



البنك العربي الوطني
arab national bank

ESG Data Pack 2024





About this Data Pack

This data pack reflects all our data with regards to Environmental, Sustainability and Governance related metrics for the period commencing 1 January 2024 to 31 December 2024

ANB Data Pack

1. Company Information

Total Employees in the Bank

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Total number of employees	No.	3,665	3,590	3,747	3,890

2. Governance and Economic Dimension

Reporting on Breaches

Metric	Unit	FY 24
Number of corruption & bribery breaches	No.	0
Number of discrimination or harassment suits	No.	0
Number of customer privacy data breaches	No.	0
Number of conflict-of-interest breaches	No.	22
Number of money laundering or insider trading breaches	No.	0

Sustainable Financing Products

Metric	Unit	FY 24
Sustainable loans and mortgages (consumer finance)- total Portfolio Outstanding	SAR	17,484,725,413
Sustainable loans and mortgages (consumer finance)- total Sales	SAR	1,749,082,753

3. Social Dimensions

Labour Practices

Metric	Unit	FY 24
Share of women in the workforce	%	24%
Share of women in all management positions	%	2%
Share of women in junior management positions	%	22%
Share of women in top management positions (BOD -2)	%	0.03%
Share of women in management positions in revenue-generating functions	%	10%
Share of women in STEM-related positions	%	4%

Training and Development

Metric	Unit	FY 24
Average hours per FTE on training and development	Hours	4.71
Average hours per FTE on training and development - (18-35 yrs)	Hours	5.00
Average hours per FTE on training and development - (36-45 yrs)	Hours	4.48
Average hours per FTE on training and development - (>46 yrs)	Hours	4.48
Average hours per FTE on training and development - Male	Hours	4.55
Average hours per FTE on training and development - Female	Hours	5.27
Average hours per FTE on training and development - Non-Management	Hours	4.69
Average hours per FTE on training and development - Management	Hours	4.82
Average hours per FTE on training and development - Executive	Hours	5.10

Metric	Unit	FY 24
Average amount spent per FTE on training and development	SAR	3,971.11
Average amount spent per FTE on training and development - (18-35 yrs)	SAR	2,149.54
Average amount spent per FTE on training and development - (36-45 yrs)	SAR	1,017.51

Metric	Unit	FY 24
Average amount spent per FTE on training and development - (>46 yrs)	SAR	515.57
Average amount spent per FTE on training and development - Male	SAR	2,272.85
Average amount spent per FTE on training and development - Female	SAR	1,178.99
Average amount spent per FTE on training and development - Non-Management	SAR	3,718.00
Average amount spent per FTE on training and development - Management	SAR	3,407.00
Average amount spent per FTE on training and development - Executive	SAR	12,467.21

Hiring

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Number of new hires	No.	534	457	589	544
Number of new hires - (18-35 yrs)	No.	426	349	480	422
Number of new hires - (36-45 yrs)	No.	88	91	95	112
Number of new hires - (>46 yrs)	No.	20	17	14	10
Number of new hires - Male	No.	338	323	392	364
Number of new hires - Female	No.	196	134	197	180
Number of new hires - Non-Management	No.	429	359	502	453
Number of new hires - Management	No.	102	97	86	89
Number of new hires - Executive	No.	3	1	1	2
Percentage of open positions filled by internal candidates (internal hires)	%	25%	30%	29%	28%

Metric	Unit	FY 24
Percentage of open positions filled by internal candidates (internal hires) - Male	%	18%
Percentage of open positions filled by internal candidates (internal hires) - Female	%	8%
Percentage of open positions filled by internal candidates (internal hires) - Non-Management	%	25%
Percentage of open positions filled by internal candidates (internal hires) - Management	%	3%
Percentage of open positions filled by internal candidates (internal hires) - Executive	%	0

Employee Turnover Number

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Number of turnovers	No.	461	481	478	452
Number of turnovers - (18-35 yrs)	No.	247	277	277	227
Number of turnovers - (36-45 yrs)	No.	89	105	110	117
Number of turnovers - (>46 yrs)	No.	125	99	91	108
Number of turnovers – Male	No.	345	343	348	339
Number of turnovers – Female	No.	116	138	130	113
Number of turnovers - Non-Management	No.	378	387	386	349
Number of turnovers - Management	No.	80	91	90	102
Number of turnovers - Executive	No.	3	3	2	1

Employee Turnover Rate

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Employee turnover rate	%	12%	14%	12%	11%

Employee Voluntary Turnover Number

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Number of turnover (Voluntary)	No.	332	352	349	323
Number of turnover - 18-35 yrs (Voluntary)	No.	213	243	243	193
Number of turnover - 36-45 yrs (Voluntary)	No.	69	85	90	97
Number of turnover - >46 yrs (Voluntary)	No.	50	24	16	33
Number of turnover - Male (Voluntary)	No.	227	225	230	221
Number of turnover - Female (Voluntary)	No.	105	127	119	102
Number of turnover - Non-management (Voluntary)	No.	274	283	279	245
Number of turnover - Management (Voluntary)	No.	56	66	68	77
Number of turnover - Executive (Voluntary)	No.	2	3	2	1

Employee Turnover Rate (Voluntary)

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Employee turnover rate	%	9%	10%	9%	8%

Employee Satisfaction

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Employee Satisfaction rates	%	70%	0%	0%	73%
% of employees who responded to survey	%	77%	0%	0%	78%

Absentee Rate

Metric	Unit	FY 21	FY 22	FY 23	FY 24
Employees absence as a % of total scheduled days	%	0.97%	1.60%	1.40%	1.46%