

Sustainability Pillars continued

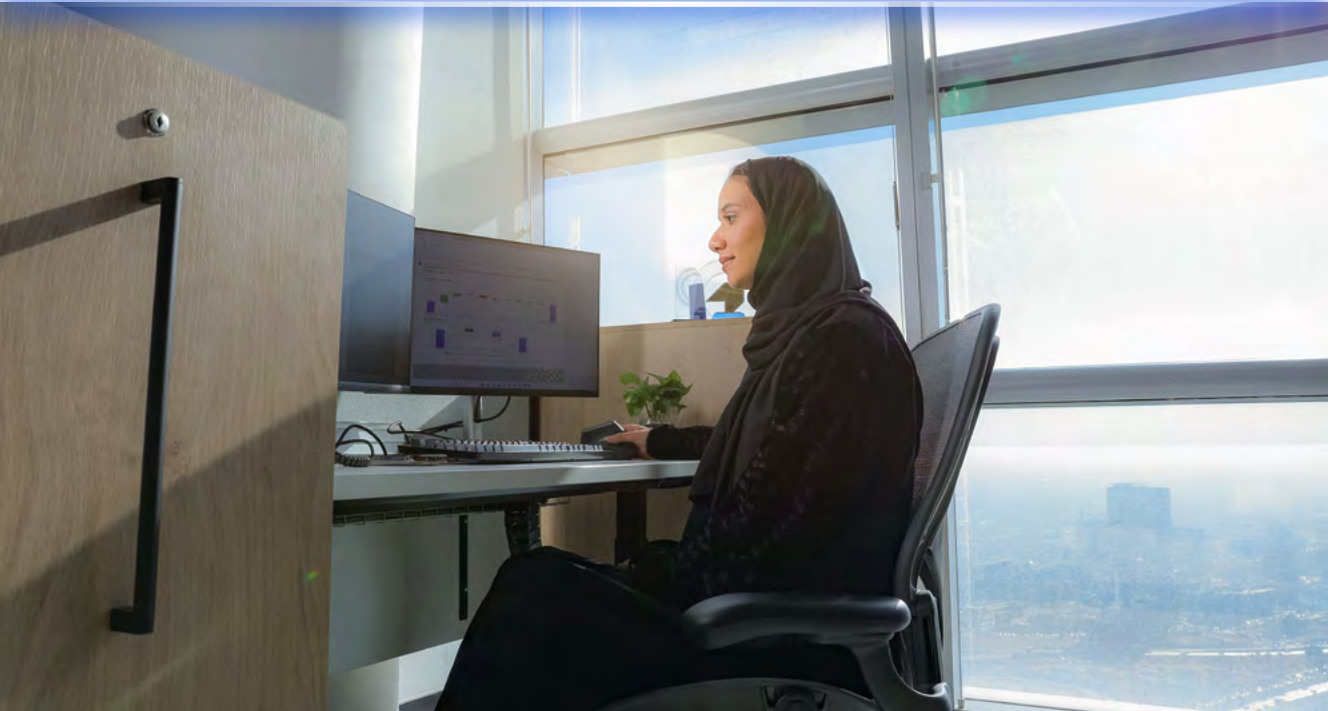
Pillar 6
Support the talent that drives market progress



Saudi Tadawul Group is committed to developing national talent, advancing gender balance and promoting financial literacy to sustain Saudi Arabia’s transformation. Through significant investments in training, the Group equips its workforce with knowledge, skills and expertise to drive market growth and global integration. To foster an inclusive financial ecosystem, the Group is intensifying efforts to empower women and expand financial education programs. With sustainability principles shaping investment decisions, it is also scaling up sustainability-focused training to equip Stakeholders with the knowledge needed to drive a more resilient and sustainable market.



UN SDG Contribution
Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.

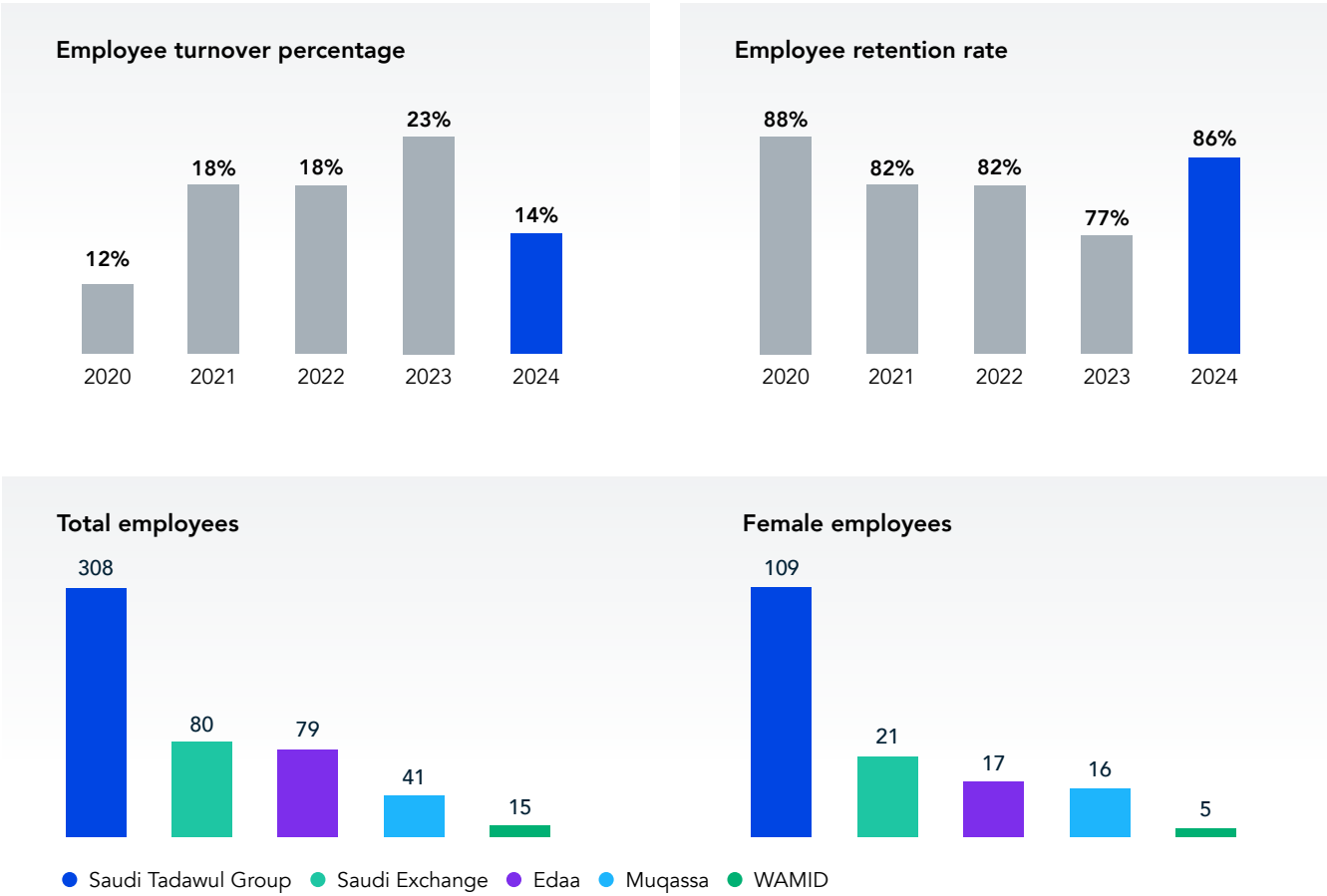


Workforce

Saudi Tadawul Group’s workforce has been instrumental in driving its success. As the Group expands, it continues to attract diverse talent, strengthening its capabilities and advancing its strategic priorities. This growth enhances expertise in key areas such as innovation and sustainability, ensuring the Group remains agile, forward-thinking and well-positioned to achieve its ambitious goals.

	2024	2023	2022	2021	2020
Workforce Size	549	494	480	412	397
Outsourced employees	26	18	18	16	22
Full-time employees	523	476	462	396	375
Part-time employees	0	0	0	0	0
Employees by Age					
18-30 years old	243	226	218	178	147
31-40 years old	162	137	146	133	147
41-50 years old	94	89	75	67	64
Over 51 years old	24	24	23	18	17
Employees by Service Period					
0-5 years	389	352	340	264	253
6-10 years	59	51	48	57	37
11-15 years	17	10	26	30	66
16+ years	58	63	48	45	19
Employees by Gender					
Females	168	142	123	102	91
Males	355	352	357	310	306
Employees by Nationality					
Saudi nationals	482	433	423	360	339
Non-Saudi nationals	41	43	39	36	36
Saudi nationals (%)	92%	91%	92%	91%	91%

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Progress and Achievements

Enhancing Diversity and Inclusion and Building Corporate Culture

Saudi Tadawul Group remains committed to fostering an inclusive and dynamic workplace where employees can grow and succeed. Women now represent 32% of the workforce, reflecting the Group's dedication to gender equality and professional advancement through targeted development programs and equal opportunities.

Investing in the next generation of financial leaders, the Group's Graduate Development Program welcomed 70 fresh graduates, with women making up 51% of participants. A structured curriculum of 10 training modules, developed in collaboration with leading institutions, equips young

professionals with essential technical, soft and industry-specific skills, ensuring they are well-prepared for long-term success in capital markets.

To enhance employee satisfaction and workplace well-being, Saudi Tadawul Group introduced the Organizational Health Index (OHI) assessment, enabling data-driven refinements to HR strategies and Group culture. Additionally, the Group continues to prioritize talent mobility, fostering collaboration, innovation and agility through internal rotations and knowledge-sharing initiatives.

Reinforcing its commitment to education and professional growth, the Group has partnered with leading academic institutions, including Prince Mohammed Bin Salman College and New York University Abu Dhabi, to offer

employees access to advanced degrees and real-world project experiences. Collaboration with local and international schools also provide tuition discounts for employees' children, underscoring the Group's dedication to lifelong learning and family support.

Beyond professional development, Saudi Tadawul Group nurtures a culture of inclusivity and engagement through diverse social initiatives and cultural celebrations. These events strengthen employee connections, recognize achievements and promote well-being, ensuring a sense of belonging and unity across the organization.

Strengthening Human Capital for Future Growth

In 2024, Saudi Tadawul Group introduced transformative HR initiatives to enhance employee experience, attract top talent and build a future-ready workforce. These efforts aligned with the Group's strategic growth ambitions, ensuring a high-performing team equipped for long-term success.

A comprehensive organizational review optimized reporting lines, streamlined decision-making and improved cross-

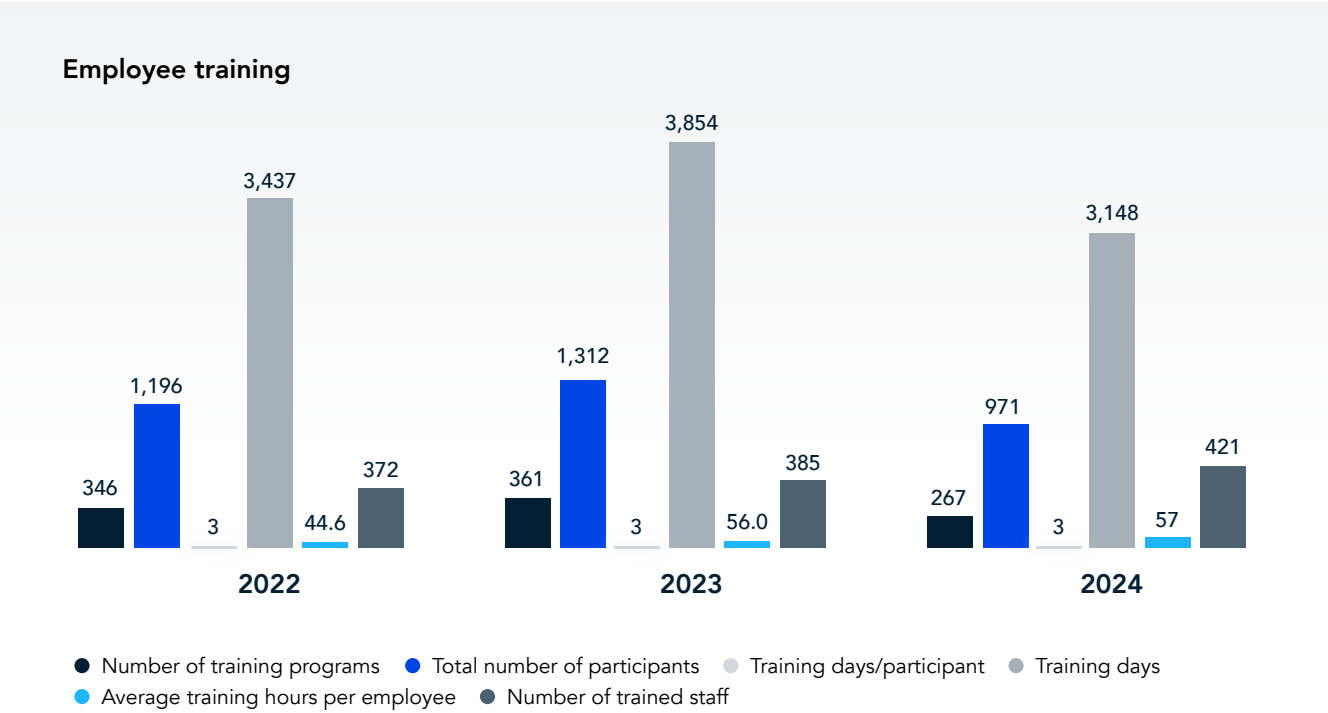
functional collaboration. These refinements enhanced resource allocation, strengthened internal mobility and created a resilient structure that supports adaptability and growth in an evolving market.

To foster continuous development, the Group redefined its Performance Management System into a dynamic, feedback-driven model, ensuring closer alignment between employee growth and organizational goals. Additionally, a new recruitment platform streamlined hiring processes, enhancing efficiency, candidate experience and strategic talent acquisition.

Investing in leadership and talent development remained a priority, with the expansion of the High-Potential Development Program and the launch of the second edition of the Future Leaders Program. Over 15 specialized learning programs were introduced in partnership with global institutes, while a Summer Internship Program provided 20 young students - 56% of them female - with valuable job market skills, reinforcing the Group's commitment to workforce empowerment and human capital excellence.



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Empowering Talent through Strategic Development

Saudi Tadawul Group remained dedicated to building a world-class workforce, aligning employee development with its vision of becoming a leading financial hub. By fostering a culture of continuous learning, innovation and collaboration, the Group ensured that employees grew in line with its strategic ambitions.

To support employees at all career stages, the Group implemented tailored training programs focused on leadership development, technical expertise and interpersonal skills. These initiatives, delivered through structured training, hands-on learning and specialized workshops, were guided by thorough training needs assessments to ensure alignment with business objectives.

For middle Management, the emphasis was on leadership growth through immersive group retreats, while Senior Executives received tailored executive education based on in-depth assessments. The effectiveness of these programs was continuously measured through post-training evaluations, ensuring meaningful and lasting impact.

Beyond structured training, the Group actively supported higher education and professional certifications, enabling

employees to pursue Master’s degrees and industry-recognized qualifications. A comprehensive talent identification process placed high-potential employees on development paths aligned with succession planning, reinforcing the Group’s commitment to long-term workforce excellence.

Financial Literacy and Local Community Development

Aligned with Vision 2030 and the Financial Sector Development Program (FSDP), the Group actively enhances financial literacy in Saudi Arabia through initiatives like the “Ring the Bell for Financial Literacy” event with the World Federation of Exchanges. At the core of these efforts is the “Invest Wisely” program, an online platform and mobile app designed to educate individuals on prudent investment in the Saudi capital market, covering fundamentals, financial instruments and risk management. The program has delivered 7 expert-led workshops on topics such as derivatives, financial planning and market analysis. Additionally, the Saudi Exchange facilitates learning through seminars, workshops and a trading simulator that provides hands-on market experience. ESG knowledge development is also a key focus, supporting a smooth transition to sustainable investing in line with Vision 2030.



2025 Focus

Saudi Tadawul Group's HR function will continue driving the Group's strategic vision by enhancing employee experience and organizational effectiveness. The focus will be on expanding learning and development programs, strengthening engagement and advancing people development initiatives to equip employees with the skills needed to thrive in a dynamic market. A key priority is securing multiple ISO certifications within the HR Division, underscoring a commitment to excellence, operational efficiency and global best practices. By elevating HR practices and fostering a high-performance culture, the Group aims to solidify its position as an employer of choice, ensuring its workforce remains empowered, engaged and ready for long-term success.