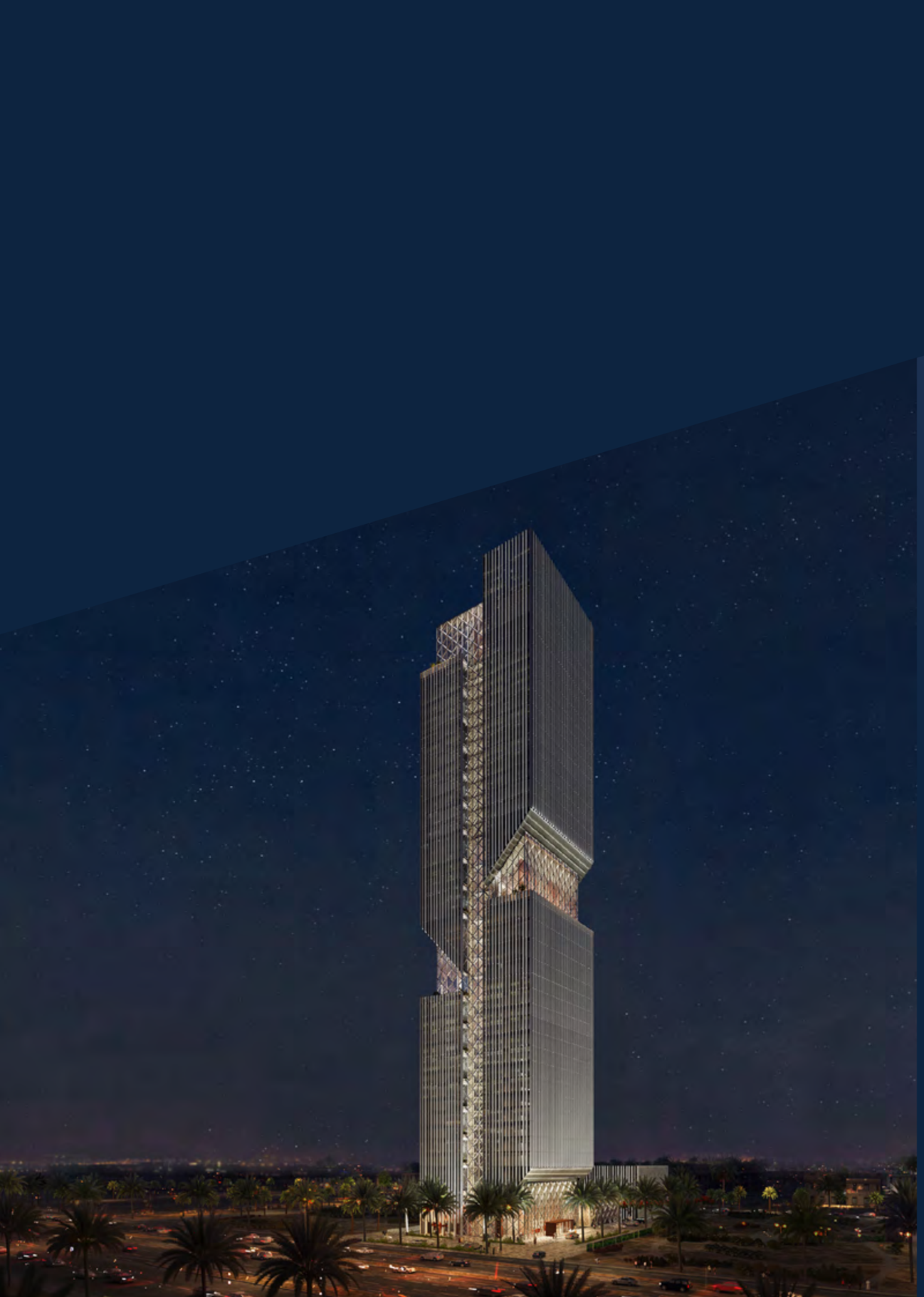
Over the medium term, focus will shift toward reinforcing operational resilience and cyber continuity, refining third-party cyber risk oversight and embedding security across the application lifecycle through DevSecOps and shift-left security practices. Infrastructure, identity, and access management will continue to be modernized through Zero Trust principles and secure configuration baselining. Our long-term goal is to elevate our cybersecurity maturity beyond minimum regulatory expectations, positioning the Bank to secure emerging technologies through adaptive governance, continuous iimprovement, and resilient control environments.

**Cybersecurity 2026-2028 strategy aims**

| | | | |
|---|---|---|---|
| Strengthen the governance of AI, Cloud, IoT, and other emerging technologies. | Enhance Defense Center technologies, processes, and people. | Integrate cybersecurity into operational resilience frameworks. | Ensure end-to-end visibility and control across vendors and subsidiaries through solid risk management. |
| Safeguard digital channels through secure API design, authentication, and continuous monitoring. | Renovate and harden the infrastructure by implementing Zero Trust principles. | Design and embed a business-aligned layered security architecture to enforce consistency and control effectiveness. | |

Risk management will continue to be a foundational priority. In 2026, we plan to finalize and operationalize our ESG evaluation toolkit and assess its impact on key risk parameters, incorporating relevant outputs into the calculation of expected losses under IFRS 9 and unexpected losses under Basel frameworks. Over the medium term, ESG considerations will be systematically embedded into the broader Risk Management Framework, including the Risk Appetite Framework, Credit Portfolio Management, IFRS 9 modeling, capital planning through ICAAP, and stress testing processes.

Looking further ahead, the Bank intends to fully integrate ESG factors, including climate-related risks, into its Enterprise Risk Management framework. alinma views ESG integration as an evolving discipline and will continue strengthening its data infrastructure, governance mechanisms, and analytical capabilities to align with regulatory expectations and support sustainable long-term value creation.



# Appendices

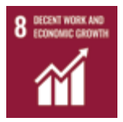
# 09


196 Appendix A: Scope and Boundaries
198 Appendix B: UNSDG Alignment
200 Appendix C: ESG Dashboard
206 Appendix D: GRI Content Index
217 Appendix E: SASB Sustainability Disclosure
219 Appendix F: Acronyms Table
222 Appendix G: Reasonable Assurance Report

# Appendix A: Scope and Boundaries

| Indicator | Definition | Scope and Boundary | Calculation Methodology |
|---|---|---|---|
| GHG Emissions (Scope 1 & 2) | Direct and indirect emissions from owned and controlled sources | alinma scope 2 GHG emission inventory covers electricity consumption across 117 branches and 8 offices out of 127 branches and 9 offices in the Kingdom of Saudi Arabia.<br>The exclusion of remaining branches and office is due to limited data access stemming from leased properties and having shared electricity meter. | Calculated using the GHG Protocol; emission factors from Saudi Electricity Company (Scope 2) and DEFRA (Scope 1); includes fuel, refrigerants, and electricity.<br>The emission factor used for scope 2 emissions calculations is marking based following the Saudi Electricity Company 2024 grid emission factor. |
| GHG Emissions (Scope 3) | Indirect emissions from value chain activities | All alinma operations and value chain partners. | Includes purchased goods/ services, capital goods, waste, business travel, employee commuting. Financed emissions (Category 15) baseline was calculated in 2025.<br>Scope 3 Categories 1 and 2 have been restated for 2023 and 2024 following a revision in the currency conversion methodology, transitioning from purchasing power parity (PPP) to actual exchange rates to enhance accuracy and alignment with reporting standards. |
| Energy Consumption | Total energy used across operations | The scope of alinma's energy consumption covers 111 out of 115 branches in addition to 7 offices across the Kingdom of Saudi Arabia.<br>The exclusion of the remaining branches is due to a combination of limited data access—stemming from properties leased and managed by external landlords—and the fact that some branches were not yet operational during the reporting period. | Energy consumption is calculated from the combustion of diesel and petrol (in litres) for stationary and mobile sources, respectively, and through the electricity consumption (in kWh) across alinma's owned and controlled operations. |
| Water Consumption | Total water withdrawn for operational use | The scope of alinma's water consumption indicator encompasses water usage across 75 branches and 1 office out of 127 branches and 9 offices in the Kingdom of Saudi Arabia. As some of these assets are leased and managed by external landlords, direct access to consumption records is limited and attributed to the exclusion of those branches.<br>alinma recognizes the importance of comprehensive environmental data and is actively exploring collaborative measures with property managers to improve data accessibility. Expanding the scope of water consumption reporting remains a priority for future sustainability disclosures, in line with our commitment to transparency and continual improvement. | Based on third-party water provider data; measured in $m^3$; includes potable and recycled water. |
| Employee Metrics | Workforce composition and development | All alinma employees in KSA. | Includes gender diversity, training hours, turnover, and engagement; tracked via HR systems. |
| Customer Satisfaction (NPS) | Net Promoter Score measuring customer loyalty | All customer segments. | Measured via third-party surveys; includes digital and in-branch experiences. NPS is a customer loyalty metric calculated by subtracting the percentage of Detractors (ratings 0–6) from the percentage of Promoters (ratings 9–10) based on how likely customers are to recommend a product or service. |
| CSR Spend | Community investment and social impact funding | alinma is committed to allocating up to 1% of its annual revenue to CSR initiatives.<br>In 2025, the Bank approved ﷼ 32 million for targeted CSR initiatives, strategically designed to deliver substantial long-term benefits to society. | Includes housing support, public health, education, youth financial literacy, women's financial awareness, innovation and entrepreneurship, non-profit capacity building, disability support, and social impact measurement; tracked via AMAD program. |
| Supplier ESG Assessment | Evaluation of supplier sustainability practices | All critical and high emission suppliers. | Based on ESG assessment covering environmental, social, and governance criteria; aligned with alinma's sustainable procurement guidelines. |
| Mental Health Awareness Session | Educational or support sessions conducted to raise awareness and reduce stigma around mental health in the workplace | Includes all employees across alinma. Initiatives are made available through internal portal, digital platforms, in-person sessions with experts. | Total number of awareness initiatives conducted within the reporting year, disaggregated by type (e.g., content posts, expert-led sessions and podcasts). |

# Appendix B: UNSDG Alignment

| UNSDGs | SDG logo | alinma's Approach |
|---|---|---|
| UNSDG 1 No Poverty |  | alinma supports financial inclusion through microfinance programs, scholarships, and housing initiatives for underprivileged families. ﷼ 32 million was allocated to social and community projects in 2025. |
| UNSDG 3 Good health and wellbeing |  | The Bank promotes employee well-being through mental and physical health programs, on-site clinics, and awareness campaigns. It also supports community health through rehabilitation programs for people with disabilities. |
| UNSDG 4 Quality education |  | alinma funds scholarships for underprivileged students, partners with universities for financial literacy programs, and supports youth education through initiatives like the iz app and STEM sponsorships. |
| UNSDG 5 Gender equality |  | alinma is a signatory to the UN Women's Empowerment Principles. It supports women through leadership training, microfinance, and financial literacy programs and successfully achieved 23% of the workforce to be dominated by females. |
| UNSDG 6 Clean water and sanitation |  | The Bank implements water-saving technologies, recycles greywater, and promotes employee awareness to reduce water consumption across its facilities. |
| UNSDG 7 Affordable and clean energy |  | alinma integrates solar energy systems in branches and promotes clean transportation through electric vehicle financing. |
| UNSDG 8 Decent work and economic growth |  | alinma supports SMEs through tailored financing, digital tools, and partnerships. It also promotes employee development, fair wages, and safe working conditions. |

| UNSDGs | SDG logo | alinma's Approach |
|---|---|---|
| UNSDG 9 Industry, innovation and infrastructure |  | The Bank invests in digital transformation, open banking APIs, and fintech partnerships. It supports innovation through its Digital Factory and sustainable finance products. |
| UNSDG 10 Reduced inequalities |  | alinma promotes financial inclusion for underserved communities, supports people with disabilities through employment programs, and ensures accessibility in branches. |
| UNSDG 11 Sustainable cities and communities |  | Through its AMAD program, alinma supports housing repairs, tree planting, and community development projects aligned with Vision 2030. |
| UNSDG 12 Responsible consumption and production |  | The Bank implements waste reduction and recycling programs, promotes digital processes to reduce paper use, and follows sustainable procurement guidelines. |
| UNSDG 13 Climate action |  | alinma has a Net Zero Strategy targeting carbon neutrality by 2050. It reduced Scope 1 and 2 emissions by 28.21% in 2024 versus baseline year and signed a contract to plant 175,000 mangroves to offset emissions. |
| UNSDG 16 Peace, justice and strong institutions |  | alinma upholds strong governance, anti-corruption policies, and transparency. It has a whistleblowing mechanism and is committed to human rights and ethical conduct. |

# Annexure C: ESG Dashboard

## Environment

| Scope 1 emissions - $CO_2e$ (metric tonnes) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Stationary Combustion | 19.43 | 3.64 | 1.59 |
| Mobile Combustion | 27.98 | 29.72 | 34.15 |
| Refrigerant Gases (Kyoto products) | 1,774.30 | 1,168.13 | 1648.48 |
| **Total scope 1 emissions** | **1,821.71** | **1,201.49** | **1,684.22*** |
| Refrigerant Gases (Non-Kyoto products) | 212.33 | 1,467.43 | 1,423.46 |
| **Scope 2 emissions - $CO_2e$ (metric tonnes)** | | | |
| Purchased and Consumed Electricity[1] | 24,267.24 | 22,945.61 | 25,019.00 |
| **Total scope 2 emissions** | **24,267.24** | **22,945.61** | **25,019.00*** |
| **Scope 3 emissions - $CO_2e$ (metric tonnes)** | | | |
| Purchased Goods and Services | 42,710.51 | 31,640.30 | 37,861.31 |
| Capital Goods | 36,111.71 | 25,988.71 | 34,434.43 |
| Fuel & Energy Related Activities | 8,130.30 | 7,856.49 | 9,302.35 |
| Waste Generated in Operations | 357.86 | 116.34 | 63.53 |
| Business Travel | 1104.90 | 818.89 | 506.05 |
| Employee Commuting | 2,768.51 | 2,706.99 | 2,579.43 |
| **Total Scope 3 emissions[2]** | **91,183.79** | **69,127.71** | **84,747.10** |

1. The emission factor used for scope 2 emissions calculations is market based following the Saudi Electricity Company 2024 grid emission factor
2. Scope 3 Categories 1 and 2 have been restated for 2023 and 2024 following a revision in the currency conversion methodology, transitioning from purchasing power parity (PPP) to actual exchange rates to enhance accuracy and alignment with reporting standards.
* This number has been assured. Please see the Reasonable Assurance Report in Appendix G for more details.

| Total Scope 1, 2, and 3[1] | 2023 | 2024 | 2025 | Unit |
|---|---|---|---|---|
| Total Scope 1, 2, and 3 emissions | 117,272.73 | 93,274.81 | 111,450.32 | $CO_2e$ (metric tons) |
| GHG intensity (Scope 1, 2 and 3) per FTE | 40.20 | 32.10 | 39.48 | $tCO_2e$/FTE |
| GHG intensity per ﷼ million revenue | 12.06 | 8.53 | 9.37 | $tCO_2e$/ ﷼ million |

1. GHG emissions are calculated using the operational control approach.

| Energy consumption | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Electricity consumption | kWh | 42,724,006 | 41,298,805 | 45,489,878.10 |
| Petrol consumption from operations and vehicles | Liters | 11,931 | 12,626 | 14,593.49 |
| Diesel consumption from operations and vehicles | Liters | 7,423 | 2,367 | 597.34 |

| Total energy | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Energy from stationary combustion | GJ | 277.6 | 51.94 | 22.71 |
| Energy from mobile combustion | GJ | 416.74 | 440.99 | 508.82 |
| Energy from electricity | GJ | 153,806.42 | 148,675.70 | 163,763.56 |
| **Total energy consumption (direct and indirect)** | **GJ** | **154,500.76** | **149,168.63** | **164,295.09** |
| Energy intensity per FTE | GJ/FTEs | 52.97 | 51.33 | 58.20 |

| Water consumption | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total third-party water withdrawn and consumed | $m^3$ | 76,221 | 70,338 | 81,440.22 | 65,790* |
| Water consumption intensity per FTE | $m^3$/FTEs | 26.60 | 24.11 | 28.02 | 23.30 |

| Waste metrics | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Total non-hazardous waste generated | kg | 702,432 | 699,565 | 223,093 | 253,070 |
| Waste recycled (paper) | kg | 9,960 | 12,310 | 15,760 | 26,355[1] |

1. The 2025 waste recycled figure includes paper, plastics, cardboard, and cans
* This number has been assured. Please see the Reasonable Assurance Report in Appendix G for more details.

## Economic

| Sustainable finance | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total sustainable finance (﷼) | 11,176,899,373 | 22,652,367,141 | 22,135,360,432 |
| Total sustainable assets in the portfolio (%) | 8.38% | 14.84% | 13.01% |
| Green portfolio | 3.47% | 7.79% | 7.65% |
| Social portfolio | 4.91% | 7.05% | 5.35% |

| Sustainable investments | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Sustainable assets (﷼) | 362,625,000 | 362,625,000 | 595,125,000 | 857,600,000 |

| Subsidized home finance performance | 2025 |
|---|---|
| Number of subsidized home finance customers | 26,313 |
| Total financing provided (﷼) | 15,775,879,311 |

| | Electric vehicles | | Hybrid vehicles | |
|---|---|---|---|---|
| Green transportation | 2024 | 2025 | 2024 | 2025 |
| Customers using the product | 29 | 145 | 191 | 401 |
| Total financing provided (﷼ Mn) | 13 | 16.27 | 30 | 50.1 |

# Annexure C: ESG Dashboard continued

## Social

| Women employed at alinma | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Full-time employees | 2,671 | 2,862 | 2,917 | 2,906 | 2,823 |
| Female full-time employees | 396 | 550 | 639 | 652 | 640 |
| Percentage of women in the workforce | 14% | 19% | 22% | 22% | 23%* |
| Percentage of women in leadership | 5% | 8% | 8% | 9% | 7% |
| Female employees in senior management | 0 | 0 | 1 | 3 | 3 |
| Female employees in middle management | 7 | 14 | 14 | 21 | 267 |
| Female employees in lower management | 32 | 51 | 66 | 17 | 129 |
| Female employees (other Staff) | 357 | 485 | 557 | 611 | 585 |

* This number has been assured. Please see the Reasonable Assurance Report in Appendix G for more details.

| People with disabilities employed at alinma | 2024 | 2025 |
|---|---|---|
| Number of people with disabilities at alinma | 54 | 79 |
| New hires who are people with disabilities | 39 | 26 |
| Percentage of new hires who are people with disabilities | 1% | 11% |
| People with special needs rate | 2% | 3% |

| Employee turnover by demographic | New employees | Employees who left | Turnover rate |
|---|---|---|---|
| | **234** | **384** | **13%** |
| **Gender** | | | |
| Male | 166 | 266 | 12% |
| Female | 68 | 118 | 18% |
| **Age** | | | |
| 18-30 | 99 | 113 | 17% |
| 31-50 | 135 | 251 | 12% |
| 51+ | 0 | 20 | 17% |

| | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| Parental leave | Male | Female | Male | Female | Male | Female |
| Number of employees entitled to parental leave | 174 | 62 | 186 | 61 | 196 | 73 |
| Number of employees who took parental leave | 174 | 62 | 186 | 61 | 196 | 73 |
| Number of employees who returned to work after parental leave ended | 174 | 62 | 186 | 61 | 196 | 71 |
| Return-to-work rate[1] | 100% | 100% | 100% | 100% | 100% | 97.26% |
| Number of employees who were still employed 12 months after returning to work (retention) | 174 | 62 | 173 | 48 | 189 | 64 |
| Retention rate[2] | 100% | 100% | 93.01% | 78.69% | 96.43% | 87.67% |

1. Calculation: #3 / #2 * 100
2. Calculation: #5 / #2 * 100

| Training program | Format | Board level | C-level | Governance and Sustainability Committee | Customers | Employees | Suppliers | Society |
|---|---|---|---|---|---|---|---|---|
| MSCI ESG rating | Physical | | | X | | | | |
| GHG workshop | Physical | | | | X | X | | |
| Sustainability training | Virtual | X | | | | | | |
| Sustainability training | Physical | | X | | | | | |
| The role of human rights in the workplace | Virtual | | | | | X | | |
| Workshop on health and safety | Virtual | | | | | X | | |
| Sustainability webinar | Virtual | | | | | | X | |
| Introduction to corporate sustainability (with the Financial Academy) | Physical | | | | | X | X | X |
| Principles of carbon footprint calculations (with the Financial Academy) | Physical | | | | | X | X | X |
| Principles of sustainability reporting (with the Financial Academy) | Physical | | | | | X | X | X |
| ESG due diligence toolkit | Virtual | | | | | X | | |

# Annexure C: ESG Dashboard continued

| Employee volunteering | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Number of volunteers | 24 | 48 | 492 | 350 | 309 |
| Employee volunteer hours | 192 | 384 | 2,412 | 3,410 | 3,061 |
| Number of volunteering days | 2 | 11 | 145 | 240 | 250 |

| Local supplier procurement | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total number of suppliers | 305 | 334 | 365 |
| Total number of local suppliers | 236 | 272 | 289 |
| Percentage of local suppliers | 77.4% | 81.44% | 80% |
| Percentage of spending on local suppliers | 95.49% | 95.45% | 92% |

| Employee mental health awareness sessions* |
|---|
| Nasmaak Innovation Workshop |
| Psychological Resilience Podcasts |
| Emotional Intelligence in the Workplace Podcasts |
| Work–Life Balance Podcasts |
| Burnout Campaign |
| Mental Health Awarness Messages |
| Psychological and Family Counseling Awareness in Collaboration with Ta'arafu Center |
| Wellness Awareness Sessions on Healthy Choices in Collaboration with Oasis Nutrition Center |
| Proactive Rest Awareness Campaign |
| Psychological Resilience Workshop |
| The Importance of Mental Health in the Workplace |
| Work–Life Balance Workshop |
| Mood Monitoring Emotional support |
| Inspiring Leadership Initiative: Awareness Messages for Leaders |
| Occupational Health Session 1 |

* The number of sessions has been assured. Please see the Reasonable Assurance Report in Appendix G for more details.

## Governance

| Board composition | Number of members | Ratio (%) |
|---|---|---|
| Independence | | |
| Executive members | 1 | 11% |
| Non-Executive members | 3 | 33% |
| Independent members | 5 | 56% |
| Tenure | | |
| 1 to 3 years | 3 | 44% |
| >3 years | 6 | 56% |

| Compliance metrics | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total incidents of non-compliance with SAMA laws and regulations | 14 | 18 | 23* |
| Total number of non-monetary sanctions | 4 | 1 | 3 |
| Total confirmed reports | 33 | 4 | 2 |
| Total closed cases | 33 | 4 | 21 |
| Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions[1] | 13% | 0.7% | 9.52% |
| Total amount of monetary losses (ﷺ) because of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations[2] | 10,609,300 | 9,216,300 | 43,548,900 |

1. Percentage is calculated by dividing the total confirmed reports by the total received reports during a year and multiplying by 100.
2. The data reflects the total amount of SAMA violations.

* This number has been assured. Please see the Reasonable Assurance Report in Appendix G for more details.

| Anti-corruption communication to the Board | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total number of Board members that alinma's anti-corruption policies and procedures have been communicated to | 9 | 9 | 9 |
| Percentage of Board members that alinma's anti-corruption policies and procedures have been communicated to | 100% | 100% | 100% |

| Anti-corruption communication to the employees and partners | 2025 |
|---|---|
| Number of employees (including both staff members and outsourced workers) | 3,536 |
| Percentage of employees | 94% |
| Number of partners, including clients and social media users | 1,465,051 |

# Appendix D: GRI Content Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

The service was performed on the English version of the report.

| Statement of use | alinma has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025 |
|---|---|
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | Not Applicable |

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **General Disclosures** | | | | |
| **GRI 2: General Disclosures 2021** | 2-1 Organizational details | Pages 04-05 (About the Report) | - | - |
| | 2-2 Entities included in the organization's sustainability reporting | Page 04 (About the Report- Report scope and boundary) | - | - |
| | 2-3 Reporting period, frequency and contact point | Page 04 (About the Report- Report scope and boundary)<br>Page 05 (About the Report- Contact us) | - | - |
| | 2-4 Restatements of information | Page 81 (GHG Emissions Performance) | - | - |
| | 2-5 External assurance | Page 222 (Appendix G: Reasonable Assurance Report) | - | - |
| | 2-6 Activities, value chain and other business relationships | Pages 10-11 (About alinma) pages 12-13 (Our geographical footprint, Our customers)<br><br>Annual Report 2025: Page 17 (Our subsidiaries)<br>Annual Report 2025: Page 153 (Governance- A description of the main business areas of the Bank and its affiliates, along with a statement for each activity and its impact on the Bank's operations and results) | - | - |
| | 2-7 Employees | Page 116 (Building a thriving workplace- demographic) | - | - |
| | 2-8 Workers who are not employees | Page 117 (Building a thriving workplace - demographic) | | |
| | 2-9 Governance structure and composition | Page 26 (Sustainability Governance and Oversight- Sustainability leadership structure)<br><br>Annual Report 2025: Pages 166-189 (alinma's Board of Directors' Report 2025) | - | - |
| | 2-10 Nomination and selection of the highest governance body | Annual Report 2025: Page 166 (Board composition and appointment) | - | - |
| | 2-11 Chair of the highest governance body | Annual Report 2025: Page 170 (alinma's Board of Directors' Report 2025) | - | - |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Page 26 (Sustainability Governance and Oversight- Sustainability leadership structure) | - | - |
| | 2-13 Delegation of responsibility for managing impacts | Pages 26-27 (Sustainability Governance and Oversight- Sustainability leadership structure) | - | - |
| | 2-14 Role of the highest governance body in sustainability reporting | Pages 26-27 (Sustainability Governance and Oversight- Sustainability leadership structure) | - | - |
| | 2-15 Conflicts of interest | alinma's Code of Conduct covers the conflict of interest issue and is governed at Management level.<br><br>Page 170 (Upholding Ethical Standards- Conflicts of Interest) | - | - |
| | 2-16 Communication of critical concerns | Pages 26-27 (Sustainability Governance and Oversight- Sustainability leadership structure) | - | - |

# Appendix D: GRI Content Index continued

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **General Disclosures** | | | | |
| | 2-17 Collective knowledge of the highest governance body | Page 28 (Sustainability Governance and Oversight- Sustainability capacity-building, training, and events)<br>Page 178 (Governance, Accountability, Transparency and Ethics- Advancing ESG at the Board Level) | - | - |
| | 2-18 Evaluation of the performance of the highest governance body | Page 26 (Sustainability Governance and Oversight- Sustainability leadership structure)<br>Annual Report 2025: Page 201 (Methods adopted by the Board to assess its performance, the performance of its Committees, and members) | - | - |
| | 2-19 Remuneration policies | Annual Report 2025: Pages 202-206 (Remuneration of Board Members, Committee Members and Executive management) | - | - |
| | 2-20 Process to determine remuneration | Pages 166-168 (Board and Executive Remuneration)<br>Annual Report 2025: Pages 202-206 (Remuneration of Board Members, Committee Members and Executive management) | - | - |
| | 2-21 Annual total compensation ratio | Not disclosed | Confidentiality constraints | alinma reports on the remuneration of the Board of Directors and the top five senior executives in its 2025 Annual Report. However, data on the median annual total compensation for all employees is maintained for internal use only, in accordance with the Human Capital policy. Accordingly, the annual total compensation ratio cannot be disclosed. |
| | 2-22 Statement on sustainable development strategy | Page 06 (Chairman's Message) | - | - |
| | 2-23 Policy commitments | Page 168 (Governance, Accountability, Transparency and Ethics Policies and frameworks) | - | - |
| | 2-24 Embedding policy commitments | Page 168 (Governance, Accountability, Transparency and Ethics - Policies and frameworks) | - | - |
| | 2-25 Processes to remediate negative impacts | Pages 122-123 (Talent Attraction, Retention and Development - Feedback and grievances)<br>Pages 170 - 171 (Upholding Ethical Standards - Whistle blowing) | - | - |
| | 2-27 Compliance with laws and regulations | Pages 173 - 174 (Upholding Ethical Standards - Compliance) | - | - |
| | 2-28 Membership associations | Pages 38 - 39 (Aligning with National and International Standards) | - | - |
| | 2-29 Approach to stakeholder engagement | Pages 40 - 41 (Stakeholder Engagement) | - | - |
| | 2-30 Collective bargaining agreements | Not disclosed | Legal prohibitions | Collective bargaining is prohibited by Saudi Arabian laws. |
| **Material Topics** | | | | |
| **GRI 3: Material Topics 2021** | 3-1 Process to determine material topics | Page 34 (Materiality Assessment Process) | - | - |
| | 3-2 List of material topics | alinma's material topics are listed as follows:<br>• Responsible customer relations and satisfaction<br>• Talent attraction, retention, and development<br>• Data privacy and cybersecurity<br>• Digitalization and innovation<br>• Governance, accountability, transparency, and ethics<br>• Systemic risk management<br>• Climate change and circular carbon economy | - | - |

# Appendix D: GRI Content Index continued

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **Material Topics** | | | | |
| | | • Diversity, equity, and inclusion<br>• Employee engagement and well-being<br>• Financial inclusion and community investment<br>• Financial and economic performance<br>• Sustainable financing and investment<br>• Environmental impact and natural resource protection<br>• Responsible procurement and localization<br>• Community engagement and empowerment<br>• Nationalization | - | - |
| **Responsible Customer Relations and Satisfaction** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 92 - 95 (Responsible Customer Relations and Satisfaction) | - | - |
| **GRI 417: Marketing and Labeling 2016** | 417-1 Requirements for product and service information and labeling | Page 95 (Customer Care and Engagement - Responsible selling practices) | - | - |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | There were no recorded incidents of non-compliance concerning product and service information and labelling in 2025. | - | - |
| | 417-3 Incidents of non-compliance concerning marketing communications | There were no recorded incidents of non-compliance concerning marketing communications in 2025. | - | - |
| **Talent Attraction, Retention and Development** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 118 - 129 (Talent Attraction, Retention and Development) | - | - |
| **GRI 401: Employment 2016** | 401-1 New employee hires and employee turnover | Page 120 (Talent Attraction, Retention and Development- Employee turnover) | - | - |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees | Pages 128 - 129 (Talent Attraction, Retention and Development- Market-leading benefits and remuneration) | - | - |
| | 401-3 Parental leave | Page 129 (Market-leading benefits and remuneration - Parental leave) | - | - |
| **GRI 402: Labor/ Management Relations 2016** | 402-1 Minimum notice periods regarding operational changes | Page 123 (Employee engagement - Feedback and grievances) | - | - |
| **GRI 404: Training and Education 2016** | 404-1 Average hours of training per year per employee | Pages 125 - 126 (Talent Attraction, Retention and Development- Training and career development) | - | - |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Page 127 (Training and career development - Performance reviews and succession planning) | - | - |
| **GRI 407: Freedom of Association and Collective Bargaining 2016** | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | The scope of the report covers alinma's Saudi Arabia operations only, where collective bargaining is prohibited by Saudi laws. | - | - |
| **Data Privacy and Cybersecurity** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 186 - 192 (Data Privacy and Cybersecurity) | - | - |
| **GRI 418: Customer Privacy 2016** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | There were no recorded privacy breaches or loss of customer data during 2025. | - | - |
| **Digitalization and Innovation** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 96 - 100 (Digitalization and Innovation) | - | - |

# Appendix D: GRI Content Index continued

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **Governance, Accountability, Transparency and Ethics** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 164 - 178 (Governance, Accountability, Transparency and Ethics) | - | - |
| **GRI 205: Anti-corruption 2016** | 205-1 Operations assessed for risks related to corruption | Pages 171 - 172 (Upholding Ethical Standards- Bribery and anti-corruption) | - | - |
| | 205-2 Communication and training about anti-corruption policies and procedures | Page 172 (Upholding Ethical Standards- Bribery and anti-corruption) | - | - |
| | 205-3 Confirmed incidents of corruption and actions taken | There were no incidents of corruption reported during 2025. | - | - |
| **GRI 206: Anti-competitive Behavior 2016** | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Pages 173 - 174 (Upholding Ethical Standards- Compliance) | - | - |
| **GRI 408: Child Labor 2016** | 408-1 Operations and suppliers at significant risk for incidents of child labor | alinma fully complies with Saudi labor laws that strictly prohibit the employment of children under the age of 15. | - | - |
| **GRI 409: Forced or Compulsory Labor 2016** | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | alinma fully complies with Saudi labor laws that strictly prohibit forced and compulsory labor. | - | - |
| **GRI 415: Public Policy 2016** | 415-1 Political contributions | Not disclosed | Legal prohibitions | Political contributions are prohibited by Saudi Arabian laws |
| **Systemic Risk Management** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 180 - 184 (Systemic risk management) | - | - |
| **Climate Change and Circular Carbon Economy** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Page Pages 74 - 83 (Climate Change and Circular Carbon Economy) | - | - |
| **GRI 302: Energy 2016** | 302-1 Energy consumption within the organization | Page 83 (Energy Efficiency and Consumption Performance) | - | - |
| | 302-2 Energy consumption outside of the organization | Page 83 (Energy Efficiency and Consumption Performance) | - | - |
| | 302-3 Energy intensity | Page 83 (Energy Efficiency and Consumption Performance) | - | - |
| | 302-4 Reduction of energy consumption | Page 83 (Energy Efficiency and Consumption Performance) | - | - |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | Page 81 (GHG Emissions Performance) | - | - |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Page 81 (GHG Emissions Performance) | - | - |
| | 305-3 Other indirect (Scope 3) GHG emissions | Page 81 (GHG Emissions Performance) | - | - |
| | 305-4 GHG emissions intensity | Page 81 (GHG Emissions Performance) | - | - |
| | 305-5 Reduction of GHG emissions | Pages 80-81 (GHG Emissions Performance) | - | - |
| **Diversity, Equity and Inclusion** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Page 130 - 132 (Diversity, equity and inclusion) | - | - |
| **GRI 405: Diversity and Equal Opportunity 2016** | 405-1 Diversity of governance bodies and employees | Page 131 (Diversity, equity and inclusion- Women empowerment, Female representation on the Board of Directors) | - | - |
| | 405-2 Ratio of basic salary and remuneration of women to men | Page 131 (Female representation on the Board of Directors - Gender pay equality) | - | - |
| **Employee Engagement and Well-Being** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 121-123 (Talent Attraction, Retention, and Development- Employee engagement)<br>Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |

# Appendix D: GRI Content Index continued

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **GRI 403: Occupational Health and Safety 2018** | 403-2 Hazard identification, risk assessment, and incident investigation | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-3 Occupational health services | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-5 Worker training on occupational health and safety | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-6 Promotion of worker health | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-9 Work-related injuries | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| | 403-10 Work-related ill health | Page 123 (Talent Attraction, Retention, and Development- Well-being, health, and safety) | - | - |
| **Financial Inclusion and Community Investment** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 142 - 146 (Financial inclusion and Sustainability)<br>Pages 148 - 153 (Community Impact and Development) | - | - |
| **Financial and Economic Performance** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 18 - 19 (Financial and Economic Performance) | - | - |
| **GRI 201: Economic Performance 2016** | 201-1 Direct economic value generated and distributed | Pages 18 - 19 (Financial and Economic Performance) | - | - |
| | 201-3 Defined benefit plan obligations and other retirement plans | Page 128 (Market-leading benefits and remuneration - Extended financial benefits) | - | - |
| **GRI 203: Indirect Economic Impacts 2016** | 203-1 Infrastructure investments and services supported | Pages 148 - 153 (Financial Inclusion and Sustainability- Community Impact and Development) | - | - |
| | 203-2 Significant indirect economic impacts | Page 144 (Financial Inclusion and Sustainability- Financial knowledge, skill, and confidence) | - | - |
| **GRI 207: Tax 2019** | 207-1 Approach to tax | Page 19 (Financial and Economic Performance- Approach to Tax) | - | - |
| | 207-2 Tax governance, control, and risk management | Page 19 (Financial and Economic Performance- Approach to Tax) | - | - |
| | 207-3 Stakeholder engagement and management of concerns related to tax | Page 19 (Financial and Economic Performance- Approach to Tax) | - | - |
| **Sustainable Financing and Investment** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 48 - 67 (Accelerating Sustainable Finance) | - | - |
| **Environmental Impact and Natural resource protection** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Page 72 (Environmental Impact Management) | - | - |
| **GRI 101: Biodiversity 2024** | 101-2 Management of biodiversity impacts | Pages 56-57 (alinma Sustainable Finance- ESG risk in financing activities)<br>Pages 60 - 61 (Corporate Banking Group- ESG Due Diligence) | - | - |
| | 101-5 Locations with biodiversity impacts | alinma does not own, lease or manage buildings and branches adjacent to protected areas and areas of high biodiversity value outside protected areas. | - | - |
| **GRI 303: Water and Effluents 2018** | 303-1 Interactions with water as a shared resource | Page 84 (Water management) | - | - |
| | 303-3 Water withdrawal | Page 84 (Water management) | - | - |
| | 303-5 Water consumption | Page 84 (Water management) | - | - |

# Appendix D: GRI Content Index continued

| GRI Standard | Disclosure | Location / Direct Answer | Omission | |
|---|---|---|---|---|
| | | | Reason | Explanation |
| **GRI 306: Waste 2020** | 306-1 Waste generation and significant waste-related impacts | Pages 85 - 86 (Waste management) | - | - |
| | 306-2 Management of significant waste related impacts | Page 85 (Waste management) | - | - |
| | 306-3 Waste generated | Page 85 (Waste management) | - | - |
| | 306-4 Waste diverted from disposal | Page 85 (Waste management) | - | - |
| | 306-5 Waste directed to disposal | Page 85 (Waste management) | - | - |
| **Responsible Procurement and Localization** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 154 - 157 (Responsible procurement and localization) | - | - |
| **GRI 204: Procurement Practices 2016** | 204-1 Proportion of spending on local suppliers | Page 157 (Localization) | - | - |
| **GRI 308: Supplier Environmental Assessment 2016** | 308-1 New suppliers that were screened using environmental criteria | Page 154 (Supplier Social and Environmental Responsibility) | - | - |
| **GRI 414: Supplier Social Assessment 2016** | 414-1 New suppliers that were screened using social criteria | Page 154 (Supplier Social and Environmental Responsibility) | - | - |
| **Community Engagement and Empowerment** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Pages 142 - 146 (Financial inclusion and Sustainability) Pages 148 - 153 (Community Impact and Development) | - | - |
| **GRI 413: Local Communities 2016** | 413-1 Operations with local community engagement, impact assessments, and development programs | Pages 148 - 153 (Community Impact and Development) | - | - |
| **Nationalization** | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | Page 134 (Nationalization) | - | - |
| **GRI 202: Market Presence 2016** | 202-2 Proportion of senior management hired from the local community | Page 134 (Nationalization) | - | - |

# Appendix E: SASB Sustainability Disclosures

alinma considered the Commercial Banks Sustainability Accounting Standard (version 2023-12) for this report. They are included below.

**Table 1. Sustainability Disclosure Topics and Metrics**

| Topic | Metric | Location / Direct Answer |
|---|---|---|
| **Data Security** | (1) Number of data breaches<br>(2) percentage that are personal data breaches<br>(3) number of account holders affected | There were no recorded data breaches during 2025. |
| | Description of approach to identifying and addressing data security risks | Pages 186 - 192 (Data Privacy and Cybersecurity) |
| **Financial Inclusion and Capacity Building** | (1) Number and<br>(2) amount of<br>loans outstanding that qualify for programmes designed to promote small business and community development | Page 13 (About alinma- Our Customers)<br>Page 106 (Empowering SME Growth- Serving and Empowering SMEs) |
| | (1) Number and<br>(2) amount of<br>past due and nonaccrual loans or loans subject to forbearance that qualify for programmes designed to promote small business and community development | Page 106 (Empowering SME Growth- Serving and Empowering SMEs) |
| | Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers | Page 143 (Financial Inclusion and Sustainability- Expanding our Physical Footprint) |
| | Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers | Pages 142 - 146 (Financial Inclusion and Sustainability) |
| **Incorporation of Environmental, Social, and Governance Factors in Credit Analysis** | Description of approach to incorporation of ESG factors in credit analysis | Pages 56-57 (alinma Sustainable Finance- ESG Risk in Financing Activities)<br>Pages 60 - 61 (Corporate Banking Group- ESG Due Diligence) |
| **Financed Emissions** | Absolute gross financed emissions, disaggregated by<br>(1) Scope 1<br>(2) Scope 2<br>(3) Scope 3 | Pages 76-78 (The Path to Net Zero by 2050- Our net zero journey) |
| | Gross exposure for each industry by asset class | Page 46 (Accelerating Sustainable Finance- Finance by Sector) |

# Appendix E: SASB Sustainability Disclosures continued

| Topic | Metric | Location / Direct Answer |
|---|---|---|
| | Percentage of gross exposure included in the financed emissions calculation | Page 78 (The Path to Net Zero by 2050- Enhancing Financed Emissions Accounting Methodologies) |
| | Description of the methodology used to calculate financed emissions | Page 78 (The Path to Net Zero by 2050- Enhancing Financed Emissions Accounting Methodologies) |
| **Business Ethics** | Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anticompetitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations | Pages 173-174 (Upholding Ethical Standards- Compliance) |
| | Global Systemically Important Bank (GSIB) score, by category | alinma is not considered a GSIB. |
| **Systemic Risk Management** | Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities | Pages 180 - 181 (Systemic risk Management- Top Business Risks) |
| | Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers | Pages 142 - 146 (Financial Inclusion and Sustainability) |

**Table 2. Activity Metrics**

| Activity Metric | Location / Direct Answer |
|---|---|
| (1) Number and<br>(2) value of checking and savings accounts by segment:<br>(a) personal and<br>(b) small business | Page 13 (About alinma-Our Customers) |
| (1) Number and<br>(2) value of loans by segment:<br>(a) personal,<br>(b) small business, and<br>(c) corporate | Page 13 (About alinma- Our Customers)<br>Page 106 (Empowering SME Growth - Serving and Empowering SMEs) |

# Appendix F: Acronyms Table

| Acronym | Full Form |
|---|---|
| **AC** | Audit Committee |
| **AI** | Artificial Intelligence |
| **AML** | Anti-money laundering |
| **API** | Application Programming Interfaces |
| **AT1** | Additional Tier 1 bonds |
| **ATM** | Automated Teller Machine |
| **AWN** | Advanced Workload Navigator |
| **BaaS** | Banking-as-a-Service |
| **BCM** | Business continuity management |
| **BOD** | Board of Directors |
| **BMS** | Building Management System |
| **CAPEX** | Capital expenditure |
| **CBG** | Corporate Banking Group |
| **CCyB** | Countercyclical Capital Buffer |
| **CDP** | Carbon Disclosure Project |
| **CEO** | Chief Executive Officer |
| **CISO** | Chief Information Security Officer |
| **CMA** | Capital Market Authority |
| **CNP** | Card-not-present |
| **COOP** | Coopertive (training) |
| **CRM** | Customer Relationship Management |
| **CRO** | Chief Risk Officer |
| **CSF** | Cyber Security Framework |
| **CSR** | Corporate social responsibility |
| **CSRD** | Corporate Sustainability Reporting Directive |
| **CTF** | Counter-terrorism financing |
| **CTI** | Cyber Threat Intelligence |
| **DAST** | Dynamic application security testing |
| **DEI** | Diversity, equity and inclusion |
| **DPIA** | Data privacy impact assessments |
| **DPO** | Data Protection Officer |
| **EC** | Executive Committee |
| **EMS** | Environmental Management System |
| **ESG** | Environmental, social and governance |
| **ESRM** | ESG Risk Management |
| **EV** | Electric vehicle |
| **EWP** | Employee Wellness Program |
| **FATF** | Financial Action Task Force |
| **FFM** | Fund for Martyrs, Wounded, Prisoners and Missing Persons |
| **FSB** | Financial Stability Board |
| **FTE** | Full-Time Equivalent |
| **GBM** | Global Brands Magazine |

# Appendix F: Acronyms Table continued

| Acronym | Full Form |
|---|---|
| GCC | Gulf Cooperation Council |
| GDP | Graduate Development Program |
| GDP | Gross Domestic Product |
| GHG | Greenhouse gas |
| GOSI | General Organization for Social Insurance |
| GRI | Global Reporting Initiative |
| GSC | Governance and Sustainability Committee |
| HR | Human Resources |
| ICAAP | Internal capital adequacy assessment process |
| ICMA | The International Capital Market Association |
| ICSA | International Center for Strategic Alliances |
| IFC | International Finance Corporation |
| IFRS | International Financial Reporting Standards |
| IoT | Internet of Things |
| IRBA | Islamic Retail Banking Awards |
| ISAE | International Standard on Assurance Engagements |
| ISO | International Organization for Standardization |
| ISSB | International Sustainability Standards Board |
| IEA | International Energy Agency |
| IP | Intellectual property |
| IRP | Incident response plan |
| IT | Information Technology |
| KPI | Key Performance Indicator |
| KRI | Key Risk Indicator |
| KSA | Kingdom of Saudi Arabia |
| LED | Light emitting diode |
| LEED | Leadership in Energy and Environmental Design |
| LMA | Loan Market Association |
| LSTA | Loan Syndications and Trading Association |
| LTI | Long-Term Incentive |
| MEIRA | Middle East Investor Relations Association |
| MENA | Middle East and North Africa |
| MOU | Memorandum of Understanding |
| MSCI | Morgan Stanley Capital International |
| MSME | Micro, Small, and Medium Enterprises |
| NCA-ECC | National Cybersecurity Authority Essential Cybersecurity Controls |
| NCA-CSCC | National Cybersecurity Critical Systems Cybersecurity Controls |
| NDMO | National Data Management Office |
| NFC | Near-field communication |
| NPO | Non-profit organizations |
| NPS | Net Promoter Score |
| NRC | Nomination and Remuneration Committee |
| OHI | Organizational Health Index |
| PBL | Program-based lending |
| PCAF | Partnership for Carbon Accounting Financials |
| PCI-DSS | Payment Card Industry Data Security Standard |
| PDPL | Personal Data Protection Law |
| PIA | Privacy Impact Assessments |
| PIF | Public Investment Fund |
| POS | Point-of-Sale |
| PRB | Principles for Responsible Banking |
| PT | Penetration-testing |
| QR | Quick Response |
| RBG | Retail Banking Group |
| RC | Risk Committee |
| RCSA | Risk and Control Self-Assessment |
| REDF | Real Estate Development Fund |
| SAIP | Saudi Authority for Intellectual Property (SAIP) |
| SAMA | Saudi Central Bank |
| ﷼ | Saudi Arabian Riyal |
| SASB | The Sustainability Accounting Standards Board |
| SAST | Static application security testing |
| SDG | Sustainable Development Goals |
| SFWG | Sustainable Finance Working Group |
| SGI | Saudi Green Initiative |
| SIEM | Security Information and Event Management |
| SME | Small and Medium-sized Enterprises |
| SOCPA | Saudi Organization for Chartered and Professional Accountants |
| STI | Short-Term Incentives |
| STP | Straight-Through Processing |
| SWIFT | Society for Worldwide Interbank Financial Telecommunication |
| TCFD | The Task Force on Climate Related Financial Disclosures |
| TTX | Table-Top Exercise |
| UN | United Nations |
| UNEP FI | United Nations Environment Programme Finance Initiative |
| UNGC | United Nations Global Compact |
| UNGP | United Nations Guiding Principles on Business and Human Rights |
| UNSDG | United Nations Sustainable Development Goal |
| USD | United States Dollar |
| VA | Vulnerability-assessment |
| VAT | Value Added Tax |
| VIP | Very important person |
| VoC | Voice of Customer |
| WGS | Whole Genome Sequencing |
| WHT | Withholding Tax |

# Appendix G: Reasonable Assurance Report

**KPMG Professional Services Company**
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P.O. Box 92876
Riyadh 11663
Kingdom of Saudi Arabia
Commercial Registration No 1010425494

**Headquarters in Riyadh**

**شركة كي بي إم جي للاستشارات المهنية مساهمة مهنية**
واجهة روشن، طريق المطار
صندوق بريد ٩٢٨٧٦
الرياض ١١٦٦٣
المملكة العربية السعودية
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

**المركز الرئيسي في الرياض**

## Independent practitioner's reasonable assurance report on Alinma Bank's selected quantitative indicators disclosed in its Sustainability Report for the year ended 31 December 2025

To the management of Alinma Bank ("Alinma")

### Opinion

We have performed a reasonable assurance engagement on whether Alinma Bank ("the Bank" or "Alinma") selected sustainability indicators ("Subject Matter Information", "SMI" or "the Indicators") as detailed in Annexure 1 and as disclosed in the Sustainability Report ("the Report") for the year ended 31 December 2025 have been prepared in accordance with the applicable criteria ("the Applicable Criteria"), the details of which are mentioned in the Annexure 2 of this Report.

In our opinion, the SMI of the Bank for the year ended 31 December 2025 is prepared, in all material respects, in accordance with the Applicable Criteria.

Our opinion on the SMI does not extend to any other information that accompanies or contains the SMI and our report (hereafter referred to as "other information").

### Basis for opinion

We conducted our engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised): *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("ISAE 3000") as endorsed in the Kingdom of Saudi Arabia. Our responsibilities under that standard are further described in the "*Our responsibilities*" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) that is endorsed in the Kingdom of Saudi Arabia.

Our firm applies the International Standard on Quality Management 1: *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements* ("ISQM 1"). This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Restriction on use or distribution

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Bank, for any purpose or in any context. Any party other than the Bank who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Bank for our work, for this independent reasonable assurance report, or for the opinion we have reached.

Our report is released to the Bank on the basis that it shall not be copied, referred to or disclosed, in whole (save for the Bank's own internal purposes) or in part, without our prior written consent. Our opinion is not modified in respect of this matter.

KPMG Professional Services Company, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with a paid-up capital of SAR110,000,000 and a non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

شركة كي بي إم جي للاستشارات المهنية مساهمة مهنية، شركة مساهمة مهنية مقفلة مسجلة في المملكة العربية السعودية، رأس مالها (١١٠،٠٠٠،٠٠٠) ريال سعودي مدفوع بالكامل، وهي عضو غير شريك في الشبكة العالمية لشركات كي بي إم جي المستقلة والتابعة لـ كي بي إم جي العالمية المحدودة، شركة انجليزية خاصة محدودة بالضمان.



## Independent practitioner's reasonable assurance report

To the management of Alinma Bank ("Alinma") (continued)

### Management responsibilities over the SMI

The management of the Bank are responsible for:

- Designing, implementing and maintaining internal control relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error;
- Selecting or developing the Applicable Criteria for preparing the Subject Matter Information and appropriately referring to or describing the criteria used;
- Determining the completeness and accuracy of the reporting boundaries and appropriately describing the selection basis;
- Ensuring that the Applicable Criteria in respect to Subject Matter Information is appropriate in view of the intended users of the Report and is made available to the users of the Report;
- Maintenance and integrity of any part of the Applicable Criteria that is internally developed, in respect to the Subject Matter, where applicable, which will be available at the Bank's website and or any other public domain;
- Preventing and detecting fraud and identifying and ensuring that the Bank complies with the laws and regulations applicable to its activities; and
- Ensuring that the staff involved with the preparation of the Applicable Criteria and calculation of the SMI are properly trained, information systems are properly updated, and that any changes in reporting encompass all significant business units.

### Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance about whether the SMI are free from material misstatement, whether due to fraud or error;
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our opinion to the management of the Bank.

### Summary of the work we performed as the basis for our opinion

We exercised professional judgement and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our opinion. The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the SMI, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the SMI and the engagement circumstances. We also obtained an understanding of the internal control relevant to the SMI in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.

# Appendix G: Reasonable Assurance Report continued

KPMG

## Independent reasonable assurance report

To the management of Alinma Bank ("Alinma") (continued)

**Summary of the work we performed as the basis for our opinion (continued)**

In carrying out our engagement, the procedures we performed primarily consisted of:

- Assessing the suitability of the Applicable Criteria used by the Bank in preparing the Subject Matter Information;
- Evaluating the appropriateness of reporting policies, quantification methods used in the preparation of the Subject Matter Information and the reasonableness of estimates made by the Bank, where applicable; and
- Evaluating the overall presentation of the Subject Matter Information.

**KPMG Professional Services Company**

**Fahad Mubark Aldossari**
License no: 469

Riyadh, 6 July 2026
Corresponding to: 21 Muharram 1448H



KPMG

**Annexure 1**

The selected sustainability Indicators ("Subject Matter Information" of "SMI") covered by our reasonable assurance engagement are:

| Indicator description | Reporting boundary | Page number of 2025 Sustainability Report where the Indicators are disclosed |
|---|---|---|
| 1. Greenhouse gas emissions (Scope 1) | The Bank's operations across the Kingdom of Saudi Arabia ("KSA"), excluding its subsidiaries. | 81 |
| 2. Greenhouse gas emissions (Scope 2) | The Bank's operations across the KSA for 117 branches and 8 offices, excluding its subsidiaries. | 81 |
| 3. Water consumption | The Banks' operations across 75 Branches and 1 admin office, excluding its subsidiaries. | 84 |
| 4. Female employment | The Bank's operations across the KSA, excluding its subsidiaries. | 115 |
| 5. Number of mental health awareness sessions | | 115 |
| 6. Net promoter score | | 94 |
| 7. The number of suppliers responded to ESG assessment | | 157 |
| 8. CSR spending amount | | 139 |
| 9. Number of SAMA violations | | 174 |

**The above selected sustainability Indicators over which independent reasonable assurance is performed are marked with the symbol (*) in the Sustainability Report 2025.*

# Appendix G: Reasonable Assurance Report continued

**Annexure 2**

Details of the Applicable Criteria for each selective quantitative Indicator ("Subject Matter Information" or "SMI"):

| # | Indicator | Standard / Framework referenced | Relevant section of framework / standard which has been referred to as the Applicable Criteria |
|---|---|---|---|
| 1 | Greenhouse gas emissions (Scope 1) | GRI | Compilation requirement 2.1 and 2.2 of Disclosure 305-1 Direct (Scope 1) GHG emissions, including requirement (a) Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. |
| 2 | Greenhouse gas emissions (Scope 2) | GRI | Compilation requirement 2.3 and 2.4 of Disclosure 305-2 Energy indirect (Scope 2) GHG Emissions, including requirement (a) Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent of GRI Standard 305 "Emissions 2016". |
| 3 | Water consumption | GRI | Requirement (a) of Disclosure 303-5 "Water sconsumption" from total water withdrawn for operational use in meter cube related to GRI standard 303 "Water and Effluents 2018". |
| 4 | Female employment | GRI | Requirement (b) (i) of Disclosure 405-1 "Diversity of governance bodies and employees" |
| 5 | Number of mental health awareness sessions | GRI | Requirement (b) of Disclosure 403-6 "Promotion of worker health" ***"Number of programs only"*** |
| 6 | Net promoter score | Bain & Company's "Measuring your net promoter score" | The Applicable Criteria is available at: https://www.netpromotersystem.com/about/measuring-your-net-promoter-score/ |
| 7 | The number of suppliers responded to ESG assessment | Internally developed | The Applicable Criteria is available at: https://www.alinma.com/en/about-the-bank/policies-and-reports-frameworks<br><br>Refer to *section 2 Sustainable Procurement Guidelines*.<br><br>Our report should be read solely in the context of the Applicable Criteria that was published as of the date of our report. |
| 8 | CSR spending amount | GRI | Requirement of Disclosure 201-1 (a) (ii) "Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments" of GRI standard 203 "Indirect Economic Impacts 2016" relating to community investment only. ***"Community investment only represented by CSR"*** |
| 9 | Number of SAMA violations | GRI | Requirement (a) of Disclosure 2-27 ***"Compliance with laws and regulations"*** |




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