Public

Societe Arabe Internationale de Banque (Saib Bank) Summarized resolutions for the Board of Directors meeting dated Tuesday 14-10-2025	بنك الشركة المصرفية العربية الدولية ملخص قرارات إجتماع مجلس الادارة المنعقد يوم الثلاثاء الموافق 2025/10/14
1- Ratification of the previous two Board meetings minutes.	1- التصديـــق علـــى مـحـضــر الجلســة السابقة.
2- Review of Board previous Actions & decisions log updates.	2- مراجعة سجل قرارات ومتطلبات المجلس السابقة وإجراءات تنفيذها.
3- CBE circulars regular update and Notification.	3- الإحاطـــة بتعليمات البنك المركزي المصري.
4- Approve 2024 Saib Sustainability Report.	4- اعتماد تقرير الإستدامة الخاص بمصرفنا لعام 2024
5- Other subjects related to saib's internal business.	5- بعض الموضوعات التي تخص الشأن الداخلي للبنك.

أفضل نجيب

الرئيس التنفيذي والعضو المنتدب

بنك الشركة المصرفية العربية الدولية

بنك الشركة المصرفية العربية الدولية saib (1) 1 1 علاقات المستثمرين

saib

Public

Date: 14-10- 2025

Declaration	إقرار
I, Afdal Elsayed Naguib Atallah- saib bank Chief Executive Officer, hereby declare that the summarized resolutions for the Board of directors meeting dated 14-10-2025 which was provided to EGX includes all fundamental events which saib bank is obligated to disclose as per EGX regulations and the relevant regulations, related decisions, and mandates of the Capital Market local law and it's executive regulations, and anything which was not disclosed is considered confidential information which is permitted to be kept confidential as per the relevant laws related to the protection of bank accounts info and in line with EGX regulations.	أقر أنا/ أفضل السيد نجيب عطاالله – الرئيس التنفيذي والعضو المنتدب لبنك الشركة المصرفية العربية الدولية بأن ملخص جلسة أعمال مجلس إدارة البنك والتي إنعقدت في 2025/10/14 والذي تم موافاة البورصة والهيئة به يتضمن كافة الأحداث الجوهرية التي يجب الإفصاح عنها وفقاً لقواعد قيد وشطب الأوراق المالية بالبورصة المصرية، ولأحكام قانون سوق رأس المال ولائحته التنفيذية والقواعد والقرارات الصادرة تنفيذاً لهما، وأن جميع ما لم يتم الإفصاح عنه يدخل في إطار المعلومات التي كفل القانون حماية سريتها بأحكام قواعد سرية حسابات البنوك وبما يتفق مع قواعد قيد وشطب الأوراق المالية بالبورصة المصرية. وهذا إقرار منا بذلك.

أفضل نجيب

الرئيس التنفيذي والعضو المنتدب

بنك الشركة المصرفية العربية الدولية

بنك الشركة المصرفية العربية الدولية saib (1) 1 1 علاقات المستثمرين

2024 Sustainability Report

saib

TABLE OF CONTENT

01

INTRODUCTION

About this Report

Société Arabe Internationale de Banque (saib) is pleased to present our sustainability report for 2024, showcasing our alignment with Egypt's vision and our commitment to operating as a responsible financial institution.

This comprehensive report outlines our Environmental, Social, and Governance (ESG) framework, performance metrics, and initiatives, reflecting our dedication to transparency with all stakeholders. As we formalize and prioritize our commitment to sustainability, we will continue to share our accomplishments and advancements with our stakeholders on an annual basis.

Scope and Reporting Period

This report covers saib's ESG performance across material topics identified through impact assessment and stakeholder engagement. Unless otherwise specified, all data pertains exclusively to saib's operations. Masader Environmental and Energy Services S.A.E, a corporate sustainability consulting firm, has provided limited assurance on this report's content. Throughout this document, we refer to ourselves as "Société Arabe Internationale de Banque," "saib," "the Bank," or "it."

Our reporting period spans 1st January to 31st December, 2024, in accordance with GRI Standards. We also demonstrate alignment with the UN Sustainable Development Goals (UN SDGs) and additional ESG frameworks detailed below. Relevant contextual information outside this timeframe has been included where appropriate.

Reporting Frameworks

Recognizing its significant role within the Egyptian financial sector, Société Arabe Internationale de Banque is committed to delivering meaningful contributions to national and international sustainability priorities and standards. This report outlines our application of key reporting frameworks in transparently communicating our progress.

GRI	Société Arabe Internationale de Banque has reported in accordance with the GRI Standards for the period of 1st January, 2024 to 31st December, 2024. We have also conducted a materiality assessment based on GRI 3: Material Topics 2021. In addition, we adhere to GRI reporting principles: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.
SASB	SASB Standards on Commercial Banks have been used to report ESG issues most relevant to the Bank's financial performance. Therefore, these standards have been considered during the preparation of our materiality assessment.
TCFD	Société Arabe Internationale de Banque has complied with TCFD Principles in preparing its disclosure regarding governance, strategy, management of risks and opportunities, and metrics and targets concerning the financial implications of climate change.
UNGC	Société Arabe Internationale de Banque has disclosed how we handle our fundamental human rights, labor, environment, and anti-corruption responsibilities by implementing the ten UNGC Principles.

Forward Looking Statements

This report may contain certain forward-looking statements relating to the bank's business. These may be identified in part through the use of forward-looking terminology such as "will", "planned", "expected", and "forecast". Such statements reflect the bank's current views concerning future events and are subject to certain risks, uncertainties, and assumptions. Many factors could also cause the bank's actual results, performance, decisions, or achievements to be materially different from any future results that may be expressed or implied by such 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

Mr. Ahmed Essam
Head of Financial Institutions & Sustainable Finance Sector
Ahmed.Essameldin@saib.com.eg
Tel: +202 33325109

Mr. Ismail Mahmoud Ismail El-Farahty
Head of Sustainability & Sustainable Finance
Ismail.Ismail@saib.com.eg
Tel: +202 33325278 | Ext.: 1228

Head Office:

56 Gamet El-Dowal El-Arabia Street, Mohandessen, Cairo

saib at a Glance

Société Arabe Internationale de Banque (saib) was established on March 21, 1976, as an Arab Bank operating in Egypt under the provisions of investment law 43 of 1974, later amended by laws 230/1989 and 8/1997. Founded to bridge Arab and international financial institutions, saib has evolved into one of Egypt's prominent banks and has become crucial to the country's economic development. As of 31st December 2024, saib operates through a network of 43 branches and 150 ATMs throughout Egypt, supported by a workforce of 1,861 dedicated professionals serving clients ranging from individuals to large corporations. The bank executes banking, investment, financial, and commercial activities while financing economic, industrial, real estate, agricultural, and commercial projects, as well as Egyptian foreign trade. saib offers short, medium, and long-term credit facilities, retail banking products, deposits, savings certificates in multiple currencies, and securities services.

For businesses, the bank provides specialized SME financing, corporate banking services, and trade finance options that facilitate both domestic and international commerce. Beyond conventional services, saib offers products & services that are in compliance with the provisions of the Shariah committee through our dedicated Islamic branch. As part of its digital transformation initiative, the bank has invested in modern technologies that enhance customer experience through online platforms and mobile applications. Looking ahead, saib is focused on expanding its market presence, advancing its digital capabilities, supporting SMEs, and promoting financial inclusion across Egypt's banking landscape.

Customers

369,793
Number of Customers

24,961
Number of Corporate Accounts

344,832
Number of Retail Accounts

61,500
Number of Online Banking Customers

Geographical Spread*

43
Branches

150
ATMs

14
Governorates

*To Learn more about saib's ATMs' Locations View: Find Us - saib

Our Vision

> Living our values to provide our customers with a unique banking experience, support our community, maximize our shareholders values, powered by our professional team

Our Values

saib's commitment to its core values shapes every aspect of our daily operations and decisions, ensuring we maintain our position as one of Egypt's most respected and successful financial institutions. These foundational principles guide how our team members collaborate to deliver exceptional results for both our customers and the communities we serve.

Integrity

To abide by the highest ethical & professional standards & safeguard the interests of our customers, shareholders & employees

Transparency

To act with openness & clarity on all levels to establish trust-based work environment

Respect

To treat others with appreciation, care & commitment

Professionalism

To adhere to the highest level of quality & efficiency to provide our customers with the best banking experience

Business Lines

saib delivers excellence through our diverse portfolio of financial services. We empower businesses with customized solutions through innovative products that address diverse financial requirements. Our business offerings uniquely combine growth-oriented strategies, ethical banking practices, and personalized service to meet our clients' evolving needs.

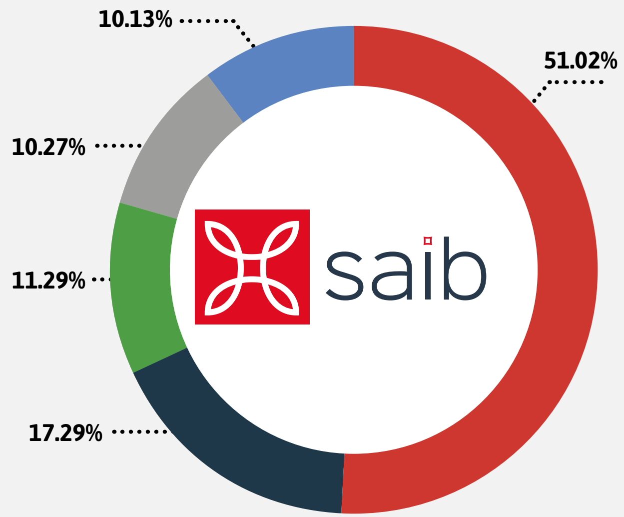
Retail Banking saib offers a range of financial services and products to individuals to meet their personal banking needs. It is a core area of focus for the Bank, aiming to provide comprehensive solutions to individuals' financial requirements, thereby establishing long-term relationships with customers, and ensuring their satisfaction.	Everyday Banking	· Accounts · Deposits · Debit Cards	· Prepaid Cards · Payroll · Safe Boxes
	Borrowing	· Credit Cards · Loans	· Mortgage · Very Small Enterprises
	Digital Services	· Digital Solutions · Digital Channels	· saib Contact Center · Governmental Payments
	saib Excellence	· Dedicated Teams · Priority handling in banking transactions.	
Wholesale Banking saib enhances your business banking experience by offering tailored solutions for startups, growth, and investments in property and equipment. Our unique mix of in-person and digital services provides flexibility in managing your business finances according to your preferences. Count on saib to align with your business goals at every stage.	Corporate Group	· Large Corporate · Syndicated Loans	· Small & Medium Entreprises (SMEs)
	Investment Banking	· Equity participation	
	Islamic Banking	· Ijara finance	
	Financial Institutions, Correspondent Banking & Sustainable Finance	· Trade finance & risk participation. · Correspondent banking & network management · Multilateral DFIs cooperation in sustainability & sustainable finance	

Treasury & Capital Markets

saib's Treasury & Capital Markets business line strategy aligns with the bank's overall strategy to be one of the leading and best banks in the market. We focus on sustainable performance by actively managing the bank's sources and uses of funds through a proactive Asset Liability Management approach. We perceive our clients as partners, serving as our core element of the success process. To better serve our clients, we offer a wide variety of solutions tailored to meet their current and prospective needs with the presence of a dedicated team focusing on providing clients with market insights, updates, and regular commentaries.

Ownership Structure

As of December 31st, 2024



- Arab International Bank
- Arab Contractors Investment Company
- Misr Insurance Company
- Misr Life Insurance Company
- Public Ownership

CEO & Managing Director Statement

Dear Stakeholders,

FY 2024 was a key year into our journey for saib, delivering strong results in challenging market conditions. Despite significant currency volatility and heightened geopolitical uncertainties, we remained focused on our core mission of financing progress while building stakeholder trust. Our financial performance demonstrates the strength of our business model: total assets reached USD 2.95 billion while net profit grew to USD 34.32 million, a solid 10 percent increase in US-dollar terms despite the Egyptian pound's devaluation. Our domestic performance was particularly strong when measured in local currency, with deposits growing 24 percent, our lending portfolio expanding 35 percent, and profits rising 81 percent, reflecting the fundamental strength of our operations.

Financing real-economy growth

We channelled capital where it matters most. SME lending surged 25 percent, while our Shariah-compliant Ijara portfolio climbed 55 percent, reflecting untapped demand for islamic finance and our ability to innovate responsibly. At year-end our dedicated environmental and social lending book reached EGP 885 million, supporting energy-efficiency upgrades and community infrastructure in some of Egypt's most underserved regions.

Accelerating our digital transformation

Digital engagement is now the primary gateway to saib. More than 61,500 retail clients bank with us online, 83 percent of credit card settlements occur through digital channels while 86 percent of all eligible transactions, corporate and retail, are executed electronically. Instant-payment subscribers doubled to 44,514, driving EGP 30 billion in real-time transfers and confirming that convenient, always-on banking is no longer optional; it is expected.

Governance that delivers confidence

Our Board's composition reflects our commitment to diversity and independence, comprising executives, non-executives, independent members and females representation, We strengthened our governance framework by updating and enhancing the charters for our Audit, Risk, Governance & Nomination, and Remuneration Committees, ensuring robust oversight mechanisms across all critical areas. To further integrate environmental, social, and governance considerations into our core operations.

Putting people first

saib's 1,861 colleagues, 27 percent of whom are women, logged more than 43,000 training hours, averaging 14 hours per employee, to future-proof skills and careers. Our voluntary turnover rate stayed below 4.19 percent, evidence of an inclusive culture that values diversity, recognises performance and cultivates leadership pipelines.

Partnering with our communities

We invested EGP 13.98 million in community programmes that reached almost 46,000 people. From dialysis units at Al-Qasr Al-Aini Hospital to scholarships for women in technical trades and the construction of a natural-filtration water station in Luxor, each initiative was chosen for measurable impact and alignment with Egypt Vision 2030.

Advancing environmental stewardship

During the year we completed our comprehensive carbon footprint assessment and began mapping science-based emission reduction targets in line with global net-zero trajectories. We developed our data recording systems to establish a more accurate environmental baseline for future progress tracking. In parallel, we are enhancing environmental risk awareness, we continued to monitor developments in environmental related financial disclosure and defined ESG standards, ensuring we remain informed of evolving practices and expectations within the banking industry.

Looking ahead

As we move forward, we will continue to:

- Expand our sustainable finance portfolio, with strategic emphasis on renewable energy projects that align with Egypt's Vision 2030.
- Complete our technological infrastructure transformation and implement comprehensive end-to-end digitalization from origination to collections while maintaining cybersecurity as the cornerstone of our customer trust.

- Enhance financial inclusion by increasing access and financial literacy in rural governorates and expanding services for people of determination, contributing to broader financial accessibility across Egypt.

None of this is possible without your confidence. To our customers, shareholders, regulators, partners and, above all, our employees, thank you for propelling saib forward. Together we are building a resilient bank that delivers shared prosperity and leaves no one behind.

Sincerely,

Afdal Naguib

Chief Executive Officer & Managing Director

02

EESG IMPACT

"EESG impact is vital to saib's operations, enabling us to build lasting value while effectively managing risks. By integrating Environmental, Economic, Social, and Governance factors into our business model, we strengthen stakeholder relationships, ensure regulatory compliance, and create meaningful societal benefits. This comprehensive approach helps us align our business strategies with sustainability objectives, enhance our market position, build stakeholder trust, and address pressing global challenges. Through our commitment to EESG principles, saib drives responsible growth, enhances our reputation, and helps shape a more equitable and sustainable future for all."

Key EESG performance indicators

Economy

USD 2.95 Bn
Total Asset

USD 2.56 Bn
Total Liabilities

USD 34.32 Mn
Net Profit

USD 387.92 Mn
Total Equities

USD 2.31 Bn
Total Customer Deposits

USD 388.9 Mn
Retail loans portfolio

USD 907.8 Mn
Corporate loans portfolio

Governance

10
Board Members

2
Female Representation on the Board

9
Non-Executive Board Member

8
Board Meetings Conducted in 2024

3
Shari’ah Board Members

18
Shari’ah Board Meetings Conducted in 2024

Social

27%
Female Workforce

1,861
Total Workforce

164
New Hires

43,718
Training Hours

78
Employees with Disability

EGP 13.977 Mn
Total Community Donations and Investments

5,102
Complaints were Solved and Closed

Sustainable Finance			
	EGP 885 Mn Total Environmental and Social Lending Portfolio	**EGP 5 Mn** Total Environmental Lending Portfolio	**EGP 880 Mn** Total Social Lending Portfolio

Environmental			
	4,693 Total Carbon Footprint (Scope 1+2+3) ($mtCO_2e$)	**8,581** Total Energy Consumption (MWh)	**150** Waste Generated (Tons)

saib Commitment to Sustainability

saib advances its strategic vision with decisive actions, responding to evolving market conditions and stakeholder expectations while reinforcing our commitment to sustainable, inclusive growth. Our approach balances commercial objectives with environmental responsibility and social impact, creating meaningful value for customers, communities, and the broader Egyptian economy.

Supporting Egypt's Vision 2030

saib is expanding its contribution to Egypt's national development agenda through targeted financing for strategic sectors including renewable energy, sustainable infrastructure, and innovative SMEs. Our financial inclusion strategy now incorporates specialized products designed for underserved communities while supporting the transition toward a green economy. Through active participation in public-private partnerships, we aim to create measurable impacts that strengthen economic resilience and social development across diverse regions of Egypt.

Creating a Digital & Inclusive Future

Our digital transformation journey has entered an advanced phase with enhancements to our mobile banking ecosystem, providing customers with more intuitive access to comprehensive financial services. We are integrating AI-powered solutions to personalize customer experiences while implementing streamlined digital onboarding processes that significantly reduce access barriers. Digital inclusion remains central to our approach, with educational initiatives and simplified interfaces designed to engage communities previously excluded from formal financial systems.

Conducting Responsible Business with Good Governance

We continue to enhance our governance framework by implementing more sophisticated ESG risk assessment methodologies across our lending and investment portfolios. Our Board has adopted forward-looking sustainability criteria to guide strategic decisions, complemented by transparency measures that provide stakeholders with meaningful insights into our operational impacts. The establishment of specialized advisory mechanisms ensures our practices remain aligned with evolving standards in corporate responsibility and ethical business conduct.

Fostering Ties with Communities

saib is deepening its community engagement through comprehensive financial literacy programs targeting youth, women entrepreneurs, and small business owners. Our corporate volunteering initiatives emphasize skills-based contributions that create sustainable value for community organizations. Strategic partnerships with educational institutions and impact-focused organizations enable us to develop collaborative programs with measurable outcomes in priority areas including education, healthcare access, and environmental stewardship.

Stakeholder Engagement

Main Stakeholder Groups	Key Topics	Engagement Tools	Frequency
Governmental Entities	· Ministry of Social Solidarity Requirements · CBE Approvals, Complaints, Mandates and circulars · Religious Supervisory Board and Mandates · Public Policies · Operations	· Board of Trustees Meetings · Meetings · Reports	Daily Quarterly Annually Ad hoc
Communities	· Permits · Social Activities · Volunteering · Public Participation · Events · Zakat Fund	· Marketing Campaigns · TV and Radio · Meetings · Social Media	Daily Monthly Ad hoc
Employees	· Events and Initiatives · Campaigns and Budgeting · Business Continuity, Development, and Operations · Strategy and Performance · Audits · Projects and Reviews · Quality and Feedback · Customer Experience	· Meetings · Calls · 1-on-1 Meetings · Trainings · Reports · E-mails · Surveys · Awareness Sessions	Daily Weekly Monthly Bi-Monthly Quarterly Bi-annually Annually Ad hoc
Suppliers	· Deals and Contracts · Audits · Development and Implementation · Maintenance and Operations · Warranty · Services and Repairs	· Meetings · Calls · Agreements · E-mails	Weekly Monthly Quarterly Annually Ad hoc

Main Stakeholder Groups	Key Topics	Engagement Tools	Frequency
Business Partners	· Deals and Contracts · Partnerships · Workflow Facilitation · Customer Experience and Engagement · Compliance and Regulations · Operations and Implementation · Services and Repairs	· Meetings · E-mails · Calls · Agreements · Surveys · Reports	Daily Weekly Monthly Quarterly Annually Ad hoc
Shareholders	· Compliance and Regulations · Risk Management · Board Business review	· Meetings · Reports	Quarterly
Customers and Clients	· Quantitative and Qualitative Research · Corporates and Retail Accounts · Business Requirements · Product Review · Service Delivery	· Surveys · Meetings · Marketing Campaigns · TV and Radio · Social Media · Events · Surveys · Visits	Daily Weekly Bi-Weekly Monthly Annually Ad hoc

Materiality Assessment

Building upon our thorough materiality assessment conducted in 2023, saib has maintained consistency in our approach to sustainability priorities during 2024. After careful review, we have confirmed the continued relevance and applicability of the material topics identified in our previous assessment.

Continuity in Material Topics

Our established material topics remain aligned with Egypt's national priorities, including Vision 2030, the National Climate Change Strategy 2050, and CBE's Financial Inclusion Directive (2023-2025). These topics continue to form the foundation of our sustainability strategy and operational focus.

Strategic Implementation Focus

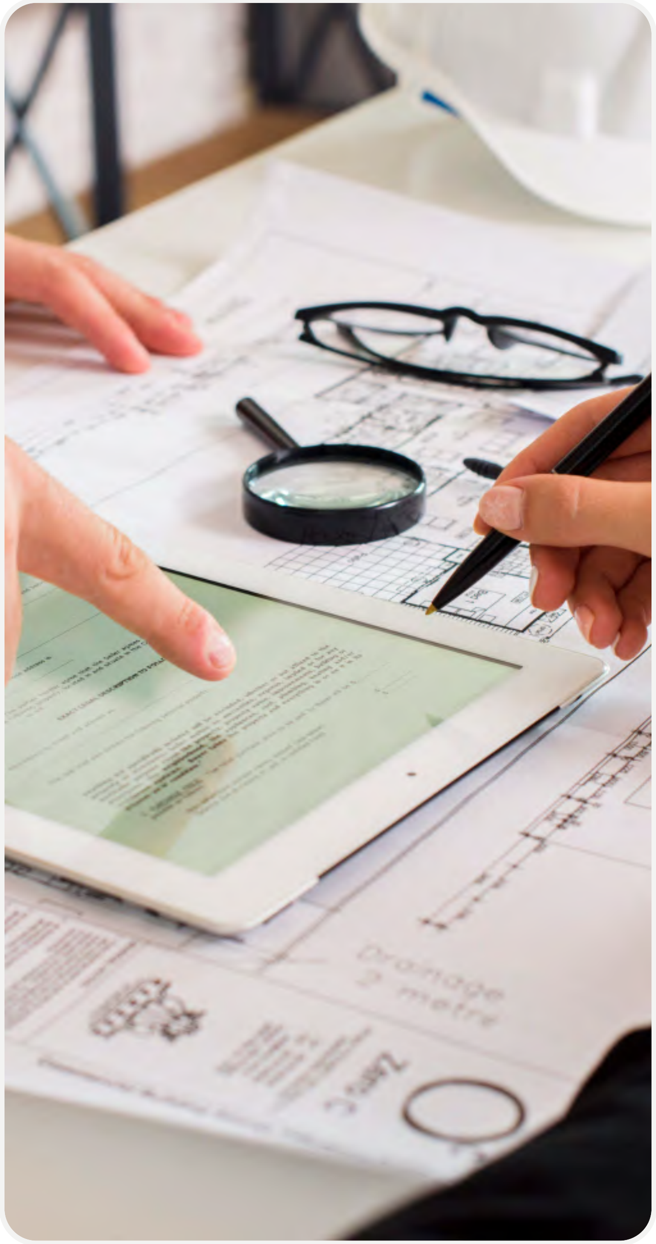
saib has directed its resources toward implementing meaningful actions across our previously identified priority areas. This focused approach has allowed us to deepen our commitment to addressing the material issues most significant to our stakeholders and business.

Ongoing Stakeholder Dialogue

While maintaining our material topics, we have continued engaging with key stakeholder groups through our regular communication channels to remain attentive to evolving concerns. These ongoing dialogues confirm that our current materiality framework remains appropriate for guiding our sustainability initiatives.

Looking Forward

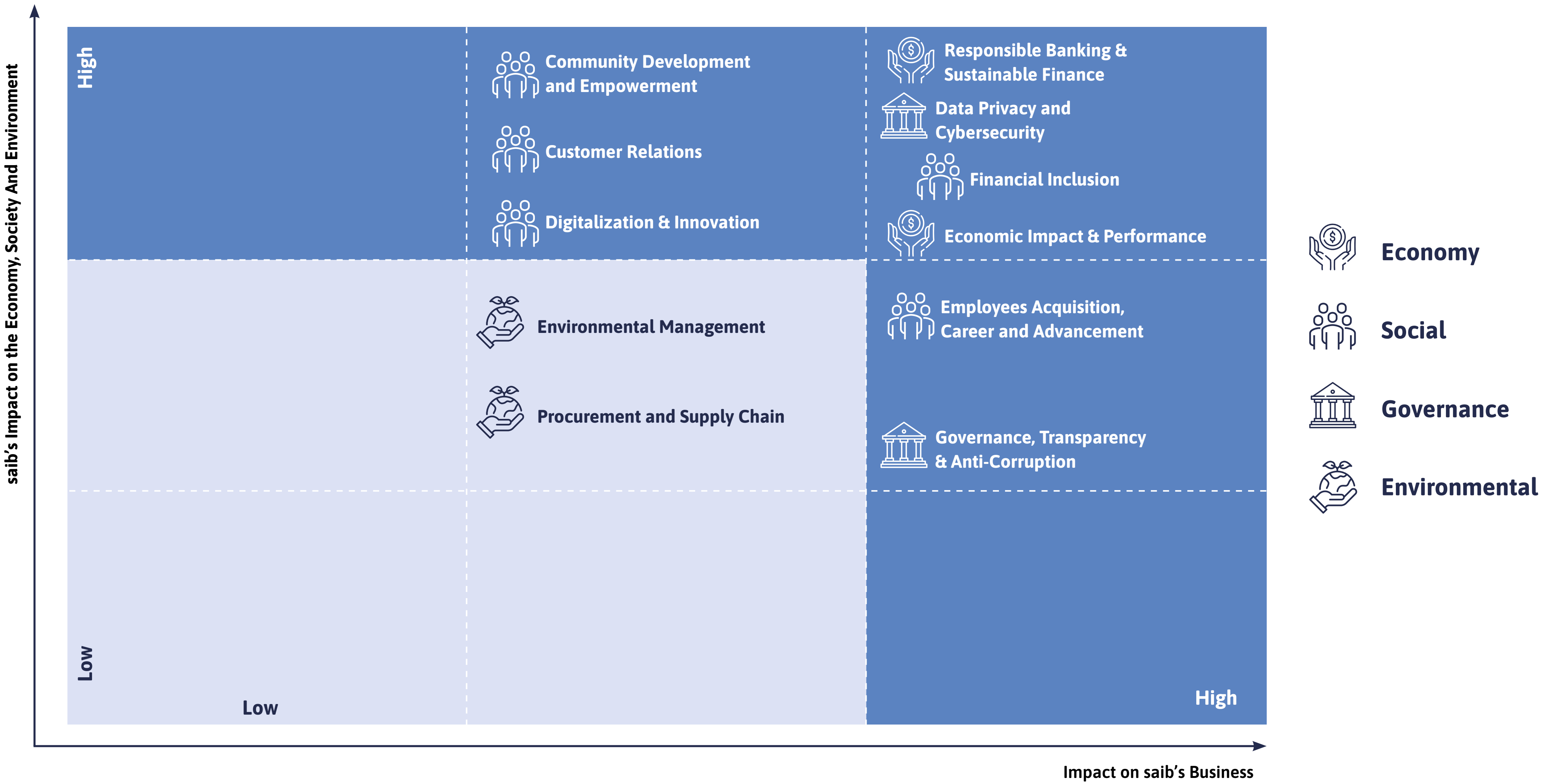
saib remains committed to conducting comprehensive materiality assessments at appropriate intervals to ensure our strategy stays responsive to changing conditions. Our established material topics continue to provide a solid foundation for creating value and addressing the most significant impacts of our operations.



Saib's ESG-based Material Topics

Pillar	Material Topic	SDGs	Egypt's Vision 2030
Economy	Economic Impact & Performance	1 No Poverty 8 Decent Work and Economic Growth 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities 12 Responsible Consumption and Production	٧ السلام والأمن ١ جودة الحياة
	Responsible Banking & Sustainable Finance	8 Decent Work and Economic Growth 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities 12 Responsible Consumption and Production 13 Climate Action	٥ الاستدامة البيئية ٦ الحوكمة ٣ اقتصاد قوي ٤ معرفة وابتكار
Governance	Governance, Transparency & Anti-Corruption	16 Peace, Justice and Strong Institutions	٦ الحوكمة
	Digitalization & Innovation	9 Industry, Innovation and Infrastructure 4 Quality Education	٤ معرفة وابتكار
	Data Privacy and Cybersecurity	16 Peace, Justice and Strong Institutions	٦ الحوكمة
Social	Customer Relations	4 Quality Education 8 Decent Work and Economic Growth 12 Responsible Consumption and Production	٣ اقتصاد قوي ٢ عدالة واندماج
	Financial Inclusion	1 No Poverty 8 Decent Work and Economic Growth 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities	٣ اقتصاد قوي ١ جودة الحياة
	Employees Acquisition, Career and Advancement	3 Good Health and Well-being 4 Quality Education 5 Gender Equality 8 Decent Work and Economic Growth 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities 16 Peace, Justice and Strong Institutions	٧ السلام والأمن ٤ معرفة وابتكار ٣ اقتصاد قوي ٢ عدالة واندماج ١ جودة الحياة
	Community Development and Empowerment	1 No Poverty 3 Good Health and Well-being 4 Quality Education 11 Sustainable Cities and Communities 16 Peace, Justice and Strong Institutions	٧ السلام والأمن ٥ الاستدامة البيئية ٣ اقتصاد قوي ٢ عدالة واندماج ١ جودة الحياة
Environmental	Environmental Management	6 Clean Water and Sanitation 7 Affordable and Clean Energy 11 Sustainable Cities and Communities 12 Responsible Consumption and Production 13 Climate Action 15 Life on Land	٥ الاستدامة البيئية ١ جودة الحياة
	Procurement and Supply Chain	12 Responsible Consumption and Production 15 Life on Land	

Materiality Matrix



03

ECONOMY

saib continues to achieve solid performance across all business lines through strategic focus on sustainable growth, prudent risk management, and market-responsive service development. Our diversified portfolio provides resilience while enabling us to address evolving client needs across segments. This section presents our economic impact, financial performance, banking segment achievements, and commitment to sustainable finance.

Economic Impact and Performance

Why It Matters to saib and Our Stakeholders

saib: Economic growth and financial innovation are core to saib's strategic vision. As a financial institution, our profitability and sustainable growth rely on our ability to provide valuable banking services that meet evolving market demands while navigating economic challenges. Our diverse banking segments allow us to maintain resilience through market fluctuations and create long-term value for shareholders while supporting Egypt's economic development.

Stakeholders: Our customers depend on accessible and reliable financial services to achieve their personal and business goals. Business clients, particularly SMEs, rely on our support to fuel growth, create jobs, and contribute to economic development. Meanwhile, investors and shareholders seek sustainable returns and responsible growth strategies that can deliver value despite economic headwinds. Government entities and regulators look to banks like saib to support national economic priorities and maintain financial system stability.

Our Approach

saib approaches economic impact through a balanced strategy that combines prudent financial management with innovative service development. We prioritize digital transformation to enhance accessibility and efficiency while maintaining personalized service through our branch network. Our product development focuses on addressing specific market needs across diverse customer segments, from retail clients to SMEs and large corporations. We maintain a disciplined approach to risk management while seeking opportunities for growth that align with Egypt's economic development goals. Regular market analysis and stakeholder engagement guide our strategic decisions, ensuring we respond effectively to emerging challenges and opportunities in Egypt's dynamic financial landscape.

Economic Performance

EGP 150 Bn
Total Assets
+39.34%

EGP 19.72 Bn
Total Equity
+59.77%

EGP 130.28 Bn
Total Liabilities
+36.69%

EGP 19.78 Bn
Retail Loans Portfolio
+56.44%

EGP 117.45 Bn
Customer Deposits
+37.90%

EGP 46.15 Bn
Corporate Loans Portfolio
+37.61%

EGP 1.74 Bn
Net Profit
+81.29%

EGP 18.20 Bn
Financial Investments (FVTOCI & AC)
+48.27%

saib's Banking services Advancement

saib has demonstrated resilient growth across its diverse banking segments in 2024, despite significant challenges in Egypt's economic landscape. The bank's strategic focus on expanding digital capabilities, supporting local businesses, and providing innovative financial solutions has yielded positive results across retail, business, Islamic, international, and digital banking operations. This sustained growth reflects the bank's commitment to meeting evolving customer needs while contributing to Egypt's economic development through targeted financial services. The following sections highlight key achievements across each banking segment, showcasing saib's operational excellence and customer-centric approach in delivering value to stakeholders while navigating Egypt's complex financial environment.

Retail Banking

+10%
increase in the direct debit card portfolio

saib's retail banking sector has seen steady growth, with notable improvements in key product areas. In 2024, the credit card portfolio increased by 14%, the growth occurred in Secured loans portfolio by 78%, as the growth affected the full Auto loans portfolio not only the Secured. Additionally, the direct debit card portfolio saw a 10% rise, reflecting increased customer engagement. This growth is supported by the ongoing focus on enhancing digital services and providing products that align with customer needs, contributing to a more convenient and accessible banking experience. The Bank continues to adapt its offerings, ensuring they meet the evolving demands of the retail banking market.

Wholesale Banking

+25%
Increase in SME loan portfolio

The focus on supporting SMEs remains a central element of saib's strategy. The Bank achieved a 25% growth in its SME loan portfolio in 2024, reinforcing its commitment to helping small and medium enterprises thrive. Tailored products for startups and growing businesses, particularly in agriculture and manufacturing, have been key drivers of this growth. The business banking division continues to focus on providing financial solutions that cater to the needs of local businesses while supporting Egypt's broader economic development.

+55%
increase in the Islamic Ijara financing portfolio (Real estate financing)

saib's Islamic banking services have continued to expand, offering Sharia-compliant financial products that align with the values of a growing customer base. This year, the Islamic Ijara financing portfolio increased by 55%. The Bank remains dedicated to meeting the growing demand for ethical banking products, enhancing the range of services available, and ensuring they remain aligned with Islamic principles. This growth reflects both the increased profit in Islamic finance and the Bank's ability to adapt its offerings to meet the needs of this segment.

Digital Banking

+27%
increase in the total corporate transfers

Digital banking has been a focus of continued development, with substantial progress made in expanding online services. In 2024, corporate internet banking transactions increased to 27% of total corporate transfers. Additionally, the Bank saw a notable rise in the number of InstaPay subscribers, which doubled to 44,515, with total transfers reaching USD 753 million. These advances reflect the Bank's commitment to providing seamless and efficient digital solutions that enhance customer experience and drive greater engagement across its banking services.

Responsible Banking & Sustainable Finance

Why It Matters to saib and Our Stakeholders

saib: Responsible banking and sustainable finance are core to our business strategy and future growth. Integrating ESG factors into our lending decisions helps us identify new opportunities, manage risks, and enhance our reputation. This approach positions saib to meet growing market demand for sustainable financial products while supporting Egypt's transition to a greener economy.

Stakeholders: Investors increasingly recognize that strong ESG practices correlate with business resilience and long-term value creation. Communities benefit directly from our sustainable finance initiatives through improved infrastructure and services, while government entities look to institutions like saib to support national sustainability goals and regulatory compliance.

Our Approach

saib has established a dedicated Department for Sustainability & Sustainable Finance to guide our efforts through comprehensive policies and frameworks. In accordance with our current and future strategic vision, we are developing the necessary infrastructure to implement sustainability practices in our operations. Our strategic roadmap focuses on portfolio diversification supporting renewable energy, environmental conservation, and social development projects in accordance with the Central Bank of Egypt's directives and Egypt's Vision 2030.

Sustainable Finance

As part of our ongoing work, we are focused on diversifying our financing portfolio to support projects that promote environmental and social development. This includes exploring opportunities in sectors such as renewable energy, environmental conservation, and social initiatives that contribute to broader sustainable development goals. We are also exploring partnerships with key stakeholders, such as government agencies, non-governmental organizations, and corporations, to help foster sustainable projects and provide the necessary financial banking.

Environmental Lending Portfolio

Our environmental lending supports initiatives that promote sustainability and ecological balance, with investments across energy efficiency, waste management, climate-smart agriculture, and water conservation projects that help reduce environmental footprints and promote responsible resource management.

Social Lending Portfolio

Our social lending portfolio reflects our commitment to community wellbeing, with significant investments in healthcare facilities, educational institutions, and essential infrastructure projects that enhance quality of life and provide access to critical services for Egyptian communities.

2024 Total saib Environmental and Social Lending Portfolio

EGP 885 Mn
Allocated Funds

2024 Environmental Lending Portfolio

1
Number of Projects

EGP 5 Mn
Allocated Funds

Energy Efficiency

2024 Social Lending Portfolio

9
Number of Projects

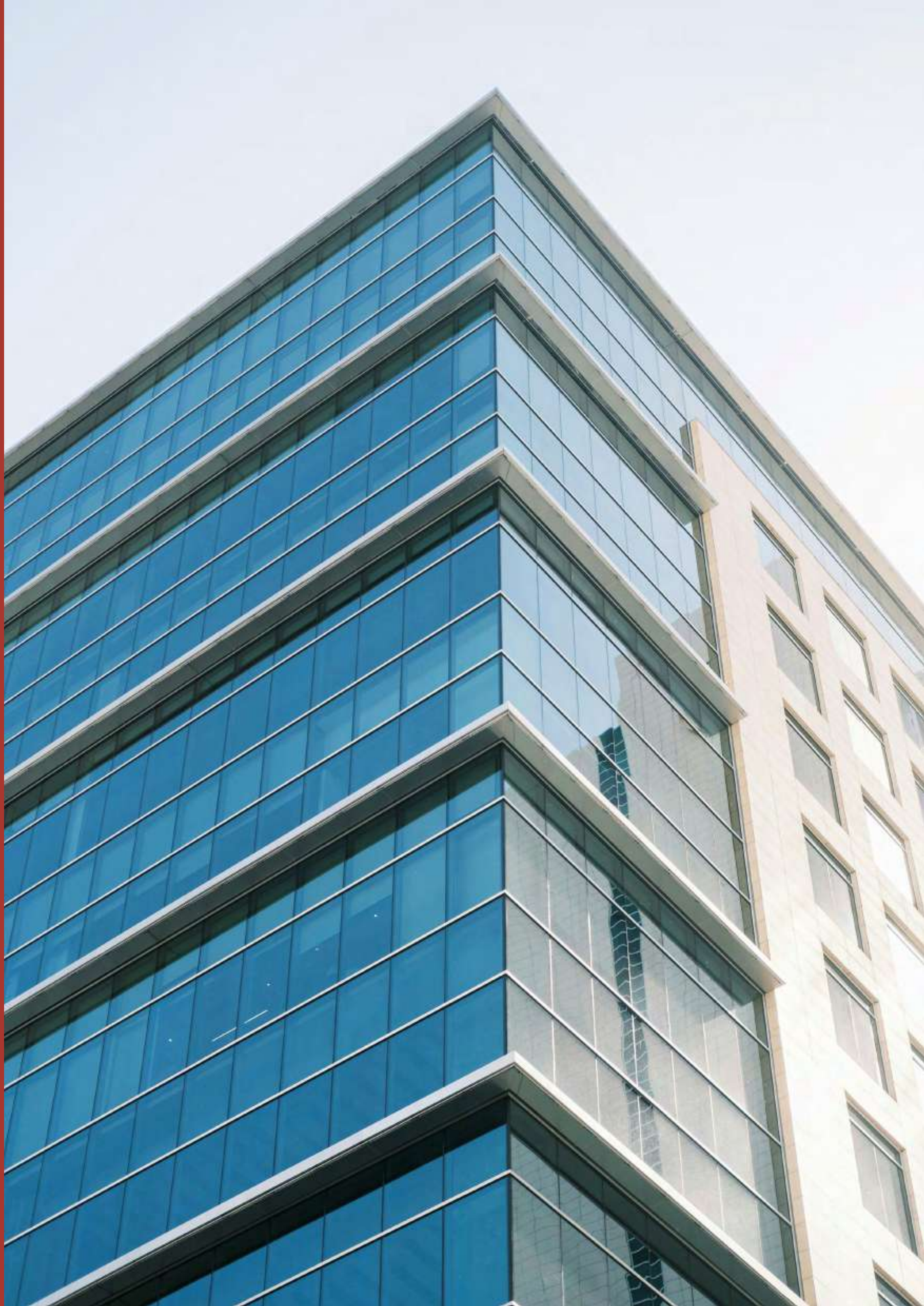
EGP 880 Mn
Allocated Funds

Health	Education	Infrastructure
		
EGP 673 Mn 6 Projects	**EGP 157 Mn** 2 Projects	**EGP 50 Mn** 1 Project

04

GOVERNANCE

saib is committed to maintaining a sound governance framework aligned with regulatory requirements and global best practices. Through structured oversight mechanisms and clear policies, we guide strategic direction, manage risks, and ensure ethical conduct across all operations. Our governance system provides the foundation upon which we build sustainable performance and stakeholder confidence.



Corporate Governance & Anti-Corruption

Why It Matters to saib and Our Stakeholders

saib: Good governance is essential to our business model, providing the structure through which we set objectives and monitor performance. It enables us to identify risks early, protect our reputation, and maintain regulatory compliance while adapting to changing market conditions.

Stakeholders: Effective governance ensures consistent, fair treatment for customers, reliable oversight for shareholders, compliance assurance for regulators, and ethical guidance for employees. These practices strengthen both our business relationships and the broader financial ecosystem we serve.

Our Approach

saib implements governance through our Board of Directors and specialized committees that provide oversight while maintaining separation between supervisory and executive functions. We enforce comprehensive policies covering ethical conduct, anti-corruption, and conflict of interest management, supported by secure whistleblowing channels. Our independent Internal Audit function and integrated risk management framework ensure effective controls across all operations. We regularly evaluate and enhance these structures to maintain alignment with regulatory requirements and emerging risks, creating a culture where governance considerations inform all business activities.

Corporate Governance

Board of Directors (BoD)

10
Board Members

2
Female Representation across the Board

9
Non-Executive Board Members

8
Board Meetings

3 years
Average Tenure

3
Shari'ah Board Members

18
Shari'ah Board Meetings Conducted in 2024

BoD's Responsibilities

At saib, the BoD holds overall responsibility for defining the bank's strategic direction, ensuring effective execution, and maintaining strong governance aligned with regulatory requirements. It approves the bank's strategy, objectives, and organizational structure, while overseeing their implementation across all operations.

The Board actively monitors the soundness of the internal control system, approves financial statements, assesses risk management, and evaluates internal audit outcomes. It plays a key role in appointing senior executives, assessing their performance, and ensuring the separation of supervisory and executive duties to prevent conflicts of interest. Through regular engagement with senior management, internal audit, and Board committees, the Board reviews the bank's policies and governance framework, including periodic updates to ensure continued relevance and effectiveness. It ensures regulatory compliance, promotes ethical conduct, and supports a strong risk culture.

The Board fulfills critical governance functions by conducting self-assessments, implementing succession plans, and setting standards of conduct for all employees. It reviews and approves annual reports, including those related to governance, sustainability, and risk ensuring transparent stakeholder communication. Additionally, the Board supports the bank's contribution to community development and oversees social responsibility initiatives, reinforcing saib's commitment to long-term value creation.

Mr. Fahmy Kamal Hanna

Chairman
Non- Executive Member
Representing the Arab International Bank.
Tenure: 2.1 years
Meeting Attendance: 8/8

Mr. Afdal Naguib

CEO & Managing Director
Executive Member
Representing the Arab International Bank
Tenure: 0.5 years
Meeting Attendance: 8/8

Dr. Hala Helmy Alsaid Younes

Non-Executive Member
Representing the Arab International Bank
Tenure: 0.2 years
Meeting Attendance: 2/2 since joining date

Mr. Ahmed Naiem Ahmed Badr

Non-Executive Member
Representing the Arab International Bank
Tenure: 1 year
Meeting Attendance: 8/8

Mr. Karim Mahmoud Hamed Mahmoud

Non-Executive Member
Representing the Arab International Bank
Tenure: 0.5 years
Meeting Attendance: 5/5 since joining date

Mr. Khaled Gamil Hilal Omar

Non-Executive Member
Representing the Arab International Bank
Tenure: 1.9 years
Meeting Attendance: 8/8

Dr. Ahmed Abdel Salam Abdel Aziz

Non-Executive Member
Representing Misr Life Insurance Company
Tenure: 6.7 years
Meeting Attendance: 8/8

Mr. Omar Abdelhamid Ibrahim Gouda

Non-Executive Member
Representing Misr Insurance Company.
Tenure: 3.7 years
Meeting Attendance: 8/8

Mr. Hatem Saied Ahmed Al Liethy

Non-Executive Member
Representing Misr Insurance Company
Tenure: 0.5 years
Meeting Attendance: 5/5 since joining date

Mrs. May Abdel Hamid Ahmed Elsayed

Independent Member
Tenure: 5.7 years
Meeting Attendance: 8/8

Shari’ah Board Members

Dr. Ahmed Omar Hashem

President of Fatwa and Shariah Supervision Board
Tenure: 5 years
Meeting Attendance: 18/18

Dr. Abbas Abd Allah Abbas Shoman

Vice president of Fatwa and Shariah Supervision Board
Tenure: 5 years
Meeting Attendance: 18/18

Dr. Abdul Salam Abdul Monsef Ali Lasheen

Member of Fatwa and Shariah Supervision Board
Tenure: 5 years
Meeting Attendance: 18/18

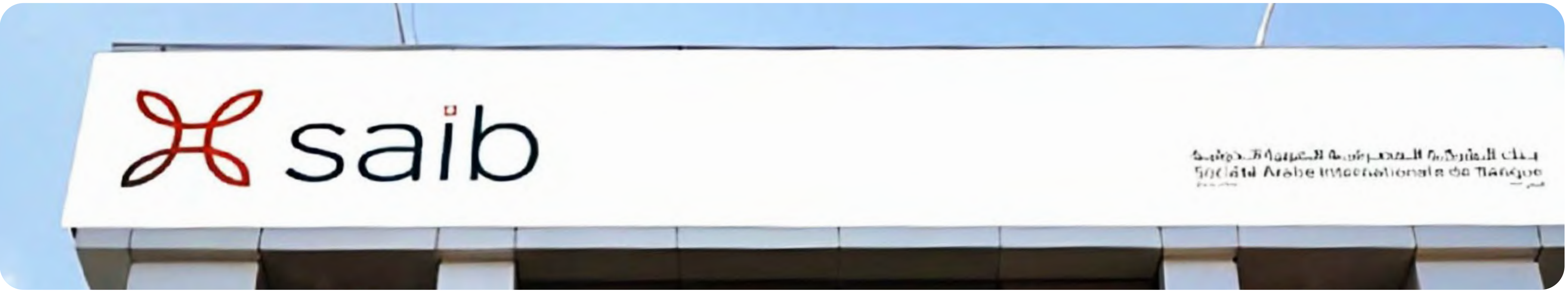
Read more about our Shariah Board on our website.

Board Committees

To strengthen governance and oversight effectiveness, the Board forms specialized Committees comprising its members. The Board establishes comprehensive frameworks for each committee, clearly specifying their composition, authorities, responsibilities, and meeting frequency. These Committees possess full authority to access any necessary information required for fulfilling their responsibilities and can seek additional resources and expert consultations to facilitate efficient task completion. The Committees operate in accordance with detailed working charters that have been formally approved by the Board of Directors. The governance structure at saib includes the following Board Committees:

Board Committees	Responsibilities	Chair-person of the committee	Members	Number of meetings attended during 2024
Audit Committee	The Audit Committee at saib is responsible for overseeing management's duties to ensure an effective system of control is in place to safeguard the bank's assets and income. It rigorously examines the integrity of the bank's financial statements, actively ensures compliance with internal policies, procedures, laws, and regulations. The committee also directly supports the Board in overseeing the Internal Audit function, ensuring it is effective, independent, and properly resourced. Additionally, it systematically monitors the bank's compliance with financial and regulatory requirements, evaluates fraud detection mechanisms, and oversees implementation of anti-money laundering policies.	Mrs. May Abdel Hamid	Mr. Ahmed Naiem Dr. Ahmed Abdel Salam Abdel Aziz	6
Risk Committee	The Risk Committee at saib rigorously oversees the bank's risk management policies, strategies, and performance. It thoroughly conducts annual reviews of various risks (credit, operational, market, etc.), strategically sets acceptable risk levels, and actively monitors risk management efforts. The committee ensures quarterly risk assessments, systematically evaluates the Chief Risk Officer's performance, and approves risk-related procedures. Additionally, it comprehensively reviews stress test results, internal capital adequacy assessments, and plans for business continuity, liquidity, and disaster recovery. It also diligently monitors loan disbursements, impaired facilities, and ensures prompt corrective actions as needed.	Mr. Karim Mahmoud Hamed	Mr. Afdal Naguib Dr. Ahmed Abdel Salam Abdel Aziz Mr. Khaled Gamil Helal Mr. Hatem Saied El Leithy	4

Board Committees	Responsibilities	Chair-person of the committee	Members	Number of meetings attended during 2024
Corporate Governance & Nomination Committee	The Governance and Nominations Committee at saib rigorously oversees the bank's governance system, ensuring compliance with regulations and systematically evaluating the effectiveness of the Board's structure. It strategically proposes updates to governance policies, such as the conflict of interest and whistleblowing policies. The committee thoroughly reviews Board member training, performance, and the bank's annual governance disclosures. Additionally, it meticulously prepares governance reports, actively monitors the implementation of recommendations from the Central Bank of Egypt, and comprehensively oversees the bank's succession plan. The committee also carefully recommends Board member appointments, renewals, and nominations, including the critical succession plan for the Board Chairman to avoid conflicts of interest.	Mr. Omar Abdelhamid Gouda	Mr. Fahmy Kamal Hanna Dr. Hala Helmy Elsaid Ms. May Abdelhamid Mr. Hatem Saied El Leithy	3
Remuneration & Compensation Committee	The Remuneration Committee at saib strategically proposes compensation for executive and non-executive Board members, ensuring alignment with the bank's objectives, risk levels, and performance. It systematically ensure establishing and reviews salary and remuneration policies, ensuring they are directly linked to performance and risk management. The committee also actively promotes transparency by disclosing total compensation for top employees and carefully controls variable salaries, particularly for roles impacting risk levels. Additionally, it rigorously ensures remuneration is not awarded in cases of serious violations.	Mr. Fahmy Kamal Hanna	Dr. Hala Helmy Elsaid Mr. Khaled Gamil Helal Dr. Ahmed Abdel Salam Abdel Aziz Mr. Ahmed Naiem Badr	3



Executive Committee

The Executive Committee facilitates the implementation of the bank's strategic and operational plans by ensuring timely decision making on key matters that arise between Board meetings. It systematically supports the execution of the bank's approved strategy, diligently follows up on major developments related to credit, investments, and operations, and rigorously ensures alignment with the bank's risk framework and regulatory obligations. The committee also thoroughly reviews proposals that may require Board approval and strategically provides guidance on significant issues that impact the bank's performance and sustainability. The executive committee is comprised of eight members and is presided over by the Chief Executive Officer.

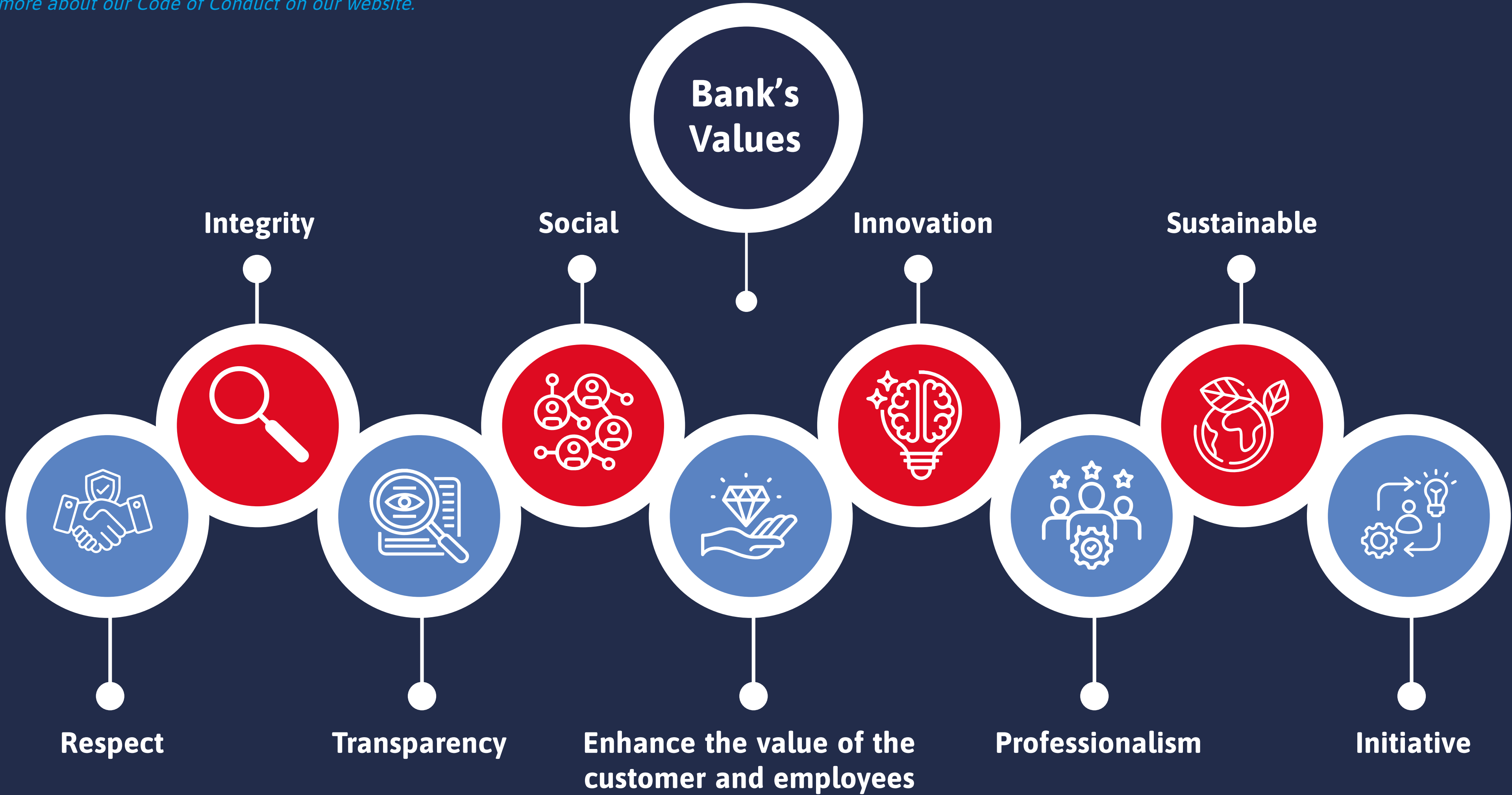
Members	Role
Mr. Afdal Nageeb	Chief Executive Officer and Managing Director
Mr. Tarek Abdou	Deputy Managing Director for Business and Banking operations
Mr. Amr Nossair	Assistant Managing Director for Retail banking and Branches
Mr. Mohamed Mokhtar	Chief Financial Officer, Group Head of Finance Strategic Planning and Market Research
Mr. Mohamed Talaat	Chief Operations Officer
Mr. Amr Abd Allah	Head Of Treasury and Capital Markets
Mr. Moataz Bellah Mohamed Mounir	Chief Risk Officer

Ethical Conduct and Compliance

Code of Conduct

This Code of Conduct has been developed to serve as a guiding framework for upholding the highest standards of conduct across all aspects of the bank's operations. The trust of our clients, stakeholders, and the wider community is essential to the bank's success, and every employee is expected to act in a manner that safeguards this trust. Employees must deliver services with diligence, fairness, and in full compliance with legal and regulatory requirements, avoiding any actions that could result in personal gain or conflict of interest. As part of enhancing the bank's governance framework, this Code aims to establish a culture of ethical behavior, clarify the principles that guide employees conduct at all levels, and support sound, responsible decision-making in all dealings.

Read more about our Code of Conduct on our website.



Anti-Money Laundering (AML) and Counter Terrorism Financing (CTF)

saib is committed to combating money laundering and terrorism financing through implementing a sound ML/TF risk management program. saib understands the risks, especially reputational, operational, and compliance, associated with inadequate ML/TF risk management and has proactively implemented a comprehensive program aligned with the FATF Recommendations, Basel guidelines, Wolfsberg guidance, and Egyptian Law No. 80 of 2002 and its amendments. this program reflects saib's board of directors, management, and employees' commitment to fighting financial crime and ensuring ML/TF risks are identified and mitigated. failure to comply with saib's policy will result in disciplinary action, up to and including termination, and potential legal proceedings.

saib's AML/CFT policy guides all employees to conduct business in accordance with applicable AML laws, rules, regulations, and best practices. the program includes a board-ratified AML/KYC policy with annual reviews and updates by the compliance department and subsequent board ratification, the appointment of an MLRO, and a CDD program incorporating KYC principles and a remediation program for existing customers. saib also conducts EDD on high-risk customers, including PEPs, establishes systems to monitor transactions, reports suspicious activity to the Egyptian Money Laundering Combating Unit, and prohibits certain products, services, and customer types. regular independent testing and AML training for employees and relevant contractors are also mandated.

100%
of Employees receive AML & CTF Training

Anti-Corruption & Bribery

saib is unwavering in its commitment to combat corruption and bribery, upholding the highest standards of ethical conduct and integrity in all aspects of its operations. Aligned with international best practices and regulatory directives. All employees are required to conduct business with integrity and transparency, avoiding any improper advantage or conduct that could give rise to suspicion. Risks related to bribery and corruption can emerge through daily activities such as offering or accepting gifts, entertainment, promotional trips, dealings with public officials, the use of third parties, provision of goods and services, recruitment practices, and acquisition processes. Employees must refrain from participating in, soliciting, or approving any activity that could be perceived as bribery, whether direct or indirect, and are obligated to immediately report any suspected incidents involving bribery in connection with the bank's business. Bribery is defined as offering, giving, promising, or receiving any financial or non-financial benefit with the intent of influencing the performance of duties or securing personal or business advantages.

76%
of Employees receive Anti-Corruption training

Conflicts of Interest

Conflicts of interest can undermine the integrity of business operations and decision-making processes. At saib, employees are expected to uphold the highest standards of objectivity and fairness by avoiding any situation where personal interests whether direct or indirect that could interfere with their professional responsibilities. This includes refraining from actions that could result in personal gain for themselves, family members, or acquaintances through their position at the bank. All actual or potential conflicts must be disclosed in a timely manner to ensure full transparency and protect the interests of the bank and its stakeholders.

Human Rights & Labor Practices

saib continues to uphold full compliance with the provisions of the Egyptian Labor Law. The bank maintains a firm stance against all forms of discrimination, whether based on race, color, religion, gender, national origin, age, physical ability, ancestry, medical condition, or family responsibilities.

saib remains committed to fostering a respectful, inclusive, and harassment-free work environment. Any form of harassment involving employees, partners, clients, or customers is strictly prohibited. The bank retains the right to apply appropriate disciplinary measures including suspension or immediate termination in response to any violations of these principles.

Whistleblowing

saib maintains a Whistleblowing Policy designed to encourage employees to report any breaches of professional conduct or illegal practices. The policy guarantees the confidentiality of the whistleblower's identity and protects them from any form of retaliation. An internal reporting system is in place to securely receive and review concerns, ensuring appropriate actions are taken in line with regulatory and internal standards.

Regulatory Adherence

saib is committed to maintaining full compliance with all applicable local and international legal and regulatory requirements, including the directives of the CBE and other supervisory authorities. The bank undergoes regular reviews to verify adherence and upholds strict compliance with laws, regulations, supervisory controls, and internal policies across all operations. Any identified violations are promptly reported through established channels to mitigate financial, legal, and reputational risks and support the bank's long-term strategic objectives.

To reinforce this commitment, saib has established a governance and compliance framework that guides regulatory alignment and ethical business practices. This framework covers the formulation, implementation, and periodic review of compliance policies, governance standards, and internal control systems. Regular reports on compliance and governance matters are submitted to the Audit Committee, ensuring transparent oversight and enabling informed, responsible decision-making.

Internal Audit

saib's Internal Audit operates independently, reporting directly to the Audit Committee to provide assurance on the effectiveness of internal controls, risk management, and compliance across all operations. Using a risk-based approach, it reviews adherence to CBE regulations, evaluates internal control systems, and assesses the alignment of procedures and policies with operational needs and market developments.

It monitors business execution to ensure compliance with established guidelines and follows up on the implementation of corrective actions. Its work is carried out through documentary reviews of daily operations, periodic on-site audits of branches and central operations, and office-based assessments of critical operational reports. A dedicated analytics and quality function continuously enhances the effectiveness of audit activities and follow-ups, reinforcing the bank's control environment.

Risk Management

saib maintains a comprehensive risk management framework across five key categories: Credit Risk, Market Risk, Operational Risk, Retail Risk, and Information Security and Business Continuity Management. This framework is governed by a Risk Charter that defines guiding principles, responsibilities, authorities, and performance standards, establishing unified practices that support strategic objectives.

The framework is regularly reviewed and enhanced to keep pace with market changes, regulatory updates, and business developments. With strong emphasis on early risk identification, effective monitoring, and appropriate risk responses, this integrated approach ensures risk management remains central to decision-making processes, supporting saib's long-term stability, operational resilience, and sustainable growth.

Key Elements

01 Risk Identification

- Process for identifying internal and external risks.
- Regular assessments to update the risk register.

02 Risk Assessment

- Standardized criteria for evaluating impact & likelihood.
- Prioritization of risks based on severity.

03 Risk Mitigation

- Implementation of strong mitigation strategies.
- Regular reviews to ensure effectiveness.

04 Monitoring & Reporting

- Continuous monitoring mechanisms in place.
- Regular reports generated & communicated to stakeholders.
- Provides visibility into the risk landscape & the effectiveness of mitigation measures.

Credit Risk

saib is dedicated to managing credit risk through a framework that ensures the bank's exposures are effectively controlled in line with approved policies and programs. The bank works to reduce potential losses by actively identifying early warning indicators of doubtful loans and addressing them promptly. To support business sectors, credit requests are swiftly reviewed to improve response times and maintain operational efficiency. The bank closely monitors all debt instruments, guarantees, and credit facilities to ensure they meet approved conditions and remain valid. Regular oversight of accounts and credit limits helps ensure disbursements stay within designated purposes and approved limits. An operational control mechanism ensures a clear separation between credit approval functions and facility monitoring to maintain objective risk oversight. Additionally, saib maintains an updated, reliable customer information database and continuously reviews customer profiles and market developments to provide timely early warning signals and support sound, data-driven credit decisions.

Market Risk

saib's market risk management framework is designed to monitor, measure, and control risks arising from fluctuations in interest rates, exchange rates, and liquidity positions. The bank maintains comprehensive policies and procedures for managing market, asset, and liability risks, along with a liquidity contingency plan approved by the Board of Directors. These policies are regularly reviewed and updated to stay aligned with regulatory directives and market conditions. saib actively applies predefined risk limits to control exposures and conducts ongoing measurements of interest rate and exchange rate risks using advanced methodologies, including Economic Value of Equity (EVE), Earnings at Risk (EaR), and Value at Risk (VaR) models. Regular stress testing is performed to assess the bank's resilience under adverse market scenarios. In addition, liquidity risks are closely monitored through Central Bank ratios, Basel guidelines, internal indicators, and maturity analysis.

saib also manages concentration risks from major depositors to maintain sound liquidity and interest rate positions. The bank prepares and presents key reports, such as ICAAP, recovery plans, and stress test results, to relevant committees and the Board of Directors as required. To enhance its risk management infrastructure, saib is implementing an advanced risk management system in partnership with a specialized technology provider, enabling automated, flexible, and timely regulatory reporting and risk analysis.

Operational Risk

Operational risk management covers all bank operations and employees, ensuring effective identification, measurement, and mitigation of risks to enhance operational efficiency and reduce losses. This discipline operates independently and plays a critical role in fostering a strong risk management culture throughout the organization.

The operational risk management activities include applying best practices to identify and monitor operational risks, ensuring that new products, services, or systems are assessed for potential risks before implementation. Regular reviews of internal procedures, creating an incident database, and working with business units to improve controls further contribute to minimizing operational risk. Additionally, this area emphasizes the importance of ongoing training to build a risk-aware culture and collaborates with various internal sectors to improve the control environment. It also manages self-assessments, monitors key risk indicators, and reviews system access to ensure risks are continuously controlled and mitigated.

Retail Risk

saib's retail risk management approach focuses on maintaining a balanced relationship between controlling expected losses and achieving targeted returns. The bank adopts a structured framework that ensures retail risks are identified, measured, and managed through consistent monitoring and assessment. An integrated organizational structure is in place, fostering alignment between business objectives and risk management practices. Credit portfolios are actively monitored for early warning indicators of default, enabling proactive actions to mitigate potential risks. Expected credit losses are measured and managed in line with the international IFRS 9 standard. saib emphasizes maintaining a well-diversified retail credit portfolio, reducing concentration risks across various sales channels, industries, and customer segments. To further protect against credit related losses, the bank secures life insurance coverage for personal loan and unsecured credit card customers.

Information Security & Business Continuity Management

saib adopts an integrated approach to information security and business continuity management, ensuring that operational resilience and data protection remain central to its risk management priorities. The framework is grounded in comprehensive, regularly updated policies and procedures approved by senior management, aligned with emerging threats and the evolving technology landscape. The Bank maintains a continuously updated information security risk register, ensuring proactive identification and mitigation of potential vulnerabilities. Efforts are reinforced through regular awareness initiatives, training sessions, and internal communications aimed at embedding a strong security culture across the Bank.

A diverse set of advanced technologies and systems are employed to safeguard networks, digital infrastructure, and sensitive data from unauthorized access and breaches. These include security vulnerability detection tools, log monitoring systems, event detection solutions, and data protection protocols. saib remains fully prepared to manage unforeseen disruptions through formal crisis and business continuity plans, regularly reviewed and tested against various scenarios. These plans ensure that essential operations can be sustained during emergencies, supported by business impact analyses conducted annually to assess the potential effects of service interruptions.

Digitalization and Innovation

Why It Matters to saib and Our Stakeholders

saib: Digital transformation drives our strategic growth, enhancing service delivery while optimizing costs. It allows us to reach more customers, streamline operations, and develop tailored financial solutions. Our digital initiatives strengthen operational resilience and enable swift responses to regulatory requirements.

Stakeholders: Customers benefit from greater convenience and 24/7 access to services through our digital channels. Investors see our digital transformation as evidence of forward-thinking leadership that creates pathways for sustainable growth. Regulators value our support of financial inclusion goals and alignment with national cashless economy directives. Employees gain opportunities for skills development and meaningful customer engagement through our technology-enabled solutions.

Our Approach

saib's digital transformation strategy is built upon three pillars: customer-centric digital experience, robust technological infrastructure, and innovation culture. We design solutions with customers at the center while ensuring consistent multi-channel experiences. We invest in secure, scalable systems with strengthened infrastructure and disaster recovery capabilities. By fostering a culture that embraces change and experimentation, we develop innovative solutions that combine digital capabilities with strategic physical presence, creating a seamless banking experience that balances convenience with personalized service.

Customer Centric Approach

saib strengthened its digital presence and customer engagement through a series of initiatives in 2024 aimed at enhancing brand visibility, enriching customer experience, and expanding outreach across multiple channels.

Digital Marketing & Social Media Campaigns

saib maintained a strong presence on digital and social media platforms throughout the year, achieving notable growth in online engagement. The total number of followers across the bank's platforms reached 913,000, while 672,000 new website visitors were recorded. Through carefully targeted digital campaigns, saib successfully generated over 13,000 leads, reflecting the growing relevance and effectiveness of its digital outreach.

913,000
Followers on social media

672,000
New website visitors

13,000
Customer inquiries in digital campaigns

Digital Visibility & Customer Access

saib adopted advanced digital marketing tools to optimize its positioning on popular search engines and digital maps. These efforts led to tangible improvements in the bank's visibility, particularly for high demand services such as car loans, making it easier for customers to discover and access saib's offerings.

Branch Expansion & Identity Modernization

saib opened three new branches equipped with modern technology and service models that align with contemporary digital banking standards. Additionally, the bank completed a comprehensive renovation of the Shohadaa Port Said branch, integrating digital services to offer customers a seamless, technology-enhanced banking experience.

Awareness Campaigns: Saytara Plus

saib launched the "Saytara Plus" campaign across both social media platforms and national radio channels. The campaign successfully increased awareness of the bank's services and promoted its financial products to a broader audience, strengthening brand recall and reinforcing saib's market presence.

saib Online Banking

In line with its commitment to digital transformation and customer-centric service, saib provides Internet and Mobile Banking services that allow individual customers to conduct secure banking transactions anytime, anywhere. The service enhances financial accessibility, reduces the need for in-branch visits, and contributes to operational sustainability by promoting paperless, digital solutions. Today, saib proudly serves over 61,500 online banking customers, reflecting the growing trust in and adoption of its digital platforms. Through these channels, customers can manage accounts, transfer funds, pay with credit cards, request banking services, and track transactions with ease. By continuously expanding digital features and improving user experience, saib supports financial inclusion while contributing to reduced environmental impact and increased customer satisfaction.

61,500
Online Banking Customers

83%
Total credit card payments were through all digital channels

86%
Digital banking transactions from total bank entitled transactions (corporate/retail)

27%
Total corporate transfers were conducted through corporate Internet banking

saib E-Wallet

As part of its digital financial services portfolio, saib offers saib Wallet, an easy-to-use, secure mobile wallet solution designed to enhance financial inclusion and support the transition toward a cashless society. The wallet enables customers to send and receive money, recharge balances, and pay various bills including mobile, landline, and internet services, directly from their mobile devices. It also allows users to withdraw and deposit cash through saib branches and ATMs displaying the Meeza logo. For added convenience, a virtual card is issued for local online purchases up to EGP 3,000, valid for one month from issuance. In line with saib's social responsibility values, the wallet further facilitates donations to various charitable organizations. Today, saib Wallet serves over 103,528 customers, reflecting its role in expanding access to secure, digital financial services in Egypt.

8,200
saib Wallet Customers

EGP 4.1 Mn
Withdrawal & Deposit Transactions from Cards and E-Wallets

70,000
Number of saib Wallet Transactions

EGP 156 Mn
Volume of saib Wallet Transactions

saib App

The saib mobile banking app provides seamless digital experience, enabling users to easily manage their financial activities. From checking account balances to executing transfers and managing certificates and deposits, the app puts banking at your fingertips. With this app, customers can handle their banking tasks anytime, anywhere, making financial management more convenient and efficient.

Fawry POS Machine Service

saib has expanded the accessibility of its debit, credit, and prepaid cards by integrating them into the Fawry POS network. This allows customers to perform withdrawals and deposits at all government entities equipped with POS points within the Meeza network, making transactions more versatile and accessible.

saib WhatsApp Business Services

As part of saib's commitment to enhancing customer experience and providing accessible, on-demand banking services, the bank offers saib WhatsApp Business, a convenient digital channel available 24/7. Through this service, both customers and non-customers can inquire about the full range of the bank's products and services at any time of day, with the option for direct interaction with customer service representatives for further assistance and clarifications. The service supports inquiries related to branch and ATM locations, working hours, personal and car loans, mortgage financing, digital services, certificates of deposit and time deposits, bank accounts, card types, and special offers. It also provides details on financial inclusion products, bank tariff updates, and exclusive services for premium customers.

SMS Alert

To ensure customers stay informed and in control of their financial transactions, saib offers an SMS Alert service that delivers instant notifications directly to customers' mobile phones. This service provides immediate updates on a wide range of banking activities, including deposits, withdrawals, check payments and collections, certificate of deposit (CD) and time deposit (TD) transactions, internal and external fund transfers, standing order applications, salary transfers, and stamp duty notifications.

103,528
SMS Subscribers

saib ATMs

To offer convenient, secure, and accessible banking services to customers across Egypt, saib maintains an extensive ATM network that enables individuals to perform a wide range of personal banking transactions without the need to visit a branch. Through more than 150 ATMs strategically distributed nationwide, customers can easily withdraw and deposit cash, pay with credit card dues, inquire about balances, print mini statements, and update PIN codes in both Arabic and English. The ATM network also supports cash-in and cash-out transactions from digital wallets in accordance with applicable limits. In line with saib's commitment to customer safety and transaction security, users are provided with clear guidance and safety tips for responsible ATM use. The network is regularly expanded and upgraded to ensure reliable access to everyday banking services, reinforcing financial inclusion and enhancing customer experience.

Instant Payment Network (IPN)

saib provides access to the Instant Payment Network (IPN), a real-time payment infrastructure enabling instant money transfers around the clock. Through approved applications such as InstaPay, customers can instantly send and receive funds between bank accounts, digital wallets, and cards, including Debit, Credit, Prepaid, and Meeza cards, using various identifiers like account numbers, mobile numbers, or card numbers. Available 24/7, the service simplifies everyday banking transactions, providing a secure and reliable alternative to traditional payment channels. The IPN service is accessible to all saib customers and cardholders and supports instant collections, sending to or receiving from any IPN-enabled financial institution within Egypt. The service also operates with clear transaction thresholds, allowing up to 70,000 EGP per transaction, 120,000 EGP daily, and 400,000 EGP monthly through InstaPay

44,514
IPN subscribers

EGP 18.2 Bn
Total IPN Incoming Transfers

EGP 12 Bn
Total IPN Outgoing Transfers

Advancing Digital Banking

saib continued to enhance its digital banking capabilities in 2024, focusing on building a robust and efficient infrastructure for uninterrupted service delivery across all digital channels. The bank made significant upgrades to its technological platforms to align with evolving industry standards and regulatory requirements. System updates and modifications were carried out swiftly, ensuring seamless operations without disruption.

In 2024, saib successfully completed several high-impact projects, including the relocation of the disaster recovery environment to enhance operational resilience and ensure business continuity during emergency scenarios. A total of eight major projects were delivered in coordination with various business sectors, boosting service continuity and overall operational efficiency.

8
Technology projects completed

Data Privacy and Cybersecurity

Why It Matters to saib and Our Stakeholders

saib: Robust cybersecurity and data privacy are fundamental to maintaining our operational integrity and reputation in an increasingly digital banking landscape. As custodians of sensitive financial information, we recognize that protecting customer data is essential to preserving trust and ensuring business continuity. Strong security measures also ensure compliance with evolving regulatory requirements while protecting against financial and reputational risks associated with potential breaches.

Stakeholders: For customers, our cybersecurity measures safeguard their financial assets and personal information, providing peace of mind when using our digital services. Regulators rely on our diligent implementation of security frameworks to maintain financial system stability. Shareholders benefit from reduced operational risk and prevention of potential financial losses associated with security incidents. Employees gain from working in a secure environment with clear protocols for data handling and protection.

Our Approach

saib implements a multi-layered cybersecurity strategy that combines advanced technological solutions, comprehensive policies, and continuous monitoring. We maintain strong alignment with Central Bank directives while investing in specialized security capabilities and infrastructure resilience. Our approach balances robust protection with operational efficiency, ensuring that security measures enhance rather than impede the customer experience. Through regular assessment, testing, and rapid response protocols, we maintain vigilance against evolving threats while adapting our defenses to meet emerging challenges in the digital banking ecosystem.

Fortifying Digital Trust

At saib, we maintained a strong focus on cybersecurity throughout 2024, continuously enhancing our protective measures to meet evolving threats and regulatory requirements. We implemented rapid responses to Central Bank notifications regarding information security, updating applications and programs across our systems while ensuring uninterrupted service for customers using our electronic banking channels.

Our cybersecurity approach aligned with the CBE directives through both leveraging existing systems and implementing new specialized solutions. A notable advancement was the Database Access Management monitoring project, which strengthens our ability to protect sensitive information and detect potential unauthorized access attempts.

We strategically invested in our internal security capabilities, enabling new cybersecurity functions through our in-house expertise rather than relying solely on external providers. This approach allowed us to maintain greater control over our security posture while building specialized knowledge within the Bank.

Despite facing challenges including recruitment of specialized security personnel and global inflation affecting security systems procurement, we implemented alternative technical solutions that maintained our security standards while managing budget constraints effectively.

The DR Datacenter Colocation project represented a significant enhancement to our resilience against both physical and cyber threats. By relocating our disaster recovery data center, we established a more robust backup site capable of maintaining essential banking services during potential disruptions to our main data center.

All 137 change requests implemented across our systems in 2024 underwent comprehensive security assessment and testing through our structured change management process. This disciplined approach ensured that no security vulnerabilities were introduced while implementing new capabilities. Additionally, we swiftly addressed 182 emergency change requests to quickly mitigate potential security issues.

Our proactive security measures helped protect our digital banking ecosystem, maintaining the integrity of transactions and customer data across all channels. Through continued investment in cybersecurity infrastructure and expertise, we demonstrate our unwavering commitment to safeguarding customer trust in an increasingly digital banking environment.

137
Business change requests processed

182
Emergency interventions handled

05

SOCIAL

“

At saib, we view our social responsibility as an essential component of sustainable business practice. Our approach balances internal workforce development with external community engagement to create meaningful impact across our stakeholder ecosystem. This section explores how we nurture human capital through talent management and employee wellbeing initiatives while extending our positive influence through customer experience excellence and strategic community investments. By addressing both workplace culture and broader societal needs, we strengthen our organizational foundation while contributing to Egypt's socioeconomic development in alignment with national priorities and global sustainability frameworks.

”

Employees Acquisition, Career and Advancement

Why It Matters to saib and Our Stakeholders

saib: Strategic talent practices directly impact our competitive advantage and continuity. Diverse recruitment and clear advancement pathways build capabilities that drive innovation and adaptability. Our human capital investments strengthen service quality, operational resilience, and leadership succession.

Stakeholders: Our talent commitment benefits all groups—providing employees with growth opportunities; ensuring customers receive quality service; giving shareholders enhanced productivity and reduced costs; and demonstrating to communities our commitment to inclusive employment practices.

Our Approach

Our talent strategy integrates acquisition, development, and advancement through a lifecycle management approach. We combine targeted recruitment emphasizing both technical skills and cultural fit with structured development pathways that build capabilities at all organizational levels. Our performance management framework aligns individual aspirations with business objectives through regular dialogue and personalized learning opportunities. This integrated ecosystem enables us to attract and retain diverse talent while building the organizational capabilities needed to deliver sustainable value to all stakeholders.

27%

Percentage of Women Employees

4.19%

Percentage of PwD among Employees

24%

Percentage of Women in Management Positions

1,861

Total Workforce

36%

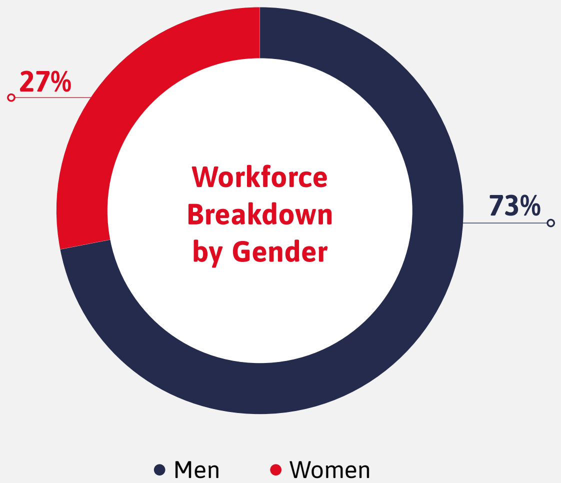
Percentage of Women Among New Hires

Fostering an Inclusive Workplace

Human capital is essential to saib's success. Our employees' expertise, diversity, knowledge, and commitment drive our innovation and growth. We invest in our workforce through ongoing training and development, creating an environment where talent can flourish. By prioritizing our human capital, we ensure exceptional service, strong leadership, and a resilient, forward-thinking organization.

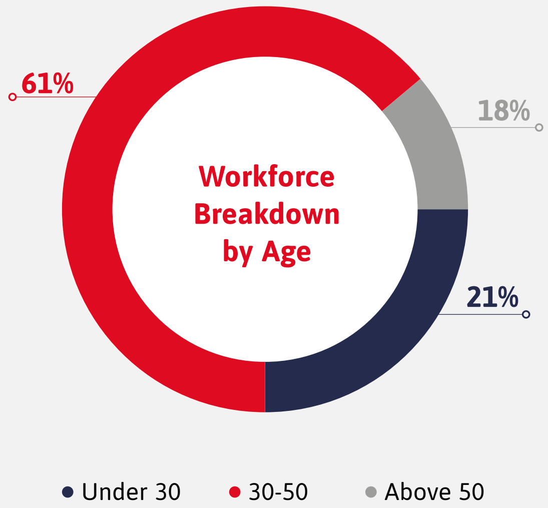
Gender

saib is committed to promoting gender diversity within our organization, as we believe that an inclusive workforce drives creativity, innovation, and provides valuable insights. In 2024, women representation stood at 27%, saib strives to enhance diversity across various roles within the bank. In 2024, the number of employees in management positions was 577, with 24% being women.



Age

saib values the diversity of age and experience within our workforce. We recognize that a multi-generational team brings a wealth of knowledge, skills, and perspectives, which enhances our overall success. We are dedicated to fostering an inclusive culture that respects and values individuals of all ages, encouraging collaboration and knowledge-sharing across generations as our workforce continues to grow.

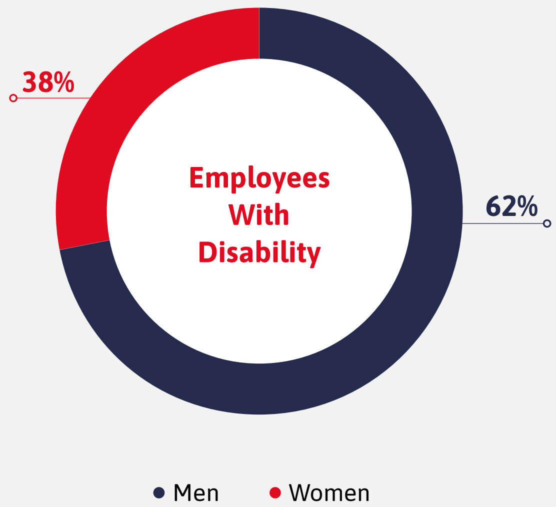


Parental Leave

Aligned with our commitment to fostering a balanced and inclusive workplace, saib offers comprehensive parental leave benefits to all eligible employees. In 2024, out of our total workforce , 44 colleagues took parental leave. Our support ensures that new parents can prioritize their families during this crucial time while maintaining their career progression. The overall return-to-work rate was 61.36%, demonstrating our effectiveness in retaining talent and supporting our workforce through significant life transitions.

Inclusive Workplace for People with Disabilities (PwDs)

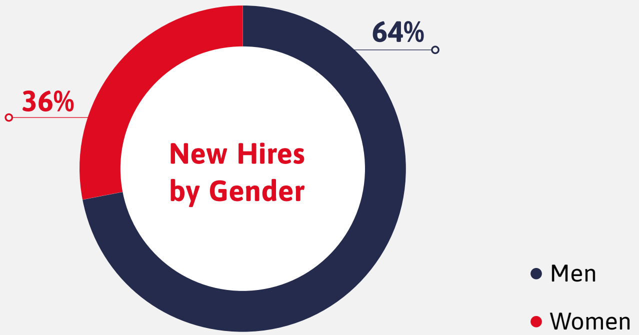
We are committed to ensuring an accessible and inclusive workplace for individuals with disabilities. Our dedication goes beyond legal requirements, aiming to create an environment where every employee can thrive and reach their full potential, regardless of their abilities. Our facilities and technologies are designed with accessibility in mind, and we actively seek feedback from employees with disabilities to continually improve our workplace accommodations. In 2024, saib had a total of 78 PwD representatives in the workforce.

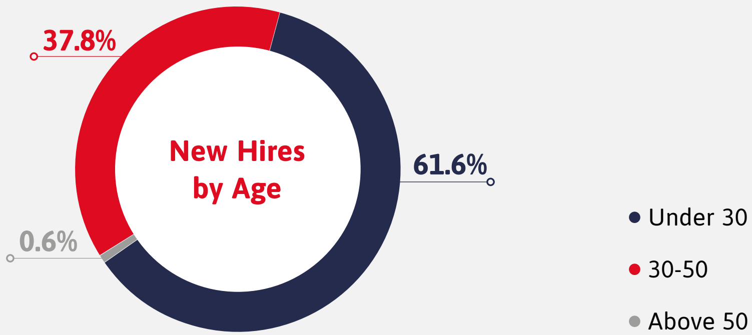


Attracting & Retaining Talents

New Hires

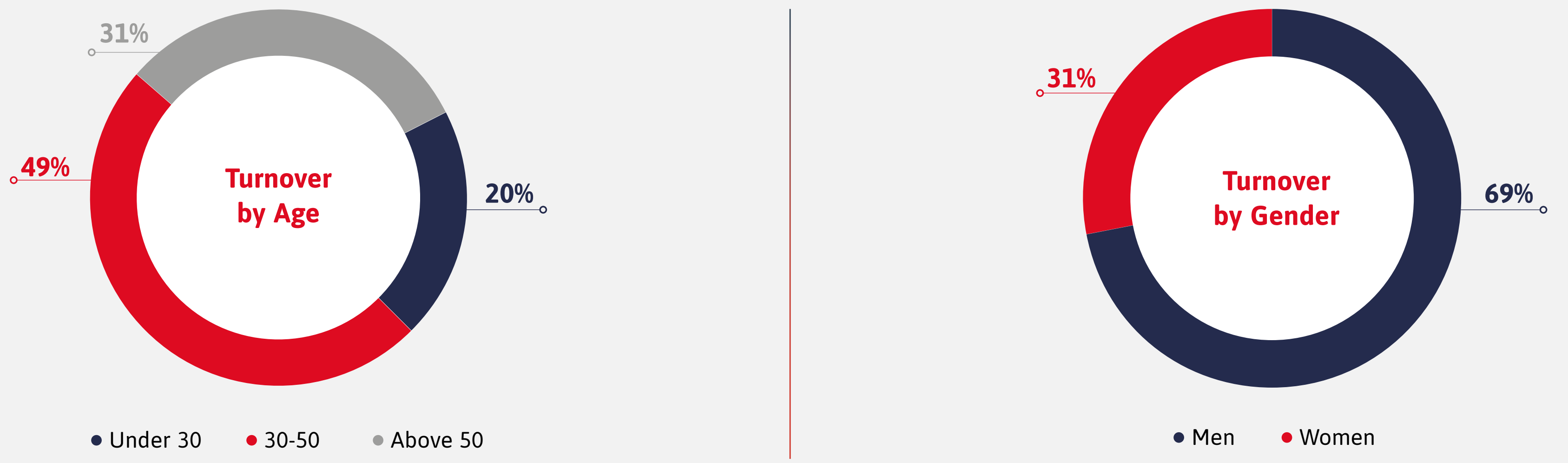
In 2024, saib welcomed 164 new employees, with women accounting for 36% of the total. This represents a 10.4% increase in female representation over the previous year, demonstrating the bank's progress in promoting diversity. Notably, the majority of new hires (61%) were under 30, reflecting the bank's commitment to developing young talent.





Employee Turnover

During 2024, saib experienced a total employee turnover rate of 4.67%, representing 87 departures from our workforce. The turnover composition shows that 57 employees, accounting for 3.06% of our total workforce, left voluntarily, while 30 employees, representing 1.61%, departed due to end of contract. Gender distribution of departures indicates that 60 were male employees at 3.22% and 27 were female employees at 1.45%. Age-wise analysis reveals that the majority of departures were in the 30-50 age group with 43 employees at 2.31%, followed by 27 employees above 50 at 1.45%, and 17 employees under 30 at 0.91%. Our ongoing analysis of these turnover patterns informs our efforts to implement targeted retention initiatives and enhance the overall employee experience.



Learning and Development

Throughout the reporting period, saib dedicated 43,718 hours to employee training, highlighting the bank's commitment to continuous learning and development. saib has introduced various initiatives to support this commitment and bolster its workforce. These initiatives encompass both in-person and online training sessions, ensuring a blended learning experience. By utilizing international, national, and in-house trainers, saib provides a comprehensive learning environment. This approach ensures that employees have access to targeted learning opportunities that significantly enhance their skills and knowledge.

43,718
Training Hours

14
Average Training Hours per Employee

Promoting Employee Welfare and Engagement

Why It Matters to saib and Our Stakeholders

saib: Our employees directly impact our operational excellence, innovation, and customer service quality. A positive workplace culture reduces turnover, enhances productivity, and attracts top talent, while our welfare initiatives support risk management and sustainable performance.

Stakeholders: Investing in our employees creates value across our ecosystem—enhancing employee satisfaction and retention, improving customer experience, strengthening financial performance, and reinforcing our reputation as a responsible financial institution.

Our Approach

saib implements a comprehensive employee welfare strategy built on three pillars: development, engagement, and wellbeing. We provide structured career pathways and personalized learning opportunities that align with both individual aspirations and business objectives. Our inclusive culture encourages open dialogue through regular town halls and feedback channels, while recognition programs celebrate achievements at all levels. We support holistic wellbeing through flexible work arrangements, health initiatives, and resources that help employees manage professional and personal challenges. This integrated approach creates a workplace where our team members can thrive, driving both individual fulfillment and organizational success.

Employee Engagement

At saib, we recognize that employee engagement is crucial for organizational success and workplace satisfaction. Throughout 2024, we implemented a diverse range of activities spanning professional development, team building, sports, and recreational events. These initiatives reflect our commitment to fostering a dynamic workplace culture while supporting our employees' well-being and professional growth as part of our broader sustainability strategy.

Capacity Building Sessions

saib organized capacity building sessions that provided 203 employees with the valuable opportunity to engage directly with top management, fostering open dialogue and strengthening organizational relationships. These sessions align with our governance commitment to transparency and our social responsibility to develop human capital.

Holiday Trips

The bank arranged Easter holiday trips across three hotels, with 117 employees participating in these social activities. Additionally, summer trips were organized at two selected hotels, attended by 81 employees. These initiatives reflect our commitment to employee well-being and work-life balance, key components of our social responsibility framework.

Local and International Excursions

saib organized a one-day trip to Fayoum, which saw participation from 109 employees. The bank also facilitated an international travel opportunity to Turkey, with 8 employees participating. These cultural experiences enhance our social sustainability goals by fostering diversity awareness and strengthening team bonds across different organizational levels.

Sports Tournaments

Employee wellness and team spirit were promoted through sports activities, including a paddle tournament that engaged 96 participants and a soccer tournament that drew 240 employees. These initiatives support our social sustainability commitment to employee health and well-being while promoting a collaborative workplace culture.

Team Development

The bank conducted four rounds of team building activities throughout the year, with 131 employees participating. These sessions strengthen our governance framework by enhancing cross-departmental collaboration and communication, while supporting our social commitment to employee development.

saib Hall of Honor

The saib Hall of Honor event brought together 200 employees with top management, recognizing excellence and fostering a culture of appreciation. This initiative aligns with our governance principles of transparency and accountability, while reinforcing our social commitment to employee recognition and engagement.

Occupational Health and Safety

At saib, our commitment to maintaining a safe and healthy work environment is unwavering. As a vital part of our comprehensive approach to employee well-being, we established the Occupational Safety and Health Department, which operates under the Engineering Department. By prioritizing workplace safety and fostering a culture of care, saib aims to create a space where employees can thrive, knowing that their health and safety are top priorities.

Our Health and Safety Policy

saib is committed to conducting business in a manner that ensures the safety of employees, individuals involved in its operations, customers, and the general public. The bank aims to prevent accidents, injuries, and occupational illnesses through proactive involvement by all employees and ongoing efforts to identify, eliminate, or manage safety hazards associated with its operations. To achieve this, saib implements safety management systems, provides training, and operates in a way that protects people and property.

The bank responds swiftly, effectively, and carefully to emergencies or accidents caused by its operations, working with industry groups and approved government agencies. It complies with relevant rules and regulations and emphasizes to employees, contractors, and others operating on its behalf that they are accountable for safe performance on the job and encourage safe behavior off the job.

saib undertakes necessary assessments and evaluations of its operations to monitor progress and ensure adherence to this policy. The bank identifies and assesses any health risks associated with its operations that might impact employees, contractors, or the general public, and then implements preventive measures to mitigate these risks, including adequate monitoring of potentially affected individuals.

saib provides essential medical coverage to address occupational injuries and respond to medical emergencies. In compliance with environmental laws and regulations, the bank promotes environmental awareness and respect, emphasizing each employee's responsibility for environmental performance. It manages its operations with the aim of preventing incidents, reducing emissions, and minimizing waste to safe levels.

Designing a Safe Work Environment

With our employees in mind, saib is incorporating its health and safety policy and commitments into all design aspects of the workplace.

LED Lighting
with suitable LUX for a safe workplace

Accessibility Ramps
have been implemented to several branches

Firefighting System
following Local Approved Regulations

Ergonomic Furniture
from a ISO 45001:2018 Certified supplier

Customer Relations

Why It Matters to saib and Our Stakeholders

saib: Excellence in customer service enhances our brand reputation, informs product development, and secures our competitive position. By understanding and responding to customer needs effectively, we create lasting differentiation and sustainable growth in the banking sector.

Stakeholders: Our relationship-centered approach creates value across our ecosystem—providing customers with responsive, personalized services that enhance financial wellbeing; giving employees fulfilling professional interactions; delivering shareholders tangible returns through customer retention; and demonstrating to regulators our commitment to fair treatment and consumer protection standards.

Our Approach

saib's customer relationship strategy integrates advanced digital solutions with personalized human service. We prioritize customer feedback through robust resolution systems while designing accessible, convenient experiences across all channels. We empower our people as customer advocates through continuous training and clear service standards, fostering a culture where customer-centricity guides all decisions. Through data-driven insights, we anticipate needs and refine offerings to stay ahead of expectations. This balanced approach enables us to build meaningful banking partnerships that extend beyond transactions to support our clients' financial journeys and long-term success.

Customer Satisfaction

At saib, customer centricity forms the foundation of our operational philosophy and strategic direction. In 2024, we implemented comprehensive measures to elevate customer satisfaction and enhance service accessibility across all touchpoints, balancing significant digital transformation initiatives with strategic physical presence enhancements.

Customer Complaint Management

saib has established a comprehensive framework for handling customer complaints, offering multiple submission and resolution channels. Customers can file complaints through the Complaints Department, call center, email, website, and social media platforms. The bank is committed to addressing complaints and if customers are not satisfied with the bank's initial response, they can escalate the complaint within a defined timeframe, prompting the bank to reassess the issue with clear justifications. Should resolution still be unattainable, customers have the option to escalate their complaints to the CBE, ensuring a thorough mechanism for resolving disputes and maintaining customer satisfaction.

5,102
Complaints received in 2024 of which 4,493 were resolved within the agreed timeframe, 609 were resolved after the automatic timeframe

Customer Feedback & Resolution

Our teams receive continuous training in product knowledge, service procedures, and specialized assistance for customers with diverse needs, including those with disabilities. Through our Ticket Cycle Reduction Initiative, we've significantly streamlined our complaint resolution processes, improving response times by 12% and enhancing overall customer experience. Our dedicated Customer Rights Management Department ensures fair, transparent handling of all customer concerns in full compliance with regulatory standards.

12%
Reduction in Ticket Life Cycle

Customer Rights Management

At saib, we prioritize customer rights protection through a multifaceted approach. Our dedicated Customer Rights Management Department oversees complaint resolution, ensuring prompt and effective responses to customer feedback in alignment with CBE mandates. Through meticulous analysis of complaints, strategic solutions are devised and reviewed to enhance customer service quality continuously. Routine regulatory compliance reviews of contracts and marketing materials uphold transparency and adherence to guidelines. Additionally, operational systems undergo regular audits to ensure compliance with CBE regulations, reinforcing our governance framework and maintaining the trust of our valued clients. saib's commitment to customer rights protection underscores our dedication to operational integrity and customer satisfaction at every level.

These customer-centric measures collectively strengthen saib's market position and reputation, positioning us to anticipate evolving client needs while driving sustainable growth and delivering exceptional banking experiences.

Product and Service Development

saib continuously refines its strategies and implementation roadmaps for product and service innovation to address evolving customer requirements, strengthen our market position, and foster deeper client relationships. Through ongoing innovation and portfolio expansion, we deliver customized financial solutions that anticipate market trends, engage new customers while retaining existing ones, and provide accessible, individualized banking experiences. Our objective is to establish ourselves as a dependable financial ally that contributes meaningfully to the success and satisfaction of our diverse clientele.

Branches Network

By December 2024, saib expanded its branch network to 43 branches by opening 6 new branches, enhancing customer accessibility and promoting financial inclusion.

Community Development and Empowerment

Why It Matters to saib and Our Stakeholders

saib: Community development and financial inclusion strengthen our business sustainability while creating new market opportunities. These efforts build customer loyalty, enhance our reputation, and support regulatory compliance while differentiating our brand in a competitive marketplace.

Stakeholders: Our community development and financial inclusion programs create meaningful social impact while fostering economic participation, particularly for vulnerable groups, ultimately building more resilient communities where both our stakeholders and our business can thrive.

Our Approach

saib addresses community needs through a dual focus on strategic social investment and expanded financial access. We design interventions that both strengthen community infrastructure and break down barriers to economic participation. Our programs span healthcare, education, and social welfare, complemented by financial literacy initiatives and tailored banking solutions for underserved segments. By partnering with diverse organizations and measuring both social outcomes and inclusion metrics, we ensure our community empowerment strategy delivers meaningful impact while supporting Egypt's broader development goals.

Community Engagement

At saib, our commitment to community development is deeply rooted in our belief that banking should be a force for good. We integrate corporate social responsibility into our core values and operations, with a strategic focus on enhancing lives through targeted interventions in education, health, poverty alleviation, environmental awareness, and inclusion. By aligning our efforts with Egypt's national development priorities and the United Nations Sustainable Development Goals (SDGs), we strive to uplift underserved communities, empower individuals, and contribute to long-term societal resilience.

45,863
Impacted People Through Our CSR Investments

EGP 13.977 Mn
Investments in CSR in 2024

Social Welfare

Supporting Vulnerable Families with Tahya Misr Fund

saib participated in the national Doors of Charity 2024 campaign in partnership with the Tahya Misr Fund, providing food boxes to low-income families across Egypt. The Bank also contributed to the Fund's Convoy of Goodness 2024 initiative, which distributed food supplies to support families with primary care at the national level. Together, these efforts reinforced saib's commitment to social safety nets and seasonal relief for vulnerable communities.

Supporting Student Health through the Mervat Sultan Charitable Foundation

In partnership with the Mervat Sultan Charitable Foundation, saib supported a comprehensive healthcare initiative aimed at improving the well-being of students in need. The program facilitated medical check-ups, distributed medicine and glasses to those requiring them, and provided funding for necessary surgical operations. This collaboration reflects saib's ongoing commitment to community health and its dedication to supporting vulnerable populations.

Ongoing Ramadan Support with the Egyptian Food Bank

For the sixth consecutive year, saib sponsored the Al-Ozuma mobile iftar initiative in collaboration with the Egyptian Food Bank. A specially equipped bus toured cities including Tanta, Mahalla, Kafr El-Sheikh, Shebin El-Kom, and Damanhour, distributing daily food boxes and hosting public iftar meals throughout the holy month.

Supporting People with Disabilities through Stroke Egypt

In partnership with Stroke Egypt, saib supported programs dedicated to assisting people with disabilities. This included support for Mohamed Karam, a champion with special needs, highlighting saib's commitment to inclusivity and empowering individuals with disabilities to achieve their full potential.

Education

Educational Access through Misr El-Kheir Foundation

Under the presidential initiative “A New Beginning for the Egyptian People,” the bank signed a cooperation protocol with Misr El-Kheir Foundation to support community education schools in various governorates and support educational activities to prevent children from dropping out of school. The signed protocol stipulates that the bank will support the operation of 5 community education schools from “Decent Life” villages for one academic year (2024/2025) in Luxor, Assiut, and Minya governorates.

Investing in Women’s Technical Education and Empowerment

saib partnered with Elsewedy Technical Academy to offer full scholarships to 20 women students as part of a multi-year program (2023–2026) focused on building technical capacity in logistics, electronics, and jewelry trades. The Bank also donated EGP 300,000 to support the academy’s educational efforts. This initiative reflects saib’s commitment to empowering women through education by equipping them with in-demand skills, enhancing their access to sustainable employment, and helping bridge gender gaps in technical and vocational sectors.

Healthcare Support

Medical Supplies for Al-Qasr Al-Aini Center

To help sustain critical health services, saib funded a full year of dialysis supplies for the Al-Qasr Al-Aini Center for Kidney and Transplant Diseases with an EGP 1,000,000 contribution. Additionally, the bank donated another EGP 3 million to equip the ophthalmology department, enabling free eye surgeries for underserved patients. These initiatives ensured that patients in need received uninterrupted, life-saving treatment at one of Egypt’s most vital medical facilities.

Funding Critical Health Infrastructure with Magdi Yacoub Foundation

saib made a significant contribution to the Magdi Yacoub Heart Foundation by donating EGP 2 million to support the establishment of a radiology room and to fund cardiac surgeries at the foundation’s new heart center. This support aims to enhance the foundation’s ability to provide high-quality heart care, ensuring access to life-saving treatments for patients in need. The bank’s contribution reinforces its commitment to supporting medical advancements and improving healthcare infrastructure.

Sports and and Athletic Endeavors

Athlete Sponsorship for the Paris 2024 Olympics

Through our partnership with Rawabet Sports Co., saib continued its sponsorship of Egyptian athletes and people of determination, supporting their training and preparation for major international events, including the Paris 2024 Olympics and Paralympics. The initiative underscored saib's belief in inclusive representation and excellence in sports.

Crossing the English Channel with Stroke Egypt

saib proudly supported Mohamed Karam, a champion with Down syndrome, in his mission to cross the English Channel. The initiative, in collaboration with Stroke Egypt, symbolized the power of determination and broke barriers in perceptions of disability.

"Champions of the Challenge" Sports Day

In its second edition, the Champions of the Challenge day brought together over 300 individuals with disabilities for a full-day inclusive sports festival. The event promoted physical health, teamwork, and confidence-building through adaptive sports and group activities.

Promoting Active Lifestyles with Virtual Challenge

In partnership with the Ministry of Youth and Sports, saib sponsored the second edition of the 30 Days Virtual Sports Challenge in 2024, encouraging people of all ages to engage in regular physical activity through interactive and gamified challenges.

Empowering Resilience Through Sports

As part of its commitment to social responsibility, saib organized a memorable trip for children from Hospital 57357 and Paralympic champions to attend the Super Cup match in Abu Dhabi. This initiative aimed to celebrate their resilience and accomplishments, providing an opportunity for the children and athletes to experience a moment of joy and inspiration. By facilitating this experience, saib sought to promote inclusion, uplift spirits, and recognize the strength of individuals who overcome challenges in their lives.

Promoting Active Lifestyles

The bank partnered with AIMZ Football Academy, which nurtures young football talent, and ASCENT Egypt, the country's leading indoor climbing facility. These partnerships enabled saib to extend its community impact by promoting physical well-being, teamwork, and perseverance among youth, reinforcing the bank's commitment to empowering the next generation through sports and recreation.

Infrastructure and Environmental Awareness

“Water for Life” initiative with Luxor Water Company

As part of our environmental and public health efforts, A protocol was signed to establish a natural filtration water purification station in Al-Saayda village, Al-Zeiniya district, Luxor Governorate, to support integrated development, develop the neediest villages in Luxor, and implement a water purification station using natural filtration technology along the riverbanks, considered a green technology that doesn’t use chemicals in water purification. This falls within the state’s interest in providing a decent life for citizens, delivering water to families with primary care in Luxor villages, and raising environmental and health awareness for target groups, especially children and their families.

Empowering People of Determination

Recreational Integration for Children of Determination

In collaboration with the Ministry of Youth and Sports, saib organized recreational trips for children with disabilities, promoting emotional well-being and inclusion. The Bank sponsored a day at Ski Egypt for over 100 children from Damanhour and arranged a full-day outing for another 100 children from Shatoura village, offering opportunities for play, connection, and joy in a supportive environment.

Sponsoring the “Dialogue in the Dark” Experience with Al Nour Wal Amal

saib partnered with Al Nour Wal Amal Association to sponsor the Dialogue in the Dark exhibition, a globally recognized initiative that raises awareness of visual impairment while empowering the visually impaired through employment. The Bank’s EGP 500,000 contribution helped bring the experience to life, allowing more visitors to engage with the world from a different perspective.

Financial Inclusion

saib recognizes that financial inclusion is essential to fostering economic opportunity and improving living standards. In alignment with the CBE financial inclusion strategy, our efforts focus on expanding access to formal financial services and enhancing financial literacy, particularly among underserved groups. We prioritize building financial awareness through partnerships with community organizations, educational institutions, and public events, aiming to empower individuals with the knowledge and tools needed to make informed financial decisions.

11

Financial Inclusion Activities

2,455

No. of attendees of financial Inclusion Activities

5

Governates Covered

258

No. of accounts opened

Enhancing Presence in Communities

Education

Sports

Events

In alignment with the Central Bank of Egypt's directives, saib strengthened its presence across various universities, sports clubs, and community hubs during national financial inclusion events. Our teams engaged with the public at Alexandria University (Sheikh Zayed and Fifth Settlement branches), Wadi Degla Sporting Club, Kafr Al-Sheikh Club, Beheira Farms Group, and several community centers. These activities allowed us to bring our services closer to where people live, work, and study, making banking more accessible to a wider audience.

During these events, saib hosted awareness seminars targeting youth, women and people with disabilities, emphasizing the importance of financial management from an early age. We also facilitated on-the-spot account openings, offering a range of tailored products including direct debit cards, prepaid cards, internet banking, mobile banking applications, saib Wallet, and SMS services.

Youth

Women

PWDs

Our Diverse Avenues for Financial Inclusion

Empowering Students through Financial Education

saib believes that empowering university students with financial literacy is key to building a more financially inclusive future. The bank engages youth through targeted outreach and partnerships with academic institutions, including financial awareness seminars at Zagazig University in collaboration with the University Center for Career Development (UCCD) and active participation during financial inclusion events at Alexandria University's Sheikh Zayed and Fifth Settlement branches.

Promoting Financial Awareness in Health-Focused Communities

saib integrates financial education into health-driven community engagement, reaching individuals who may face both medical and financial challenges. In Sharqia Governorate, the bank partnered with Baheya Foundation for Breast Cancer Awareness to deliver seminars designed to build financial confidence among women and their families, reflecting saib's commitment to inclusion in all aspects of community wellbeing.

Expanding Inclusion through Community and Sports Venues

Bringing financial education into everyday community spaces is central to saib's approach to broadening access. The bank's outreach extended to sports and recreational clubs such as Wadi Degla, Kafr Al-Sheikh Club, and Easy Sport Club, as well as public spaces including Mall Eden in Sheikh Zayed and rural areas like Beheira Farms Group and the Agricultural Cooperative in Koum Hamada. These initiatives reflect saib's dedication to reaching people across urban and rural settings alike.

Enhancing Our Inclusive Financial Products

Expanding financial inclusion requires creating tailored solutions that meet the diverse needs of individuals and communities. saib is committed to designing accessible banking products and financing tools that promote economic participation and long-term stability. The Bank's retail banking portfolio has grown significantly, offering inclusive services that help unbanked and underbanked individuals enter the formal financial system. saib also supports Egypt's national efforts to improve homeownership through mortgage initiatives that make housing more attainable for low- and middle-income groups. Together, these efforts reflect the Bank's mission to create meaningful pathways to financial security and economic opportunity.

06

ENVIRONMENTAL

> As a responsible financial institution, saib recognizes that environmental stewardship is integral to our long-term success and societal impact. We understand that addressing environmental challenges not only mitigates risks but also creates opportunities for innovation and sustainable growth. Our comprehensive environmental management strategy encompasses climate action, resource conservation, and sustainable procurement practices—reflecting our commitment to operating responsibly within planetary boundaries while supporting Egypt's transition to a low-carbon economy. Through transparent reporting, systematic impact measurement, and continuous improvement of our environmental performance, we aim to create lasting value for our stakeholders while preserving natural resources for future generations.

Environmental Management

Why It Matters to saib and Our Stakeholders

saib: Environmental management, is essential for our long-term operational resilience and business sustainability. Addressing these challenges supports our growth opportunities in Egypt's emerging low-carbon economy while strengthening our position as a responsible financial institution.

Stakeholders: Stakeholders increasingly expect saib to demonstrate environmental responsibility and transparency. Investors, customers, and regulators look to understand how we manage environmental risks and opportunities as part of our overall business strategy and commitment to responsible banking practices.

Our Approach

At saib, we integrate environmental considerations throughout our business operations with a framework that systematically measures our impact and implements targeted initiatives to reduce our ecological footprint. As part of our commitment to a net-zero future, we continuously assess our environmental baseline and are actively working on setting science-aligned emission reduction targets, while our sustainability initiatives reflect our dedication to align with rigorous environmental standards and pursue opportunities to mitigate greenhouse gas emissions across our operations.

Climate Change

GHG Emissions

New Base Year 2024

As part of our commitment to a net-zero future, saib continuously assesses its environmental baseline and is actively working on setting science-aligned emission reduction targets. Our ongoing sustainability initiatives reflect this dedication, as we align our operations with rigorous environmental standards and pursue opportunities to mitigate our greenhouse gas emissions. Driven by our role as advocates for a greener economy, we strive to integrate environmentally responsible solutions across our business practices, aiming to minimize our operational footprint and reinforce our long-term commitment to environmental stewardship.

Reporting Period and Base Year

The reporting period for the current CFP assessment spans from 1st January to 31st December, 2024. This marks saib's second comprehensive carbon footprint assessment, covering all of the Bank's facilities. This year, data recording systems—particularly for electricity consumption—have been significantly enhanced. Consequently, the Bank has decided to restate its base year to 2024 instead of 2023, as it represents the most accurate and up-to-date emissions data.

Organizational and Operational Boundaries

saib defines its organizational boundaries for carbon footprint reporting based on operational control, in line with the GHG Protocol. This means the Bank includes all emissions from operations where it has the authority to implement policies and procedures. For the 2024 reporting cycle, this includes one head office and **57 facilities**, covering a total area of **49,586 m²** and total number of employees of **1,861.** Operational boundaries cover activities that generate emissions and classify them into Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and relevant Scope 3 categories (other indirect emissions across the value chain).

Scope 1: Direct Emissions

Scope 1 emissions are those resulting from sources that are owned or controlled by saib (i.e. any owned or controlled equipment that release emissions straight into the atmosphere). Scope 1 activities include the following:

Stationary Combustion	Fuel Burning: Diesel
Mobile Combustion	Fuel Burning: Owned Vehicles

Scope 2: Indirect Emissions

Scope 2 emissions are associated with the consumption of purchased electricity, steam, heat, and cooling from a source that is not owned or controlled by saib. Scope 2 activities for the current assessment include the following:

Purchased Energy	Purchased Electricity

Scope 3: Indirect Emissions

Emissions from sources that are not owned or controlled by saib. Scope 3 activities include the following:

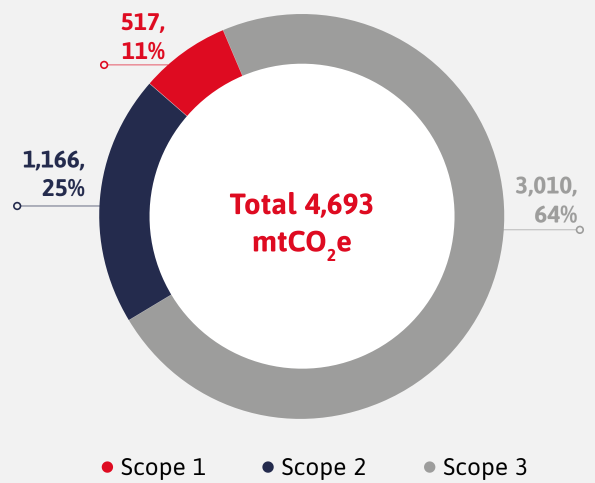
Purchased Goods and Services	Office Supplies
	Water Use
Fuel and Energy-Related Activities (Not Included in Scope 1 & 2)	Fuel Burning: Diesel (WTT)
	Fuel Burning: Owned Vehicles (WTT)
	Electricity Transmission & Distribution Losses
	Purchased Electricity (WTT)
Waste Generated in Operations	Office Solid Waste Disposal
	Wastewater Treatment

Emissions Overview

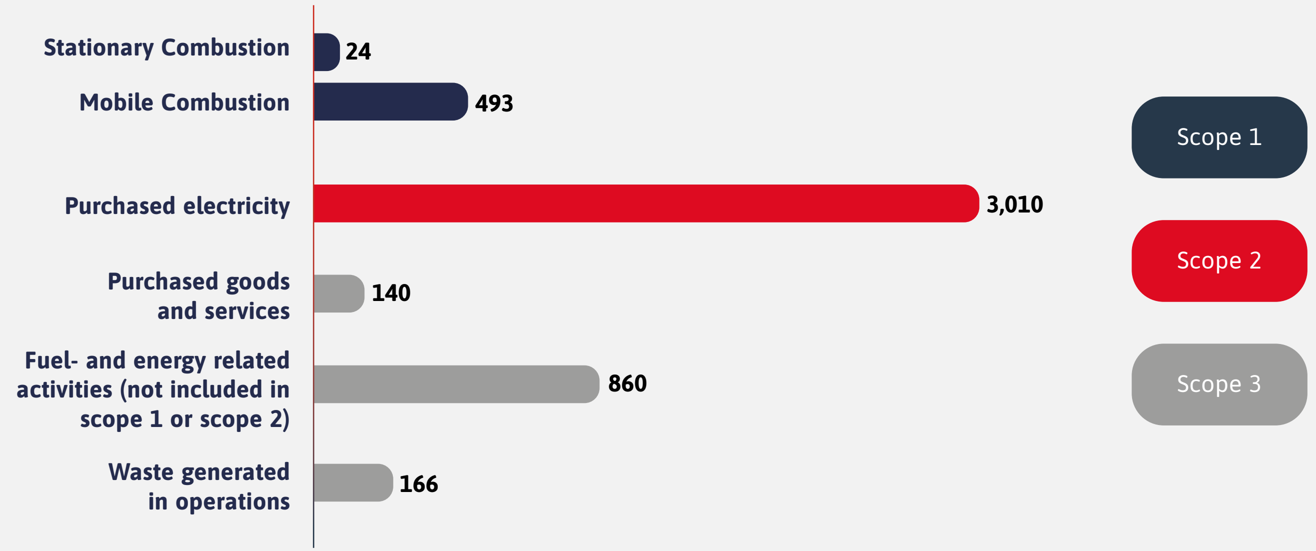
In 2024, the total operational emissions of Saib amounted to **4,693 $mtCO_2e$**, with Scope 2 accounting for the largest share at 64%, followed by Scope 3 at 25% and Scope 1 at 11%. The increase in total absolute emissions compared to 2023 is primarily attributed to a significant rise in Scope 2 emissions (approximately a 100% increase). This was driven by the installation of electricity meters, which enabled the recording of actual electricity consumption data across most branches for the first time. As a result, the base year has been updated to 2024 instead of 2023, as it reflects more accurate and reliable data.

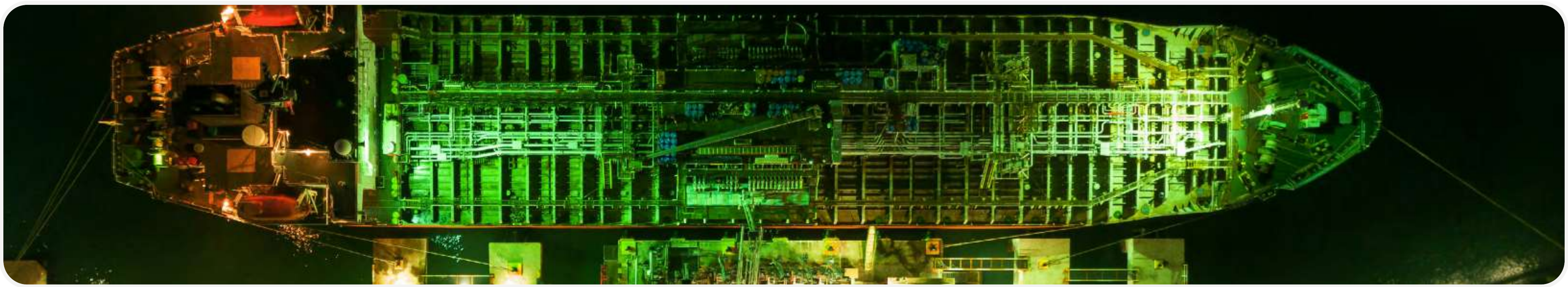
1.9 $mtCO_2e$/FTE
Scope 1 + 2 Emissions Intensity

Total Absolute Emissions by Scope, 2024 ($mtCO_2e$)



Absolute Emissions by Activity and Scope, 2024 ($mtCO_2e$)





SCOPE 1 (Direct Emissions)		2023	2024 New BY
Stationary combustion	Fuel burning - Diesel	15	24
Mobile combustion	Fuel burning - Owned vehicles	517	493
Fugitive emissions	Refrigerant leakage	69	0
Total Scope 1		601	517
Purchased energy	Purchased electricity	1,269	3,010
Total Scope 2		1,269	3,010
Purchased goods and services	Water use	41	53
	Office supplies	60	87
Fuel and energy-related activities (not included in Scope 1 &2)	Transmissions & distribution losses	88	211
	Purchased energy WTT	-	517
	Stationary combustion WTT	4	6
	Mobile combustion WTT	133	126
Waste generated in operations	Office solid waste disposal	78	78
	Wastewater treatment	67	88
Total Scope 3		471	1,166
Total Emissions (Scope 1+2+3)		2,340	4,693

Decarbonization Plan

saib is actively shaping a sustainable future by building on insights from a comprehensive impact assessment. Guided by Egypt's Vision 2030 and the National Climate Change Strategy 2050, we have developed a decarbonization plan aimed at reducing energy consumption and minimizing our carbon footprint. This strategic initiative covers key environmental performance categories, enabling us to identify priority areas for improvement and drive meaningful environmental action.

Heating, Ventilation & Air Conditioning (HVAC)
Heating and cooling systems

Lighting
Loads related to lighting

Plugs
Plug loads resulting from various equipment and appliances

Water
Indirect energy sources related to water usage, waste, and treatment

Targeted Actions

- Enhancement of the Lighting Systems
- Improvement for the Efficiency of the Water System
- Development of Sustainability Policies
- Setting Carbon Offsets
- Maintenance of Transport fleet

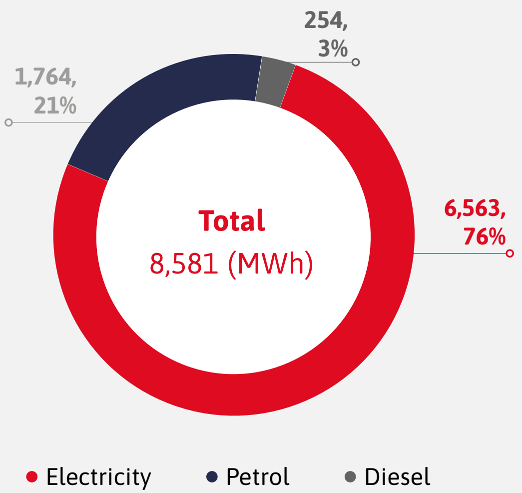
Resource Use

Energy Consumption

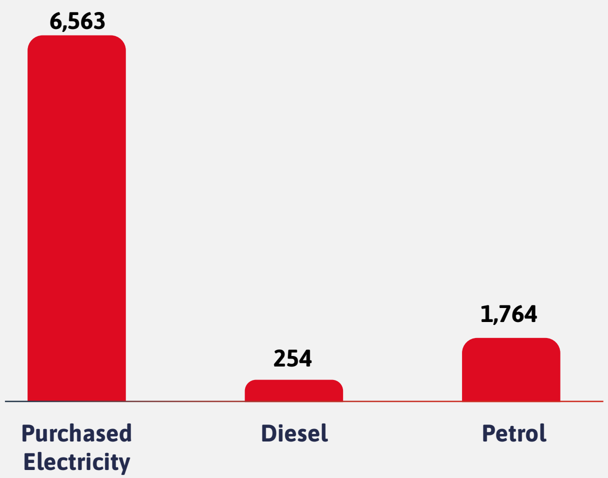
saib's environmental stewardship focuses on minimizing our energy footprint through strategic initiatives and continuous monitoring. In 2024, our total energy consumption comprised 6,563 MWh of purchased electricity and 254 MWh from diesel generators. Our vehicle fleet operations accounted for additional consumption of 1,764 MWh from petrol and 163 MWh from diesel fuel. To reduce our environmental impact, we continue implementing energy-efficient measures, including LED lighting conversion across our facilities and optimizing our vehicle fleet operations, advancing our progress toward net-zero ambitions.

Our total energy consumption across the Bank's facilities in 2024 reached **8,581 MWh** with **76%** of it coming from the purchased electricity and 21% from petrol consumption in owned vehicles and 3% from diesel consumption in generators and in owned vehicles. Electricity efficiency intensity in 2024 reached to 132.35 kWh/m2. The increase in energy consumption in 2024 compared to 2023 is attributed to the increased electricity consumption as actual recordings have been provided in 2024 for the first time highlighting the Bank's efforts in tracking and recording actual consumption data.

Total Energy Consumption by Source (MWh)



Total Energy Consumption by Source, 2024 (MWh)



8,581 MWh
Total Energy Consumption in 2024

132.35 kWh/m²
Electricity Efficiency in 2024

Water Consumption

saib implements responsible water management practices across all operations, utilizing water from Egypt's national network. Our facilities operate with a combination of municipal water supply and, where appropriate, treated water systems based on location requirements. In 2024, our total water consumption reached **151,000 m³**, with an efficiency ratio of **81 m³ /FTE**. Our operations maintain minimal impact on water resources, with all wastewater managed through municipal treatment systems in compliance with local environmental regulations.

135,900 m³
Total Wastewater in 2024
Estimated as 90% of water consumption

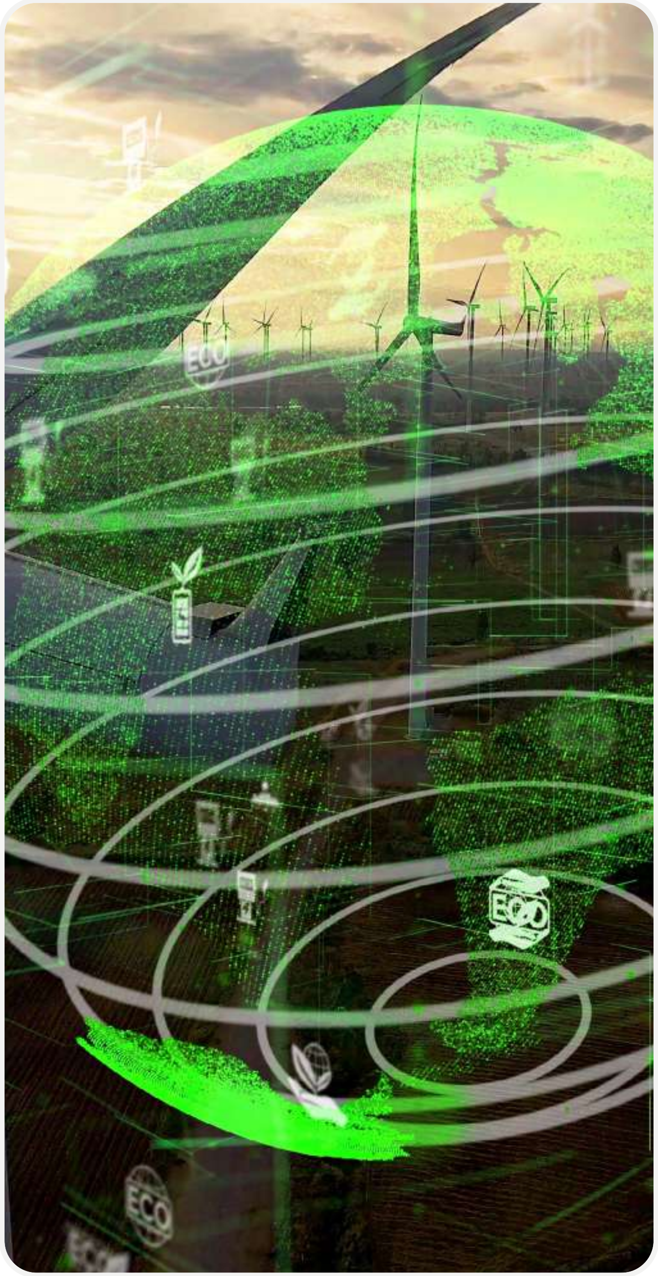
151,000 m³
Total Water Consumption in 2024
32% increase compared to 2023

Waste Management

saib's waste management approach emphasizes reduction, reuse, and recycling strategies through digital transformation initiatives, including paperless processes and digital document management. We actively encourage customer adoption of digital banking solutions and E-statements to support our environmental goals. In 2024, our facilities generated an estimated 150 tonnes of solid waste, and we are implementing enhanced tracking systems to ensure accurate measurement of our waste streams moving forward.

150 tonnes
Landfilled in 2024

Procurement and Supply Chain



Why It Matters to saib and Our Stakeholders

saib: Effective procurement practices are essential to our operational excellence and cost management. By implementing robust supply chain processes, we ensure business continuity, mitigate risks, and support our overall sustainability strategy. Responsible procurement also enhances our reputation and aligns with our commitment to ethical business conduct.

Stakeholders: A transparent and sustainable supply chain is crucial for delivering value across our stakeholder ecosystem. For customers, it ensures reliable service delivery, while for shareholders, it demonstrates sound resource management. Our suppliers benefit from fair business opportunities and the promotion of responsible operations, and our communities gain from local economic development and reduced environmental impacts.

Our Approach

We are committed to maintaining a responsible and sustainable supply chain. Our procurement practices prioritize transparency, fairness, and ethical considerations while ensuring we obtain quality products and services that meet business needs. We evaluate suppliers based on multiple criteria including quality standards, reliability, environmental impact, and adherence to ethical business practices.

The Bank has implemented comprehensive policies and guidelines that govern supplier selection and management. We regularly review and enhance our procurement processes to increase efficiency and ensure alignment with our sustainability objectives. Through collaborative relationships with our suppliers, we continuously work to improve performance and responsibility throughout our value chain.

98.62%

Percentage of Local Suppliers

795

Total Active Suppliers

99%

Spending on Local Suppliers of Total Expenditures

saib maintains a robust and sustainable supply chain through transparent and efficient procurement practices. In 2024, we continued to demonstrate our strong commitment to supporting the local economy, with local suppliers representing 98.62% of our total supplier base. Our procurement strategy successfully channeled 99% of our total procurement budget of 370.9 million Egyptian pounds towards local businesses, reinforcing our role in driving economic growth within our communities.

Our diverse supplier network spans various sectors, including general supplies, information technology, and consultancy services. By prioritizing local partnerships, we not only contribute to economic development but also reduce our environmental impact through shorter supply chains. This approach aligns with our commitment to sustainable business practices while ensuring the highest standards of quality and service delivery.

07

APPENDICES

Abbreviations

AAOIFI	Accounting and Auditing Organization for Islamic Financial Institutions
AML	Anti-Money Laundering
AML	Anti Money Laundering
ATM	Automated Teller Machine
Bn	Billion
BoD	Board of Directors
CBE	Central Bank of Egypt
CDD	Customer Due Diligence
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CIBAFI	General Council for Islamic Banks and Financial Institutions
DNS	Domain Name System
E-Waste	Electronic Waste
EDD	Enhanced Due Diligence
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
EGP	Egyptian Pound
EGX	Egyptian Exchange
ESG	Environmental, Social, and Governance
FATCA	Foreign Account Tax Compliance Act
FATF	Financial Action Task Force
FEB	Federation of Egyptian Banks

FI	Financial Institutions
FRA	Financial Regulatory Authority
FX	Foreign Exchange
FY	Financial Year
GDP	Gross Domestic Product
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Resources
IBAN	International Bank Account Number
ICAAP	Internal Capital Adequacy Assessment Process
ICT	Information and Communication Technology
IFRS	International Financial Reporting Standards
IFSB	Islamic Financial Services Board
IICRA	International Islamic Center for Reconciliation and Arbitration
ISSB	International Sustainability Standards Board
IT	Information Technology
KPI	Key Performance Indicator
KRI	Key Risk Indicators
KYC	Know Your Customer
MD	Managing Director
ML	Money Laundering
Mn	Million
MW	Megawatt

OTP	One Time Passcode
PCI DSS	Payment Card Industry Data Security Standard
PEPS	Politically Exposed Persons
PLS	Profit and Loss Sharing
PRB	Principles for Responsible Banking
PwD	People with Disabilities
ROI	Return on Investment
saib	Société Arabe Internationale de Banque
SASB	Sustainability Accounting Standards Board
SBTi	Science-Based Targets Initiative
SDG	Sustainable Development Goal
SLA	Service-Level Agreement
SME	Small and Medium-Sized Enterprise
TCFD	Task Force on Climate-Related Financial Disclosures
TF	Terrorim Financing
UN	United Nations
UNB	Union National Bank
UNGC	United Nations Global Compact
USD	United States dollar
VPN	Virtual Private Network
WUAB	World Union of Arab Bankers
YOY	Year-on-Year

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.	Purchased utility electricity	MWh	Data was collected using utility bills and/or monthly meter readings.
Fuels	Includes fuel consumed within the bank facilities (onsite) such as diesel, and petrol consumed by owned passengers and delivery vehicles.	Fuel Consumption	Liters	Data was collected from the Bank's internal records.
Water	Water consumption across facilities owned and operated by the bank.	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	Tons	Data was collected from waste contractor logs/bills.
Materials	Consumption of office supplies used within the bank's facilities.	Office supplies Consumption	Tons	Data was collected from the designated 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	$mtCO_2e$	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 and heating.	Includes emissions associated with purchased electricity and heating emissions	$mtCO_2e$	Emissions were calculated using the national grid emission factor from Egypt ERA
Scope 3 emissions (other indirect)	Indirect GHG emissions not included in Scope 2, from sources that are not owned or controlled by the bank such as those associated with purchased goods and services, and waste disposal.	Includes emissions associated with purchased goods and services, and solid waste disposal.	$mtCO_2e$	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 of 31st December 2024	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees across all business units and fully owned subsidiaries	Reported from HR database systems
Gender Representation	Percentage of women employees among total headcount as of 31st December 2024	FTEs across all business units and fully owned subsidiaries	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 of 31st December 2024	FTEs across all business units and fully owned subsidiaries	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 of 31st December 2024	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees of disabilities divided by total number of employees	Reported from HR database systems
Workers Who are not Employed	Representing the number of workers who are not employed	Non-FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of workers across all business units and fully owned subsidiaries	Reported from HR database systems
Management Representation	Percentage of employees by gender and age group across management as of 31st December 2024	FTEs across all business units and fully owned subsidiaries Percentage (%)	Percentage (%)	Number of employees for specified gender and age group divided by total number of employees in specified management category	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 and fully owned subsidiaries	Number (#)	Sum of employees hired during 2024 across businesses	Reported from HR database systems
Turnover	Percentage of employees who left the organization during 2024 by gender, geographical location, and age	FTEs across all business units and fully owned subsidiaries.	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 by gender and employee category	FTEs across all business units and fully owned subsidiaries	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

Disclosure	Definition	Scope	Units	Method	Source
Average Training Hours Per Employee	Average hours of formal training imparted by the organization to each employee	FTEs across all business units and fully owned subsidiaries	Hours	Total hours of formal training imparted by the organization divided by the total number of employees at the organization as of 31st December 2021	Reported from HR database systems
Health and Safety trainings	Number of Trainees	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees who received HSE training	Reported from HR database systems
Ratio of Basic Salary	Ratio of basic salary and remuneration of highest paid individual to the average annual total compensation for all employees	FTEs across all business units and fully owned subsidiaries	Ratio (:)	Annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Reported from HR database systems
Median Hourly Pay	Median hourly pay in EGP for all full and part-time employees, by category and gender (does not include overtime) for the year 2024	All employees across all business units and fully owned subsidiaries	Hour	Total annual salary cost for employees by male or women divide by total no. of employees by male or women	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 and fully owned subsidiaries	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 and fully owned subsidiaries	Number (#)	Number of employees who returned to work after the parental leave ended	Reported from HR database systems
Performance and career Dev. Reviews	Percentage of employees who received performance and career Dev. Reviews in 2024 by gender and employee category	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees received the review for specified age group or employee category divided by total number of employees for specific category	Reported from HR database systems

EESG KPIs

Economic Indicators

Financial Performance (in EGP/USD million)	FY 2024
Net Interest Income	USD 139.45 Mn
Core Net Profit after Tax	USD 34.32 Mn
Operating Cash Flow	USD 6.27 Mn
Total Revenue in EGP/USD million	USD 477.54 Mn

Taxes (in USD million)	FY 2024
Income before taxes	USD 49.94 Mn
Total income tax	USD 15.61 Mn
Effective tax rate	31.27%

Banking across Segments	FY 2024
Retail Banking Loans	EGP 19.78 Bn

Bank's Overall Performance (in EGP/USD million)	FY 2024
Revenue of the Bank	USD 477.54 Mn
Dividend per share for fiscal year 2024	USD 0.5184 / Per Share

Governance Indicators

Board of Directors and Management		FY 2024
Board of Directors by Gender	**Total**	**10**
	Male	8
	Female	2
Board Tenure	0-2 years	7
	2-5 years	1
	> 5 years	2
	Average Tenure	3 years
Board Activities	Number of board meetings	8
	Board meeting attendance rate	100%

Ethics and Compliance		FY 2024
Corporate Governance Policy Awareness and Implementation	Employees attendance rate at training related to AML & CTF	100%
	Employees attendance rate at training related to Anti-Corruption	76%

Digitalization and Innovation		FY 2024
Digital Banking	Number of Internet and mobile banking subscribers	61,500
Total number of transactions by channel	Internet / Mobile Banking transactions	86%
	Corporate Internet Banking transactions	27%
	Retail Banking transactions	42,876
	ATM transactions	4.127 Mn
	saib Wallet transactions	70,000

Social Indicators

Employee Demographics		FY 2024
Employees	**Total**	**1,861**
	Full-Time	1,861
	Part-time	0
Breakdown by Gender	Male	1,358
	Female	503
Breakdown by Age	Age under 30	383
	Age 30-50	1,144
	Age above 50	334
Breakdown by Contract Type	Permanent	1,490
	Temporary	371
Employees with Disability	Total	78

Management Positions	Unit	FY 2024
Women in top senior executive positions	Percentage of Total Management Positions	18%
Women in management positions	Percentage of Total Management Positions	24%
Women in Managerial Positions	Number	341

Salaries & Remuneration	Unit	FY 2024
The Ratio of Basic Salary and Remuneration of Women to Men	Women: Men	28%
Total salaries and benefits paid to employees	Number	USD 60.72 Mn

Training and Development		FY 2024	
		Total Hours	Average Hours per Employee
Breakdown by Gender	**Total**	**43718**	**14**
	Male	30158	14
	Female	13560	15
Breakdown by Age	Under 30	15762	20
	30-50	24431	13
	Above 50	3525	11
Breakdown by Employee Category	Support and Service	120	30
	Administrative level	15778	17
	Supervisory Level	16086	13
	Middle Management Level	8334	13
	Senior or Executive Level	3400	15

Social Indicators

Parental Leave	Unit	FY 2024
Number of employees who took a parental/ maternity leave during 2024	Number	44
Number of employees who returned to work after their parental/ maternity leave ended, during 2024	Number	27

New Hires		FY 2024
Employee Representation	Total	164
	Male	105
	Female	59
	Employees with Disability	3
Breakdown by Age	Age under 30	101
	Age 30-50	62
	Age 30-50	1

Employee Turnover		FY 2024
Employee Representation	**Total**	**87**
	Male	60
	Female	27
Breakdown by Age	Age under 30	17
	Age 30-50	43
	Age 30-50	27

Grievances	FY 2024
Grievances filed in the reporting period	75
Grievances addressed or resolved in the reporting period	75

Health & Safety		FY 2024
Total number of lost-time Injuries	Employees	0
	Temporary workers/contractors	0
Total number of fatal incidents	Employees	0
	Temporary workers/contractors	0
Total number of work-related illness cases	Employees	0
	Temporary workers/contractors	0
Total number of lost days due to injuries	Employees	0
	Temporary workers/contractors	0
Total number of hours worked	Employees	0
	Temporary workers/contractors	0
Total number of work-related hazard reported	Employees	0
	Temporary workers/contractors	0
Lost-Time Injury Frequency Rate (LTIFR)	Employees	N/A
	Temporary workers/contractors	N/A
Lost-Time Injury Severity Rate (LTISR) (per 1M hrs worked)	Employees	N/A
	Temporary workers/contractors	N/A

Environmental Indicators

Energy, Water, and Waste		Unit	FY 2023	FY 2024*
Energy Consumption	Diesel in generators	MWh	57.7	91
	Purchased electricity	MWh	2,766	6,563
	Diesel and petrol by owned vehicles	MWh	2,026.7	1,927
	Total	**MWh**	**4,850**	**8,581**
Energy Intensity	Total	kWh/m²	104	132.35
Water Intake	Municipal Water Intake	m³	114,772	151,000
Waste	Total quantified generated waste	landfilled (tons)	150	150

Carbon Emissions		Unit	FY 2023	FY 2024*
Scope 1 (Direct)	Total	tCO_2e	602	517
Scope 2 (Indirect)	Total (location-based)	tCO_2e	1,269	3,010
Scope 1+2	Total	tCO_2e	1,870	3,528
Scope 3 (Other Indirect)	Total	tCO_2e	470	1,166
	Purchased goods and services	tCO_2e	100	140
	Fuel and energy-related activities (not included in scope 1 and 2)	tCO_2e	225	860
	Waste generated in operations	tCO_2e	145	166
Scope (1+2+3)	Total	tCO_2e	2,340	4,693

Sustainability Targets and Progress	FY 2024*
Percentage of renewable electricity consumption	0%

*FY 2024 marked significant enhancements to the Bank's data recording systems, particularly for electricity consumption. Consequently, the base year has been restated to 2024 to ensure the most accurate foundation for emissions data, which may result in higher reported consumption figures due to improved data quality.

GRI Content Index

Statement of use	**Société Arabe Internationale de Banque – saib Bank** has reported in accordance with the **GRI Standards** for the period from 1st January, 2024 to 31st December, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None

Material Topics	GRI Topics
Economy	
Responsible Banking	
Economic Impact and Performance	· Economic Performance (201) · Market Presence (202)
Sustainable Finance	
Governance	
Governance, Transparency and Anti-Corruption	· Anti-corruption (205) · Anti-competitive Behavior (206) · Labor/Management Relations (402) · Forced or Compulsory Labor (409)
Data Privacy and Cybersecurity	· Customer Privacy (418)
Digitalization and Innovation	

Material Topics	GRI Topics
Social	
Customer Relations	
Employees Acquisition, Career and Advancement	· Employment (401) · Diversity and Equal Opportunity (405) · Non-discrimination (406) · Training and Education (404) · Occupational Health and Safety (403)
Community Development and Empowerment	· Local Communities (413)
Environmental	
Environmental Management	· Energy (302) · Water and Effluents (303) · Emissions (305) · Waste (306)
Procurement and Supply Chain	· Procurement Practices (204) · Supplier Environmental Assessment (308) · Supplier Social Assessment (414)

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021						
The organization and its reporting practices						
2-1	Organizational details	About This Report (pg. 4) saib at a Glance (pg. 5-7)				
2-2	Entities included in the organization's sustainability reporting	About This Report (pg. 4)				
2-3	Reporting period, frequency and contact point	About This Report (pg. 4)				
2-4	Restatement of information	Carbon Foot Print base year has been restated to 2024 to ensure the most accurate foundation for emissions data				
2-5	External assurance	Limited Assurance Statement (pg. 96-97)				
Activities and workers						
2-6	Activities, value chain and other business relationships	saib at a Glance (pg. 5 - 7)				
2-7	Employees	Employees Acquisition, Career and Advancement (pg. 42-47)				SDG 8.5, 10.3
		Social Indicators (pg. 77-78)				
2-8	Workers who are not employees	Procurement and Supply Chain (pg. 68-69)				SDG 8.5
Governance						
2-9	Governance structure and composition	Corporate Governance and Anti-Corruption (pg. 24-34)				SDG 5.5, 16.7
2-10	Nomination and selection of the highest governance body	Corporate Governance and Anti-Corruption (pg. 24-34)				SDG 5.5, 16.7
2-11	Chair of the highest governance body	Board of Directors (pg. 25)				SDG 16.6

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Anti-Corruption (pg. 24-34)				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 their 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.				
2-15	Conflicts of interest	Conflicts of interest (pg. 32)				SDG 16.6
2-16	Communication of critical concerns	Whistleblowing Mechanisms (pg. 32)				
2-17	Collective knowledge of the highest governance body	Board of Directors (pg. 25)				
2-18	Evaluation of the performance of the highest governance body	Board of Directors (pg. 25)				
2-19	Remuneration policies	Board Committees (pg. 28)				
2-20	Process to determine remuneration	Board Committees (pg. 28)				SDG 16.7
2-21	Annual total compensation ratio		2-21	Confidentiality Constraint	Data cannot be disclosed due to confidentiality constrains.	
		Strategy, Policy and Practices				
2-22	Statement on sustainable development strategy	CEO & Managing Director Statement (pg. 8)				
2-23	Policy commitments	Ethical Conduct and Compliance (pg. 31-32)				SDG 16.3 UNGC 7, 10

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
2-24	Embedding policy commitments	Ethical Conduct and Compliance (pg. 31-32)				
2-25	Processes to remediate negative impacts	Risk Management (pg. 33-34) Ethical Conduct and Compliance (pg. 31-32)				
2-26	Mechanisms for seeking advice and raising concerns	Ethical Conduct and Compliance (pg. 31-32)				SDG 16.3
2-27	Compliance with laws and regulations	Ethical Conduct and Compliance (pg. 31-32)				
2-28	Membership associations	saib at a Glance (pg. 5-7)				
Stakeholder Engagement						
2-29	Approach to stakeholder engagement	Stakeholder Engagement (pg. 12-13)				
2-30	Collective bargaining agreements		a, b	Not applicable	saib has no collective bargaining agreements	SDG 8.8
GRI 3: Material Topics 2021						
3-1	Process to determine material topics	Materiality Assessment (pg. 14-16)				
3-2	List of material topics	Materiality Assessment (pg. 14-16)				
Economic Topics						
Economic Impact and Performance						
GRI 201: Economic Performance 2016						
3-3	Management of material topic	Responsible Banking & Sustainable Finance (pg. 21-22)				
201-1	Direct economic value generated and distributed	Responsible Banking & Sustainable Finance (pg. 21-22)				SDG 8.1, 8.2, 9.1, 9.4, 9.5,

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
201-2	Financial implications and other risks and opportunities due to climate change	saib currently doesn't assess risks and opportunities due to climate change				SDG 13.1
201-3	Defined benefit plan obligations and other retirement plans	The bank offers to the employees' pension fund as a staff benefit to ensure decent end of service compensation. Moreover, The employee is eligible for the mentioned scheme after completing Five working years within the Bank in case of resignation, retirement, death or total disability in adherence to the Pension fund approved policy.				
201-4	Financial assistance received from government	saib doesn't receive financial assistance from the government.				
GRI 202: Market Presence 2016						
3-3	Management of material topic	Employees Acquisition, Career and Advancement (pg. 42-47)				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		a, b, c	Confidentiality Constraint	Data cannot be disclosed due to confidentiality constrains.	SDG 1.2, 5.1, 8.5
202-2	Proportion of senior management hired from the local community	100%				SDG 8.5
Governance Topics						
Governance, Transparency and Anti-Corruption						
GRI 205: Anti-corruption 2016						
3-3	Management of material topic	Ethical Conduct and Compliance (pg. 31-32)				
205-1	Operations assessed for risks related to corruption	Ethical Conduct and Compliance (pg. 31-32)				SDG 16.5

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
205-2	Communication and training about anti-corruption policies and procedures	Ethical Conduct and Compliance (pg. 31-32)				SDG 16.5
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period .				SDG 16.5
GRI 206: Anti-competitive Behavior 2016						
3-3	Management of material topic	Ethical Conduct and Compliance (pg. 31-32)				
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Ethical Conduct and Compliance (pg. 31-32)				SDG 16.3
GRI 409: Forced or Compulsory Labor 2016						
3-3	Management of material topic	Human Rights and Labor Practices (pg. 32)				
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.				SDG 5.2, 8.7
Data Privacy and Cybersecurity						
GRI 418: Customer Privacy 2016						
3-3	Management of material topic	Data Privacy and Cybersecurity (pg. 39-40)				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		a, b, c	Confidentiality Constraint	Data cannot be disclosed due to confidentiality constrains.	SDG 16.3, 16.10

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Social						
Employees Acquisition, Career and Advancement						
GRI 401: Employment 2016						
3-3	Management of material topic	Employees Acquisition, Career and Advancement (pg. 42-47)				
401-1	New employee hires and employee turnover	Fostering an Inclusive Workplace (pg. 44-46)				SDG 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	Not Applicable	We only have full time employees and the granted benefits are as follows: Overtime Allowance. Meal Allowance. Car allowance. Loans. Credit cards	SDG 3.2, 5.4, 8.5
401-3	Parental leave	Social Indicators (pg. 77-78)				SDG 5.1, 5.4, 8.5
GRI 403: Occupational Health and Safety 2018						
3-3	Management of material topic	Occupational Health & Safety (pg. 50)				
403-1	Occupational health and safety management system	Occupational Health & Safety (pg. 50)				SDG 3.3, 3.4, 3.9, 8.8, 16.1
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety (pg. 50)				SDG 8.8
403-3	Occupational health services	Occupational Health & Safety (pg. 50)				SDG 8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety (pg. 50)				SDG 8.8, 16.7

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
403-5	Worker training on occupational health and safety	Occupational Health & Safety (pg. 50)				SDG 8.8
403-6	Promotion of worker health	Occupational Health & Safety (pg. 50)				SDG 3.3, 3.5, 3.7, 3.8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety (pg. 50)				SDG 8.8
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety (pg. 50)				SDG 8.8
403-9	Work-related injuries	There have been no confirmed occurrences during the reporting period.				SDG 3.6, 3.9, 8.8, 16.1
403-10	Work-related ill health	There have been no confirmed occurrences during the reporting period.				SDG 3.3, 3.4, 3.9, 8.8, 16.1
Training and Education (404)						
3-3	Management of material topic	Employees Acquisition, Career and Advancement (pg. 42-47)				
404-1	Average hours of training per year per employee	Learning and Development (pg. 47)				SDG 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	Learning and Development (pg. 47)				SDG 8.2, 8.5
404-3	Percentage of employees receiving regular performance and career development reviews	100% (All bank's employees are eligible for Performance & Career Development Review except Mr. Chief Executive Officer in compliance with the Performance Management Policy.)				SDG 5.1, 8.5, 10.3

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 405: Diversity and Equal Opportunity 2016						
3-3	Management of material topic	Employees Acquisition, Career and Advancement (pg. 42-47)				
405-1	Diversity of governance bodies and employees	Governance Indicators (pg. 76) Social Indicators (pg. 77-78)				SDG 5.1, 5.5, 8.5
405-2	Ratio of basic salary and remuneration of women to men	Social Indicators (pg. 77-78)				SDG 5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016						
3-3	Management of material topic	Human Rights and Labor Practices (pg. 32)				
406-1	Incidents of discrimination and corrective actions taken	There have been no confirmed incidents of discrimination during the reporting period.				SDG 5.1, 8.8
Community Development and Empowerment						
GRI 413: Local Communities 2016						
3-3	Management of material topic	Community Development and Empowerment (pg. 53-60)				
413-1	Operations with local community engagement, impact assessments, and development programs	Community Development and Empowerment (pg. 53-60)				
413-2	Operations with significant actual and potential negative impacts on local communities	Community Development and Empowerment (pg. 53-60)				SDG 1.4, 2.3

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Environmental						
Environmental Management						
GRI 302: Energy 2016						
3-3	Management of material topic	Environmental Management (pg. 62-67)				
302-1	Energy consumption within the organization	Energy Consumption (pg. 67)				SDG 7.2, 7.3, 8.4, 12.2, 13.1
302-2	Energy consumption outside of the organization	Energy Consumption (pg. 67)				SDG 7.2, 7.3, 8.4, 12.2, 13.1
302-3	Energy intensity	Energy Consumption (pg. 67)				SDG 7.3, 8.4, 12.2, 13.1
302-4	Reduction of energy consumption	Energy Consumption (pg. 67)				SDG 7.3, 8.4, 12.2, 13.1
302-5	Reductions in energy requirements of products and services	Energy Consumption (pg. 67)				SDG 7.3, 8.4, 12.2, 13.1
GRI 303: Water and Effluents 2018						
3-3	Management of material topic	Environmental Management (pg. 62-67)				
303-1	Interactions with water as a shared resource	Water Consumption (pg. 67)				SDG 6.3, 6.4, 6.A, 6.B, 12.4
303-2	Management of water discharge-related impacts	Water Consumption (pg. 67)				SDG 6.3
303-3	Water withdrawal	Water Consumption (pg. 67)				SDG 6.4
303-4	Water discharge	Water Consumption (pg. 67)				SDG 6.3
303-5	Water consumption	Water Consumption (pg. 67)				SDG 6.4

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 305: Emissions 2016						
3-3	Management of material topic	Environmental Management (pg. 62-67)				
305-1	Direct (Scope 1) GHG emissions	GHG Emissions (pg. 63)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions (pg. 63)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions (pg. 63)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-4	GHG emissions intensity	GHG Emissions (pg. 63)				SDG 13.1, 14.3, 15.2
305-5	Reduction of GHG emissions	GHG Emissions (pg. 63)				SDG 13.1, 14.3, 15.2
305-6	Emissions of ozone-depleting substances (ODS)	GHG Emissions (pg. 63)				SDG 3.9, 12.4
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	GHG Emissions (pg. 63)				SDG 3.9, 12.4, 14.3, 15.2
GRI 306: Waste 2020						
3-3	Management of material topic	Environmental Management (pg. 62-67)				
306-1	Waste generation and significant waste-related impacts	Waste Management (pg. 67)				SDG 3.9, 6.3, 6.6, 11.6, 12.4, 12.5
306-2	Management of significant waste-related impacts	Waste Management (pg. 67)				SDG 3.9, 6.3, 8.4, 11.6, 12.4, 12.5
306-3	Waste generated	Waste Management (pg. 67)				SDG 3.9, 6.6, 11.6, 12.5, 12.4, 15.1

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
306-4	Waste diverted from disposal	Waste Management (pg. 67)				SDG 3.9, 11.6, 12.4, 12.5
306-5	Waste directed to disposal	Waste Management (pg. 67)				SDG 3.9, 6.6, 11.6, 12.4, 12.5, 15.1
Responsible Procurement						
GRI 204: Procurement Practices 2016						
3-3	Management of material topic	Procurement and Supply Chain (pg. 68-69)				
204-1	Proportion of spending on local suppliers	Procurement and Supply Chain (pg. 68-69)				SDG 8.3
GRI 308: Supplier Environmental Assessment 2016						
3-3	Management of material topic	Procurement and Supply Chain (pg. 68-69)				
308-1	New suppliers that were screened using environmental criteria	saib is currently planning the development of its ESMS				
308-2	Negative environmental impacts in the supply chain and actions taken	Procurement and Supply Chain (pg. 68-69)				
GRI 414: Supplier Social Assessment 2016						
3-3	Management of material topic	Procurement and Supply Chain (pg. 68-69)				
414-1	New suppliers that were screened using social criteria	saib is currently planning the development of its ESMS				SDG 5.2, 8.8, 16.1
414-2	Negative social impacts in the supply chain and actions taken	Procurement and Supply Chain (pg. 68-69)				SDG 5.2, 8.8, 16.1

SASB Content Index

SASB Topic	SASB Sub-Topic	Accounting Metric	Category	Unit of Measure	Code	saib Material Topic	Reference to Report Page Number/ Direct Answer
Commercial Banks	Financial Inclusion and Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Quantitative	Number, EGP Mn	FN-CB-240a.1	Community Development and Empowerment	Key EESG performance indicators (pg. 10-11)
		(1) Number and (2) amount of past due and non-accrual loans qualified to programs designed to promote small business and community development	Quantitative	Number, EGP Mn	FN-CB-240a.2		Key EESG performance indicators (pg. 10-11)
		Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Quantitative	Number	FN-CB-240a.3		Financial Inclusion (pg. 58-60)
		Number of participants in financial literacy initiatives	Quantitative	Number	FN-CB-240a.4		Financial Inclusion (pg. 58-60)
	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	EGP Mn	FN-CB-510a.1	Governance, Transparency and Anti-Corruption	Data cannot be disclosed due to confidentiality constrains.
		Description of whistleblower policies and procedures	Discussion and Analysis	N/A	FN-CB-510a.2		Ethical Conduct and Compliance (pg. 31-32)
	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	Sustainable Finance	saib is developing Environmental and Social Management System (ESMS) within the bank. This system is designed to systematically identify, manage, and mitigate environmental and social risks associated with the projects the bank finances.

SASB Topic	SASB Sub-Topic	Accounting Metric	Category	Unit of Measure	Code	saib Material Topic	Reference to Report Page Number/ Direct Answer
Commercial Banks	Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	FN-CB-230a.1	Data Privacy and Cybersecurity	Data Privacy and Security (pg. 39-40)
		(1) Number of data breaches, (2) percentage involving personally identifiable information (3) number of account holders affected	Quantitative	Number, Percentage (%)	FN-CB-230a.2		Data Privacy and Security (pg. 39-40)
	Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Quantitative	Metric tons (t) CO -e	FN-CB-410b.1	Environmental Management	4,693
		Gross exposure for each industry by asset class	Quantitative	EGP Mn	FN-CB-410b.2		Not Yet Assessed
		Percentage of gross exposure included in the financed emissions calculation	Quantitative	Percentage (%)	FN-CB-410b.3		Not Yet Assessed
		Description of the methodology used to calculate financed emissions	Discussion and Analysis	N/A	FN-CB-410b.4		Not Yet Assessed
	Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	Basis points (bps)	FN-CB-550a.1	Responsible Banking	Not Applicable
		Description of approach to incorporation of 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		Risk Management (page 33-34)

Activity Metrics

SASB topic	Activity metrics	Category	Unit of measure	Code	Material topic	saib Response
Commercial Banks	Number of checking and savings accounts – Small Business	Quantitative	Number	FN-CB-000.A	Economic Impact and Performance	saib at a Glance (5-7) Key EESG performance indicators (pg. 10-11)
	Value of checking and savings accounts – Small Business	Quantitative	EGP Mn			saib at a Glance (5-7) Key EESG performance indicators (pg. 10-11)
	Number of loans – Small Business	Quantitative	Number	FN-CB-000.B		71*
	Value of loans – Small Business	Quantitative	EGP Mn			157.49*

*This indicator includes small businesses only, compared to the 2023 sustainability report which included both small and medium enterprises.

UNGC Content Index

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights and Labor Practices (pg. 32)
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Human Rights and Labor Practices (pg. 32)
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	saib Bank has no collective bargaining agreements
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	Human Rights and Labor Practices (pg. 32)
Principle 5	Businesses should uphold the effective abolition of child labor.	Human Rights and Labor Practices (pg. 32)
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Fostering an Inclusive Workplace (pg. 44-47)
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Environmental Management (pg. 62-70)
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Responsible Banking & Sustainable Finance (pg. 21-22)
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Environmental Management (pg. 62-70)
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Ethical Conduct and Compliance (pg. 31-32)

TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance & Anti-Corruption (pg. 24-34)
b. Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	
a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Risk Management (pg. 33)
b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	
c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management	
a. Describe the organisation's processes for identifying and assessing climate-related risks.	Risk Management (pg. 33)
b. Describe the organisation's processes for managing climate-related risks.	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	
Metrics and Targets	
a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental Management (pg. 62-70)
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 organisation to manage climate-related risks and opportunities and performance against targets.	

Limited Assurance Statement

Introduction and Objectives of the Engagement

Masader Environmental and Energy Services S.A.E (the 'Assurance Provider') has been engaged by International Diagnostics Holdings (Société Arabe Internationale de Banque-saib Bank) (the 'Reporting Organization') to provide Moderate Assurance Type 1 (the 'Assurance') regarding adherence to the AA1000AS v3 (2020) over the Société Arabe Internationale de Banque's 2024 Sustainability Report (the 'Report').

Scope, Subject Matter and Limitations

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

- saib'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 saib stated in the Introduction section, saib's CEO & MD Statement.
- Appropriateness of definitions and any internal reporting criteria adopted by saib for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by saib.
- Content of external websites or documents linked from the Report and saib.

We have not been engaged to:

- Verify any statement indicating the intention, opinion, belief and/or aspiration of saib.
- 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 saib. 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 saib "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 persons 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 saib;
- 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 Société Arabe Internationale de Banque'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 Société Arabe Internationale de Banque'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 and 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 conducted assurance engagement, 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 Société Arabe Internationale de Banque 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 Société Arabe Internationale de Banque 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

AbdelHamid Beshara

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

Cairo, March dd, 2024

environmental & energy services masader

GRI TRAINING PARTNER 2025

AA1000 Licensed Assurance Provider 000-534

SASB INSIDE

ISSB Standards INSIDE

TCFD