

Al Rajhi Bank ABC and Whistleblowing Statement- 2025

Introduction

Al Rajhi Bank including its local, International Branches, Subsidiaries, Shareholders, Board of Directors, Board Committees, Senior Management and Staff Members (ARB) are committed to the highest ethical business and professional practices, in particular ARB is complying at all times with applicable Anti-Bribery & Corruption and Whistleblowing laws in all countries and jurisdictions where ARB carries out their businesses.

Anti-Bribery & Corruption Policy

The principles in the Anti-Bribery and Corruption (ABC) policy apply to the entire range of business activities of ARB. Apart from complying with legal and regulatory obligations, ARB adopts the idea that successful business relationships are built on grounds of honesty, fairness and ethical business practices.

The policy is intended to state clear rules for ARB employees including their local, international branches, subsidiaries and third parties engaged in Al Rajhi Bank's business activities, to ensure compliance with ABC laws, ARB's ethical international standards and best practices.

Anti-Bribery & Corruption standers

ARB have taken all reasonable steps to prevent and control measures any bribery or corruption act involving ARB staff Members and Third parties that are including but not limited to following;

- ARB enforces and adopts a zero-tolerance approach towards all forms of bribery and corruption without any exceptions.
- ARB supports proceeding with suitable legal actions against any party involved in bribery or corruption.
- In order to minimize the risk of being involved in any act of corruption or bribery, ARB represented by employees in managerial level and above will carry out due diligence during its course of business locally and internationally.
- ARB through the Human Resources Group will put in place procedures and measures to ensure background checks & screening of prospective staff members which will include any conflict of interest.
- ARB strictly prohibits any direct or indirect involvement by its employees or associated third parties in any form of bribery or corruption.
- ARB prohibits processing funds confirmed or reasonably suspected to be related bribery or corruption and guidance in such occasions must be obtained from The Whistleblowing & ABC Department and head of Compliance in the international branches and ARB subsidiaries.
- No employee or third party should suffer any consequences for refusing to get involved in any form of bribery or corruption even if this refusal results in loss of business.
- Any involvement in bribery or corruption will result in disciplinary actions and may include legal prosecution.
- All employees have an obligation to report suspected violation to ARB ABC Policy in accordance with the Whistleblowing Policy.

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Whistleblowing Policy

Feeling safe while speaking up and raise concerns about actions and behaviours is the main objective of ARB Whistleblowing policy. Therefore, ARB always encourage its local, international branches and subsidiaries staff members to report any violations, misconduct, manipulation, vandalism, bribery, corruption, breach regulation or policies, aiding and abetting such behaviours. ARB provide different reporting channels to enables the people both internally and externally raise whistleblowing concerns where they can feel comfortable.

Reporting channels

There are multiple ways you report a whistleblowing concern, through whistleblowing internal reporting portal, telephone hotline, email Whistle-blowing@alrajhibank.com.sa or postal mail addressed to the Chief Compliance Officer Office. All reported cases are taken seriously as per the policy.

Confidentiality

ARB have taken the necessary measures to maintain the confidentiality and/or anonymity of both the person raising the concern and the subject.

Investigation

ARB have procedures and policies for the investigation of cases reported to the Whistleblowing & ABC Department, where all cases treated seriously, investigated thoroughly, in an independent environment.

Retaliation

ARB do not tolerate acts of retaliation against those who report their concerns and consider any such actions as a potential disciplinary matter.

Hamad I. Alwashmi
Chief Compliance Officer

Signature:

Date:


26.1.2025