

NBK Group DEI Commitment Statement

December 2024

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“NBK is committed to preserve an environment that cultivates diversity, equity, and inclusivity, inspiring our mission of ongoing confidence and trust, reflective of our employees, customers and the communities we serve.”

National Bank of Kuwait (“NBK” or “the Bank”) is deeply committed to fostering a workplace culture where diversity, equity, and inclusion (“DEI”) are at the core of its values, strategy, and operations. NBK strongly believes that embracing diverse perspectives, backgrounds, and experiences strengthens the organization, drives innovation, and allows the Bank, together with its international branches and subsidiaries, to better serve the community and all its stakeholders. NBK is dedicated to ensuring equity by addressing systemic barriers and providing equal opportunities for all. Through open dialogue, ongoing awareness, and proactive initiatives, NBK aims to create an environment where every individual feels valued, respected, and empowered. Integral to NBK’s Employee Value Proposition and commitment to human rights, NBK will ensure the utmost protection of labor rights and promote safe and secure working environments where all employees can thrive.

NBK will not discriminate against gender, race, color, nationality, political affiliation, religion, or disabilities. This includes but is not limited to recruitment, hiring, placement, promotion, transfer, termination of employment, training, compensation and benefits, along with all other terms and conditions of employment.

Core to NBK’s ESG Strategy and commitment to fostering inclusive economic growth and supporting sustainable development, the DEI Strategy aligns closely with the United Nations Sustainable Development Goals (UN SDGs). NBK’s DEI Strategy directly supports SDG 5: Gender Equality by addressing disparities and fostering equal opportunities for all genders across all levels of the Bank. NBK’s focus on equity addresses SDG 10: Reduced Inequalities by ensuring equal employment opportunities, eliminating discriminatory behaviors, and cultivating an inclusive workplace.

NBK recognizes that sustainable growth cannot be achieved without inclusive participation, aligning with SDG 8: Decent Work and Economic Growth, by creating a supportive work environment – founded on collaboration, education, and awareness. NBK will continue to adjust sourcing pools and hiring practices to support targeted recruitment efforts, as well as promote societal and enterprise-wide initiatives that emphasize the importance of DEI. NBK will adopt a holistic view in identifying and assessing successor pools and ensure wellbeing, along with all other organizational programs, will be conducted in alignment with and in support of DEI.

Through these initiatives, NBK aims to integrate DEI into all facets of its operations and decision-making, creating a ripple effect that drives sustainable development within the Bank, its international branches and subsidiaries, and with the communities it serves. This commitment reflects NBK’s belief that DEI practices not only align with global sustainability goals, but also unlocks innovation, fosters unique collaboration, and sustains long-term organizational success.