

Sustainability Report 2024

Embracing Digital Change for
What's Next

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01

INTRODUCTION

ABOUT THIS REPORT

CHAIRMAN LETTER

GOVERNOR LETTER

2024 KEY ESG PERFORMANCE HIGHLIGHTS



About This Report

Faisal Islamic Bank of Egypt is honored to present our 2024 Sustainability Report, showcasing our steadfast commitment to ethical banking practices and alignment with Egypt's sustainable development priorities. As a leading Islamic financial institution, this report provides a comprehensive overview of our Environmental, Social and Governance (ESG) strategies, achievements, and initiatives. By sharing our progress and insights, we reaffirm our dedication to transparency and fostering meaningful engagement with all stakeholders. This report underscores our ongoing efforts to uphold sustainability as a core pillar of our operations and values.

Scope & Reporting Period

This report marks the third annual Sustainability Report of Faisal Islamic Bank of Egypt, highlighting the Bank's ESG-related activities and accomplishments for the period from 1 January 2024 to 31 December 2024. The report primarily focuses on the Bank's operations and impacts, unless stated otherwise. The content has been reviewed and validated through a limited assurance statement by Masader Environmental and Energy Services S.A.E, a corporate sustainability consultancy. To maintain consistency and clarity, Faisal Islamic Bank of Egypt may be referred to throughout this document as "FIBE," "the Bank," or "it." It is also adhering to the GRI Standards and aligns with the United Nations Sustainable Development Goals (UN SDGs). While covering the reporting period, it also includes disclosures relevant to prior or subsequent periods if deemed significant to the Bank's sustainability narrative.

Reporting Frameworks

In keeping with our role as a key financial institution, Faisal Islamic Bank of Egypt strives to contribute to national and global sustainability goals. The Bank has reported in accordance with the 2021 GRI Standards. Additionally, this report outlines alignment with the UN Sustainable Development Goals (UN SDGs), the SASB Standards on Commercial Banks, the TCFD Recommendations, and the UN Global Compact (UNGC) Principles.



Forward Looking Statement

This report may include specific forward-looking statements related to the Bank's operations and strategic direction. Such statements can be identified by terms like "will," "planned," "expected," and "forecasted." These reflect the Bank's current perspectives on future events and are subject to various risks, uncertainties, and assumptions. Numerous factors may result in significant differences between the Bank's actual outcomes, performance, decisions, or achievements and any future results implied or expressed by these forward-looking statements.

Assurance

Masader Environmental and Energy Services S.A.E, a corporate sustainability consulting firm, has provided a limited assurance statement on the content of this report.

Please refer to the [Limited Assurance Statement](#).

Contact Point

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Chairman Letter

Dear Stakeholders,

It is with great pride that I present to you the 2024 Sustainability Report of Faisal Islamic Bank of Egypt (FIBE). This year has been a remarkable testament to our bank's resilience, innovation, and unwavering commitment to ethical and Sharia-compliant financial practices.

Our Financial Achievements

FIBE has achieved record-breaking performance in 2024, driven by robust governance, sound risk management, and a forward-looking investment strategy. Our net profit surged by an outstanding 189% year-over-year, reaching EGP 11.74 billion, while our net assets grew to EGP 240 billion, reflecting a 35.7% increase. These achievements are not only financial milestones—they are indicators of trust, efficiency, and operational excellence.

Our total business volume reached EGP 242.6 billion (+34.7% YOY), and our customer deposits climbed to EGP 177.1 billion. These figures underscore the confidence placed in us by over 1.2 million clients and reaffirm our position as Egypt's leading Islamic financial institution.

Driving Digital Transformation

FIBE continued to accelerate its digital transformation journey in 2024, focusing on enhancing customer experience and operational efficiency. Our platforms, including Faisal Online, Faisal Cash Wallet, and InstaPay, have revolutionized the way we serve our customers.

With over 162,000 online banking customers and a 13.4% year-over-year increase, we are proud to lead the transition toward a cashless economy.

We also automated key systems, including the Zakat Fund Process, Legal Affairs Automation, and Hardware Renewal Projects, ensuring that our operations remain agile, secure, and customer-centric.

Commitment to Sustainability

As a purpose-driven institution, sustainability is at the core of our operations. In 2024, we reduced Scope 1 and 2 emissions by 9.1% compared to our baseline year of 2022 and remain committed to achieving a 42% reduction by 2030. Our ESG-aligned financing portfolio reached EGP 281.7 million, funding projects in water management, renewable energy, and social development.

Our Zakat Fund, a cornerstone of our social responsibility efforts, distributed EGP 396 million to healthcare, education, and community development initiatives. These efforts underscore our mission to contribute to the well-being of society and future generations.

Recognition and Leadership

FIBE's excellence has been recognized both locally and globally. We earned ISO certifications for Information Security and Risk Management, ranked 12th among African banks by return on assets, and were named the 3rd best bank in Egypt in the Top 50 Listed Companies ranking.

We remain committed to innovation, ethical governance, and the principles of Islamic banking. Together, with the support of our stakeholders, we look forward to building on our successes and driving sustainable growth in the years ahead.

Sincerely,

His Royal Highness Prince

Amr Mohammed Al-Faisal Al Saud

Chairman, Faisal Islamic Bank of Egypt



Governor Letter

Dear Stakeholders,

It is my honor to reflect on a year in which Faisal Islamic Bank of Egypt reaffirmed its position as a strategic driver of inclusive and sustainable finance. In 2024, we continued to align our operations with Egypt Vision 2030 and the United Nations Sustainable Development Goals, embedding environmental, social, and governance (ESG) principles into every aspect of our banking model.

As we reflect on 2024, it is clear that Faisal Islamic Bank of Egypt (FIBE) has emerged as a key driver of sustainable and inclusive growth within Egypt's financial sector. Guided by our commitment to Islamic banking principles, we have strategically positioned ourselves to address the challenges of today while contributing to a sustainable and prosperous future.

Sustainability as a Strategic Imperative

FIBE's long-term strategy is deeply aligned with Egypt Vision 2030 and the UN SDGs. We believe that financial institutions play a pivotal role in addressing global challenges such as climate change, social inequality, and economic inclusion. We are proud to have allocated EGP 281.7 million to sustainable finance projects, focusing on water conservation, renewable energy, and social development. These investments are not only impactful but also aligned with our vision of fostering resilience and innovation in Egypt's economy.

Empowering Women and Communities

Financial inclusion remains a cornerstone of our strategy. In 2024, we reinforced our commitment to empowering women, youth, and underserved communities. Women now account for 531,969 accounts, reflecting our ongoing efforts to promote financial independence and inclusion.

We also launched innovative products such as the Ahaleena Investment Account and Mobile ATMs, ensuring that banking services are accessible to those in remote areas. Through targeted financial literacy programs, we reached diverse audiences, with women comprising 65% of participants.

Digital Transformation for the Future

Our digital transformation strategy is not just about adopting new technologies—it is about redefining the customer experience. By integrating platforms such as Faisal Online, Faisal Cash Wallet, and InstaPay, we have created a robust ecosystem that supports secure, efficient, and customer-centric banking.

In addition, we have embraced automation in key areas such as the Zakat Fund Process and Legal Affairs, improving efficiency while reducing environmental impact. These efforts are critical to our vision of becoming a leading Islamic financial institution in the digital age.

A Vision for Leadership

At FIBE, we recognize that our impact extends beyond financial performance. Our role is to lead by example, demonstrating the value of

ethical governance, stakeholder engagement, and sustainability-driven innovation. As we move forward, our priorities remain clear: to advance financial inclusion, drive sustainable finance, and uphold the highest standards of integrity and transparency.

With the unwavering support of our shareholders, customers, and employees, we are confident in our ability to build a future that reflects the principles of Islamic finance while creating lasting value for all.

Sincerely,

Mr. Abdel Hamid Mohammed Aboumoussa

Governor, Faisal Islamic Bank of Egypt



2024 Key ESG Performance Highlights

Economic Indicators



EGP 11.74 Bn

+189% YOY

Net Profit

EGP 30.8 Bn

Total revenues amounted



EGP 240 Bn

+35.7% YOY

Net Assets



EGP 201 Bn

+32% YOY

Total Liabilities

EGP 39 Bn

+57% YOY

Total Equity¹

EGP 240 Bn

+35.7% YOY

Total Liabilities and equity



EGP 14.9 Bn

+17% YOY

Total Corporate Loans

EGP 3.6 Bn

+8.8% YOY

Total Retail Loans

EGP 242.6 Bn

+34.7 YOY

Total Volume of Business

EGP 222.7 Bn

+37.5% YOY

Net Finance & Investment Balances

EGP 177.1 Bn

+35.7% YOY

Customer Deposits²

¹Total Equity is equal to the owners' equity

²Customers Deposits is equal to Current accounts and savings accounts

Governance Indicators



18.2%

Female Board Members



6

Board Meetings



41

Conducted Inspection Visits to All Bank Branches



12

Operational Procedures Reviewed



344

Cautionary bulletins issued by the CBE



9

Service Third-Party Contracts Reviewed



4

Service/Product Contracts Reviewed

6

New Service/Product Reviewed

Social Indicators



35%

Of Employees Under 35 Years Old



23.9

Average Training Hours Per Employee



98.6%

Percentage of Solved
Customer Complaints



EGP 2.3 Mn

Donations Allocated Funds for
Mosques

EGP 4.1 Mn

Donations Financial Inclusion & Edu-
cation Grants

EGP 203.8 Mn

Donations Granted Financial for
Deserving Individuals

EGP 185.6 Mn

Donations Granted Financial for
Health & Well-being



878

Students Trained in Practical Training
Sessions across different Sectors,
Departments, & Bank Branches

424

Colleagues Trained from Different
Sectors, Departments, And Bank
Branches in the areas of Sustainable
Development, Sustainable Finance &
Financial inclusion

Zakat Fund Financial Indicators



EGP 393.2 Mn

Total Zakat Revenues



EGP 343.4 Mn

Total Zakat Assets



EGP 396 Mn

Total Zakat Funds

Environmental Indicators



3,797 mtCO₂e

Total Absolute Scope 3 Emissions

42%

Scope 1+2 Emissions Reduction Target by 2030, compared to 2022 base year

9.1% Reduction

in Scope 1 and 2 emissions compared to the base year

6% Reduction

in Scope 1 and 2 emissions intensity per employee compared to the base year

5,479 mtCO₂e

Total Absolute Scope 1+2 Emissions



11,750 MWh

Total Energy Consumption



88,974 m³

Total Water Usage



02

ABOUT THE BANK

VISION, MISSION & VALUES

FIBE'S STRATEGIC DIRECTIONS

FIBE AT A GLANCE

MAIN ACTIVITIES

Vision, Mission & Values

Faisal Islamic Bank of Egypt, established in 1977 and operational since 1979, is Egypt's first Islamic and commercial bank, founded under Law No. 48 of 1977. Spearheaded by His Royal Highness Prince Mohammed Al-Faisal Aal-Saud as Chairman, the bank was envisioned as a global benchmark for Islamic banking, adhering to Shari'ah principles. Over the years, FIBE has grown significantly, serving a diverse range of clients and expanding its reach beyond Egypt's borders. The bank provides comprehensive retail and corporate banking services, along with local and international investment activities. This growth underscores the bank's commitment to advancing Islamic banking practices on a global scale.



Vision

To be the best bank in providing Islamic services and products to our customers and correspondents, as well as achieving a positive and sustainable development in the Bank's position on regional and international levels.



Mission

To be a leading bank in Islamic banking activities in Egypt in order to be the first choice for our customers and to bring major benefits to all related parties, coupled with full commitment to Islamic sharia principles and banking regulations.



FIBE Values

Customer First

Customer satisfaction is our top priority and primary goal. We are committed to understanding and fulfilling our customers' needs, building long-term customer loyalty and meeting all their expectations.

Islamic Banking

To fully comply with Islamic sharia principles that govern FIBE's Islamic banking activities and operations.

Excellence and Superiority

To be excellent in all activities is our standard; we are committed to improve our banking services and provide excellent, efficient and first-class services to our customers.

Shareholders

To reap competitive, stable and growing dividends on shareholders' investments in order to achieve long-term stability and growth, resulting in an increase of the Bank's economic value.

Job Satisfaction for Employees

To create a perfect harmony in the workplace among employees at different levels of management and providing them with essential and effective means to enhance their skills and abilities to meet all the job requirements. This in addition to designing effective and fair system of pay and bonuses as well as increasing chances of promotion to achieve a high level of job satisfaction.

Social Responsibility

To participate in moving the national economy forward by investing in vital projects in different sectors, improving economic and social conditions and reducing the unemployment rates, in addition to improving standards of living and offering help and assistance to the most vulnerable groups under the Bank's Social Responsibility.

Sustainability

The Bank strongly believes in achieving its goals according to the Principles of Sustainable Development by full commitment to governance and social standards, becoming more eco-friendly and adopting the latest FinTech trends.

FIBE's Strategic Directions

Faisal Islamic Bank of Egypt continued to drive its commitment to responsible and sustainable banking in 2024, aligning with its Islamic values and long-term strategic vision. The year marked significant advancements in the bank's digital transformation, financial inclusion, and operational excellence, reinforcing its position as a key player in Egypt's evolving financial sector. By prioritizing ethical banking practices, customer-centric innovation, and technological progress, FIBE strengthened its impact on both the economy and society.



Financial Inclusion Strategy Expanding Access and Empowering Communities

In 2024, FIBE advanced its financial inclusion efforts by expanding digital banking services and enhancing accessibility for underserved communities. The bank strengthened financial literacy programs, enabling individuals to make informed financial decisions, while the expansion of microfinance solutions created new economic opportunities, solidifying FIBE's role in fostering financial empowerment.

Digitalization Strategy Driving Innovation and Enhancing Efficiency

FIBE accelerated digital transformation to enhance customer experience and operational efficiency. New digital banking solutions simplified transactions, offering more secure and responsive services. Automation improved service speed and accuracy, while strengthened cybersecurity measures ensured robust data protection. These advancements enhanced both customer trust and internal agility, reinforcing FIBE's commitment to technological innovation.

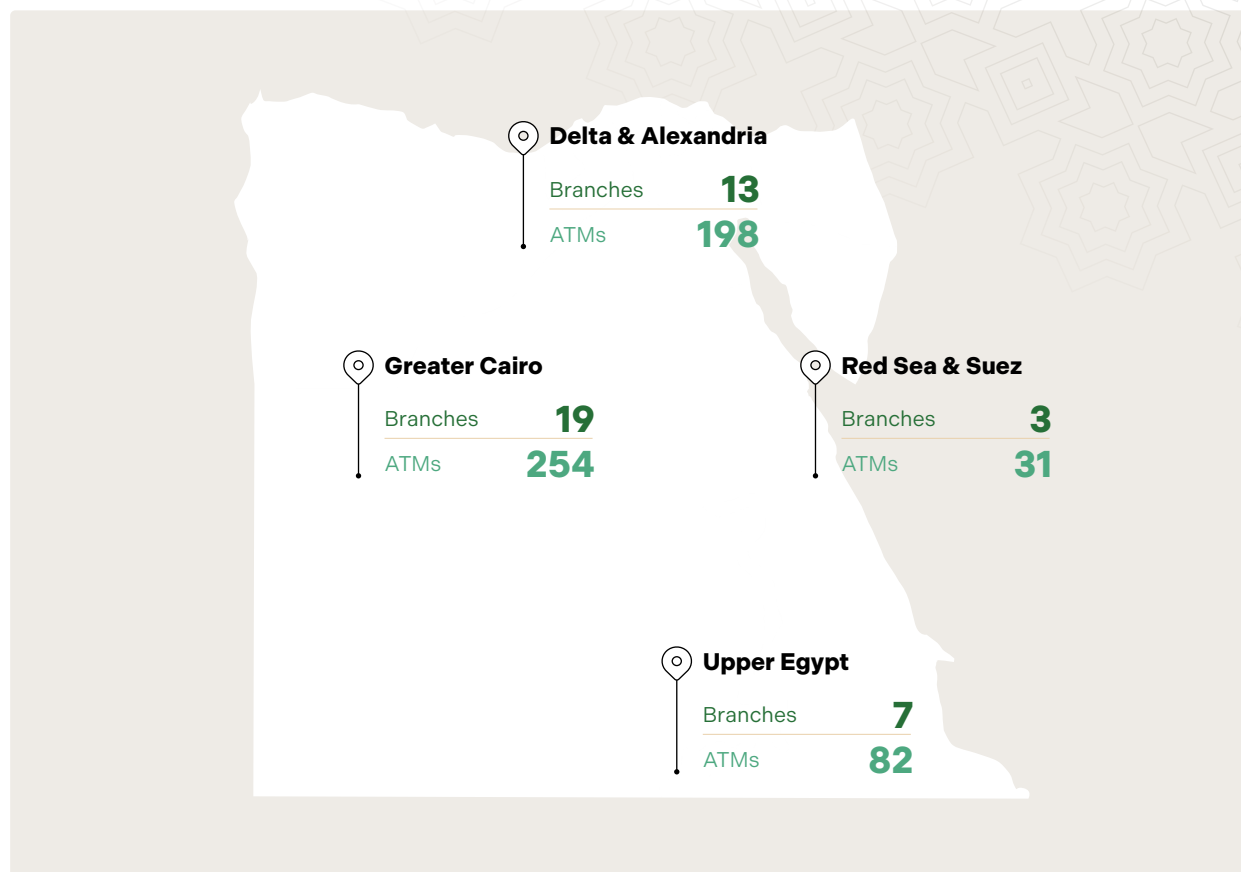
Retail Strategy Strengthening Market Position and Enhancing Customer Experience

Retail banking remained a priority, with a focus on expanding financial products and optimizing service delivery. Tailored banking solutions addressed the evolving needs of customers, while advanced banking technologies improved efficiency and competitiveness. By continuously refining its offerings, FIBE strengthened its market position and reaffirmed its leadership in ethical and customer-centric Islamic banking.

FIBE at a Glance

Since 1979, FIBE has proudly led the way as Egypt's first commercial Islamic bank, offering innovative and Sharia-compliant financial services. With a steadfast commitment to excellence, we have continually expanded our offerings, providing tailored solutions that meet the diverse needs of individuals and businesses alike. Our focus on stability, customer satisfaction, and community-driven growth has solidified our position as a key player in Egypt's financial landscape. We continue to solidify our presence, not just as a bank, but as a trusted partner, empowering clients and contributing to the nation's economic development.

In 2024, FIBE proudly boasts a well-established footprint across Egypt, with 42 branches and 565 ATMs strategically positioned for optimal accessibility. This extensive network enables us to offer seamless financial services, investment opportunities, and efficient liquidity management, all while supporting businesses and individuals nationwide. By expanding our reach, we continue to drive financial inclusion, create growth opportunities, and strengthen our nation's economic fabric.



42

Total Numbers of Branches



565

Total Numbers of ATMs



OUR BANK

No. of Branches

42



No. of ATMs

565



Total no. of Employees

1,717



Our Customers

Total no. of Clients

1,245,004



Total Debit Cards

414,431



Online Banking Customers

162,846



Our Business

Total Assets (Bn EGP)

240.2



Total Lending Portfolio (Bn EGP)

15.4

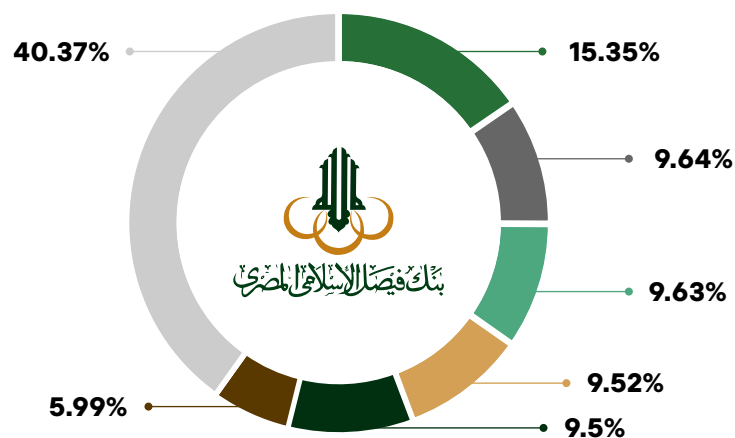


Auto Loans (Mn EGP)

691.8



Ownership Structure



- Al Awqaf Egyptian Authority
- MAFI JERSEY LIMITED
- Representative of Dar Al-Maal Al-Islami Holding
- Dar Al Maal Al Islami Limited Administrative Services
- Saudi Gulf Business Co. for Trade
- Egyptian company for Investments
- Others

Awards Certificates and Ranking



FIBE was awarded ISO 22316:2017 certification for Information Security Management Systems and ISO 31000:2018 for Risk Management. This achievement marks our bank as the first Egyptian bank to obtain this comprehensive set of international accreditations.

THE BANKER

On global scale, FIBE ranked 12th among the largest banks in Africa according to return on assets in the banker magazine's assessment of 100 largest banks in the world.

Forbes

Middle East

FIBE further solidified its position as a top performer among Egyptian banks by securing 3rd place among the 11 banks listed in Egypt's Top 50 Listed Companies 2024, and eighth among the companies, marking the second consecutive year achieving this significant milestone.

African BUSINESS

In the African banking landscape, FIBE, ranked 8th locally and 40th in Africa according to the African business foundation in its classification of the largest banks in Africa according to tier 1 capital.

Memberships

Faisal Islamic Bank upholds Sharia principles while ensuring excellence through its membership in key regional and international organizations. These affiliations reinforce the bank's reputation, foster collaboration, and promote knowledge exchange, solidifying its influence in the Islamic banking sector.



Federation of Egyptian Banks (FEB)



Islamic Financial Services Board (IFSB)
- Malaysia



International Islamic Center for Reconciliation and Arbitration (IICRA)
- Dubai, United Arab Emirates



Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI)



Liquidity Management Center (LMC)
- Bahrain



Union of Arab Banks (UAB)
- Beirut, Lebanon



General Council for Islamic Banks and Financial Institutions (CIBAFI)



World Union of Arab Bankers (WUAB)
- Beirut, Lebanon



American Chamber of Commerce in Egypt

Main Activities

Our Business Comprises of Three Main Activities:



Resource Mobilization

FIBE mobilizes its resources from two primary sources: internal and external.

1. Internal resources include the bank's paid-up capital, reserves, and provisions, forming the foundational financial assets of the institution.
2. External resources are primarily derived from clients' accounts and Islamic saving pools, which are in high demand due to their adherence to Islamic banking principles and the flexibility they offer to depositors. These resources collectively enable the bank to engage in extensive investment activities, central to its operations and the essence of Islamic banking.

The Investment Activities

The Investment Activities at Faisal Islamic Bank of Egypt (FIBE) forms the core of its Islamic banking operations. The bank utilizes its resources effectively to make significant strides in the investment arena, adhering strictly to Islamic Sharia principles. FIBE engages in various Sharia-compliant investment methodologies including Musharaka (partnership), Mudaraba, Murabaha and Salam sales, Ijara (leasing of services), and Istisnaa (contract manufacturing), as well as forming companies and participating in their capital. The successful mobilization and growth of savings and deposits have augmented the bank's financial resources, enabling it to pursue investments that comply with Sharia and aims to generate favorable returns. This has also led to the development of innovative financing and investment tools designed to benefit its clientele.



Banking Services

FIBE provides a comprehensive array of banking services, which contribute significantly to revenue generation and customer engagement. Recognizing the importance of modern information and communication technology, the bank has embraced constant development to enhance these services.

Investment Banking

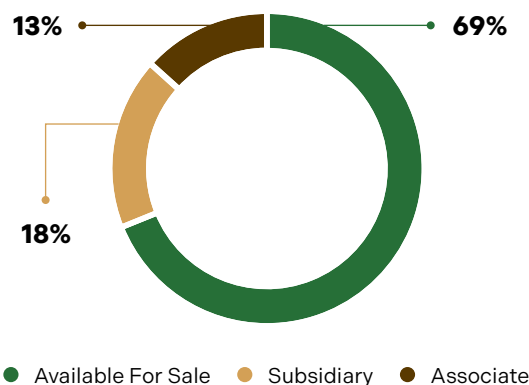
The Bank invests a part of its funds directly in establishing companies by participating in their capital with other qualified and experienced investors. The Bank was keen to cover all economic activities by diversity and multiplicity of companies. These companies have contributed to speeding up economic development process and provided thousands of jobs. Most of these companies have leading positions in their fields, and they have contributed to cover a big part of local market needs and exports. The number of companies established and participated in by the Bank amounted to (45) companies, (including 31 available-for-sale companies and 14 subsidiaries and associates) with issued capital amounting to (EGP 7,732 billion, USD 740 million, and SDP 6,212 billion) equivalent to EGP 45,867 billion, of which EGP 45,853 billion is paid after currency evaluation by exchange rates on 31/12/2024. The Bank's contribution in these companies with an amount of EGP 4,149 billion, at a cost of EGP 9,066 billion and book value of EGP 7,089 billion.

EGP 9 Bn

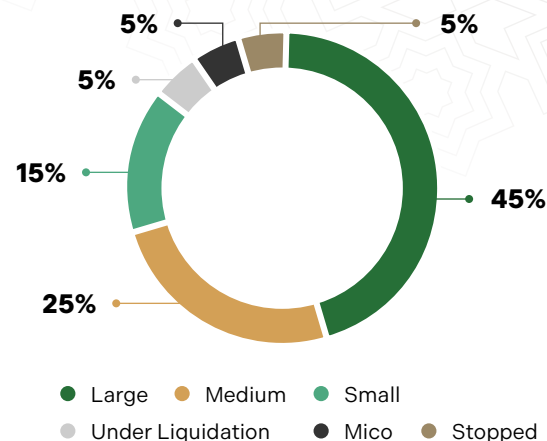
Total Investments



Bank Investments & Participation



Companies invested in Breakdown



Corporate Banking

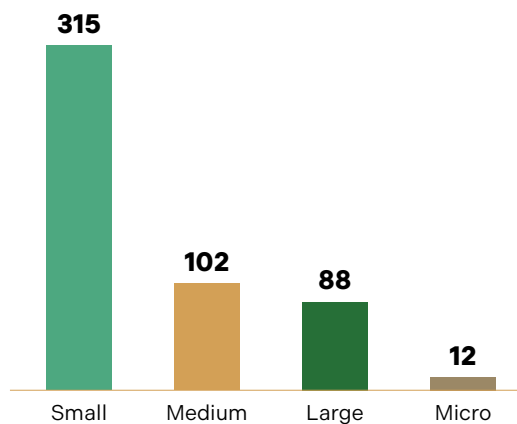
Our corporate banking services cater to businesses of all sizes across various industries and sectors throughout Egypt. The bank provides tailored financial solutions that support both large enterprises and small-to-medium-sized businesses. By building strong partnerships with over 517 companies and supporting a workforce of 110,501 employees, the bank contributes to Egypt's economic development and business sustainability.

EGP 14,941.3 Mn

Total Corporate Loans



Corporate Lending Business Category



Retail Banking

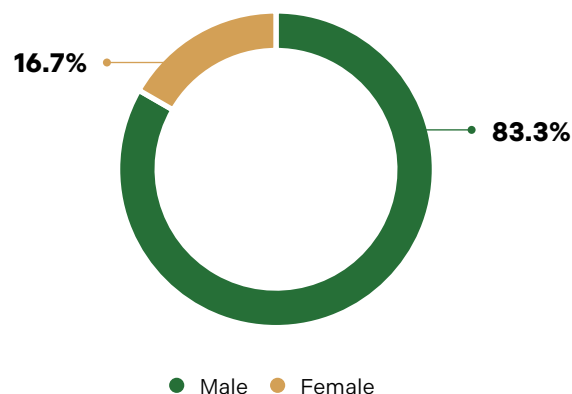
FIBE's retail banking services are driven by innovation and customer-focused initiatives. The bank adapts to market changes by offering Sharia-compliant products that specialize in meeting customer needs and standing out. By embracing development across various areas FIBE improves operational efficiency, supports financial inclusion, and aligns with Egypt's strategic goals, staying ahead in the competitive banking sector.

EGP 3573.1 Mn

Total Retail Lending Portfolio



Retail Banking Customers



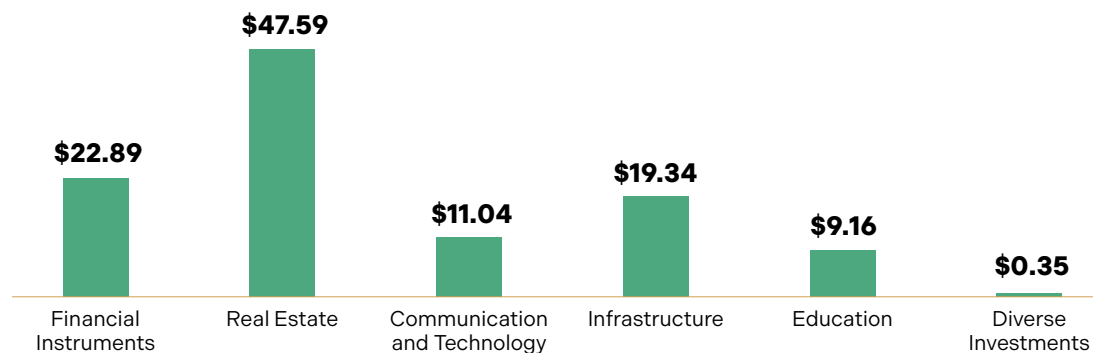
Treasury

We manage financial assets and liquidity through Sharia-compliant instruments, focusing on foreign exchange, interbank trading, and money markets to enhance resilience and returns. These operations support investments, manage risk, and reinforce economic stability through seven investment avenues: Foreign Stocks, Egyptian Treasury Bills, Joint Financing, Dollar Bonds and Sukuk, Local and Foreign Banking Murabaha and Mudarabah, and Investment Funds.



| Investment Avenues | Nature of the Activity | Total Investor Amount in Mn U.S. Dollars |
|--|---------------------------------|---|
| Foreign Stocks | Corporate Capital Contributions | 18.92 |
| Egyptian Treasury Bills | Financial Instruments | 629.29 |
| Joint Financing | Joint Financing | 5.14 |
| Dollar Bonds and Sukuk | Financial Instruments | 533.90 |
| Local Banking Murabaha and Mudarabah | Others | 1,245.75 |
| Foreign Banking Murabaha and Mudarabah | Others | 158.04 |

Investment Funds



03

SUSTAINABILITY COMMITMENTS & ESG IMPACT

OUR STAKEHOLDERS

MATERIALITY PROGRESS 2024



Our Stakeholders



Governmental Entities

FIBE maintains continuous and active engagement with governmental entities. This includes daily communication and quarterly meetings with the Board of Trustees to address the Ministry of Social Solidarity requirements and ensure compliance with CBE approvals, mandates, and circulars. The bank also engages in regular discussions with the Religious Supervisory Board, providing reports and holding annual meetings to align operations with Sharia principles. Additionally, FIBE actively participates in public policy discussions and initiatives as needed.



Communities

FIBE is deeply committed to engaging with local communities. The bank utilizes various channels, including marketing campaigns, social media platforms, and community events, to foster daily interaction and participation. Monthly meetings are conducted to discuss and address community needs and concerns, with a particular focus on social activities and volunteering opportunities. The bank's Zakat Fund plays a vital role in supporting community development, and FIBE actively involves communities in Zakat-related events, initiatives, and campaigns.



Employees

FIBE prioritizes open and consistent communication with its employees. This includes daily calls, weekly 1-on-1 meetings, and bi-monthly training sessions to discuss business continuity, development, operations, and individual performance. The bank also conducts regular audits and performance reviews, sharing reports and feedback on a quarterly basis. Employee feedback is actively sought through bi-annual emails and annual surveys, ensuring that their perspectives are heard and valued. Additionally, FIBE promotes awareness and engagement through ad-hoc awareness sessions.



Suppliers

FIBE maintains a close and collaborative relationship with its suppliers. Weekly calls and emails facilitate ongoing communication and address operational needs, while monthly meetings focus on deals, contracts, development, and implementation. Quarterly discussions delve into maintenance, operations, and warranty concerns, ensuring smooth collaboration. Annual agreements and ad-hoc emails further solidify the partnership between FIBE and its suppliers, fostering a strong and reliable supply chain.



Business Partners

FIBE values its partnerships and actively engages with business partners through various channels. Weekly emails and calls facilitate regular communication, while monthly meetings address deals, contracts, and workflow facilitation. Quarterly discussions focus on customer experience, engagement, compliance, and regulations, ensuring alignment and collaboration. Annual surveys and ad-hoc reports provide valuable feedback and insights to strengthen partnerships and achieve shared goals.



Customers & Clients







FIBE places a strong emphasis on customer engagement and satisfaction. Daily meetings and weekly marketing campaigns ensure regular interaction and address customer needs. Monthly social media engagement and events foster deeper connections and provide platforms for feedback. Quarterly surveys and product reviews help the bank understand customer preferences and improve service delivery. Annual visits and ad-hoc events provide personalized attention and reinforce FIBE's commitment to customer-centricity.























Shareholders














FIBE prioritizes transparent and informative communication with its shareholders. Annual meetings are held to discuss compliance, regulations, risk management, and board business reviews. Comprehensive reports are shared to keep shareholders informed about the bank's performance and strategic direction.













2024 Materiality Progress

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|---|--|--|---|
| Most Material | | | |
| Governance, Transparency & Anti-Corruption | | | |
| <p>FIBE upholds the highest standards of governance, transparency, and ethical business practices. Integrity & accountability guide our operations. To enhance governance, we're developing ESMS. This aligns with international best practices and CBE guidelines.</p> | <ul style="list-style-type: none"> Implemented the Business Ethics & Code of Conduct in compliance with guidelines from local and international authorities, including CBE, OECD, G20, Basel Committee, FATF, FATCA, and IFSB. Established a whistleblower protection framework with dedicated reporting channels. Conducted numerous cybersecurity awareness training sessions, both online and in-person, with the participation of 197 employees. Reviewed 12 operational procedures and 9 third-party service contracts. Evaluated 6 new services/products and 4 service/product contracts. Issued 344 cautionary bulletins as per CBE directives. Performed 41 inspection visits to ensure compliance and risk mitigation. Executed the 2024 audit plan in full, covering 56 engagements across various bank operations. Maintained compliance with ISO 31000:2018 (Risk Management) and ISO 22316:2017 (Information Security). Recorded 13 cases of external fraud and 1 case of internal fraud. | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  | <p>Social Justice and Equality</p>  <p>Well-Developed Infrastructure</p>  <p>Governance and Partnerships</p>  |

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|---|--|---|--|
| Data Privacy and Cybersecurity | | | |
| FIBE prioritizes data privacy & cybersecurity, adapting to evolving risks. We ensure the confidentiality, integrity, and availability of customer data. Following international standards, we enhance cyber protocols and privacy measures. Through digitalization, we strengthen security and support ESG ambitions. | <ul style="list-style-type: none"> Updated 21 existing security policies & developed two new policies to align with evolving cybersecurity threats and regulatory requirements. Accelerated the implementation of necessary measures by revising the corrective action plan's timeline. Conducted numerous cybersecurity awareness training sessions, both online and in-person, with the participation of 197 employees. | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  | <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Well-Developed Infrastructure</p>  <p>Governance and Partnerships</p>  |
| Learning & Development | | | |
| FIBE fosters a culture of continuous learning, providing employees with opportunities to enhance their skills and advance their careers. Through ongoing development initiatives, we empower our workforce to grow and contribute to the bank's success. | <ul style="list-style-type: none"> Delivered a total of 40,999 training hours, averaging 23.9 hours per employee, through a combination of online and in-person sessions. Introduced sustainability-related training programs, totaling 1,983 hours, to enhance employees' knowledge of sustainable finance, climate risks, and green initiatives. Empowered 24 new managers through leadership development programs to strengthen future leadership within the bank. Trained 307 employees in sustainability and green finance, aligning workforce capabilities with the bank's sustainability goals. Provided financial inclusion and economic development training to 114 employees to enhance financial literacy and expand access to financial services. Strengthened customer service excellence by training 261 employees in customer rights protection and complaint management. Advanced inclusivity by training 50 employees on accessibility support for individuals with special needs, ensuring equitable banking services for all customers. Expanded training offerings include health and safety courses such as first aid, reinforcing workplace safety and preparedness. | <p>4 QUALITY EDUCATION</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p>  | <p>Social Justice and Equality</p>  <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Governance and Partnerships</p>  |

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|--|---|---|---|
| Community Development & Empowerment | | | |
| <p>FIBE is committed to giving back through financial education, charitable contributions, and volunteering. Our initiatives support local communities, fostering inclusivity and empowerment. Through broader societal engagement, we help build a just and thriving society.</p> | <ul style="list-style-type: none"> Contributed EGP 396 million in total donations across various initiatives, including support for deserving individuals, educational programs, religious institutions, healthcare, charities, and governmental initiatives. Strengthened community trust in the Zakat Fund's Charitable Investment Accounts, with deposits reaching EGP 300 million by the end of 2024. | <p>1 NO POVERTY</p>  <p>3 GOOD HEALTH AND WELL-BEING</p>  <p>4 QUALITY EDUCATION</p>  <p>5 GENDER EQUALITY</p>  <p>10 REDUCED INEQUALITIES</p>  |  <p>Social Justice and Equality</p>  <p>Improve Egyptians Quality of Life and Raise their Living Standards</p>  <p>Integrated and Sustainable Environmental System</p> |

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|---|---|--|---|
| Material | | | |
| Financial Inclusion | | | |
| <p>FIBE is committed to expanding financial access for individuals and businesses of all backgrounds. We tailor financial products to underserved communities, promoting inclusion and economic empowerment. Financial inclusion remains a key pillar of our business model.</p> | <ul style="list-style-type: none"> Conducted six financial literacy awareness sessions, with women comprising 65% of the audience. Introduced several new products in 2024, including the Ahaleena Investment Account, Faisal Royal Service, and the Mobile ATM Service (M. ATMs). Enhanced financial accessibility for women, with the total number of women holding accounts reaching 531,969 in 2024. Collaborated with various external stakeholders to expand access to banking services and enhance financial awareness, including youth centers, educational institutions, professional syndicates & clubs and government & public sector. | <p>1 NO POVERTY</p>  <p>5 GENDER EQUALITY</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p>  | <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Improve Egyptians' Quality of Life and Raise their Living Standards</p>  <p>Social Justice and Equality</p>  |
| Quality of Service & Customer Experience | | | |
| <p>Faisal Islamic Bank prioritizes exceptional customer experience by continuously enhancing service quality. We balance standardized procedures with flexibility to meet diverse customer needs. We aim ensure every interaction is positive, ethical, and customer centric.</p> | <ul style="list-style-type: none"> Resolved 98.6% of customer complaints. Offered the "Umrah Prize," rewarding 50 customers twice a year with an all-expenses-paid trip. Provided diverse digital banking solutions, including online banking, Faisal Cash Wallet, and a partnership with InstaPay. | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>10 REDUCED INEQUALITIES</p>  | <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Governance and Partnerships</p>  <p>Well-Developed Infrastructure</p>  |

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|--|---|---|---|
| Employee Wellbeing, Health & Safety | | | |
| FIBE prioritizes employee wellbeing by fostering a safe, inclusive, and supportive work environment. We are committed to promoting the physical, mental, and emotional health of our employees, ensuring a positive workplace culture. | <ul style="list-style-type: none"> Strengthened workplace security by establishing a centralized surveillance room to monitor branch operations in real time, enhancing threat detection and response capabilities. Improved emergency response efficiency through the implementation of a secure wireless communication network between security teams and branches. Provided comprehensive medical coverage for active and retired employees with no maximum limit, alongside medical benefits for employees' families. Expanded healthcare access by contracting with 44 new medical service providers to improve regional healthcare support for employees and their families. Delivered a total of 1,080 hours of Health, Safety, and Environment (HSE) training to 155 employees, reinforcing workplace safety and emergency preparedness. Conducted targeted safety training, including emergency response, first aid, and occupational health and safety, ensuring employees are well-equipped to handle workplace risks. | <p>3 GOOD HEALTH AND WELL-BEING</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  | <p>Well-Developed Infrastructure</p>  <p>Social Justice and Equality</p>  |
| Sustainable Finance⁵ | | | |
| FIBE integrates ESG criteria into investment and lending decisions to support sustainable development. We provide financial solutions for green energy, eco-friendly projects, and social impact initiatives, reinforcing our commitment to responsible banking. | <ul style="list-style-type: none"> Allocated EGP 281.7 million to Environmental and Social Lending Portfolio projects. Reached a total lending portfolio of EGP 18,253 billion. Financed five environmental lending projects, with 64% allocated to water initiatives, totaling EGP 4.6 million. Financed 97 social lending projects, with 63% directed toward the education, amounting to EGP 172.1 million. | <p>3 GOOD HEALTH AND WELL-BEING</p>  <p>6 CLEAN WATER AND SANITATION</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>13 CLIMATE ACTION</p>  | <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Integrated and Sustainable Environmental System</p>  <p>Social Justice and Equality</p>  |

⁵The Responsible Banking material topic has been integrated into Sustainable Finance due to their alignment in description, commitments, and objectives.

Digitalizational

FIBE leverages digitalization to enhance efficiency, customer experience, and innovation. By integrating digital technology across our operations, we transform service delivery while ensuring strong cybersecurity measures.

- Completed digitalization projects, including Hardware Renewal (Branches & HQ), Legal Affairs Automation System, and Zakat Fund Process Automation.
- Increased the total number of online banking customers by 13.4% and the total volume of transactions by 87.3%.
- Expanded Faisal Cash Wallet adoption by increasing total volume of transactions by 23.3%.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Diversified, Knowledge-based, and Competitive Economy















Well-Developed Infrastructure















Governance and Partnerships



Improve Egyptians Quality of Life and Raise their Living Standards

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|--|---|---|---|
| Less Material | | | |
| Equal Opportunity | | | |
| <p>FIBE is committed to fostering a diverse and inclusive workplace where all employees have equal access to opportunities. We empower women, youth, PWDs and disadvantaged groups, promoting greater participation in the economy. Through fair employment practices and social engagement, we work to eliminate inequalities and build a culture of inclusion.</p> | <ul style="list-style-type: none"> Increased female representation within the workforce, reaching 130 female employees, marking a 4% year-over-year growth. Enhanced gender diversity in hiring, with 19.4% of new hires in 2024 being women. Strengthened diversity and inclusion by embedding equitable recruitment and career development policies. Fostered a balanced workforce, with 44% of employees aged 35-45, 31% aged 25-34, and 22% above 45, ensuring a mix of experience and fresh perspectives. Improved employee retention by analyzing turnover causes and introducing tailored training programs for specific regions. Achieved a 44.7% participation rate in the employee satisfaction survey, with 59% reporting strong satisfaction. Invested EGP 1.12 billion in total employee expenses, including salaries, benefits, and bonuses, reinforcing commitment to employee well-being. Provided EGP 45.89 million in retirement benefits, ensuring long-term financial security for employees. | <p>5 GENDER EQUALITY</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p>  | <p>Social Justice and Equality</p>  <p>Diversified, Knowledge-based, and Competitive Economy</p>  <p>Governance and Partnerships</p>  |
| Responsible Procurement | | | |
| <p>FIBE prioritizes responsible procurement by sourcing products and services from ethical and sustainable suppliers. We integrate environmental and social criteria into our procurement practices, reinforcing our commitment to sustainability.</p> | <ul style="list-style-type: none"> Sourced 99% of suppliers locally. Spent EGP 145 million on suppliers. Enhanced supplier capabilities through training initiatives, including procurement and inventory management programs. In 2024, employees attended training sessions totaling 23 hours. | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  | <p>Governance and Partnerships</p>  <p>Integrated and Sustainable Environmental System</p>  <p>Diversified, Knowledge-based, and Competitive Economy</p>  |

| Material Topic Description | FIBE's 2024 ESG Performance | SDGs | EGYPT VISION 2030 |
|--|---|---|---|
| Economic Impact | | | |
| <p>FIBE is committed to making a positive economic impact in the communities and countries where we operate. We focus on the Bank's contribution to the local economy, job creation, and fostering sustainable economic development.</p> | <ul style="list-style-type: none"> Investment Banking contributes to economic growth and job creation by strategically investing in 45 companies through Sharia-compliant financing. Total investments amount to EGP 9 Bn Corporate Banking supports business sustainability and national economic development by partnering with 517 companies and supporting a workforce of 110,501 employees. Total corporate loans amount to EGP 14,941.3 Mn Retail Banking enhances financial inclusion and customer-driven innovation, with a total retail lending portfolio of EGP 3,573.1 Mn Treasury Operations optimize financial assets through Sharia-compliant instruments, reinforcing economic stability. Investment Avenues include Egyptian Treasury Bills, Dollar Bonds and Sukuk, and Banking Murabaha and Mudarabah, with total investor amounts denominated in U.S. dollars across various categories | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  |  <p>Governance and Partnerships</p>  <p>Diversified, Knowledge-based, and Competitive Economy</p> |
| Environmental Management | | | |
| <p>FIBE is dedicated to minimizing environmental impact by managing resource consumption and mitigating climate risks. Through sustainable practices, we strive to create a positive and lasting impact on the environment.</p> | <ul style="list-style-type: none"> In 2024, FIBE's total energy consumption reached 11,750 MWh, reflecting efforts to optimize energy use across its operations. The bank achieved a 9.1% reduction in Scope 1 and 2 emissions compared to the 2022 base year, contributing to its 42% reduction target by 2030. FIBE's total greenhouse gas emissions (Scope 1, 2, and 3) amounted to 9,276 mtCO₂e, with purchased electricity accounting for the largest share. The bank continued to enhance its decarbonization strategy by improving energy efficiency, reducing refrigerant leakage, and engaging employees in sustainability initiatives. Water consumption totaled 88,974 m³, reinforcing FIBE's commitment to responsible resource management. Waste reduction remained a priority, with the bank implementing initiatives to minimize waste generation, strengthen recycling, and improve e-waste management. | <p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>13 CLIMATE ACTION</p>  <p>15 LIFE ON LAND</p>  |  <p>Improve Egyptians' Quality of Life and Raise their Living Standards</p>  <p>Integrated and Sustainable Environmental System</p>  <p>Well-Developed Infrastructure</p> |

04

ETHICAL GOVERNANCE

CORPORATE GOVERNANCE

BUSINESS ETHICS & CODE OF CONDUCT

DATA PRIVACY AND CYBERSECURITY

SUSTAINABLE SUPPLY CHAIN

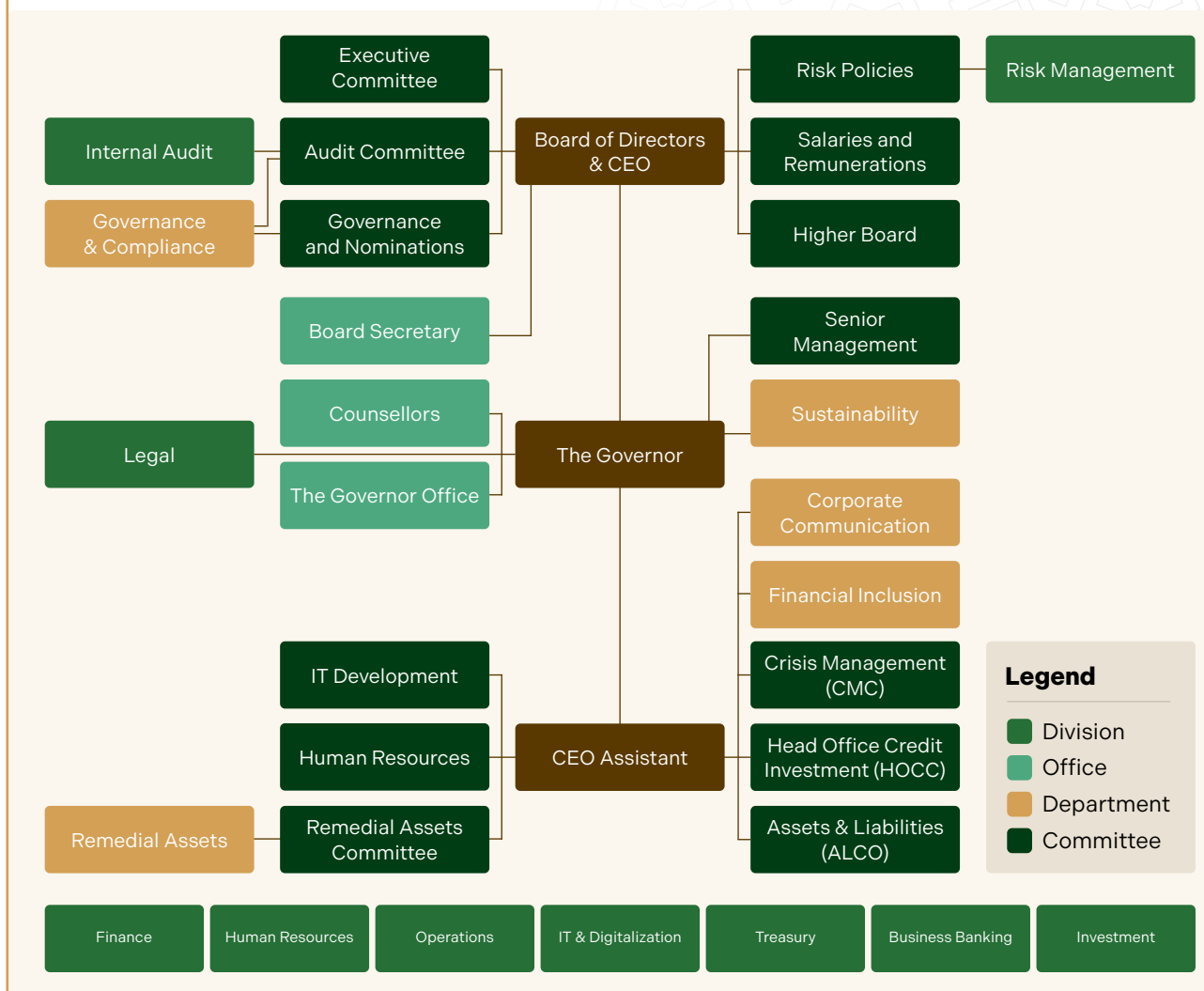


Corporate Governance



Faisal Islamic Bank of Egypt is committed to upholding the highest standards of corporate governance to ensure transparency, accountability, and sustainable growth. Through a strong governance framework, the bank fosters ethical decision-making, strengthens risk management, and enhances stakeholder trust. Guided by the best international practices and regulatory requirements, the bank's governance structure supports effective oversight, strategic direction, and responsible business conduct, reinforcing its long-term stability and value creation.

Organizational Structure



Board of Directors

FIBE adheres to strong governance principles, ensuring a well-structured and independent leadership framework. The Chairperson is non-executive and independent, while the roles of CEO and Chairperson are clearly separated to maintain effective oversight.

To uphold governance integrity, the Board follows a structured self-assessment process, evaluating performance at both the collective and individual levels. This assessment considers each member's commitment, contributions, and development needs, with the Chairperson overseeing the evaluation process in coordination with the Human Resources (HR) and Board Secretariat. The Board composition reflects a balance of diverse skills, expertise, and knowledge, ensuring that all members have a comprehensive understanding of the Board's responsibilities and committee functions.

11

Board Members



10

Non-executive Board Members



6




Board Meetings



18.2%

Female Board Members



| Board Member | Position | Role | Attended Meetings | Tenure (Years) |
|--|---|--------------------------------------|-------------------|----------------|
|  His Royal Highness Prince Amr Mohammed Al-Faisal Aal-Saoud | Chairman | Non-executive Member | 6/6 | 5 |
|  Mr. Abdel Hamid Mohammed Aboumoussa | The Bank's Governor | Executive Member | 6/6 | 5 |
|  Sheikh Ibrahim Bin Khalifa Aal-Khalifa | Representative of Faisal Islamic Bank, Jersey | Non-executive Member | 6/6 | 5 |
|  Mr. Ahmed Attia Mohammed Abu Alwafa | Representative of Al AWQAF Egyptian Authority Jersey | Non-executive Member | 6/6 | 2 |
|  Dr. Amani Khaled Mohamed Mubarak Bouresli | Representative of Dar Al-Maal Al-Islami Holding | Non-executive Member | 6/6 | 5 |
|  Dr. Galal Mostafa Mohammed Saeed | Representative of Faisal for Financial Investments Co. | Non-executive Member | 6/6 | 4 |
|  Dr. Hussein Mohammed Ahmed Isaa | Representative of Egyptian company of investments | Non-executive Member | 6/6 | 4 |
|  Mr. Mohammed Bin Abdullah Bin Abdelkarim Elkherji | - | Non-executive Member | 6/6 | 5 |
|  Mr. Mohamed Hani Bin Al Sayed Bin Ibrahim Al Ayouti | Representative of Dar Al Maal Al Islami for Limited Administrative Services | Non-executive Member | 6/6 | 5 |
|  Dr. Nahed Mohammed Hassan Taher | Representative of Saudi Gulf Business Co. for Trade | Non-executive Member | 6/6 | 4 |
|  Dr. Amr Ahmed Samih Talaat | - | Non-executive and Independent Member | 4/6 | 1 |

Board of Directors Responsibilities

The BoD of FIBE oversees the bank's strategy and operations. Their responsibilities encompass the approval of strategic objectives, policies, and the organizational structure, ensuring effective execution and alignment with the bank's vision. They are also tasked with monitoring the performance of management, ensuring compliance with regulations, and approving significant financial transactions. Additionally, they hold a critical role in governance, including overseeing risk management, maintaining transparency with shareholders, and fostering a culture of accountability and integrity across the bank.

Chairman Responsibilities

The Chairman carries a responsibility for the performance of both the bank and the board, providing leadership and guidance while delegating tasks as necessary. They ensure that board members have timely access to relevant information and that discussions at board meetings are comprehensive and effective. He is also responsible for engaging with shareholders and external stakeholders, ensuring their concerns are addressed, and representing the bank in key meetings, including general assemblies.

Governor Responsibilities

The Governor is responsible for leading the bank's executive operations, implementing the bank's strategy, and ensuring the competitiveness of its offerings in Islamic banking. They oversee the bank's day-to-day operations, including the preparation of financial statements, approval of organizational changes, and managing the recruitment of senior personnel. He ensures that the board receives accurate and timely information, represents the bank in external matters, and takes the lead in achieving the bank's strategic objectives.

Board Secretary Responsibilities

The Board Secretary supports role in ensuring smooth board operations. Their responsibilities include preparing agendas for meetings, recording minutes, and ensuring that all decisions are well documented and communicated. They also help regulate relationships between the board, management, and stakeholders, providing advice and ensuring compliance with governance procedures. The Board Secretary ensures the proper functioning of the board by managing communications and supporting the board in fulfilling its responsibilities effectively.



Board Committees

| Committees | Responsibilities | Head | Members |
|------------------------|---|--|-------------------------------------|
| Executive Committee | Review investment and employment operations within its financial authority and refer larger transactions to the Board's Higher Committee. It approves all deposit and financing products, sets pricing for banking services, and periodically reviews their performance. The committee assesses creditworthiness, grants credit facilities, and evaluates adjustments to credit ratings and provisions. It decides on equity investments within its mandate, reviews their performance, and submits recommendations for board approval. Additionally, it oversees the bank's credit portfolio, ensures funds are used as approved, and manages provisions for doubtful debts. It also approves financial contracts, operational and capital expenditure, and exercises powers outlined in the bank's regulations. | Mr. Abdel Hamid Mohammed Aboumoussa | Mr. Raafat Mokbel Hussein |
| | | | Head of Investment Division |
| | | | Head of Business Banking Division |
| | | | Head of Treasury Division |
| | | | Head of Operations Division |
| | | | Chief Financial Officer |
| Higher Board Committee | Address urgent matters requiring immediate decisions before the next Board meeting, ensuring subsequent Board approval. It determines creditworthiness, approves financing and credit facilities beyond the Executive Committee's authority, and reviews credit rating adjustments. The committee authorizes equity investments, evaluates corporate performance, and acts on Executive Committee recommendations. It delegates urgent transactions to the Executive Committee for execution, subject to later approval. Additionally, it oversees provisions for doubtful debts, recommends debt write-offs, and approves credit facilities, operational expenses, and capital expenditures exceeding other committees' limits. It sanctions the annual business plan within the strategic framework, reviews performance quarterly, and approves new branches, relocations, and asset sales. The committee exercises its regulatory powers and reviews matters referred by the Board. | His Royal Highness Prince Amr Mohammed Al-Faisal Aal-Saoud | Chief Risk Officer |
| | | | Mr. Abdel Hamid Mohammed Aboumoussa |
| | | | Mr. Ahmed Attia Mohammed Abu Alwafa |
| | | | Dr. Galal Mostafa Mohammed Saeed |
| | | | Dr. Nahed Mohammed Hassan Taher |
| | | | Mr. Raafat Mokbel Hussein |

| Committees | Responsibilities | Head | Members |
|-----------------------|---|---|---|
| Audit Committee | Oversee internal control, compliance, and audit functions to ensure transparency, accountability, and regulatory adherence. It reviews and approves audit plans, evaluates internal control effectiveness, and ensures compliance with law and CBE. The committee monitors IT security, addresses internal audit challenges, and reviews financial statements and external audit findings. It coordinates between internal and external audits, ensures independent external quality assessments, and reviews CBE's inspection reports. Additionally, it recommends external auditor appointments, responds to shareholder inquiries, and executes tasks assigned by the BoDs. | Sheikh. Ibrahim Bin Khalifa Aal-Khalifa | Dr. Hussein Mohammed Ahmed Isaa |
| | | | Mr. Mohamed Hani Bin Al Sayed Bin Ibrahim Al Ayouti |
| Risk Policy Committee | Oversee risk management policies, frameworks, and controls to ensure the bank's resilience and regulatory compliance. It reviews crisis management reports, approves risk policies, and monitors stress testing mechanisms. The committee evaluates risk structures, acceptable limits, and mitigation strategies while ensuring effective risk assessment models, including the Verification and Validation Model, and compliance with IFRS 9 for credit loss estimation. It oversees cybersecurity risks, information security policies, and business continuity plans. Additionally, it reviews enterprise risk matrices, early warning indicators, and capital and liquidity risk strategies. The committee ensures collateral valuation, conflict of interest mitigation, risk awareness, and responds to shareholder inquiries. | Dr. Amani Khaled Boursesli | Mr. Abdel Hamid Aboumoussa |
| | | | Mr. Mohammed Bin Abdullah Abdelkarim Elkhareiji |

| Committees | Responsibilities | Head | Members |
|---------------------------------------|---|--|---|
| Governance & Nominations Committee | Oversee the implementation of governance principles, ensuring a strong compliance and governance framework while safeguarding customer rights. It periodically evaluates and recommends updates to the bank's governance policies, prepares governance reports for board review, and assesses the CBE's inspection findings. The committee monitors regulatory compliance through internal and external audit reports, maintains performance evaluations, and proposes nominations for independent board members. It fosters a governance culture across the bank, ensuring management understands governance and compliance risks. Additionally, it supports succession planning for senior management and exercises powers outlined in the bank's regulations while addressing shareholder inquiries. | Sheikh. Ibrahim Bin Khalifa Aal-Khalifa | Dr. Hussein Mohammed Ahmed Isaa |
| | | | Dr. Amr Ahmed Samih Talaat |
| | | | Mr. Mohamed Hani Bin Al Sayed Bin Ibrahim Al Ayouti |
| Salaries & Remuneration Committee | Ensure competitive and fair compensation policies that attract and retain top talent while aligning with the bank's risk policies. It reviews salary structures against industry benchmarks, establishes clear remuneration policies, and reassesses them periodically. The committee evaluates annual salary increase proposals and ensures performance-based rewards for internal control functions without compromising their independence. It oversees the disclosure of remuneration-related data in line with CBE requirements for inclusion in the annual board report. Additionally, it exercises powers granted by the bank's regulations and responds to shareholder inquiries. | His Royal Highness Prince Amr Mohammed Al-Faisal Aal-Saoud | Mr. Ahmed Attia Mohammed Abu Alwafa |
| | | | Mr. Mohammed Bin Abdullah Abdelkarim Elkhareiji |
| Information Technology (IT) Committee | supports the Board in overseeing the bank's IT and cybersecurity functions, ensuring alignment with industry advancements and strategic goals to enhance competitiveness. It reviews IT and cybersecurity strategies for consistency with the bank's objectives and evaluates related strategic projects, budgets, and implementation challenges. The committee ensures IT infrastructure optimally supports banking operations, enhances service efficiency, and meets customer expectations. It also assesses technology risks, continuity planning, data protection, and crisis recovery measures. Additionally, it monitors regulatory changes in IT and cybersecurity, evaluates their impact, and ensures compliance with relevant laws and standards. | Dr. Amr Ahmed Samih Talaat | Mr. Abdel Hamid Abomoussa |

Other Committees



Senior Management Committee

responsible for shaping policies that drive the bank's vision and mission. It reviews and approves the bank's annual strategic and business plans, including execution frameworks and associated costs. The committee oversees the development and implementation of operational manuals and procedures across all sectors. It evaluates proposals for new savings instruments, recommending them to the Board for approval. Additionally, it nominates senior executives based on the Governor's recommendations for Board approval. The committee addresses urgent critical issues affecting operations, approves operational risk registers, and provides recommendations on managing and investing bank-owned assets. It also monitors internal and external environments to sustain the bank's leadership in Islamic banking and reinforces adherence to sustainability principles.



Crisis Management Committee

responsible for overseeing the bank's Business Continuity Management Program to ensure operational resilience. In normal circumstances, the committee approves roles, responsibilities, policies, and strategies related to business continuity, ensuring alignment with ISO 22301 standards. It reviews risk assessments, impact analyses, and internal audit findings while monitoring performance and compliance. The committee also ensures crisis response training, tests recovery plans through simulations, and oversees the establishment of an emergency operations center.

During a crisis, the committee activates the crisis operations center, assesses real-time information, and implements response strategies. It coordinates decision-making, communication, and exceptional approvals while ensuring business continuity plans are enacted. The committee also manages reputational risks, oversees media communication, and evaluates recovery efforts post-crisis to extract lessons learned and strengthen future preparedness.



Head Office Finance Committee

responsible for reviewing and approving previous sub-committee meeting minutes and assessing financing products, setting limits, and submitting them for approval, with periodic reviews at least every three months. It evaluates creditworthiness, risk classification, and financing decisions within its authority, escalating higher approvals to the Executive Committee. Additionally, it reviews and recommends equity contributions in companies, ensuring periodic reassessment. The committee conducts biannual credit portfolio reviews to confirm financing is used as intended and quarterly reviews of client collateral to ensure compliance with Law No. 115 of 2015. It also examines matters referred by the Executive Committee for further analysis or decision-making.

Additionally, the committee plays a role in assessing financial products, setting financing limits, and reviewing creditworthiness within its delegated authority. It monitors the bank's credit portfolio, ensures proper utilization of credit facilities, and oversees collateral records in line with regulatory requirements. The committee also reviews proposed equity investments and submits recommendations to the Executive Committee for further approval.



Information Technology Development Committee

oversees the bank's technological advancements, information security, and innovation strategies. It ensures that technology investments align with the bank's objectives, focusing on system security and customer service improvements. The committee reviews and approves IT and cybersecurity strategies, evaluates technological investments, and monitors key projects such as digitalization and infrastructure. It ensures compliance with cybersecurity regulations and assesses IT performance, including disaster recovery and AI. The committee also addresses regulatory changes, evaluates cybersecurity risks, and ensures alignment with Egypt's financial security frameworks, while promoting continuous cybersecurity awareness and training.



Human Resources (HR) Committee

oversees the bank's HR strategies, ensuring alignment with overall objectives. It reviews organizational structures, performance evaluation systems, and job descriptions, recommending updates to the board. The committee develops and approves HR policies, including recruitment, career development, promotions, and training programs. It ensures effective succession planning and talent acquisition, approving recruitment and training plans. The committee also reviews employee transfers and promotions, presenting recommendations to the bank's governor. It monitors workforce size and performance evaluation policies to ensure efficiency and alignment with the bank's needs.



Remedial Assets Committee

oversees the management of the bank credit facilities, ensuring the effectiveness of collections and asset recovery efforts. It reviews and approves the minutes of previous meetings and monitors the collection efforts of classified credit facilities. The committee approves provisions for credit facilities in compliance with legal and regulatory requirements and decides on general or specific provisions for credit facilities to institutions or individuals. It also recommends or approves settlements with clients or write-offs of bad debts. The committee follows up on credit facilities with improved credit ratings and approves legal actions for classified credit facilities once all negotiation options have been exhausted.



Assets and Liabilities Committee (ALCO)

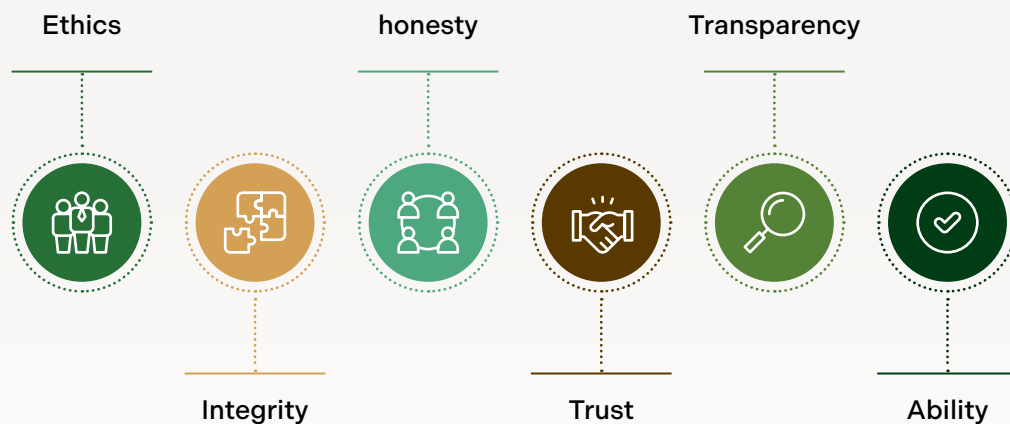
manages the bank's assets and liabilities by setting strategies and policies for their management. It develops investment and hedging strategies to address credit, liquidity, and interest rate risks, while monitoring the structure and maturity of assets and liabilities. ALCO evaluates liquidity levels, monitors foreign exchange and interest rate impacts, and ensures regulatory compliance. It approves banking products, oversees capital adequacy, and assesses profitability from trading operations. The committee supports the preparation of the annual budget, considering financing needs and associated risks, ensuring effective risk management practices.

Religious Supervisory Board

| Board Member | Position & Role | Field of Expertise |
|--|-----------------|---|
|  <p>Dr. Nasr Farid Mohammed Wassel</p> | Chairman | <p>Professor at Al-Azhar University</p> <p>Qualifications and experience:</p> <ul style="list-style-type: none"> • International degree, master's degree, and doctorate • College of Shari'ah and Law • Professor of jurisprudence and Shari'ah policy • Former Dean of the College of Shari'ah and Law • Member of the Council of Senior Scholars • Former Mufti of Egypt |
|  <p>Dr. Ali Gomaa Mohammed Abdulwahab</p> | Deputy Chairman | <p>Professor at the College of Islamic and Arab Studies and member of the Council of Senior Scholars</p> <p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Doctorate in the foundations of Islamic jurisprudence • Professorship degree • Former Mufti of Egypt |
|  <p>Dr. Hamdi Sobh Taha</p> | Board Member | <p>Professor at the Faculty of Shari'ah & Law in Cairo and member of the Council of Senior Scholars</p> <p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Doctorate in the foundations of Islamic jurisprudence • Professorship degree • Professor of the Fundamentals of Jurisprudence • Head of the Department of Fundamentals of Jurisprudence • Member of the Supreme Council of Al-Azhar • General Supervisor of the Main Fatwa Committee of Al-Azhar and its branches |
|  <p>Dr. Abdelhady Mohammed Abdelhady Zarea</p> | Board Member | <p>Full-time professor, Faculty of Shari'ah and Law, Al-Azhar University</p> <p>Qualifications and experience:</p> <ul style="list-style-type: none"> • International doctorate in jurisprudence and Shari'ah policy, Al-Azhar University • Professorship in Jurisprudence and Shari'ah policy, Al-Azhar University • Formerly Chairman of the Main Fatwa Committee of Al-Azhar Al-Sharif |
|  <p>Dr. Ata Abdelaty Mohamed Elsombaty</p> | Board Member | <p>Professor of Comparative Fiqh - Dean of the College of Sharia and Law, Al-Azhar University, Cairo</p> <p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Professor of Comparative Fiqh • Former Dean of the Graduate School at Al-Azhar • Former Head of the Comparative Department and Vice -Dean of the College of Sharia and Law • Member of the Main Fatwa Committee at Al-Azhar • Former Department Head and Senior Advisor to the President of Nur Mubarak University in Kazakhstan |

Business Ethics & Code of Conduct

The Business Ethics & Code of Conduct serves as a comprehensive framework governing the behavior of all employees at FIBE. It outlines the ethical principles and professional standards that employees must uphold in their daily interactions whether with colleagues, customers, or external entities. Rooted in fundamental values, labor laws, banking regulations, and the bank's internal policies, the Code ensures a high level of integrity across all operations. Its primary objectives include preserving the bank's reputation, strengthening a culture of commitment to the bank's interests, enhancing employees' ethical awareness, ensuring transparency and diligence in all duties, maintaining high professional standards, and promoting a strong internal control culture.



Scope & Implementation

The Code of Conduct applies to all employees of FIBE, including senior management, middle management, and operational staff. It also extends to consultants and temporary employees, who are expected to adhere to its core principles. The bank is committed to fostering a culture of integrity, ethical behavior, and internal accountability across all levels.

To uphold these standards, employees are responsible for understanding and complying with the Code and related policies. In case of uncertainty regarding ethical or legal matters, employees are encouraged to seek guidance from the Legal Affairs Department.

In alignment with its objectives, the bank ensures that the Code of Conduct complies with the guidelines, principles, and recommendations of relevant local and international authorities.



Conflict of Interest

FIBE is committed to maintaining transparency, integrity, and impartiality in all business operations by preventing conflicts of interest. Employees are expected to act in the bank's best interest and avoid any personal, financial, or business relationships that could compromise their professional responsibilities. The bank strictly prohibits the misuse of position or access to confidential information for personal gain or the benefit of related parties. Any external business activities that may interfere with official duties require prior approval, and employees must refrain from accepting gifts or financial incentives that could influence decision-making. To uphold accountability, all potential conflicts of interest must be disclosed, with non-compliance subject to disciplinary measures.

Whistleblowing Policy

Faisal Islamic Bank promotes an open-door policy, encouraging employees to raise concerns, suggestions, and complaints with their supervisors. If unresolved, matters can be escalated to a designated committee for further review. Supervisors and managers are also required to report any potential or actual legal or ethical violations. All reports are thoroughly reviewed, and if credible, they may be escalated to the Audit Committee or Board of Directors.

The bank's whistleblower protection framework empowers employees and stakeholders to report unethical or unlawful activities while ensuring confidentiality and protection against retaliation. By fostering a culture of transparency and accountability, the bank reinforces its commitment to ethical conduct and regulatory compliance.



Reporting Channels



cr.protection@faisalbank.com.eg



2446-Cairo



Management | +2 37621285/86

Head Office | +2 27868723/24

Hotline | 19851



Management | +2 37621281

Head Office | +2 27866744

Data Privacy and Cybersecurity

Ensuring strong data privacy and cybersecurity measures is a top priority in safeguarding sensitive information and maintaining trust. A comprehensive framework has been implemented to enhance security resilience, minimize risks, and comply with regulatory requirements. In 2024, 21 existing security policies were updated, and two new policies were developed to align with evolving cybersecurity threats and regulatory needs, reinforcing our commitment to keeping security protocols up to date.

Cybersecurity Resilience & Action Plan

To strengthen data privacy and cybersecurity, several important actions have been taken. These include the development and enforcement of information security policies, periodic penetration testing, and the implementation of protective measures to ensure data confidentiality. A dedicated Security Operations Center (SOC) actively monitors security threats in real-time, ensuring swift responses to incidents. Access to sensitive data is tightly controlled, with only authorized personnel able to retrieve critical information. Regular assessments of system vulnerabilities are conducted, with corrective actions taken promptly to mitigate identified risks.

In 2024, we revised the corrective action plan's timeline to accelerate the implementation of necessary measures, aiming to complete them faster. Significant progress has been made, with several tasks already completed and others set to be finished by the updated target dates.

Enhancing Cybersecurity Awareness

FIBE has launched ongoing awareness campaigns to reinforce best practices among employees and integrate cybersecurity into daily operations. These initiatives aim to ensure compliance with security protocols and reduce exposure to cyber threats. The training programs focus on phishing simulations, incident response procedures, and regulatory compliance. The effectiveness of these campaigns is measured through employee attendance and post-training evaluations.

In 2024, FIBE conducted numerous training sessions, both online and in-person, to enhance cybersecurity awareness across the bank with the participation of 197 employees. This initiative highlights FIBE's commitment to cultivating a security-conscious culture throughout the bank.

197

Training Attendees



Sustainable Supply Chain

FIBE recognizes the importance of responsible sourcing and sustainable procurement practices in ensuring operational efficiency while supporting economic and environmental sustainability. The bank maintains a well-structured supplier management approach, emphasizing transparency, quality, and long-term value creation.

Supplier Engagement and Local Sourcing

The bank engages with a diverse range of 95 active suppliers, with 99% being locally sourced, reinforcing its commitment to supporting the local economy. Supplier relationships vary in nature, including short-term and long-term engagements, contractual and non-contractual agreements, as well as project-based collaborations. This flexible approach ensures adaptability to evolving business needs while fostering strong partnerships within the market.

In 2024, procurement transactions amounted to EGP 388 million. The procurement process is guided by clearly defined needs and objectives, ensuring that suppliers meet essential criteria, including quality standards, cost efficiency, and added value.

In line with sustainability considerations, there is a growing preference for suppliers utilizing clean energy sources, reflecting the bank's commitment to environmentally responsible procurement. This extends across various procurement categories, including furniture, office supplies, printed materials, IT systems, software licenses, and computing equipment.

99%

Local Suppliers



EGP 388 Mn

Total Spend on Local Suppliers



Supplier Assessment and Capacity Building

To maintain high procurement standards, the bank evaluates its suppliers to ensure alignment with quality, efficiency, and sustainability requirements. Additionally, efforts are made to enhance supplier capabilities, including participation in relevant training programs. In 2024, employees attended procurement and inventory management training, totaling 23 hours of training. Reinforcing the best practices in supplier relations and procurement processes.



05

RISK MANAGEMENT & COMPLIANCE

COMPLIANCE WITH RELEVANT REGULATIONS & STANDARDS

RISK MANAGEMENT OVERSIGHT

ENVIRONMENTAL & SOCIAL RISK MANAGEMENT



Compliance with Relevant Regulations & Standards

Faisal Islamic Bank of Egypt is committed to full adherence to all applicable laws, regulations, and directives. The bank ensures compliance with legislative and regulatory frameworks, including the executive regulations and supervisory guidelines issued by the CBE. It also aligns with the Basel Committee's April 2005 paper on "Compliance and the Compliance Function in Banks" and the CBE's governance regulations issued in September 2024.

Compliance Framework

The bank implements a compliance framework covering due diligence, customer identification, risk classification, and measures Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT). It also adheres to international regulatory requirements such as the U.S. Foreign Account Tax Compliance Act (FATCA) and the Legal Entity Identifier (LEI) obligations under the EU MIFID II/MFIR framework, ensuring seamless transactions with European financial institutions. Through these measures, Faisal Islamic Bank upholds governance best practices and financial integrity.

Regulatory Compliance and Risk Controls

Mitigating Compliance Risks in New Products and Services

To safeguard the bank from compliance risks, the review and approval process of all new products and services ensures strict alignment with regulatory requirements before they are offered to customers. This comprehensive process includes evaluating terms, conditions, documents, and operational procedures to confirm adherence to applicable laws, regulations, and supervisory guidelines. It also encompasses governance AML/CFT measures, codes of professional conduct, whistleblower protection policies, and best banking practices.

12

Operational
Procedures Reviewed



9

Third-Party Service
Contracts Reviewed



6

New Services
/Products Reviewed



4

Service/ Product
Contracts Reviewed

In addition, the bank ensures full compliance with information security regulations, as per the directives from the CBE. Throughout 2024, the Information Security team followed 344 Cautionary bulletins issued by the CBE, strengthening the bank's cybersecurity measures. Social media posts are carefully evaluated, with necessary recommendations provided to ensure compliance.

344

Cautionary bulletins
issued by the CBE



Furthermore, the bank utilizes a Compliance Calendar to track incoming regulatory communications from the CBE. All relevant letters and circulars are directed at responsible managers and compliance officers, who record these in a dedicated electronic system. This ensures that all responses are issued in a timely manner, in full compliance with the CBE's instructions and regulatory deadlines.

Combating Financial Crimes: AML/CFT Measures

To mitigate the risks of money laundering and the financing of terrorism, Faisal Islamic Bank conducts thorough compliance checks across its branches. In 2024, 41 inspection visits were carried out to ensure all branches adhered to the necessary regulations. Additionally, the bank monitors banking transactions to ensure they align with the nature and scope of customer activities and account movements. Suspicious cases are carefully investigated and reported. The bank also performs comprehensive checks on SWIFT messages, comparing names against sanctions lists to avoid transactions with restricted entities or high-risk jurisdictions. Furthermore, external transfers to high-risk countries or individuals/entities subject to restrictions are meticulously reviewed and approved, safeguarding the bank from potential exposure to financial crime.

41

Conducted Inspection Visits



Internal Audit

Faisal Islamic Bank of Egypt maintains internal audit framework, ensuring the effectiveness of internal controls and governance practices across all operations. Adhering to international standards set by the Institute of Internal Auditors (IIA), internal audit contributes to enhancing efficiency and strengthening risk management to support the bank's strategic objectives. The audit approach follows a risk-based plan approved by the Audit Committee, aligning with the bank's priorities and regulatory requirements. The committee oversees progress and evaluates performance periodically, in line with the Central Bank of Egypt's directives.

To reinforce compliance with international best practices, the Internal Audit Charter was updated and approved in 2024. Additionally, an automated system has been introduced to digitize audit documentation, reduce paper usage, and enhance efficiency, with implementation planned for 2025.

Critical issues identified during audits are escalated to the Audit Committee and the Board of Directors when necessary, with the CEO informed in parallel. The 2024 audit plan was 100% executed, covering 56 engagements across different areas of the bank.

56

Audit Engagements Completed as part of the 2024 Annual Audit Plan.



Risk Management Oversight

At FIBE, a risk management framework serves as the foundation for maintaining financial stability and resilience. This framework, which encompasses Risk Appetite, Risk Tolerance, and Risk Capacity, is regularly updated and approved by the Board of Directors before being communicated to executives for effective implementation.

To ensure a proactive approach to risk management, FIBE continuously reviews and refines its risk policies and strategies, which are then presented to the Risk Policy Committee for approval. The bank remains committed to identifying, measuring, and monitoring risks, with regular reporting to the committee to support informed decision-making. Additionally, through the Internal Capital Adequacy Assessment Process (ICAAP), FIBE evaluates its capital position to ensure sufficient coverage for all risks. Early warning systems further strengthen this approach, enabling the bank to detect and mitigate potential risks before they materialize, reinforcing its commitment to long-term sustainability and financial soundness.

Risk Appetite Framework

FIBE's Risk Appetite Framework (RAF) defines the acceptable levels of risk the bank is willing to take to achieve its strategic objectives. The framework is reviewed regularly to ensure that risk-taking aligns with the bank's business goals and regulatory requirements. It includes the risk appetite for different risk types, which are presented to the Board for approval and communicated throughout the bank to ensure compliance. By setting clear risk limits, FIBE ensures that decision-making aligns with its long-term sustainability goals and supports sound risk management practices.

Financial Risk Management

Effective financial risk management is crucial for ensuring compliance with regulatory requirements. The bank has established policies, including the Operational Risk Management Reference, Concentration Risk Policy, and Stress Testing Policy, to manage financial risks and maintain adequate capital levels. Stress testing is regularly conducted to assess the bank's resilience under various adverse scenarios, ensuring that the capital adequacy ratio remains within required thresholds.



Concentration Risk Policy

The bank emphasizes the importance of managing concentration risk to ensure financial resilience and long-term soundness. This risk arises when exposure is heavily concentrated in specific sectors, clients, funding sources, or financial instruments. Types of concentration risk include:



Credit Risk

Arises from the concentration of loans with a single client or group of related clients, where repayment risk is linked to common factors, such as sectoral or geographical concentration.



Market Risk

Occurs when investments are concentrated in specific financial instruments, such as securities or bonds issued by a single entity.



Liquidity Risk

Results from reliance on a limited number of depositors or funding sources, or concentration in specific asset types.



Operational Risk

Arises from dependence on a limited number of external service providers or technological systems.

Risk Mitigation Strategies

To effectively manage concentration risk, FIBE employs a range of mitigation strategies that enhance diversification and financial resilience. A structured risk appetite framework defines acceptable concentration levels, ensuring ongoing monitoring and timely intervention. The bank actively adjusts asset allocations, enhances sectoral diversification, and implements measures to reduce exposure to potential vulnerabilities.

In addition, risk transfer mechanisms such as guarantees, and credit hedging are utilized to minimize the impact of concentrated exposures. Maintaining capital buffers beyond regulatory requirements further strengthens the bank's resilience, ensuring it can absorb potential financial shocks while supporting sustainable growth. Through these measures, FIBE remains committed to maintaining a sound and well-balanced financial position, aligned with its long-term sustainability objectives.

Stress Testing Policy

FIBE recognizes stress testing as a critical component of its risk management framework, assessing resilience under extreme but foreseeable scenarios. These tests provide valuable insights into potential risks, enabling the bank to identify necessary capital buffers to absorb potential losses. This proactive approach strengthens financial resilience and enhances the bank's ability to navigate unforeseen stress situations.

The objectives of the stress testing policy are to provide a forward-looking perspective on potential risks and allow the bank to plan effectively for future capital and liquidity needs. By evaluating various stress scenarios, the policy ensures alignment with defined Risk Appetite and Risk Tolerance while maintaining compliance with regulatory capital and liquidity requirements, even under adverse conditions.

Operational Risk Management

Operational risk management is a key component of our strategy to ensure the security, efficiency, and resilience of our bank's operations. It involves identifying, assessing, and mitigating risks arising from internal processes, systems, human factors, or external events. Aligned with international standards such as Basel II, ISO 31000:2018, and ISO 22316:2017, our framework enables proactive risk management across all areas of the bank. To strengthen our approach, we continuously assess and monitor risks through self-evaluations, Key Risk Indicators (KRIs), and a structured reporting system. Regular self-assessments help us evaluate risk exposure and implement mitigation measures, while KRIs allow us to track emerging threats and respond before they escalate. Additionally, our risk reporting framework ensures timely updates to senior management, supporting informed decision-making and strategic risk mitigation.

Business Continuity Plan (BCP)

In line with the best practices, we have developed a comprehensive business continuity plan (BCP) to ensure that critical operations continue smoothly during emergencies. Our disaster recovery center and business continuity sites are regularly tested to ensure that we are prepared for any disruption.

Fraud and Corruption Risk Management

Fraud risk is an integral part of FIBE's overall risk management framework, with identified risks systematically documented in risk registers and mitigation measures established across the bank. These risks are continuously assessed to ensure proactive identification and response.

It's identified through our risk assessment include internal fraud and external fraud, each requiring targeted strategies to mitigate potential financial and reputational impacts. In 2024, FIBE recorded 13 cases of external fraud, 1 case of internal fraud.

To address fraud risks, the bank implements stringent controls, including enhanced monitoring, employee awareness programs, and advanced fraud detection systems. Continuous evaluation of fraud trends enables the bank to strengthen its preventive measures and uphold its commitment to integrity and transparency.

Certificates

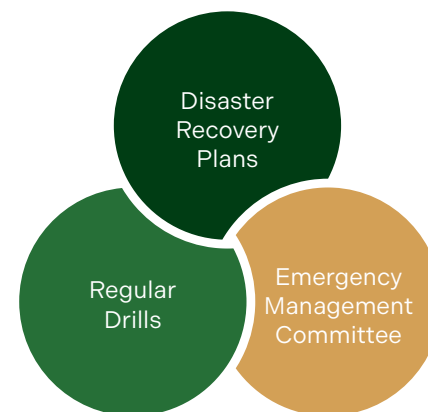


ISO 31000:2018

Risk Management

ISO 22316:2017

Organizational Resilience



14

Fraud Cases



Environmental & Social Risk Management



At FIBE, Environmental and Social Risk Management (ESRM) is crucial in identifying and mitigating potential risks that could impact the bank's operations and stakeholders. Recognizing the importance of environmental and social considerations in financial decision-making, the bank is working towards developing and integrating ESRM into its broader risk management framework to ensure responsible banking practices and regulatory compliance.

FIBE is Preparing an Environmental and Social Management System (ESMS) to support the assessment and management of these risks. Through this system, the bank evaluates potential environmental and social impacts associated with its financing activities and operational practices, ensuring alignment with relevant guidelines and industry standards.

Climate Change Risk & Opportunity

Climate change introduces a range of physical and financial risks, including extreme weather events such as floods, heatwaves, and droughts, which may disrupt business operations, damage assets, and impact loan repayment capacities. Additionally, broader environmental and regulatory developments could influence economic conditions, affecting various industries and market dynamics.

At the same time, climate-related shifts may also create new areas of financial activity, particularly in sectors related to sustainable projects and low-carbon transition efforts. As environmental and social risks continue to evolve, understanding their implications remains an important aspect of risk management within the banking sector.



06

DIGITALIZATION

DIGITALIZATION STRATEGY

CUSTOMER EXPERIENCE



Digitalization Strategy

FIBE's information technology (IT) is crucial in driving digital transformation by supporting research, managing digital banking services, and ensuring compliance with both internal initiatives and the regulations set by the CBE. The division provides the necessary IT infrastructure to support all digital banking initiatives, manages network security, monitors cybersecurity threats, and controls identity access. It also ensures compliance with data governance, IT sustainability, and information security standards, while overseeing the automation of internal banking processes to increase efficiency and reduce resource consumption.

As part of its commitment to sustainable growth and operational excellence, FIBE continues to implement its digital transformation strategy, which enhances efficiency, security, and customer experience. This transformation is designed to support regulatory compliance, ensure data security, and improve business resilience, while also minimizing environmental impact through paperless operations and energy-efficient IT infrastructure. By modernizing its core banking infrastructure and digital services, FIBE ensures that customers have access to secure, innovative, and user-friendly financial solutions.

Driving Digital Innovation

FIBE is actively implementing technology-driven projects that align with CBE's regulatory framework and FIBE's sustainability commitments. These initiatives focus on automation, digital banking expansion, IT infrastructure enhancement, and cybersecurity.

| Project | Status |
|----------------------------------|--------|
| Hardware Renewal (Branches & HQ) | ✓ |
| Legal Affairs Automation System | ✓ |
| Zakat Fund Process Automation | ✓ |

Customer Experience

Faisal Online

Faisal Online is a digital platform designed to offer FIBE's customers a seamless and convenient banking experience. Through this service, customers can easily inquire about their account balances, track transaction history, and transfer funds between accounts. Additionally, Faisal Online allows customers to make requests for various banking services, such as ordering checkbooks, purchasing certificates, and issuing ATM and VISA cards.

162,847

Total Number of Online Banking Customers
(+13.4% YOY)



EGP 25.6 Bn

Total Volume of Transactions
(+119.9% YOY)



831,695

Total Number of Transactions
(+87.3% YOY)

Faisal Cash Wallet

Faisal Cash is FIBE's electronic wallet service, designed to provide customers with a fast, secure, and convenient digital payment solution. The wallet enables users to pay bills, make donations, and purchase tickets effortlessly, enhancing overall financial accessibility. By supporting interoperability, Faisal Cash allows seamless fund transfers to other e-wallets across Egypt, contributing to greater financial inclusion. With a continuously expanding customer base, the service reflects FIBE's commitment to embracing digital innovation and meeting the evolving needs of its customers.

26,394

Users Subscribed to Faisal Cash Wallet



EGP 626.3 Mn

Total Volume of Transactions
(+23.3% YOY)



InstaPay

FIBE continues to enhance its digital banking services through its partnership with InstaPay, enabling customers to perform instant and secure financial transfers. This integration allows users to seamlessly transfer funds to any bank account in Egypt, providing a fast and efficient payment solution. With an intuitive interface and advanced security features, InstaPay simplifies digital transactions, reinforcing FIBE's commitment to delivering innovative and accessible financial services.

EGP 34.8 Bn

Total Volume of Transactions



6,294,442

Total Number of Transactions

Utilizing Social Media for Client Interaction

Social media has become an essential tool for FIBE in enhancing customer interaction, promoting financial literacy, and improving service accessibility. By actively engaging with clients on Facebook, LinkedIn, and Instagram, the bank provides real-time support, shares financial insights, and fosters trust through transparent communication. This digital-first approach ensures that FIBE remains responsive, customer-focused, and aligned with evolving banking trends.

Expanding Digital Reach

| | | | | |
|---|----------------------------|-------------------------------|------------------------------|--------------------------|
|  | 61,301 Followers | 5,746 New Followers | 47,488 Page Views | |
|  | 49,414 Followers | 155,300 Reach | 892,900 Page Views | 545,500 Visits |
|  | 17,574 Followers | 14,400 Reach | 86,400 Page Views | 10,700 Visits |

Creating Value Through Digital Engagement

FIBE's social media strategy is not only about visibility, but also about creating value for clients and stakeholders. Through interactive communication, personalized responses, and customer-centric content, the bank enhances trust and transparency. Additionally, its commitment to financial inclusion and literacy is reinforced through targeted awareness campaigns and community-driven initiatives. By integrating social media into its broader digital strategy, FIBE continues to position itself as an accessible, customer-focused, and innovative financial institution, ensuring that its services evolve alongside the needs of its clients.





07

SUSTAINABLE FINANCE

ENVIRONMENTAL LENDING PORTFOLIO

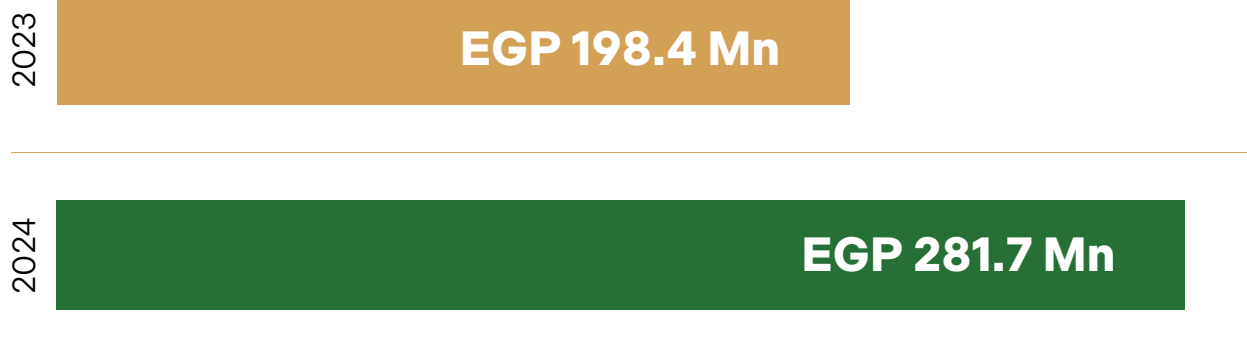
SOCIAL LENDING PORTFOLIO

At FIBE we integrate environmental and social considerations into our financial activities to support sustainable economic growth. By expanding our sustainable finance offerings and enhancing transparency, we align with Egypt's development priorities and global best practices to strengthen our role as a responsible financial institution.

Sustainability is embedded in our financing decisions, with careful consideration given to environmental and social impacts. We prioritize projects that contribute to long-term economic stability while aligning with responsible growth principles.

FIBE strategically directs financing toward key economic sectors that drive national prosperity. Through Sharia-compliant financial solutions, we support businesses and individuals in agriculture, industry, services, and commerce, ensuring responsible and productive growth.

FIBE Sustainable Finance Growth



2024 Lending Portfolio Overview

EGP 281.7 Mn

Environmental and Social
Lending Portfolio Projects

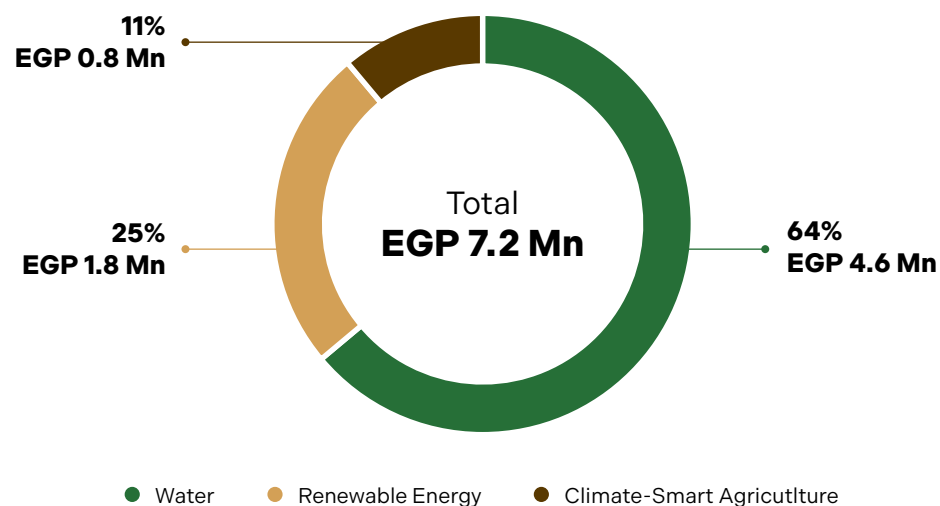
EGP 18,253 Bn

Total FIBE Lending Portfolio

Environmental Lending Portfolio

FIBE continued to advance its environmental sustainability efforts by financing projects that drive positive changes. In 2024, the bank prioritized investments in sustainable water management, renewable energy, and climate-smart agriculture, to enhance environmental resilience and promote resource efficiency.

Environmental Lending Breakdown

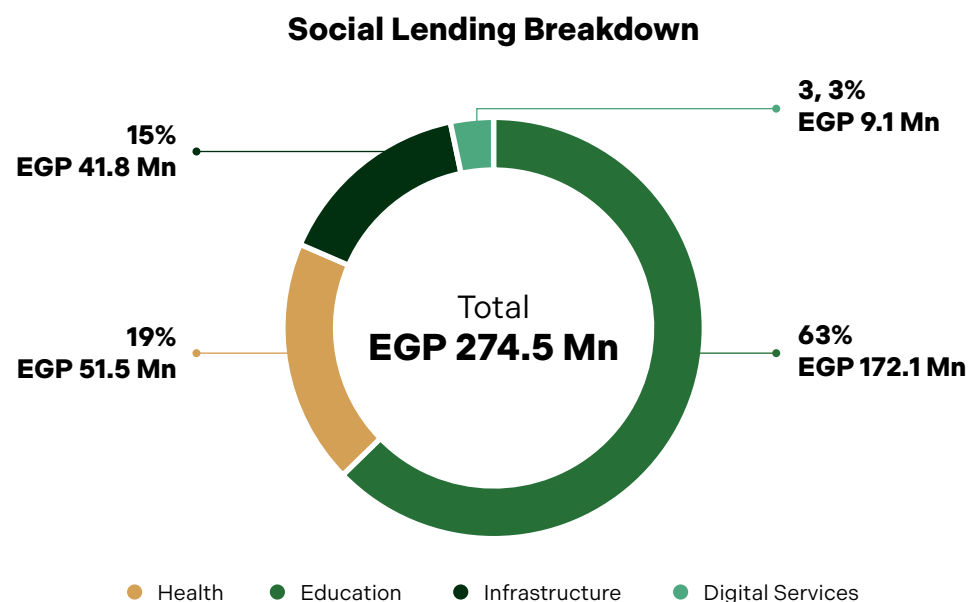


Across
5 Projects



Social Lending Portfolio

Throughout this year FIBE reinforced its commitment to societal development through projects that enhance community welfare. The bank focused on initiatives in healthcare, education, infrastructure, and digital services contributing to sustainable social progress and improving quality of life.



Across

97 Projects





SOCIAL RESPONSIBILITY

OUR EMPLOYEES

OUR CUSTOMERS

DRIVING FINANCIAL INCLUSION

OUR COMMUNITY IMPACT

Our Employees

At FIBE, our employees are the foundation of our success and the driving force behind our commitment to sustainable growth. With a total of 1,717 employees, we prioritize creating an inclusive, dynamic, and supportive work environment that fosters continuous learning, innovation, and well-being. We invest in our people through professional development programs, leadership training, and employee engagement initiatives, ensuring they are empowered to contribute to the bank's long-term vision. By cultivating a culture of integrity, collaboration, and excellence, we enhance our ability to deliver exceptional banking services while upholding our responsibility toward sustainable development.

1,717

Total no. of Employees



Diversity and Inclusion

At FIBE, we recognize that a diverse workforce fosters innovation, enhances decision-making, and strengthens our organizational culture. With 8% of our employees being female and 92% male, we are committed to cultivating an inclusive environment where all individuals have equal opportunities to thrive. Our approach focuses on embedding diversity in recruitment, leadership development, and workplace policies to drive meaningful progress toward a more balanced workforce.

Percentage of Females across Workforce



Empowering Women

FIBE continues to make strides in promoting gender diversity, with 130 female employees across our workforce, reflecting a 4% year-over-year increase. Our hiring efforts also emphasize inclusion, with 19.4% of new hires in 2024 being women. We are dedicated to creating a workplace where women have equal access to opportunities for growth and leadership. By implementing mentorship programs, tailored training sessions, and career development initiatives, we support women in advancing their careers and expanding their impact within the bank. Additionally, we continue to foster an inclusive culture by encouraging policies that promote work-life balance, leadership representation, and long-term career progression. Through these efforts, we aim to strengthen female participation within the bank and contribute to greater gender equality in the financial sector.

130

Female Employees
(YOY +4%)

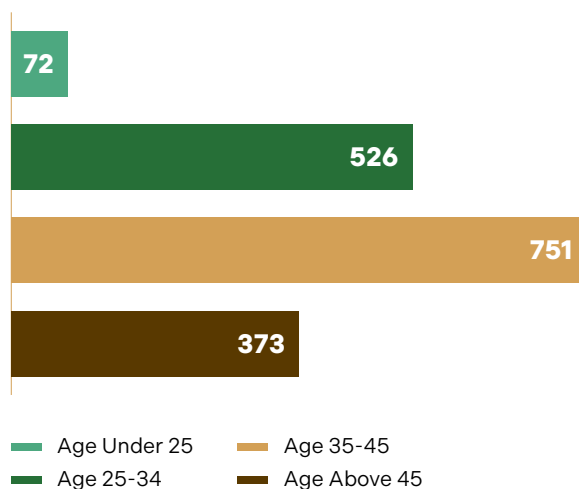


19.4%

Female Representation Across New Hires

Age Diversity

FIBE fosters a well-balanced workforce by integrating a mix of young talent, mid-career professionals, and seasoned experts. The majority of our employees, 44%, fall within the 35-45 age group, bringing extensive industry experience and leadership. Meanwhile, 31% of our workforce consists of professionals aged 25-34, driving innovation and growth. Employees above 45 years old represent 22%, contributing seasoned expertise. This diverse age representation enables us to maintain a dynamic and forward-thinking workplace that balances fresh perspectives with deep expertise.



Turnover Rate

In 2024, FIBE experienced a total turnover of 92 employees, with the highest rates recorded at the headquarters and Giza branch, accounting for 37% of the total. Efforts are underway to improve retention in these locations. In contrast, branches such as Zagazig and Ismailia reported no turnover, highlighting successful retention practices. To sustain and build on this success, FIBE is examining the causes of turnover and introducing training programs tailored to specific regions. The Bank is also focused on creating a more supportive work environment and providing opportunities for growth to encourage employee satisfaction and long-term retention.

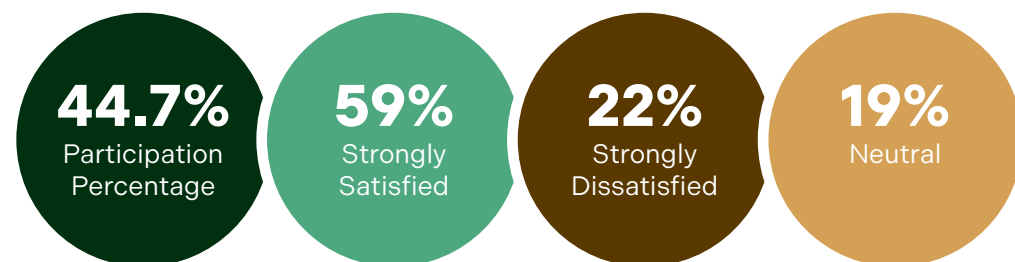
5.4%
Turnover Rate



Employee Retention and Development

Retaining experienced employees is a key priority for FIBE, as high turnover drives up costs, disrupts productivity, and leads to a loss of valuable knowledge. While the bank understands the need for fresh talent, the focus is on supporting and developing its current employees. Through tailored training, clear career growth opportunities, and recognition of achievements, FIBE creates an environment where employees feel valued and motivated. This approach, combined with competitive pay and benefits, strengthens employee satisfaction, loyalty, and overall bank performance.

Employee satisfaction Survey



Employee Compensation and Benefits

At FIBE, we prioritize investing in our employees' financial wellbeing and satisfaction by offering competitive salaries, benefits, and bonuses. These expenses reflect our commitment to attracting, supporting, and retaining top talent. By fostering a supportive environment, we ensure that our employees feel valued and motivated. This approach enhances loyalty and drives overall bank growth. We remain dedicated to providing comprehensive compensation that focuses on long-term satisfaction and security.

EGP 1.12 Bn

Total Employee Expenses
(Salaries, Benefits, & Bonuses)

EGP 45.89 Mn

Total Retirement Benefits



Learning and Development

At FIBE, we prioritize providing employees with opportunities to enhance their skills and advance their careers. Training and development are integral to building a capable and efficient workforce. While we've introduced a range of training initiatives, there is room for further enhancement. Our programs encompass diverse topics, including Financial Inclusion and Sustainable Finance, ensuring alignment with industry developments.

In 2024, we delivered 40,999 training hours, averaging 23.9 hours per employee, through a combination of online and in-person sessions. Newly added programs in sustainability and sustainable finance have been included this year as well as health and safety courses including first aid. We are committed to continually refining our training programs to meet the evolving needs of the banking sector.

40,999

Total Training Hours



1,983

Total Sustainability Training Hours

23.9

Average Training Hours Per Employee

Training Programs

New Managers Empowerment Program

FIBE implemented leadership development programs for 24 new managers across different sectors. This initiative is designed to prepare the next generation of leaders, ensuring that the bank continues to grow and thrive with effective leadership at all levels.

24
Managers

Sustainability and Green Finance Training

FIBE delivered training to 307 employees in sustainable development, sustainable finance, and climate change risks. The training emphasized green finance and its role in reducing carbon footprints, aligning employees with the bank's sustainability goals.

307
Employees

Financial Inclusion and Economic Development

FIBE invested in financial inclusion by training 114 employees in financial literacy and inclusion. This initiative aimed to enhance employees' understanding of economic development and provide customers with access to essential financial products tailored to their needs.

114
Employees

Customer Rights Protection & Complaint Management

FIBE trained 261 employees on customer rights and how to handle complaints effectively. The initiative enhances the bank's commitment to customer protection and ensures that employees are equipped to address and resolve customer issues promptly.

261
Employees

Accessibility for Individuals with Special Needs

FIBE trained 50 employees to assist customers with disabilities, helping to ensure that individuals with special needs can easily access banking services. This initiative supports the bank's commitment to inclusivity and ensures that all customers receive high-quality service.

50
Employees



Employee Health and Well-being

FIBE remains committed to fostering a safe, healthy, and supportive work environment for its employees. The bank actively invests in initiatives that prioritize employee well-being, from comprehensive medical benefits to advanced security measures that ensure a safe workplace. These efforts align with FIBE's sustainability objectives, reinforcing the bank's dedication to employee welfare, and security.

Strengthening Workplace Security



Centralized Surveillance Room

A centralized monitoring room was established to oversee branch operations in real time, ensuring a secure and controlled work environment. This system enhances the bank's ability to detect and mitigate potential external threats while promptly addressing any technical or operational disruptions. By strengthening security oversight across all branches, the initiative has improved the bank's capacity to respond swiftly to external disturbances and technical issues.



Secure Communication Network

A wireless communication network was developed to facilitate seamless coordination between the security team and branches, particularly during emergencies. This initiative enhances the bank's ability to manage security incidents efficiently, ensuring a rapid response to any arising threats. With constant supervision in place, the risk of security escalations at branches is significantly reduced, and emergency communication is now faster and more effective.



Security Screening for Vendors

To enhance the security of the bank's operations, a thorough screening process was implemented to filter out unverified vendors and retain only those meeting strict security standards. This initiative ensures that all external companies engaged with the bank are reliable, minimizing potential security risks and safeguarding the institution's infrastructure. As a result, unauthorized vendors are prevented from accessing bank facilities and systems, while a secure and trusted vendor database is maintained to support operational needs.

Medical Benefits for Employees

The bank provides medical treatment for active and retired employees with no maximum limit. Additionally, the bank covers medical treatment for employees' families (current, retired, or deceased) up to EGP 7,000 annually, with full coverage for surgical procedures. In cases requiring specialized care, employees may be sent for treatment abroad to ensure the highest standard of medical attention.

The bank prioritized the health and well-being of its employees and their families by contracting with 44 new medical service providers. This expansion in healthcare coverage ensures that all employees across various regions have access to high-quality medical services.

Number of Beneficiaries

1,369

Number of active employees who benefited from medical treatment for themselves and their families.

744

Number of retired employees who benefited from medical treatment for themselves and their families.

2,113

Total number of beneficiaries of medical services in 2024.



Medical Treatment Costs

EGP 114.4 Mn

Cost of employee medical treatment

EGP 41.3 Mn

Cost of employee family medical treatment



Health, Safety, and Environment (HSE) Trainings

FIBE remains committed to ensuring a safe and healthy work environment by providing employees with essential HSE training. These training programs equip employees with the necessary knowledge and skills to respond effectively to emergencies, maintain workplace safety, and ensure compliance with best practices in occupational health and safety.

1,080

Total HSE Training Hours

155

HSE Trainees

TRAINING PROGRAMS

No. of Employees Trainees

| | |
|--|-----------|
| Emergency Plan Measures (In Cases of Break-ins and Armed Robbery) | 25 |
| CPR Training | 49 |
| Implementation of Emergency and Firefighting Plans | 81 |

Our Customers

Faisal Islamic Bank of Egypt is committed to delivering a seamless and customer-centric banking experience by ensuring transparency, accessibility, and responsiveness across all interactions. The bank continuously enhances its services and communication channels to meet customer expectations while upholding the highest ethical and regulatory standards.

Managing Complaints

FIBE ensures an effective and transparent complaint management process to protect customer rights. Complaints are received, documented, and investigated through all available channels, with a focus on identifying root causes, providing recommendations, and implementing corrective actions to prevent recurrence. The bank applies proper procedures across product and service design, service provider contracting, outsourcing, customer service operations, and corporate communications.

In 2024, the bank remained dedicated to upholding customer rights in alignment with its strategic direction. Certain policies were updated during the year, to reflect both global standards and local regulatory requirements. Any significant or critical issues identified are reported to the Audit Committee through the Compliance Officer, with findings subsequently presented to the Board of Directors for review.

A total of 1,335 complaints were received in. Of these, 1,316 complaints have been successfully resolved, while 19 complaints remain under process within the timeframe specified by CBE. Additionally, seven recommendations and corrective actions were implemented during the year to enhance complaint management and customer service.

| Category Complaints | Number of Complaints | Percentage |
|--|----------------------|------------|
| Complaints About Employees' Handling of Transactions | 429 | 32.13% |
| Card and ATM Complaints | 359 | 26.9% |
| E-Banking Services Complaints | 253 | 18.95% |
| Work Environment Complaints | 55 | 4.12% |
| Fees and Commissions Complaints | 44 | 3.3% |
| Remittances Complaints | 31 | 2.32% |
| Customer Rights Violations Complaints | 31 | 2.32% |
| Call Center Complaints | 22 | 1.64% |
| Interest Rate Complaints | 6 | 0.45% |
| Other Complaints | 105 | 7.87% |

98.6%

Solved Complaints

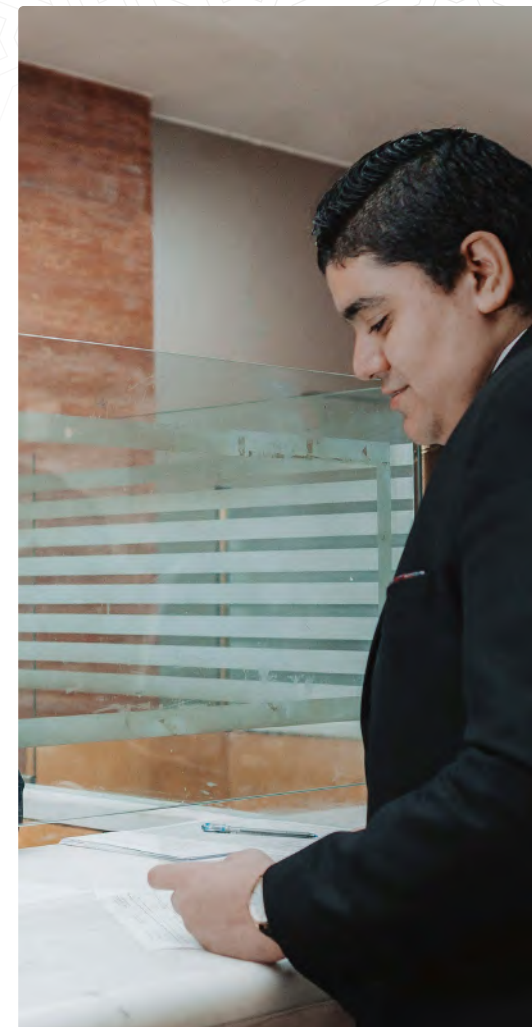


Enhancing Customer Experience

At Faisal Islamic Bank of Egypt, we continuously strive to elevate the customer experience by offering unique and meaningful rewards that resonate with our clients' values. Our initiatives are designed to foster deeper connections, enhance satisfaction, and reflect our commitment to Islamic banking principles.

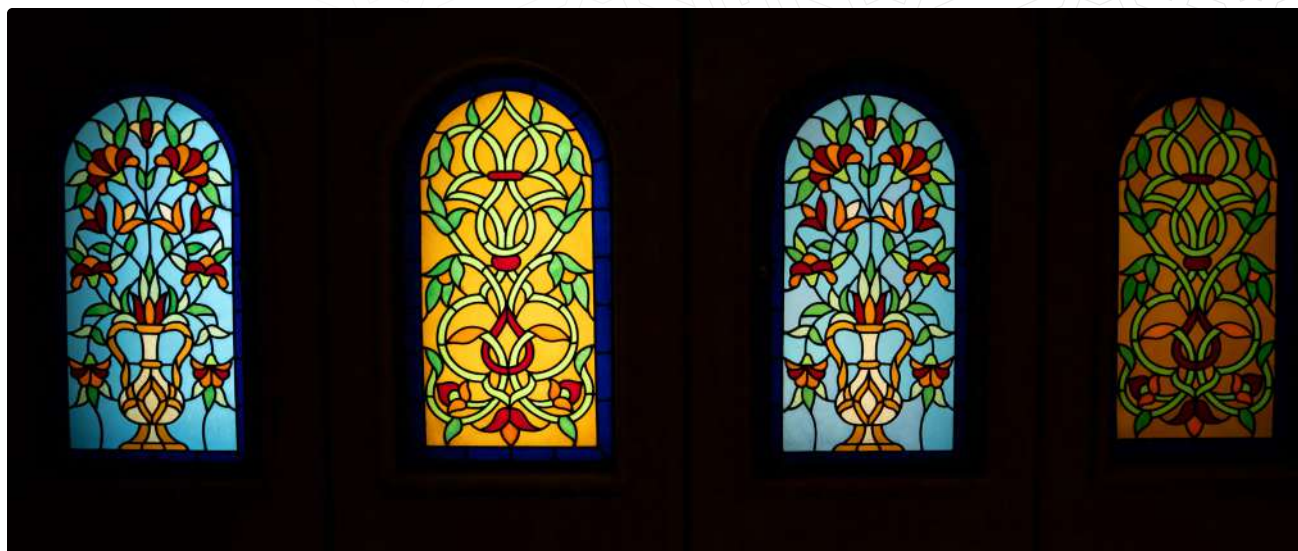
Umrah Prize

FIBE offers the "Umrah Prize," which reward 50 customers twice a year with an all-expenses-paid trip to perform Umrah. This special prize is awarded during two significant occasions: the Prophet's Birthday and the month of Rajab. The prize enhances our customers' experiences by offering them a chance to embark on a spiritual journey while reinforcing their loyalty to the bank. In 2024, the bank successfully organized the Umrah trip for the Prophet's Birthday, and similar arrangements were made for Rajab. With positive feedback from participants, the Umrah Prize continues to be a key driver in our customer engagement strategy, creating memorable experiences that reinforce our bank's reputation as a leader in customer-focused, Islamic banking services.



Driving Financial Inclusion

As part of its commitment to expanding financial accessibility, FIBE participated in various financial inclusion events throughout the year. These initiatives aimed to attract a broader segment of society, ensuring that individuals from all backgrounds particularly women, youth, farmers, and PWDs access to banking services. By reaching the largest possible number of citizens and integrating them into the formal financial system, FIBE reinforced its role in promoting economic empowerment and financial awareness.



Enhancing Financial Awareness

FIBE actively promotes financial literacy to empower individuals with the knowledge needed to make informed financial decisions. In 2024, the bank conducted six financial literacy awareness sessions, with women comprising **65%** of the audience. These sessions play a vital role in fostering economic participation and strengthening financial resilience within society.

Innovative Products for Greater Accessibility

To expand financial inclusion across various customer segments, FIBE introduced several new products in 2024, including the **Ahaleena Investment Account, Faisal Royal Service, and the Mobile ATM Service (M. ATMs)**. These initiatives aim to provide convenient and inclusive banking solutions, ensuring that more individuals and communities can access financial services tailored to their needs.

Empowering Women

FIBE remains committed to enhancing financial accessibility for women. In 2024, the total number of women holding accounts **531,969** bank's ongoing efforts to integrate more women into the formal financial system and support their financial independence.

Financial Inclusion Events

International Women's Day



999
Accounts

831
Cards

International Youth's Day



1,702
Accounts

1,482
Cards

World's Saving Day



1,702
Accounts

1,482
Cards

Arab Day for Financial Inclusion



1,484
Accounts

1,228
Cards

Farmer's Day



1,132
Accounts

948
Cards

International PWDs' Day



959
Accounts

887
Cards

Financial Literacy

In alignment with our commitment to promoting financial inclusion and literacy, FIBE has collaborated with various external stakeholders to expand access to banking services and enhance financial awareness. Through targeted initiatives across youth centers, educational institutions, professional syndicates, and government bodies, we have successfully engaged diverse segments of society. These efforts aim to integrate individuals into the formal financial system by providing them with the necessary tools and knowledge.

| Category | | Total No. of Accounts |
|--|---|-----------------------|
| Youth Centers | Damanhur City Youth Centre | 20 |
| | Khorshed Youth Center, Alexandria | 12 |
| | Gezira Youth Center 2, 6th of October | 21 |
| | El Gomhoria Center, Shebin El Kom, Monofia | 14 |
| Educational Institutions | Faculty of Commerce, Port Said University | 50 |
| | Faculty of Economic Studies & Political Science, Alexandria | 16 |
| | Suez Canal University | 22 |
| Professional Syndicates & Clubs | Judges Club of Mansoura and others | 54 |
| | Lawyers Syndicate of Port Said | 65 |
| | Engineers Syndicate of Damietta | 131 |
| Government & Public Sector | Directorate of Education, Sohag, and others | 291 |



Banking Career Preparation for Students

FIBE partnered with the Egyptian Banking Institute to provide practical training to 878 students, helping bridge the gap between academic education and the banking sector. The bank's program contributed to the employability of graduates by preparing them for careers in banking.

Our Community Impact

As part of FIBE ongoing commitment to sustainable development and social impact, the bank has made significant financial contributions across key areas, focusing on supporting individuals, students, religious institutions, and healthcare services. These contributions align with our broader sustainability goals, aiming to uplift communities and enhance overall well-being.

Corporate Social Responsibility (CSR) Contributions



Support for Deserving Individuals

In 2024, FIBE allocated a total of EGP 203.8 million to assist individuals in need. This funding covered urgent medical treatments, including organ transplants (kidney, liver, open-heart surgery), as well as disaster relief efforts, assistive devices, and monthly financial support for approximately 70,000 deserving cases. These contributions aim to alleviate hardship and improve the quality of life for vulnerable groups, ensuring they have access to essential services and healthcare.



EGP 203.8 Mn
Total Donations



Support for Educational Initiatives

FIBE recognizes the importance of education in driving long-term development. In 2024, the bank donated EGP 4.4 million to support educational institutions, scholarships, and student welfare programs. This included financial support to various universities such as Cairo University, Ain Shams University, Zewail City of Science and Technology, and South Sinai students, as well as donations to Quran memorization centers. These initiatives are designed to help students pursue higher education and foster an environment of learning and personal growth, contributing to the development of future leaders and professionals.

EGP 4.4 Mn
Total Donations



Support for Religious Institutions

In FIBE efforts to preserve and support religious institutions, we donated EGP 2.3 million to the furnishing and equipping of mosques. This funding enabled the renovation of 35 mosques across several governorates, including Cairo, Giza, Asyut, Qena, and Mansoura. The donations covered the purchase of carpets, sound systems, and microphones, ensuring these places of worship are well-equipped to serve their communities. Our support for religious institutions also reflects our broader commitment to community welfare and spiritual well-being.

EGP 2.3 Mn

Total Donations



Support for Healthcare, Charities, and Governmental Initiatives

FIBE dedication to healthcare and social welfare is reflected in our total contribution of EGP 185.6 million to hospitals, charitable organizations, and governmental programs. This includes donations to institutions like “Tahya Misr Fund,” the “Egyptian Zakat and Charity Fund,” the “Ministry of Awqaf” for food and sacrifice projects, and various hospitals and medical centers. Notable contributions also went toward supporting institutions such as the “Baheya Foundation” for breast cancer treatment, and various other healthcare initiatives aimed at providing better healthcare access and treatment for the underprivileged.

Additionally, we contributed to government-driven projects like the “Eliminating Health Waiting Lists” initiative, which aids in reducing waiting times for critical medical procedures. These efforts align with our commitment to promoting health equity and supporting national initiatives for the well-being of all citizens.

EGP 185.6 Mn

Total Donations

Zakat Fund

The Zakat Fund of Faisal Islamic Bank of Egypt is a cornerstone of the bank's social responsibility efforts, managing and distributing resources according to Islamic principles, with a focus on supporting individuals, healthcare institutions, education, and infrastructure projects. It ensures proper allocation to eligible beneficiaries while maintaining an independent budget, reporting to shareholders, and securing external audit approvals. While its core responsibilities remained unchanged in 2024, the fund expanded its scope to include water supply projects, roof construction for underprivileged families, and a livestock initiative across Upper and Lower Egypt.

EGP 343.4 Mn

Total Assets



EGP 343.4 Mn

Total Liabilities



EGP 397.2 Mn

Total Revenue



EGP 396 Mn

Total Spending Expenditures



Financial Disbursement and Charitable Initiatives

In 2024, the Zakat Fund reinforced its commitment to social responsibility by disbursing 396.1 million EGP across various sectors, contributing to inclusive and sustainable development. A significant portion was allocated to supporting vulnerable individuals, ensuring access to essential needs and social welfare services. Healthcare initiatives received substantial funding, enabling hospitals and medical institutions to enhance patient care and expand access to critical treatments. The fund also prioritized education and religious initiatives, supporting students, Quran memorization competitions, and mosque development. Additionally, investments in maintaining religious institutions contributed to preserving cultural and spiritual heritage. With a strong focus on efficient resource management, operational expenses were kept minimal, maximizing the fund's impact on communities in need.

EGP 203.8 Mn

Individuals



EGP 2.25 Mn

Quran Competition & Mosques



EGP 4.4 Mn

Students



EGP 0.016 Mn

Administrative Expenses



EGP 185.6 Mn

Medical Institutions & Well-Known Association



Charitable Investment Accounts

The Zakat Fund's Charitable Investment Accounts reflect the deep trust it has earned within the community, with 300 million EGP deposited by the end of 2024. These funds are strategically invested to generate sustainable returns, ensuring a continuous source of support for Zakat-eligible beneficiaries, hospitals, orphan care centers, and other charitable initiatives. This model reinforces the fund's long-term financial sustainability while expanding its social impact. By the end of the year, the number of charitable investment accounts reached 4,704, demonstrating the growing commitment of donors to structured and enduring philanthropy.

The Orphanage - Al Faisal Development Association

A generous donor contributed a 2,100-square-meter plot of land in Mokattam to the Zakat Fund at FIBE, where a five-story building with a sports area was developed. Inaugurated in 2007, the facility has provided comprehensive care to 46 male children, offering them high-quality education in private schools, along with health, cultural, religious, and sports support.

The children have received diplomas in various vocational fields, with five continuing post-secondary education. The facility is supervised by Al-Rahma Mosque in Mokattam, and operational costs are covered by the facility. A charitable investment account with a balance of 4 million EGP was established between the Zakat Fund administration and the Faisal Foundation for Development. Monthly returns from this account are used to support the children's living expenses.



09

ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL MANAGEMENT

CLIMATE CHANGE ACTION

ENERGY AND RESOURCES MANAGEMENT

WASTE MANAGEMENT

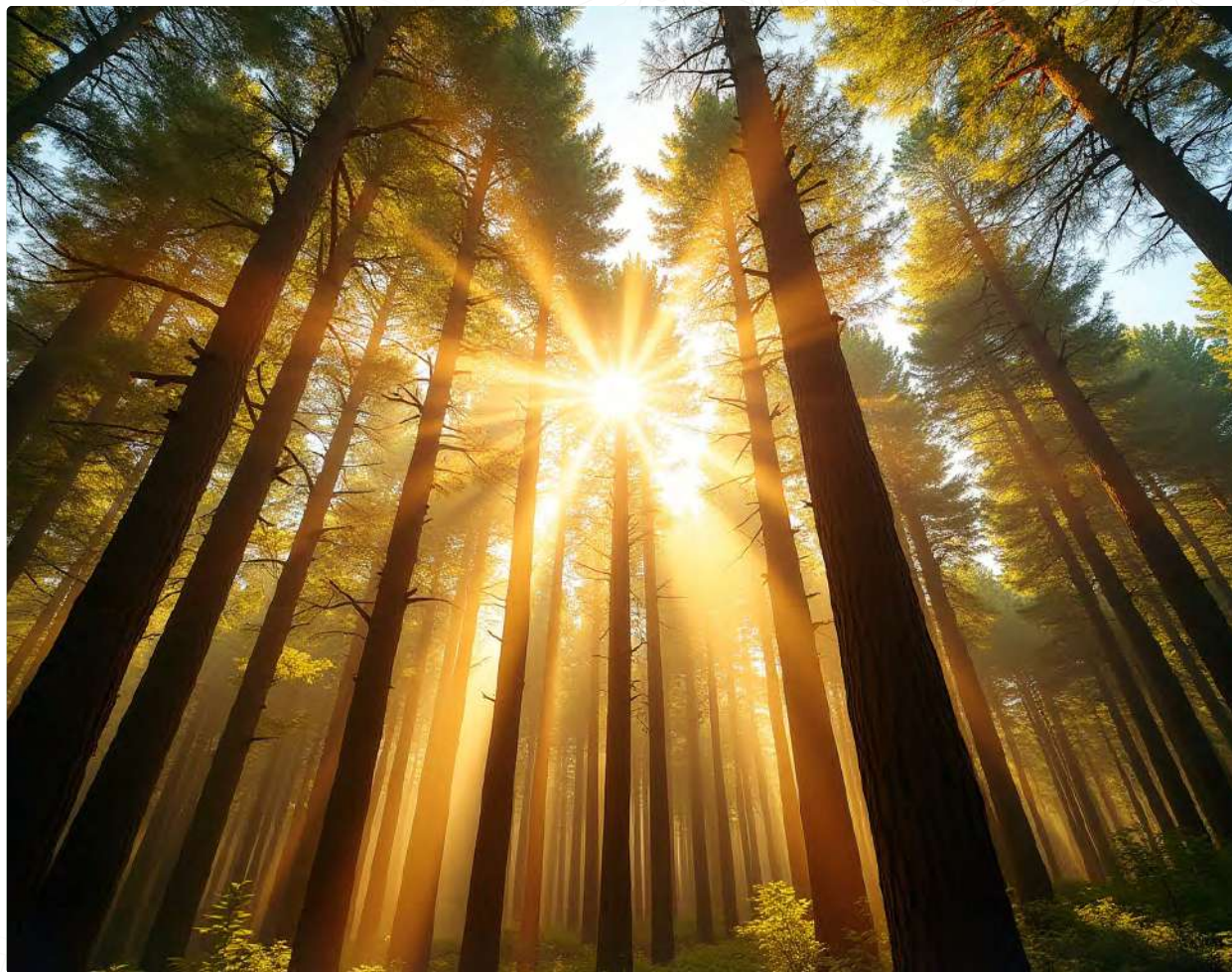


Environmental Management



FIBE recognizes the vital role of financial institutions in addressing environmental challenges. We are committed to promoting a circular economy, reducing our environmental footprint, and managing natural resources responsibly.

By supporting global initiatives like the Principles for Responsible Banking and the Task Force on Climate-related Financial Disclosures (TCFD), we align financial growth with sustainability. Through collaboration with stakeholders, we strive to create a future where economic prosperity and environmental well-being go hand in hand.



Climate Change Action

At FIBE, we recognize that addressing climate change is essential for safeguarding ecosystems, societies, and economies. Our commitment extends beyond financial services, embedding sustainability within our internal operations and aligning with the transition to a low-carbon economy. By tracking key environmental metrics, particularly our carbon footprint, we continuously refine our decarbonization strategy, ensuring compliance and minimizing our environmental footprint. Climate change presents challenges, particularly for industries like agriculture, which are vulnerable to extreme weather events, resource scarcity, and regulatory pressures. However, it also creates opportunities, as the shift to a green economy drives demand for sustainable finance, with global infrastructure investment needs projected to increase. Businesses adopting energy efficiency, emissions reduction, and circular economy practices stand to gain both financially and environmentally. By integrating climate-conscious strategies into our financial framework, FIBE is committed to fostering economic resilience, mitigating risks, and unlocking new avenues for sustainable growth.

Assessing our Carbon Footprint

FIBE recognizes the banking sector's pivotal role in tackling climate change by influencing financial flows toward sustainable initiatives. As part of its commitment to responsible banking, FIBE actively supports green projects while striving to minimize its own environmental footprint. To reinforce this commitment, the bank has conducted a comprehensive carbon footprint assessment, demonstrating transparency and accountability in managing its environmental impact.

Continuing its efforts, FIBE has completed its fourth carbon footprint assessment, covering the period from January 1st to December 31st, 2024. Similar to the 2022 evaluation, which serves as a baseline for future comparisons, this year's assessment includes the entire organization. The analysis adheres to globally recognized methodologies, including the Greenhouse Gas Protocol, the Intergovernmental Panel on Climate Change (IPCC) Guidelines for Greenhouse Gas Inventories, and ISO 14064-1:2018 standards. Through these initiatives, FIBE remains committed to sustainable progress and environmental responsibility.

2022

Baseline Year
(covering the entire organization)



Operational and Organizational Boundaries

In assessing its carbon footprint, FIBE establishes clear organizational boundaries to define the scope of its business activities and operations. Following the guidelines of the GHG Protocol, institutions must account for all greenhouse gas emissions from operations under their financial or operational control. For this evaluation, FIBE adopts the operational control approach.

The operational boundaries define the organization's business activities that contribute to emissions, determining which activities are accounted for in the calculations and how they are categorized. These emissions are classified into three scopes.

SCOPE 1

Includes emissions from equipment, assets controlled or owned by FIBE, known as direct emissions (i.e. any owned or controlled activities that release emissions straight into the atmosphere).

SCOPE 2

Includes emissions from the consumptions of purchased energy such as electricity, heating or steam from a source that is not owned or controlled by FIBE (Indirect energy emissions)

SCOPE 3

Covers significant indirect emissions from other activities, that are not covered in Scope 1 or Scope 2. This is inclusive of transport fuel used in air business travel, employee commutes, emissions from waste disposal, etc.

1,717 full-time equivalents

This is inclusive of full-time employees, managers and workers



111,003 square meters

This represents the total gross floor area of all the included facilities



63 Facilities¹

Inclusive of 42 branches, 2 headquarters, 1 data center, 2 warehouses, 2 archives, 1 head office and 13 guest houses.



Read more in our 2024 Carbon Footprint Report.

¹ This includes only the facilities that were operating during the reporting period.

2024 Carbon Footprint Assessment Results

9,276

Total Scope 1+2+3 Emissions (mtCO₂e)

828

Total Scope 1 Emissions (mtCO₂e)

4,651

Total Scope 2 Emissions (mtCO₂e)

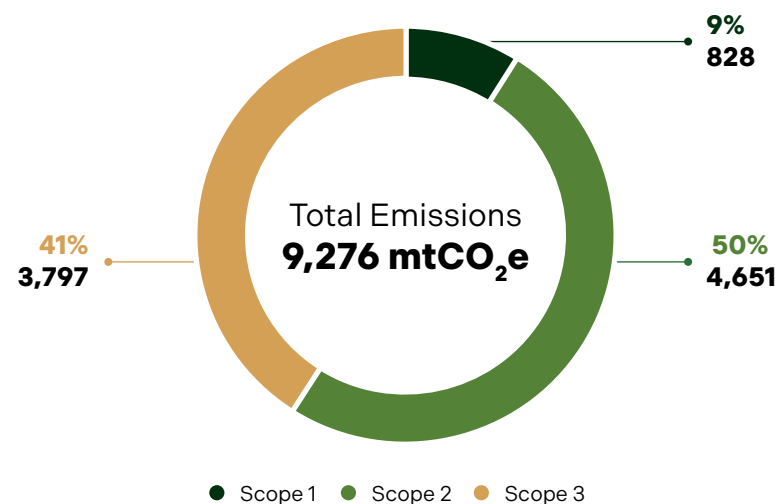
3,797

Total Scope 3 Emissions (mtCO₂e)

In 2024, the total carbon footprint from FIBE's operations amounted to 9,276 mtCO₂e. Scope 2 emissions, resulting from purchased electricity, made up the largest portion at 50%, followed by Scope 3 emissions at 41%.

FIBE is committed to lowering GHG emissions and adopting low-carbon energy alternatives. The bank also seeks to enhance its data management system and improve carbon footprint tracking and reporting to ensure precise and consistent year-over-year comparisons.

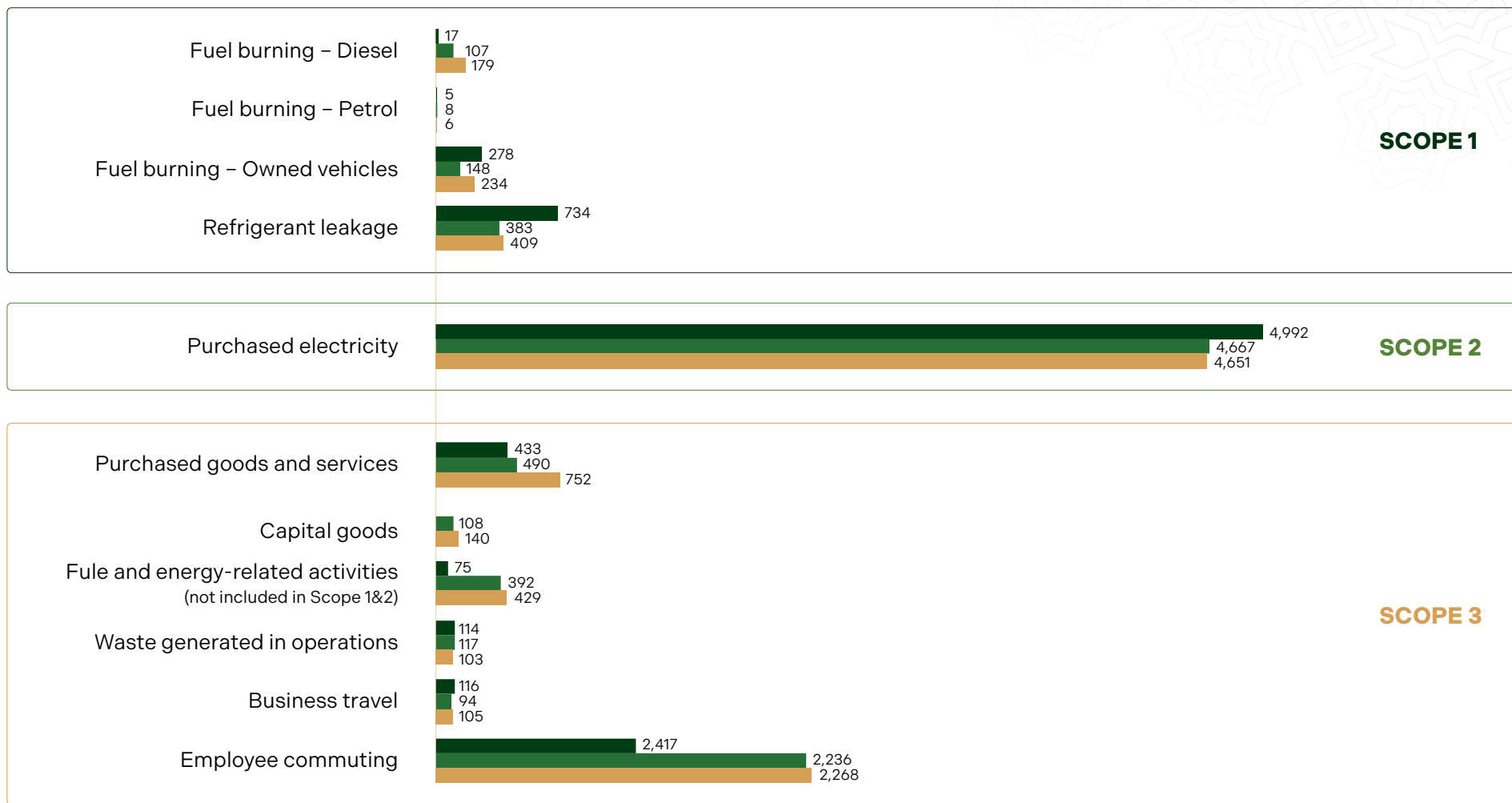
Total Absolute Emissions by Scope, 2024 (mtCO₂e)



FIBE 2024 GHG Emissions Summary

| SCOPE 1 (DIRECT EMISSIONS) | | 2022 | 2023 | 2024 | |
|---|--------------------------------------|-------|-------|-------|---------------------|
| Stationary combustion | Fuel burning - Diesel | 17 | 107 | 179 | mtCO ₂ e |
| | Fuel burning - Petrol | 5 | 8 | 6 | mtCO ₂ e |
| Mobile combustion | Fuel burning - Owned vehicles | 278 | 148 | 234 | mtCO ₂ e |
| Fugitive emissions | Refrigerant leakage | 734 | 383 | 409 | mtCO ₂ e |
| Total Scope 1 | | 1,034 | 646 | 828 | mtCO ₂ e |
| SCOPE 2 (INDIRECT EMISSIONS) | | | | | |
| Purchased energy | Purchased electricity - facilities | 4,558 | 4,324 | 4,301 | mtCO ₂ e |
| | Purchased electricity - offsite ATMs | 434 | 343 | 350 | mtCO ₂ e |
| Total Scope 2 | | 4,992 | 4,667 | 4,651 | mtCO ₂ e |
| SCOPE 3 (OTHER INDIRECT EMISSIONS) | | | | | |
| Purchased goods and services | Water use | 36 | 38 | 31 | mtCO ₂ e |
| | Paper consumption | 81 | 114 | 108 | mtCO ₂ e |
| | Office supplies | 308 | 305 | 581 | mtCO ₂ e |
| | Bank issued cards | 8 | 34 | 31 | |
| Capital Goods | Capital goods | - | 108 | 140 | mtCO ₂ e |
| Fuel and energy-related activities (not included in Scope 1 & 2) | Transmissions & distribution losses | - | 327 | 325 | mtCO ₂ e |
| | Stationary combustion WTT | 5 | 27 | 44 | mtCO ₂ e |
| | Mobile combustion WTT | 70 | 38 | 60 | mtCO ₂ e |
| Waste generated in operations | Office solid waste disposal | 56 | 55 | 52 | mtCO ₂ e |
| | Wastewater treatment | 58 | 62 | 52 | mtCO ₂ e |
| Business travel | Land travel | - | 2 | - | mtCO ₂ e |
| | Air travel & WTT | 71 | 67 | 74 | mtCO ₂ e |
| | Hotel stay | 45 | 25 | 31 | mtCO ₂ e |
| Employee commuting | Commuting & WTT | 2,417 | 2,236 | 2,268 | mtCO ₂ e |
| Total Scope 3 | | 3,156 | 3,438 | 3,797 | mtCO ₂ e |
| Total Emissions (Scope 1+2+3) | | 9,182 | 8,750 | 9,276 | mtCO ₂ e |

Absolute Emissions by Activity and Scope Over the Years (mtCO₂e)



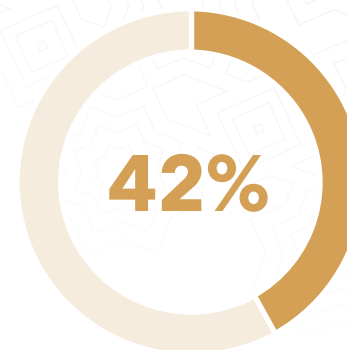
● 2022 ● 2023 ● 2024

Reducing our Operational Emissions

FIBE is dedicated to establishing clear emissions reduction targets, aiming for a 42% decrease in Scope 1 and 2 emissions by 2030, using 2022 as the baseline. To reach this goal, the bank has made considerable efforts to identify decarbonization opportunities within its operations and has developed a detailed action plan. The full strategy is outlined in the 2024 Carbon Footprint Report.

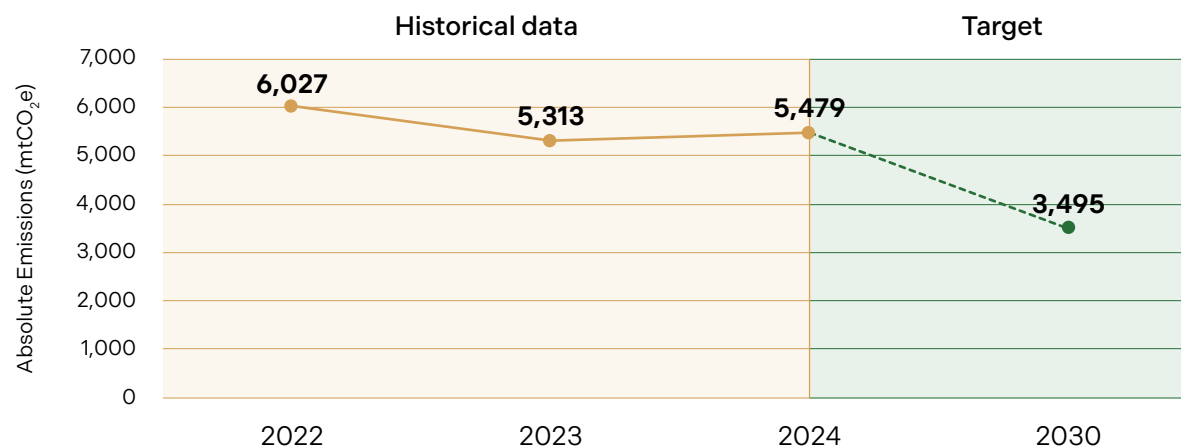
| | 2022 (Base year) | 2023 | 2024 (Reporting year) | 2030 (Target year) | % reduction |
|-------------|---------------------|-------|--------------------------|-----------------------|--------------|
| Scope 1 | 1,034 | 646 | 828 | 600 | 19.9% |
| Scope 2 | 4,992 | 4,667 | 4,651 | 2,895 | 6.8% |
| Scope 1 & 2 | 6,027 | 5,313 | 5,479 | 3,495 | 9.1% |

Absolute Scope 1 and Scope 2 emissions in 2023 decreased by **9.1%** compared to the base year 2022.



Reduction in scope 1 & 2 emissions by **2030**, compared to 2022 base year.

Scope 1 and 2 Absolute Emissions 2022 - 2030



Key Measures and Projects

Energy Efficiency Enhancements

Refrigerant Leakage Reduction

Employee Engagement and Education

Waste Reduction and Recycling

Sustainable Transportation

Energy and Resources Management

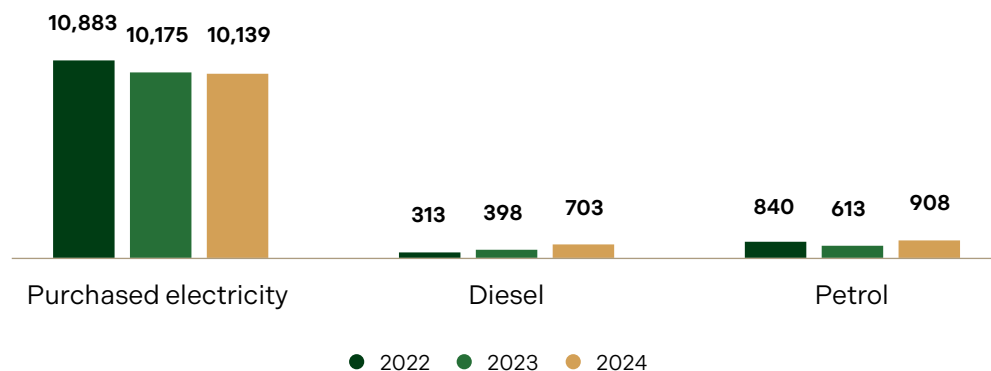
FIBE is committed to managing its energy use and resource consumption in a responsible manner. Recognizing the significance of sustainable practices in minimizing environmental impact, the bank emphasizes improving energy efficiency, reducing waste, and conserving resources. Through the integration of sustainability into its operations, FIBE aims to enhance efficiency, lessen its ecological footprint, and contribute to a more sustainable future.

Energy Management

In 2024, FIBE's energy consumption was mainly driven by electricity, with petrol and diesel used for emergency generators and company-owned vehicles. As part of its decarbonization efforts, the bank plans to conduct energy audits to identify opportunities for reducing energy use.

The total energy consumed across FIBE's facilities from these sources in 2024 amounted to **11,750 MWh**, which represents a decrease of approximately **2.4%** compared to 2022.

Total Energy Consumption by Source Over the Years (MWh)



Water Management

FIBE's branches rely on municipal water for both drinking and sanitation needs. The wastewater produced at these facilities is directed to the local wastewater network for treatment before being disposed of. In 2024, the total water consumption across FIBE's offices and branches amounted to **88,974 m³**.

Effective water management is a key priority across FIBE's offices and branches. The responsible use, treatment, and disposal of water not only support environmental sustainability but also help reduce the bank's overall ecological footprint. By maintaining responsible water practices, FIBE acknowledges the importance of water conservation and its wider impact on local communities and the global environment, aligning with its commitment to sustainable and responsible business practices.

88,974 m³

Total water usage across FIBE's facilities in 2024



Waste Management

FIBE's operations produce various types of waste, such as general office waste, shredded paper, and electronic waste. The Bank is in the process of developing a corporate waste management system designed to implement consistent practices for sorting, storing, collecting, and disposing of waste across all branches. In 2024, the total amount of solid waste generated reached **99 tons**.



99 Tons

Solid waste generated
across FIBE's facilities in 2024

Sustainable waste Practices

FIBE is committed to minimizing waste and enhancing recycling efforts through digital solutions and efficient internal communication. The bank collaborates with external waste collectors and follows a competitive bidding process to ensure proper waste handling and disposal. FIBE is also exploring waste audits to identify opportunities for waste reduction and recycling. For e-waste, FIBE has established a structured process for managing electronic equipment at the end of its life cycle, including disposal, reuse, and secure handling of sensitive data. As part of its commitment to sustainability, the Bank also replaces outdated equipment with energy-efficient models and refurbishes hardware when possible.



10

ESG APPENDICES

GLOSSARY

METHODOLOGY AND DATA SOURCES

FIBE ESG KPIS

ADDITIONAL ESG-RELATED INFORMATION & DISCLOSURES

LIMITED ASSURANCE STATEMENT

Glossary

ESG Terms and Definitions

From a sustainability perspective, Islamic banks differentiate themselves from traditional commercial banks by incorporating ethical and sustainable principles into their operations and investment practices. They strive to align financial success with social and environmental well-being, promoting a more inclusive and responsible financial system - here are key several ways:

Ethical and Socially Responsible Investments

Islamic banks adhere to Shari'ah principles, which prohibit investments in activities that are considered unethical or socially harmful. They avoid sectors such as gambling, alcohol, tobacco, pork, and conventional financial services involving interest (riba). Instead, Islamic banks focus on investments that promote social well-being, such as renewable energy, health-care, education, and affordable housing.

Profit-Sharing and Risk-Sharing

Islamic banks operate on the principle of profit and loss sharing (PLS) and risk-sharing. This means that the bank shares profits and losses with its customers rather than charging interest on loans. This model encourages a more equitable distribution of wealth and promotes economic stability.



Asset-Backed Financing

Islamic banks emphasize asset-backed financing, which requires underlying tangible assets to support financing transactions. This approach encourages real economic activities and reduces speculative practices. It also promotes sustainable investments in physical assets, such as infrastructure projects or real estate, that can contribute to long-term economic and social development.

Environmental Responsibility

Islamic banks recognize the importance of environmental sustainability. They are encouraged to support environmentally friendly initiatives and investments that promote conservation, renewable energy, and responsible resource management. Islamic finance principles align with sustainable development goals, emphasizing the need for environmental stewardship and preservation.

Social Responsibility and Financial Inclusion

Islamic banks have a focus on social responsibility and financial inclusion. They aim to provide accessible financial services to underserved segments of society, including low-income individuals, small businesses, and rural communities. By addressing financial inclusion, Islamic banks contribute to poverty reduction and promote social and economic development.

Governance and Ethics

Islamic banks typically have strong governance frameworks, guided by Shari'ah principles and ethical considerations. They emphasize transparency, accountability, and responsible business practices. Additionally, Islamic banks often follow specific governance standards and guidelines set by recognized bodies, such as the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI).

Abbreviations

| | |
|---------------|---|
| AAIOFI | Accounting and Auditing Organization for Islamic Financial Institutions |
| ALCO | Assets and Liabilities Committee |
| AML | Anti-Money Laundering |
| ATM | Automated Teller Machine |
| BCP | Business Continuity Plan |
| Bn | Billion |
| BoD | Board of Directors |
| CBE | Central Bank of Egypt |
| CEO | Chief Executive Officer |
| CFT | Countering the Financing of Terrorism |
| CIBAFI | General Council for Islamic Banks and Financial Institutions |
| CMMI | Capability Maturity Model Integration |
| CSR | Corporate Social Responsibility |
| DEFRA | Department for Environment, Food & Rural Affairs |
| DRM | Digital Rights Management |
| EGP | Egyptian Pound |
| EPA | Environmental Protection Agency |
| ESG | Environmental, Social, and Governance |
| ESMS | Environmental and Social Management System |
| ESRM | Environmental and Social Risk Management |
| FATCA | Foreign Account Tax Compliance Act |
| FATF | Financial Action Task Force |
| FEB | Federation of Egyptian Banks |
| FIBE | Faisal Islamic Bank of Egypt |
| G20 | Group of Twenty |
| GWP | Global Warming Potential |
| HQ | Headquarters |
| HR | Human Resources |

| | |
|--------------------------|---|
| ICAAP | Internal Capital Adequacy Assessment Process |
| IIA | Institute of Internal Auditors |
| IFSB | Islamic Financial Services Board |
| IPCC | Intergovernmental Panel on Climate Change |
| IT | Information Technology |
| ITIL | Information Technology Infrastructure Library |
| ITM | Interactive Teller Machine |
| KRIs | Key Risk Indicators |
| LEI | Legal Entity Identifier |
| LMC | Liquidity Management Center |
| m³ | Cubic Meter |
| M.ATMs | Mobile Automated Teller Machine |
| Mn | Million |
| mtCO₂e | Metric Tons of Carbon Dioxide Equivalent |
| no. | Number |
| OECD | Organization for Economic Co-operation and Development |
| RAF | Risk Appetite Framework |
| SASB | Sustainability Accounting Standards Board |
| SDGs | Sustainable Development Goals |
| SOC | Security Operations Center |
| SOAR | Security Orchestration, Automation, and Response |
| SWIFT | Society for Worldwide Interbank Financial Telecommunication |
| TCFD | Task Force on Climate-Related Financial Disclosures |
| UAB | Union of Arab Banks |
| UNGC | United Nations Global Compact |
| UN SDGs | United Nations Sustainable Development Goals |
| WUAB | World Union of Arab Bankers |

Methodology and Data Sources

Basis of Reporting for GHG Emissions

| Disclosure | Definition | Scope | Units | Method |
|---|--|---|---------------------|---|
| Purchased electricity | Grid electricity purchased and used across facilities owned and operated by the Bank and across offsite ATMs. | Purchased utility electricity. | MWh | Data was collected using utility bills and/or monthly meter readings. |
| Fuels | Includes fuel consumed by the Bank's owned assets, such as diesel, natural gas, and petrol fuels. | Fuel Consumption by the Bank's emergency generators and owned vehicles. | Liter | Data was collected using fuel purchasing invoices. |
| Water | Water consumption across facilities owned and operated by the Bank. | Municipal water consumption. | m ³ | Data was collected using utility bills and/or monthly meter readings. |
| Waste | Solid waste generated across facilities owned and operated by the Bank. | Solid waste includes general waste. (Estimated based on the number of waste bags collected per day across each facility). | Tons | Data was collected from waste contractor logs/bills. |
| Materials | Consumption of raw materials used across the Bank's offices and branches. | Raw materials including paper, ink toners, and other office supplies. | Tons | Data was collected from the procurement department's databases. |
| Scope 1 emissions (direct) | Direct GHG emissions from sources owned or controlled by the Bank, such as fuel combustion and fugitive emissions. | Includes emissions associated with fuel combustion and fugitive emissions. | mtCO ₂ e | Energy/fuel related emissions were calculated using emission factors from EPA / DEFRA's databases. Fugitive emissions were determined using the latest GWP as per the IPCC's 6th assessment report. |
| Scope 2 emissions (indirect) | Indirect GHG emissions from the generation of energy purchased by the Bank, including purchased electricity. | Includes emissions associated with purchased electricity. | mtCO ₂ e | Emissions were calculated using Egypt's average electricity grid emission factor. |
| Scope 3 emissions (other indirect) | Indirect GHG emissions not included in Scope 2, from sources that are not owned or controlled by the Bank. | Includes emissions associated with purchased goods and services, capital goods, waste generated in operations, business travel, and employee commuting. | mtCO ₂ e | Emissions were calculated using emission factors from EPA / DEFRA's databases. |

Basis of Reporting for HR Metrics

| Disclosure | Definition | Scope | Units | Method | Source |
|----------------------------------|---|---|----------------------------|---|-----------------------------------|
| Headcount | Total number of Full-Time Employees (FTE) as at 31st December 2024 | FTEs across all business units | Number (#) | Sum of employees across all business units | Reported from HR database systems |
| Gender Representation | Percentage of female employees among total headcount as at 31st December 2024 | FTEs across all business units | Percentage (%) | Number of employees for specified gender divided by total number of employees | Reported from HR database systems |
| Age Representation | Percentage of employees belonging to specific age groups as at 31st December 2024 | FTEs across all business units | Percentage (%) | Number of employees for specified age group divided by total number of employees | Reported from HR database system |
| Disability Representation | Representing the percentage of employees with disabilities among the total workforce as at 31st December 2024 | FTEs across all business units | Percentage (%) | Number of employees of disabilities divided by total number of employees | Reported from HR database systems |
| Management Representation | Percentage of male or female employees across management as at 31st December 2024 | FTEs across all business units | Percentage (%) | Number of employees for specified gender divided by total number of employees in specified management category | Reported from HR database systems |
| Gender Pay Ratio | Ratio of Average Annual salary cost between Males and Females | Ratio of Average Annual salary and cost between Males and Females | Ratio (Male: Female = 1:X) | Average total annual salary cost of all male employees to the average of total annual salary cost of all female employees | Reported from HR database systems |
| New Hires | Total number of Full-Time Employees (FTE) hired during 2024 by gender, geographical location, and age groups | FTEs across all business units | Number (#) | Sum of employees hired during 2024 across businesses | Reported from HR database systems |

Basis of Reporting for HR Metrics

| Disclosure | Definition | Scope | Units | Method | Source |
|--|--|--|----------------|---|-----------------------------------|
| Turnover | Percentage of employees (gender-wise) who left the organization during 2024 by gender, geographical location, and age | FTEs across all business units. Transfers within bank Entities have not been considered as leavers | Percentage (%) | Number of employees who left the organization by gender and by age groups divided by total number of FTEs | Reported from HR database systems |
| Total Training Hours | Total hours of formal training imparted by the organization to employees | FTEs across all business units | Hours | Sum of all training hours, where one hour represents one hour of time spent by an employee during a training session | Reported from HR database systems |
| Average Training Hours Per Employee | Average hours of formal training imparted by the organization to each employee | FTEs across all business units | Hours | Total hours of formal training imparted by the organization divided by the total number of employees at the organization as at 31st December 2024 | Reported from HR database systems |
| Health and Safety trainings | Number of Trainees | FTEs across all business units | Number (#) | Sum of employees who received HSE training | Reported from HR database systems |
| Trainings | Number of Trainees | FTEs across all business units | Number (#) | Sum of employees who received training | Reported from HR database systems |
| Parental Leave | Number of employees who availed the parental leave benefit during the reporting period | FTEs across all business units | Number (#) | Sum of employees who availed parental leave during the reporting year | Reported from HR database systems |
| Parental Leave – Retention Rate | Percentage of employees who availed parental leave benefit and returned to work after completing the stipulated leave period | FTEs across all business units | Number (#) | Number of employees who returned to work after the parental leave ended | Reported from HR database systems |

FIBE ESG KPIs

Governance Indicators

| Board Composition | | |
|------------------------------|----------------|-----------|
| | | FY 2024 |
| Board of Directors by Gender | Total | 11 |
| | Male | 9 |
| | Female | 2 |
| Tenure | 0-5 years | 11 |
| | 5-10 years | 0 |
| | > 10 years | 0 |
| | Average Tenure | 4.1 |



Economic Indicators

| Sectoral Distribution of the Bank's Companies | | | | | | |
|---|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
| Agriculture, Forest Exploitation, and Logging | | | | | | |
| Al-Nubariya Co. for Agricultural | Available for sale | 0.03% | EGP 15,000 | El Behiera | 1983 | Small |
| Food Products and Drinks | | | | | | |
| "Ismailia National Co "FOODICO | Subsidiary | 34.72% | EGP 63,250 | Ismailia | 1987 | Medium |
| Real Estate Activities and Leasing | | | | | | |
| Arab Land Direct Mutual Fund | Available for sale | 11.36% | EGP 17,600 | Giza | 2000 | Medium |
| Al-Faisal for Real Estate Investment | Subsidiary | 2.50% | EGP 200,000 | Cairo | 2016 | Large |
| Almasriya Co. for Construction and Management of Commercial Centers | Available for sale | 13.33% | EGP 3,000 | Cairo | 2008 | Under Liquidation |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|---|-----------------------|------------------------------------|----------------------------|----------------|---------------------------|------------------------|
| Building and Construction Works | | | | | | |
| Ashgar City for Development & Upgrade | Available for Sale | 5.61% | EGP 356,380 | Giza | 2006 | Large |
| Ardaak for Development & Real Estate | Associate | 25.51% | EGP 217,957 | Cairo | 1999 | Small |
| Hotel and Restaurant (Accommodation and Food Services) | | | | | | |
| TMG International for Investment (Cayman Islands) | Available for sale | 1.25% | \$ 23 | Cayman Islands | 2023 | Large |
| Materials, Chemical Products, and Leather Products | | | | | | |
| Giza Paints & Chemical Industries | Available for sale | 17.90 % | EGP 6,600 | 6 October | 1987 | Small |
| Cairo Co. for Cartoon Industry "Copack" | Subsidiary | 40.00% | EGP 371,718 | 6 October | 2005 | Large |
| Al-Arabiya Co. "Aradis" | Associate | 40.00% | EGP 500 | Giza | 1984 | Micro |
| Helwan Fertilizers Co. | Available for sale | 5.00% | \$ 150,000 | Helwan | 2007 | Large |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|--|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Metallurgy, Iron, and Steel | | | | | | |
| International Co. For Casting and Modern | Available for sale | 15.00% | EGP 35,000 | El Sharqeya | 2007 | Medium |
| Textile and Ready-Made Clothes | | | | | | |
| Golden Textiles & Wool Clothes Co | Available for sale | 1.33% | EGP 142,834 | El Sharqeya | 1985 | Large |
| Financial Mediation and Insurance (Financial Services Other Than Banks) | | | | | | |
| Faisal Bank Exchange | Subsidiary | 79.00% | EGP 25,000 | Giza | 1993 | Micro |
| Faisal Financial Investments Co | Subsidiary | 99.99% | EGP 750,000 | Giza | 2011 | Medium |
| Faisal Financial Securities Co | Subsidiary | 79.90% | EGP 50,000 | Cairo | 2016 | Small |
| Egyptian-Emirates Life Takaful Co | Available for sale | 9.95% | EGP 60,000 | Cairo | 2015 | Small |
| Arabiya Co. for Insurance Brokerage | Associate | 25.00% | EGP 2,000 | Giza | 2011 | Stopped |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|--|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Financial Mediation and Insurance (Financial Services Other Than Banks) | | | | | | |
| Egyptian Takaful Insurance on Properties | Associate | 32.75% | EGP 400,000 | Cairo | 2008 | Large |
| Egyptian Mortgage Refinance Co. | Available for sale | 1.02% | EGP 455,824 | Cairo | 2007 | Large |
| Salama Takaful Insurance Co. | Available for sale | 13.50% | EGP 250,000 | Giza | 2003 | Large |
| "International Co. For Leasing "Incolease | Available for sale | 9.00% | EGP 200,000 | Giza | 1997 | Large |
| G I G Egypt Haye Takaful Co. | Associate | 25.24% | EGP 275,000 | Cairo | 2008 | Medium |
| Ayadi Co. for Investment & Development | Available for sale | 3.69% | EGP 770,618 | Cairo | 2015 | Medium |
| Dar Al-Maal Al-Islami Trust | Available for sale | 8.20% | \$ 390,316 | The Bahamas | 1981 | Large |
| Islamic Development Limited Co.- Sudan | Available for sale | 7.30% | \$ 35,247 | Sudan | 1985 | Large |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|---|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Social and Administrative Activities and Education | | | | | | |
| Educational Projects Co | Available for sale | 7.66% | EGP 6,000 | El Sharqeya | 1988 | Under Liquidation |
| Misr International Hospital | Associate | 24.30% | EGP 120,000 | Giza | 1983 | Large |
| Cairo Specialized Hospital | Available for sale | 7.53% | EGP 76,520 | Cairo | 1981 | Large |
| El Mona Co. for Medical Services | Available for sale | 9.52% | EGP 42,000 | Giza | 2004 | Medium |
| Electricity, Gas, and Water Supply | | | | | | |
| Suez Gas Co. "Sugaz" | Available for sale | 7.95% | EGP 26,000 | Suez | 2003 | Medium |
| Multi Gas Co. | Available for sale | 7.27% | EGP 10,450 | El Menofia | 2002 | Medium |
| Midor Co.for Electricity "Midalic" | Available for sale | 5.00% | \$ 164,200 | Alexandria | 2001 | Large |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|--|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Glass, Ceramics, Building Materials | | | | | | |
| Horizon Co. for Investment and Industrial | Subsidiary | 39.99% | EGP 142,288 | El Menofia | 2000 | Large |
| Electrical and Household Appliances, Equipment, and Machinery | | | | | | |
| Egyptian Co "Siltal Pacific" | Available for sale | 2.39% | EGP 69,730 | Cairo | 1986 | Stopped |
| Energy Co. for Electronic and Lighting | Subsidiary | 28.64% | EGP 122,187 | Cairo | 2015 | Under Liquidation |
| Wholesale and Retail Trade | | | | | | |
| "Ibn Sina" Pharma | Available for sale | 13.99% | EGP 252,000 | Cairo | 2002 | Large |

Economic Indicators

| Company Name | Type of Participation | Percentage of Bank's Participation | Paid up capital (Thousand) | Host Country | Date of Starting Activity | Company Classification |
|--|-----------------------|------------------------------------|----------------------------|--------------|---------------------------|------------------------|
| Transportation, Storage, Communications, and Information | | | | | | |
| Technology Development Fund Co | Available for sale | 11.54% | EGP 130,000 | Giza | 2005 | Small |
| Al Ahly Computer Equipment Co | Available for sale | 10.00% | EGP 5,000 | Giza | 1998 | Medium |
| The Egyptian Credit Bureau "I-Score" | Available for sale | 3.57% | EGP 600,000 | Cairo | 2008 | Large |
| Misr for Central Clearing | Available for sale | 0.43% | EGP 1,447,748 | Cairo | 1996 | Large |
| Other Sectors | | | | | | |
| Sudanese Islamic Bank | Available for sale | 0.68% | SDP 1,101,319 | Sudan | 1983 | Large |
| Faisal Islamic Bank of Sudan | Available for sale | 2.50% | SDP 5,000,000 | Sudan | 1978 | Large |
| Export Development Bank - Sudan | Available for sale | 0.02% | SDP 110,356 | Sudan | 1984 | Small |

Social Indicators

| Workforce Overview | | Number of Employees | Percentage from Total Employees |
|----------------------------|--------------|---------------------|---------------------------------|
| | | 2024 | 2024 |
| Employees | Full-time | 1717 | 100% |
| | Part-time | 0 | 0% |
| Breakdown by Gender | Male | 1587 | 92% |
| | Female | 130 | 8% |
| Breakdown by Age | Age under 25 | 72 | 4% |
| | Age 25-34 | 526 | 30% |
| | Age 35-45 | 751 | 44% |
| | Age above 45 | 373 | 22% |
| Breakdown by Contract Type | Permanent | 1650 | 96% |
| | Temporary | 67 | 4% |
| Employees with Disability | Total | 0 | 0% |
| Total Workforce | | 1,717 | 100% |

Social Indicators

| Managerial Positions | | |
|--|--------|-----------|
| | | Headcount |
| Management positions | Male | 1037 |
| | Female | 130 |
| Top Management positions | Male | 72 |
| | Female | 1 |
| Middle Management positions | Male | 201 |
| | Female | 0 |
| Junior Management positions | Male | 764 |
| | Female | 129 |
| Management positions in revenue-generating functions | Male | 688 |
| | Female | 99 |

Social Indicators

| New Hires | | | |
|-------------------|----------|-----------|-----------------------|
| | | Headcount | Percentage from total |
| By Gender | Male | 54 | 80.6% |
| | Female | 13 | 19.4% |
| By Age Group | Under 30 | 63 | 94% |
| | 30-50 | 2 | 3% |
| | Above 50 | 2 | 3% |
| With Disabilities | Total | 0 | 0% |
| Total | | 67 | 100% |

Social Indicators

| Employee Turnover | | | |
|-------------------|--------------------|-----------|-------------------|
| | Categories | Headcount | Turnover Rate (%) |
| By Type | Voluntary turnover | 28 | 30.4% |
| | Turnover for cause | 64 | 69.6% |
| By Gender | Male | 83 | 90.2% |
| | Female | 9 | 9.8% |
| By Age Group | Under 30 | 23 | 25% |
| | 30-50 | 33 | 35.9% |
| | Above 50 | 36 | 39.1% |
| With Disabilities | Total | 0 | 0% |
| Total | | 92 | 100% |

| Parental Leave | | | |
|---|-------|------|--------|
| | Total | Male | Female |
| Number of employees who are entitled to maternity/ parental leave | 130 | 0 | 130 |
| Total number of employees who took maternity/ parental leave during the reporting period | 10 | 0 | 10 |
| Total no. of employees who returned to work after their maternity/ parental leave ended during the reporting period | 6 | 0 | 6 |

Social Indicators

| Training Hours | | | |
|----------------------|----------------------------|-------------|----------------------------|
| | Category | Total Hours | Average Hours per employee |
| By Gender | Male | 34482.4 | 21.73 |
| | Female | 6516.6 | 50.13 |
| By Age Group | Under 25 | 3134 | 43.53 |
| | 25-34 | 16123 | 30.65 |
| | 34-45 | 18706.2 | 24.91 |
| | Over 45 | 3035.8 | 8.14 |
| | Entry-Level | 21871.4 | 12.7 |
| By Employee Category | Mid-Level | 18291.6 | 10.7 |
| | Senior and Executive Level | 836 | 0.5 |
| Total | | 40999 | 23.9 |

Environmental Indicators

| Energy, Water, Materials, and Waste | | | | | |
|-------------------------------------|-------------------------------------|------|---------|---------|--------|
| | | Unit | 2022 | 2023 | 2024 |
| Energy Consumption | Purchased electricity- facilities | MWh | 9,938 | 9,427 | 9,377 |
| | Purchased electricity- offsite ATMS | MWh | 945 | 748 | 763 |
| | Diesel ² | MWh | 313 | 398 | 703 |
| | Petrol ³ | MWh | 840 | 613 | 908 |
| | Total | MWh | 12,036 | 11,186 | 11,751 |
| Water | Municipal water intake | m³ | 100,575 | 115,799 | 88,974 |
| Materials | Purchased paper | Tons | 88 | 125 | 81 |
| Waste | Non-hazardous waste generated | Tons | 121 | 106 | 99 |

¹Includes onsite diesel consumption by generators as well as fuel consumption by owned vehicles.

²Includes onsite petrol consumption by generators as well as fuel consumption by owned vehicles.

Carbon Emissions

| | | Unit | 2022 | 2023 | 2024 |
|-------------------------------------|---|-----------------------------|--------------|--------------|--------------|
| Scope 1 (Direct) | Total | mtCO ₂ e | 1,034 | 646 | 828 |
| Scope 2 (Indirect) | Total (location-based) | mtCO ₂ e | 4,992 | 4,667 | 4,651 |
| Scope 1+2 | Total | mtCO₂e | 6,027 | 5,313 | 5,479 |
| | Total | mtCO₂e | 1,947 | 3,438 | 3,797 |
| | Purchased goods and services | mtCO ₂ e | 432 | 491 | 752 |
| | Capital goods | mtCO ₂ e | - | 108 | 140 |
| Scope 3 (Other Indirect) | Fuel and energy-related activities (not included in scope 1 and 2) | mtCO ₂ e | 75 | 392 | 429 |
| | Waste generated in operations | mtCO ₂ e | 115 | 117 | 103 |
| | Business travel | mtCO ₂ e | 117 | 94 | 105 |
| | Employee commuting | mtCO ₂ e | 2,417 | 2,236 | 2,268 |
| Carbon Intensity | Scope 1 + 2 emissions per Bn EGP of revenue | mtCO ₂ e / B.EGP | 394 | 281 | 177.89 |
| Scope (1+2+3) | Total | mtCO₂e | 9,183 | 8,751 | 9,276 |



Additional ESG-related Information & Disclosures

GRI Content Index

| | |
|---------------------------------------|---|
| Statement of use | Faisal Islamic Bank of Egypt has reported in accordance with the GRI Standards for the period from January 1st, 2024, to December 31, 2024. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard | None |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---------------------------------|--|---|------------------------|----------------|--|------------------------------|---------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 2: General Disclosures 2021 | | | | | | | |
| GRI 2: General Disclosure 2021 | The organization and its reporting practices | | | | | | |
| | 2-1 Organizational details | About This Report (p.04) FIBE at a Glance (p.14) | | | | | |
| | 2-2 Entities included in the organization's sustainability reporting | About This Report (p.04) | | | | | |
| | 2-3 period, frequency and contact point | About This Report (p.04) | | | | | |
| | 2-4 Restatement of information | | a | Not applicable | This FIBE's third Sustainability Report. | | |
| | 2-5 External assurance | Limited Assurance Statement (p.126) | | | | | |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|--------------------------------|--|--|------------------------|--------|-------------|------------------------------|---------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 2: General Disclosure 2021 | Activities and workers | | | | | | |
| | 2-6 Activities, value chain and other business relationships | About the Bank (p.11) | | | | | |
| | 2-7 Employees | Our Employees (p.64) Social Indicators (p.86) | | | | | SDG 8.5, 10.3 |
| | 2-8 Workers who are not employees | Sustainable Supply Chain (p.96) | | | | | SDG 8.5 |
| | Governance | | | | | | |
| | 2-9 Governance structure and composition | Corporate Governance (p.33) | | | | | SDG 5.5, 16.7 |
| | 2-10 Nomination and selection of the highest governance body | Corporate Governance (p.33) | | | | | SDG 5.5, 16.7 |
| | 2-11 Chair of the highest governance body | Board of Directors (p.34) | | | | | SDG 16.6 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Corporate Governance (p.33) Risk Management and Compliance (p.47) | | | | | SDG 16.7 |
| | 2-13 Delegation of responsibility for managing impacts | The highest governance body currently delegates the responsibility of managing social, economic, and environmental impacts to business departments as applicable to the scope of their operations. | | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | The Board of Directors is responsible for signing off and reviewing the content of the report. | | | | | |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---------------------------------------|---|---|------------------------|----------------------------|--|------------------------------|------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 2: General Disclosure 2021 | 2-15 Conflicts of interest | Conflicts of interest (p.44) | | | | | SDG 16.6 |
| | 2-16 Communication of critical concerns | Whistleblowing Mechanisms (p.44) | | | | | |
| | 2-17 Collective knowledge of the highest governance body | Board of Directors (p.34) | | | | | |
| | 2-18 Evaluation of the performance of the highest governance body | Board of Directors (p.34) | | | | | |
| | 2-19 Remuneration policies | Salaries and Remunerations Committee (p.38) | | | | | |
| | 2-20 Process to determine remuneration | Salaries and Remunerations Committee (p.38) | | | | | SDG 16.7 |
| | 2-21 Annual total compensation ratio | | 2-21 | Confidentiality Constraint | Information has been deemed confidential by the assigned department. | | |
| | Strategy, Policy and Practices | | | | | | |
| | 2-22 Statement on sustainable development strategy | Chairman Letter (p.05) Governor Letter (p.06) | | | | | |
| | 2-23 Policy commitments | Code of Conduct and Ethics Policies (p.43) | | | | | SDG 16.3 UNGC 7, 10 |
| | 2-24 Embedding policy commitments | Ethical Governance (p.32) | | | | | |
| | 2-25 Processes to remediate negative impacts | Risk Management and Compliance (p.47) | | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Whistleblowing Mechanisms (p.44) | | | | | SDG 16.3 |
| | 2-27 Compliance with laws and regulations | Compliance with Relevant Regulations and Standards (p.48) | | | | | |
| | 2-28 Membership associations | Memberships (p.16) | | | | | |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|--|--|---|------------------------|----------------|--|------------------------------|---------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 2: General Disclosure 2021 | Stakeholder Engagement | | | | | | |
| | 2-29 Approach to stakeholder engagement | Our Stakeholders (p.22) | | | | | |
| | 2-30 Collective bargaining agreements | | a, b | Not applicable | FIBE has no collective bargaining agreements | | SDG 8.8 |
| GRI 3: Material Topics 2021 | | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 2024 Materiality Progress (p.24) | | | | | |
| | 3-2 List of material topics | 2024 Materiality Progress (p.24) | | | | | |
| Governance Topics | | | | | | | |
| Governance, Transparency & Anti-Corruption | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Fraud and Corruption Risk Management (p.53) | | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Fraud and Corruption Risk Management (p.53) | | | | | 16.5 |
| | 205-2 Communication and training about anti-corruption policies and procedures | Fraud and Corruption Risk Management (p.53) | | | | | 16.5 |
| | 205-3 Confirmed incidents of corruption and actions taken | There have been no confirmed incidents of corruption during the reporting period. | | | | | 16.5 |
| GRI 206: Anticompetitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices | Business Ethics & Code of Conduct (p.43) | | | | | 16.3 |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|--|--|---|------------------------|-------------------------|--|------------------------------|--------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 402: Labor/ Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | | a, b | Information Unavailable | These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle. | | 8.8 |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | The Bank avoids engaging with suppliers considered to have a significant risk of incidents of forced or compulsory labor. | | | | | 5.2, 8.7 |
| Economic Impact | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Environmental Management (p.80) | | | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Environmental Management (p.80) | | | | | 8.1, 8.2, 9.1, 9.4, 9.5, |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Climate Change Action (p.81) | | | | | 13.1 |
| | 201-3 Defined benefit plan obligations and other retirement plans | | a, b, c, d, e | Information Unavailable | These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle. | | |
| | 201-4 Financial assistance received from government | FIBE doesn't receive financial assistance from the government. | | | | | |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---|--|---------------------------------------|------------------------|----------------------------|--|------------------------------|---------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | | a, b, c | Confidentiality Constraint | Information has been deemed confidential by the assigned department. | | 1.2, 5.1, 8.5 |
| | 202-2 Proportion of senior management hired from the local community | | a, b | Information Unavailable | These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle. | | 8.5 |
| Responsible Banking | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | | | | | | |
| Data Privacy | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Data Privacy and Cybersecurity (p.45) | | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | | a, b, c | Confidentiality Constraint | Information has been deemed confidential by the assigned department. | | 16.3, 16.10 |
| Digitalization | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | | | | | | |
| Sustainable Finance | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | | | | | | |
| Social | | | | | | | |
| Quality of Service and Customer Experience | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | | | | | | |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---|--|---|------------------------|-------------------------|--|------------------------------|------------------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| Equal Opportunity | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Our Employees (p.64) | | | | | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Diversity and Inclusion (p.64) | | | | | 5.1, 8.5, 8.6, 10.3 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | | a, b | Information Unavailable | These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle. | | 3.2, 5.4, 8.5 |
| | 401-3 Parental leave | Social Indicators (p.96) | | | | | 5.1, 5.4, 8.5 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Governance Indicators (p.95) Social Indicators (p.96) | | | | | 5.1, 5.5, 8.5 |
| | 405-2 Ratio of basic salary and remuneration of women to men | Social Indicators (p.96) | | | | | 5.1, 8.5, 10.3 |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | There have been no confirmed incidents of discrimination during the reporting period. | | | | | 5.1, 8.8 |
| Learning and Development | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Employee Retention and Enhancement (p.116) | | | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Employee Training (p.67) | | | | | 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Employee Satisfaction (p.66) | | | | | 8.2, 8.5 |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---|--|---|------------------------|-------------------------|--|------------------------------|--------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 404: Training and Education 2016 | 404-3 Percentage of employees receiving regular performance and career development reviews | | a | Information Unavailable | These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle. | | 5.1, 8.5, 10.3 |
| Community | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Our Community Impact (p.75) | | | | | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | Our Community Impact (p.75) | | | | | |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Our Community Impact (p.75) | | | | | 1.4, 2.3 |
| Employee Wellbeing | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Wellbeing, Health and Safety (p.68) | | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Wellbeing, Health and Safety (p.68) | | | | | 3.3, 3.4, 3.9, 8.8, 16.1 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Identification and Assessment of Risks (p.47) | | | | | 8.8 |
| | 403-3 Occupational health services | Wellbeing, Health and Safety (p.68) | | | | | 8.8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Wellbeing, Health and Safety (p.68) | | | | | 8.8, 16.7 |
| | 403-5 Worker training on occupational health and safety | Wellbeing, Health and Safety (p.68) | | | | | 8.8 |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|---|---|---|------------------------|--------|-------------|------------------------------|---------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 403: Occupational Health and Safety 2018 | 403-6 Promotion of worker health | Wellbeing, Health and Safety (p.68) | | | | | 3.3, 3.5, 3.7, 3.8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Wellbeing, Health and Safety (p.68) | | | | | 8.8 |
| | 403-8 Workers covered by an occupational health and safety management system | Wellbeing, Health and Safety (p.68) | | | | | 8.8 |
| | 403-9 Work-related injuries | There have been no confirmed occurrences during the reporting period. | | | | | 3.6, 3.9, 8.8, 16.1 |
| | 403-10 Work-related ill health | There have been no confirmed occurrences during the reporting period. | | | | | 3.3, 3.4, 3.9, 8.8, 16.1 |
| Financial Inclusion | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | | | | | | |
| Environmental | | | | | | | |
| Environmental Management | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Energy and Resource Management (p.87) | | | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Energy Management (p.87) | | | | | 7.2, 7.3, 8.4, 12.2, 13.1 |
| | 302-2 Energy consumption outside of the organization | Energy Management (p.87) | | | | | 7.2, 7.3, 8.4, 12.2, 13.1 |
| | 302-3 Energy intensity | Energy Management (p.87) | | | | | 7.3, 8.4, 12.2, 13.1 |
| | 302-4 Reduction of energy consumption | Energy Management (p.87) | | | | | 7.3, 8.4, 12.2, 13.1 |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|--|---|--------------------------------------|------------------------|--------|-------------|------------------------------|-----------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 302: Energy 2016 | 302-5 Reductions in energy requirements of products and services | Energy Management (p.87) | | | | | 7.3, 8.4, 12.2, 13.1 |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Water Management (p.87) | | | | | 6.3, 6.4, 6.A, 6.B, 12.4 |
| | 303-2 Management of water discharge-related impacts | Water Management (p.87) | | | | | 6.3 |
| | 303-3 Water withdrawal | Water Management (p.87) | | | | | 6.4 |
| | 303-4 Water discharge | Water Management (p.87) | | | | | 6.3 |
| | 303-5 Water consumption | Water Management (p.87) | | | | | 6.4 |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | GHG Emissions (p.84) | | | | | 3.9, 12.4, 13.1, 14.3, 15.2 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | GHG Emissions (p.84) | | | | | 3.9, 12.4, 13.1, 14.3, 15.2 |
| | 305-3 Other indirect (Scope 3) GHG emissions | GHG Emissions (p.84) | | | | | 3.9, 12.4, 13.1, 14.3, 15.2 |
| | 305-4 GHG emissions intensity | GHG Emissions (p.84) | | | | | 13.1, 14.3, 15.2 |
| | 305-5 Reduction of GHG emissions | GHG Emissions (p.84) | | | | | 13.1, 14.3, 15.2 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | GHG Emissions (p.84) | | | | | 3.9, 12.4 |
| | 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | GHG Emissions (p.84) | | | | | 3.9, 12.4, 14.3, 15.2 |

| GRI Standard | Disclosure | Report Section(s) or Direct Response | Omission | | | GRI Sector Standard Ref. No. | Index Mapping |
|--|--|--|------------------------|--------|-------------|------------------------------|----------------------------------|
| | | | Requirement(s) Omitted | Reason | Explanation | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Waste Management and Recycling (p.87) | | | | | 3.9, 6.3, 6.6, 11.6, 12.4, 12.5 |
| | 306-2 Management of significant waste-related impacts | Waste Management and Recycling (p.87) | | | | | 3.9, 6.3, 8.4, 11.6, 12.4, 12.5 |
| | 306-3 Waste generated | Waste Management and Recycling (p.87) | | | | | 3.9, 6.6, 11.6, 12.5, 12.4, 15.1 |
| | 306-4 Waste diverted from disposal | Waste Management and Recycling (p.87) | | | | | 3.9, 11.6, 12.4, 12.5 |
| | 306-5 Waste directed to disposal | Waste Management and Recycling (p.87) | | | | | 3.9, 6.6, 11.6, 12.4, 12.5, 15.1 |
| Responsible Procurement | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topic | Sustainable Supply Chain (p.46) | | | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Sustainable Supply Chain (p.46) | | | | | 8.3 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | FIBE is currently planning the development of its ESMS | | | | | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Sustainable Supply Chain (p.46) | | | | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | FIBE is currently planning the development of its ESMS | | | | | 5.2, 8.8, 16.1 |
| | 414-2 Negative social impacts in the supply chain and actions taken | Sustainable Supply Chain (p.46) | | | | | 5.2, 8.8, 16.1 |

SASB Content Index

| SASB STANDARD – COMMERCIAL BANKS | | | | | |
|--|---|-------------------------|-------------------------------|--------------|---------------------------------------|
| Topic | Metric | Category | Unit of Measure | Code | Report Section(s) or Direct Response |
| Data Security | (1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected ⁶ | Quantitative | Number, Percentage (%) | FN-CB-230a.1 | Data Privacy and Cybersecurity (p.45) |
| | Description of approach to identifying and addressing data security risks | Discussion and Analysis | n/a | FN-CB-230a.2 | Risk Management Oversight (p.51) |
| Financial Inclusion & Capacity Building | (1) Number and (2) amount of loans outstanding that qualify for programmes designed to promote small business and community development ⁷ | Quantitative | Number, Presentation currency | FN-CB-240a.1 | Driving Financial Inclusion (p.72) |
| | (1) Number and (2) amount of past due and nonaccrual loans or loans subject to forbearance that qualify for programmes designed to promote small business and community development | Quantitative | Number, Presentation currency | FN-CB-240a.2 | |
| | Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers | Quantitative | Number | FN-CB-240a.3 | |
| | Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers ⁸ | Quantitative | Number | FN-CB-240a.4 | |
| Incorporation of Environmental, Social, and Governance Factors in Credit Analysis | Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis | Discussion and Analysis | n/a | FN-CB-410a.2 | 2024 Materiality Progress (p.24) |

⁶Note to FN-CB-230a.1 – The disclosure shall include a description of corrective actions implemented in response to data breaches.

⁷Note to FN-CB-240a.1 – The disclosure shall include a description of how the entity's compliance with applicable jurisdictional laws or regulations are integrated into its financial inclusion and capacity building strategy.

⁸Note to FN-CB-240a.4 – The disclosure shall include a description of financial literacy initiatives.

| Topic | Metric | Category | Unit of Measure | Code | Report Section(s) or Direct Response |
|---------------------------------|---|-------------------------|------------------------------------|--------------|---|
| Financed Emissions | Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3 | Quantitative | Metric tons (t) CO ₂ -e | FN-CB-410b.1 | Financed emissions are not yet being assessed, but shall be assessed in the upcoming years. |
| | Gross exposure for each industry by asset class | Quantitative | Presentation currency | FN-CB-410b.2 | |
| | Percentage of gross exposure included in the financed emissions calculation | Quantitative | Percentage % | FN-CB-410b.3 | |
| | Description of the methodology used to calculate financed emissions | Discussion and Analysis | n/a | FN-CB-410b.4 | |
| Business Ethics | Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anticompetitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations ⁹ | Quantitative | Presentation currency | FN-CB-510a.1 | Business Ethics & Code of Conduct (p.43) |
| | Description of whistleblower policies and procedures | Discussion and Analysis | n/a | FN-CB-510a.2 | |
| Systemic Risk Management | Global Systemically Important Bank (GSIB) score, by category ¹⁰ | Quantitative | Basis points (bps) | FN-CB-550a.1 | Not Available |
| | Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long term corporate strategy, and other business activities | Discussion and Analysis | n/a | FN-CB-550a.2 | Stress Testing Policy (p.52) |

| Activity metric | Category | Unit of Measure | Code | Report Section(s) or Direct Response |
|---|--------------|-------------------------------|-------------|--------------------------------------|
| (1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business | Quantitative | Number, Presentation currency | FN-CB-000.A | Not Available |
| (1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate ¹¹ | Quantitative | Number, Presentation currency | FN-CB-000.B | |

⁹Note to FN-CB-510a.1 – The entity shall briefly describe the nature, context and any corrective actions taken because of monetary losses.

¹⁰Note to FN-CB-550a.1 – The entity shall describe whether the Global Systemically Important Bank (G-SIB) score is calculated by the entity or obtained from regulatory authorities and whether the entity is required to report the underlying data to the regulators.

¹¹Note to FN-CB-000.B – Mortgage loans as well as revolving credit loans shall be excluded from the scope of the disclosure.

UNGC Content Index

| Principle | Description | Report Section(s) or Direct Response |
|-----------------|--|--|
| Human Rights | | |
| Principle 1 | Businesses should support and respect the protection of internationally proclaimed human rights. | Human Rights and Labor Practices (p.56) 2022 Sustainability Report Employee Health and Well-being (p.68) |
| Principle 2 | Businesses should make sure they are not complicit in human rights abuses. | |
| Labour | | |
| Principle 3 | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | Faisal Islamic Bank of Egypt has no collective bargaining agreements |
| Principle 4 | Businesses should uphold the elimination of all forms of forced and compulsory labour | Human Rights and Labor Practices (p.56) 2022 Sustainability Report |
| Principle 5 | Businesses should uphold the effective abolition of child labor. | |
| Principle 6 | Businesses should uphold the elimination of discrimination in respect of employment and occupation. | Diversity and Inclusion p.64 |
| Environment | | |
| Principle 7 | Businesses should support a precautionary approach to environmental challenges. | Environmental Stewardship (p.79) |
| Principle 8 | Businesses should undertake initiatives to promote greater environmental responsibility. | Climate Change Action (p.81) |
| Principle 9 | Businesses should encourage the development and diffusion of environmentally friendly technologies. | Environmental Stewardship (p.79) |
| Anti-corruption | | |
| Principle 10 | Businesses should work against corruption in all its forms, including extortion and bribery. | Combating Financial Crimes: AML/CFT Measures (p.49) |

TCFD Content Index

| TCFD Recommendation | Report Section(s) (or direct answer) |
|---|---|
| Governance | |
| a. Describe the board's oversight of climate-related risks and opportunities. | FIBE is currently in the process of implementing a robust ESG management system for all its operations and has formulated, which will encompass climate-related objectives. Furthermore, FIBE is committed to sustainable finance and is developing an Environmental and Social Management System (ESMS), which is expected to be established in the coming years. The ESMS will play a vital role in ensuring FIBE's adherence to environmental and social standards including climate related issues throughout its operations. |
| b. Describe management's role in assessing and managing climate-related risks and opportunities. | |
| Strategy | |
| a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | FIBE has is working on identifying a range of climate related risks, credit risks that may arise as a result of environmental factors. These risks include potential defaults or creditworthiness issues from clients or counter-parties impacted by climate change events or regulations. Furthermore, the Bank is working on identifying opportunities in transitioning to sustainable and green finance, as well as exploring relevant products and services in these areas. |
| b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | |

TCFD Recommendation**Report Section(s) (or direct answer)**

c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

FIBE has assessed its organizational carbon footprint and has established GHG reduction targets, and has developed a decarbonization action.

Moving forward, FIBE plans to adopt a climate-related scenario analysis within the upcoming years. This analysis will enable the organization to explore potential climate scenarios and assess their potential impact on its operations and strategies.

Risk Management

a. Describe the organization's processes for identifying and assessing climate-related risks.

b. Describe the organization's processes for managing climate-related risks.

c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

FIBE has conducted an assessment of its organizational carbon footprint and has established GHG reduction targets, and has developed a decarbonization action plan. Moreover, FIBE is actively developing an ESG management system that will facilitate the identification and mitigation of climate-related risks. This system will also enable the integration of climate risk assessment into the overall risk management framework of the organization.

Metrics and Targets

a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Climate Action Change (p.81)

Limited Assurance Statement

Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the 'Assurance Provider') has been engaged by International Diagnostics Holdings (Faisal Islamic Bank of Egypt) (the 'Reporting Organization') to provide Moderate Assurance Type 1 (the 'Assurance') regarding adherence to the AA1000AS v3 (2020) over the Faisal Islamic Bank of Egypt's 2024 Sustainability Report (the 'Report').

Scope, Subject Matter, and Limitations

The subject matter of the Report is the Reporting Organization's ESG performance data and information for the year ended 31 December 2024. The assurance scope is limited to a review of the Selected Information listed below:

- Faisal Islamic Bank of Egypt's ESG Management
- Stakeholder Engagement
- Materiality Assessment

The assurance process was subject to the following limitations and exclusions.

- Verifying the data or information provided by Faisal Islamic Bank of Egypt stated in the Introduction section, Faisal Islamic Bank of Egypt's Chairman, and Governor Letters.
- Appropriateness of definitions and any internal reporting criteria adopted by Faisal Islamic Bank of Egypt for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by Faisal Islamic Bank of Egypt.
- Content of external websites or documents linked from the Report and Faisal Islamic Bank of Egypt.

We have not been engaged to:

- Verify any statement indicating the intention, opinion, belief and/or aspiration of Faisal Islamic Bank of Egypt.
- Determining which, if any, recommendations should be implemented.

Intended Users

The intended users of this assurance engagement are the Reporting Organization and its stakeholders, including but not limited to customers, employees, investors, government, and regulators.

Reporting Criteria

The selected information has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) Standards, in addition to the Integrated Reporting Framework, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the UN Global Compact (UNGC) Principles.

Responsibilities of the Reporting Organization

The provision of the Selected Information in the Report is the sole responsibility of the Management of Faisal Islamic Bank of Egypt. The Reporting Organization is responsible for preparing the Report in line with the reporting criteria and in accordance with the GRI 2021 Universal Standards and for calculating the selected KPIs in accordance with Faisal Islamic Bank of Egypt's "Basis of Reporting".

Responsibilities of the Assurance Provider

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. Our responsibilities were to:

- Provide Moderate Level (Type 1) assurance as per AA1000AS v3 over the accuracy, reliability and objectivity of the information contained within the Report.
- Form an independent conclusion based on the procedures performed and evidence obtained.

Methodology

To form our conclusion, we undertook the following procedures:

- Interviewed management and other person responsible for the Reporting Organization's ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report;
- Analyzed and assessed the key structures, processes, procedures and controls relating to the preparation of the Report;
- Evaluated whether the management approach for the material topics presented in the Report is consistent with the overall sustainability management and performance at Faisal Islamic Bank of Egypt;
- Assessed the completeness and accuracy of the GRI, SASB, TCFD, and UNGC content indexes concerning the disclosures and their omissions;
- Interviewed management and data owners regarding the process of identification, data collection, consolidation and reporting for the selected KPIs;
- Reviewed and evaluated Faisal Islamic Bank of Egypt's GHG Metrics for the selected KPIs against the actual calculation performed to support the figures disclosed in the Report;
- Reviewed the selected KPIs to Faisal Islamic Bank of Egypt's internal calculations and supporting documentation;
- Compared the content of the Report against the findings of the outlined procedures.

Statement of Independence and Impartiality

The Assurance Provider and the Reporting Organization are not engaged in relationships that would be perceived to affect its ability to provide an independent and impartial statement.

Statement of Competence

Masader Environmental & Energy Services S.A.E is an AA1000AS v3- Licensed Assurance Provider as per the license agreement (ID: 000-882) with Accountability AA1000 CIC.

The assurance team has extensive experience in the assurance of ESG data, systems, and procedures.

Recommendations Based on the assurance engagement conducted, it is recommended that the Reporting Organization can implement the following measures to enhance future reporting:

- Ensure clear alignment between reported metrics and the long-term ESG goals and targets, including progress made during the reporting period;
- Ensure consistent and complete disclosure of stakeholder engagements conducted for the purpose of the report prepared in case such actions have been undertaken.

Conclusion

Our conclusion has been formed based on and is subject to the matters outlined in this Report. We believe our evidence is sufficient and appropriate to provide a basis for our conclusions. The conclusion on applying the AA1000 Assurance Principles (2018) is presented below.

| | |
|-----------------------|---|
| Inclusivity | The Reporting Organization has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report. |
| Materiality | The Reporting Organization has described its material topics and the materiality assessment process. Based on the conducted engagement, we believe the material topics accurately reflect the Reporting Organization's ESG impacts and disclosures. The disclosures presented in the Report have been organized to present performance on each material topic. The Report would benefit from a more straightforward representation of the connection between the Reporting Organization's targets and reported disclosures. |
| Responsiveness | The obtained evidence has been sufficient to conclude that the Reporting Organization is responsive to the issues raised by its stakeholder groups by collecting regular feedback via tailored communication channels and appropriate procedures to handle grievances, feedback, and other types of stakeholder inputs. |
| Impact | The Reporting Organization has provided evidence of the applied procedures and systems to monitor and measure its impacts on the environment and actions to ensure accountability for those impacts. |

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Report of Faisal Islamic Bank of Egypt for the year ended 31 December 2024 has not been prepared, in all material respects, in accordance with the standards, frameworks, and principles indicated in the 'Reporting Criteria' section above.

In accordance with the terms of our engagement, this independent assurance statement on the Selected Information has been prepared for Faisal Islamic Bank of Egypt concerning reporting to the Reporting Organization's stakeholders and for no other purpose or in any other context. For and on behalf of Masader Environmental and Energy Services S.A.E

Dr. Abdelhamid Beshara,
Founder and Chief Executive Officer



Masader, Environmental & Energy Services
(S.A.E)

Cairo, 22 June 2025

