



مصرف عجمان
Ajman Bank

2025

SUSTAINABILITY REPORT

The Future of Finance is Green, the Future of Ajman Bank is now!

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Inspiring Shariah Values | قيمنا مستمدة من الشريعة الاسلامية

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INTRODUCTION



ABOUT THIS REPORT

Building Tomorrow with Purpose and Progress

Welcome to Ajman Bank's 2025 Sustainability Report, providing a comprehensive overview of our environmental, social, and governance (ESG) and sustainable finance performance for the period 1 January 2025 to 31 December 2025. This report reflects our steadfast commitment to transparency, accountability, and sustainable growth, showcasing our ongoing efforts to embed sustainability across all aspects of our operations and decision-making.

Ajman Bank continues to advance its vision of being the UAE's preferred Islamic bank, guided by our principles of Service, Speed, Specialisation and Simplicity. Through this report, we highlight our achievements, challenges, and initiatives aimed at creating long-term value for our customers, employees, shareholders, and communities, while contributing to a resilient and inclusive financial ecosystem.

Mapping our Sustainability Journey across the UAE

The report encompasses all Ajman Bank operations across the UAE, including our Head Office and branches in Ajman, Dubai, Sharjah, Ras Al Khaimah and Abu Dhabi. It captures the most material ESG topics relevant to our business and stakeholders, reflecting the economic, social, and environmental impacts of our operations during the reporting period.

Our Commitment to Reporting Excellence

Ajman Bank's Sustainability Report follows the GRI Standards and adheres to the following principles to ensure clarity, reliability, and transparency:

- **Clarity:** Detailed data collection and analysis methodologies are provided to support transparency and comprehension.
- **Comparability:** Reporting boundaries and methodologies remain consistent to allow for meaningful year-on-year comparisons.
- **Completeness:** Material topics and indicators reflect the Bank's significant ESG impacts, enabling stakeholders to make an informed assessment of performance.
- **Sustainability Context:** Initiatives and partnerships highlighted in the report demonstrate Ajman Bank's contribution to sustainable development across the UAE, particularly in the Emirate of Ajman and the Northern Emirates.
- **Timeliness:** Performance data covers the period 1 January 2025 to 31 December 2025, ensuring stakeholders receive a current and relevant overview.
- **Accuracy:** The information contained in this report, both qualitative and quantitative, has been reviewed and verified by the Bank. In some instances, quantitative data/figures presented in this report may be driven from estimates, or may have been calculated based on certain assumptions, application of proxies or using conversion factors

obtained from external sources. Where any such limitations exist, the same have been disclosed and explained. The information contained in this report is provided for general informational purposes only and does not constitute investment advice, recommendation, or endorsement of any financial product, strategy or investment decision. Readers are strongly advised to conduct their own due diligence and consult with a qualified financial advisor before making any investment decisions. The authors and publishers of this report accept no liability for any losses or damages arising from reliance on the information presented herein.

• **Balance:** Both achievements and challenges are presented to provide a comprehensive and objective view of Ajman Bank's sustainability journey. It also reflects our commitment to international and national sustainability frameworks, including:

- United Nations Sustainable Development Goals (UN SDGs)
- UAE Net Zero 2050
- UAE Centennial 2071
- Ajman Vision 2030

These frameworks guide Ajman Bank's sustainable finance strategy and underscore our contribution to the UAE's long-term social, economic, and environmental priorities.

Join us in Driving Change and Contribute to our Journey

Ajman Bank welcomes feedback on this report and our sustainability performance. Stakeholder insights are invaluable in helping us enhance our initiatives and reporting.

Sustainability Centre of Excellence (SCoE)

 sustainabilitycoe@ajmanbank.ae

 P.O. Box 7770, Ajman, UAE

Follow us:   

MESSAGE FROM THE CEO

Driving Sustainable Growth, Shaping a Greener Future

2025 marks a pivotal year for Ajman Bank as our sustainability commitments moved decisively from intent to implementation across the organisation. We integrated ESG principles into our leadership, financing decisions, and growth strategy, positioning the Bank as a catalyst for the UAE's green economy and a reliable partner in the nation's Net Zero 2050 journey.

This year we pledged to mobilise AED 4 billion (approximately USD 1.1 billion) in sustainable finance by 2030, directing capital to renewable energy, energy efficiency, and socially responsible projects. Aligned with the National Vision, Ajman Bank committed to achieving Net Zero for Scope 1 and 2 emissions by 2030 and full Net Zero by 2050.

This year I approved our inaugural Sustainable Finance Framework to ensure our financing aligns with national priorities and international standards, including the UN Sustainable Development Goals.

We launched targeted products that translate ambition into action: Sustainable Home Finance, Green Auto Finance programmes and Green Savings Account for our retail customers, alongside sustainability-linked corporate financing and tailored green solutions for wholesale and SME clients. These initiatives, together with our financing targets, are already delivering measurable progress toward our 2030 objectives.

We continued to advance Emiratisation and gender diversity, and we are honoured to have achieved first place in the NAFIS awards for Emiratisation, a recognition of our commitment to developing local talent.

Transparency and measurable outcomes remain central to our approach, and this Sustainability Report reaffirms our pledge to accountability and open engagement with stakeholders as we scale sustainable finance, accelerate digital adoption, and cultivate the next generation of sustainability leaders.

I extend my sincere gratitude to the Board of Directors, Executive Management, and every member of the Ajman Bank team for their dedication and support. Most importantly, I thank our customers for their trust and partnership.

Together, we will lead by example in Islamic sustainable finance, forge enduring partnerships, and create shared prosperity for the UAE and beyond.

Mustafa Al Khalfawi

Chief Executive Officer
Ajman Bank



MESSAGE FROM THE HEAD OF ESG

Embedding Sustainability at the Heart of Finance

2025 was a landmark year for Ajman Bank, defined by decisive progress in our sustainability journey. We set an ambitious Sustainable Finance target of AED 4 billion and reaffirmed our commitment to achieve Net Zero for Scope 1 and 2 by 2030, with full Scope 3 neutrality by 2050. These targets reflect our determination to align with best practices at both local and global levels while delivering tangible impact across the UAE.

To translate ambition into action, we launched a suite of retail green programmes that make sustainable choices accessible to our customers. Highlights include the Pure Homes Green Home Finance and rEvolution Green Auto Finance. These programmes demonstrate how responsible finance can support everyday decisions and drive measurable environmental outcomes.

We also formalised our approach to sustainable financing by developing the Sustainable Finance Framework, aligned with national priorities and international standards. This framework underpins our product design, risk assessment, and reporting, ensuring that sustainability is embedded across the Bank's operations and capital allocation decisions.

The announcement of our Sustainable Finance Commitment together with the launch of Sustainable Finance Framework has catalysed the development of sustainable finance solutions across consumer and wholesale banking and has resulted in the Bank extending various sustainable finance deals during the year.

Ajman Bank's influence extended beyond our own balance sheet. In 2025 we were honoured to assume the Chairmanship of the UBF ESG 2 Committee, enabling us to help shape sector-wide approaches to sustainable banking. Our leadership was recognised across industry platforms, and our CEO was named among the top sustainability leaders at the Forbes Leadership Annual Summit—an acknowledgement of the collective effort behind our progress.

This year, we invested in climate and nature conservation initiatives that delivered measurable results, achieving an emissions reduction equivalent to 25,425 kg CO₂.

A major institutional milestone was the expansion of our Sustainability Centre of Excellence, which has strengthened cross-bank collaboration, accelerated capability building, and positioned the Centre as a hub for innovation, knowledge sharing, and continuous improvement.

Looking ahead, Ajman Bank will continue to scale sustainable finance and support our clients in their transition journeys. We remain committed to responsible growth that balances financial performance with environmental and social stewardship and to creating long-term value for our stakeholders and the wider community.

Zohaib Ali Zahid

Head of ESG
Ajman Bank



ABOUT AJMAN

A Growing Hub, Proud Home of Ajman Bank

The Emirate of Ajman, located along the Arabian Gulf, has emerged as a dynamic centre for business, investment, and sustainable development. Spanning 259 square kilometres and home to nearly half a million residents, Ajman enjoys a strategic location bordering Sharjah, with close proximity to Dubai and Umm Al Quwain.

Its connectivity is enhanced by international airports in Sharjah and Dubai, and a new airport currently under development, ensuring efficient access for global trade and travel.

Ajman's government actively promotes responsible investment through competitive incentives, advanced infrastructure, and reliable utilities, while encouraging cost-effective and environmentally conscious operations. These advantages, combined with abundant resources and strong industrial capacity, have positioned Ajman as a hub for manufacturing, trade, and export. Today, goods

from Ajman reach more than 100 countries with garments leading as the emirate's largest export — supported by initiatives to reduce environmental impact across supply chains.

The Ajman Free Zone further strengthens the emirate's role in global commerce, hosting over 9,000 companies from more than 160 nations. This vibrant ecosystem supports SMEs, entrepreneurs, and multinational corporations, offering streamlined processes and green business solutions that align with international sustainability standards.

Beyond its economic strengths, Ajman offers a welcoming environment that blends Emirati heritage with expatriate diversity. Cultural landmarks such as the Ajman Museum, lifestyle attractions like the Corniche, and pristine beaches with luxury resorts and eco-tourism sites enhance its appeal as both a business and lifestyle destination committed to preserving natural beauty.

Ajman Bank plays a pivotal role in enabling this growth responsibly. Through sustainable finance solutions, the Bank empowers businesses, families, and investors to adopt practices that support environmental stewardship, social wellbeing and sound governance. By integrating ESG principles into its offerings — from trade finance to retail banking and investment services — Ajman Bank contributes to Ajman's vision of inclusive, sustainable development, reinforcing its position as a hub for prosperity and opportunity in the UAE.



ABOUT AJMAN BANK

Championing ESG Excellence for a Sustainable Economy



Ajman Bank, established in 2007 as the first Islamic bank incorporated in the Emirate of Ajman, has grown into a leading financial institution guided by integrity, trust, and transparency. With the enduring support of the Government of Ajman and its listing on the Dubai Financial Market in 2008, the Bank has consistently upheld the highest standards of governance and performance, reinforcing its reputation as a resilient and trusted player in the UAE's Islamic banking sector.



Headquartered in Ajman, the Bank plays a central role in the Emirate's economic development and sustainable growth. Its Board of Directors and Executive Management, led by CEO Mustafa Al Khalfawi, brings decades of expertise across corporate, retail, treasury, and operations, ensuring strategic oversight, innovation, and long-term value creation.

Strategically located near Sharjah and Dubai, Ajman Bank benefits from the emirate's business friendly

environment and thriving free zone, creating opportunities for investors and entrepreneurs. With a growing population and rising demand for retail and corporate banking services, the Bank is building a robust financial ecosystem that blends heritage with modernity, supporting Ajman's vision for sustainable prosperity.

Ajman Bank operates with a clear mandate to advance Islamic finance while delivering innovative, Shariah-compliant

solutions to individuals, corporations, and government entities. Deeply committed to supporting SMEs and entrepreneurs, the Bank drives diversification across key sectors including trade, real estate, manufacturing, and tourism. By enhancing financial inclusion and aligning with national priorities in sustainability, digital transformation, and economic resilience, Ajman Bank continues to strengthen its role as a trusted Islamic financial partner.

OUR CORE VALUES

Driving the Journey to Excellence

At Ajman Bank, our journey to excellence is guided by the 4 Ps:



Prospect

Financing growth and enabling strategic advancement



People

Inspiring leadership, fostering collaboration, and empowering talent



Process

Streamlining workflows to drive operational efficiency



Product

Delivering innovation and outstanding customer service

Complementing these values are our 4 S principles, which define how we serve our stakeholders every day:



Service

Commitment to customer centric solutions



Speed

Agility in execution and responsiveness



Specialisation

Expertise that ensures quality and trust



Simplicity

Making banking faster, more intuitive, and accessible through a digital-first approach

Together, the 4 Ps and 4 S form the foundation of Ajman Bank's culture, shaping our strategy, guiding our actions, and reinforcing our promise to create sustainable value for our customers, employees, and the wider community.

OUR FOUNDATIONS FOR A SUSTAINABLE FUTURE



Management Excellence

Ajman Bank's Board and Executive Management embed ESG into strategic decision making, aligning capital allocation, risk appetite, and incentive structures with sustainability objectives to ensure long-term value creation and accountable leadership.



Workforce Strength and Diversity

Our diverse workforce, including a growing cohort of UAE nationals, is mobilised through targeted Emiratisation, inclusive hiring, and ESG training programmes that empower employees to drive social impact and operational excellence across the Bank.



Collaborative Innovation

We leverage advanced data analytics, AI, and strategic partnerships to scale Shariah-compliant green products, improve operational efficiency, and deliver customer solutions that accelerate the transition to a low carbon economy.



Exceptional Service

By integrating sustainability into product design and customer engagement, Ajman Bank delivers personalised, Shariah-aligned financing solutions and advisory services that help clients reduce environmental footprints while enhancing financial resilience.



Oversight and Accountability

A robust governance framework, guided by local and international best practices, ensures transparency, rigorous ESG risk management, and regular reporting that uphold stakeholder trust and regulatory alignment.



Capital and Liquidity Strength

Disciplined balance sheet management and resilient capital buffers enable the Bank to support sustainable growth, underwrite green projects, and maintain financial stability while advancing our ESG commitments.



Sustainability and Impact

Sustainability is central to our strategy: we mobilise green finance, invest in nature and community initiatives, and measure outcomes through the Sustainability Centre of Excellence to deliver verifiable environmental and social impact.



Trusted Brand

Ajman Bank's reputation for service excellence and responsible finance strengthens customer loyalty and public confidence, reflecting our consistent delivery on ESG commitments and community partnerships.



Solid Shareholder Base

A stable, government-backed ownership structure provides strategic support and public trust, reinforcing our capacity to pursue long-term sustainable initiatives and create enduring value for stakeholders.

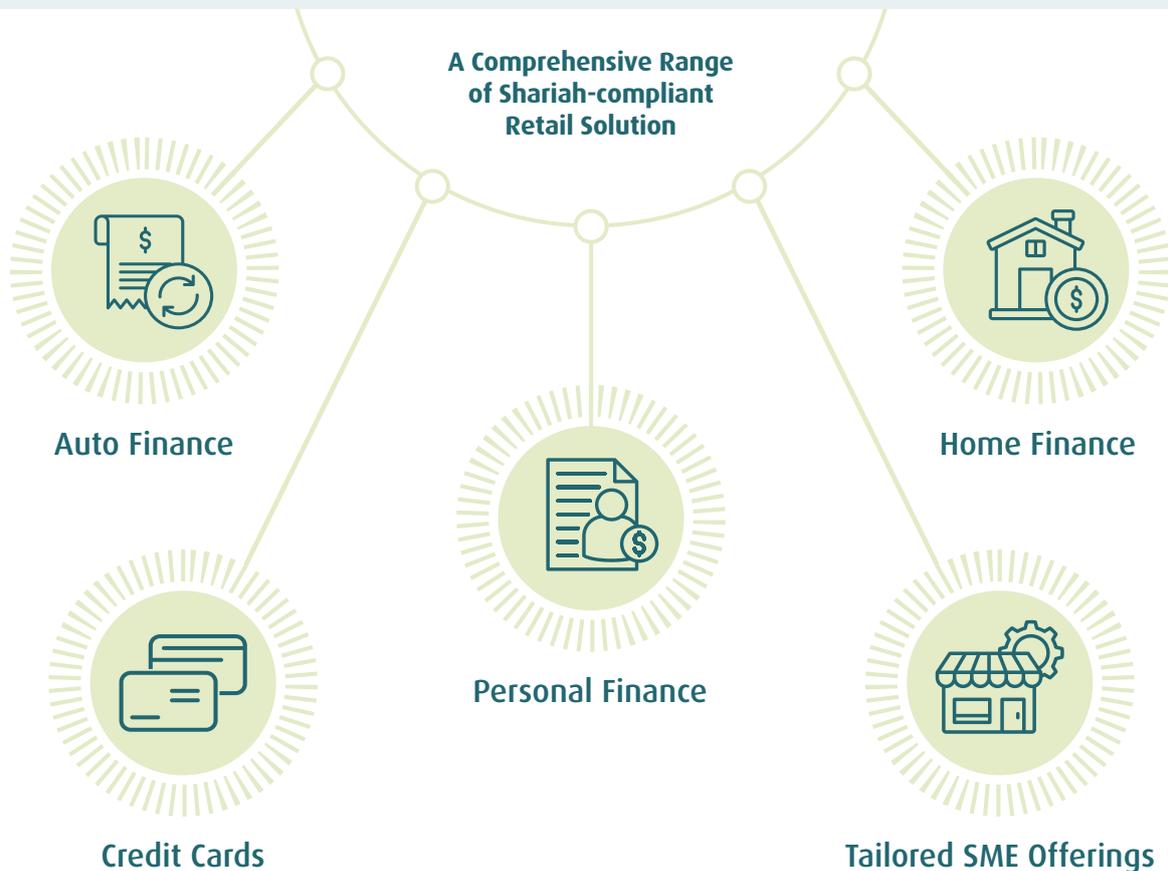
OUR CORE BUSINESS PILLARS

Ajman Bank delivers its services through three integrated business departments, each designed to uphold our values as a Shariah-compliant institution while driving sustainable growth and long-term value creation.

1. Consumer Banking

Ajman Bank continues to strengthen its presence across the UAE, delivering a seamless, customer centric banking experience. Our Consumer Banking department operates through a strategically designed network of conventional and hybrid branches supported by our Digital Mobile Apps, Tablet Banking, and a network of Automated Teller Machines (ATMs), Cash and Cheque Deposit Machines (CCDMs). This suite of digital channels was recently further extended by the launch of Interactive Teller Machines (ITMs) and Generative Conversation AI Avatar, both of which were launched recently. This integrated infrastructure ensures convenient access to financial services for individuals, families, small businesses, and large corporates alike.

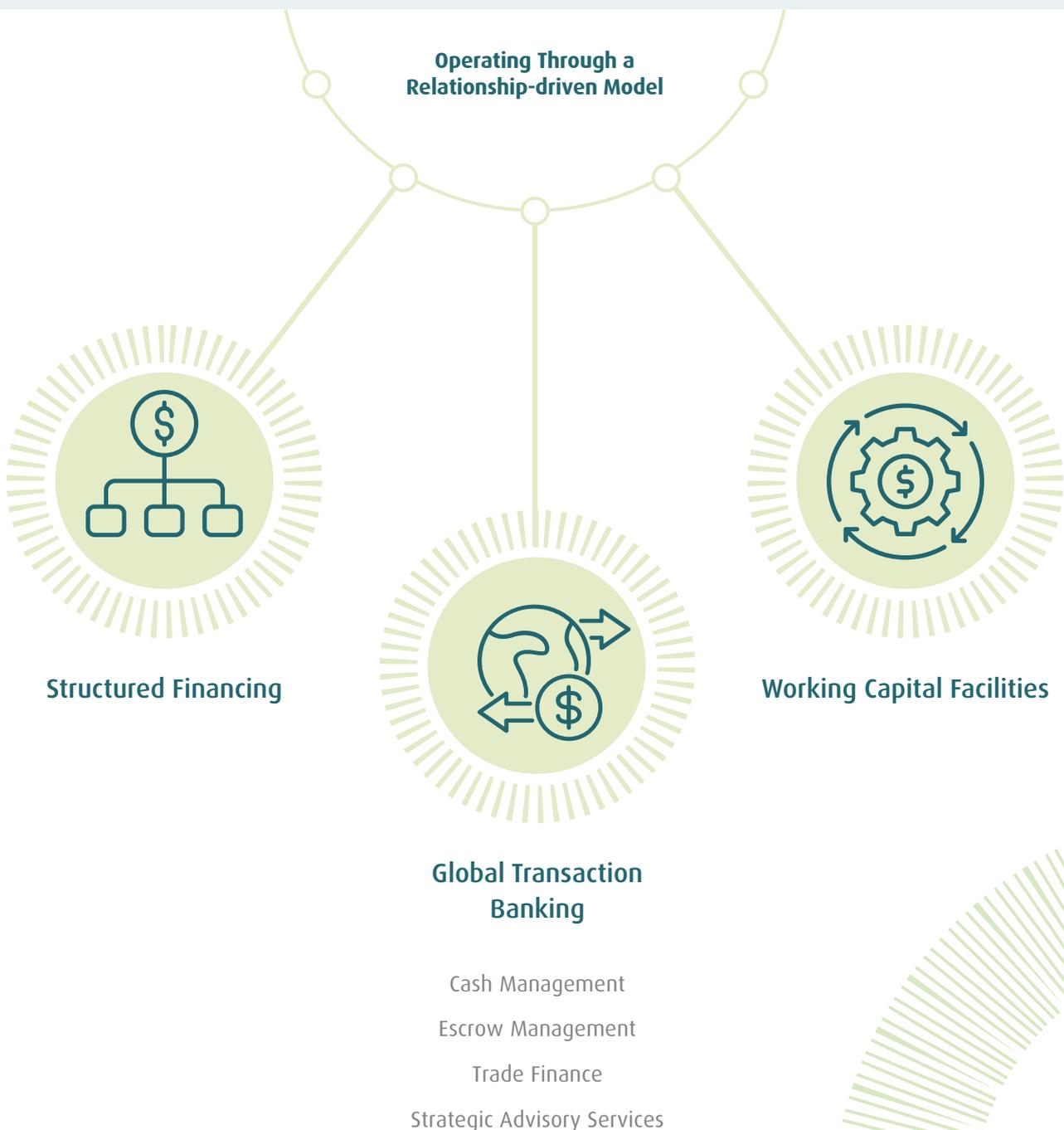
In line with our commitment to responsible banking, we are expanding our portfolio of green and sustainability focused solutions for consumers, empowering clients to embrace an environmentally conscious financial lifestyle.



2. Wholesale Banking

Ajman Bank’s Wholesale Banking department stands as a trusted partner to Institutional Customers including Large Corporate & GREs, Commercial Entities, Government Entities and Financial Institutions across the UAE. With specialised sector-focused teams, we deliver tailored solutions to sovereign entities, government-related enterprises, large corporates, contracting firms, and real estate developers.

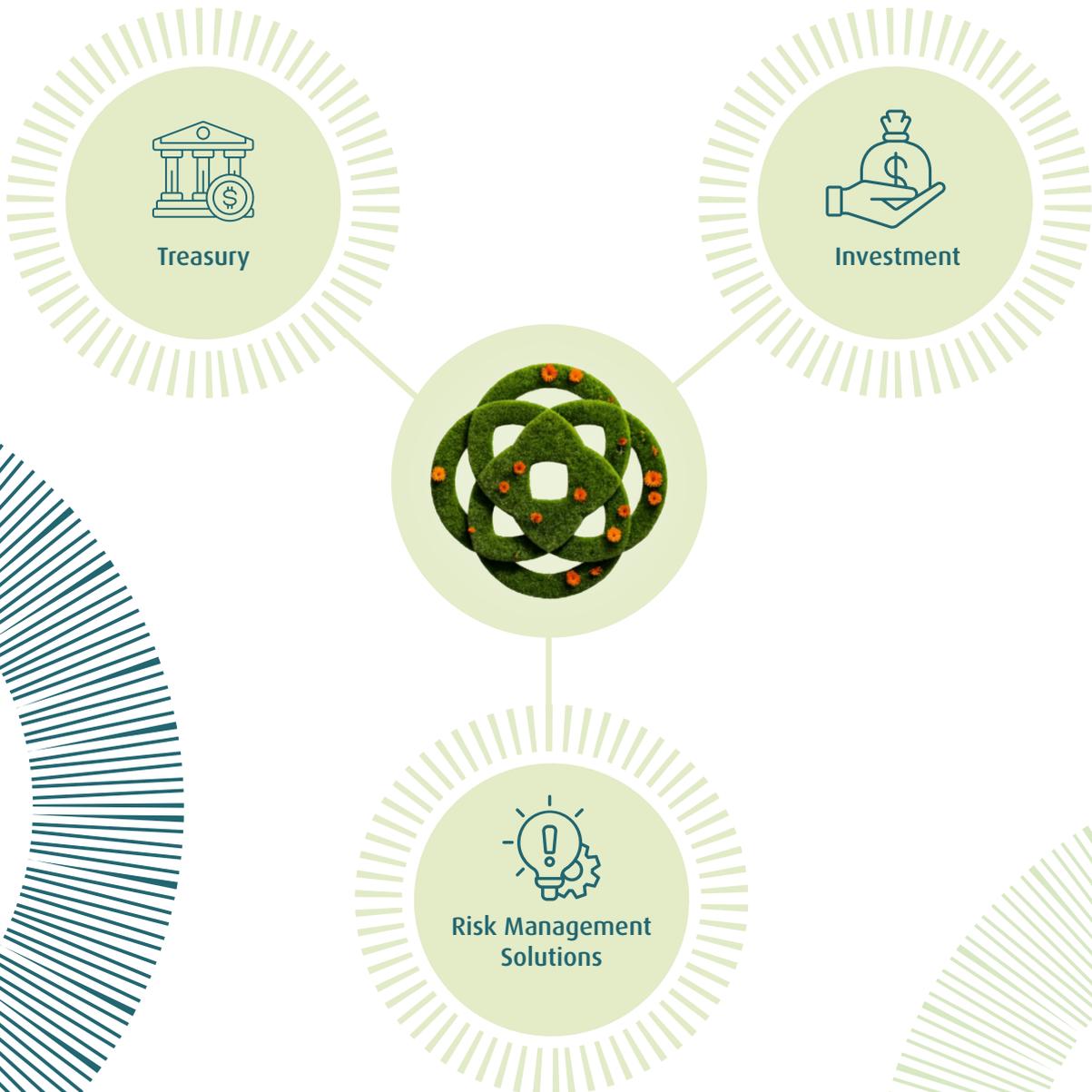
It also plays a pivotal role in fostering cross-bank collaboration, seamlessly connecting clients to Ajman Bank’s wider expertise in Transaction Banking, Cash Management, and Sustainable Finance.



3. Treasury & Capital Markets

Ajman Bank’s Treasury department delivers a comprehensive suite of Shariah-compliant treasury, investment, and risk management solutions, guided by deep expertise across local, regional, and international markets.

The department manages liquidity, optimises the balance sheet, and oversees the Bank’s fixed income and sukuk portfolios while ensuring effective access to capital markets. Through prudent asset-liability management, strategic hedging, and diversified funding programmes—including sustainability aligned instruments—Treasury plays a vital role in safeguarding long-term stability and supporting sustainable growth.



A landmark achievement during the year was the resounding success of Ajman Bank's inaugural sukuk issuance. The Bank successfully priced a USD 500 million five-year sukuk, underscoring investor confidence in our strategy and reinforcing our position as a leading provider of Shariah-compliant capital market solutions.



DELIVERING VALUE TO OUR STAKEHOLDERS

Ajman Bank remains committed to creating long-term, sustainable value for all stakeholders who contribute to and benefit from our growth.

Our People

We strive to provide an engaging and future-focused workplace, offering competitive benefits, career advancement opportunities, and continuous professional development. A strong emphasis is placed on nurturing and empowering Emirati talent, ensuring the next generation of national leaders has the tools and support needed to thrive.

Our Valued Clients

Ajman Bank serves a growing base of customers across individuals, SMEs, corporates, and government entities. Our priority is to safeguard their financial wellbeing and support their aspirations through transparent, responsible, and customer-centric financial solutions.

Societal Partners

The Bank plays an active role in supporting the UAE's socio-economic progress. Guided by the nation's long-term vision, we participate in and enable initiatives that contribute to a more inclusive, diversified, and sustainable economy.

Government and Oversight Authorities

We maintain strong engagement with regulatory bodies and government authorities, contributing to the development of a resilient, responsible, and forward-looking financial ecosystem that aligns with national priorities.

Strategic Investors

Ajman Bank remains focused on delivering sustainable financial performance, creating long-term value, and maintaining the trust of shareholders through disciplined growth and robust governance.

Business Partners

We work closely with suppliers and business partners, ensuring transparent relationships, timely payments, and opportunities for mutual growth. Our partnerships contribute to a resilient supply chain and support the broader economic landscape.

Ajman Bank engages customers, employees, investors, regulators, and suppliers through transparent, ongoing dialogue to align expectations with ESG priorities. These interactions strengthen customer trust, employee wellbeing and governance while supporting national goals such as Net Zero and Emiratisation. Continuous stakeholder engagement ensures the Bank delivers sustainable economic, social, and environmental value across the UAE.



OUR AWARDS AND CERTIFICATIONS

Ajman Bank continues to strengthen its reputation through globally recognised certifications and prestigious awards, reflecting our commitment to excellence, resilience, and sustainability:



ISO 20000-1:2018 Service Management System



ISO 22301:2019 Business Continuity Management System



ISO 9001:2015 Quality Management System



ISO 10002:2018 Customer Satisfaction



ISO Prestige 9001:2025



MEA Finance Award Best Cloud Implementation



Nafis 2025 Awards First Place Winner, Medium-sized Entities (Banking Sector)



Global Banking & Markets Awards Middle East 2025



Forbes Middle East CEO recognised among Top Sustainability Leaders 2025



PCI-DSS Certification Ensuring global compliance for cardholder data protection through robust security controls and continuous monitoring



SWIFT CSP Certification Full implementation of stringent cybersecurity measures to secure financial messaging infrastructure



IDC CSO30 Award Recognition of Ajman Bank's Head of Information Security among UAE's top 30 cybersecurity leaders for innovation and resilience

These achievements underscore Ajman Bank's unwavering dedication to operational excellence, customer-centricity, and sustainable innovation, while reinforcing our position as a trusted and forward looking financial institution.

OUR STRATEGIC PARTNERSHIPS AND COLLABORATIVE INITIATIVES

At Ajman Bank, collaboration is a cornerstone of our sustainability journey. Throughout 2025, we strengthened our network of partnerships with both government entities and private sector organisations — reinforcing our role as a catalyst for sustainable finance, innovation, and national development.

These partnerships reflect our commitment to advancing the UAE's sustainability goals, promoting digital transformation, and fostering inclusive economic growth.



Government and Institutional Partnerships

Ajman Bank has worked closely with key government entities and public institutions to support the UAE's vision for a sustainable and diversified economy.

Our engagements have focused on developing innovative financing models, enhancing public-private collaboration, and supporting the nation's Net Zero 2050 and Ajman Vision 2030 strategies.



Ajman Free Zone
Authority (AFZA)



Ajman Municipality



Ajman Chamber
of Commerce



Financial and Administrative
Affairs Department



Ajman Department of Finance



Abu Dhabi Global Market (ADGM)



Abu Dhabi Export Office (ADEX)



Emirates Development Bank
(EDB)



Ministry of Energy &
Infrastructure



Ajman University



Department of Land and
Real Estate Regulation



Etihad Water and Electricity
(Etihad WE)



Meydan FZ



Shaikh Zayed Housing Programme

Materiality Assessment

Ajman Bank carried out its first materiality assessment in 2024, following GRI standards, to identify the ESG topics most important to our business, stakeholders, and long-term value creation. The process used peer benchmarking, global frameworks such as SASB and GRI, and internal workshops with the ESG Working Group and Executive Committee. A structured scoring method was applied, with a 60% threshold to set the Bank's ESG priorities. This initial assessment focused on internal perspectives to build alignment, and future assessments will include external stakeholders to ensure continued relevance and alignment with global best practices.

Key Material Topics Identified:



Governance, Ethics,
and Compliance



Customer Trust, Data
Privacy, and
Cybersecurity



Financial
Inclusion and
Responsible Banking



Sustainable Finance
and Green Product
Development



Environmental and
Climate Impact
Management



Human Capital
Development and
Employee Wellbeing



Diversity, Equity,
and Inclusion



Innovation, Digital
Transformation, and
Paperless Banking



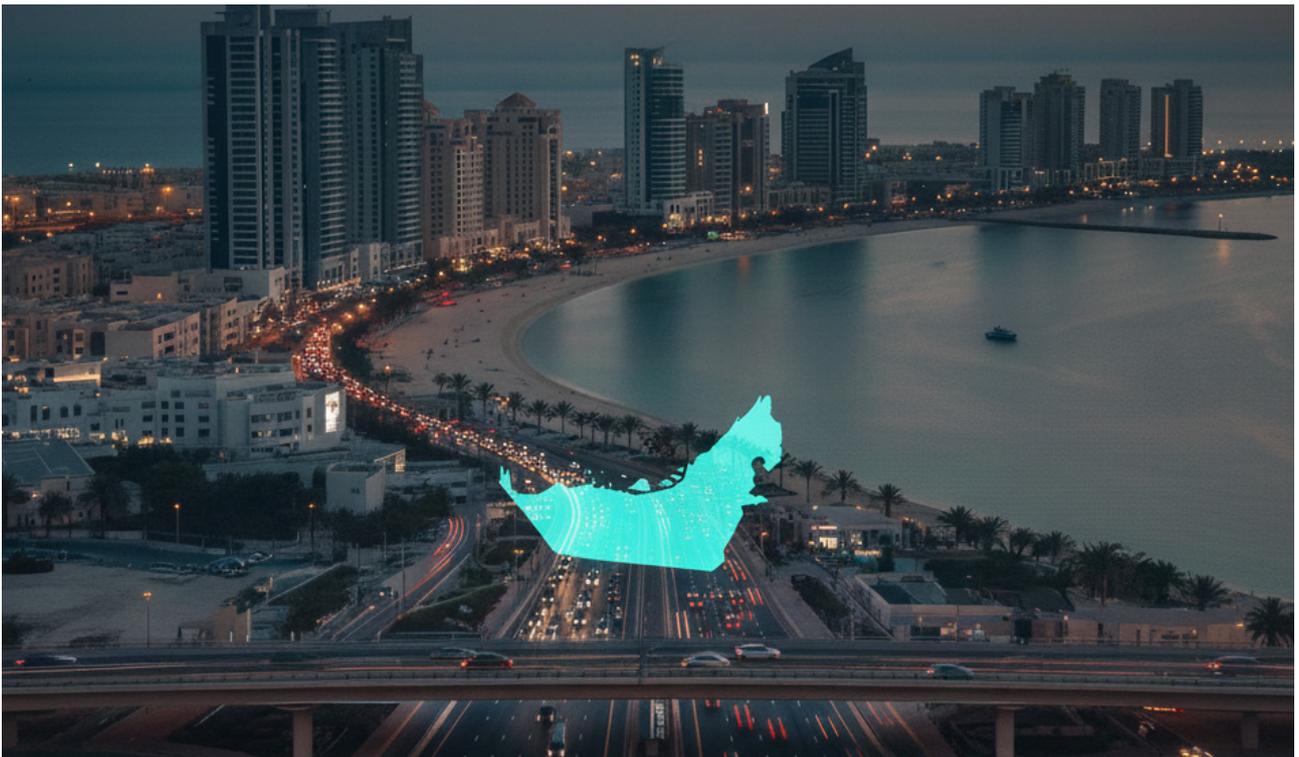
Risk Management
and Business
Resilience



Community
Investment and
Social Impact

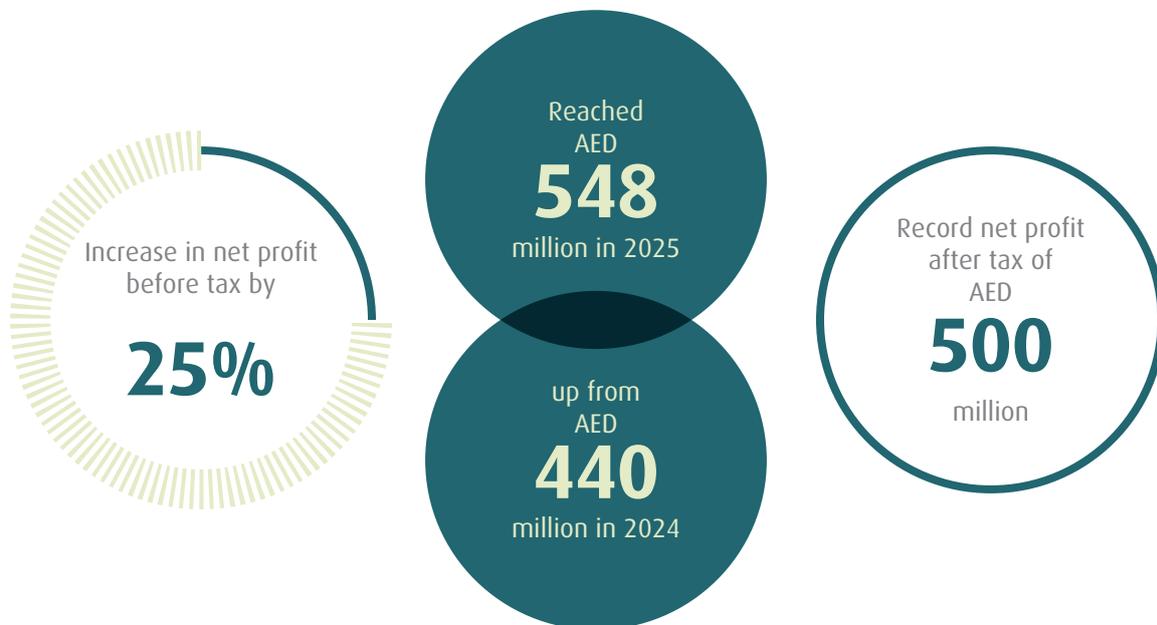
FINANCIAL PROGRESS & STABILITY

Driving Financial Progress and Stability to Strengthen the UAE Economy



Ajman Bank delivered another year of exceptional financial performance in 2025, marking the second consecutive year of record results driven by disciplined execution and strategic growth. The Bank achieved its highest ever operating and net profit, supported by a strong balance sheet and resilient business model.

Net profit before tax increased by 25%, reaching AED 548 Million (up from AED 440 million in 2024), while net profit after tax reached AED 500 Million in 2025. These results reflect the Bank's ability to sustain growth and performance despite a dynamic global environment.



Ajman Bank's success stems from a strategy centered on prudent financing, strong risk management, and selective high-quality asset growth. Amid evolving market conditions and shifts in the profit rate landscape, the Bank maintained healthy margins by concentrating on core business strengths and deep customer relationships.

Supportive UAE economic fundamentals, fueled by government initiatives and continued expansion across key sectors, further contributed to our performance. Enhanced cost efficiency and improved asset quality, driven by a continued focus on risk discipline and reduction in impairment provisions, strengthened the Bank's financial position.

This consistent performance underscores Ajman Bank's unwavering commitment to innovation, operational excellence, and delivering long-term sustainable value for our stakeholders.

AJMAN BANK & SUSTAINABILITY



AJMAN BANK'S COMMITMENT TO NATIONAL SUSTAINABILITY AND UAE VISION

The UAE has built a strong regulatory framework to guide the financial sector toward Net Zero 2050 and climate goals. Ajman Bank is fully aligned with these national priorities and global standards, embedding ESG principles into its core strategy.

National Sustainability Framework Highlights



وزارة التغير المناخي
والبيئة
MINISTRY OF CLIMATE CHANGE
& ENVIRONMENT

Ministry of Climate Change & Environment

- Require companies to measure GHG emissions.
- Set emission reduction plans.
- Comply with Federal Decree-Law No. 11 of 2024 and Cabinet Resolution No. 67 on carbon credits.



مصرف الإمارات العربية المتحدة المركزي
CENTRAL BANK OF THE U.A.E.

Central Bank of the UAE

- Require climate risk management and stress testing.
- Enforce ESG disclosures.
- Issue specific guidance for Islamic banking.



DFM
سوق دبي المالي

Dubai Financial Market (DFM)

- Mandate annual ESG reporting.
- Align disclosures with GRI, SASB, and ISSB.
- Support the Net Zero 2050 target.



هيئة الأوراق المالية والسلع
SECURITIES & COMMODITIES AUTHORITY

Securities & Commodities Authority (SCA)

- Enforce sustainability reporting under Article 76.
- Regulate green and sustainability-linked bonds and sukuk.

OUR SUSTAINABILITY STRATEGY

Ajman Bank’s Strategic Alignment

Ajman Bank is deeply committed to supporting the UAE’s national vision through a strategic approach that integrates the best global practices and local priorities. Guided by leading frameworks such as GRI, and the UN SDGs, the Bank aligns its sustainability agenda with Ajman Vision 2030, the UAE Net Zero 2050 initiative, and Energy Strategy 2050. This alignment ensures transparency, accountability, and shared value creation through close collaboration with regulators, customers, and communities.

In line with “We the UAE 2031” and the principles of the 50, Ajman Bank drives initiatives that foster Emirati talent and strengthen economic competitiveness. Its comprehensive Emiratisation Programme equips

UAE nationals with advanced training, mentorship, and leadership development—building a future-ready workforce that supports both national and organisational growth.

On the environmental front, Ajman Bank is actively progressing toward Net Zero 2050 through climate stress testing, portfolio assessments, and structured roadmaps to manage climate-related risks and reduce emissions. By embedding sustainability and innovation into its core strategy, Ajman Bank reinforces its role as a trusted financial partner—delivering responsible growth, economic resilience, and environmental stewardship for a sustainable future.

Our Annual Sustainability Report for this year is aligned with the Sustainable Development Goals (SDGs) shown below.



Sustainability Strategy 2025

Strategic Pillars

We drive sustainable growth through three strategic pillars:

STRENGTHENING CLIENT
RELATIONSHIPS

ACCELERATING DIGITAL
TRANSFORMATION

EXPANDING SUSTAINABLE
FINANCE SOLUTIONS

These pillars guide our customer engagement and capability building to support a just, low carbon transition and inclusive economic development.

Key Initiatives

Priority initiatives include green financing and sustainability linked solutions, social financing through targeted programmes to advance financial inclusion and Emirati talent development. We are also reducing our operational footprint through energy efficiency measures and partnerships that deliver measurable environmental and social outcomes.

FINANCIAL INCLUSION AND
EMIRATI TALENT DEVELOPMENT

GREEN FINANCING AND
SUSTAINABILITY-LINKED PRODUCTS

Ajman Bank's sustainability strategy advances a purpose driven Islamic banking model that delivers robust financial performance while embedding sustainability and innovation across the organisation. ESG principles are integrated into governance, risk management, product design and operations, aligning the Bank with Ajman Vision 2030, UAE Net Zero 2050 and international best practice to create long-term value for stakeholders.

Net Zero Strategy

Our Net Zero pathway follows a phased approach:



We measure GHG emissions across Scope 1, Scope 2 and Scope 3 (including Financed Emission), implementing energy efficiency and operational reduction measures, compensating residual emissions through nature based projects and strategic partnerships. The Bank is committed to Net Zero for Scope 1 and 2 by 2030 and to full Net Zero by 2050.

Sustainable Finance Strategy

Our sustainable finance approach combines use of proceeds financing (green and social), targeted financing for companies with strong green profiles, sustainability linked financing to drive measurable performance improvements, and transition finance to support clients shifting to lower carbon business models. Client advisory and technical support are provided through the Sustainability Centre of Excellence to ensure robust project selection, KPI setting and independent verification.

Looking ahead, Ajman Bank will continue mobilising sustainable finance, scaling ESG integration across products and processes, and leveraging digital innovation to accelerate client transitions and deliver long-term shared value.

ESG GOVERNANCE

In 2024 we strengthened our ESG governance under the direct supervision of the Chief Executive Officer, informed by a comprehensive benchmarking study of peer banks in the UAE and international best practices; by 2025 this enhanced structure has matured into a clear, accountable framework that embeds sustainability into strategic decision making, risk oversight and operational execution. The governance model clarifies roles and responsibilities across the Board, Executive Management and key committees, ensures robust Shariah and regulatory alignment, and integrates ESG criteria into capital allocation, performance incentives and reporting. This approach safeguards stakeholder interests, reinforces long-term value creation for our people, customers and communities, and provides the governance foundation required to scale Ajman Bank’s sustainable finance ambitions.

Board and Board Committees

Provide oversight for the bank-wide ESG and climate initiatives.



CEO

Make major ESG decisions and act as the main point of communication between the board of directors and corporate operations.



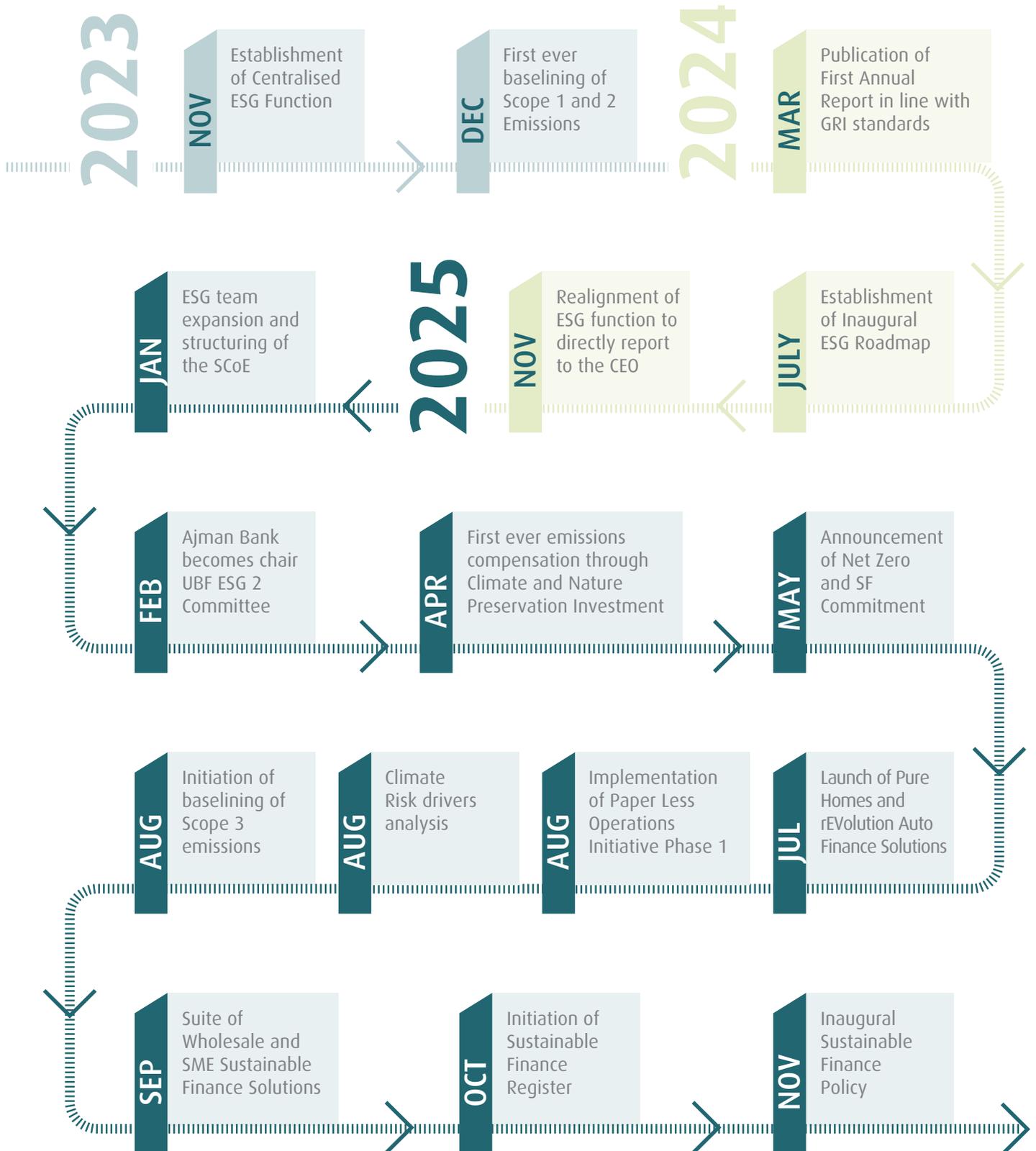
ESG Working Group

Wholesale	Treasury	Consumer Banking	Credit	Admin
Provide oversight for the bank-wide ESG and climate initiatives.	Construct an ESG-driven treasury portfolio and initiate ESG fundraising for the bank.	Embed sustainable products and services into consumer banking.	Assess the bank’s exposure to ESG and climate risk stemming from its clients.	Drive the bank’s ESG ambition in own operations and facilities.
Shariah	Risk	Compliance	Internal Audit	Human Capital
Make sure the bank’s ESG efforts are aligned with the Shariah principles.	Develop ESG risk management frameworks, tools, and methodologies.	Keep up-to-date with applicable regulations and guidelines, and support the bank’s alignment.	Monitor and assure the bank’s disclosure and ESG performance.	Provide necessary ESG upskilling and deploy new required talent.
Corporate Communications & Marketing	Customer Experience & Education	Finance		
Circulate the bank’s ESG efforts with the external stakeholders.	Raise awareness about ESG topics among customers, and identify their expectations.	Allocate sufficient budgeting for each function to drive the ESG action points.		

EG & PMO Department

Coordinate the bank-wide ESG effort.

OUR ESG JOURNEY AT A GLANCE



OUR SUSTAINABILITY PROGRESS 2025

Championing the UAE's Path to Net Zero

On 1 May 2025 Ajman Bank announced ambitious targets to mobilise AED 4 billion in sustainable finance by 2030, achieve Net Zero for Scope 1 and 2 emissions by 2030, and reach full Scope 3 Net Zero by 2050. These commitments anchor our strategic direction and guide capital allocation, product development and operational priorities.

Sustainable Finance Framework and Monitoring

We launched a Sustainable Finance Framework aligned with ICMA and LMA standards and supported by a real-time dashboard. The framework standardises transaction classification and impact measurement across retail, SME and corporate portfolios, enabling transparent tracking of progress toward our sustainable finance goals.

Sustainable Finance Solutions

In 2025 we introduced retail green offerings—Green Path Savings Account, rEVolution (green auto finance) and Pure Homes (green home finance and solar upgrades)—alongside targeted SME, Emirati and women entrepreneur solutions. Corporate capabilities were expanded with sustainability linked and transition finance structures that tie pricing and terms to clients' ESG performance.

Sustainable Finance Portfolio Progress

Ajman Bank has built strong momentum toward its 2030 commitments, executing a number of sustainable finance deals across eight sectors that advance multiple Sustainable Development Goals. A dedicated Sustainable Finance Register, structured in line with our approved Sustainable Finance Framework is used to record and keep track of all financing and investing transactions that qualify as Sustainable Finance. The Central ESG Division published monthly dashboards to summarise and build awareness of the Bank's progress towards Sustainable Finance Targets, integrated with our SFF and dashboard for robust due diligence and independent verification.



Leadership and Recognition

Our CEO, Mr. Mustafa Al Khalfawi, was recognised by Forbes Middle East as a leading sustainability figure, reflecting the Bank's progress in climate action.



Represented by Head of ESG Zohaib Ali Zahid, Ajman Bank was appointed Chairman of the UAE Banks Federation ESG 2 Committee, strengthening our role in shaping national sustainability practice.

In early 2025, the Bank was awarded "Emerging Bank in ESG Banking UAE" in Global Banking and Finance Awards Category by The European magazine.

Operational Climate Action

We apply GHG Protocol methodologies to monitor operational emissions and advanced paperless processes and resource efficiency measures in 2025. Energy, water and waste optimisation initiatives support our Net Zero pathway and reduce the Bank's environmental footprint.

People and Inclusion

Our Emiratisation Programme reached 37% of the full time workforce, supported by focused recruitment, retention, training and leadership development initiatives. These efforts reinforce national talent development and inclusive growth.

SUSTAINABLE FINANCE CASE STUDIES

CASE STUDY

1

Finance Renewable Energy Capacity Expansion

Ajman Bank provided a dedicated green project finance facility to a leading energy producer in the GCC, enabling the expansion of renewable energy capacity and supporting the transition away from conventional fuels. The financing incorporated strong environmental governance and sustainability reporting aligned with global green finance principles, reinforcing Ajman Bank's commitment to advancing low-carbon solutions and a greener regional power system.



CASE STUDY

2

Supporting Operational Excellence in Education Sector

Ajman Bank provided a sustainable working capital facility to a leading education provider in the UAE, enabling the expansion of learning programmes, digital education tools, and campus sustainability initiatives. The financing linked operational support to measurable social outcomes, including student wellbeing inclusion, and reduced environmental impact—reinforcing Ajman Bank's commitment to advancing high-quality, socially responsible education.



Financing Solar Energy Growth for a Future SME Leader

Ajman Bank provided a specialised renewable energy finance solution to a growing SME in the GCC, enabling the scale-up of distributed solar infrastructure. The financing supported rooftop solar installations, modular clean-power systems, and off-grid technologies—reducing emissions at the community level and lowering energy costs for users. The project adhered to rigorous environmental standards, reflecting Ajman Bank’s commitment to empowering future leaders in clean energy and advancing decentralised, low-carbon ecosystems.

CASE STUDY



CASE STUDY



Tech Financing for Waste Reduction and Energy Efficiency

Through a tailored sustainable finance facility, Ajman Bank empowered a technology-driven sustainability project to advance eco-solutions for waste reduction and energy efficiency. This initiative highlights the bank’s commitment to enabling next-generation climate-tech innovations that reduce environmental impact in the UAE.



CASE STUDY

5

Sustainable Home Financing

Ajman Bank introduced a green home financing solution (Pure Homes) to help homeowners create energy-efficient and environmentally conscious living spaces. The initiative promotes the use of sustainable building materials, efficient cooling systems, and water-saving technologies, encouraging greener lifestyle choices while supporting the UAE's sustainability and housing goals.



CASE STUDY

6

Sustainable Sukuk Investments

A Green Sukuk facility was structured in alignment with international Islamic sustainable finance principles to fund environmentally responsible real estate development. The financing supported low-emission building designs, improved waste management systems, and energy-conservation technologies across communities. This initiative demonstrates the role of Shariah-compliant capital in enabling large-scale sustainable urban development in the UAE.



CASE STUDY

7

Green Logistic Finance

A structured sustainable logistics finance solution was provided to a leading Emirati organisation with both local and global operations to advance greener supply-chain infrastructure. The facility supported initiatives such as improving port energy efficiency, deploying clean-mobility solutions, and enhancing ecosystem restoration near key logistics corridors. This approach highlights how climate-aligned financing can strengthen trade and transportation systems while balancing economic growth with environmental responsibility.



Sustainability Linked Finance for Real Estate

A sustainability-linked finance facility was structured to incentivise environmental and social performance improvements in real estate development. The solution encouraged energy-efficient building designs, sustainable construction practices, and initiatives that enhance community wellbeing. This approach demonstrates how linking financial terms to ESG outcomes can drive responsible growth while supporting national sustainability objectives.

CASE STUDY

8



CASE STUDY

9

Finance District Cooling and Centralised Systems

A green infrastructure finance solution was structured to support the expansion of low-carbon cooling technologies in urban areas. The facility enabled the development of efficient district cooling networks that significantly reduce emissions in dense communities. This initiative demonstrates how climate-aligned financing can accelerate essential infrastructure projects that contribute to national decarbonisation goals.



CASE STUDY

10

Accelerating Green Mobility Through Sustainable Auto Finance

Ajman Bank advanced clean mobility across the UAE through rEvolution, its Green Auto Finance solution dedicated to electric vehicles. The offering encourages customers to transition to low-carbon transportation platforms, reducing emissions from one of the country's most active sectors. Through responsible consumer lending, Ajman Bank supports greener choices that contribute to cleaner air and healthier communities.





Empowering Customers through Financial Education and Awareness

Ajman Bank continues to place financial education at the centre of its inclusion strategy, empowering customers to make informed and responsible financial decisions. In alignment with UAE Central Bank directives, the Bank advanced its Consumer Education Programme through a broad range of initiatives focused on financial literacy, transparency, fraud and cybersecurity awareness, and sustainable finance—supporting the UAE’s Net Zero 2050 objectives.

In 2025, outreach efforts expanded through a fully integrated mix of digital and on-ground channels, including social media, website resources, EDMs, ATM screens, and in-branch materials. Tailored financial literacy initiatives were delivered to youth, Emiratis, and the wider community, addressing key topics such as budgeting, saving, credit management, retirement planning, and responsible financing. The Bank also introduced a dedicated sustainability awareness initiative to highlight its green products and services.

Together, these efforts enhanced financial resilience, strengthened ethical banking practices, and reaffirmed Ajman Bank’s commitment to empowering customers and contributing to a more secure and sustainable financial future.



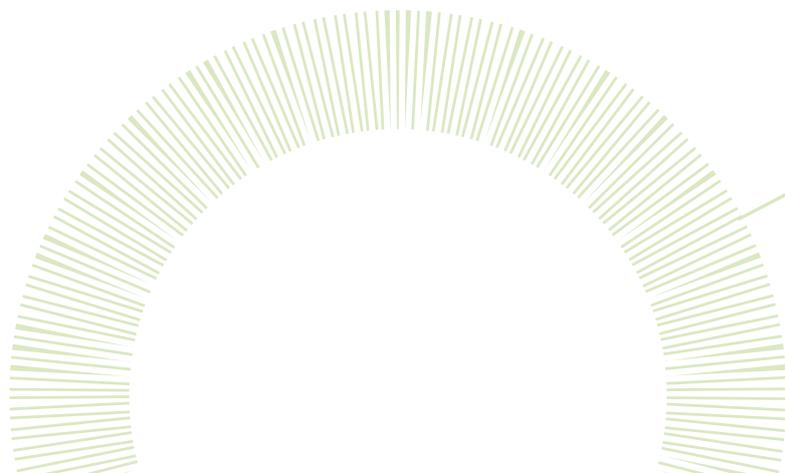
Governance, Integrity, and Risk Management

Ajman Bank is committed to transparency, integrity, and strong governance through rigorous oversight and risk management. Our Board and specialised committees ensure strategic direction, independence, and compliance with both regulatory and Shariah standards, while promoting diversity and ethical conduct. These principles strengthen stakeholder trust and drive sustainable growth. For more details, refer to our Corporate Governance Report 2024/2025.



Human Rights

Ajman Bank is committed to respecting and upholding human rights across all operations, ensuring fair treatment of employees, customers, suppliers, and communities. Guided by our Code of Conduct and robust internal policies, we promote inclusivity, dignity, and zero tolerance for discrimination or harassment. Secure reporting channels, including a Whistleblowing Policy, empower employees to raise concerns confidentially, reinforcing accountability and transparency. By embedding human rights principles into our governance framework, we foster a safe, respectful, and ethical workplace aligned with national laws and international standards.





Safeguarding Data, Privacy, and Cybersecurity

Ajman Bank combines robust cybersecurity measures with global compliance standards. The Bank continuously strengthens its security framework through strategic investments in advanced technologies such as AI-driven threat detection, real-time monitoring, and Security Operations Centres (SOC), enabling proactive risk identification and rapid incident response. Regular policy reviews ensure alignment with international benchmarks like PCI-DSS and SWIFT CSP, while a comprehensive Consumer Data Protection Framework—compliant with UAE regulations—promotes transparency, ethical data use, and customer empowerment. Complementing these efforts, ongoing employee awareness programmes, phishing simulations, and cybersecurity training foster a culture of accountability and resilience. By embedding strong governance and cutting-edge defenses, Ajman Bank safeguards information integrity and reinforces trust in every digital interaction.



Elevating Customer Experience at Ajman Bank

At Ajman Bank, customers remain at the heart of our strategy. We are committed to delivering superior financial services while fostering trust, innovation, and service excellence. Our approach is strengthened by continuous digital transformation and process optimisation, ensuring fast, seamless, and accessible banking across all touchpoints.

In 2025, the Bank introduced a real-time feedback system across branches for instant ratings and proactive improvements, alongside transparent complaint resolution mechanisms to ensure timely responses. Accessibility was enhanced with 24/7 multilingual support via digital channels and call centres, complemented by ongoing employee training in service excellence and Shariah-compliant practices. Looking ahead, Ajman Bank will harness advanced analytics, loyalty programmes, and inclusive features to integrate customer insights into strategic decisions, strengthen trust, and achieve its vision of becoming the UAE's preferred Islamic bank.



Driving Digital Innovation

Ajman Bank is advancing its digital transformation in line with the UAE Centennial 2071 vision, delivering innovative solutions that enhance customer experience and build a future-ready economy. Our strategy focuses on operational excellence, efficiency, and agility—supported by investments in technology, infrastructure, and workforce upskilling. Robust governance and resilient systems ensure stability, security, and scalability as digital adoption accelerates. Through responsible innovation and customer-centricity, Ajman Bank is shaping a sustainable, technology-driven banking model that creates long-term value for stakeholders.

مئوية الإمارات 2071
 UAE CENTENNIAL 2071
 The World's Leading Nation أفضل دولة في العالم



United Arab Emirates

DIGITAL TRANSFORMATION MILESTONES



Ajman Bank One and One X

Ajman Bank One is a next-generation digital platform designed to deliver seamless and personalised banking through features such as instant account opening, biometric verification, UAE Pass integration, and lifestyle services. Announced at GITEX 2025 and set for launch in 2026, the platform marks a major step in Ajman Bank's digital transformation. It also introduces OneX, an intelligent real-time customer-feedback engine that continuously enhances digital experiences. Together, these innovations reinforce Ajman Bank's commitment to providing faster, smarter, and more human digital banking for all customers.



Hamad – AI Virtual Assistant

First Emirati AI-powered assistant providing real-time, multilingual customer support. Hamad was launched in October 2025 on our Digital Banking App and was holographically deployed at our Main Branch in Ajman. Hamad is accessible to public 24/7.



Innovation Hub

Strategic platform for idea generation, experimentation, and collaboration aligned with national innovation goals.



Consumer Mobile App Upgrade

Modernised app with card management, beneficiary services, and improved UI/UX.



Consumer Finance Digitisation

Fully digital, Shariah-compliant application and approval process for faster, transparent Credit Card, Auto Finance and Home Finance application.



Digital Onboarding

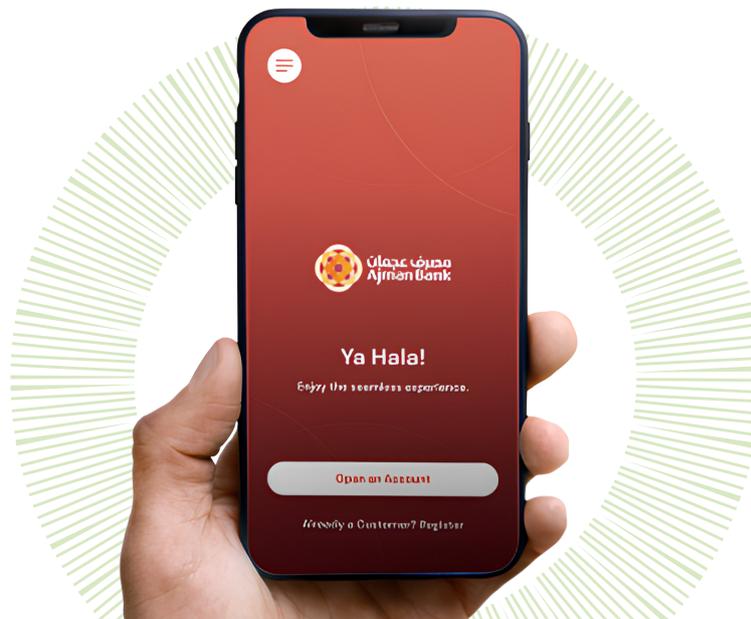
Launched fully digital customer onboarding process for straight through applications through mobile app and branch mounted tablets.



Case Study: Aani Adoption

Ajman Bank Leading the Future of Digital Payments

Ajman Bank is proud to play an active role in the UAE Central Bank's NPSS initiative, which aims to modernise the nation's payment infrastructure and enable secure, efficient, and inclusive digital transactions. Through the Aani platform, the Bank has successfully onboarded thousands of customers, facilitating seamless real-time inward and outward payments. This achievement enhances customer convenience, improves payment efficiency for retailers, and supports the UAE's vision for a modern, cashless economy. Ajman Bank's leadership in adopting Aani reflects its commitment to digital transformation, operational excellence, and advancing the country's financial ecosystem in alignment with national objectives.



OUR ENVIRONMENTAL FOOTPRINT

Scope 1 & 2 Emissions

Ajman Bank remains at the forefront of climate action, advancing its sustainability agenda through measurable actions and stronger environmental governance.

In 2025, we enhanced the accuracy of environmental data, improved climate-risk oversight, and optimised operational efficiency across branches and facilities.

Energy-efficiency initiatives, resource optimisation, and targeted emission-reduction measures were implemented to minimise our footprint, aligning with the UAE's Net Zero by 2050 vision.

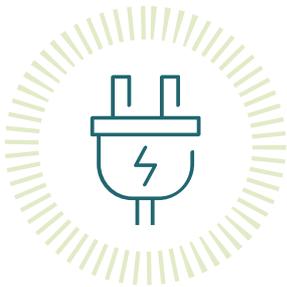
Building on these efforts, Ajman Bank strengthened energy monitoring systems across all operations, enabling deeper insights into consumption patterns and driving strategic efficiency improvements.

To support long-term decarbonisation, the Bank is developing a comprehensive emissions baseline under the Greenhouse Gas (GHG) Protocol. This will form the foundation for a structured Net Zero roadmap, including science-based targets and transparent reporting frameworks. By embedding sustainability into our business model and governance, Ajman Bank continues to champion environmental progress and contribute to a resilient, low-carbon economy.



The 2025 environmental inventory covers 13 operational locations across the UAE, including the headquarters in Ajman. ATMs have been excluded from this assessment.

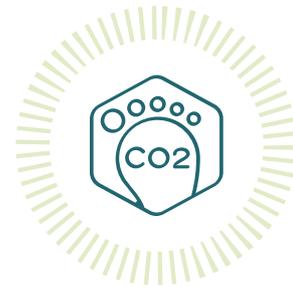
Key metrics for 2025:



Total Electricity Consumption
4,326,966 kWh



Total Water Consumption
6,293 m³



Total GHG Emissions
2,096.44 tCO₂e

1

Scope 1 Emissions
404.36 tCO₂e

2

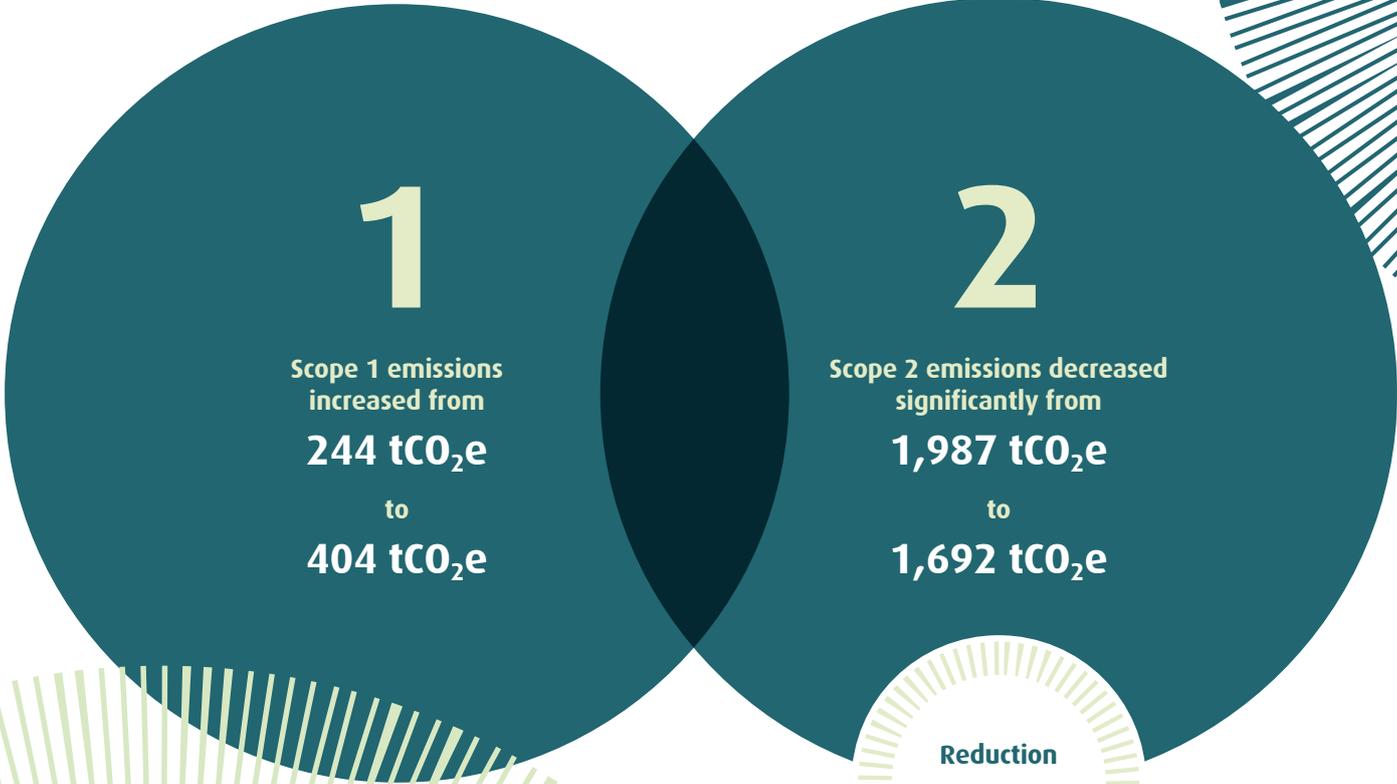
Scope 2 Emissions
1,692.07 tCO₂e

Mobile
Combustion
21.18 tCO₂e
Refrigerants
383.18 tCO₂e

Year-over-Year Comparison

Compared to previous reporting years, Ajman Bank's 2025 emissions show notable changes:

Total emissions decreased from 2,232 tCO₂e (2024) to 2,096 tCO₂e (2025), a reduction of 6.1%



Methodology

Reporting Framework

This GHG inventory has been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, the most widely used international accounting tool for quantifying and reporting greenhouse gas emissions. The operational control approach has been applied, consistent with Ajman Bank’s organisational structure.

Data Collection

Primary activity data was extracted from utility bills provided by the following utility providers across the UAE:



DEWA (Dubai Electricity and Water Authority) - Dubai branches



FEWA (Federal Electricity and Water Authority) - Ajman, RAK, and Northern Emirates



SEWA (Sharjah Electricity and Water Authority) - Sharjah branches



TAQA Distribution (Abu Dhabi Distribution Company) - Abu Dhabi region branches



Mobile combustion data and HQ + Main Branch consumption data were calculated using activity data provided directly by the bank’s facilities management team

Emission Factors

Location-specific grid emission factors were applied for electricity consumption to ensure accuracy:

- **Dubai:** 0.4035 kgCO₂e/kWh (Source: DEWA 2022 Sustainability Report)
- **Abu Dhabi, Sharjah, Ajman, RAK, Fujairah:** 0.3900 kgCO₂e/kWh (Source: Abu Dhabi Department of Energy)

Mobile combustion emission factors were sourced from the UK Department for Energy Security and Net Zero (DESNZ) 2024 GHG Conversion Factors publication. The gasoline emission factor of 2.3301 kgCO₂e per litre was applied as used by the bank in the previous years of reporting.

For refrigerant emissions, the Global Warming Potential (GWP) values from IPCC AR4 were used. FM200 (HFC-227ea) has a 100-year GWP of 3,220.

In 2025, Ajman Bank's estimated Scope 1 and Scope 2 emissions intensity reached 3.37 tonnes of CO₂ equivalent per employee, reflecting steady improvement from 4.1 tonnes recorded in 2024.

Energy Usage

Ajman Bank's total electricity consumption for 2025 was 4,326,966.67 kWh across all 13 operational locations. This represents the energy required to power branch operations, lighting, HVAC systems, and IT infrastructure.

Note: Fujairah Branch is a newly opened facility that commenced operations in July 2025. Consequently, only six months of consumption data (July-December) is available for this location.

Direct Energy Consumption



Diesel consumption
from power generators



Consumption
from vehicles



Fuel (diesel & petrol)
consumption intensity

Unit	Litre	Litre	Litre/FTE
2023	3.780	7.976	3.780
2024	0	4.700	8.7
2025	0	9.091	14.59

Direct Energy Consumption includes consumption of fossil fuel and fuel by vehicles directly owned and used by the Bank for its own operational purposes only. It excludes consumption by vehicles owned or used by the Bank staff or the Bank's customers or third parties.

Indirect Energy Consumption



Electricity consumption
(offices, branches, etc.)



Electricity
consumption intensity

Unit	MWh	MWh/FTE
2023	5.011	9.4
2024	5.080	0
2025	4326.97	6.95

During 2025, the Bank operated 11 Branches, 2 Sales Offices and 1 Head Office. Electric Consumption data covers all of these 14 locations. Electricity Consumption has been extracted from monthly bills where available. Following data limitations existed which have been addressed through approximation approaches as follows:

- **Masfout Branch:** Electricity Consumption data was not available due to rental arrangement of the premise, electricity consumption has been

approximated based on average per-square foot electricity consumption another branches in Ajman.

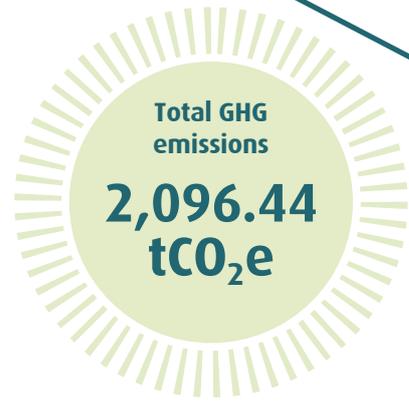
- **Garhoud Sales Office:** Approximated based on average per-square foot electricity consumption in a branch in Dubai.

- **Abu Dhabi:** Units of electricity consumed in MWh were not available for all offices in Abu Dhabi, for these units have been derived from the AED amount of bill payment and prevailing FEWA electricity tariff in Abu Dhabi.



Carbon Emissions

Ajman Bank's total GHG emissions for 2025 were **2,096.44** CO₂e, comprising Scope 1 (direct) and Scope 2 (indirect from purchased electricity) emissions.



1

Scope 1 emissions **404.36 tCO₂e**

Emissions from the bank's fleet vehicles (2 vehicles) used for business operations:

January-October 2025	7,135.26 litres petrol consumed = 16,625.16 kgCO ₂ e
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November-December 2025	1,956.16 litres petrol consumed = 4,557.85 kgCO ₂ e
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Refrigerants	383.18 tCO₂e
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Mobile combustion	21.18 tCO₂e
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Fugitive emissions from fire suppression systems	FM200 (HFC-227ea) release at HQ: 119 kg × GWP 3,220 = 383,180 kgCO ₂ e
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Important Note: The refrigerant emissions of 383.18 tCO₂e represent a significant increase from 2024 (233 tCO₂e) and 2023 (76 tCO₂e).

2

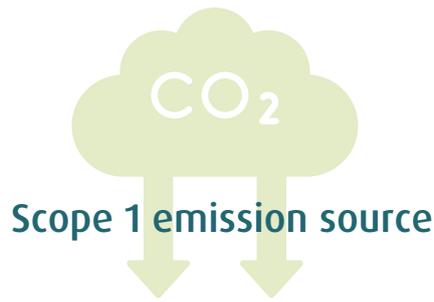
Scope 2 emissions **1,692.07 tCO₂e**

Scope 2 emissions totalled 1,692.07 tCO₂e from purchased electricity consumption. Location-based emission factors were applied according to the emirate of each branch:

Dubai branches (Deira, SZR, Garhoud):	337,453 kWh × 0.4035 = 136.16 kgCO ₂ e
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Other Emirates	3,989,513 kWh × 0.3900 = 1,555.91 kgCO ₂ e
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The **14.8%** reduction in Scope 2 emissions compared to 2024 (**1,987** tCO₂e) indicates improved energy efficiency and reflects positively on the bank's operational practices.



Refrigerants

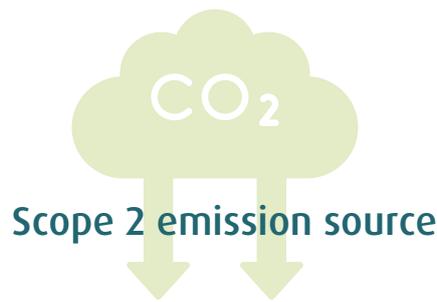


Petrol



Diesel

Unit	tCO ₂ e	tCO ₂ e	tCO ₂ e
2023	76	19	10
2024	233	11	0
2025	383.18	21.18	0



Refrigerants

Unit	tCO ₂ e
2023	1.959
2024	1.987
2025	1692.07

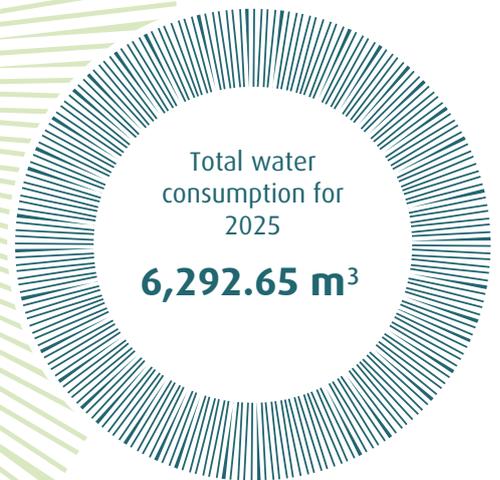
Emission profile

	Scope 1	Scope 2	Total	Emission intensity
Unit	tCO ₂ e	tCO ₂ e	tCO ₂ e	tCO ₂ e/FTE
2023	105	1.959	2.064	3.9
2024	244	1.987	2.232	4.1
2025	404.36	1692.07	2096.43	3.37

Water Consumption

Ajman Bank has strengthened its water conservation efforts by upgrading facilities with water-efficient fixtures, aerators, and sensor taps across its network.

These improvements, supported by regular monitoring and maintenance, have reduced overall water consumption and enhanced operational efficiency. Total water consumption for 2025 was 6,292.65 m³ across all branch locations. The Bank also promotes mindful water use among employees and continues participating in community initiatives that expand access to safe drinking water while reducing reliance on single-use plastics. Together, these actions reflect Ajman Bank's commitment to responsible resource management and the UAE's broader sustainability objectives.



Waste Management

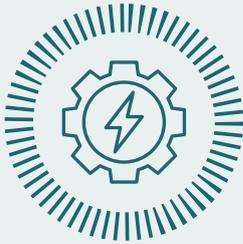
Ajman Bank continues to advance its commitment to reducing the environmental impact of its operations. By 2025, paper recycling had become standard across all branches and facilities, supported by improved processes for safely collecting and recycling hazardous materials. These efforts were strengthened through a detailed assessment of waste streams, helping the Bank identify opportunities to minimise waste at its source.

The continued shift toward digital banking played a major role in reducing paper usage, as greater customer adoption of digital channels lowered the need for physical documentation. Ajman Bank also enhanced its approach to electronic waste by refurbishing decommissioned devices and donating them to communities with limited access to technology, extending product life cycles while promoting digital inclusion.

Together, these initiatives demonstrate a holistic and responsible waste management programme aligned with the UAE's sustainability ambitions.



Furthermore, Ajman Bank is committed to advancing its Net Zero journey through other strategic actions that align with the UAE's sustainability vision and global best practices. Key initiatives include:



1. Energy Management & Operational Efficiency

- Partnering with TAQA Solutions to monitor and control electricity consumption and optimise AC usage across branches and facilities.
- Deploying smart energy monitoring systems for real-time tracking and efficiency improvements.
- Implementing energy-efficient technologies such as LED lighting and automated HVAC controls.



2. Renewable Energy Integration

- Exploring solar energy solutions for branches and offices.



3. Employee & Customer Engagement

- Conducting sustainability awareness programmes and training for our staff.
- Encouraging our staff to participate in all ESG related events and initiatives.
- Offering customer incentives for green choices, such as discounts on eco-friendly products financed through Ajman Bank.

SUSTAINABILITY CENTRE OF EXCELLENCE (SCoE)

Driving Ajman Bank's Sustainable Finance and Net Zero Vision

In 2025, Ajman Bank expanded and activated its Sustainability Centre of Excellence (SCoE) to accelerate our sustainability and Net Zero ambitions.

Led by the ESG Division, the SCoE brings together experts from Corporate Banking, Treasury, Commercial Banking, Business Banking, Consumer Banking, Risk, and Credit departments to deliver tailored advisory and innovative solutions for clients and stakeholders.

The SCoE plays a pivotal role in:

- **Monitoring Progress:** Conducting monthly reviews of our Sustainable Finance targets and Net Zero commitments to ensure accountability and transparency.
- **Supporting ESG Initiatives:** Driving and coordinating all internal ESG-related activities and programmes.
- **Defining ESG Ambitions:** Helping businesses identify key challenges and opportunities in their sustainability journey.
- **Advisory & Strategic Support:** Providing ESG assessments, strategy development, and reporting assistance integrated with financing solutions.
- **Customised Solutions:** Designing approaches that meet the unique needs of different sectors and clients.
- **Carbon Management:** Leveraging our in-house Carbon Aware House Model to guide clients in reducing emissions through energy efficiency, recycling programmes, and sustainable practices.

Through these efforts, the SCoE ensures that sustainability is embedded across our operations, enabling responsible growth and reinforcing Ajman Bank's leadership in the UAE's green transition.

SOCIAL SUSTAINABILITY

Our people

Ajman Bank is proud of its dynamic and dedicated workforce, whose commitment to excellence reflects our core values in every client interaction. We strive to create a culture that fosters personal and professional growth, enabling employees to thrive while contributing to the Bank’s vision and mission.

As an employer of choice, Ajman Bank focuses on attracting and retaining top talent, promoting a high-performance environment, and inspiring our people to make a positive impact on local communities across Ajman and the UAE.

In 2025, our workforce boasts a vibrant mix of male and female employees across age groups.

Total enterprise headcount held by full-time employees

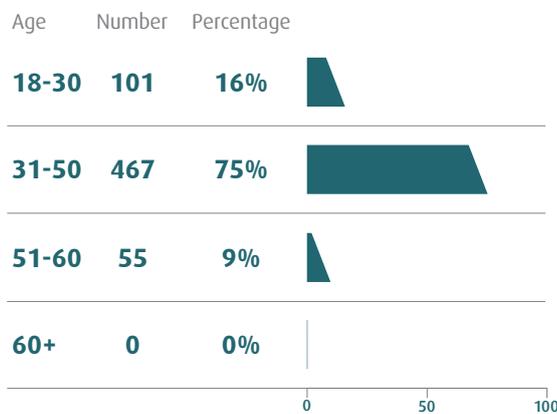


Total enterprise headcount held by contractors and/or consultants

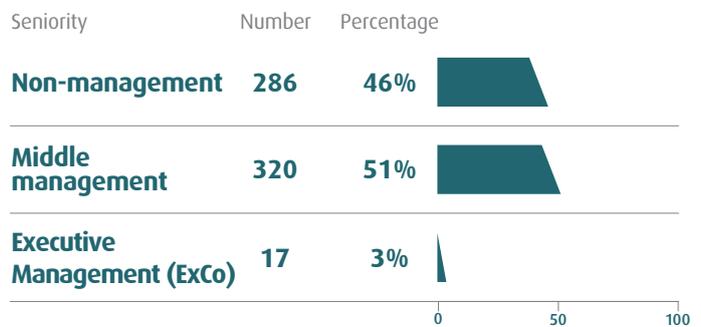


We emphasise the importance of developing internal talent, with a relatively low reliance on external contractors and/or consultants.

Total enterprise headcount held by full-time employees (by age)

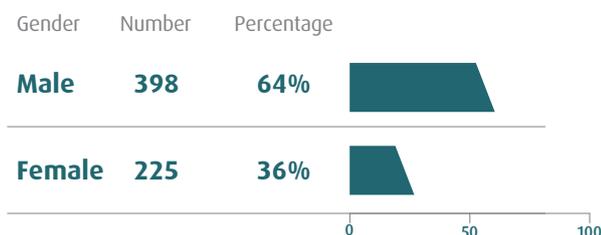


Total enterprise headcount held by full-time employees (by seniority level)



Most of our employees are in middle management positions, making a key contribution to driving Ajman Bank’s day-to-day success.

Total enterprise headcount held by full-time employees (by gender)



Note: All percentages are rounded to the nearest whole number.

In 2025, the net increase in full-time employees was 84, representing a 16% boost to our workforce. We monitor our workforce changes, with granular data split by gender, age, and seniority level, which enables the Bank to maintain the focus on continuously fostering the acquisition and retention of talent.

Year-over-year change for full-time employees (by gender)



Male

Number **+58**
Percentage **17%**



Female

Number **+17**
Percentage **13%**

Year-over-year change for full-time employees (by age)

Age	2024	2025	Percentage Change
18-30	91	101	+11%
31-50	406	467	+15%
51-60	42	55	+31%
60+	0	0	0%

Year-over-year change of new hires (by age)

Age	2024	2025	Percentage Change
18-30	27	37	37%
31-50	76	142	87%
51-60	3	10	233%
60+	0	0	0%

Training, Development, and Sustainability Capacity Building

Ajman Bank recognises that its greatest strength lies in the expertise and capabilities of its people. To nurture this, we prioritise comprehensive training and development programmes that equip employees with the skills needed to excel in an evolving banking landscape. Our approach is guided by a robust Training Needs Analysis (TNA), ensuring learning opportunities are aligned with functional competencies and strategic priorities.

Training is delivered through a blend of in-house sessions at our Training Centre, online platforms, and specialised external programmes, including targeted overseas courses for advanced skills. The annual training calendar covers technical and mandatory areas—such as Shariah principles, information security, ESG & Sustainability, and anti-money laundering—alongside essential interpersonal and leadership skills to foster collaboration and high performance.

As part of our sustainability journey, Ajman Bank has introduced targeted ESG and sustainability training in 2025 to build internal capacity and awareness, enabling employees to actively contribute to our long-term objectives. By embedding continuous learning into our culture, we strengthen innovation, ethical decision-making, and our commitment to the core value of knowledge.

ESG Training Participation in 2025



Number of staff trained

Empowering the Next Generation of Emirati Nationals

Our Future Direction

Ajman Bank remains committed to advancing Emiratisation and supporting the UAE's Tawteen ambitions by equipping Emirati talent for critical roles through targeted training, coaching, and mentoring. Our approach is built on three strategic pillars:

1. Attracting the Next Generation of Talent

We actively participate in career fairs, open days, and leverage multiple platforms to attract qualified UAE nationals. Recognising the importance of nurturing young talent, Ajman Bank collaborates closely with leading educational institutions. For years, we have partnered with Ajman University to offer annual scholarships, creating pathways for students to launch successful careers in banking.



2. Fostering Long-Term Employee Commitment

To ensure sustainable career growth, high-performing Emirati employees are enrolled in high-potential programmes with clear progression opportunities. Our mentoring and counseling initiatives provide guidance and support throughout their professional journey, reinforcing long-term engagement.



3. Building Skills for the Future

Ajman Bank allocates dedicated budgets for training and education programmes tailored to UAE nationals. These include:

- Management Training Programme for aspiring leaders.
- National Trainee Programme designed to transform graduates into future industry leaders.

Additionally, we sponsor Emirati employees to pursue advanced qualifications locally and internationally, including at renowned global business schools.

Through these initiatives, Ajman Bank demonstrates its unwavering commitment to empowering Emirati talent and contributing to the nation's vision for a prosperous, knowledge-driven economy.



In 2025, we demonstrated strong national representation within our workforce as an illustration of the effectiveness of our continuous Emiratisation efforts:

Total of national employees



Number **222**
Percentage **36%**

Fostering Employee Wellbeing and Engagement

Ajman Bank's commitment to its people extends beyond professional development to creating a workplace that prioritises physical, mental, and emotional wellbeing. This approach reflects our dedication to ethical business practices and serves as a foundation for sustainable growth. By investing in holistic employee health, we aim to cultivate a supportive culture that drives engagement, productivity, and long-term success.

Employee Engagement Programme

Our comprehensive Employee Engagement Programme is designed to ensure that employees remain motivated, enthusiastic, and aligned with Ajman Bank's vision. The programme features a range of initiatives that promote positive work-life balance and wellbeing while encouraging active participation in shaping our shared success.

One of the key elements of this programme is Al Ola, an initiative that inspires enthusiasm and fosters meaningful contributions. Through Al Ola, we strive to create an environment where every effort counts and every individual feels empowered to make a significant impact.

Ajman Bank's Employee Wellbeing Programme consists of 7 Pillars:

1 My Fitness Programme

Providing our employees with opportunities to improve and maintain their physical health, while engaging in team-building activities.



2 My Knowledge Programme

Educational sessions foster employee understanding of various banking topics and processes.



3 My Offers Programme

Curated offers from diverse establishments, including shops, markets, gyms, salons, and schools, are available exclusively to employees.



4 My Social Programme

Celebrating employees' milestones, such as graduations or new arrivals (childbirth), and providing support during challenging times, like sending flowers when sick.



5 My Opinions Programme

Implementation of enhancement surveys to gather and consider employees' valuable feedback and suggestions.



6 My Voice Programme

A platform encouraging employees to share innovative ideas and contribute to the organisation's growth and improvement.



7 My Rewards Programme

Recognising and rewarding outstanding employee performance and achievements in work-related areas.



Ajman Bank continued investing in the growth, capability, and cohesion of its people through a series of strategic employee engagement and leadership development initiatives.

CEO Skip Level Meetings - Driving Engagement through Direct Dialogue

In 2025, Ajman Bank introduced CEO Skip-Level Meetings, a new engagement initiative designed to create direct, open dialogue between our CEO and employees two or more levels below. This programme fosters collaboration and innovation under our RACE values—Remarkable Growth, Agile Team, Continuous Improvement, and Exceptional Experience—by surfacing ideas that drive business success, removing barriers to agility, and enhancing both employee and customer journeys. It reflects our commitment to listening, acting, and improving together as one team.



Top 100 Leaders Strategic Town Hall

Ajman Bank introduced the Top 100 Leaders Strategic Town Hall as a cornerstone initiative to prepare high-potential employees for future leadership roles. This initiative enables emerging talents to engage directly with senior management, strengthen strategic thinking, and understand the bank's long-term direction. By investing early in our people, the bank ensures a strong pipeline of future leaders while empowering employees to take ownership of their professional growth.

Open Mic with Executive Committee Members

The Open Mic with ExCo Members initiative created a more open, direct, and transparent dialogue between employees and the bank's leadership. Through candid discussions and unfiltered Q&A sessions, staff can share ideas, raise challenges, and gain insights into strategic priorities. This accessible leadership approach strengthens trust, accelerates problem-solving, and nurtures a culture where every voice feels valued.



Team Building and Culture Programme

Ajman Bank's Team Building and Culture Programme—featuring activities such as “Been around the World” and “Build a city”—was designed to elevate teamwork, creativity, and cross-departmental collaboration. These interactive experiences help break silos, deepen connections among colleagues, and reinforce a supportive, energetic workplace culture where cooperation and innovation thrive.



The Pulse Magazine

This year, Ajman Bank launched The Pulse, a quarterly internal magazine that quickly became a popular platform for sharing achievements, updates, and milestones across the organisation. The publication highlights sustainability efforts, business successes, employee contributions, and feature articles that celebrate the bank's progress. The Pulse enhances internal communication, builds a shared sense of identity, and strengthens engagement across all levels of the bank.

Taking care of our employees through a range of benefits.

The benefits offered to our employees are also a crucial part of our approach towards fostering employee wellbeing. Our emphasis on employee benefits aligns with our broader corporate responsibility objectives, demonstrating our commitment to supporting the holistic needs of our workforce and their families.

Ajman Bank's benefits are in line with the best practices in the market, and a glimpse into some of the benefits offered is outlined below:



Ajman Bank provides private medical insurance to all employees, as well as their eligible family members.



We ensure that our employees have an opportunity to travel by providing an annual airfare allowance.



Ajman Bank's employees are entitled to a mobile phone allowance on a business basis.



Our employees are entitled to club membership allowance, enabling the accessibility of physical wellbeing.



Ajman Bank operates in line with UAE Labor Law, providing a pension scheme to all UAE and GCC nationals as per the eligibility criteria.



To showcase care and compassion towards our employees, on special occasions, the Bank sends a representative to personally convey wishes and prayers for the individual and their family.



Ajman Bank provides an allowance covering tuition fees, school transport charges, and the cost of books to the children of its eligible employees' wellbeing.



Acknowledging the importance of allocating due attention to family matters, Ajman Bank offers three benefit categories in this realm for employees who have been confirmed of service.



As an Islamic Bank, we honour our employees' dedication to the faith by offering 15 days of Pilgrimage leave upon completion of one year of service.

Community and Social Impact

Ajman Bank continues to play an active and meaningful role in supporting the community across the Emirate of Ajman and the wider UAE. Our commitment goes beyond financial services; it reflects our responsibility as an Islamic institution guided by principles of compassion, equity, and social welfare.

Charity is an essential pillar of Islamic finance, embodied through zakat, sadaqah, waqf, and qardh al-hasan, each reinforcing the redistribution of wealth and protection of the most vulnerable.

Our CSR programmes reflect these principles by prioritising assistance for individuals and families in need, especially in areas that contribute to long-term empowerment such as education, wellbeing and social protection.



Driving Impact Through Community & Sustainability Initiatives

Ramadan Iftar Packing Event

In collaboration with Goumbook, Ajman Bank organised an Iftar packing initiative during Ramadan to support families in need. This event reinforced our commitment to community solidarity and sustainability, receiving positive feedback for its impact and employee participation.



Back to School - Sustainable School Kit Donation Initiative

Partnering with Al Ihsan Charity and Goumbook, we packed and distributed school kits to underprivileged students in Ajman. This initiative aimed to promote education and equal opportunities, with strong appreciation from beneficiaries and volunteers alike.



Supporting Education – Ajman University Financial Market Lab

Under the directive of His Highness Sheikh Ammar Bin Humaid, Ajman Bank invested AED 5 million to establish a state-of-the-art Financial Market Lab at Ajman University. Equipped with 36 trading solutions, this initiative strengthens practical learning and empowers future leaders in finance.

Looking ahead, Ajman Bank is strengthening its focus on environmental stewardship by developing targeted community initiatives that align with the UAE's broader sustainability agenda.



Creating Positive Change

In accordance with the directives of the Internal Shariah Supervision Committee (ISSC) and the Board Executive Committee (BEC), Ajman Bank follows a strict process to identify and isolate any income arising from Shariah non-compliant activities or transactions. Such income is transferred to a designated charity account and distributed exclusively for approved charitable purposes under the supervision of the ISSC.

This ensures that all funds are handled with integrity, transparency, and adherence to Islamic principles. During 2025, Ajman Bank donated AED 126,000 to Himaya Foundation (“Dar Malaz”) - protection centre for women and children addressing critical needs within the community.

Our charitable contributions, carried out with diligence and Shariah oversight, reflect our enduring commitment to uplifting society and supporting the wellbeing of people across the UAE.

FUTURE COMMITMENTS AND TARGETS

Our Key Priorities for 2026

- Enhance internal capabilities in climate-related financial risk assessment and stress-testing.
- Digitalise ESG data collection and implement advanced analytics to track climate risks and opportunities.
- Develop a detailed decarbonisation roadmap for financed emissions and operational emissions.
- Reduce emissions across our own operations and deepen supplier engagement on climate action.
- Expand the Sustainable Finance Register to monitor and grow eligible green and social financing.
- Scale sustainable and Shariah-aligned product offerings for retail, SME, and corporate clients.
- Strengthen environmental and social due diligence, integrating transition pathways for clients.
- Introduce tailored services for underserved and vulnerable community segments.

Our Goals for 2026–2029

Ajman Bank's mid-term focus will centre on embedding sustainability deeply into all business lines and accelerating our contribution to the UAE's transition economy:

- Implement science-aligned climate targets covering operational and financed emissions.
- Expand partnerships with government entities, multilateral institutions, and innovation hubs to support climate-smart investment opportunities.
- Roll out bank-wide capacity-building programme, ensuring every employee is equipped with sustainability skills relevant to their role.
- Increase community-focused programme on financial literacy, climate awareness, and youth empowerment.
- Strengthen governance mechanisms through updated ESG policies, oversight structures, and transparent disclosures.

Our Commitments for 2030

By 2030, Ajman Bank aims to deliver measurable and transformative sustainability outcomes:

- Achieve net zero Scope 1 and Scope 2 emissions across operations.
- Achieve a sustainable finance target of AED 4 billion by 2030, supported by a clear roadmap that enables continued growth and further expansion beyond 2030.
- Fully integrate climate risk considerations into credit decisions, portfolio management, and client engagement.
- Support the UAE's transition to a low-carbon and inclusive economy by financing impactful and future-ready sectors.



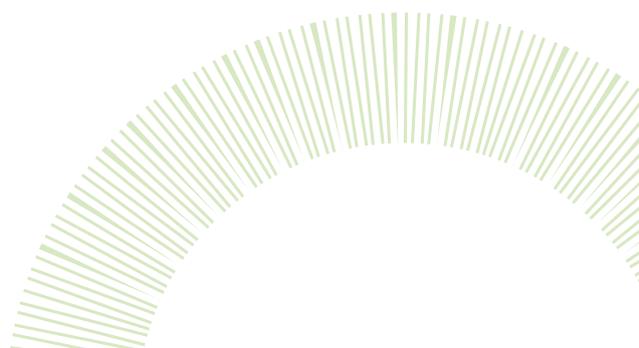
DFM ESG REPORTING GUIDE CONTENT INDEX

For our inaugural sustainability report, Ajman Bank utilised the DFM's Guide to ESG Reporting as a reference point for metrics to be disclosed. We support DFM's focus on promoting sustainability in capital markets in alignment with UAE's strategic priorities. DFM's recommended metrics across Environment, Social, and Governance are defined in correspondence with GRI Standards. Therefore, by using these metrics for guidance, Ajman Bank references GRI – a globally recognised framework that provides a standardised, comparable method for conducting sustainability reporting.

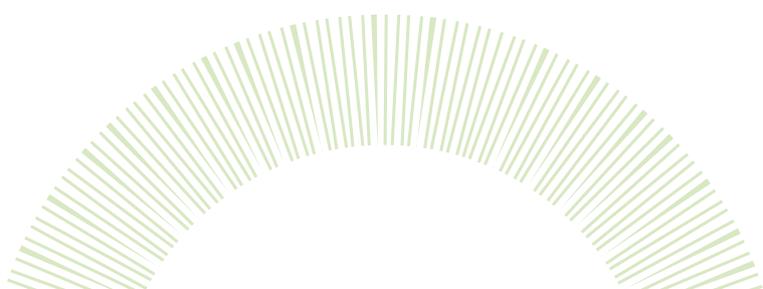
While these metrics serve as a useful voluntary recommendation, some pertain to topics that are not currently material to Ajman Bank and/or are not captured in current data collection processes. These are indicated accordingly.

ENVIRONMENT			
DFM metric	Indicator	Corresponding GRI standard	Report page number or direct answer
E1. GHG Emissions	E1.1) Total amount of Scope 1 emissions (tons of CO ₂ eq.)	GRI 305: Emissions	Page 46
	E1.2) Total amount of Scope 2 emissions (tons of CO ₂ eq.)		Page 46
	E1.3) Total amount of Scope 3 emissions (tons of CO ₂ eq.)		N/A
	E1.4) Please describe investments, initiatives, and projects to reduce CO ₂ emissions (text)	N/A	Page 54
E2. Emissions Intensity	E2.1) Total GHG emissions (tons of CO ₂ eq. per output scaling factor)	GRI 305: Emissions	Page 51
	E2.2) Total non-GHG emissions (tons of CO ₂ eq. per output scaling factor)		Page 51
E3. Energy Usage	E3.1) Total amount of energy directly consumed (MWh)	GRI 302: Energy	Page 48
	E3.2) Total amount of energy indirectly consumed (MWh)		Page 49

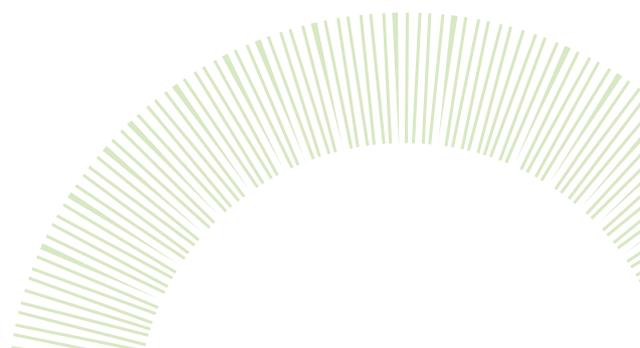
E4. Energy Intensity	E4.1) Direct energy use intensity (MWh per output scaling factor)	GRI 302: Energy	Page 48
	E4.2) Total indirect energy usage (MWh per output scaling factor)		Page 49
	E4.3) Please describe investments, initiatives, and projects to reduce energy consumption and increase energy efficiency (text)	N/A	Page 54
E5. Energy Mix	E5.1) Renewable energy used (% or MWh)	GRI 302: Energy	Not currently captured
	E5.2) Non-renewable energy used (% or MWh)		Not currently captured
E6. Water and Effluents	E6.1) Total amount of water withdrawn (m3)	GRI 303: Water and Effluents	Page 52
	E6.2) Total amount of water discharged m3		Page 52
	E6.3) Total amount of water consumed (If possible, a breakdown by source: surface water, groundwater, seawater, etc.) (m3)		Not currently captured, not a material area
	E6.4) Water intensity (m3 per output scaling factor)	N/A	Not currently captured, not a material area
	E6.5) Water recycled (If applicable) (%)	N/A	Not currently captured, not a material area
	E6.6) Please describe investments, initiatives, and projects to reduce water consumption and increase water recycling	N/A	Not currently captured, not a material area
E7. Waste	E7.1) Total amount of waste generated (if possible, broken down by Hazardous and Non-hazardous) (tons)	GRI 306: Waste	Not currently captured, not a material area
	E7.2) Total amount of waste diverted from disposal (if possible, broken down by Hazardous and Non-hazardous) (tons)		Not currently captured, not a material area
	E7.3) Total amount of waste directed to disposal (if possible, broken down by Hazardous and Non-hazardous) (tons)		Not currently captured, not a material area
	E7.4) Total number and volume of oil spills (if applicable) (number and tons)	GRI 11: Oil and Gas Standard	Not currently captured, not a material area
	E7.5) Please describe investments, initiatives, and projects to reduce waste generation consumption and to increase waste recycling (text)	N/A	Not currently captured, not a material area



E8. Environmental Management	E8.1) Does your company follow a formal Environmental Policy? Yes/No	GRI 2: General Disclosures	No
	E8.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No		Yes
	E8.3) Does your company adopt a recognised environment and energy management systems such as ISO14001 and ISO50001? Yes/No	N/A	No
	E8.4) Does your company have targets in place for the environment, energy, water, and waste?	N/A	Yes
	E8.5) Please indicate if any fines were received (> USD 10000) for non-compliance with laws and regulations regarding environmental management during the last reporting period (USD)	GRI 2: General Disclosures	No
E9. Climate Risk Management and Oversight	E9.1) Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe	GRI 2: General Disclosures	Under process
	E9.2) Please describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term (text)	N/A	Not currently captured
	E9.3) Please describe the organisation's processes for identifying and assessing climate-related risks (text)	N/A	Not currently captured
	E9.4) Please describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning (text)	N/A	Not currently captured
	E9.5) Total amount invested, periodically, in climate-related infrastructure, resilience, and product development (reporting currency, preferably USD)	N/A	Not applicable to Ajman Bank's operations
	E9.6) Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope3) and the related risks (text)	N/A	Page 32
	E9.7) Please share your actions to align with UAE's Net Zero Commitment by 2050. Do you have a net zero emissions target in place? (text)	N/A	Page 32

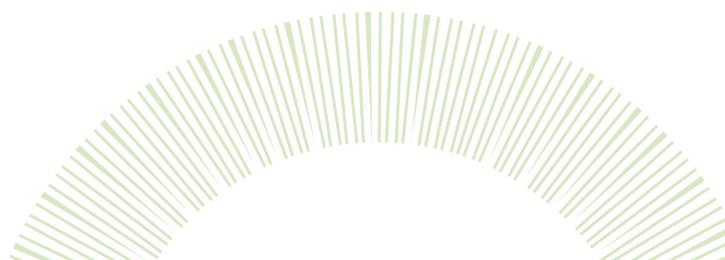


E10. Biodiversity	E10.1) Please share the number of operational sites owned, managed, and/or leased in or adjacent to protected areas and areas of high biodiversity value (text)	GRI 304: Biodiversity	Not applicable to Ajman Bank's operations
	E10.2) Please describe the significant impacts of activities, products, and services on biodiversity (text)		Not applicable to Ajman Bank's operations
SOCIAL			
S1. CEO Pay Ratio	S1.1) Please share the ratio of CEO total compensation to median Full Time Equivalent (FTE) total compensation (number)	GRI 2: General Disclosures	N/A
	S1.2) Does your company report this metric (above) in regulatory filings? Yes/No	N/A	N/A
S3. Breakdown of Staff	S3.1) Please share the total enterprise headcount held by full-time employees (broken down by gender, age, and seniority level) (number and %)	GRI 2: General Disclosures	Page 57
	S3.2) Please share the total enterprise headcount held by part-time employees (broken down by gender, age, and seniority level) (number and %)		Not applicable to Ajman Bank's operations
	S3.3) Please share the total enterprise headcount held by contractors and/or consultants (number and %)		Page 57
	S3.4) Please share the total of national employees (broken down by gender, age, and seniority level) (number and %)	GRI 202: Market Presence	Page 61
S4. Employee Turnover and New Hires	S3.1) Year-over-year change for full-time employees (broken down by gender, age, and seniority level) (number and %)	GRI 401: Employment	Page 58
	S3.2) Year-over-year change for part-time employees (number and %)		Not applicable to Ajman Bank's operations
	S3.3) Year-over-year change for contractors/ consultants (number and %)	GRI 2: General Disclosures	Increased by 6 headcounts (3% increase)
	S3.4) Year-over-year of new hires (broken down by age, gender, and seniority level) (number and %)	GRI 401: Employment	Page 58

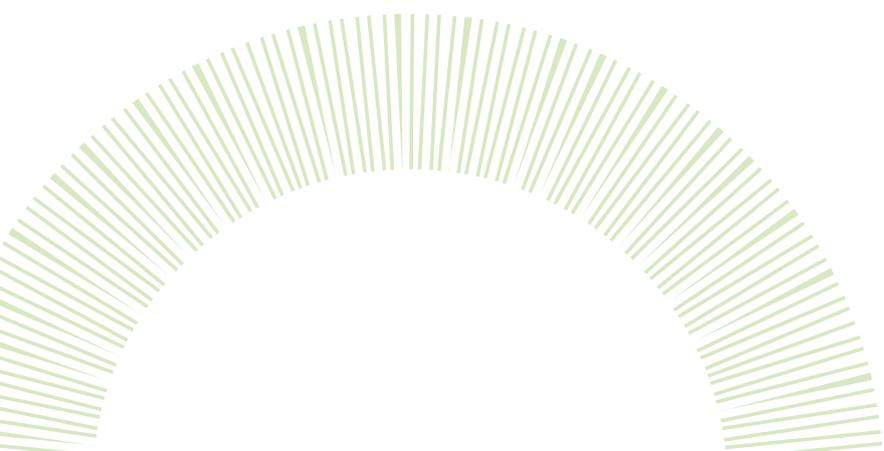


S5. Gender Diversity and Equality	S5.1) Total enterprise headcount held by men and women (number and %)	GRI 2: General Disclosures / GRI 405: Diversity & Equal Opportunity	Page 59
	S5.2) Total entry- and mid-level positions held by men and women (number and %)		Page 57
	S5.3) Total senior- and executive-level positions held by men and women (number and %)		Page 57
	S5.4) The ratio of median male employee compensation to median female employee compensation (number)	GRI 405: Diversity & Equal Opportunity	N/A
	S5.5) Please describe your company's initiatives or programmes to support the recruitment and retention of female employees, and to support female employees to advance to management positions (text)	GRI 2: General Disclosures	Following guidelines/policies in line with the UAE Labor Law
S6. Human Rights	S6.1) Does your company follow a non-discrimination policy? Yes/No	GRI 2: General Disclosures	Yes
	S6.2) Does your company have a formal grievance mechanism in place? Yes/No		Yes
	S6.3) Does your company follow a child and/or forced labor policy? Yes/No		Not applicable to Ajman Bank's operations
	S6.4) Does your company follow a human rights policy? Yes/No		Yes
	S6.5) Does your company provide training on human rights and related internal policies for your employees? Yes/No	GRI 404: Training & Education	Yes
S7. Health & Safety	S7.1) Does your company follow an occupational health and/or global health & safety policy? Yes/ No	GRI 2: General Disclosures	Not applicable to Ajman Bank's operations
	S7.2) Does your company adopt a recognised health and safety management system such as ISO45001? Yes/No	N/A	Not applicable to Ajman Bank's operations
	S7.3) Please share the total employee and total contractors (if available) manhours (hours)	GRI 403: Occupational Health and Safety	Not applicable to Ajman Bank's operations
	S7.4) Please share the total employee fatalities (number)		Not applicable to Ajman Bank's operations
	S7.5) Please share the employee lost time injury (LTI) (number)		Not applicable to Ajman Bank's operations
	S7.6) Please share the lost time injury frequency (LTI-F) (number)		Not applicable to Ajman Bank's operations
	S7.7) Please share the total health and safety training provided to employees (hours)		Not applicable to Ajman Bank's operations

S8. Community Investment	S8.1) Please share the total amount invested in the community, including philanthropy, donations, and sponsorships (amount invested/yearly revenue in reporting currency)	N/A	Page 68
	S8.2) Please share the total employee volunteering completed during the reporting period (hours)	N/A	Not currently captured
GOVERNANCE			
G1. Board Diversity	G1.1) Total board seats occupied by men and women (number and %)	GRI 405: Diversity & Equal Opportunity	Men: 7 Women: 1
	G1.2) Total committee chairs occupied by men and women (number and %)		Men: 7 Women: 0
G2. Board Independence	G2.1) Does the company prohibit the CEO from serving as board chair? Yes/No	GRI 405: Diversity & Equal Opportunity	Yes
	G2.2) Please share the total board seats occupied by independent board members (%)		71.4% (5 non-independent and 2 independent)
G3. Collective Bargaining	G3.1) Please share the total enterprise headcount covered by collective bargaining agreement(s) (applicable to companies operating in countries in which collective bargaining is applicable by law) (%)	GRI 2: General Disclosures	Not applicable to Ajman Bank's operations
G4. Supplier Chain Management	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	N/A	Yes
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code? (number or %)	GRI 308: Supplier Environmental Assessment	100% of newly on-boarded suppliers
	G4.3) Please share the suppliers that underwent a supplier's environmental audit during the reporting period (number or %)	GRI 308: Supplier Environmental Assessment	0%
	G4.4) Please share the suppliers that underwent a supplier's social audit during the reporting period (number or %)	GRI 414: Supplier Social Assessment	0%
	G4.5) Please share the new suppliers receiving warnings due to the environmental/social screening (text)	GRI 2: General Disclosures	0%



G5. Ethics & Anti-Corruption	G5.1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No	GRI 2: General Disclosures	Yes (Anti-Bribery and Corruption clause is part of the Financial Crimes and Regulatory Compliance Policy and Code of Conduct)
	G5.2) Please share the workforce formally compliant with the Anti-Corruption Policy (%)	GRI 205: Anti-Corruption	100%
	G5.3) Please share the confirmed incidents of corruption during the reporting period (number)	GRI 205: Anti-Corruption	0
	G5.4) Please share the corrective measures taken corresponding to the confirmed incidents of corruption (in case of any) (text)	GRI 205: Anti-Corruption	Not present as no confirmed incidents of corruption
G6. Data Security	G6.1) Does your company follow a Data Privacy policy? Yes/No	GRI 418: Customer Privacy	Yes (Page 41)
	G6.2) Has your company taken steps to comply with GDPR rules or similar standards? Yes/No	N/A	Yes, UAE CPR Rules
	G6.3) Data security breaches during the reporting period (if any)	GRI 418: Customer Privacy	0
G7. Sustainability Practices	G7.1) Does your company publish a sustainability report? Yes/No	N/A	Yes
	G7.2) Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC, or CDP-based reporting? (text)	N/A	Ajman Bank's Sustainability Report 2024 references GRI metrics as per the list recommended in the DFM ESG Reporting Guide
	G7.3) Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics, etc.)? Yes/No	GRI 404: Training & Education	Yes (Page 60)
	G7.4) Please share the total sustainability-related training provided to employees (hours)		4 hours
G8. External Assurance	G8.1) Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/ No	GRI 2: General Disclosures	No



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