

Inaugural Sustainability Report 2022

DIGITAL. FAST. CONVENIENT.



“The Kingdom of Saudi Arabia is aware of the importance of combating the mutual challenges of climate change and its adverse impacts. Therefore, the Kingdom has launched unique initiatives that are important to the region and the world.”

Custodian of the Two Holy Mosques,
King Salman Bin Abdulaziz Al-Saud



“Climate action will enhance competitiveness, spark innovation, and create millions of high-quality jobs. Young people, both in the Kingdom and the world, are demanding a cleaner, greener and more inclusive future, and we owe it to them to deliver on this.”

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



Basis for Preparation

This is Alinma's first Sustainability Report. As such, it is the first step on the bank's journey to complete disclosure and reporting of all material factors to give investors and other stakeholders the complete picture of our sustainability credentials and progress.

It has been prepared using a Materiality Matrix methodology which identifies the Environmental, Social and Governance elements of our business that carry the most importance for both the bank and for its stakeholders.

A full explanation of this methodology appears on page 29.

This analysis has guided the selection of data to disclose and areas to highlight.

The report is structured according to a Sustainability Framework. The framework is a set of guiding principles on the environment, social relationships and structures, people, fixed assets, and financial performance. The sustainability framework focuses on coverage of Alinma Bank's material issues. The framework informs the full reporting process.

While this report has not been externally assured, Alinma intends to seek assurance of quantitative elements in future reports.

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About Us

Alinma Bank was established in 2006 as an Islamic banking services provider. Established by Royal Decree, in 2008 Alinma became a publicly listed company on the Saudi Exchange. In 2009, Alinma began providing Shariah-compliant banking, asset management and brokerage services.

Today Alinma has 3.93 million customers and a market capitalisation of over SAR 65 billion at the end of 2022. Although it is the youngest bank in the Kingdom, Alinma has quickly established itself as a leading player and important contributor to the economic growth of Saudi Arabia.



Our Vision

To be your preferred financial partner.

Since its establishment, the bank has endeavored to achieve its vision to be the preferred financial partner of all its retail and corporate customers through the provision of innovative and unique products and services in a Shariah-compliant manner. The core objective of all our client solutions is to make them simple, fast and convenient, with digital at the core.



Our Mission

To provide our customers with total Shariah-compliant financial solutions through the best workplace that achieves sustainable development and participates in serving our community.

Every facet of our business, from customer relations to employees, from our digital strategy to our branch network, from our business model to our Shariah compliance is governed and guided by this Mission. Our approach to sustainability is wholly aligned with this Mission. In order to achieve the Mission, we must operate a sustainable business. This report is our documentation of this sustainable approach.

Alinma at a Glance



BANK WIDE VISION

- Be recognised and celebrated as the fastest and most convenient bank in KSA.
- Be the #1 in Net Promoter Score (NPS) across KSA Banks.
- Be the #1 employer of choice across KSA Banks.

RETAIL BANKING VISION

- Be the most digitally advanced, fastest, and most convenient Retail Bank in KSA.

CORPORATE BANKING VISION

- Be the Corporate Bank with the best partner experience and offer fastest turnaround time in KSA.

TREASURY VISION

- Be the most innovative Shariah compliant treasury partner across KSA.

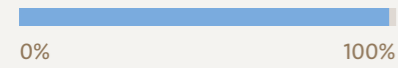


KPI	2019	2020	2021	2022	PROGRESS
Branches 	95	98	100	104	
Sales Centres 	0	0	4	4	
ATMs 	1,523	1,551	1,584	1,564	
POS 	43,933	74,277	100,764	125,247	
Remittances Center 	53	53	52	49	
Digital Zones 	0	0	70	108	
Online Channels Users (million) 	1.14	1.52	2.08	2.9	

2019 2020 2021 2022

% Transactions executed digitally

98.6%



Total assets

SAR 200.4 billion

Customer financing and advances

SAR 146.5 billion

Customer deposits

SAR 145.2 billion

Alinma Bank headquarters in Riyadh, Saudi Arabia.

Tier 1 capital ratio

18.6%



Major shareholders

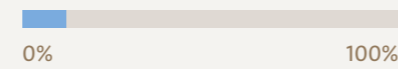
Foreign ownership

17.6%



PIF

10%



Board of Directors

Alinma's Board of Directors bring many years of independence and experience to their oversight of management and strategy.



Dr. Abdulmalik Abdullah Al-Hogail
Chairman



Saad Abdulaziz Alkrout
Vice Chairman



Ahmed Abdullah Alsheikh
Member



Anees Ahmed Moumina
Member



Dr. Saud Mohammed Al-Nimir
Member



Abdullah Abdulaziz Alromaizan
Member



Abdulrahman Mohammed Ramzi Addas
Member



Mohammed Abdulrahman Bindowel
Member



Haitham Rashid Al-Sheikhmubarak
Member

Management Team

Alinma has built an experienced new management team poised to execute its strategy.



Abdullah Ali Al Khalifa
Chief Executive Officer (CEO)



Saleh Abdullah Al Zumaie
Deputy CEO, Head of Retail & Digital Banking



Jameel Naif Alhamdan
Head of Corporate Banking



Abdullah Jamaan Al Zahrani
Head of Treasury



Meshary Abdulaziz Al Jubair
Chief Operating Officer (COO)



Mohammed Sultan Al Sehali
Chief Internal Audit Officer



Hamoud Abdulaziz Al Humaidan
Chief Compliance Officer (CCO)



Eyad Osama Al Othman
General Counsel & Board Secretary



Fahad Abdulaziz Al Mohaimeed
Head of Strategy & Business Excellence



Yaser Abdulaziz Al Marshde
Chief Sharia Officer



Hisham Abdullah Al Turaigi
Chief Credit Officer (CCRO)



Abdullah Mohammed Al Salamah
Chief Human Capital Officer (CHCO)



Adel Saleh Abalkhail
Chief Financial Officer (CFO)



Meshal Hamad Al Rabiah
Chief Risk Officer (CRO)

Chairman's Statement

It is with an enormous sense of pride that, on behalf of the Board of Directors, I present to you the first ever Sustainability Report of Alinma Bank for the financial year ended 31 December 2022.



“Alinma draws on a timeless system of morals, ethics, and values that inform all that we do as a bank.”

Alinma Bank is no stranger to sustainability and the ESG (environment, society, governance) principles that are foundational to it. As a supportive member of Saudi Arabian society, Alinma has always understood that its role in the communities it serves extends far beyond financial services; and since its inception, Alinma has understood the value of its stakeholders, and has enshrined partnership as a pillar of all Alinma relationships. With sustainability now an international imperative, Alinma is pleased to take the next step in its own journey in this regard, by committing to the systematic capture of ESG related data and subsequent communication of bank progress in an annual ESG report, with this document representing the first such report.

As a fully Shariah-compliant financial institution, Alinma draws upon a timeless system of morals, ethics, and values that inform all that we do as a bank. Additionally, Alinma and its corporate identity were established with a firm set of guiding principles that, from day one, set Alinma on path consistent with the values and principles associated with sustainability and ESG. Thus, an ethical operational framework has always prevailed at the bank.

Sustainability and ESG bring ethical practices into sharper focus, allowing Alinma to express its own natural inclination to be a committed pillar of society, through a formal strategy that ensures alignment with Vision 2030 and the United Nations Sustainable Development Goals. Alinma Bank has invested a great deal of time and energy in identifying, refining, and implementing a sustainability strategy that will direct and govern our progress.

This report is the first articulation of that strategy, which dovetails with the bank's broader Strategy 2025 initiative, and evolves Alinma's ESG position over the next three years through the bank's

identified ESG pillars of action: sustainable finance, environmental stewardship and carbon neutrality, customer empowerment, workplace equity, community uplift and financial inclusion, and robust governance.

And here it must be noted that with regard to its strategic ESG orientation, Alinma owes a debt of gratitude to the government 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, which has not only created clear and transparent ESG guidelines and expectations, but has challenged the corporate sector to be drivers of change for society. Alinma Bank welcomes this challenge, and seeks to uplift Saudi society through fruitful, creative competition to establish itself as a leader in the ESG space.

Towards this end, Alinma has worked to make ESG a seamless part of the Alinma experience. In the same way that Shariah-compliance functions as a seamless set of processes that ensures the ubiquity of adherence to the Shariah within the bank, so too will Alinma's sustainability and ESG efforts become seamless features of operations, the customer experience, and corporate life. Alinma seeks to make itself synonymous with sustainability, across all ESG dimensions that make sustainability possible.

We are, therefore, pleased to share Alinma Bank's inaugural ESG report and encourage you to explore its contents in order to understand Alinma's approach, which takes ESG beyond mere compliance, and instead establishes it as an authentic expression of what Alinma bank is, and more importantly, what Alinma Bank can be.

Dr. Abdulmalik Abdullah Al-Hogail
Chairman

Message from the CEO

Welcome to the inaugural Sustainability Report from Alinma Bank.

“This report functions as a starting point for future disclosures on our progress towards a fully sustainable future, one where the business of the bank has a beneficial impact on society, on the environment, and on future generations.”



Sustainability and ESG are, quite simply, 21st century realities; and in an integrated, interconnected world, it can be no other way. Humanity today faces challenges related to environment, social equity, and ethical, responsible corporate governance (the defining components of ESG); and because corporate entities have outsized impacts on economies and societies, the crafting of sustainable, ESG-driven corporate strategies is critical to developing healthy, thriving communities in this promising new era of growth of cooperation.

It is, therefore, my pleasure to present Alinma Bank's Inaugural Sustainability Report 2022, in which the bank takes a major step forward in ensuring that its future as a pillar of the Saudi economy is consistent with the sustainable future that Saudi Arabia and the rest of the world need. For Alinma, this means enacting a clearly aligned ESG strategy that leverages transformation at all levels of bank operations in order to adequately address stakeholders throughout the ESG value chain.

Sustainability has always been a key driver of success for Alinma, and this is reflected in the bank's own Strategy 2025 initiative. Conceived of in early 2021, Strategy 2025 seeks to establish Alinma as the fastest, most convenient bank in the kingdom. At first glance, this objective speaks to operational efficiency and excellence; however, in examining the true breadth and depth of the strategy, it becomes evident that Alinma's orientation towards its customers, the banking sector, and the broader market, is rooted in the careful implementation of ESG principles, because speed and convenience stand as downstream attributes of a successful ESG strategy.

The report illustrates how the bank aligns with and will continue to impact Vision 2030 by focusing on the following broad objectives that comprise our sustainability strategy:

- 1. Accelerate sustainable finance**
- 2. Foster environmental stewardship and a circular carbon economy**
- 3. Empower our customers**
- 4. Build a thriving workplace**
- 5. Strengthen our communities and contribute to greater financial inclusion**
- 6. Maintain our robust governance and responsible operations foundation**

These objectives tightly align with Vision

2030 and likewise intersect with 12 of the UN's 17 total Sustainable Development Goals (SDGs). Over the coming three years, then, Alinma will use this alignment to evolve its position vis-à-vis 15 material areas of ESG performance, the most critical of which are:

- 1. Responsible customer relations, and satisfaction**
- 2. Talent attraction, retention, and development**
- 3. Diversity and inclusion**
- 4. Digitalization and innovation**
- 5. Governance, accountability, transparency, and ethics**
- 6. Systemic risk management**

With these pillars in mind, and through the lens of sustainability, this report explains the strategy, operations, and execution of the bank. It also functions as a starting point for future disclosures on our progress towards a fully sustainable future – one where the business of the bank has a beneficial impact on society, on the environment, and on future generations. This is an ambitious aim, but it is one that we wholeheartedly embrace.

As we emerge from the unprecedented challenges of the recent past, and as we prepare for even greater future challenges, we are convinced that a sustainable approach to business is the best way to ensure prosperity and success.

Abdullah Ali Al-Khalifa
Chief Executive Officer

2022 Financial Performance

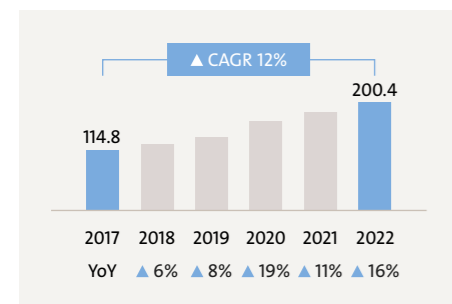
2022 Financial Performance

2022 saw strong balance sheet momentum, with total assets growing 16% from both retail and corporate lending, funded primarily from 4% growth in CASA deposits and Time deposits by 51%. This translated to solid top-line momentum of 20% which, together with improved operating efficiency and risk costs, resulted in 33% net income growth.

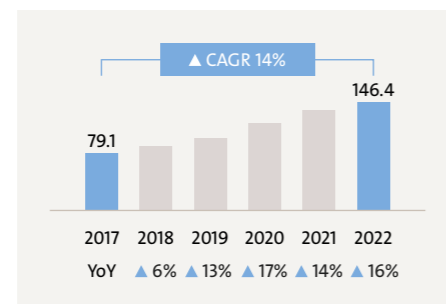
This was achieved while maintaining strong capitalization, with Tier 1 and Total Capital adequacy of 18.6% and 19.8% respectively at end of 2022. The bank's liquidity position similarly remained solid and comfortably within regulatory limits, with the net stable funding ratio standing at 106.1% and the liquidity coverage ratio at 134% at FY 2022.

FINANCIAL HIGHLIGHTS AT 31 DECEMBER 2022

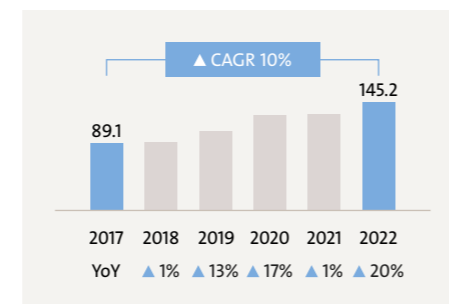
Total Assets (SARbn)



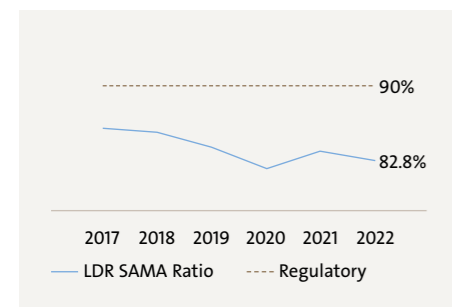
Financing (SARbn)



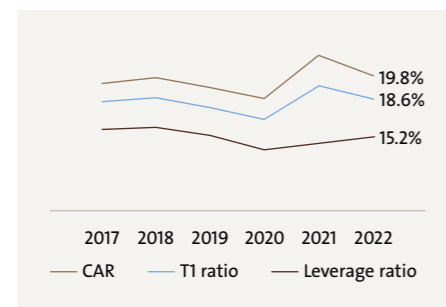
Customer Deposits (SARbn)



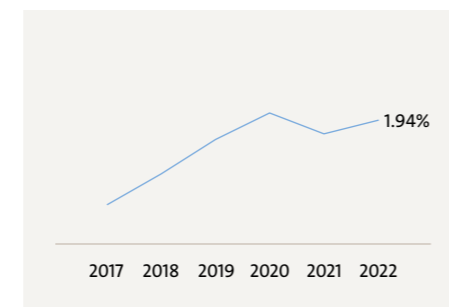
Liquidity (%)



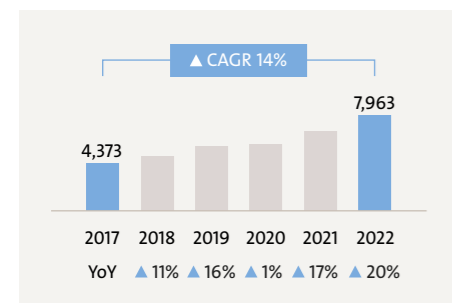
Capitalisation (%)



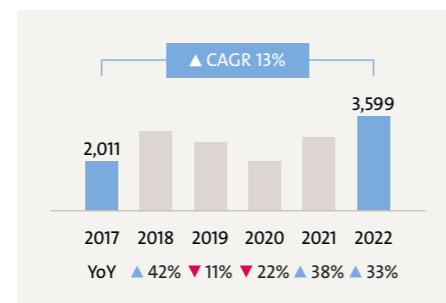
NPL Ratio (%)



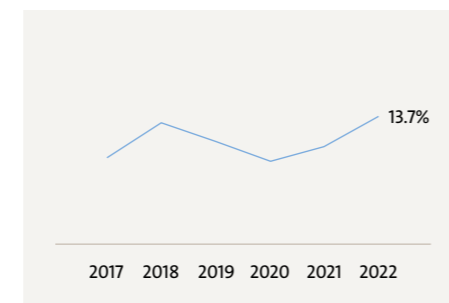
Operating Income (SARmn)



Net Income After Zakat (SARmn)



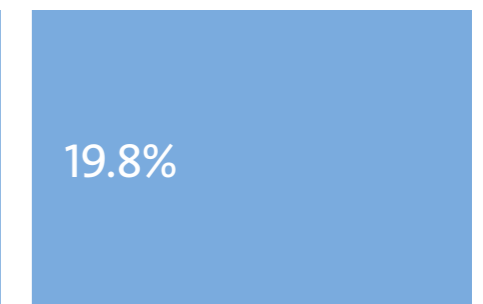
Return on Equity (%)



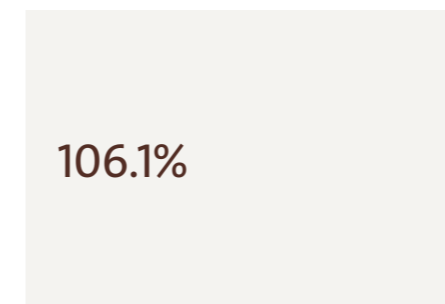
CASA Deposits



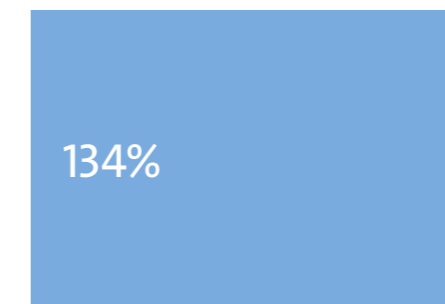
Capital Adequacy Ratio (CAR)



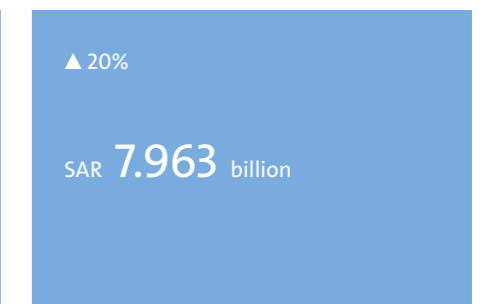
Net Stable Funding Ratio (NSFR)



Liquidity Coverage Ratio (LCR)



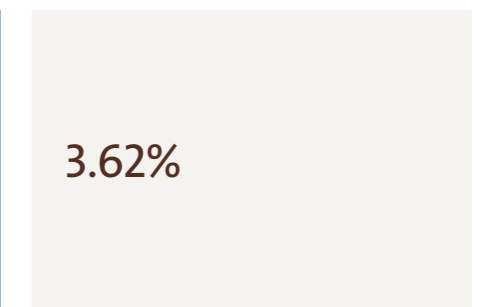
Operating Income



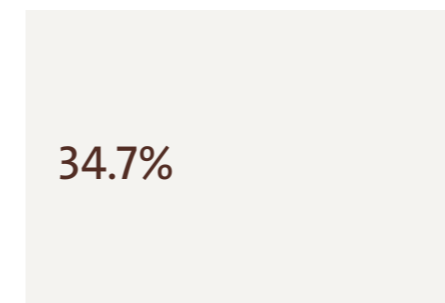
Net Income



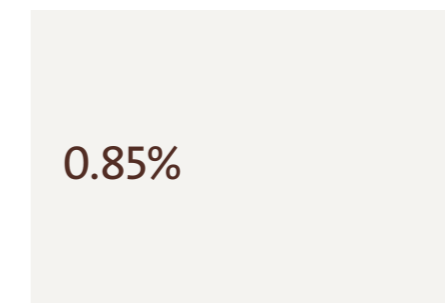
Net Profit Margin



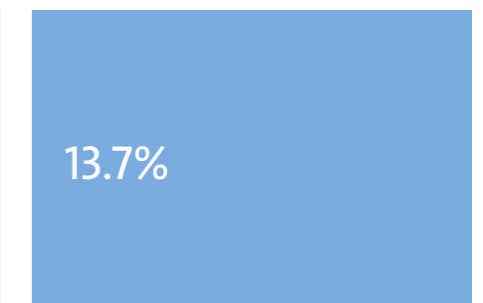
Cost:Income Ratio



Cost of Risk



RoE



Alinma Bank Strategy

Corporate Strategy

Our corporate strategy derives from our vision to be the preferred financial partner to our customers through the provision of innovative, unique and Shariah-compliant products and services.

The current five-year corporate strategy was laid out in 2021, driving significant changes across the business towards ambitious targets for the bank. Alinma has built an experienced new management team to execute its strategy and we have reported excellent progress in execution since then. At its foundation are the following ambitions:

BANK-WIDE AMBITIONS:

- Be recognised and celebrated as the fastest and most convenient bank in KSA.
- Be the #1 in Net Promoter Score (NPS) across KSA Banks.
- Be the #1 Employer of choice across KSA Banks.

SEGMENT-FOCUSED AMBITIONS:

- **Retail:** Be the most digitally advanced, fastest, and most convenient Retail bank in KSA.
- **Corporate:** Be the Corporate bank with the best partner experience (increasingly integrated) and offer the fastest turnaround time in KSA.
- **Treasury:** Be the most innovative Shariah compliant Treasury partner across KSA.

We aspire to be the most digitally advanced, fastest and the most convenient bank in Saudi Arabia. This is a critical ambition given both the young population and its very high technology adoption rates, and the ambitious and large-scale economic growth trajectory of the Kingdom under the Vision 2030 national plan.

We want to be the number one in Net Promoter Score and the number one employer of choice.



BANK-WIDE PROGRESS AND 2022 HIGHLIGHTS

By the end of 2022 we had delivered on 54 out of the 76 strategic projects, namely 21 bank wide, 12 retail, 9 corporate and 12 treasury.

We're delivering 45% of our IT projects through an agile model and we've achieved 95.2% Saudization and 19.22% female proportion of the total workforce.

A Digital function was created and a Chief Digital Officer hired (the bank's first). 108 digital zones were deployed and the Digital factory is operational.

RETAIL BANKING PROGRESS

Alinma operates a digitally advanced retail business that aims to provide the fastest and the most convenient service in the Kingdom.

We are targeting the affluent and high net worth customer franchise and are working hard to attract the digitally savvy youth segment and offering the best customer experience and operational excellence. New operating models and processes have been introduced to enable this strategy.

By the end of 2022, every branch in the country was equipped with a digital zone – highly attractive and sophisticated areas where partners can transact, learn and interact with our people. Digital Zones have proved to be popular with and well-used by our customers.

We reduced turnaround times for both personal and home finance during 2022 and have improved customer satisfaction.

We firmly believe that this focus on customers and efficiency will translate to bottom-line impact, and the strong 2021 results were followed by strong balance sheet and top-line momentum in 2022.

CORPORATE BANKING AND TREASURY PROGRESS

For corporate, our aim is simple: we want to offer the best corporate customer experience with one of the best turnaround times in the country, and we want to be the most innovative Shariah compliant treasury.

For corporate, we want to be not only the core bank for large companies, but also for mid-sized corporates and project finance partners, serving all customer needs over and above straightforward financing requirements.

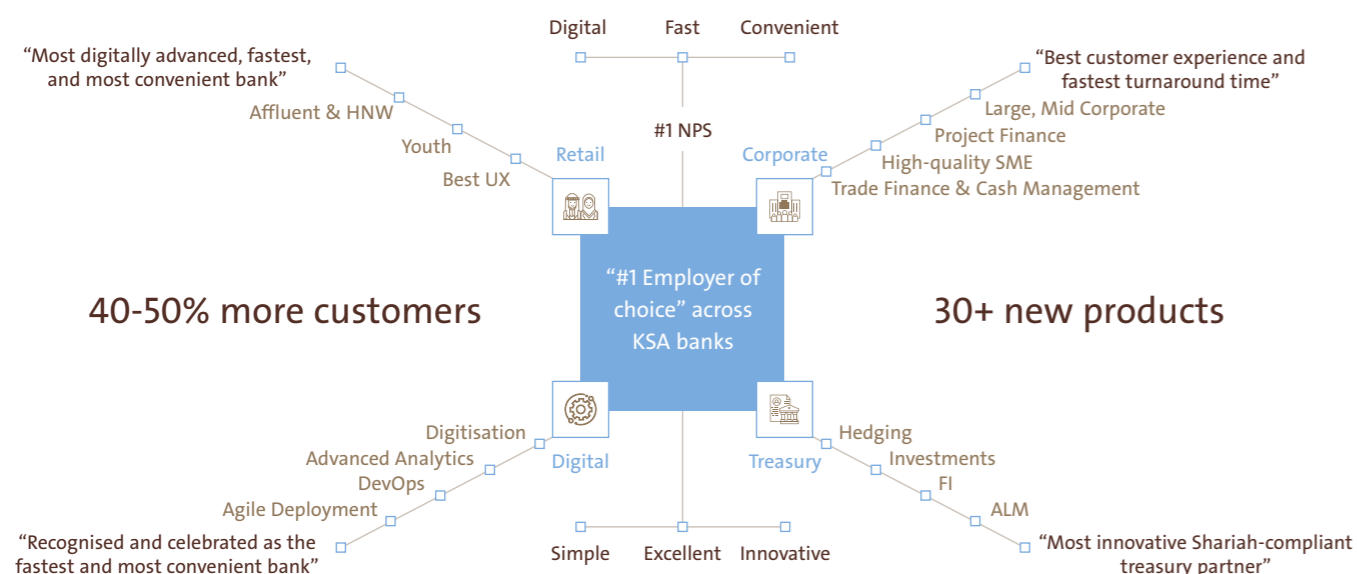
We want to develop a high-quality SME book of business, reflecting the growth of the SME economy in Saudi, as well as to continue to build a leading global transaction banking offering focused on cross-selling cash management and trade finance products and services. The SME Point of Sale financing portfolio grew by 108% in 2022, and financing under the Kafalah program by 46%.

Turnaround time for corporate financing improved, and the letter of guarantee/letter of credit process was much simplified. Having established a Global Transaction Banking unit, we launched a Cash Management onboarding program for SMEs, and also developed an invoice discounting product.

Treasury wants to be the core partner for corporates' hedging needs, whether it's currency or profit rates. All 12 strategic initiatives identified by the Treasury business were completed in 2022, including the development of our foreign exchange offering, which has driven cross sell to the corporate book.

STRATEGY OVERVIEW

Key success factors for Alinma Bank's strategic positioning:



Materiality of Sustainable Issues

Materiality of Sustainable Issues

In 2Q 2022 Alinma's Board of Directors formed a Governance and Sustainability committee to oversee the ESG framework and progress. The committee members are actively engaged in ESG initiatives and oversee progress with the management team on all ESG matters including strategy, framework, risks and opportunities, stakeholder engagement, programs and sustainability initiatives.

To commence our formal sustainability journey, Alinma Bank has undertaken a thorough and comprehensive analysis of the most material issues for both the bank and its stakeholders. This assessment covered peer analysis, global best practice, along with ratings agency criteria and ESG standards and guidelines.

To develop a longer list of key issues, the United Nations' Sustainable Development Goals (SDGs), the Saudi Vision 2030, and relevant sustainability standards, including banking sector-specific standards, were reviewed.

The UN SDGs were reviewed in order to consider Alinma Bank's alignment with the world's global goals and visions.

The Saudi National Vision 2030 was reviewed to consider strategic alignment opportunities for Alinma Bank. This included a review of more specific financial sector development programs of the Saudi government.

Saudi Exchange ESG Disclosure Guidelines – a guide for listed companies to help navigate ESG.



Global sustainability standards, and especially sector specific guidelines and standards, were applied to ensure a tailored materiality assessment including:

- Global Reporting Initiative
- Principles for Responsible Banking
- Sustainability Accounting Standards Board
- World Federation of Exchanges



These material issues form the basis of our Sustainability Strategy.

By mapping the most important elements to the bank against what is most important to its stakeholders, we have arrived at a Materiality Matrix which lists the elements of focus for our Sustainability Strategy. These are illustrated in the diagram below:



Scale of 1-5
 1 = Most Important
 3 = Important
 5 = Least Important

The criteria used to assess Alinma’s Materiality Matrix were:

- A thorough review of available ESG ratings and scoring was undertaken to understand Alinma’s current position in terms of sustainability and ESG, and the required next steps to transition towards achieving our strategic aims and ambitions. The ratings sampled were provided by: Standard and Poor’s, MSCI, ESG Invest, and Sustainalytics.

- A sample of national and international peers were selected to review current trends in the industry as well as best practices to identify focus areas.

- A review of the relevant ESG-related national and international standards, policies, commitments and visions was undertaken. The authorities consulted were:

- International:
 - Global Reporting Initiative
 - SASB Standards
 - UN Global Compact
 - UN Sustainable Development Goals

- Local:
 - Saudi vision 2030
 - Saudi Exchange ESG Disclosure Guidelines
 - Saudi Green Initiative
 - Saudi National Transformation Program
 - Public Investment Fund Program
 - KSA National Standards of Sustainability

HIGH-LEVEL SUSTAINABILITY STRATEGY

KEY 3-YEAR STRATEGY TARGETS: ESG RATINGS

ESG ratings affect access to borrowing, cost of borrowing, and other financial considerations. ESG ratings also provide investors with insights and guidance on the extent to which a company is likely to outperform as markets shift towards sustainability.

Alinma Bank’s third party ESG ratings scores are therefore a good proxy for overall sustainability/ESG progress of Alinma Bank, as well as having direct financial importance. For this reason, they are proposed to be the highest level targets for Alinma Bank’s sustainability

strategy and action plan. The following table shows the 2022 ratings scores.

ESG Rating Entity	Scoring	2022
ESG Invest by Sustainability Excellence	100 is best	25
MSCI	AAA is best	BB
Sustainalytics	Lower is better	30.9
Dow Jones Sustainability Indexes	100 is best	17

Materiality Matrix and Material Issues

Sustainability management is the integrated management of economic, social and environmental performance in a manner that maximises value both for the business and for society.

However, from a broader sustainability perspective, materiality is not limited to financial impacts. Materiality is at the heart of excellent sustainability management and reporting and many sustainability standards and guidelines.

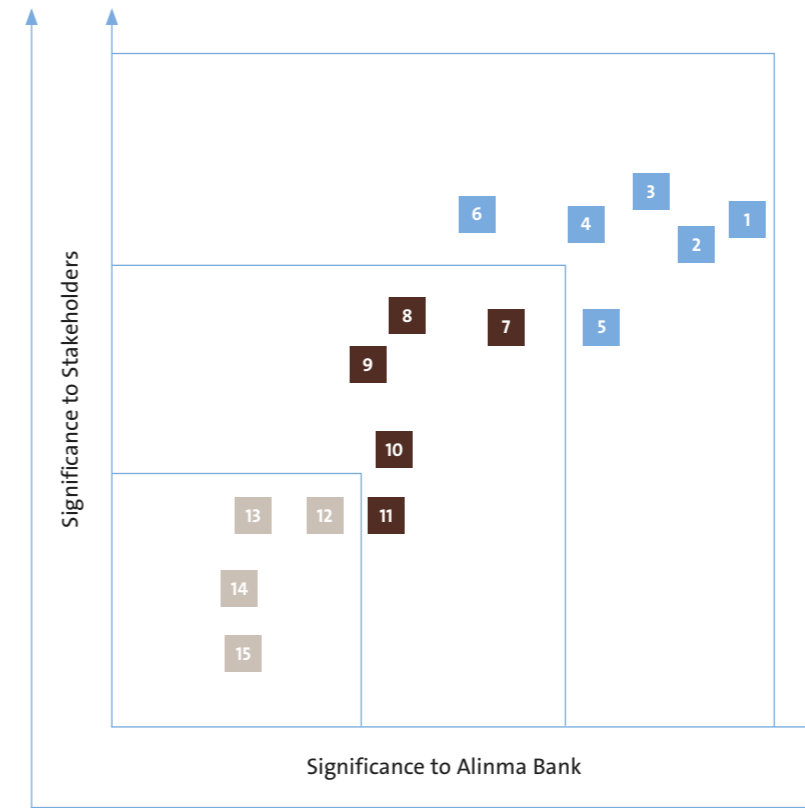
As a method of determining the best ESG strategy and most important ESG disclosures, Alinma Bank identified its most important - or what is referred to as their most “material” – ESG issues. The basis for selecting key issues is the impact each issue has on both the company and on all its stakeholders.

The materiality assessment process prioritises sustainability topics in terms of their:

- Impact to Business (X-axis)
- Importance to Stakeholders (Y-axis)

Topics that rank in the top right quadrant of the Materiality Matrix are of greatest impact and priority for strategic focus by decision-makers.

After a full review, 15 ESG issues were identified to be of the highest relevance for Alinma Bank, i.e. they could have the highest potential material impact on the bank, its stakeholders, or both the bank and its stakeholders. These are depicted in the diagram below:



MOST IMPORTANT

- 1 Responsible Customer Relations and Satisfaction
- 2 Talent Attraction, Retention and Development
- 3 Diversity and Inclusion
- 4 Digitalisation and Innovation
- 5 Governance, Accountability, Transparency and Ethics
- 6 Systemic Risk Management

MORE IMPORTANT

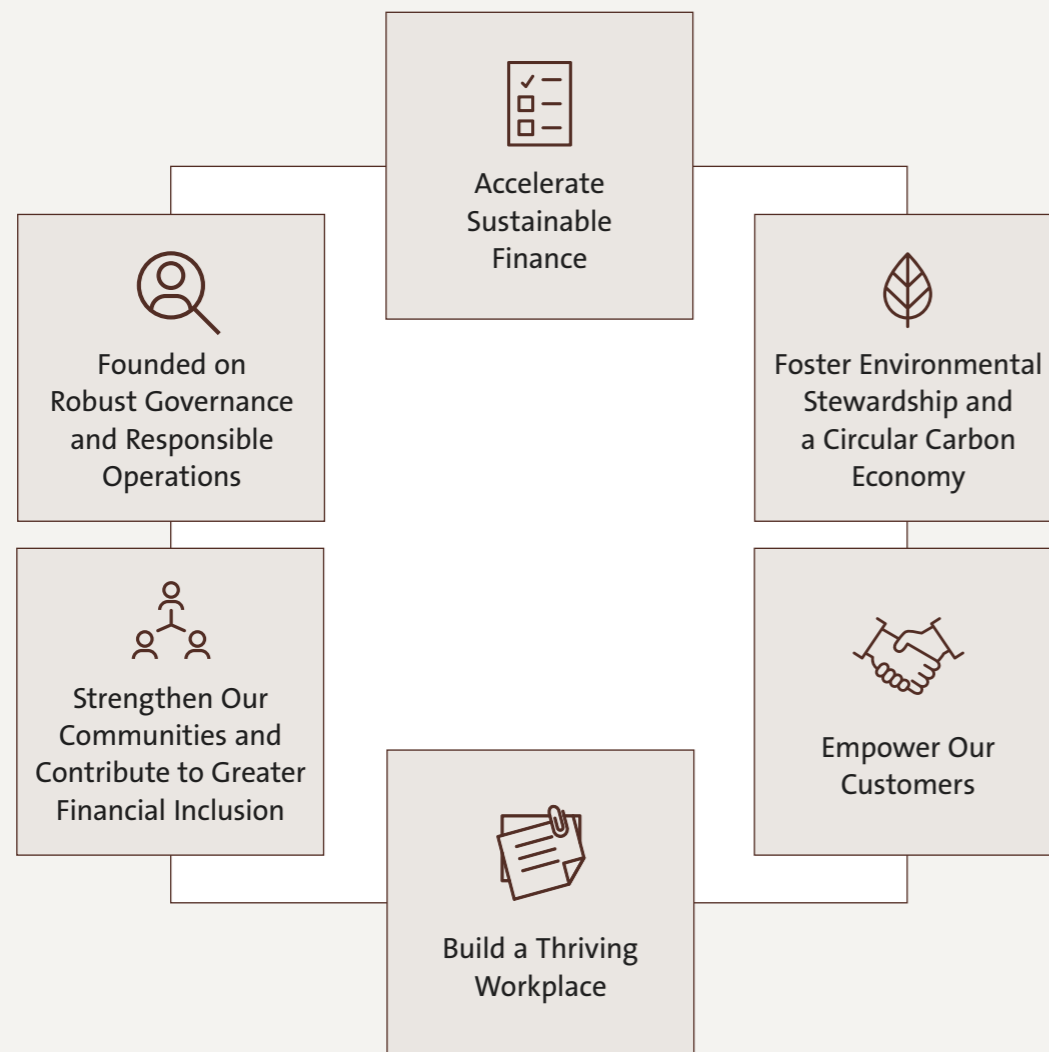
- 7 Employee Engagement and Wellbeing
- 8 Financial Inclusion and Accessibility
- 9 Data Privacy and Cyber Security
- 10 Financial and Economic Performance
- 11 Sustainable/Green Lending and Investment

IMPORTANT

- 12 Operational Environmental Impact
- 13 Supply Chain Management and Responsible Procurement
- 14 Social Development and Community Engagement
- 15 Nationalisation

Sustainability Strategy

We manage and execute our sustainability strategy according to this materiality matrix. This execution is focused around the following six pillars and designed to deliver impact and contribute to Saudi Vision 2030:



Roadmap to a Sustainable Future

Roadmap to a Sustainable Future

As part of the ongoing transformation, Alinma Bank will embed sustainability at the core of its business, as the Bank recognizes the increasing importance of sustainability and its value for investors and society.

A strong sustainability management is essential for targeting the efforts and capabilities towards being the banking partner of choice in the high growth, high impact sectors that will shape the future economy and competitiveness of Saudi Arabia.

The strategy will be essential for shifting markets towards sustainable development and to maximizing Alinma Bank's total positive impact in the Kingdom.

For this reason, the bank has instigated a sustainability road map that charts our path towards this end over three phases.

ALINMA BANK'S SUSTAINABILITY STRATEGY AND ROADMAP: SUMMARY

PHASE 1	PHASE 2	PHASE 3
Send a clear message on intention to lead in both sustainability management and sustainable finance	Implement commitments to national and international initiatives	Benefit financially from recognized sustainability/ESG leadership
Integrate ESG into financing analysis	Accelerate sustainability oriented products, particularly in high growth, high sustainability impact sectors	
Launch sustainability oriented products	Begin demonstrating performance gains	
Strengthen sustainability governance foundations	Scale up successful efforts	Capture broader impact
Set up actions for key gaps or opportunities		



Sustainability Strategy in Action

Accelerate Sustainable Finance

As an Islamic bank, it is in our business culture and principles to treat the customers fairly, to share risk, to serve them with best efforts, and to prioritise sustainable and responsible endeavours in our financing and service delivery.

As we move towards an embedded and integrated sustainable business model, sustainability will become central to our offering, through products, services, partnerships and operations.

To this end, phase 1 will see the bank begin to embed ESG considerations in its lending and investment decisions, integrate sustainability into our product offerings, and prioritise those activities which actively support our sustainability strategy.

Foster Environmental Stewardship and Enable a Circular Carbon Economy

This pillar will see the bank fully align to the Kingdom's net zero carbon emissions by 2050 commitment. This will involve the bank being fully committed to and investing in a journey to net zero, as defined by scope 1 and 2 emissions. The bank will also determine targets and submit an

application for Science-Based Targets for its scope 1 and 2 near-term target. Further, phase 1 will also see the bank establish KPIs and targets that assess business success related to the enabling of a circular carbon economy.

Empower Our Customers

Customer service is at the core of the Bank's strategy, exemplified by our ambition to drive and lead net promoter scores (NPS) in the banking sector. Among mortgage customers, the NPS is a market-leading 82%.

We further recognize the importance of the Micro, Small and Medium Enterprise (MSME) sector to the Kingdom's economy and work to advance the sector through financing and banking services. The Bank's financing of SMEs had grown by 27% at the year end.

The ongoing investment in digital services for our customers has resulted in a 98%+ rate of digital transactions, which in turn improves customer service and reduces cost and environmental impact.

Creating a Thriving Workplace

Our people are the most important resource to ensure the execution of our sustainability strategy. An engaged and committed workforce is a critical element in the success of the Bank. Our sustainability strategy involves a cultural change to ensure that sustainability is delivered bottom up, as well as top down.

The bank is committed to listening to its people, addressing any issues in a pro-active and collaborative manner, and to providing a fair, nurturing and fulfilling working environment.

During the Covid crisis, the bank experimented with flexible working, and following consultation, colleagues have more flexibility and choice than ever before. This is possible due to the mutual trust that exists between the bank and its people: they are given the educational, technological and support tools to do the very best job possible. In return, our people constantly go the extra mile for our customers.

This thriving relationship is demonstrated by the industry-leading staff turnover figures and engagement scores. Running through all these strategic ambitions is our commitment to female empowerment. Alinma Bank was one of the first Saudi companies – and the first

Saudi bank – to become a signatory to the UN Women's Empowerment Principles, a set of principles on how to promote gender equality and women's empowerment in the workplace, marketplace and community. The Women's Empowerment Principles are a primary vehicle for corporate delivery on gender equality dimensions of the Vision 2030 agenda and the United Nations Sustainable Development Goals.

Alinma Bank will continue to make every effort to ensure equality of status and opportunity for men and women, for the bank, for its stakeholders, and for society.

Alinma bank became a signatory to the UN Women's Empowerment principles in cooperation with the UN Saudi Arabia Office.



Strengthen Our Communities and Contribute to Greater Financial Inclusion

We are an integral of the Kingdom of Saudi Arabia. As such, we bear a responsibility to participate in society. Alinma donates 1% of its profit each year to social, community activities and donations. In 2023, the bank will issue a stand-alone CSR policy.

This will see the bank take initiatives on community investment and financial inclusion, targeting at risk individuals and households, namely in three CSR strategy investment areas of financial inclusion, financial literacy, and grant support for youth-run and women-run high impact start-up and early stage businesses.

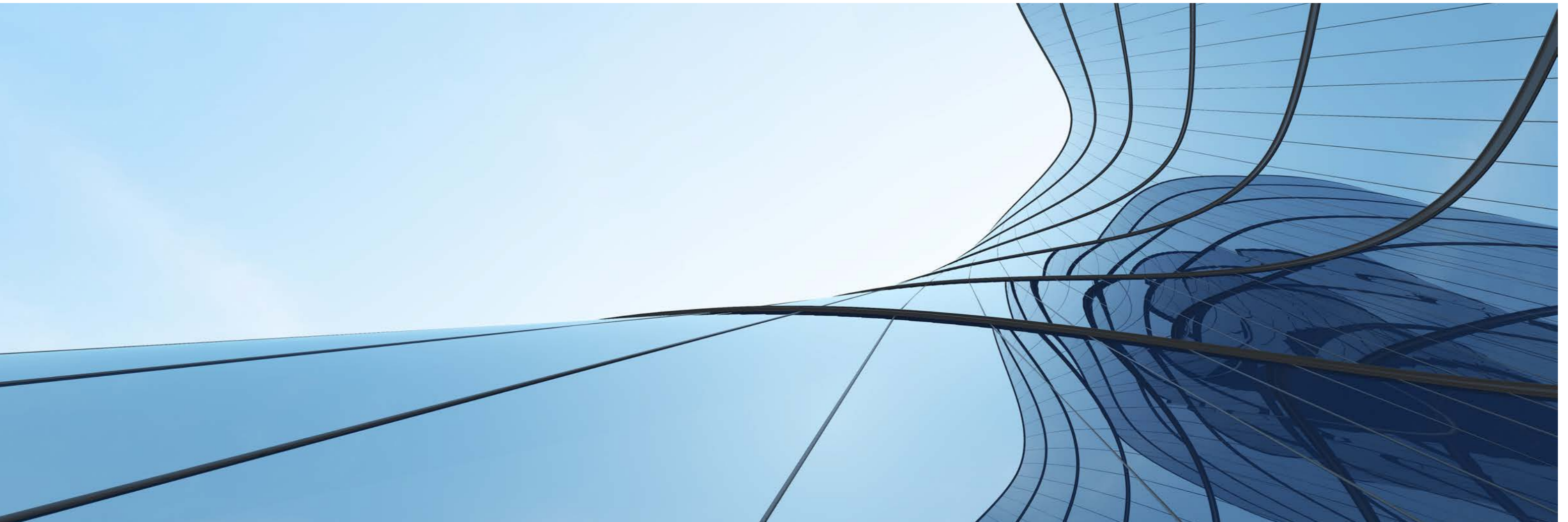
Robust Governance and Responsible Operations

Banking is a fundamental part of society. Its role in the economic and social wellbeing of a nation is proven. Our commitment to responsible banking operations means that we are constantly seeking to make life easier for customers, to deliver sustainable and responsible products, and to mitigate and manage risk in a prudent manner.

This robust governance will be extended to all areas of sustainable finance and services.

For customers and stakeholders, this means that they can deal with Alinma secure in the knowledge that the bank is financially sound, liquid, and acts in a responsible manner.

This ethos runs through all our operations. Governed by a robust supervision and oversight process, our business is regulated by Saudi Central Bank, Capital Market Authority (CMA) and ultimately guided by our Board of Directors.



Sustainability Key Focus Areas

Introduction

This report acts as a starting point for future disclosures on our progress towards a fully sustainable future. This section sets out our status according to the six pillars of our strategy.

Our Sustainability Strategy is organized around six pillars, each designed to impact and contribute to Saudi Vision 2030 and the UN Sustainable Development Goals.

- Accelerate Sustainable Finance
- Foster Environmental Stewardship and a Circular Carbon Economy
- Empower Our Customers
- Build a Thriving Workplace
- Strengthen Our Communities and Contribute to Greater Financial Inclusion
- Founded on Robust Governance and Responsible Operations



SUSTAINABILITY KEY FOCUS AREAS

In addition to ESG ratings (and including them below), the following KPIs serve as the highest level/most important KPIs in the strategy.

Focus Area	Indicator/commitment	2022 Baseline
Accelerate Sustainable Finance	Launch of new sustainable finance products	None
	Green Financing	SAR 16 Billion
Robust Governance and Responsible Operations	Governance 'G' score on ESG Invest rating	46
	Women on the board of directors	0
	Create/updating of key policies to incorporate ESG	0
	ESG ratings scores	MSCI BB ESG Invest 25 Sustainalytics 30.9 S&P/DJSI 17
Build a Thriving Workplace	Achieve % of female employment consistent with Saudi Vision 2030 targets	19.22% female employees
Empower Our Customers	Net Promoter Score across KSA banks	#4
Foster Environmental Stewardship and Enable a Circular Carbon Economy	Commitment to Net Zero 2050 carbon emissions	Total absolute Scope (1) & Scope (2) - 31,330.15 CO2e (metric tonnes)
		Total intensity Scope (1) & Scope (2)- (FTE) 11.730 CO2e (metric tonnes/FTE)

Awards for sustainable finance

Alinma Bank was a Mandated Lead Arranger for The Neom Green Hydrogen project. The transaction was awarded EMEA Special Award Green Deal of Year and Green Deal of the Year – Neom Helios (Green Hydrogen) by International PFI Awards, widely acknowledged as the “gold standard” recognition for project finance transactions worldwide.

In addition, Alinma Bank was the only bank recipient of the Social Infrastructure Finance Deal of the Year, from GFC Media Group (Capital Markets & ESG Finance Saudi Arabia Awards), in which the bank was the sole Mandated Lead Arranger for the deal and Infrastructure Finance Deal of the Year for Madinah, Buraydah and Tabuk ISTP.

The total value of ESG project financing in 2022 exceeded SAR 3.2 billion. In addition, new funding for ESG projects approved during 2022 exceeded SAR 16 billion. Alinma Bank will continue to support new projects which are aligned with the kingdom's Vision 2030 in sectors such as Renewable Energies, Infrastructure (Healthcare and Education), Water and Waste Recycling as well as the development of the Hotel Tourism Sectors and corresponding support sectors.

AREAS COVERED

- Facilities Management
- Energy and Water Usage

OBJECTIVES

- Align to PIF's net zero carbon emissions by 2050 commitment
- Enable a circular carbon economy
- Reduce other environmental impacts

ENERGY CONSUMPTION AND INTENSITY

KPI	Unit	2022
Total Number of branches	#	104
Petrol consumption from operations and vehicles	litres	11,532.07
Diesel consumption from operations and vehicles	litres	3,600
Electricity consumption (office, storage, facilities, etc.)	kWh	50,665,693
Total energy consumption	kWh	50,665,693
Total absolute Scope 1 and Scope 2	CO2e (metric tonnes)	31,330.15
Total intensity Scope 1 and Scope 2 (FTE)	CO2e (metric tonnes/FTE)	11.730

CURRENT PROJECTS FOR BRANCHES

Project	Project Target	Progress
Solar Energy System	70	<div style="display: flex; align-items: center;"> <div style="width: 20%; height: 15px; background-color: #333; margin-right: 5px;"></div> <div style="width: 12%; height: 15px; background-color: #666; margin-right: 5px;"></div> <div style="width: 12%; height: 15px; background-color: #999; margin-right: 5px;"></div> <div style="width: 8%; height: 15px; background-color: #ccc; margin-right: 5px;"></div> <div style="width: 38%; height: 15px; background-color: #eee; margin-right: 5px;"></div> <div style="margin-left: 10px;">20%</div> </div>
Building Energy Smart Control System	96	<div style="display: flex; align-items: center;"> <div style="width: 22%; height: 15px; background-color: #333; margin-right: 5px;"></div> <div style="width: 17%; height: 15px; background-color: #666; margin-right: 5px;"></div> <div style="width: 3%; height: 15px; background-color: #999; margin-right: 5px;"></div> <div style="width: 56%; height: 15px; background-color: #eee; margin-right: 5px;"></div> <div style="margin-left: 10px;">22%</div> </div>
Improve the Greenery	70	<div style="display: flex; align-items: center;"> <div style="width: 8%; height: 15px; background-color: #333; margin-right: 5px;"></div> <div style="width: 22%; height: 15px; background-color: #666; margin-right: 5px;"></div> <div style="width: 4%; height: 15px; background-color: #999; margin-right: 5px;"></div> <div style="width: 9%; height: 15px; background-color: #ccc; margin-right: 5px;"></div> <div style="width: 35%; height: 15px; background-color: #eee; margin-right: 5px;"></div> <div style="margin-left: 10px;">8%</div> </div>
AC Replacement	26	<div style="display: flex; align-items: center;"> <div style="width: 21%; height: 15px; background-color: #333; margin-right: 5px;"></div> <div style="width: 12%; height: 15px; background-color: #666; margin-right: 5px;"></div> <div style="width: 3%; height: 15px; background-color: #999; margin-right: 5px;"></div> <div style="width: 3%; height: 15px; background-color: #ccc; margin-right: 5px;"></div> <div style="width: 8%; height: 15px; background-color: #eee; margin-right: 5px;"></div> <div style="margin-left: 10px;">21%</div> </div>

Completed in 2022
 Completed in 2023
 In Progress
 Planned
 % of 2023 Target



Alinma has helped to green its branches by installing hundreds of plants and green displays. Full list in Appendix 2.

Water consumption and intensity
Water consumption in 2022

7,623,510 litres

AREAS COVERED

- Responsible Customer Relations and Satisfaction
- Financial Inclusion and Accessibility
- Digitisation and Innovation

OBJECTIVES

- Achieve differentiation in customer acquisition, preference, loyalty and referrals through sustainability focus and products offerings
- Maximize customer happiness with attentive service
- Harness digital transformation to enhance customer experience (Digitalization)
- Support SMEs

KPIs AND ACHIEVEMENTS

of branches in remote areas

2019	2020	2021	2022
5	6	7	7

of ATM in remote areas

2019	2020	2021	2022
151	170	184	211

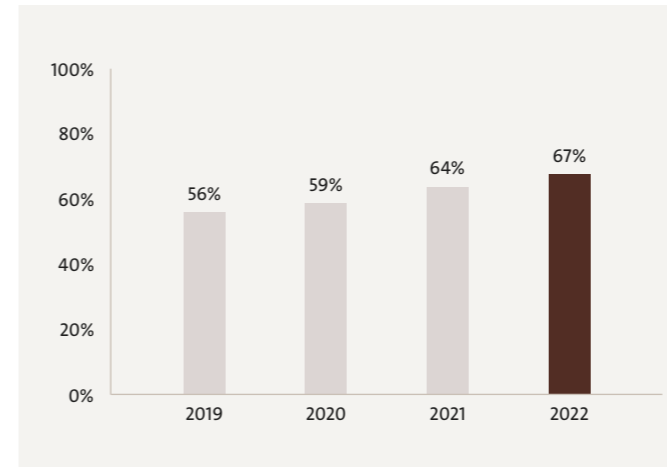
LOAN DEFAULT RATES FOR OVERALL DOMESTIC LENDING

Non-performing loan rate at year end 2022

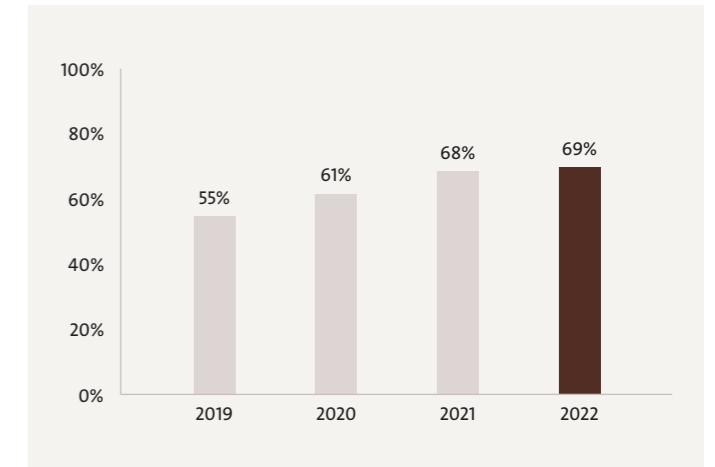
1.94%

DIGITAL PERFORMANCE

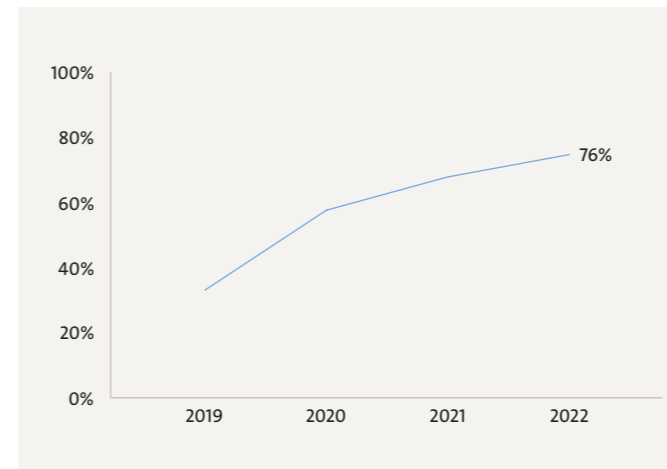
Digitally active customers (%)



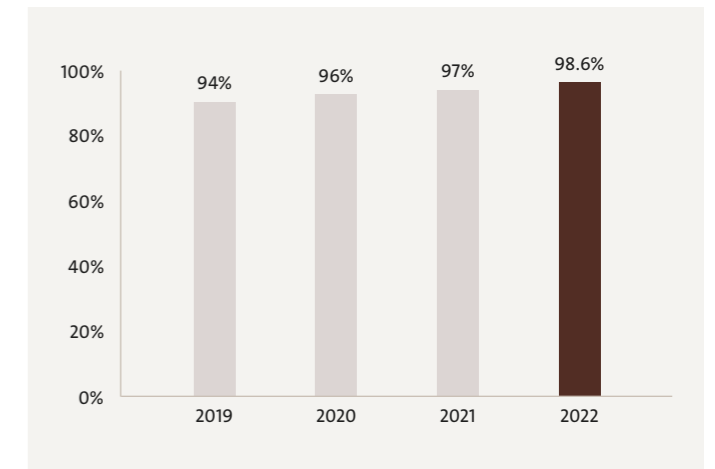
New accounts for existing customers opened digitally (%)



New customers onboarded digitally (%)



Retail transactions made through mobile app (%)



Retail end to end services offered digitally (%)

84%

Number of products offered digitally (%)

38%

MICRO, SMALL AND MEDIUM SIZED ENTERPRISES (MSME)

Small business is the lifeblood of any economy, and Saudi Arabia is no different. Recent regulatory and legislative changes have driven an increase in new businesses being established, and Alinma’s participation in the MSME sector is poised for growth, particularly in the Kafalah and point-of-sale financing. In 2022, Alinma more than doubled the number of SME customers.

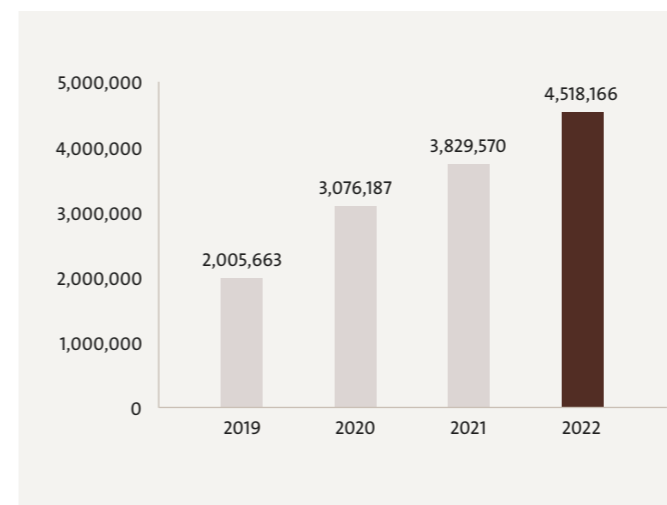
There were many initiatives taken to drive this growth, including:

- The creation of fast-track approvals for POS/Kafalah requests to speed up processes and enhance our customers’ experience.
- Introduction of new products designed with fewer requirements and restrictions. This was especially welcomed by our Micro and Small enterprise customers.
- The creation of a new organisational structure to enhance and improve workflow by having special teams and Relationship Managers in three promising regions (Qassim, Al Madina and Abha).

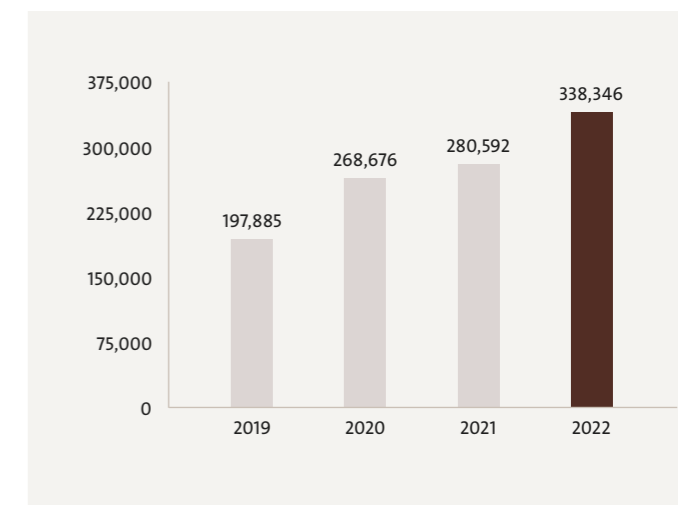
The Bank worked with its customers worst affected by Covid to restructure repayment schedules and to support their cash flow during this difficult time. Also, Alinma Bank successfully applied the Deferred Payment Program (DPP) which was introduced by SAMA to support SMEs during the pandemic.

MSME Financing	2019	2020	2021	2022
MSME Financing – On Balance Sheet	2,005,663	3,076,187	3,829,570	4,518,166
MSME Financing – Off Balance Sheet	197,885	268,676	280,592	338,346
MSMEs Financing as a percentage of total financing – On Balance Sheet	2.05%	2.69%	3.03%	3.00%
MSMEs Financing as a percentage of total financing – Off Balance Sheet	1.40%	1.93%	2.01%	1.48%
Number of Financing transactions (on/off Balance Sheet)	942	1,673	1,744	2,401
Number of Financing customers (on/off Balance Sheet)	140	357	511	1,033
Number of Financing transactions guaranteed by Kafalah program	85	385	733	1,212
Total Financing amounts guaranteed by Kafalah program	148,773	466,886	798,958	1,124,025

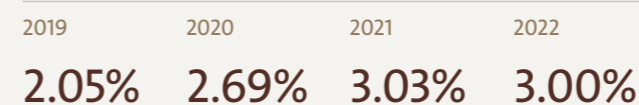
MSME Financing – On Balance Sheet



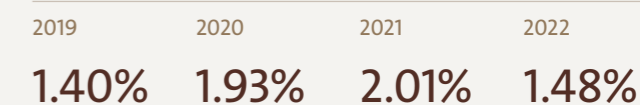
MSME Financing – Off Balance Sheet



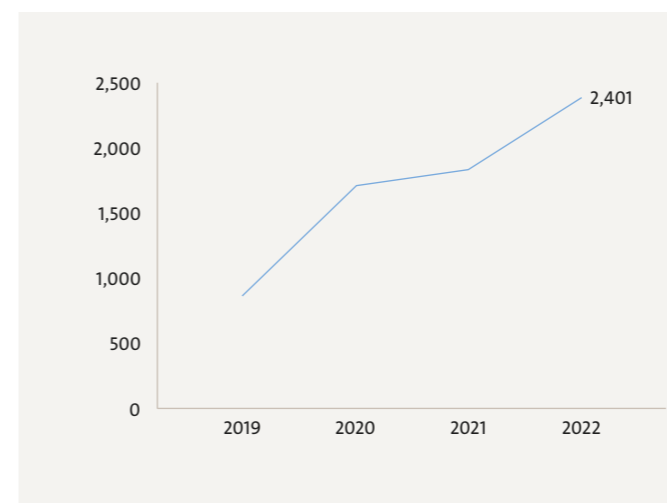
MSMEs Financing as a percentage of total financing – On Balance Sheet



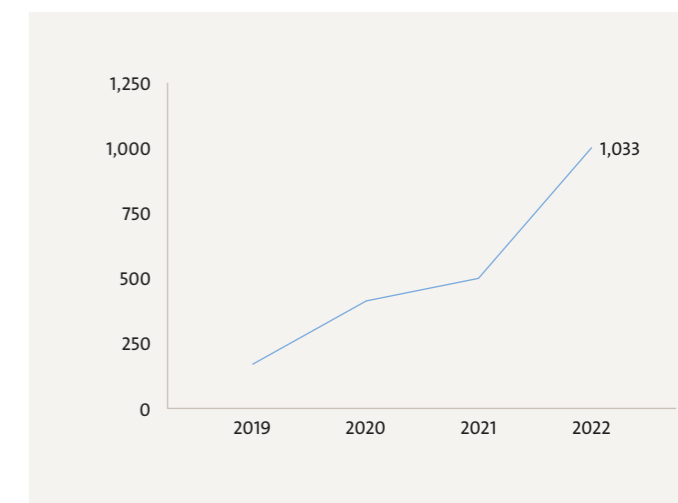
MSMEs Financing as a percentage of total financing – Off Balance Sheet



Number of Financing transactions (on/off Balance Sheet)

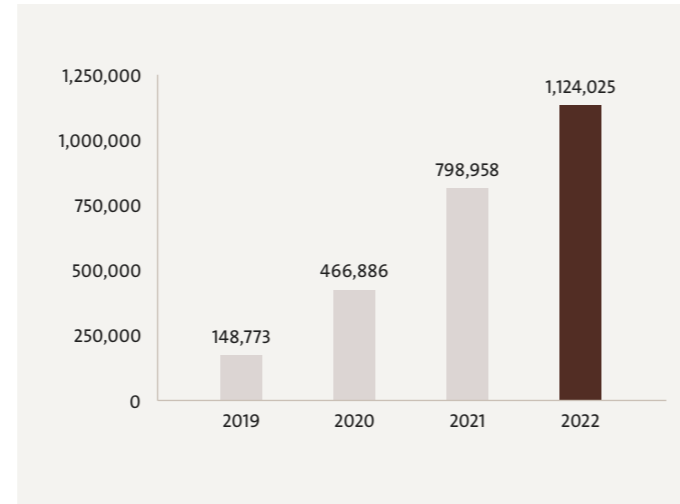
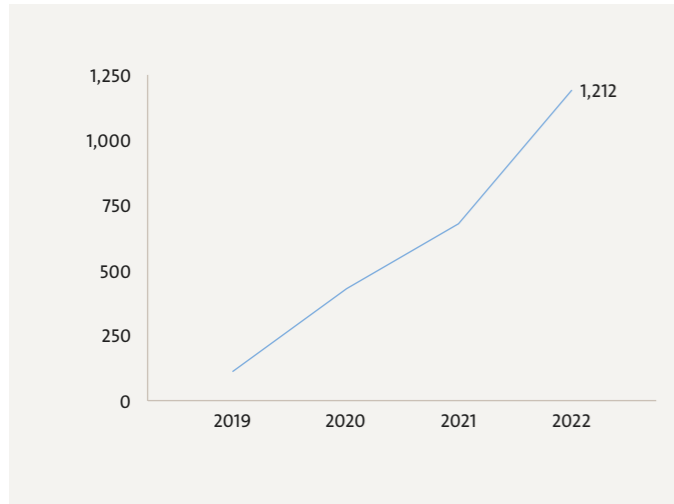


Number of Financing customers (on/off Balance Sheet)



Number of Financing transactions guaranteed by Kafalah program

Total Financing amounts guaranteed by Kafalah program



“Small and medium enterprises are the lifeblood of any economy, and they have a critical part to play in the delivery of Saudi Vision 2030.”

Abdullah bin Al-Khalifa,
Chief Executive Officer



AREAS COVERED

- Diversity and Inclusion
- Talent Attraction, Retention and Development
- Employee Engagement and Wellbeing

OBJECTIVES

- Reinforce desired cultural change and employee empowerment
- Develop ESG capacity building and employee capability
- Reinforce female empowerment
- Invest in Saudi's national workforce/nationalization

KPIs AND ACHIEVEMENTS

% of employee satisfaction
Employee Engagement Score

2022

70%

TOTAL TRAINING HOURS DELIVERED

Senior management employees

1,036

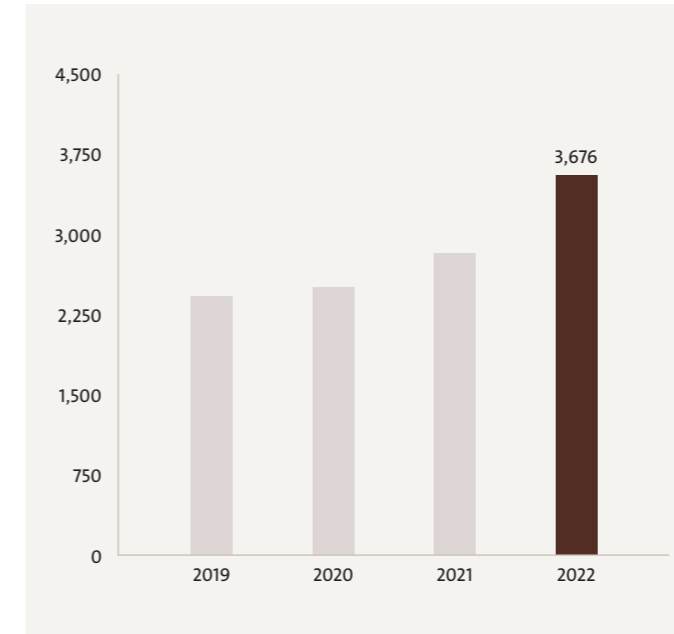
Middle management employees

2,648

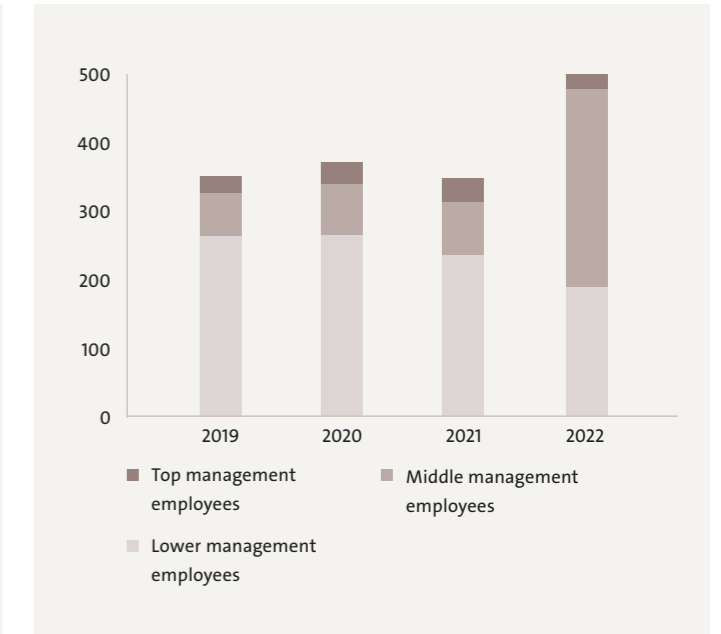
Lower management employees

85,186

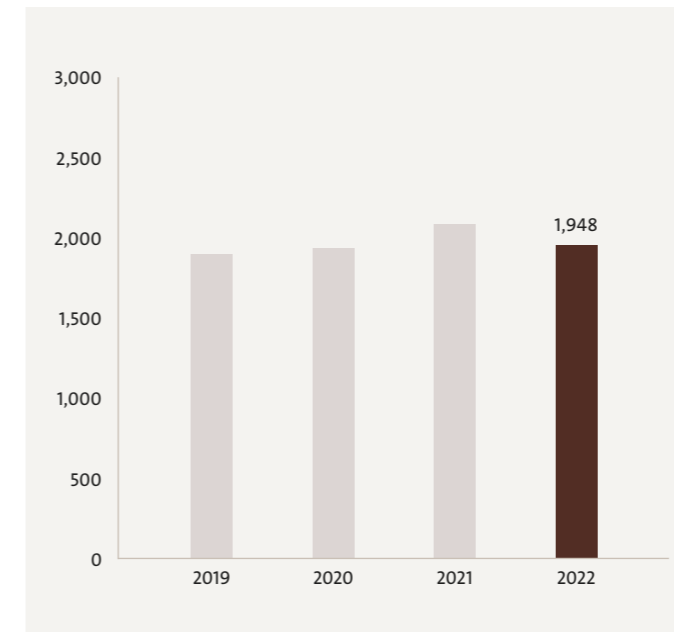
Total workforce (excluding trainees, students and outsourced staff)



Total workforce (management employees)



Total workforce (non-management employees)



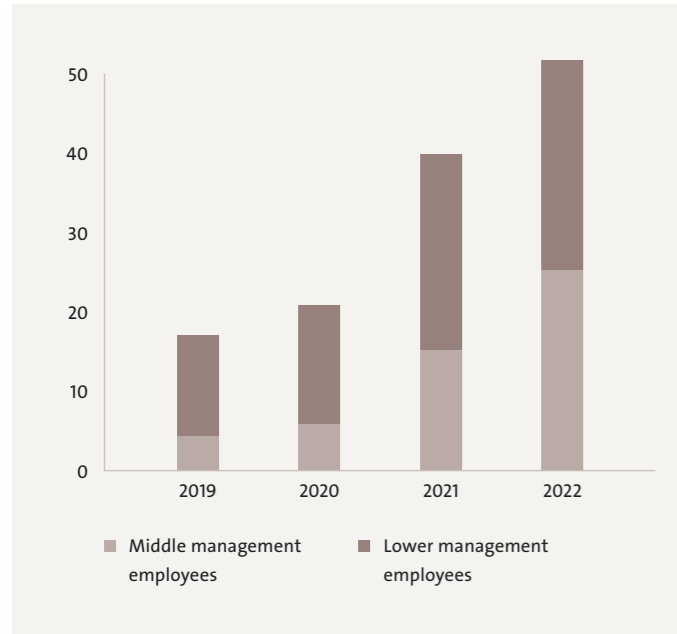
Trainees and sponsored students

323

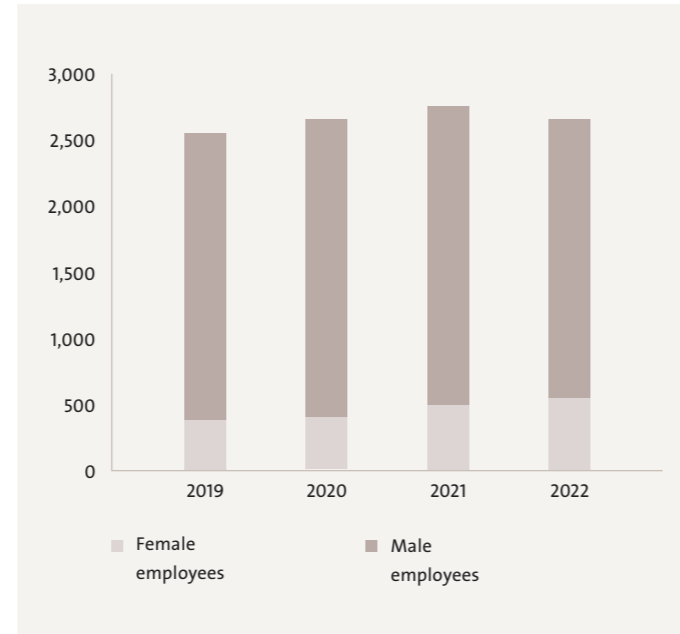
Number of nationalities

2019	2020	2021	2022
21	20	18	18

Female workforce
(management employees)



Male and female employees



Alinma Bank is one of the first Saudi companies, and the first Saudi bank, to become a signatory to the UN Women's Empowerment Principles.



AREAS COVERED

- Data Privacy and Cybersecurity
- Governance, Accountability, Transparency and Ethics
- Systemic Risk Management

OBJECTIVES

- Encourage good governance practices, integrity and transparency
- Set the bar for sustainability strategy and performance in Banking sector and in the region.
- Reduce lending and investment risks, and improve performance and returns, by better integrating ESG considerations into core banking policies and procedures.
- Protect user's privacy, as well as data security and usability.

CYBER SECURITY

With our strategy to become the leading digital bank in the Kingdom, Alinma faces a material risk from the growing threat of cybercrime. Accordingly, the bank is careful to ensure the highest standards of prevention and protection against this risk.

Multiple initiatives at different layers of the bank have been implemented, including: SAMA frameworks such as the Runtime Application Self-Protection (RASP) that proactively manages the real threat of sophisticated malware at the Smart Phone App level.

In addition, the Bank has introduced a Network Access Control (NAC) solution to secure network access.

The bank equipped the security team with an advanced tool to continuously identify all connected assets, assess risks, automate remediation workflows and isolate the affected asset from the bank network to prevent any security breach.

The Cyber Security Department (CSD) has introduced initiatives which cover data governance and protection in terms of confidentiality, availability and integrity.

- Cyber Security Risk assessments for both technical and business
- PCI DSS v4.0.
- NAC Organisations' Social Media Accounts Cybersecurity Controls
- NAC Cloud Cybersecurity Controls
- NAC Telework Cybersecurity Controls
- SAMA Financial Sector Cyber Threat Intelligence Principles
- CMA Cyber Security Guidelines for Financial Market Institutions
- SWIFT Customer Security Controls Framework v2022
- Alinma cyber security policies, standards and procedures (7 Policies, 8 Procedures and 17 Standards)

CYBER SECURITY INITIATIVES



How We Govern Sustainability at Alinma Bank

How we Govern Sustainability at Alinma Bank

Governance is arranged at three levels: Governance and Sustainability Committee (Board committee), Sustainability Committee (management committee), and Sustainability Department. In 2Q 2022 Alinma's Board of Directors formed a Governance and Sustainability committee to oversee the ESG framework and progress. The committee members oversee the ESG strategy of the bank, including framework, risks and opportunities, stakeholder engagement, programs and sustainability initiatives.

The Committee is the highest authority on ESG performance that monitors and reports on progress by engaging with leadership and business lines across the organisation.

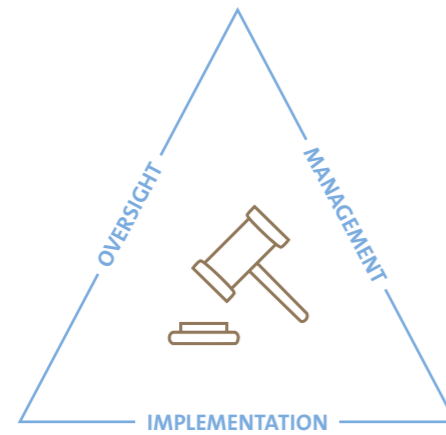
Alinma's management team manages the implementation of the overall ESG strategy and its integration into the bank's long-term business strategy.

Built on the pillars of transparency and accountability, the bank's ESG governance is essential for effective and responsible decision-making.

ESG IN ACTION

GOVERNANCE AND SUSTAINABILITY COMMITTEE OBJECTIVES

The committee members are to be actively engaged in ESG initiatives and oversee progress with the management team on all ESG matters including strategy, framework, risks and opportunities, stakeholder engagement, programs and sustainability.



Alinma's management team manages the implementation of the overall ESG strategy and integration into the bank's 2025 long-term strategy.

Alinma's investor relations team is engaged in the ESG and sustainability framework, initiatives and external reporting.

How We Govern Sustainability at Alinma Bank

SUSTAINABILITY COMMITTEE MEETINGS

COMMITTEE MEMBER	5-JULY-2022	31-AUGUST-2022	6-DECEMBER-2022	TOTAL
Saad Abdulaziz Al Kroud	■	■	■	3
Saud bin Mohammed Al Nemer	■	■	■	3
Ahmed Abdullah Al Alsheikh		■	■	2

COMMITTEE MEMBERS



Saad Abdulaziz Al Kroud
Committee Chairman



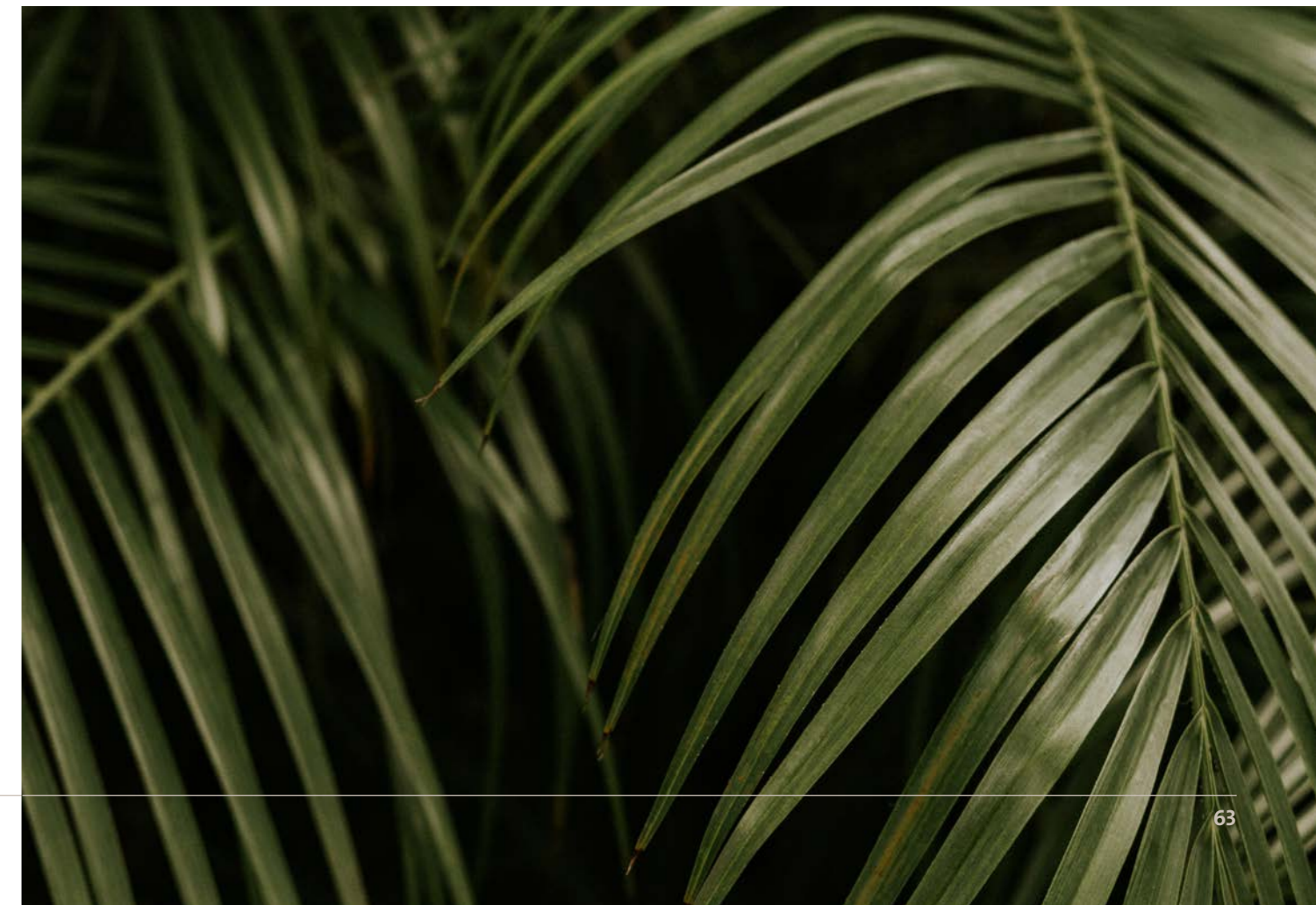
Ahmed Abdullah Al Alsheikh
Committee Member



Saud bin Mohammed Al Nemer
Committee Member



Ms. Dina Al Nahdy
Committee Member
*Appointed in January 2023.

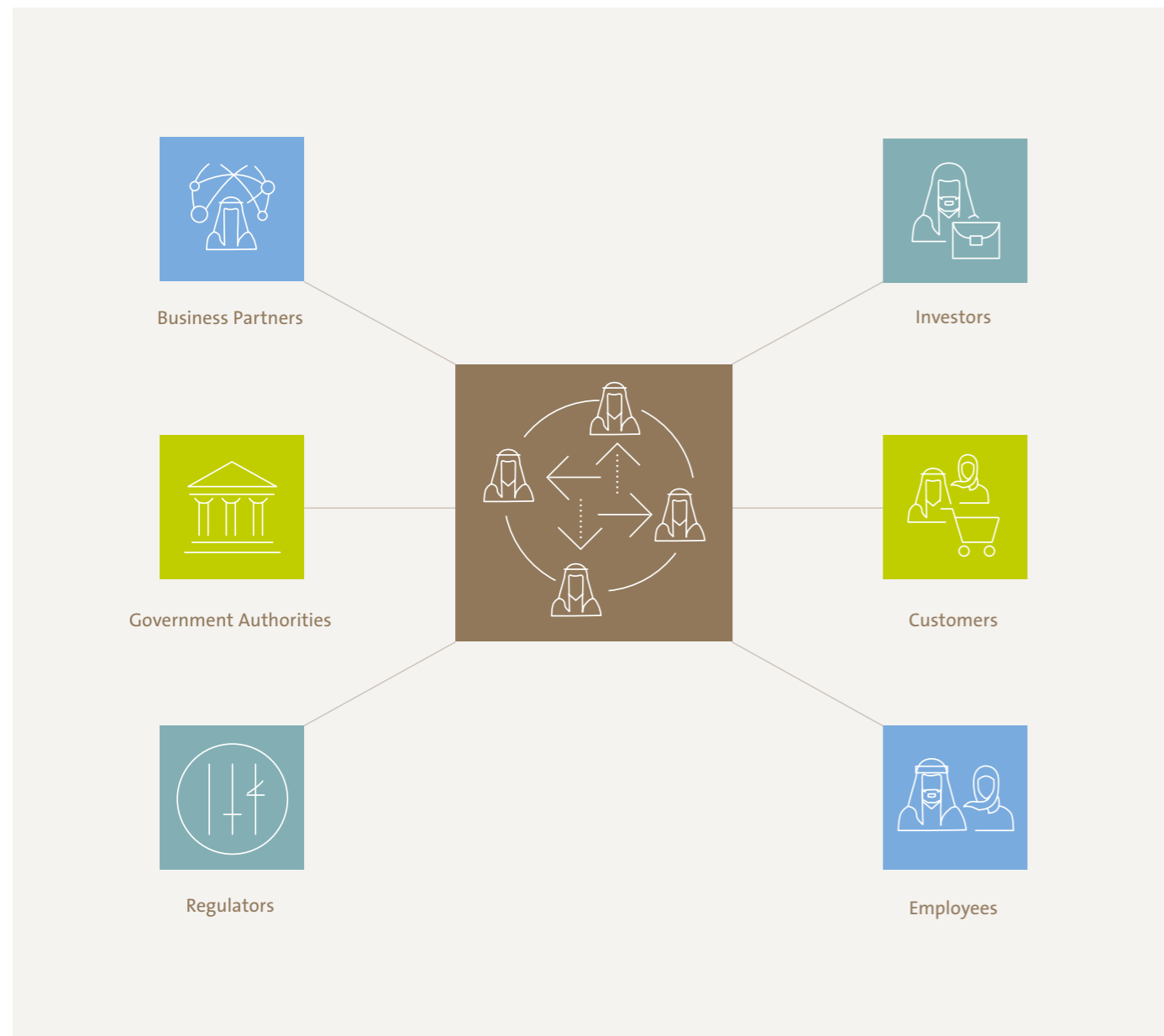


Stakeholders



Stakeholders

The Bank defines stakeholders as individuals or entities who potentially have the most significant impact on the Bank's value creation process, and those who are materially impacted by its activities. There is an extensive range of stakeholders who, directly or indirectly impact or are impacted by the Bank. We focus on those that matter most to our operations, and categorized key stakeholder groups as illustrated below:



Corporate Social Responsibility: Our Communities

Corporate Social Responsibility: Our Communities

Community service is central to our value system at Alinma Bank. Not only does our CSR program reflect the role we play in the communities in which we operate, it also enhances the engagement and professionalism of employees. As the Bank is an integral part of Saudi society, we recognise our responsibility towards the communities we serve.

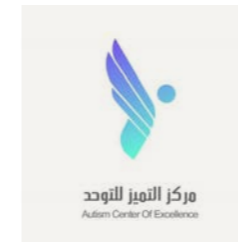
Alinma Bank allocates 1% of its annual profits for corporate social responsibility (CSR) projects.

The Bank allocates 1% of its net profits each year to a reserve account for corporate social responsibility, provided that the payments from the reserve will be made in accordance with the programs, with amounts and powers approved by the Board of Directors.

The bank's 2022 CSR activities included:

- Contribution to the construction of the Islamic Inventions and Civilisation Pavilion at the Science Oasis in Qassim
- Reward for the winning Saudi science and engineering team at the 2022 ISEF student competition
- Benefaction to the architectural exhibition of the two holy mosques in Makkah
- Donation to the National Campaign for Charitable Work (Ehsan) during Ramadan 2022
- Contribution to the Autism Centre of Excellence
- Support for Productive Families in co-operation with Nine Tenths Project
- Awareness programmes and messages via digital channels
- Numerous blood donation campaigns
- Equipped ATMs with braille keyboards and voice command support

2022 COMMUNITY PROGRAMS



Extended donations to public charities
(For the Autism Centre in Riyadh).



Donated to the Ehsan platform
(This is a contribution from Alinma Bank as part of a public support campaign).



Numerous blood donation campaigns.



Benefaction to the architectural exhibition of
the two holy mosques in Makkah.



Support for Productive Families in cooperation
with Nine Tenths Project.

Corporate Social Responsibility: Our Communities

PURPOSE STATEMENT

The Alinma approach to charity and community investment is focused on the success of the communities in which the bank operates.

Alinma Bank is committed to achieving the greatest possible positive impact with its CSR efforts in its local communities and in wider society. Alinma Bank will focus on CSR projects that are mutually beneficial to both enterprises and the community.

BACKGROUND

In 2022 Alinma Bank undertook a root and branch review of its Corporate Social Responsibility (CSR) activities.

We wanted our approach to CSR to focus on doing business sustainably and ethically and being responsible for the well-being of all stakeholders, as well as for the sustainability and reputation of the business. We used best practice global guiding principles to direct our efforts in meeting the social responsibilities that come with being a systemically important bank in Saudi Arabia.

THEMATIC FOCUS

The proposed overarching thematic focus for Alinma Bank is to support inclusive and sustainable finance. Inclusive finance means providing everyone with an opportunity to achieve financial independence and well-being, and to participate in the economic system in a way that can improve one's quality of life and contribution to society. Sustainable finance, at an individual level, means financial security. On a society level, it means ensuring our financial system serves in the interest of supporting and accelerating ongoing social, economic and environmental improvements, in line with Vision 2030. It means ensuring our financial system serves the goal of sustainable development: meeting the needs of people in the present, without compromising the ability of future generations to meet their needs.

Our impact focused CSR strategy is based on measuring the positive impact from each deployed initiative, under these proposed three areas of focus for Alinma Bank within its overarching theme of inclusive and sustainable finance.

USING LEVERAGE TO DRIVE IMPACT

Alinma uses a strategy of leverage to amplify its CSR efforts. This strategy focuses on six leveraging opportunities consistent with Alinma Bank's market context, and with international leadership practice.

Each of these areas of leverage can both enhance impact while creating competitive advantage in CSR programs. The effect of adopting these leverage opportunities are non-linear, but rather, are exponential. The effect of adopting each factor can create a result of multiple times greater overall effect. These leveraging opportunities are selected for this reason. Similarly, the scoring tool in the CSR guide reflects this, as elaborated on further below.

Given the leveraging effect of each of these opportunities, a successful differentiation strategy could be achieved with even a small number of them implemented. The combination of the six leveraging factors proposed in this strategy, if successfully executed, will position Alinma Bank among the very best companies in the Kingdom and in the region for CSR activities.

1. Leveraging Alinma Bank's key core business attributes

- Utilises the financial management knowledge, training capabilities, customer relationship strengths and other talents of Alinma Bank people.
- Leverage financial tools/products, services, and technology of the bank.

2. A clear thematic focus, on inclusive and sustainable finance

- Financial inclusion, offering grants and other opportunities to help beneficiaries gain, regain or maintain sound financial footing.
- Financial management skills and confidence, to help beneficiaries grow and accelerate individual and household savings, home ownership, and women financial empowerment.
- Seed funding for start-up and early-stage companies/entrepreneurs, particularly in sectors with high social and/or environmental value and the potential to create high positive impact.

3. Clarity of targeted beneficiaries

- Clear targeting of beneficiaries helps concentrate impact, while also enhancing the likelihood of corresponding market recognition. Overall, Alinma Bank's CSR focus aims to address two main beneficiary groups:
 - Financially marginalised or at risk stakeholders including low or no income individuals and households, family run micro-enterprise businesses and households.
 - Under-supported potential high impact contributors to society, including youth, women, and start-up and early-stage entrepreneurs in high social value sectors.

4. Impact focus and performance

- Focus on outcomes (as opposed to outputs), and measurement of outcomes.
- Achieves outcomes and impact that would not otherwise be achieved.
- Minimises any displacement effect, i.e. does not shift the problem to another location or to a different similar stakeholder group.
- Successful achievement of outcomes can be attributed strongly to Alinma Bank or its designated partners.
- Durability of the impact – how long does the effect last.

5. Scalability (including implications for the core business)

- Alinma Bank's CSR strategy will aim to design programs within its three key focus areas that have the potential to be scaled after demonstrating product-market fit and strong results. Key scaling factors will include affordability of scaling, and ability to scale in a timely manner.

6. Leveraging partners

- Alinma Bank's CSR strategy and process for designing and assessing initiatives will intentionally keep this option on its radar, regularly and systematically asking the question as to whether a partner might meaningfully enhance results.

Appendices

Appendix 1: Determining Our Material Issues

In order to determine the most important issues to receive strategic management focus, we reviewed the United Nations' Sustainable Development Goals (SDGs), the Saudi Vision 2030, and relevant sustainability standards, including banking sector-specific standards.

The Saudi National Vision 2030 was reviewed to consider strategic alignment opportunities for Alinma Bank. This included a review of more specific financial sector development programs of the Saudi government.

- Global Reporting Initiative
- Principles for Responsible Banking
- Sustainability Accounting Standards Board
- World Federation of Exchanges

The review of these global and national ambitions, and ESG standards and guidelines, captured both areas of overlap in ESG priorities, and areas of differences. These are illustrated on the table below:

Global sustainability standards, and especially sector specific guidelines and standards, were applied to ensure a tailored materiality assessment including:

The UN SDGs were reviewed in order to consider Alinma Bank's alignment with the world's global goals and visions.

Topic	ESG	GRI	SDGs	SASB	UN PRB	WFE – ESG Guidance	Saudi Vision 2030	Count
Governance, Accountability, Transparency and Ethics	Governance	Yes	■	■	■	■	■	5
Financial and Economic Performance	Governance	Yes	■				■	2
Systemic Risk Management	Governance	Yes	■	■	■			3
Responsible Customer Relations and Satisfaction	Social	Yes	■	■	■		■	4
Data Privacy and Cybersecurity	Governance	Yes	■	■		■		3
Financial Inclusion and Accessibility	Governance	Yes	■	■			■	3
Digitalisation and Innovation	Governance	Yes	■				■	2
Employee Engagement and Wellbeing	Social	Yes	■	■	■	■	■	5
Diversity and Inclusion	Social	Yes	■	■		■	■	4
Sustainable/Green Lending and Investment	Governance	Yes	■		■		■	3
Talent Attraction, Retention and Development	Social	Yes	■	■		■	■	4
Social Development and Community Engagement	Social	Yes	■	■	■		■	4
Nationalisation	Social	Yes	■					1
Operational Environmental Impact	Environment	Yes	■	■	■	■		4
Supply Chain Management and Responsible Procurement	Social	Yes	■	■	■			3

SUSTAINABILITY/ESG FRAMEWORK AND SDGs



The 6-key pillars of the Alinma Bank's sustainability framework can be aligned to the Vision 2030, and the SDGs. Here, the alignment to SDGs is captured.

ACCELERATE SUSTAINABLE FINANCE



FOSTER ENVIRONMENTAL STEWARDSHIP AND ENABLE A CIRCULAR CARBON ECONOMY



EMPOWER OUR CUSTOMERS



BUILD A THRIVING WORKPLACE



STRENGTHEN OUR COMMUNITIES AND CONTRIBUTE TO GREATER FINANCIAL INCLUSION



Appendix 2: Greening Our Branches

Sr No	Branch Name	Status	Ficus Relegiosa (1.5-2 M)	Acasia (1.5-2 M)	Techoma (1.5-2 M)
1	Yarmouk	Done		6	
2	Nahda (Salman Farsi)	Done	2	14	7
3	Al Rabwa	Done	2	8	5
4	Al Naseem	Done		8	
5	Swaidi WRR	Done		8	
6	Rawdha	Done	1	10	6
7	Rawabi	Done	2	7	
8	Nuzha	Done		5	6
9	Nada	Done	1	8	8
10	Irqa	Done	3		6
11	Ghadeer	Done	1	4	6
12	Aziziyah	Done	1		7
13	AL Rayyan	Done		8	6
14	Suwaidi	Done	3	15	
15	Shifa	Done	3		8
16	Qurtaba	Done	4	6	3
17	Murooj	Done		6	3
18	KAR	Done	1	6	3
19	Hitteen	Done		6	2
20	Dharat Laban	Done	1	10	6
21	AL Sahafa	Done	1	7	3
22	2nd Industrial State	Done	1	8	

Plant species

Ficus Relegiosa (1.5-2 M)	Acasia (1.5-2 M)	Techoma (1.5-2 M)
27	150	85

Total number of plants

262

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