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2023 Sustainability Report





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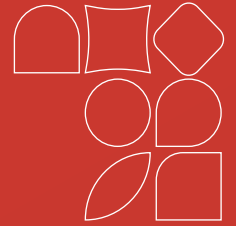
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01

Introduction

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About This Report

Société Arabe Internationale de Banque (saib) is pleased to present its Sustainability Report 2023, which demonstrates its alignment with Egypt’s vision and continued dedication to responsible business practices within and beyond.

This inaugural and comprehensive report covers our Environmental, Social, and Governance (ESG) guidelines, performance, and activities. It exhibits our commitment to transparency to all stakeholders. As we formalize and prioritize our commitment to sustainability, we will continue to share our accomplishments and advancements with our stakeholders annually.

Scope and Reporting Period

Our inaugural Sustainability Report presents Société Arabe Internationale de Banque’s ESG performance across material topics based on impact assessment and stakeholder engagement. Unless stated otherwise, the provided data is limited to Société Arabe Internationale de Banque’s operations. Throughout this report, saib is herein referred to as “Société Arabe Internationale de Banque,” “saib,” “the Bank,” or “it.” Société Arabe Internationale de Banque has reported for the period of 1 January 2023 to 31 December 2023. In addition, the report outlines alignment with the UN Sustainable Development Goals (UN SDGs) and the ESG frameworks listed below. Disclosures outside the reporting dates have been provided if relevant to the report’s context.

Reporting Frameworks

As one of the largest financial institutions in the country, Société Arabe Internationale de Banque recognizes its critical role in the industry to deliver meaningful contributions to national and international standards and sustainability priorities.

GRI

Société Arabe Internationale de Banque reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023. We have also conducted a materiality assessment based on GRI 3: Material Topics 2021, aiming for 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 aligned 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 maintain our fundamental 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, a corporate sustainability consulting firm (SAE), has provided a limited assurance statement on the content of this report. Please refer to the [Limited Assurance Statement](#).

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saib at a Glance

Established in 1976, as Egypt's pioneer joint-stock company, in Egypt in accordance to the provisions of the investment law 43 of the year 1974, which was amended in accordance with the investment laws 230/1989 and 8/1997. saib's issued and paid-up capital has increased from US\$ 4 million dollars in 1978 to currently reach US\$ 331.025 million dollars distributed over 33.1 million shares, par nominal value of US\$ 10 dollars per share. The bank executes all banking investment, financial, and commercial matters related to banking investment business and contributes to financing economic, industrial, real estate, agricultural, and commercial projects, as well as Egyptian foreign trade. In addition to provision of loans, the bank offers short, medium and long-term clients credit facilities, as well as retail banking products. Also, it accepts deposits and issues saving certificates in Egyptian and foreign currencies and carries out relevant securities. Moreover, in addition to all conventional banking services saib provides products & services that are in compliance with the provisions of the Islamic law through its Islamic branch.

CUSTOMERS



Number of Customers
299,894



Number of Corporate Accounts
14,004



Number of Retail Accounts
285,890



Number of Online Banking Customers
48,464

GEOGRAPHICAL SPREAD



Branches
41 Including two branches were opened in 2023



ATMs
145 Including 24 ATM machines have been increased in 2023



Governorates
14

Awards and Recognitions



Most Active Marketing Campaigns 2023

Award received by MasterCard Business Forum

Forbes

We proudly announced our inclusion in the esteemed list of the Top 50 companies in Egypt for 2023, a recognition bestowed upon us by Forbes Middle East Magazine. This acknowledgment is a testament to the dedicated efforts of our workforce and the unwavering trust placed in us by our valued clients.



EGX Top 100 Performing Institutions Award in 2023

saib received the "Top 100 Performing Institutions" award on the Egyptian Stock Exchange for 2023. The award was part of the ninth edition of the "Egypt for the Best" summit.

JP Morgan

In 2023, saib received the "Elite Award for Process Quality" for its progress in 2022, presented by the prestigious banking institution JP Morgan in the MT 103 payments category with an accuracy rate of 99.63%. This Award results from saib's success in maintaining its outstanding level of services and operations throughout the year in remittances, reflecting the bank's commitment to high-quality standards.



The Law Magazine

saib's team has been awarded the Best Legal Team in the Banking and Financial Sector for 2023 by The Law magazine. The team was recognized for their exceptional efforts, demonstrating the prominent efforts of compliance and ethical behaviour in the financial sector.

Impact Statement and Values



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



Values

saib is anchored in core values that serve as a guiding compass for our daily actions and decisions. These values are the heartbeat of our organization, pushing us to uphold the highest standards of excellence. As stewards of financial well-being in Egypt, we commit ourselves to embody these principles in every facet of our operations.

Business Lines

At saib, our commitment to excellence is reflected in our diverse business lines. From empowering businesses with tailored solutions to pioneering innovative Islamic banking, saib stands as a beacon of financial ingenuity. Explore our distinctive business offerings' growth, ethics, and personalized service intersections.

Our Values

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.

Major Shareholders

Stock Information

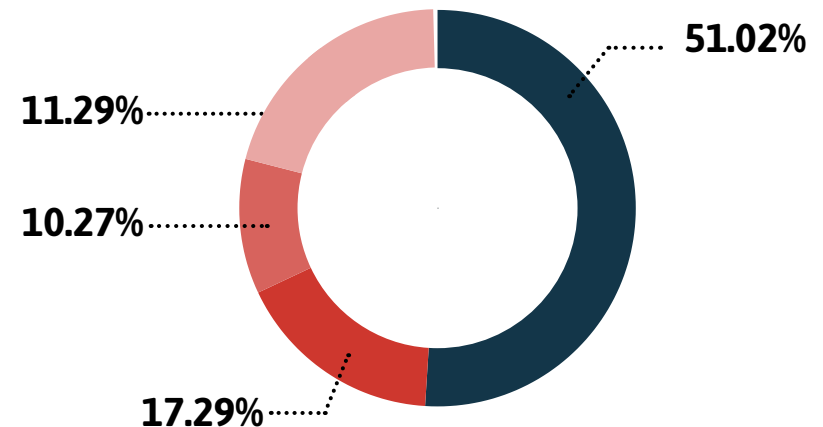
Listing Date: 29/11/1980

Nominal Value of The Bank's Share: USD 10

Listed Stocks, Shares, Securities: USD 33.1 Mn

Issued and Paid Capital: USD 331.025 Mn

- Arab International Bank
- The Arab Contractors Investment Company
- Misr Life Insurance Company
- Misr Insurance Company



The remaining 10.13% of shares are held through public subscription, with no individual ultimately holding more than 5%.

Personal Banking

saib offers individuals various financial services and products to meet their personal banking needs. It is a core focus area 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

Prepaid Cards

Deposits

Payroll

Debit Cards

Safe Boxes

Borrowing

Credit Cards

Loans
Mortgage

Very Small
Enterprises

Digital Services

Digital Solutions

Digital Channels

saib Contact Center

Governmental Payments

saib
Excellence

Business Banking

saib enhances your business banking experience by offering tailored solutions for startups, SMEs, 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

Large Corporate

Syndicated Loans

Small & Medium Enterprises (SMEs)

Treasury & Capital
Markets

Financial
Institutions

Islamic Banking

saib's Islamic Banking operates in accordance with the principles of Shari'ah as saib delivers multiple banking services via one branch for such client segment and committed to high-quality customer services according to global banking standards.

Personal

Everyday Banking

Financing

Funds

Business

Everyday Banking

Financing

Digital Services

Internet Banking

Governmental Payments

CEO & MD Statement



Dear Stakeholders,

As we release saib Bank's inaugural Sustainability Report, I am privileged to outline the significant strides we made in 2023. This year has been pivotal, demonstrating our commitment to financial growth alongside our dedication to the broader pillars of sustainability within Egypt.

National and International Recognition

We are proud to announce our inclusion in Forbes Middle East Magazine's esteemed list of the Top 50 companies in Egypt for 2023. This recognition is a testament to the dedicated efforts of our workforce and the unwavering trust placed in us by our valued clients. Additionally, our commitment to excellence in operational processes was honored by JP Morgan with the "Elite Award for Process Quality" in the MT 103 payments category, recognizing our impressive accuracy rate of 99.63%.

Commitment to the Egyptian Economy

Our dedication to fueling Egypt's economic engine remains steadfast, achieving the "Top 100 Performing Institutions" award on the Egyptian Stock Exchange for 2023. By the end of 2023, saib Bank significantly supported the national economy through our expansive network across 14 governorates, alongside our robust digital platform. This strategic focus underscores our role in bolstering Egypt's economic infrastructure, reflecting our financial strength, adaptability, and unwavering commitment.

Enhancing Financial Inclusion and Digital Transformation

In 2023, we intensified our efforts to democratize access to financial services, ensuring that all segments of society can participate in and benefit from the financial system. Our digitalization drive has been a game-changer, significantly increasing our customer base while enhancing service efficiency. This year, we expanded our ATM network from 24 to 145 machines, with plans to increase this number to 200 by the end of 2024. Our partnership with Mastercard to advance digital payments and drive financial inclusion in Egypt is another cornerstone of our strategy to modernize financial services, focusing on SMEs and enhancing payment security with cutting-edge cybersecurity products.

Commitment to Environmental and Social Risk Management

saib Bank has implemented an environmental and social risk management system and has established a dedicated Sustainability Department. The Bank is currently focusing on capacity building and raising employee awareness, particularly to those across business and risk sectors, while ensuring corporate clients meet environmental approvals for financed projects.

Environmental Stewardship

In alignment with global and national environmental priorities, saib Bank has actively integrated sustainable practices into our business operations. Building on the significant milestone of conducting our first greenhouse gas (GHG) emissions calculations in 2021, we have now procedures based on recommendations of Carbon Footprint Measurement Report to reduce carbon emissions (GHG) these measures focus Enhance the Efficiency of the Lighting Systems, Improve the Efficiency of Water System, Maintenance of Transport fleet, Carbon Offsets and Sustainability Policies.

Robust Risk Management

Navigating through economic challenges, our proactive risk management strategies have proven effective. We allocated significant provisions to safeguard against potential losses, maintaining liquidity levels that exceed the regulatory requirements set by the Central Bank of Egypt. Our capital adequacy ratio remains impressive, highlighting our robust financial health and preparedness.

Driving Societal Progress

saib continued to implement its social and environmental responsibility policy, which is updated according to changes to keep pace with developments in the field of community service. The bank pays special attention to 3 main sectors: economic development, which contributes to enhancing the standard of living and health suitable for individuals, community progress, community development and revitalization, through improving health services and education, fighting unemployment and poverty, in addition to maintaining environmental balance through adopting effective programs, taking into account the basic needs.

Financial Performance

Financially, 2023 was a year of notable achievement. We reported a pre-tax profit of USD 51.3 million, marking a 6% increase from the previous year. Our net profit also saw a rise by 3% to USD 31.2 million. These figures are a testament to our resilient business model and the efficacy of our strategic decisions. The growth in our customer deposits and loan portfolios further signifies the trust and confidence that our clients place in us.

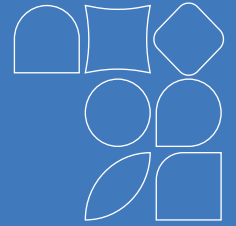
Looking Forward

As we move forward, saib Bank remains committed to integrating sustainability deeply into all aspects of our operations. We will continue to leverage our strengths in fostering partnerships that enhance our social responsibility initiatives, ensuring that we contribute positively and substantially to Egypt's sustainable development goals.

Thank you for your continued trust and support. Together, we are setting the foundations for a sustainable future that promises prosperity and growth for all stakeholders.

Sincerely,

Afdal Naguib



02

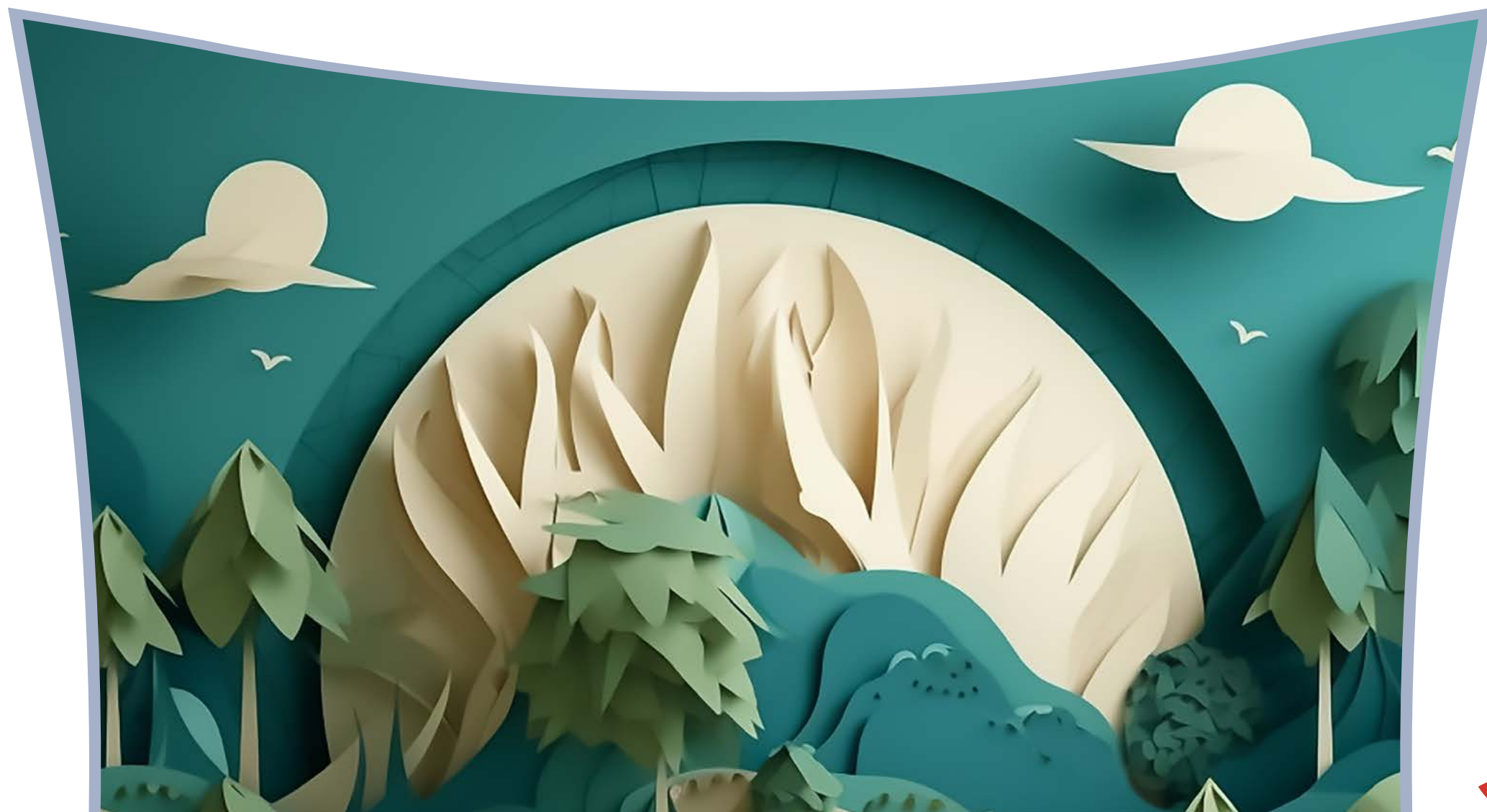
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EESG Impact

The Environmental, Economic, Social, and Governance (EESG) impact is significant for banks as it enables the creation of long-term value, management of risks, engagement of stakeholders, compliance with regulations, and fostering a positive societal impact. By considering all factors, saib can align strategies with sustainability goals, mitigate risks, build stakeholder trust, access new markets, and contribute to addressing challenges. Prioritizing the EESG impact allows the Bank to drive sustainable growth, enhance its reputation, and contribute to a more inclusive and sustainable future.



Key EESG performance indicators

Economy



Revenue (USD)

436,658,497



EBITDA (USD)

59,410,283



Net Profit (USD)

31,155,961



Total Liabilities (USD)

3,085,071,368



Total Assets (USD)

3,484,628,313



Total Equities (USD)

399,556,945

Governance



Women Representation on the Board

10%



Board Meetings Conducted in 2023

9



Reviewed Policies, Procedures and Operational References

52



Ethics and Compliance Training

28 hours (per employee)

Social



Female Workforce

25.5%



Total Workforce

1,781



New Hires

153



Training Hours

24,889



Employees with Disability

4.45%

Environmental



Total Carbon Footprint (Scope 1+2+3) (mtCO₂e)

2,340



Total Energy Consumption (MWh)

2,766



Waste Generated (Tons)

150

Sustainability Framework



Egypt's Landscape

Egypt's sustainability landscape presents both challenges and opportunities for the banking sector. The nation's rapid population growth creates more significant housing, infrastructure, and service demands. However, Egypt also grapples with socio-environmental issues such as poverty, inequality, water scarcity, air pollution, and climate change. To address these complexities, the banking sector in Egypt plays a crucial role in promoting sustainable finance practices and facilitating the transition to a low-carbon, resource-efficient economy. Numerous Egyptian banks have adopted sustainable finance strategies, focusing on environmental and social risk management, responsible lending, and green financing.



The Central Bank of Egypt (CBE) has also taken initiatives to advance sustainable finance, establishing a dedicated Sustainable Finance Unit and issuing guidelines for green bonds. By aligning their business practices with Egypt's sustainable development goals, banks can contribute significantly to the nation's social and environmental well-being while enhancing their business resilience and long-term value. Moreover, Egypt's commitment to various national strategies further underscores its determination to achieve a more sustainable and resilient future.



Climate Change

Egypt faces the acute global urgency of climate change, evident in significant climate-related events experienced in 2023, such as rising sea levels, record-breaking temperatures, and extreme weather occurrences. These changes have adversely affected public health, tourism, agriculture, and infrastructure. However, the Egyptian government has taken proactive measures to mitigate the impacts of climate change. Sustainable agricultural practices, investments in renewable energy, and raising awareness about climate change are among the key initiatives implemented.

Key Commitments by Egypt

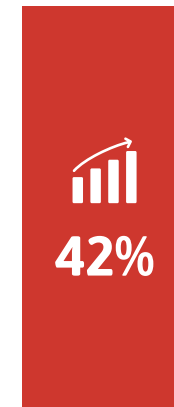
The country is steadfast in its commitment to transitioning to clean energy sources and developing the necessary urban infrastructure. To achieve this, efforts are underway to reduce greenhouse gas (GHG) emissions by 33% compared to business as usual by 2030. A key objective in addressing climate change is reducing Egypt's carbon footprint. This will be accomplished through adopting low-carbon transport, implementing renewable energy sources, and enhancing energy efficiency. Furthermore, the country prioritizes solid waste management strategies in its climate action.

Egypt's climate change updates underscore the pressing need for decisive action. The government has allocated funds towards renewable energy initiatives, to raise the share of renewable energy in the nation's electricity mix to 42% by 2035. This ambitious commitment demonstrates Egypt's dedication to climate action and a just energy transition.



2030

Greenhouse gas (GHG) emissions



2035

Share of renewable energy

Governance

Sustainable Finance

In 2020, the CBE issued comprehensive directives to promote sustainable finance practices within the banking sector. These guidelines emphasize the integration of Environmental, Social, and Governance (ESG) considerations into banks' lending practices, encouraging green projects, and reporting sustainability performance. As a result of the CBE's initiatives, there has been a notable increase in awareness of sustainable finance, fostering enhanced transparency and accountability in the banking sector while providing constructive support for green projects.

The CBE's guidelines have inspired banks to adopt new procedures for evaluating ESG risks and impacts. However, to ensure the effectiveness of sustainable finance promotion in Egypt, ongoing monitoring and enforcement of these guidelines remain crucial.

Regulations

The CBE has implemented various measures to ensure compliance with the Sustainable Finance Framework and its integration into banks' investment and lending activities. Banks must develop a system for managing sustainability risks, which involves identifying, analyzing, and minimizing environmental and social risks associated with their investments and lending operations. The framework mandates banks to integrate sustainability criteria into their credit risk evaluation and establish a robust system for managing sustainability risks.

In line with the framework, banks must disclose environmental and social risks associated with their investment and lending activities and provide an annual report on their sustainability performance. The CBE conducts regular on-site inspections and audits to ensure adherence to the Sustainable Finance Framework. It offers training and capacity-building programs to support banks in improving their sustainability practices.

Social

Financial Inclusion

The National Financial Inclusion Strategy, launched by the CBE, seeks to improve financial inclusion by highlighting several key objectives. Firstly, it aims to enhance access to formal financial services for underserved populations by improving the accessibility of credit, insurance, and savings accounts. Secondly, the CBE's financial education programs promote financial literacy among Egyptians, essentially those with limited access to financial services. Further, it seeks to strengthen the financial infrastructure, especially in rural areas, by expanding the reach of services like ATMs and fostering the adoption of digital financial services.

Another noteworthy aspect of this strategy involves enhancing financial inclusion among women, including providing access to literacy programs and addressing cultural barriers. The CBE is undertaking collaborative efforts involving government agencies, financial institutions, and stakeholders to achieve these objectives.

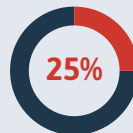
The initiatives include establishing a financial inclusion fund to promote mobile banking, digital services, innovative projects, and training for underserved populations. The fund encourages banks to offer microfinance services to low-income individuals and SMEs.



58%



60%



People with Disabilities (PWDs)

According to data, Egypt has approximately 11 to 14 million people with disabilities, and there is a need to create an inclusive environment for them. Employment rates among the working-age population show that 60% of disabled men work in the formal sector, while 57.7% of disabled women work in the informal sector. To address these disparities, the CBE has issued guidelines to promote financial inclusion for people with disabilities (PWDs). These guidelines prioritize non-discrimination, employee training, assistive technology, and establishing accessible complaint mechanisms. The CBE's guidelines also target providing customers with specialized and conveniently designed credit/debit cards, facilitating electronic banking channels with features like screen readers and font adjustments, and offering specialized banking products to encourage loan obtainment for PWDs.

SMEs

The CBE prioritizes SMEs, encouraging banks to offer customized microfinance services and increase their soft loan allocation to 25%. The CBE also requires credit information reporting to ease SMEs' access to credit. Egypt aims to make half its projects green by 2024 through bonds and a national climate change strategy. The EGX and FRA promote ESG reporting, while various programs support green entrepreneurship. IFRS plans a global ESG framework. Together, these efforts signify Egypt's dedication to sustainability and SME empowerment.

Stakeholder Engagement

Main Stakeholder Groups	Governmental Entities	Communities	Employees	Suppliers	Business Partners	Shareholders	Customers and Clients
Key Topics of Discussion	Ministry of Social Solidarity Requirements CBE Approvals, Complaints, Mandates and circulars Religious Supervisory Board and Mandates Operations	Permits Social Activities Volunteering Public Participation Events Zakat Fund	Events and Initiatives Campaigns and Budgeting Business Continuity, Development, and Operations Strategy and Performance Audits Projects and Reviews Quality and Feedback Customer Experience	Deals and Contracts Audits Development and Implementation Maintenance and Operations Warranty Services and Repairs	Deals and Contracts Partnerships Workflow Facilitation Customer Experience and Engagement Compliance and Regulations Operations and Implementation Services and Repairs	Compliance and Regulations Risk Management Board Business review	Quantitative and Qualitative Research Corporates and Retail Accounts Business Requirements Product Review Service Delivery
Engagement Tools	Board of Trustees Meetings Meetings Reports	Marketing Campaigns TV and Radio Meetings Meetings Social Media	Meetings Calls 1-on-1 Meetings Trainings Reports E-mails Surveys Awareness Sessions	Meetings Calls Agreements E-mails	Meetings E-mails Calls Agreements Surveys Reports	Meetings Reports	Surveys Meetings Marketing Campaigns TV and Radio Social Media Events Surveys Visits
Frequency	Daily Quarterly Annually Ad hoc	Daily Monthly Ad hoc	Daily Weekly Monthly Bi-Monthly Quarterly Bi-annually Annually Ad hoc	Weekly Monthly Quarterly Annually Ad hoc	Daily Weekly Monthly Quarterly Annually Ad hoc	Quarterly	Daily Weekly Bi-Weekly Monthly Annually Ad hoc

Materiality Assessment

In 2023, saib conducted its first materiality assessment to determine which issues were significant enough to impact the bank’s stakeholders, operations, and reputation. This was performed using the recognized double and dynamic materiality approach. This means we aim to understand and address sustainability impacts internally and externally while considering the context within which we operate. A concise list of 11 Environmental, Social and Governance (ESG) topics that are most important to our stakeholders and business were finalised and will continue to be prioritised by the Bank each year by conducting an annual materiality assessment.

As a result of this evaluation, saib identified several immediate and long term material ESG topics, which have helped the bank conform to international standards and enhance its overall approach to materiality. As it was the bank’s first time conducting this assessment, it enabled saib to create value and better navigate an evolving ESG landscape.

The materiality topics are the basis of saib’s inaugural Sustainability Report, which references Egypt’s Vision 2030, National Climate Change Strategy 2050, and CBE’s Financial Inclusion Strategy (2022-2025).

Step 1 Conducting Industry-Wide Research

Broad research of leading companies in the banking field was conducted to understand how peers are addressing sustainability within their organizations. This research informed potentially material and industry-specific topics determined by global standards, such as GRI, SASB, and ESG rating agencies and platforms.

Step 2 Gathering Data

We collected valuable information on saib’s operations, including financial data, environmental data and impacts, social initiatives, and governance practices, and analyzed this to identify potential material issues.

Step 3 Engaging with our Stakeholders

As shown in the previous section, we have identified a list of stakeholder groups by recognizing individuals, groups, or entities that can significantly affect or be affected by the Bank’s activities, decisions, and performance. We routinely engage with Internal and external stakeholder groups to understand their concerns and priorities. For our materiality assessment, we conducted surveys, interviews, focus groups, and stakeholder meetings to ensure that our assessments takes their views into account regarding saib’s material topics.

Step 4 Identifying Material Issues

The potential list of topics was narrowed to those most aligned with Egypt’s national priorities, legal requirements, and mandates issued by CBE using peer research, stakeholder engagement, and consideration of quantitative (such as financial impact) and qualitative factors (such as reputational risk). Topics that directly addressed our strategic goals were also prioritized.

Step 5 Determining Materiality Threshold

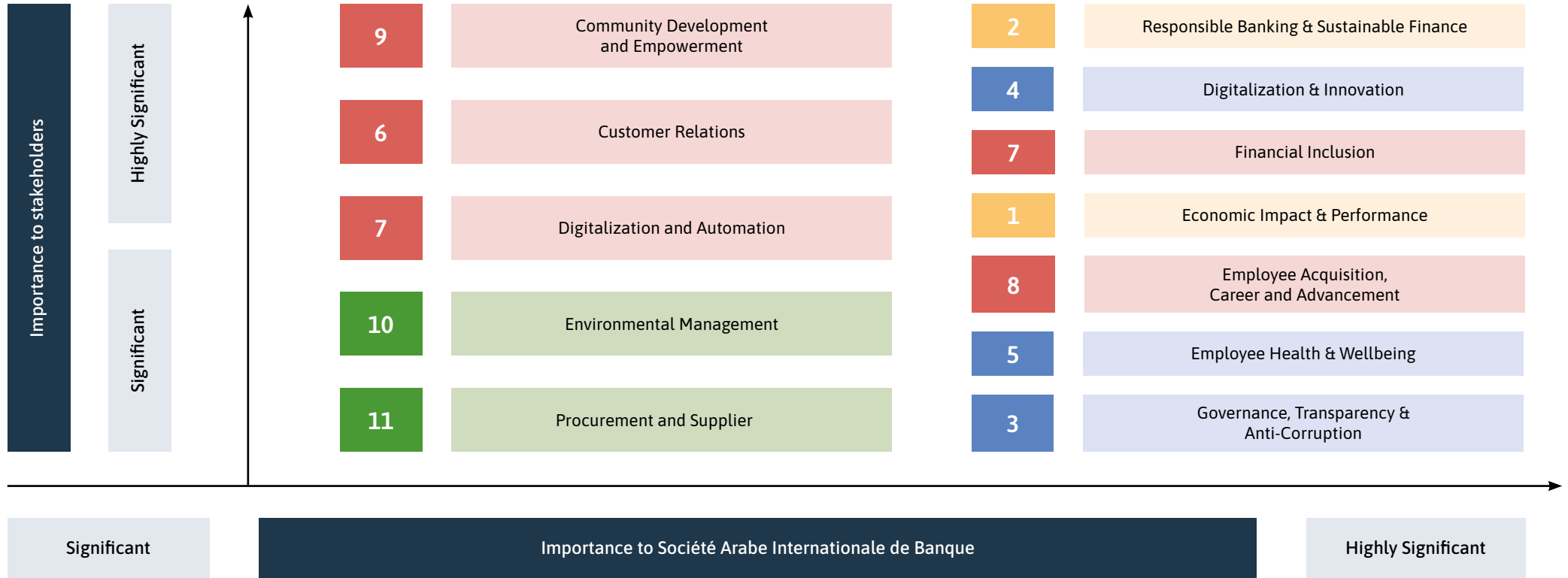
Using a double materiality approach, we prioritized our material topics according to their significance to saib’s operations. The process aims to identify and analyze the most significant impacts, validating material topics and considering due diligence processes and effects, particularly for adverse consequences. Our materiality threshold prioritized significant issues to warrant further action or disclosure. This also helped us create our materiality matrix that rates our material topics from significant to highly significant, enabling saib to align its strategic direction with stakeholder expectations closely.

saib's ESG-based material topics

	Material Topic	SDGs	Egypt's Vision 2030
Economy	1 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	1 جودة الحياة, 7 واقتصاد مستدام
	2 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	3 قوي الاقتصاد, 6 الحكومة, 5 مصر رقمي
Governance	3 Governance, Transparency & Anti-Corruption	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6 الحكومة
	4 Digitalization & Innovation	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 4 QUALITY EDUCATION	5 مصر رقمي
	5 Data Privacy and Cybersecurity	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6 الحكومة
Social	6 Customer Relations	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	3 قوي الاقتصاد, 2 عدالة وتناجح
	7 Financial Inclusion	1 NO POVERTY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES	1 جودة الحياة, 3 قوي الاقتصاد
	8 Employee 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	1 جودة الحياة, 2 عدالة وتناجح, 3 قوي الاقتصاد, 5 مصر رقمي, 7 واقتصاد مستدام
	9 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	1 جودة الحياة, 2 عدالة وتناجح, 3 قوي الاقتصاد, 0 التنمية الريفية, 7 واقتصاد مستدام
	10 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	1 جودة الحياة, 0 التنمية الريفية
Environmental	11 Procurement and Supplier	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 15 LIFE ON LAND	1 جودة الحياة, 0 التنمية الريفية

Materiality Matrix

Following its materiality assessment during the reporting period, saib's 11 materiality topics were mapped onto the Materiality Matrix. They were rated from significant to highly significant in importance, enabling saib to closely align its strategic direction with stakeholder expectations.



Management Approach

Our material topics are relevant to management, particularly saib's business strategy, resource allocation, and activities. These are assigned to the appropriate heads of business of functional units through its strategic planning process. Our resource allocation is based on the degree of materiality of any particular risk or opportunity. In line with the materiality determination process, saib continues to formulate and create policies and embeds its goals, targets, and KPIs, which are reviewed regularly to ensure its leadership and employees achieve all objectives regarding material matters.

Strategic Direction

saib is committed to aligning its strategic direction with sustainable and transformative goals that support both its growth and societal contributions. Here is an overview of our current strategic pillars:

Supporting Egypt’s Vision 2030

saib is dedicated to contributing to Egypt’s Vision 2030, an ambitious plan aimed at achieving sustainable development through economic, social, and environmental initiatives. Our efforts are focused on enhancing financial inclusivity and supporting sectors that are crucial for national development.

Creating a Digital & Inclusive Future

We are leveraging technology to revolutionize our banking services, ensuring they are more accessible, efficient, and secure. This digital transformation is designed to not only meet the current needs of our customers but also to anticipate future demands, fostering a more inclusive financial system.

Conducting Responsible Business with Good Governance

Integrity and accountability are at the core of our operations. saib is committed to maintaining high standards of corporate governance and ethical conduct. This commitment extends to all aspects of our operations and is fundamental in building trust and value for our stakeholders.

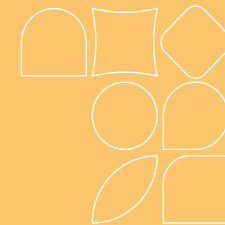
Fostering Ties with Communities

Our engagement with the communities we serve goes beyond financial transactions. saib is involved in various initiatives that support community development and enhance the quality of life of individuals. Through these engagements, we aim to create strong, sustainable impacts that contribute positively to society.

Future Vision

In December 2024, the high-level committee on sustainability is set to unveil a new vision. This will likely further refine our strategic objectives, ensuring that saib remains at the forefront of sustainable and responsible banking practices. This new vision will guide our actions as we continue to innovate and serve our communities effectively.





03 Economy

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Economic Impact and Performance

Banks play a crucial role in shaping a country's economic landscape. Their economic influence is far-reaching and encompasses various aspects, including driving economic growth, stability, and prosperity. Banks, such as saib, play a crucial role in allocating financial resources, providing loans and credit, promoting entrepreneurship and job creation, ensuring economic stability through monetary policies, and offering a secure platform for financial transactions.

DEFINITION:

Within the dynamic financial sector landscape, saib stands as a cornerstone of economic stability and growth in Egypt. As a bank deeply committed to sustainability, saib recognizes its pivotal role in driving economic prosperity and fostering positive societal and environmental impacts.

OPPORTUNITIES:

At saib, we understand that our economic activities transcend mere financial transactions. We play a vital role in catalyzing opportunities for Egypt's economic development. By financing diverse sectors such as economic, industrial, real estate, agricultural, and commercial projects, saib generates financial returns and drives innovation, job creation, and sustainable growth.

CHALLENGES/RISKS:

saib recognizes the importance of prudent risk management within a dynamic market environment. Economic fluctuations, regulatory changes, and evolving consumer demands present challenges that require a nuanced approach to sustain our market presence while ensuring resilience and adaptability.

By aligning with standards and periodically reporting on our economic impact and performance, saib aims to illustrate our commitment to sustainability. We emphasize financial metrics and societal contributions, showcasing how our operations positively influence economic growth, contribute to local communities, and adhere to ethical business practices. Through this analysis of our Economic Impact and performance, saib seeks to demonstrate how responsible banking practices can yield sustainable economic outcomes while managing associated risks, reinforcing our commitment to driving positive change within Egypt's financial landscape.

Economic Impact

As a prominent financial institution in Egypt, saib Bank offers a comprehensive range of banking services catering to the diverse needs of individuals, businesses, and institutions. Here are their essential products and services, driven by innovation and customer-centric vision:

Retail Banking:

Savings and Current Accounts: Offering flexible and convenient account options for individuals to manage their finances.

Personal Loans: Providing financial assistance for various personal needs such as education, healthcare, and home improvement.

Consumer Cards: Issuing a variety of cards including credit, debit, and prepaid, offering various benefits and rewards programs for cardholders.

saib Excellence: is a luxurious service offered by saib bank to its distinguished clients with access to a variety of tailored privileges to suit their needs and lifestyle.

Business Banking:

Business Accounts: Providing tailored banking solutions for businesses, including current accounts, term deposits, and foreign currency services.

Trade Finance: Facilitating domestic and international trade transactions through services such as letters of credit and trade finance facilities.

Corporate Loans: Offering financing options to support the growth and expansion of businesses, including working capital loans and project finance.

Treasury and Capital Markets Service: Treasury provides wide array of services and solutions that serve Saib's clients and widen their awareness of markets updates while fulfilling their financial needs; varying from Foreign Exchange solutions that ease the access to markets and facilitate international trade

transactions to Fixed Income business as the gate to debt markets that helps the government fulfill its needs. All while adopting a proactive management approach of sources and use of funds that caters for the bank's liquidity to ensure smooth and seamless banking operations.

Capital markets service represents a platform that enables access for different bank's clients (individual, corporate to financial markets in dealing in stocks, bonds (government & corporate) and T-Bills, where the Capital Market provides different custodian services & Mutual funds investments with different types to meet various clients' preferences.

Islamic Banking:

Sharia-compliant Banking Products: Offering a range of Islamic banking products and services, including Murabaha, Mudarabah, and Islamic investment funds.

International Banking:

Correspondent Banking: Establishing relationships with correspondent banks worldwide to facilitate cross-border transactions and trade finance as well as funding solutions should need arises.

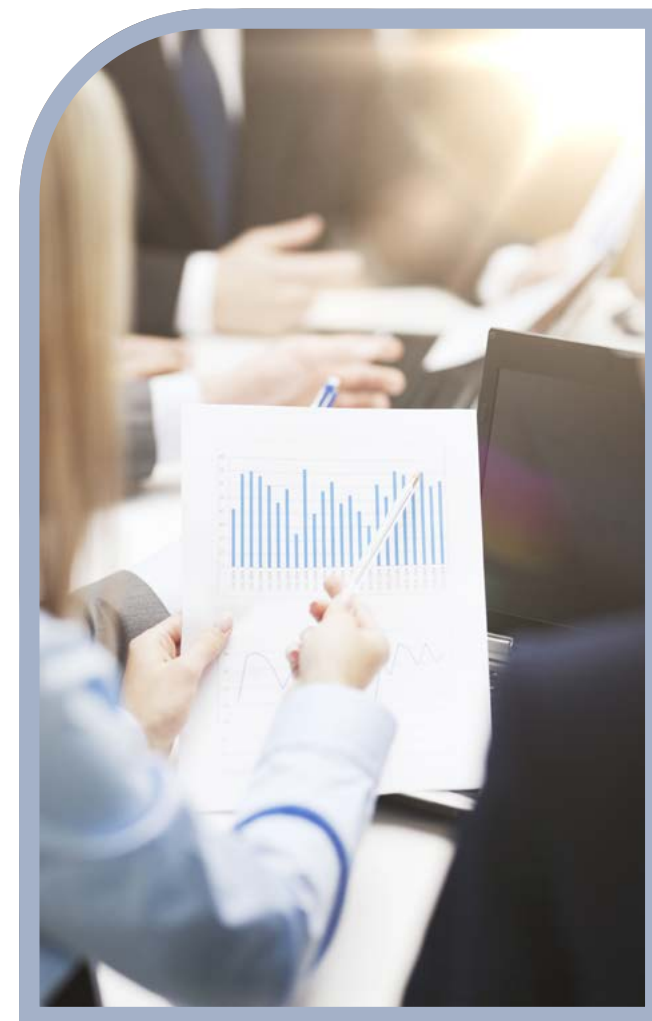
Digital Banking:

Online Banking: Offering Internet banking services for convenient account management, and fund transfers.

Mobile Banking: Providing mobile banking apps for secure and convenient access to online banking services.

E-wallet Services: Introducing digital wallet solutions for seamless payments and money transfers.

Overall, saib Bank aims to provide innovative and customer-centric banking solutions to meet the evolving needs of its clients in Egypt.



Economic Performance

Total Assets (USD)
3,484,628,313 (-0.1%)

Total Liabilities (USD)
3,085,071,368 (-2%)

Customer Deposits (USD)
2,756,882,110 (-6.4%)

Total liabilities and equity (USD)
3,484,628,313 (-0.1%)

Net Assets (USD)
399,556,945 (+17%)

Total equity (USD)
399,556,945 (+17%)

Indirect Economic Impacts

Our business development and expansion are conducted considering the needs of the communities in which we operate, including the requirement for infrastructure investments and services, the potential for supporting local employment, alleviating poverty, and improving the availability of essential services.

One essential contribution is **capital allocation**. saib acts as an intermediary connecting savers with surplus capital to borrowers in need, stimulating economic activity and fostering entrepreneurship, innovation, and job creation across Egypt and beyond. Additionally, our role helps bolster consumer confidence by providing a secure environment for savings, encouraging investment, and contributing to economic stability. Financial intermediation is another crucial role as banks transform short-term deposits into long-term loans, supporting infrastructure projects and other activities. Banks generally play a vital role in financial inclusion by offering services to underserved communities and empowering individuals and businesses to participate in the formal economy. Lastly, we facilitate monetary policy transmission, linking central banks and the broader Egyptian economy, influencing consumption, investment, and overall economic activity. Recognizing our multifaceted role is essential for policymakers and society to implement measures ensuring a resilient and inclusive financial system.

Shari'ah Compliance and ESG

Islamic finance operates according to the principles and guidelines of Islamic law, known as Shari'ah. This law emphasizes ethical standards and considers the well-being of all stakeholders, society, and the environment when making financial decisions. It prioritizes the minimization of harm, which serves as a fundamental principle in Islamic finance transactions. Based on our impact, we at saib believe that Islamic finance principles are closely aligned with ESG considerations and the UN Sustainable Development Goals (SDGs). The UN SDGs are a set of interconnected objectives aimed at achieving a more equitable and sustainable future for everyone. To accomplish these goals by 2030, collaboration among all stakeholders is essential. It requires the mobilization of resources and the implementation of innovative financing and services to support the SDGs.

Responsible Banking & Sustainable Finance

DEFINITION:

saib, a prominent financial institution in Egypt, acknowledges the significance of responsible banking in promoting sustainable economic growth amidst the growing influence of ESG factors worldwide. Committed to integrating responsible banking practices into its operations, saib aims to support economic development while maintaining ethical standards. Recognizing the importance of sustainable finance, saib aligns its financial practices with environmental sustainability to address contemporary challenges and seize opportunities in evolving industries.

OPPORTUNITIES:

Responsible banking offers opportunities in its ability to catalyze positive economic outcomes. saib actively funds diverse sectors crucial to Egypt's development, including financial, industrial, real estate, agricultural, and commercial projects. Further, investors now scrutinize environmental credentials as part of their due diligence, fostering a demand for sustainable investment options. saib acknowledges the dual focus within these sectors in response to these challenges. The first aspect emphasizes enhancing energy efficiency—a seemingly accessible target given energy operations' historically high carbon intensity. The second area centers on propelling new technologies, such as energy storage and transition, heralding significant potential for scalability despite being in nascent developmental stages.

CHALLENGES/RISKS:

saib Bank recognizes the importance of responsible banking, which involves balancing financial objectives with social and environmental responsibilities. They understand the risks associated with environmental, social, and governance (ESG) factors and aim to manage them effectively while staying compliant with regulations and meeting stakeholder expectations. By adhering to sustainable practices, saib seeks to capitalize on opportunities for inclusive growth while mitigating associated risks to protect stakeholders' interests. Their approach to sustainable finance is central to this strategy, as they offer a range of sustainable financial products and services to support companies in integrating ESG principles and adopting eco-friendly technologies. saib is committed to navigating the evolving financial landscape and facilitating investments in sustainable practices aligned with environmental goals.

This section of saib's sustainability report delves into the multifaceted landscape of responsible banking and sustainable finance within the economy, examining how the bank seizes opportunities to drive positive change while effectively mitigating associated risks. Through transparent reporting and a commitment to sustainable practices in banking and finance, saib aims to showcase its contributions to Egypt's resilient, inclusive, and prosperous economy.



Water for Life Initiative

saib Bank's Sustainable Finance Commitment

saib Bank demonstrates its commitment to sustainable finance through strategic collaborations. A recent partnership with the Water and Wastewater Company in Luxor and the Rotary Club 6th of October Royal focuses on the "Water for Life Initiative." Led by Deputy Managing Director for Business and Banking Operations, Mr. Tarek Abdou, the initiative aims to establish a chemical-free water purification station, aligning with saib's strategic plans and contributing to Luxor's sustainable development goals for 2030.

This project aims to provide access to clean water for more than 25,000 citizens in areas suffering from water poverty in the Luxor Governorate. saib Bank cooperated with the Rotary Club in organizing an event to spread awareness against polio, which witnessed attendance and interaction from all ages. In 2023, saib Bank signed a cooperation agreement to support the "Water for Life" initiative to implement the project to establish a water purification station with natural filtration technology (RBF) in Luxor in cooperation with the Royal 6th of October Rotary Club and the Luxor Water and Sanitation Company. This project will contribute to Access to clean water for more than 25,000 thousand citizens in areas suffering from water poverty in Luxor Governorate.

Innovative Water Solutions for Community Impact

With the groundbreaking partnership in Luxor, involving the Holding Company for Drinking Water and Sanitation and the Rotary Club saib extends their commitment. The project, spearheaded by saib's Deputy Managing Director for Business and Banking Operations, Mr. Tarek Abdou, emphasizes environmental responsibility by implementing eco-friendly Riverbank Filtration technology.

With an investment of EGP 550,000, this initiative targets over 25,000 citizens in water-scarce areas, showcasing saib's dedication to social responsibility and initiating a sustainable partnership for environmental and social causes.



Investment Value
EGP 550,000

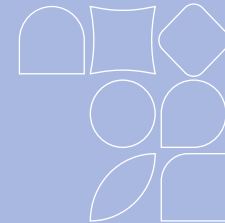


Beneficiaries
25,000



This protocol strengthens the fruitful cooperation between saib Bank, the Water and Sewage Company in Luxor, and Rotary Club 6th of October. It reflects our joint commitment to preserving water resources, providing clean and healthy water for the community. This project, the first of its kind in the environmental field, aligns with the bank's expansion plan in social responsibility fields, enhancing the bank's position in Luxor Governorate, especially with the reopening of the new Luxor branch. It embodies saib Bank's vision in supporting environmental and social initiatives that benefit the communities we work in. We are confident this protocol will mark the beginning of a sustainable and productive partnership among all stakeholders, significantly contributing to improving water quality and community life in Luxor Governorate.

Tarek Abdou, Deputy Managing Director for Business and Banking Operations, saib Bank



04 Governance

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Governance, Transparency and Anti-Corruption

Governance is crucial in the banking sector as it ensures the stability, integrity, and efficiency of financial institutions. It helps saib manage risks, comply with regulations, and maintain transparency and accountability. Good governance promotes ethical conduct, fosters a strong corporate culture, and contributes to the long-term sustainability of the Bank. By establishing effective frameworks and practices, governance safeguards depositor funds, maintains public trust, and supports the overall health of the banking system.

DEFINITION:

Corporate governance, as the backbone of saib’s operations, stands as one of the central pillars of our Sustainability approach, anchoring itself in a commitment to transparency and integrity. Our governance framework operates as a sturdy structure integrating our core values, fostering a culture of accountability, and emphasizing transparency across all facets of our operations. It is a pivotal mechanism ensuring adherence to regulatory standards while nurturing robust relationships with our internal and external stakeholders. Ethical decision-making processes are a cornerstone within this framework, promoting a culture of integrity throughout our organization.

OPPORTUNITIES:

saib stands to gain significantly from challenges. Robust governance enhances saib’s ethical institution identity, fostering stakeholder trust and loyalty. Fortifying anti-corruption frameworks mitigates risks linked to financial impropriety, reinforcing operational resilience. Ethical standards attract clients and investors, positioning saib favorably in markets valuing integrity. Emphasizing these efforts aligns with sustainable business practices, fostering a more enduring and conscientious business model.

CHALLENGES/RISKS:

Maintaining robust governance, transparency, and anti-corruption measures presents a dual scenario for saib, comprising risks and opportunities. Potential reputational harm looms if saib falters in upholding transparent practices or combating corruption, impacting customer trust and investor confidence. Inadequate governance might invite legal repercussions, amplifying risks associated with non-compliance. The implementation of these measures could disrupt operational processes, causing inefficiencies.

The commitment ingrained within our governance practices extends beyond mere compliance, empowering us to uphold the highest ethical standards. It enables us to effectively address anti-corruption, fair labor practices, and forced or compulsory labor prevention. This consistent adherence to ethical principles across our business lines is fundamental in safeguarding the interests of our stakeholders. This section details our strategies and practices, showcasing our unwavering commitment to ethical conduct, transparency, corruption prevention, fostering healthy labor relations, and ensuring a supportive workforce free from any forms of imbalance.

Corporate Governance

saib forged its corporate governance with a local vision and unwavering dedication by utilizing a cohesive Governance Framework that adheres to the highest international standards. It maintains its Responsible Banking commitments while ensuring efficient operations and sound decision-making.



Reviewed Policies, Procedures and Operational References

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Guidelines

Regular Review and Alignment

saib's guidelines undergo a regular review or as needed to align with the latest regulatory developments and international best practices in governance. This ensures that the guidelines are tailored to the size and activities of the Bank, reflecting a commitment to adherence to the highest standards.

Disclosure and Transparency

saib is committed to disclosure, emphasizing the application of the highest standards within the framework of governance regulations. The bank employs various communication methods, such as regular reports, websites, and reports directed to regulatory bodies, to provide accurate, comprehensive, and up to date information to its shareholders.

Board of Directors (BoD)*

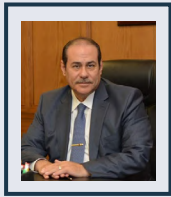
The Board of Directors is the highest governing body, consisting of qualified members chosen by the General Assembly for a renewable term of three years, according to specified criteria and in line with saib's AOA. The representation of shareholders is proportional to their stakes in the capital. When forming the board, it is considered that the majority are non-executive members, of which should include an independent member.

saib's BoD oversees the bank's strategic directions, approves the annual budget, monitors and supervises operations, and ensures the effectiveness of risk management, compliance, and internal audit functions. It forms committees under the Board, including the Audit Committee, Risk Committee, Governance and Nominations Committee, Compensation and remuneration Committee. The Board is also responsible for understanding the regulatory and legal environment, setting acceptable risk limits, and ensuring accurate financial statements.

Board of Directors Meetings

saib's board held nine meetings during 2023, adhering to the responsibilities outlined in the Board Charter.

*A new board member, Mr. Ahmed Naiem Ahmed Badr, was appointed on 26/12/2023 with the approval of the CBE.



Mr. Tarek El-Kholy*
Banking and Financial Services

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	5 year and 7 months
Chairman & MD		

Mr. Tarek El Kholy's extensive experience spans over 43 years in the banking and finance industry, during which he held key operational and managerial positions. He presumed the role of Saib Bank Chairman & Managing Director from 1/8/2018 until the issuance of the presidential decree dated 26/11/2024 appointing him in his current role as Deputy Governor of the Central Bank of Egypt. He served as Sub-Governor for the On-site Supervision Sector, CBE Prior to this role he was appointed as CBE's Assistant Sub-Governor for Risk Management.

During his tenure at the CBE, he spearheaded the transformation of the Risk Management sector, steering the restructuring of policies and procedures, implementing rigorous internal risk assessments, and establishing a robust framework for risk management practices. He held many positions in several entities during this tenure in CBE, including:

Member of the Board of Directors of the Social Housing Fund

Member of the Board of Directors and Head of the Risk Committee at the Arab International Bank

CBE's representative in the National Committee for Combating Money Laundering & Terrorism Financing
Member of the Board of Directors of the Arab African International Bank
Member of the Board of Directors of the Egyptian Electricity Holding Company.

Mr. Elkholy was appointed at Audi Bank – Egypt Chief General Manager.

He embarked on his career at Misr International Bank (MiBank) in 2005, assuming the role of General Manager of Risk Management.

Mr. Elkholy held the position of Head of Credit Department at the Arab Bank in 2001 after assuming several positions since joining the bank in 1982.

*since November 27, 2023, Mr. Afdal Naguib has assumed as Executive Chief Officer non-Board Member then on June 16, 2024 he assumed the position of CEO & MD.

Responsibilities

saib's board members adhere to a professional code of conduct, uphold ethical standards, dedicate appropriate time and effort to their duties, and ensure legal compliance. They also commit to fair treatment, confidentiality, asset protection, and ethical use. Annual disclosure of affiliations, avoidance of personal gain, conflict of interest declaration, and abstention from conflicted decisions are integral to their responsibilities.

Board members at saib have rights such as access to information, records, and senior management. They can request agenda inclusions, dissent in writing, and maintain confidentiality of disclosures unless required by law or internal regulations.

Chairman of the Board

The Chairman ensures sound decision-making, promotes discussion, and critiques, commits to board tasks, maintains trust relationships, ensures information availability, monitors self-evaluation, considers shareholder views, and convenes board meetings regularly.

Chief Executive Officer (CEO)

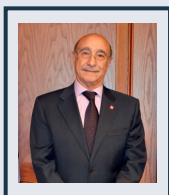
The CEO implements Board-approved policies and strategies, leads executive operations, supervises bank departments, actively participates in building an ethical culture, determines roles and responsibilities, signs contracts, manages employee affairs, and delegates authority for daily management.

Board Secretary

The Board Secretary at saib prepares for meetings, documents discussions, executes Board decisions, maintains records, coordinates with units and committees, stays aware of legal and regulatory changes, orients new members, and submits meeting minutes to regulatory authorities.

Independent Board Members

saib is committed to ensuring the Board's independence and authority within the organization. The criteria for independence include the following stipulations: Board members must not have been employees of the bank or its related parties in the past three years. They must not have familial ties up to the fourth degree with any members of the Council, senior management, or associated parties. Additionally, they should not have any conflicting interests that might impair their impartiality or decision-making. Board members are also prohibited from being major shareholders of the bank or representing it and should not receive any compensation from the bank other than what is provided for their board membership. Lastly, they must not have been partners or employees of the bank's auditors within the last three years.



Mr. Fahmy Kamal Hanna*
Banking and Financial Services

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	1 year and 1 month
Non-executive Chairman		

Mr. Fahmy Kamal Hanna has an extensive experience of more than 45 years in the field of Banking and Financial services. He obtained a Bachelor's degree in Commerce and Business Administration from Cairo University in 1974, and after that he started his Banking career.

During which, he held important leadership positions; most notably, holding the position of Deputy General Manager and Regional Marketing Manager at the Egyptian American Bank from 1993 to 1996, the Assistant Managing Director and Corporate Lending Head at the Egyptian Gulf Bank in 2007, and Suez Canal Bank Managing Director from 2008 to 2016.

*Effective November 27, 2023, Mr. Fahmy Kamal Hanna has assumed the role of Non-Executive Chairman.



Mr. Hassan Mokhtar Hegazy Kamal Eldin
Business Professional

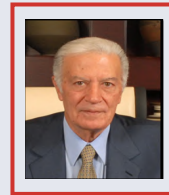
Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	5 years and 8 months
Non-executive		

Current Roles:

- CEO and owner of Master Trading Company
- Member of Association of Business Executives in the U.K.
- Executive Director of the Shefaa Charity Foundation for cancer treatment
- Chairman of the lead foundation established by Miss. Elizabeth Chieeny (USA) in Egypt (Micro Finance)

Committee Appointments:

- Vice Chairman and later Chairman of the -Customs & Taxation Committee (AMCHAM)
- Member of the High Supreme Committee for Customs Reform in Egypt (2003-2004)
- Representation in the Customs & Taxation Model Center (2004) chaired by the Minister -of Finance
- Executive Director of the U.S. / Egypt -Business Council (2005-2009)
- Participation in the National Democratic -Party
- Middle East Radio Communication Company (MERC)
- Credit Agricol Egypt Bank



Mr. Hatem Sadek
Banking and Financial Services

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	1 year and 9 months
Non-executive		

In 1964 as Started working an assistant to the Chief Executive Officer in the Information Bureau of the President of Egypt. Between 1968 and 1974.

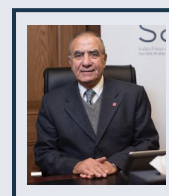
Mr. Sadek became Manager of the Research Center for Strategic Studies and editor at Al -Ahram newspaper. He then joined the Bureau of the Secretary General of the League of Arab States for one year.

Mr. Sadek's banking career started in 1976 when he established Arab Bank PLC regional office and branches in Egypt and held the position of Senior Executive VP & Chief Country Manager; in addition to Chairman of the Strategic Planning Committee for the Arab Bank worldwide between 2000 - 2001.

Mr. Hatem Sadek then moved to Misr International Bank (MIBank) in 2001 where he held the position of Deputy Executive Chairman of MIBank as well as Deputy Chairman, Supervisory Board of MIBank Europe GmbH, Frankfurt, Germany. From 2003 till 2005, he was MIBank's Executive Chairman where he launched and supervised MIBank's 5-year total restructuring program, until the Bank was acquired by Nationale Société Generale in September 2005.

Mr. Sadek was Consultant to Banque Misr's Board of Directors for Change and Restructuring Programs.

Mr. Sadek joined Bank Audi sae in 2006 as Chairman & Managing Director until March 2017 then as Non-Executive Chairman from March 2017 until August 2021. He was also a Board Member of Odeabank A.Ş Turkey, a subsidiary of Bank Audi sal between June 2012 and March 2017.

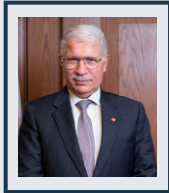


Gen. Abu Bakr Mahmoud El Gindi
Military Science and Strategic Resources Management

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	5 years
Non-executive		

Previous Roles:

- Former Minister of Local Development
- Senior management and leadership roles in the Armed Forces, central agency for public mobilization and statistics, and the Ministry of Local Development
- Chairman of the Higher Committee for Viewership Research at the Supreme Council for Media Regulation



Mr. Sayed Farouk Abdel Hamid Elbaroudy
Civil Engineering and Project Management

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	7 years and 5 months
Non-executive		

Current Roles:

-Chairman and CEO of Arab Contractors since October 2020

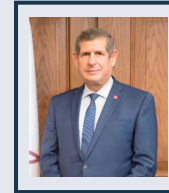
Previous Roles:

-Led and supervised various strategic sectors and significant projects, Housing and Quarries sector, Electro-mechanical sector, Construction of Distinction and Industrial buildings

-Deputy responsible for the Joint venture for Bibiotheca Alexandria project with Balfour Beatty and Rodio Trevi
-Leadership and supervision of Dar Al-Hadith Auditorium construction project in Saudi Arabia

Managed:

-Central Bank of Egypt construction project
-Cairo Stadium construction project



Mr. Omar Abdelhamid Ibrahim Gouda
Finance and Insurance

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	2 years and 8 months
Non-executive		

Current Roles:

-Managing Director of Misr Insurance Company
-Extensive experience in leading direct insurance and reinsurance
-Elected Chairman of the International Federation of Islamic Takaful and Insurance Companies (ITFI) since 2018

Previous roles:

-Regional Manager-MENA (Middle East & North Africa) at ITFI from October 2003 to May 2020
-Managing Director of Africa Retakaful Company for 20 years
-General Manager of Egyptian Saudi Insurance House Company
-General Manager of Al Ahlia for Cooperative Insurance in Saudi Arabia from January 2000 to February 2003
-General Manager of Technical Affairs at Egyptian National Insurance Company from June 1991 to January 2000
-Technical Supervisor of non-life insurance at the Financial Regulatory Authority from July 1983 to June 1991



Dr. Mohamed Ahmed Mohamed Youssef
Civil Engineering and Project Management

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	2 years and 3 months
Non-executive		

Current Roles:

-Board member at "The Arab Contractors - Osman Ahmed Osman & Co." and various companies spanning industries such as insurance and building materials, as well as in several universities

Previous roles:

-Former Minister of Technical and Vocational Education and Training and Deputy Minister of Education on a national level
-Assistant to the CEO for Technical Affairs
-Director of business development, marketing, business analysis, and corporate restructuring
-Director of the Institute for Construction Engineering and Management
-Instructor of project management at multiple universities in Egypt



Mr. Abdel Rahman Mohamed Shatla
Law and Police Sciences

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	6	9 months
Non-executive		

Current Roles:

-Legal Counselor of the Minister of General Public Services since 2016

Previous roles:

-Chaired Committees dedicated to specific tasks like the protection and notarization of lands owned by General Public Services companies
-Headed the Investigations and Complaints Committee of the Ministry of General Public Services



Mrs. May Abdel Hamid Ahmed Elsayed
Corporate Banking and International Finance

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	4 years and 8 months
Independent		

Current Roles:

- Chairman of the Mortgage Finance Fund
- Executive Director of the Social Housing Fund (SHF) since 2016, affiliated with the Ministry of Housing, Utilities, and New Urban Communities.
- Appointed CEO of the merged entity, Social Housing & Mortgage Finance Fund (SHMFF)

Previous roles:

- Advisor to the Chairman of the Egyptian Mortgage Finance Authority, the mortgage market regulator.
- Head of Corporate Banking at Crédit Lyonnais Bank
- Egypt and American Express Bank Limited

- Former Housing & Development Bank board member
- Former Vice Chairman of the Egyptian Liquidity Facility Egyptian Mortgage Refinance Company (EMRC), member of audit & risk, HR, and Executive committees.
- Board member of several companies, including Taamir Company for securitization & October for Development & Real Estate Investment Company.
- Member of the Egyptian Mortgage Bankers Federation and Head of the advisory board to the Egyptian Financial Regulatory Authority (FRA)



Dr. Ahmed Abdel Salam Abdel Aziz
Insurance and Finance

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	9	5 years and 8 months
Non-executive		

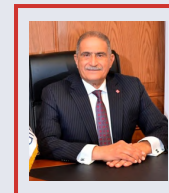
Current Roles:

- Chairman & Managing Director of Misr Life Insurance Company since January 2016

Previous roles:

- Full-time board member for insurance affairs at Misr Life Insurance Company until November 2015

- Assisted in establishing Al Rajhi Cooperative Insurance Company in Saudi Arabia and held the position of Chief Technical Officer from October 2011 to November 2014
- Former Head of Life Insurance Operations at Allianz Egypt
- Served as Chief Technical Officer at Allianz Egypt



Mr. Khaled Gamil Helal Omar
Business Professional

Position & Role	Meetings Attendance	Tenure (Years)
Board Member	7	10 months
Independent		

Current Roles:

- Senior council for the CEO of MOT for investments and development (investment arm for the Egyptian Rail Way under the Ministry of Transportation)

Previous roles:

- Managing Director of Belton Financial in Libya
- Senior Vice President & Head of Strategic Communication and Banking Products Development at Union National Bank Abu Dhabi
- Executive Advisor for the development of financial Services and products for Bank Misr

- Marketing and International Affairs General Manager for EFG Hermes
- East & Gulf Area Regional Manager for AlBaraka Investment Group in Bahrain
- Corporate Credit Manager for Gulf Bank in Kuwait
- Contributed to creating numerous investment funds in Egypt and the Gulf area



Shari'ah Board Members



Dr. Ahmed Omar Hashem

Position & Role	Meetings Attendance	Tenure (Years)
Chairman of the Advisory Board	11	4
Shari'ah Supervision Board Member		

- Professor of Hadith and Hadith Sciences at AL-Azhar University
- Member of the Islamic Research Academy and former member of the Egyptian Parliament
- Obtained global degrees in 1967, became a lecturer in the Department of Hadith, and earned a master's degree in Hadith and Sciences in 1969
- Achieved a doctorate in the same field, attaining the position of professor of Hadith and its sciences in 1983
- Appointed dean of the Faculty of Fundamentals of Religion in Zagazig in 1987
- Served as President of AL-Azhar University in 1995



Dr. Abdul Salam Abdul Monsef Ali Lasheen

Position & Role	Meetings Attendance	Tenure (Years)
Member of the Advisory Board	16	4
Shari'ah Supervision Board Member and Head of Sharia at Hermes Sukuk		

- Fatwa and Shari'ah researcher at "The Egyptian Dar El Fatwa"
- PhD Researcher in Islamic Law at the Faculty of Law, Alexandria
- Lecturer in Shari'ah Sciences and Financial Transactions compared to Islamic Jurisprudence



Dr. Abbas Abd Allah Abbas Shoman

Position & Role	Meetings Attendance	Tenure (Years)
Deputy Chairman of the Advisory Board	16	4
Shari'ah Supervision Board Member and Secretary General of the Council of Senior Scholars		

- Head of department of Shari'ah at the College of Islamic and Arabic Studies, AL-Azhar University
- Head of the Quality Unit at the Faculty of Islamic and Arabic Studies, AL-Azhar University
- Arbitrator in the permanent scientific committee for the promotion of professors in various universities in Egypt and globally
- Former dean of the Higher Institute for Heritage Studies, a pioneering academy in Cairo
- Deputy Chairman of the Shari'ah Supervisory Board of the United Bank, Egypt
- Representative of AL-Azhar AL-Sharif in the Quality and Halal Committees of the Egyptian Ministry of Industry
- Former Dean of the College of Islamic and Arabic Studies
- Member of the committee formed by a decision of the Council of Senior Scholars in the articles of the Sukuk Law

Board Committees

In the context of enhancing efficiency, the Board forms Committees comprising its members. The board establishes a general framework for each committee, specifying their composition, authorities, responsibilities, and meeting frequency.

The Committees have the authority to access any necessary information for their responsibilities and can seek resources and consultations to facilitate efficient task completion. The Committees operate in accordance with each committee's working charters, approved by the board of directors. The Board Committees encompass the following:

Board Committees

Audit Committee

Risk Committee

Corporate Governance and Nomination Committee

Remuneration and Compensation Committee

Audit Committee

The Audit Committee, consists of three non-executive members of the Board of Directors. The Committee met nine times during 2023.

Formation of the Audit Committee:

Committee Members



Mr. Hatem Sadek

Status
Non-Executive Board Member

Role
President



General Abu Bakr Mahmoud El Gindi

Status
Non-Executive Board Member

Role
Member



Dr. Mohamed Ahmed Mohamed Youssef

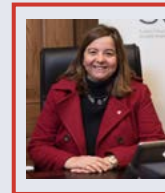
Status
Non-Executive Board Member

Role
Member

Risk Committee

The Risk Committee is composed with a majority of non-executive members of the Board of Directors. The committee met five times during 2023.

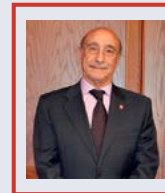
Formation of the Risk Committee:



Mrs. May Abdel Hamid Ahmed El sayed

Status
Independent Board Member

Role
President



Mr. Fahmy Kamal Hanna*

Status
Non-Executive Chairman

Role
Member



Dr. Ahmed Abdel Salam Abdel Aziz

Status
Non-Executive Board Member

Role
Member



Mr. Hassan Mokhtar Hegazi Kamal ElDin

Status
Non-Executive Board Member

Role
Member

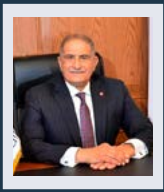
*Mr. Tarek El-Khouly was a member of the Risk Committee until November 26, 2023. After his departure, the number of committee members was four by the end of 2023.

Corporate Governance and Nomination Committee

The Governance Committee consists of three non-executive members of the Board of Directors to oversee the Bank's governance system. The committee met twice during 2023.

Formation of the Corporate Governance and Nomination Committee:

	Mr. Hassan Mokhtar Hegazi Kamal ELdin				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Non-Executive Board Member</td></tr> </table>	Status	Non-Executive Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>President</td></tr> </table>	Role
Status					
Non-Executive Board Member					
Role					
President					


	Mr. Khaled Gameel Hellal Omar				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Independent Board Member</td></tr> </table>	Status	Independent Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>Member</td></tr> </table>	Role
Status					
Independent Board Member					
Role					
Member					

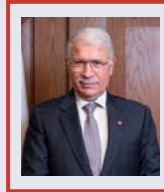
	Mr. Omar Abdelhamid Ibrahim Gouda				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Non-Executive Board Member</td></tr> </table>	Status	Non-Executive Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>Member</td></tr> </table>	Role
Status					
Non-Executive Board Member					
Role					
Member					

Remuneration and Compensation Committee

The Remuneration and Compensation Committee consists of three non-executive members from the Board of Directors. The Committee met three times during 2023.

Formation of the Remuneration Committee:

	Major General Mr. Abu Bakr El Gindi				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Non-Executive Board Member</td></tr> </table>	Status	Non-Executive Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>President</td></tr> </table>	Role
Status					
Non-Executive Board Member					
Role					
President					

	Mr. Sayed Farouk Abdel Hamid Elbaroudy				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Non-Executive Board Member</td></tr> </table>	Status	Non-Executive Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>Member</td></tr> </table>	Role
Status					
Non-Executive Board Member					
Role					
Member					

	Mr. Abdel Rahman Mohamed Shatla				
	<table border="1"> <tr><th>Status</th></tr> <tr><td>Non-Executive Board Member</td></tr> </table>	Status	Non-Executive Board Member	<table border="1"> <tr><th>Role</th></tr> <tr><td>Member</td></tr> </table>	Role
Status					
Non-Executive Board Member					
Role					
Member					

Risk Management

saib employs a risk management framework to identify, assess, and mitigate potential risks. This includes regular risk assessments, prioritized mitigation plans, and dynamic updates to the risk register.

Key Elements

Risk Management

Risk Identification

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

Risk Assessment

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

Risk Mitigation

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

Monitoring and Reporting

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

Risk Culture

saib fosters a risk-aware culture through ongoing training programs, open communication channels, and mechanisms to protect whistleblowers.

Regulatory Compliance

saib is committed to complying with all relevant regulations related to risk management, actively monitoring changes and adjusting practices when needed.



Ethical Conduct and Compliance

By effectively managing compliance risks and ensuring strict adherence to local laws and regulations, saib strengthens its resilience and enhances its ability to mitigate risks. This commitment ultimately creates more value for all stakeholders involved. saib recognizes the significant role that banks play in supporting economic growth. As a result, they emphasize the importance of robust corporate governance practices as a fundamental aspect of ensuring the security and stability of the industry.

Employees receive & acknowledge ethics & compliance material

100%

Frameworks and Procedures

To safeguard the long-term interests of stakeholders, the Bank has established governance frameworks that encompass various processes and procedures. These frameworks cover areas such as risk management, executive remuneration, financial stability, and compliance with legal frameworks and regulations. By implementing these measures, the Bank aims to ensure responsible and sustainable practices that prioritize the well-being of its stakeholders.

Code of Conduct

saib Bank's Code of Conduct serves as a comprehensive framework that upholds ethical and professional standards across various areas. It establishes guidelines for creating a positive work environment, promoting professional behavior, managing conflicts of interest, protecting information security and confidentiality, regulating technology usage, engaging with the media, safeguarding assets, and ensuring clients' rights. The code also emphasizes compliance with legal and regulatory requirements, combating financial crimes, and addressing violations of professional and ethical conduct. It serves as a cornerstone, guiding employees in adhering to the highest standards of integrity, compliance, and ethical practices throughout the bank's operations. The code promotes trust, professionalism, and ethical conduct in all interactions with stakeholders, while fostering a culture of excellence, initiative, and continual employee development. saib Bank is confident in its employees' commitment to upholding these established standards and principles, reaffirming its dedication to community development and service.

Employees receive & acknowledge the Code of Conduct

100%

Transparency and Integrity

The Bank is committed to maintaining transparency in its policies, procedures, and decisions, ensuring a clear understanding of their impact on the environment and society. Integrity is considered foundational to all banking operations, and employees are expected to consistently exhibit integrity in their interactions with clients, colleagues, and stakeholders.

Business Ethics

Respect

Employees are expected to base their relationships on respect, equality, and upholding the dignity of individuals regardless of their position. They're committed to respecting personal freedoms, beliefs, and perspectives, despite cultural or social differences, in all interactions.

Integrity

Integrity is considered fundamental in banking, guiding all transactions. Every bank employee is expected to act consistently with integrity, avoiding suspicion, abuse of power, or conflicting interests. They must maintain integrity in dealings with clients, colleagues, and stakeholders by following these standards in all actions.

Transparency

The Bank commits to transparency regarding its policies, procedures, decisions, and their known and potential impacts on the environment and society. This information should be accessible to stakeholders, with open communication channels based on respect and professionalism.

"Enhance the value of the customer and employees."

The success of the Bank relies on prioritizing the value of its employees. The Bank regards its employees as human capital and the cornerstone of its operations. It's essential to treat all bank clients with integrity, fairness, and impartiality, refraining from pressuring them or providing inaccurate information or preferential treatment to any client over another.

Employee Conduct

saib Bank places importance on fostering relationships based on respect and equality and preserving individual dignity across all interactions. Employees must comply with legal and regulatory standards, refraining from leveraging their positions for personal gain. The code sets forth fundamental principles and values underpinning professional and personal dealings.

Recognizing the significance of its employees, saib Bank places a premium on fair treatment of clients, advocating for impartiality in all transactions. Encouraging innovative approaches that add value and elevate standards to meet customer needs is a core tenet of the Bank's ethical framework.

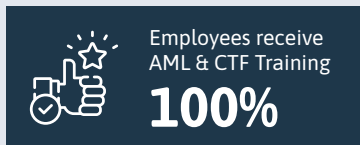
Anti-Money Laundering (AML) and Counter Terrorism Financing (CTF)

In line with a commitment to ethical conduct and compliance, saib rigorously combats money laundering (ML) and terrorism financing (TF) through a comprehensive risk management program. Acknowledging the criticality of sound ML/TF risk management, the Board of Directors, Management, and employees understand its profound impact on the banking system's integrity, safeguarding the industry's reputation and global financial stability. The absence of robust risk management can expose banks to severe risks, including reputational damage and operational disruptions, as evidenced by recent regulatory actions and associated costs.

The Bank's procedures aligns with global standards such as Financial Action Task Force (FATF) Recommendations, BASEL guidelines, Wolfsberg guidance, and the Egyptian Anti-Money Laundering Law. The Bank's AML Program guides employees in conducting business in compliance with relevant laws and best practices tailored to the Bank's operations and client base.

The extensive AML Program encompasses essential elements:

- Development and ratification of an AML/KYC framework by the Board, subject to regular review by the compliance department
- Appointment of a Money Laundering Reporting Officer (MLRO)
- Implementation of a Customer Due Diligence (CDD) Program, incorporating Customer Identification and Verification, Know Your Customer (KYC) principles, and remediation for existing customer CDD
- Enhanced due diligence (EDD) for higher-risk customers, including Politically Exposed Persons (PEPs) and their associates
- Establishment of transaction monitoring systems to detect suspicious activities
- Strict record-keeping practices for audits, investigations, and regulatory compliance



Employee training is vital in recognizing red flags associated with ML/TF and fostering a proactive reporting culture. The Bank collaborates with regulatory authorities and law enforcement agencies, reporting suspicious transactions as mandated by regulations. Meticulous record-keeping of customer transactions, identification documents, and communications is maintained, ensuring transparency, aiding audits, and assisting investigation.

Innovation

The Bank encourages innovations that add value, aiming to continuously raise standards to meet customer needs.

Professionalism

Emphasized the importance of adhering to personal conduct that reflects professionalism and expertise in dealings.

Social

The Bank believes in the necessity of participating in community development and serving it through social sponsorship and engagement in various community activities.

Sustainable

The commitment is to evaluate how our actions affect the future, creating lasting value for customers, employees, investors, and the community. This involves assessing economic, social, and environmental impacts to ensure our decisions positively contribute to a sustainable future for society and the environment.

Initiative

The Bank works on developing, supporting, and instilling a culture of exceptional performance, taking initiative in work, creating an environment of distinction, and valuing excellence that surpasses expectations, supporting and encouraging employee development.

Moreover, the Bank conducts comprehensive risk assessments for customers, products, services, and geographical locations to identify vulnerabilities. Robust CDD procedures are then implemented to verify identities, understand activities, and ensure legitimate sources of funds. Sophisticated transaction monitoring systems detect unusual patterns or activities that could signal money laundering or terrorist financing, enabling timely intervention.

Employee training is vital in recognizing red flags associated with ML/TF and fostering a proactive reporting culture. The Bank collaborates with regulatory authorities and law enforcement agencies, reporting suspicious transactions as mandated by regulations. Meticulous record-keeping of customer transactions, identification documents, and communications is maintained, ensuring transparency, aiding audits, and assisting investigations.

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, saib has implemented a comprehensive Anti-Corruption & Bribery framework through its code of conduct to ensure the bank's operations are conducted with the utmost transparency and in accordance with the laws and regulations set forth by the CBE.



Conflicts of Interest

In alignment with the principles set forth by the CBE and saib's comprehensive Employee Code of Conduct, the bank rigorously upholds a robust Conflict of Interest framework. This framework is designed to ensure that employees of saib consistently operate with the highest integrity, avoiding any situations that could compromise the bank's values and reputation.

saib is deeply committed to transparency, and as such, the Bank strictly prohibits employees from utilizing its resources or confidential information for personal financial advantage. Employees are also prohibited from entering into contracts with the bank, either directly or indirectly, and from exploiting their employment for personal benefits beyond the scope of their employment agreement. This framework serves to not only safeguard the integrity of saib but also to reinforce the bank's dedication to maintaining a professional and ethical work environment, adhering closely to the guidelines set by the CBE.

Human Rights & Labor Practices

saib adheres to the regulations of Egyptian labor law. The Bank strictly prohibits discrimination based on factors such as race, color, religion, gender, national origin, age, physical ability, ancestry, medical issues, or family care status.

The Bank is dedicated to creating and maintaining a work environment free from harassment. Harassment of employees, partners, clients, or customers is strictly prohibited. saib reserves the right to take disciplinary action, including suspension or immediate termination of employment, in cases where these regulations are violated.

Whistleblowing

At saib, we prioritize integrity, transparency, and accountability in all operations. Our Whistleblowing Procedure underscores our commitment to upholding these values. Employees at all levels are encouraged to report any concerns related to unethical behavior, illegal activities, or violations of bank policies through designated channels, ensuring confidentiality and protection from retaliation within and outside the organization. Reports are promptly investigated, and appropriate actions are taken to address wrongdoing. We firmly believe that fostering a culture where employees feel empowered to speak up promotes a safer and more ethical workplace, benefiting our customers, shareholders, and the community.

○ Digitalization and Innovation



DEFINITION:

At saib, our journey has been characterized by our adeptness in adapting swiftly, positioning us as spearheads of transformative changes and enabling us to provide unique customer experiences and solutions. As a challenger Bank, our substantial investments in digital and e-commerce solutions transcend conventional financial services, aiming to enrich personal and professional fulfillment across diverse ecosystems.



OPPORTUNITIES:

The fast-paced evolution of technology demands rapid adaptation, especially within the banking sector has enabled our expansion into multiple ecosystems. This reflects our commitment to investing in financial and non-financial e-commerce solutions, shaping our identity, and aligning with our objectives. Central to these pursuits remains an unwavering commitment to customer-centricity, whether it's translating innovative concepts into practical solutions or leveraging digitalization to craft seamless banking experiences—our core value centers around empowering and fulfilling the evolving needs of our customers.



CHALLENGES/RISKS:

As saib delves deeper into multifaceted ecosystems and amplifies its digital presence, the vulnerability to cyber threats and data breaches heightens. The escalating reliance on digital platforms and the vast troves of customer data pose inherent risks, demanding stringent measures to safeguard against potential cyberattacks and ensure robust data protection. Maintaining the delicate balance between innovative digital solutions and stringent security measures becomes paramount to mitigate the risks associated with potential breaches, safeguard customer information, and preserve their unwavering trust in our services.

Through our strategy, customers benefit from a banking experience customized to their preferences and demands, ensuring convenience and responsiveness. Our definition of digital success hinges on delivering outstanding customer experiences rather than merely focusing on specific products or propositions. Our business model and digital infrastructure prioritize delivering superior customer experiences underpinned by continuous investments in digitization and transformation programs across established growth platforms. Looking ahead, the future of banking converges on a phase characterized by integrating industry ecosystems and a heightened emphasis on innovation and AI-driven personalization. This Section is showcasing our efforts at saib, we are propelling into this era, where innovation will shape every aspect of customer journeys, revolutionizing retail and wholesale banking experiences, while providing Shariah-compliant options.

saib WhatsApp Business Service

Allowing customers to easily inquire about the nearest branch or ATM, explore types of accounts, and receive timely responses. Simply use the provided QR code or link for quick and convenient assistance.

saib Online Banking

With saib Online Banking, customers can seamlessly conclude their banking transactions from anywhere. Whether requesting a cheque book, account statement, or processing transfers, the online platform offers accessibility and efficiency to various banking services.

Fawry POS Machine Service

saib introduces the use of its cards – debit, credit, and prepaid card usage in all government entities with pos points (meeza network) – for withdrawals or deposits through Fawry POS machines service.

saib App

The saib mobile banking app simplifies banking tasks, from checking balances and conducting various transfers to managing certificates and deposits. Keep your banking needs at your fingertips by downloading the saib mobile banking app, making financial management easy and efficient.

saib Cubes

The Bank has established 4 Cube Places where customers can inquire about banking services at a time that suits them, make withdrawals and deposits through an ATM, request a subscription to the SAIB e-wallet, and call customer service through SAIB Cube every day of the week from 10 a.m. to 11 p.m.

saib is undergoing a transformative phase, leveraging innovation to enhance operational efficiency and customer experiences. The Bank is streamlining processes and offering modern, accessible financial services. As of 2023, Internet/Mobile banking customers have grown to reach a total of 48,464 customers.



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

86%



Total corporate transfers were conducted through corporate Internet banking

13.6%



9,300 saib Wallet customers and **104,000** transactions, totaling around **EGP 188 mn.**



22,519 IPN subscribers with a total incoming transfers of **EGP 3.7 bn** and outgoing transfers of **EGP EGP 3.1 bn**



81.65% of total credit card payments were through all digital channels



3.2 million withdrawal and deposit transactions from cards and e-wallets



65,000 SMS subscribers

saib's Digitalization Drive towards Egypt's Paradigm Shift in Banking

The Chief Executive Officer of saib Bank, recently highlighted the transformative impact of digital services on the Bank's customer landscape. Notably, these innovations have led to a substantial increase in saib's customer base, while simultaneously saving time and effort for users.

ATM Expansion: A Concrete Commitment to Accessibility

One of saib's key initiatives in its digitalization journey is the expansion of its ATM network. Starting with a modest 24 machines, the Bank has rapidly increased this number to 145 ATMs. saib's CEO announced an ambitious plan to further elevate accessibility, aiming to reach 200 ATM machines by the close of 2024. This commitment aligns with saib's dedication to providing convenient and efficient services to its diverse customer base.

Egypt's Shifting Payments Landscape

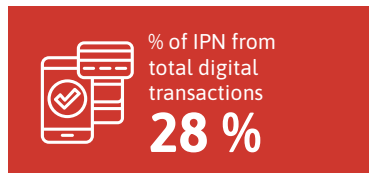
saib's CEO shed light on the broader trends shaping Egypt's payment market. The country has witnessed a notable surge in point-of-sale terminals, mobile wallets, and online banking portfolios, with 30 million cards in circulation, alongside a robust increase in internet and mobile banking users.

Sustainable Development Portfolio: Banking with a Purpose

Highlighting saib's commitment to sustainability, saib's CEO shared that the Bank's Sustainable Development Portfolio now stands at an impressive one billion Egyptian pounds.

InstaPay's Testament to Digital Success

saib participation in "InstaPay" application network achieved a groundbreaking feat at the "People and Banks" conference, witnessing transactions totaling EGP 7 Bn. This reflects a rising preference for swift digital banking solutions. InstaPay, part of the instant payment network (IPN), enables instantaneous transfers to any bank, e-wallet and bill payments, or participating card, including seamless credit card dues payment. This success feeds saib's dedication to delivering efficient digital solutions to its expanding customer base.



Digital Growth: A Driving Force Behind Banking Sector Expansion

saib's commitment to digitalization has played a pivotal role in the industry's expansion. Central Bank data reveals a substantial increase in the number of bank customers, soaring from 9.5 million in 2013 to an impressive 44.6 million by June 30, 2023. Internet banking users constitute a significant 25% of this burgeoning customer base, illustrating the growing reliance on digital channels for banking services.

Card Issuance Surge

saib's CEO emphasized saib's role in the issuance of debit, prepaid, and credit cards. The number of issued debit cards by Egyptian banks has reached 24 million, prepaid cards stand at an impressive 30 million, and credit cards have reached a noteworthy 5 million. saib is committed to providing solutions and products that serve the evolving landscape of digital banking in Egypt.

Collaboration with Mastercard to drive digitization and financial inclusion in Egypt

In November 2023, saib partnered with Mastercard to advance digital payments and drive financial inclusion in Egypt. Through this partnership, saib has selected Mastercard as its partner to diversify its product portfolio, and provide a wider range of financial services to small and medium-sized businesses (SMEs).

"Our longstanding partnership with saib underscores our commitment to accelerating financial inclusion in Egypt and the wider region. By leveraging our innovative payment solutions, expertise, and local know-how, we will support saib's growth plans and enhance the bank's product offering, contributing to a more inclusive and digitally empowered economy," said Khalid Elgibali, Division President – Middle East and North Africa, Mastercard.

saib, in collaboration with Mastercard is set to introduce tokenized payments to enable secure, fast, and seamless transactions through different devices. They will also introduce micro-credit programs for small businesses, adding more payment touchpoints in line with the Central Bank of Egypt's Financial Inclusion Strategy. Additionally, saib will leverage Mastercard's advanced cybersecurity products, enhancing the bank's payment security with cutting-edge monitoring tools.

○ Data Privacy and Cybersecurity

DEFINITION:

At saib, our operations involve collecting private and sensitive data from our valued customers. This crucial aspect underscores our profound responsibility to safeguard this information, recognizing the significance of securing and preserving customer privacy. As a testament to our commitment, saib has authorized the Information Security procedure, a comprehensive guide outlining protocols for our employees in handling data, covering its reception, storage, sharing, and disposal. We employ advanced encryption, strict access controls, and continuous monitoring to safeguard sensitive information. Our commitment to industry best practices ensures a secure environment, fostering trust with clients. Privacy is a fundamental right, and we prioritize it in our ethical and responsible use of technology.

OPPORTUNITIES:

The opportunities within this realm manifest through our proactive approach to safeguarding customer data. By prioritizing robust data privacy measures and cybersecurity protocols, saib enhances customer trust and gains a competitive advantage. Strengthening our data protection practices aligns with evolving regulatory requirements and fosters stronger customer relationships, positioning saib as a trusted financial institution.

CHALLENGES/RISKS:

The evolving landscape of cyber threats and data breaches poses significant challenges. saib remains vigilant to the risks posed by cyber-attacks, potential data breaches, and the constantly changing regulatory landscape. The consequences of a data breach extend beyond financial losses, impacting customer trust and damaging the institution's reputation.

saib acknowledges the critical importance of effective data privacy and cybersecurity measures in its governance framework. Our commitment extends beyond compliance, aiming to continuously improve protocols to safeguard customer data and maintain the trust placed in us.

This section of saib's report will elaborate on our ongoing efforts to uphold data privacy and cybersecurity, demonstrating our unwavering dedication to safeguarding customer information and maintaining the highest standards of integrity and trust.

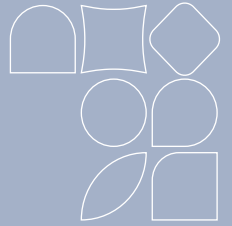
Information Security Awareness

saib held a campaign in order to spread awareness and fixates the constant prioritization of customer security in online transactions. Tackling connecting to unreliable Wi-Fi, advising against payments on unknown sites, and saving card data online aiming to ensure a secure online buying experience.

Cyber-Secure Recruitment

saib swiftly countered a false job ad on social media, stressing data privacy. The Bank issued a warning on its social media page, asserting that all job vacancies and recruitment procedures are conducted exclusively through the Bank's official channels, including its website and authorized contact numbers.

The Bank encouraged applicants seeking job opportunities to submit resumes to the secure email, Careers@saib.com.eg, ensuring a centralized and protected process.



05

Social

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Employees Acquisition, Career and Advancement

The social aspect is increasingly important for saib as it encompasses customer relationships, financial inclusion, corporate social responsibility, ethical practices, and stakeholder engagement. By prioritizing the social aspect, saib can build strong customer relationships, promote financial inclusion, contribute to community development, uphold ethical and sustainable practices, and engage with diverse stakeholders. This focus allows the Bank to create positive societal impact, enhance the positive reputation while fostering long-term sustainability.

DEFINITION: OPPORTUNITIES: CHALLENGES/RISKS:

At saib, our commitment to nurturing a thriving environment is evident in our dedication to our workforce’s well-being and professional growth. We adopt an employee-centric approach that spans acquisition, career progression, and advancement, recognizing the pivotal role of Training Education and Occupational Health and Safety in shaping our social initiatives. Our workforce is the cornerstone of our success, instrumental in our past achievements, and pivotal for future endeavors. Enhancing their skill sets is our priority, covering technical proficiencies and soft skills to achieve business objectives. Our Learning and Development focus empowers employees, enabling excellence in their present roles and preparing them for future opportunities within the Bank.

Recognizing the diverse talents within our organization, we tailor our training programs to cater to specific learning needs across different talent segments. Our approach aligns training initiatives with the bank’s evolving needs, nurturing professional growth while meeting strategic objectives. As an equal-opportunity employer, we cultivate a culture valuing every individual regardless of differences, reflecting our commitment to embracing varied perspectives and enriching services and operations.

Despite our dedication, certain risks threaten our workforce’s growth and organizational sustainability. High employee turnover risks eroding institutional knowledge and incurring significant recruitment and training costs. Additionally, reputational damage due to workplace-related issues or incidents impacting Health, Safety, and Environment (HSE) may undermine employee trust and our brand perception. Occupational hazards and potential HSE accidents pose risks to employee well-being and potential legal and financial ramifications for the bank. Addressing these risks proactively is crucial to maintaining a supportive and inclusive workplace. Strengthening training programs, upholding ethical standards, and implementing robust HSE protocols are vital steps to safeguard our employees’ well-being and preserve the integrity of our organization.

Our sustainability report highlights our unwavering investment in employee growth and well-being, emphasizing our dedication to an inclusive workplace fortified by robust training initiatives and a priority on health and safety. These efforts solidify our commitment to nurturing a diverse and empowered workforce, contributing significantly to our social sustainability objectives while propelling organizational triumphs.

Diversity and Inclusion



% of Female Employees
25.5%



% of Females in Management Positions
23%



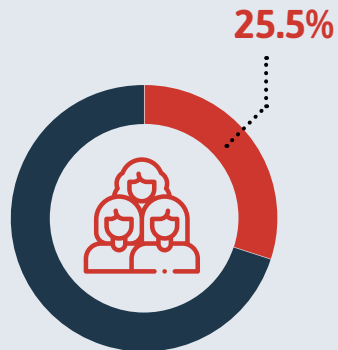
% of Females Among New Hires
32.6%



% of PwD among Employees
4.45%



Total Workforce
1,781

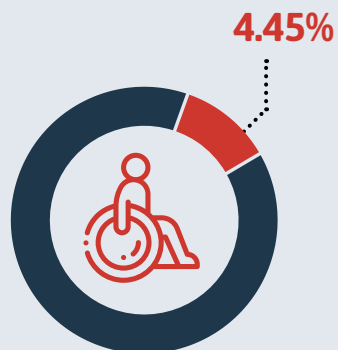


Workforce Composition

Diversity and inclusion lies at the heart of saib's commitment to excellence. As we navigate the ever-evolving financial landscape, we understand that our strength lies in embracing the richness of diversity. This commitment extends beyond rhetoric; it is a pledge to create an environment where every individual, regardless of background or circumstance, can thrive and contribute to the collective success of saib.

Workforce Overview

At saib, we recognize the invaluable contributions that women bring to the workplace. We are dedicated to fostering an environment that supports and empowers women at every level of the organization. Our initiatives include:



Employees With Disability

People with Disabilities (PwDs)

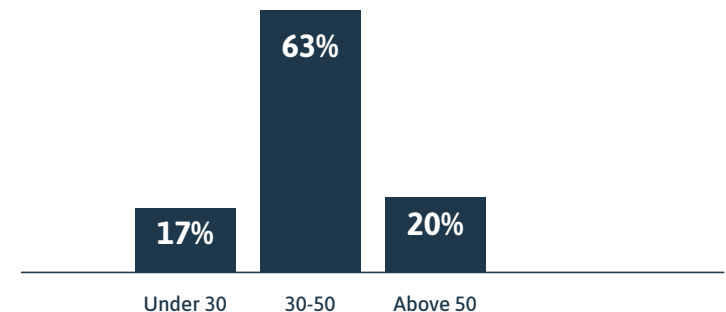
saib is committed to ensuring that its hiring practices reflect a commitment to inclusivity, including PwDs. Beyond compliance, the Bank actively seeks to tap into the talents and capabilities of individuals with diverse abilities.

Employee Breakdown by Age Group

Age Diversity

Age diversity is a wellspring of innovation and wisdom. saib is committed to cultivating a workforce that spans generations, ensuring a dynamic blend of experience and fresh perspectives. Our approach includes:

Employees Breakdown by Age Group



Employee Turnover

saib recognizes the significance of turnover in its workforce and strives to understand the underlying factors contributing to employee departures. During the reporting period, the total turnover rate was 2.58%, with a total of 46 employees leaving the organization, among whom 16 were females. We aim to minimize turnover and enhance overall employee experience within the organization.

Learning and Development

In 2023, saib dedicated over 24,889 learning hours to its employees, reflecting the Bank's strong emphasis on fostering a workplace culture that values continuous learning and development. saib has implemented a range of initiatives to support this commitment and empower its workforce. These initiatives include a combination of modules, ensuring a blended learning experience. Through needs analysis across different functions and teams, a comprehensive training plan is designed. saib constantly works on providing employees with access to targeted learning opportunities to enhance their skills and knowledge in a meaningful way.



Training Hours
24,889



Average Training Hours per Employee
14



New Hires Breakdown by Gender

32.6%

New Hires

In 2023, the total number of new hires is 153 employees, with 32.6% female representation.

Parental Leave

In our commitment to fostering diversity and inclusion, saib recognizes the importance of supporting all employees throughout their various life stages. As part of our sustainability efforts, we are proud to offer comprehensive parental leave benefits to ensure that employees can balance their professional responsibilities with their personal lives. Our HR policy is designed to provide equitable support to all caregivers, regardless of gender or family structure, promoting a culture of fairness and equality within our organization. By prioritizing the well-being of our employees and their families, we not only strengthen our workforce but also contribute to a more sustainable and inclusive future for our company and communities.

Wellbeing, Health, and Safety

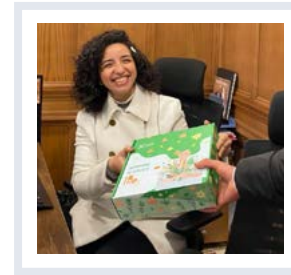
At saib, we prioritize the holistic well-being of our employees, recognizing that a healthy and engaged workforce is essential for success. Our commitment to employee well-being goes beyond the workplace, extending to various initiatives that celebrate, support, and enhance the lives of our team members.

Employee Wellbeing

This bank constantly undertakes initiatives related to lifting employees' spirits, medical benefits, and banking services showcasing a comprehensive approach to employee care.

Mother's Day Celebration

saib takes pride in recognizing the invaluable contributions of our female employees, especially on Mother's Day. In a gesture of appreciation, we celebrated this special occasion in March 2023 by presenting thoughtful gifts to our female employees.



Celebrating Women's Day

In celebration of women's day, a video was published on the Bank's social media platforms highlighting the inspiring talents of our female colleagues.



Ramadan Football Tournament

saib values the importance of teamwork, camaraderie, and maintaining an active lifestyle. Our Ramadan football tournament is a testament to these values, where employees come together to showcase their teamwork and competitive spirit. The tournament not only promotes physical well-being but also strengthens the sense of community within saib. Congratulations to all the winners for their dedication and hard-earned victory!



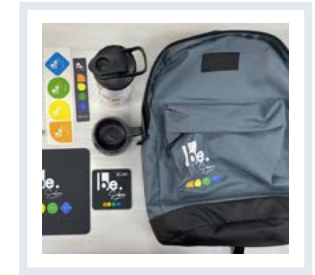
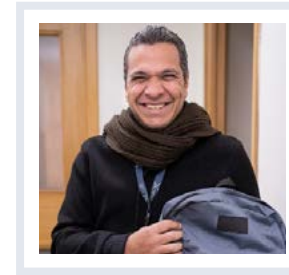
"saib Re-Connect "

As part of our ongoing commitment to creating a healthy work environment, saib proudly organized the second round of "saib Re-Connect." This initiative aims to strengthen communication among employees from different sectors and managerial levels. By fostering a professional bond and network, "saib Re-Connect" contributes positively to achieving saib's vision. It reflects our belief that a connected and supportive work environment enhances the overall well-being of our employees.



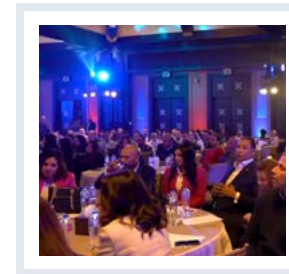
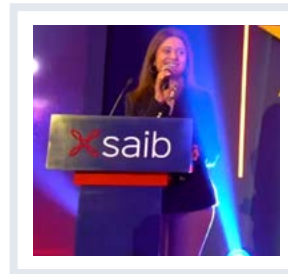
Be saibian

In 2023, the Bank launched the “Be saibian” initiative to emphasize its core values: respect, professionalism, integrity, and transparency. This campaign aims to foster a culture that embodies these principles in every interaction and decision, enhancing the experience for both employees and customers.



Retail Annual Awards Ceremony

saib recognizes and celebrates the outstanding contributions of our retail, branches, and distribution channel employees through the Retail Annual Awards Ceremony. Held at the prestigious St. Regis Hotel, this event was graced by the presence of key leaders, including saib's Chief Executive Officer. The ceremony is a testament to our commitment to acknowledging and rewarding excellence within our team, creating a culture that values and honors the achievements of our employees



Personal Finance for Banking Sector

Understanding the unique financial needs of our employees in the banking sector, saib offers a comprehensive Personal Finance package. This initiative allows banking sector employees to access loans at competitive interest rates with flexible repayment periods. Moreover, employees can apply to consolidate their existing loans from other banks with a generous discount on management fees, providing financial flexibility and support.

Health and Safety

At saib, we are unwavering in our commitment to maintaining a safe and healthy work environment. As part of our comprehensive approach to employee health and safety, we provide robust medical insurance coverage, ensuring that our team members have access to quality healthcare when needed. Additionally, we prioritize the safety of our workplaces through stringent safety protocols, regular training, and the implementation of industry-best practices. By fostering a culture of care and prioritizing the physical well-being of our employees, saib aims to create a workspace where individuals can thrive and contribute their best, knowing that their health and safety are top priorities.



Customer Relations



DEFINITION:

At saib, our commitment to fostering robust customer relations is deeply rooted in our core values—Professionalism, Respect, Transparency, and Integrity. These values form the bedrock of our approach to customer engagement, steering us towards leveraging opportunities and navigating potential risks within our social initiatives.



OPPORTUNITIES:

At saib, professionalism, respect, transparency, and integrity are core values that shape our approach to customer relations. We strive to maintain the highest standards of quality and efficiency, ensuring that every interaction and service provided reflects excellence and dedication. Respect is fundamental to our interactions, as we treat every individual with appreciation, care, and unwavering commitment. Transparency is a key principle, driving us to act with openness and clarity at all levels of engagement, fostering trust and mutual understanding. Upholding integrity is our ethical compass, guiding us to adhere to the highest standards and safeguard the interests of our customers, shareholders, and employees, reinforcing trust and reliability in every customer relationship.



CHALLENGES/RISKS:

Customer relations in the banking industry face challenges related to meeting growing customer expectations, building and maintaining trust, effective internal communication, and timely complaint resolution. Overcoming these challenges requires investments in advanced systems, addressing concerns regarding security and privacy, coordinating between departments, and providing robust customer support. A customer-centric approach, proactive problem-solving, and adaptability to changing customer needs are key to successfully navigating these challenges.

Within customer relations, saib endeavors to embody these values, leveraging them as guiding principles to capitalize on opportunities for innovation, growth, and strengthened connections while proactively managing risks associated with potential dissatisfaction or misunderstanding. This section of saib's sustainability report will delve into our strategies, practices, and ongoing efforts to cultivate and nurture strong and enduring customer relationships, reflecting our steadfast commitment to customer satisfaction, engagement, and trust, guided by these core values.

Customer Satisfaction Cashbacks & Instalments

Saib Bank offers a variety of exciting promotions and benefits for its credit and debit cardholders throughout the year. These include:

- * A donation of 1% of cardholder purchases to the Magdy Yaqoub Foundation.
- * 8% cash back on fuel transactions.
- * 8% cash back on bill payment transactions.

- * Cash back on supermarket purchases.
- * Installment plan and cash back for purchases during Black Fridays.
- * Acquisition sweetener cash back.
- * Cash back on any purchases.
- * Cash back on restaurant purchases.
- * Installment plan and cash back for travel fees.
- * Installment plans for tuition fees up to 12 months with 0% interest.

saib Enhances Shopping Convenience with Paymob Partnership

Saib has teamed up with Paymob to offer its cardholders exclusive installment options at more than 100 merchants, enriching the convenience and rewards of using saib's cards.

Educational Assistance

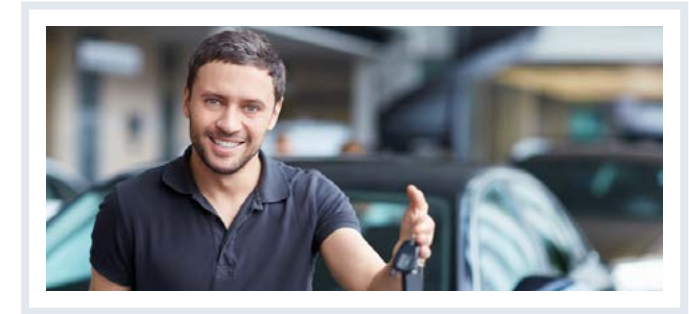
A very large number of citizens are seeking the facilities provided by banks to assist in paying university and school expenses, offered by several private and government banks in Egypt in the form of loans to cover educational expenses, aiming to support parents in bearing the burdens of educational fees. Investing in the future, saib's MasterCard credit cardholders can pay university or school fees over 6 or 12 months without interest. This initiative underscores saib's commitment to facilitating educational expenses for its customers through convenient installment plans.



Facilitated Products

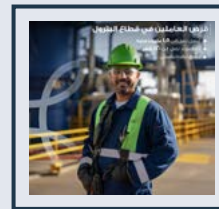
Car Loan Without Down Payment

saib stands out in facilitating automobile ownership through its car loan program, covering up to 100% of the car's price with competitive interest rates and a long repayment period of up to 84 months which makes car ownership more accessible for a diverse range of customers.



Petroleum Personal loan

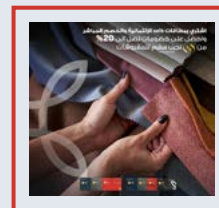
For petroleum sector employees, a specialized personal loan can be financed with a generous repayment period at a competitive interest rate.



Collaborations

MasterCard saib Credit and Debit Cards Naguib Selim Discount

saib was thrilled to announce a special collaboration with Naguib Selim for specialized discounts on clothing, seasonal offers, installation, detailing, and transportation services. This initiative supports customers in their purchases offering unprecedented benefits for MasterCard saib Credit and Debit cardholders.



saib Reward Points Program Free Points and Discounts

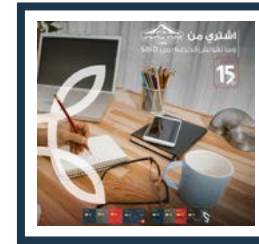
saib cardholders can maximize their benefits by using saib cards on the saib Reward Points Program. This initiative offers free points and additional discounts, providing an enticing incentive for customers to leverage their saib cards for various purchases.

Misr Life Insurance Agreement

Within the framework of saib's keenness to enhance its strategic plan to meet all the needs of its customers from all segments of society, saib signed an agreement with Misr Life Insurance to market its products through the Bank's branches, an agreement that allows the company to market its insurance services and programs and provide them to the Bank's customers for all segments of society through its branches spread throughout the country.

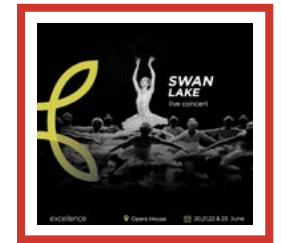
Bernasos Bookstores Discounts

saib extends its collaboration to benefit book enthusiasts, offering a 15% discount at Bernasos Bookstores and up to 10% at Alwan Bookstores for all saib credit and debit cardholders. This collaboration supports cultural engagement while providing exclusive discounts to saib customers.



Excellence Customers

Customers enjoying saib Excellence status are entitled to an array of benefits, and privileges including a dedicated customer relationship manager, exclusive lounges, and offices, as well as priority in service provision and call reception. This initiative aims to elevate the customer experience for saib's esteemed Excellence customers.



Gold Account «One Million Pounds» Ceremony

As part of saib's Excellence privileges, the Gold Account "One Million Pounds" ceremony presents an exclusive opportunity for saib customers. This initiative underscores saib's commitment to recognizing and rewarding its customers through prestigious events and exclusive benefits.



Product and Service Development

saib constantly develops plans and action points towards product and service development as it enables the institution to meet customer needs, enhance competitiveness, and drive satisfaction and loyalty. By continuously innovating and expanding offerings, saib can provide tailored solutions, stay ahead in the market, attract and retain customers, and deliver convenient and personalized experiences. We aim to serve a trusted financial partner contributing to the overall success and satisfaction of each and every client.

Branches Network

In 2023, saib has opened 2 new branches aimed at the strengthening and expansion of the customer base and service, the branches are a step through the well-developed roadmap of the geographical spread across the Egyptian governorates.



Community Development and Empowerment

DEFINITION:

At saib, our commitment extends beyond our banking operations; it encompasses a robust dedication to fostering community development and empowerment. This endeavor presents various opportunities and risks that significantly influence our social initiatives and contribute to our societal impact.

OPPORTUNITIES:

Our support spans various philanthropic initiatives to uplift various segments of society, including young individuals, the underprivileged, health and well-being, art and culture, female empowerment for gender equality, and the inclusion of People of Determination. Through a strategic combination of volunteerism and partnerships with other organizations, we've broadened our impact, reaching deeper into communities and amplifying our societal contribution.

CHALLENGES/RISKS:

While these initiatives open doors for community enrichment and empowerment, inherent risks and challenges exist. These include resource allocation, aligning initiatives with community needs, and ensuring sustained impact and engagement. Addressing these risks while optimizing the opportunities presented by community development initiatives remains a focal point of our social sustainability efforts at saib. This segment of our sustainability report will delve into our strategies, partnerships, and ongoing community development and empowerment endeavors, showcasing our commitment to making a meaningful and sustainable difference in our societies.

As a socially responsible organization, we believe in leveraging Corporate Social Responsibility (CSR) initiatives to drive socioeconomic development. Our commitment to CSR isn't just about giving back; it's ingrained in our core purpose and corporate values and deeply rooted in our organizational culture. We understand that supporting the growth and welfare of society doesn't just benefit the communities we serve; it also reinforces our institution's long-term success and stability.

Community Engagement

At saib, our commitment to Corporate Social Responsibility (CSR) runs deep, intertwining with our fundamental values and shaping our approach to community engagement. We believe in contributing to societal well-being beyond banking services, aligning our efforts with critical areas such as environmental conservation, healthcare, education, and societal inclusivity. These endeavors are pivotal in fostering holistic development and fortifying our connections within the communities we serve.

Driving Positive Change for a Better Tomorrow

saib's multifaceted CSR initiatives prominently shows our commitment to catalyzing positive societal change. Through these endeavors, saib solidifies its commitment to community well-being, standing as a beacon of corporate social responsibility in fostering healthcare and societal advancement.

Social Welfare Initiatives

Ramadan Aid Distribution: El Ozouma

saib's groundbreaking initiative, "El Ozouma," in collaboration with the Egyptian Food Bank, stands as a testament to our dedication to serving marginalized communities during Ramadan. This initiative delivered essential supplies to underserved areas across Cairo and Alexandria with a custom-designed mobile double-deck bus. Over 6,900 Ramadan bags were distributed, underscoring our commitment to supporting vulnerable populations during significant cultural events.

Educational Support through the Elsewedy Technical Academy (STA)

saib signed a cooperation agreement with Elsewedy Electric through which the Bank will sponsor 20 students from the Department of Industrial Electronics and Logistics from the Elsewedy Technical Academy (STA) for a period of three years.

saib and Food Bank Foundation Empower Small Farmers

saib signed a cooperation protocol with the Food Bank Foundation to support and empower small farmers. Through this initiative, the bank participates in the "Economic Empowerment" project aimed at assisting small farmers who own five acres or less. The project focuses on developing and training these farmers in modern agricultural techniques to increase productivity and improve quality. Additionally, it connects farmers to markets through contract farming, enabling them to sell at fair prices, which positively impacts the living standards of their families.



Sports Development and Athletic Endeavors

Elevating Egyptian Football and Sporting Events

Since 2014, saib has been the proud official sponsor of Egyptian football, significantly contributing to the sport's evolution. Notably, the saib Super Cup 2015 marked a historic moment as the first-ever Egyptian Super Cup held outside Egypt, showcasing our commitment to expanding the global footprint of Egyptian football. Beyond football, saib actively sponsors various sporting events, amplifying its support for multiple sports disciplines such as handball, squash, and volleyball. saib is a proud sponsor of Egyptian football, facilitating significant milestones and championships, including international events that elevate the sport's profile.

The "30 Days of Challenge" Initiative

In collaboration with the Ministry of Youth and Sports, saib proudly launched the "30 Days of Challenge" initiative during Ramadan. This initiative encourages active participation in physical activities, promoting a healthier lifestyle among the youth. It emphasizes the importance of exercise, health, and positive lifestyle changes for a better tomorrow.

saib's Sponsorship and Trips

Championing athletes' aspirations, saib organizes trips for athletes and champions to attend matches and training sessions, fostering engagement and development in sports.

In 2023, ADCC Cairo Open 2023 sponsored by saib, it was one of the strongest grappling events ever.



Collaborating with the Ministry of Youth and Sports

saib embraces and champions individuals with exceptional capabilities. As part of our commitment to recognizing excellence, we sponsored awards at the prestigious Top 50 Companies event organized by Amwal el Ghad, highlighting outstanding contributions in the Egyptian market.

Moreover, in collaboration with the Ministry of Youth and Sports, saib orchestrated a sports day fostering integration and fair competition for over 300 participants with physical disabilities.

Empowering Aya Kadry, Our Athletic Employee

At saib, we stand by our employees, supporting and recognizing their diverse talents by Nurturing Employee Achievements and Supporting Employee Success in Diverse Fields.

saib nurtures the talents of its athletic employees, providing support and resources to aid in their success in national and international championships.

One such exemplary individual is Aya Kadry, an equestrian champion who has achieved remarkable success in national and international championships, notably securing the top spot in the Egyptian National Championship for the 2018/2019 season.

Sports Entertainment Day for People with Abilities and Determination

One of the activities of the sports entertainment day for people with disabilities and determination with the aim of achieving the social responsibility strategy of saib Bank. The event included various sports activities, in addition to the issuance of prepaid cards for participants in the issuance of the Financial Inclusion Initiative.

saib Super Cup trip for 57357 & Paralympics champions to Abu Dhabi

The Bank has organized a fully covered trip for 57357 and Paralympics champions to Abu Dhabi to attend the match and allowed them to attend the training day before the match for their favorite team and take pictures with them.

Supporting Salma Ayman's Achievement

In 2023, saib was proud to celebrate Salma Ayman for winning the gold medal in the women's singles competition at the first modern pentathlon challenge championship in Poland. saib stands by her side, supporting her journey towards Olympic qualification and proudly representing Egypt.

At saib, our commitment to women's inclusion extends beyond transactions. We strive to empower, support and celebrate women's accomplishments, foster a future where financial services are accessible, and empower women to achieve their dreams and contribute meaningfully to society.

Haitham Adel's Historic Achievement

We were honored to attend and honor our champion swimmer Haitham Adel after achieving a historic achievement in crossing the English Channel under the auspices of saib for the first time in the world due to his condition (complete mobility disability in the lower limb) within a relay team, where the team succeeded in covering the distance in a record time of 12 hours and 33 minutes.



2024 Olympics and Paralympics Sponsorship

In light of saib's continuous efforts to support Egyptian talents in all sports fields, especially sports, we were pleased to announce that saib has signed a cooperation agreement with Rawabet Sports Company under the literary patronage of the Ministry of Youth and Sports, under which the Bank will sponsor a number of sports heroes and sports federations in preparation for international and international championships and the Paris 2024 Olympics and Paralympics.

A Golden Sponsor to People of Determination

saib was proud to support people of determination through the participation as a golden sponsor in the annual celebration of Differently Abled under the patronage of the Egyptian President Abdel Fattah El-Sisi and under the supervision and organization of the Ministry of Youth and Sports



Social Awareness and Collaborative Endeavors

Collaboration with Rotary Club Egypt

saib actively collaborates with Rotary Club Egypt in organizing events to raise social awareness and contribute to various causes, amplifying the impact of collective efforts.

Sport Awareness with Gezira Youth Center

Many heroes were present with us in the run of the Gezira Youth Center in Zamalek, Cairo and all of them participated in the 30-day challenge under the auspices of saib Bank, we spent the day running, walking, raising awareness of the importance of sports, and distributing gifts and prizes to the participants because our goal is to help you change your life.



Commitment to Healthcare and Social Welfare

Supporting Medical Institutions

saib supports vital healthcare institutions like the National Cancer Institute and Ahl Masr Hospital, aiding cancer patients and trauma/burn victims by contributing to their care and treatment.

The National Cancer Institute

The National Cancer Institute Egypt serves around 300,000 cancer patients annually. It is considered the biggest institute in Egypt that serves this huge amount of cancer patients of all ages free of charge. saib has donated to the National Cancer Institute and participated as a main sponsor for Omar Khairat's event, which was held for donations.

Collaboration with Al Kasr Al Ainy Medical School for Free Eye Surgeries

saib signed a cooperation protocol with the Ophthalmology Department of Al Kasr Al Ainy Medical School, Cairo University. Under this protocol, saib will support the Ophthalmology Department by donating EGP 3 million to contribute to the provision of free eye surgeries offered by Kasr Al Ainy to citizens of cancer patients of all ages free of charge. saib has donated to the National Cancer Institute and participated as a main sponsor for Omar Khairat's event, which was held for donations.



Bahia Foundation

A cooperation protocol has been signed between Bahia Foundation and saib, the collaboration has been set for early detection and treatment of breast cancer in support of Bahia’s fighters and preparations for the next phase of Bahia Hospital in Sheikh Zayed.

Ahl Masr Hospital Donations

Ahl Masr Hospital is the first hospital in Egypt, the Middle East, and Africa to offer free treatment to trauma and burn victims. The Bank has donated to the Ahl Misr Foundation and participated as a main sponsor for Majida El Roumy’s event, which was held for donations collection.



Collaborative Impact -Sustained Support for Medical Advancements

As part of our commitment to advancing healthcare, saib’s Chairman visited the Aswan Heart Center, emphasizing our dedication to supporting catheterization operations for children with special needs.

Additionally, saib formalized significant cooperation protocols with the Magdi Yacoub Foundation for Heart Diseases and Research, contributing 3 million EGP towards establishing a radiology room, conducting open-heart surgeries, and training nurses. These endeavors signify saib’s steadfast commitment to improving healthcare access and providing specialized medical services to those in need.

saib’s enduring partnership with the Magdi Yacoub Foundation exemplifies our sustained commitment to supporting groundbreaking medical research and providing free treatment. This collaborative effort aims to enhance healthcare services, offering advanced medical facilities and enhancing the quality of life for needy individuals.



Aswan Heart Center

In its commitment to social responsibility and bolstering healthcare support, saib Bank’s CEO, visited the Aswan Heart Center. He met Prof. Magdy Yacoub there, expressing gratitude for saib’s contribution to pediatric catheterization operations and establishing the Magdi Yacoub International Heart Center in Cairo—discussions centered on future collaboration to further support national institutions and community development.

A comprehensive tour showcased the center’s patient reception, treatment mechanisms, and operational capacities during the visit. saib’s CEO presented a symbolic gift, acknowledging saib’s role in establishing this national healthcare institution, providing free heart services.



Cooperation protocol with the Magdi Yacoub Foundation

saib's dedication to community welfare materialized through a 3-million-pound cooperation protocol with the Magdi Yacoub Foundation. The protocol encompasses establishing a radiology room and screenings at the new Magdi Yacoub Heart Center, aiding surgeries, and training eight nurses. This alignment reflects saib's ongoing commitment to social responsibility, fostering societal value across various sectors.

The signing ceremony, attended by saib's leadership and the Foundation's representatives, underscored saib's CEO emphasis on supporting community development and directing contributions to non-profit entities. Ms. Dina El-Gazzar, Vice President at the Foundation, highlighted how these donations help enhance healthcare services, expressed gratitude for saib's contribution, and lauded the partnership's value in fulfilling the Foundation's objectives.

Mr. Tarek Abdou, saib's Deputy Managing Director for Business and Banking Operations, acknowledged the Foundation's unique medical role, emphasizing saib's commitment to supporting vulnerable segments, an integral part of its social responsibility. This latest protocol builds upon the successful partnership initiated in 2021.

Previously, saib facilitated heart surgeries for children at the Aswan Heart Center, undertook construction at the new Cairo center, and ran donation campaigns during Ramadan, showcasing its sustained commitment to societal welfare.

Customers Inclusion

Driving Impactful Giving Through Everyday Transactions

At saib, every transaction our customers make presents an opportunity to create meaningful change. Through innovative initiatives and strategic partnerships, we've woven charitable giving seamlessly into everyday actions, empowering our customers to make a difference effortlessly. Our commitment to community engagement extends beyond banking transactions; it transforms lives and fosters a culture of giving. Here are some of these initiatives we had in 2023.

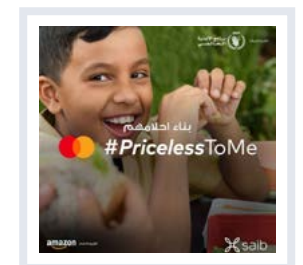
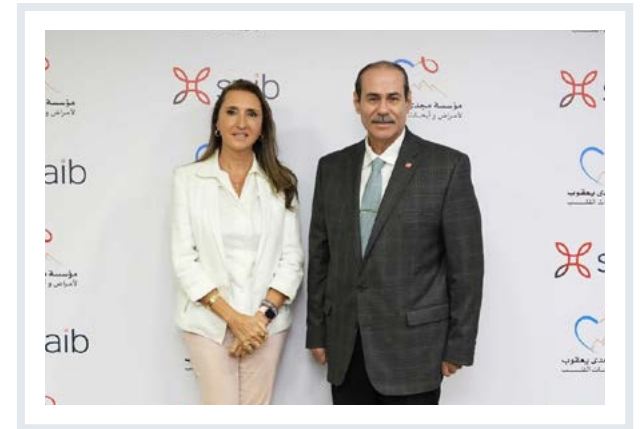
The Magdi Yacoub Heart Foundation Partnership: Saving Hearts with Every Swipe

During the generous month of Ramadan, saib amplifies the spirit of giving by partnering with the Magdi Yacoub Heart Foundation. Every time a customer uses their saib debit card in any transaction, 1% of the transaction's value is donated by saib to support the Foundation's mission of saving hearts. This initiative enables our customers to conduct their financial activities and contributes directly to life-saving endeavors.

saib Wallet Application for Charitable Contributions: Empowering Change from Anywhere

Our saib Wallet application catalyzes philanthropy, allowing individuals to contribute to various charities easily. Through the app, customers can donate to numerous causes, making a tangible impact on the lives of those in need. This initiative embodies our dedication to leveraging technology for social good and provides a convenient avenue for customers to support causes close to their hearts.

To learn more about how you difference, visit saib Wallet Application for Charity Contributions





Supporting the World Food Programme (WFP) with Amazon Egypt Purchases

In our collaboration with Mastercard and Amazon Egypt, during Ramadan 2023, saib customers contributed to a vital cause with their everyday purchases. For every transaction made using a saib card on Amazon. eg, Mastercard pledges to donate the value of a school meal to the World Food Programme (WFP). This initiative shows our commitment to aligning financial activities with global humanitarian efforts, ensuring that each transaction impacts the lives of those in need. At saib, we are dedicated to fostering a culture of giving, where every interaction with our services translates into positive social change. We're honored to stand beside our customers as catalysts for impactful and sustainable community development.

Cultural and Artistic Support

saib Bank sponsored a concert by the soprano Fatima Said and Maestro Nader Abbasi concert at the Grand Egyptian Museum.

Financial Inclusion

World Savings Day

On the occasion of the World Savings Day as one of the Financial Inclusion initiatives, saib offered the opening of savings account with the easiest facilitated procedures.

Empowering Youth through Specialized Financial Services

At saib, we prioritize empowering the youth by offering specialized financial services tailored to their needs. Our Youth Account, known as the YOUNG account, is designed to provide a seamless and inclusive banking experience for young individuals.



Simplified Account Opening

Opening a Youth Account requires only a National ID card or passport, ensuring a hassle-free process for young customers



Accessible Minimum Deposit

The account requires a minimal opening deposit of just 500 Egyptian pounds, ensuring accessibility for young savers



Fee-Free First Year

We believe in supporting the youth as they embark on their financial journey. With the Youth Account, there are no administrative fees for the first year, enabling young individuals to start saving and managing their finances without any additional costs



Attractive Interest Rates

Enjoy attractive interest rates from the first pound deposited in the account, encouraging a culture of savings from an early age



Comprehensive Digital Services

Access to the saib Wallet application for convenient bill payments and money transfers, providing a modern and user-friendly banking experience



Online Banking and Rewards

Benefit from a complimentary subscription to saib Bank's internet banking service and participate in our rewards program, earning points for purchases through the Pay with Rewards app



Smart Payment Wristband

Receive a free saib Payband smart payment wristband for contactless electronic payments, keeping pace with cutting-edge payment technologies



Loan Administrative Fee Discount

Enjoy a 50% discount once on administrative fees for personal loans, supporting youth financial aspirations

At saib, our commitment to youth empowerment goes beyond traditional banking services. Through the Youth Account, we aim to equip young individuals with the tools and resources necessary to foster responsible financial habits and secure their futures. We believe in nurturing a generation of financially literate and empowered individuals poised for success in a rapidly evolving world.

Enhancing Accessibility for People with Disabilities

Awards for Special Abilities

saib organizes sports days and award ceremonies, providing platforms for individuals with special abilities to showcase their talents fostering inclusivity and recognition within society. This event served as a platform for financial inclusion awareness through seminars and concluded with the awarding of winners' prepaid saib cards.

Our Projects for More Accessible Banking

saib launched a comprehensive project to revolutionize the banking experience for disabled individuals. This initiative involved:



Infrastructure Enhancement

Several saib branches, including Al-Messaha, Maadi, Shebin AL-Kom, Al-Mahalla, and Luxor, have been equipped with ramps, automatic doors, and elevators, ensuring easy access for individuals with mobility challenges.



Technological Advancements

saib upgraded 10% of its ATMs with specialized technologies such as headphones, adequate lighting, and prominently spaced keypad numbers, catering to customers with visual or hearing impairments.



Braille Accessibility

All forms, contracts, and banking product and service requests have been translated into Braille, facilitating independent access for visually impaired customers.



Digital Accessibility

The introduction of the Website Content Accessibility Guidelines Software (WCAG) enables individuals with visual impairments to access saib's website through text-to-speech conversion.



Human Resource Training

saib ensured its employees were proficient in sign language and well-versed in effectively communicating terms and conditions to customers with disabilities.



Confidentiality Assurance

For customers' privacy, all transactions conducted by visually and hearing impaired individuals are documented in audio and visual formats within saib branches

Facilitating Access to Banking Products and Services - Project Completion

saib completed the "Facilitating Access to Banking Products and Services for Persons with Disabilities" project, aiming to provide an exceptional banking experience for this segment of society. This initiative aligns with governmental and Central Bank directives to empower individuals with disabilities and integrate them into society through financial inclusion.

The bank's comprehensive strategy focused on infrastructure enhancements, technological advancements, employee training, and policy adaptations to ensure seamless service for customers with disabilities. Branches were equipped with disability-friendly features like ramps, elevators, and Braille-enhanced documents, while specialized technologies in ATMs catered to visual and hearing impairments.

saib ensured effective communication through software converting written text to audio, regular engagement with visually impaired clients, and alternate authentication methods such as stamps and fingerprints.



To facilitate the banking experience for customers with disabilities, the bank updated its database system by adding definitions and classifications for persons with disabilities based on medical reports or identification cards issued by the Ministry of Social Solidarity. It accepts stamps and fingerprints as alternatives to signatures for all its banking procedures.



It provides a chat service via "saib WhatsApp for business," enabling direct communication with customer service representatives.

Additionally, it releases sign language-translated videos explaining the bank's products and services, sharing them on social media platforms.

This initiative embodies saib's commitment to inclusivity, ensuring that disabled individuals are valued community members with unhindered access to banking services.

Sign Language Explanation

Aiming for expanded inclusivity for all of saib’s customers with disabilities, we provide a simplified explanation of saib accounts and banking services in sign language in order to facilitate access to our offers and services with ease.

At saib, our commitment to empowering individuals with disabilities goes beyond compliance—it’s about creating an inclusive and accommodating environment where everyone can confidently access and utilize financial services.

Moving Towards a Gender-Equal Future

At saib, we recognize women’s pivotal role in shaping economies and communities. Our commitment to financial inclusion and literacy extends to ensuring women have equitable access to financial services and educational opportunities. We strive to empower women across Egypt through various initiatives and ongoing efforts, contributing to their economic empowerment and overall well-being.

Our Approach to Women’s Financial Inclusion

saib is dedicated to breaking down barriers and fostering an inclusive financial landscape for women. Financial empowerment is a catalyst for societal progress. Our approach encompasses

Accessible Banking Services

During special occasions such as the Women’s Celebration, International Women’s Day, and Mother’s Day, we offer fee-free bank account openings for women, complimentary debit cards, online banking subscriptions, and access to digital wallets. These initiatives aim to make banking services more accessible and convenient for women nationwide.

Collaborative Efforts

We join hands with other leading banks and participate in joint initiatives to celebrate and support women. Collaborative efforts ensure simplified access to financial services through fee-free savings accounts, digital offerings, and streamlined account opening processes.

Collaborative Efforts with Ten Banks to Celebrate Women

Joining hands with other banks, saib celebrates International Women’s Day and Mother’s Day by offering fee-free savings accounts and digital services. This collaborative effort among ten banks aims to simplify account opening processes, ensuring accessibility to financial services for women. saib’s contributions include complimentary account openings, issuance of debit cards, and access to digital services without administrative fees or minimum requirements.

Financial Inclusion Activities at Women’s Celebrations

Throughout March, coinciding with the celebration of women, saib Bank offers fee-free bank account openings for all women. This special offering includes:



Free Debit Card

Access to a debit card without any associated fees.



Complimentary Online Banking

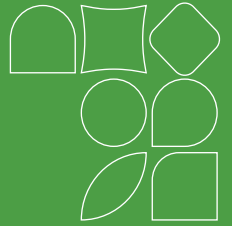
Enjoy the benefits of online banking without subscription charges.



saib Wallet Subscription

Free access to our saib Wallet service, subject to terms and conditions.

Our participation aligns with the Central Bank’s initiative to promote financial inclusion among women. We’re committed to providing diverse services and products, offering incentives to encourage new customers to access our banking facilities with ease and convenience.



06 Enviromental

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Procurement and Suppliers	66

Environmental Management

Environmental stewardship is vital for banks as allows the addressing of climate change, management of environmental risks, meeting stakeholder expectations, complying with regulations, and driving sustainable financing and investment. By integrating environmental considerations into saib’s practices, the Bank can contribute to reducing greenhouse gas emissions, protecting financial stability, enhancing reputation, and supporting the transition to a low-carbon economy. This focus on the environmental aspect not only aligns with societal expectations but also presents opportunities for the Bank to create positive environmental impact and drive sustainable growth.



DEFINITION:

At saib, our commitment to environmental sustainability spans multiple fronts, recognizing our critical role in nurturing economic growth while preserving our planet’s resources. Adopting environmentally responsible practices across our value chain underscores our dedication to sustainability. Our focus extends to energy consumption, water management, and waste reduction as pivotal areas of impact in our pursuit of sustainability.



OPPORTUNITIES:

Challenges lie abundant opportunities that drive our sustainable strategies forward. Embracing environmentally responsible practices offers tangible cost-saving benefits by implementing energy-efficient systems, enhancing operational efficiency and reducing resource consumption.



CHALLENGES/RISKS:

We actively recognize the potential risks associated with our environmental initiatives, including compliance challenges due to the ever-evolving nature of environmental regulations. Additionally, the looming possibility of resource scarcity impacting our operational supply chains and the importance of safeguarding against reputational risks due to inadequate environmental practices are focal points of our risk assessment.

For saib, environmental sustainability isn’t just a corporate responsibility; it’s a commitment to positively impacting our ecosystem. It’s an integral part of our ethos, fostering a responsible resource management and conservation culture while advancing economic growth. Attracting environmentally conscious stakeholders and fostering partnerships that stimulate innovation. Strengthening our brand value as a socially responsible institution further cements our position within the industry.

Climate Change

GHG Emissions

In our drive towards a net-zero transition, the Bank actively assesses our baseline and works on formulating reduction targets for the future. Our ongoing sustainability efforts reflect this dedication as we align with stringent environmental standards and seek to mitigate our greenhouse gas emissions. As advocates for a greener economy, we aspire to contribute to environmental sustainability by implementing business solutions that minimize our operational impact, showcasing our commitment to the environment.

Scope 1: Direct Emissions

Scope 1 emissions result from sources 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 not owned or controlled by saib. Scope 2 activities for the current assessment include the following:

Stationary Combustion	Purchased Electricity
	Purchased Chilled Water

Scope 3: Indirect Emissions

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

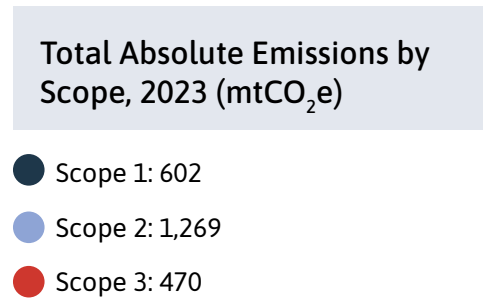
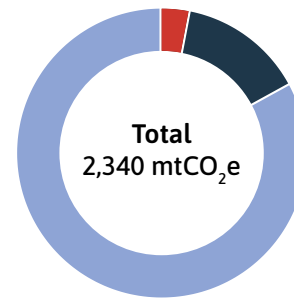
Purchased Goods and Services	Office Supplies
Fuel and Energy-Related Activities (Not Included in Scope 1 & 2)	Fuel Burning: Diesel (WTT)
	Fuel Burning: Owned Vehicles (WTT)
	Water Usage & Wastewater Treatment
Waste Generated in Operations	Office Solid Waste Disposal
	Employee Commuting & WTT



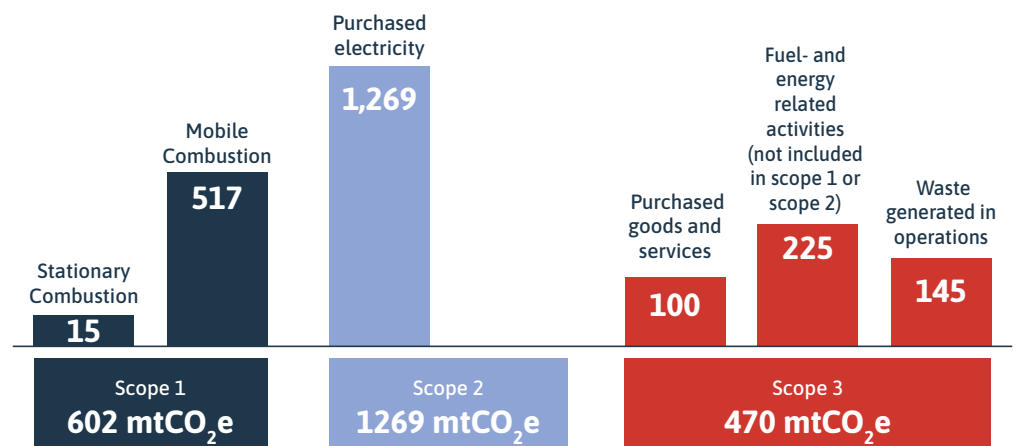
Organizational Boundary	Scope 1 Emissions (mtCO ₂ e)	Scope 2 Emissions (mtCO ₂ e)	Scope 1 & Scope 2 Emissions (mtCO ₂ e)	Scope 3 Emissions (mtCO ₂ e)	Total Emissions (mtCO ₂ e)
saib	602	1,269	1,870	470	2,340

GHG Protocol Emissions Summary

Scope	GHG Protocol	Emissions (mtCO ₂ e)	%
Scope 1	Stationary Combustion	15	0.66%
Scope 1	Mobile Combustion	517	22.11%
Scope 1	Fugitive Emissions	69	2.93%
Scope 2	Purchased Energy	1,269	54.20%
Scope 3	Category 1 : Purchased goods and services	100	4.28%
Scope 3	Category 3 : Fuel- and energy related activities (not included in scope 1 or 2)	225	9.63%
Scope 3	Category 5 : Waste generated in operations	145	6.18%
		2,340	100.00%



Absolute Emissions by Activity and Scope, 2023 (mtCO₂e)



Decarbonization Plans

saib is actively shaping a sustainable future by leveraging insights gained from a comprehensive impact assessment. Our commitment is reflected in a multifaceted decarbonization plan designed to reduce energy consumption and minimize our carbon footprint, as per Egypt's Vision 2030 and National Climate Change Strategy 2050. This strategic initiative stems from a detailed carbon audit focusing on five key environmental performance categories, uncovering areas for improvement.



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

The customized decarbonization procedures outlined in the table below presents targeted actions based on our audit findings. saib aims to reduce its emissions and actively contributing to Egypt's Vision of achieving a 33% reduction in carbon emissions.

Project	Enhance the Efficiency of the Lighting Systems	Improve the Efficiency of Water System	Sustainability Policies	Carbon Offsets	Maintenance of Transport fleet
Description	Install occupancy and daylight sensors for the lighting system in open spaces, corridors, stairs, and toilets on one of the floors of the Bank's head office building.	Install low-flow and auto shut-off faucets, as well as low single flush or dual flush systems, on one of the floors of the head office building.	Introduce and adopt sustainability policies for saib business & activities, with commitment to practices and standards to promote environmentally and socially responsible operations, incl. developing low-carbon business travel policy.	Invest in environmental projects to compensate for saib share of consumption.	Ensure regular maintenance of all vehicles and equipment on a regular basis, with proper controls and maintenance.
Benefits	+ Reduced electricity consumption and cost	+ Reduced water consumption	+ Enhanced sustainability performance with reduced environmental impacts	+ Reduced overall carbon footprint	+ Reduced indirect costs/Increased profit + Less pollution and enhanced air quality + Increased safety of drivers and workers utilizing the equipment + Possible time savings and wellbeing of drivers

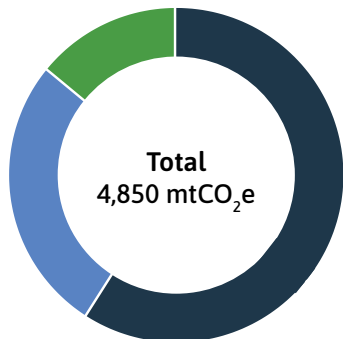
Resource Use

Energy Consumption

Within our environmental stewardship approach, we strategically address various facets. We focus on curtailing energy consumption. Understanding the pivotal role of responsible energy usage in environmental preservation, we're dedicated to minimizing our energy footprint. We target areas of high consumption through regular monitoring and measurement, employing innovative measures to optimize energy use and reduce our environmental impact.

saib's energy consumption in 2023 involved electricity usage as the primary source of energy, diesel fuel to power emergency generators, natural gas for heating, and fuel in owned vehicles. The organization's energy consumption using diesel is 208 GJ, while it has consumed 2,766 MWh of purchased energy in 2023. The Bank is actively working to reduce its energy consumption by replacing fluorescent lamps with LED ones across all its branches and offices. In 2023, saib also consumed 6,826 GJ from combustion petrol and 470 GJ from combustion diesel through the Bank's mobile vehicles. By adopting better fuel-efficient vehicles and using routes that are shorter and more efficient, saib aims to reduce its consumption of fuel every year to reach its net-zero ambitions.

Facility Name	Scope 2 Purchased Energy (MWh)	Scope 1 : Fuel 1 Energy (GJ)	Scope 1 : Mobile Combustion Petrol (GJ)	Scope 1 : Mobile Combustion Diesel (GJ)
saib	2,766	208	6,826	470
Total Energy (MWh)	Total Energy (kWh)	Total Energy (GJ)	Energy efficiency (MWh/m ²)	Energy efficiency (kWh/m ²)
4,850	4,850,104	17,460	0.10	104



Total Energy Consumption by Source (MWh)

- Electricity: 2,766 MWh (57%)
- Diesel (in generators and in owned cars): 188 MWh (4%)
- Petrol (in owned cars): 1,896 MWh (39%)

Water Withdrawal

Our commitment extends to responsible water management, where our strategies focus on reducing our water footprint across various operational aspects.

saib relies on the Egyptian water network system, primarily sourcing water from the river Nile. Depending on the location, groundwater or treated saline water is utilized. Wastewater is collected through the network system and undergoes treatment before final disposal. As a result of its operations, saib does not have significant impacts related to water discharge.



Water withdrawal
114,772 m³



Wastewater
103,295 m³

Waste Management

Our waste management initiatives aim to prioritize reduction strategies, reusing materials, composting, and recycling to manage natural resources effectively. Our endeavors to reduce paper waste include a range of initiatives like promoting paperless processes, internal digital document handling, and establishing paper recycling systems across our offices. Encouraging our customers to opt for online services and E-statements further supports our environmental sustainability agenda.



Landfill
150 tonnes
(includes: Construction, Plastic, Paper & Board, Refuse)

Procurement and Suppliers

DEFINITION:

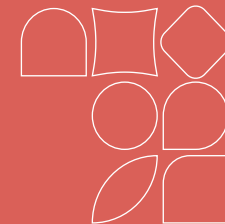
saib's procurement and suppliers methods greatly influence our dedication to environmental responsibility. In the future, we aim to focus on Procurement Practices, Supplier Environmental Evaluation, and Supplier Social Evaluation in this area.

OPPORTUNITIES:

saib takes into consideration methods and sustainability regulations to optimize its supply chain, recognizing the significant potential for reducing environmental impact and implementing sustainable practices in procurement and supply chain activities. By adopting responsible procurement practices, we can optimize our sourcing strategies, selecting suppliers who align with our environmental values. This not only aids in reducing our ecological footprint but also promotes the use of eco-friendly materials and processes throughout our suppliers. Supplier Environmental commitment is a crucial facet that allows us to evaluate and partner with suppliers committed to environmentally sustainable practices. This process will allow us to collaborate with suppliers who prioritize resource efficiency, waste reduction, and overall environmental responsibility, contributing to our collective efforts toward sustainability. Similarly, Supplier Social Assessment provides an avenue to assess and engage with suppliers who demonstrate a commitment to social responsibility. Through this assessment, we will aim to ensure that our supply chain partners uphold ethical labor practices, promote fair working conditions, and prioritize social welfare, aligning with our sustainability and corporate responsibility values.

CHALLENGES/RISKS:

Inefficient procurement practices or lack of stringent assessments within the supply chain can lead to environmental degradation, resource inefficiency, and compromise social standards. Risks may include reliance on suppliers with inadequate environmental practices, leading to increased carbon footprint, resource depletion, or overlooking social concerns, impacting our commitment to sustainability.

A large, thick white outline of a leaf or petal shape that frames the section number and title.

07 Appendices

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EESG KPIs	72
Additional ESG-related information and disclosures	78
Limited Assurance Statement	97



Abbreviations

AAOIFI	Accounting and Auditing Organization for Islamic Financial Institutions	FRA	Financial Regulatory Authority	PCI DSS	Payment Card Industry Data Security Standard
AML	Anti-Money Laundering	FX	Foreign Exchange	PEPS	Politically Exposed Persons
ATM	Automated Teller Machine	FY	Financial Year	PLS	Profit and Loss Sharing
Bn	Billion	GDP	Gross Domestic Product	PRB	Principles for Responsible Banking
BoD	Board of Directors	GHG	Greenhouse Gas	PwD	People with Disabilities
CBE	Central Bank of Egypt	GRI	Global Reporting Initiative	ROI	Return on Investment
CDD	Customer Due Diligence	HR	Human Resources	saib	Société Arabe Internationale de Banque
CEO	Chief Executive Officer	IBAN	International Bank Account Number	SASB	Sustainability Accounting Standards Board
CFO	Chief Financial Officer	ICAAP	Internal Capital Adequacy Assessment Process	SBTi	Science-Based Targets Initiative
CIBAFI	General Council for Islamic Banks and Financial Institutions	ICT	Information and Communication Technology	SDG	Sustainable Development Goal
DNS	Domain Name System	IFRS	International Financial Reporting Standards	SLA	Service-Level Agreement
E-Waste	Electronic Waste	IFSB	Islamic Financial Services Board	SME	Small and Medium-Sized Enterprise
EDD	Enhanced Due Diligence	IICRA	International Islamic Center for Reconciliation and Arbitration	TCFD	Task Force on Climate-Related Financial Disclosures
E&S	Environmental and Social	ISSB	International Sustainability Standards Board	TF	Terrorism Financing
EBRD	European Bank for Reconstruction and Development	IT	Information Technology	UN	United Nations
EGP	Egyptian Pound	KPI	Key Performance Indicator	UNB	Union National Bank
EGX	Egyptian Exchange	KRI	Key Risk Indicators	UNGC	United Nations Global Compact
ESG	Environmental, Social, and Governance	KYC	Know Your Customer	USD	United States dollar
EESG	Economic, Environmental, Social, and Governance	MD	Managing Director	VPN	Virtual Private Network
FATCA	Foreign Account Tax Compliance Act	ML	Money Laundering	WUAB	World Union of Arab Bankers
FATF	Financial Action Task Force	Mn	Million	YOY	Year-on-Year
FEB	Federation of Egyptian Banks	MW	Megawatt		
FI	Financial Institutions	OTP	One Time Passcode		

Methodology and data sources

Basis of Reporting for GHG Emissions

Disclosure	Purchased electricity	Fuels	Water	Waste	Scope 1 emissions (direct)	Scope 2 emissions (indirect)	Scope 3 emissions (other indirect)
Definition	Grid electricity purchased and used across facilities owned and operated by the bank.	Includes fuel consumed within the bank facilities (onsite) such as diesel, natural gas, LPG, and fuel consumed by owned passengers and delivery vehicles.	Water consumption across facilities owned and operated by the bank.	Solid waste generated across facilities owned and operated by the bank.	Direct GHG emissions from sources owned or controlled by the bank, such as fuel combustion and fugitive emissions.	Indirect GHG emissions from the generation of energy purchased by the bank, including purchased electricity and heating.	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, waste disposal, and leased transportation and distribution.
Scope	Purchased utility electricity	Fuel Consumption	Water Consumption	Solid Waste	Includes emissions associated with fuel combustion and fugitive emissions	Includes emissions associated with purchased electricity and heating emissions	Includes emissions associated with purchased goods and services, waste disposal, and leased transportation and distribution
Units	MWh	MWh	m ³	Tons	mtCO ₂ e	mtCO ₂ e	mtCO ₂ e
Method	Data was collected using utility bills and/or monthly meter readings.	Data was collected using utility bills and/or monthly meter readings.	Data was collected using utility bills and/or monthly meter readings.	Data was collected from waste contractor logs/bills.	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 6 th assessment report.		Emissions were calculated using emission factors from EPA / DEFRA's databases.

Basis of Reporting for HR Metrics

Disclosure	Headcount	Gender Representation	Age Representation	Disability Representation	Management Representation	New Hires	Turnover
Definition	Total number of Full-Time Employees (FTE) as of 31 st December 2023	Percentage of female employees among total headcount as of 31 st December 2023	Percentage of employees belonging to specific age groups as of 31 st December 2023	Representing the percentage of employees with disabilities among the total workforce as of 31 st December 2023	Percentage of employees by gender and age group across management as of 31 st December 2023	Total number of Full-Time Employees (FTE) hired during 2023 by gender, geographical location, and age groups	Percentage of employees who left the organization during 2023 by gender, geographical location, and age
Scope	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries Percentage (%)	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries.
Units	Number (#)	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Number (#)	Percentage (%)
Method	Sum of employees across all business units and fully owned subsidiaries	Number of employees for specified gender divided by total number of employees	Number of employees for specified age group divided by total number of employees	Number of employees of disabilities divided by total number of employees	Number of employees for specified gender and age group divided by total number of employees in specified management category	Sum of employees hired during 2023 across businesses	Number of employees who left the organization by gender and by age groups divided by total number of FTEs
Source	Reported from HR database systems	Reported from HR database systems	Reported from HR database system	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems

Disclosure	Total Training Hours	Average Training Hours Per Employee	Health and Safety trainings	Ratio of Basic Salary	Parental Leave	Parental Leave – Retention Rate
Definition	Total hours of formal training imparted by the organization to employees by gender and employee category	Average hours of formal training imparted by the organization to each employee	Number of Trainees	Ratio of basic salary and remuneration of highest paid individual to the average annual total compensation for all employees	Number of employees who availed the parental leave benefit during the reporting period	Percentage of employees who availed parental leave benefit and returned to work after completing the stipulated leave period
Scope	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries	FTEs across all business units and fully owned subsidiaries
Units	Hours	Hours	Number (#)	Ratio	Number (#)	Number (#)
Method	Sum of all training hours, where one hour represents one hour of time spent by an employee during a training session	Total hours of formal training imparted by the organization divided by the total number of employees at the organization as of 31 st December 2021	Sum of employees who received HSE training	Annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Sum of employees who availed parental leave during the reporting year	Number of employees who returned to work after the parental leave ended
Source	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems	Reported from HR database systems

EESG KPIs

Economic Indicators

Financial Performance



Market Value and Growth

Financial Performance (in EGP/USD million)	
Net Interest Income	EGP 4,433 mn (USD 143.49 mn)
Core Net Profit after Tax	USD 31.156 mn
Operating Cash Flow	USD 123.24 mn
Total Revenue in EGP/USD million	USD 436.66 mn

Loans Granted For Individual Customers (EGP)	
Females	2,284,378,830
Males	10,356,975,849

Bank's Overall Performance (in EGP/USD million)	
Revenue of the Bank	USD 436.66 mn
Dividend per share for fiscal year 2023	USD 0.5/ per share

MSMEs (EGP)	
Total	5,592,022,503

Taxes (in USD million)	
Income before taxes	51.3 mn
Total income tax	20.14 mn
Effective tax rate	39.27%

Banking across Segments	
Retail Banking Loans	EGP 12.7 bn

Governance Indicators

Board of Directors and Management

Board Tenure

3 years board cycle

Board Activities

Number of board meetings	9
Board meeting attendance rate	100%

Ethics and Compliance

Training on Anti-Corruption, Compliance, and Code of Conduct

Employee attendance rate at trainings related to anti-corruption, compliance, and code of conduct	633
---	-----

Operations

Branches & HQs

Number of branches	41	Headquarter	1
ATMs	145		

Digitalization and Innovation

Digital Banking

Number of Internet and Mobile Banking Users	48,464
Corporate Internet Banking #of customers	2,850
saib Wallet # of customers	9,300
SMS Banking Subscribers (total number of customers)	65,000

Innovation and R&D

R&D expenses	USD 500,000 EGP 16,950,71 mn
--------------	---------------------------------

Total number of transactions by channel

Corporate Internet Banking Transactions	9,879
Internet/Mobile Banking Transfers	30,357
Retail Transactions	42,630
ATM transactions	3.2 mn
saib Wallet Volume of Transactions	103,750

Social Indicators

Employee Demographics

Employees

Total	1,781	Full-Time	1,781	Part-time	0
-------	-------	-----------	-------	-----------	---

Breakdown by Gender

Male	1,314	Female	467
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Breakdown by Age

Age under 30	296	Age 30 -50	1,128	Age above 50	357
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Breakdown by Contract Type

Permanent	1,520	Temporary	261
-----------	-------	-----------	-----

Employees with Disability

Total	65
-------	----

Management Positions

Percentage of women in management positions

% of Total Management Positions	23%
---------------------------------	-----

Employees with disabilities

% of Total Management Positions	4.33%
---------------------------------	-------

Percentage of women across various employee categories and levels

No.	398
-----	-----

Percentage of women in top senior executive positions

% of Total Management Positions	5%
---------------------------------	----

Salaries & Remuneration

The Ratio of Basic Salary and Remuneration of Women to Men

Women: Men	0.26
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Total salaries and benefits paid to employees

No.	USD 63,222,260
-----	----------------

Leave Management

Number of employees on maternity leave

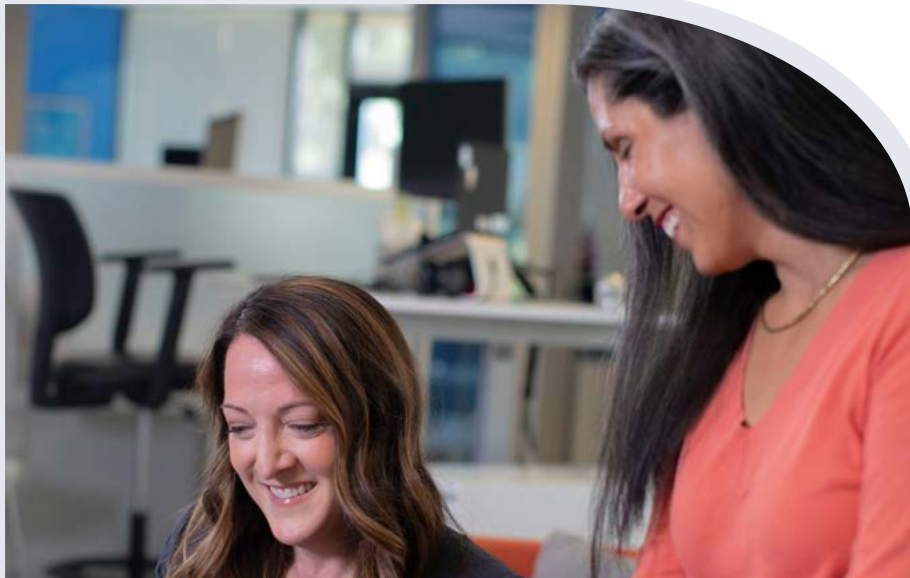
No. 8

Number of employees on paternity leave

No. 0

Rate of return after maternity or paternity leave

% of Total Management Positions 100%



New Hires

Employee Representation

Total	153	Female	50	Disabled New Hires	14
-------	-----	--------	----	--------------------	----

Breakdown by Age

Age under 30	82	Age 30-50	68	Over 50	3
--------------	----	-----------	----	---------	---

Employee Turnover

Employee Representation

Total	46	Female	16	Disabled New Hires	0
-------	----	--------	----	--------------------	---

Breakdown by Age

Age under 30	17	Age 30-50	22	Over 50	7
--------------	----	-----------	----	---------	---

Grievances

Grievances filed in the reporting period	60
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Health & Safety

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	10,404	Temporary workers/contractors	0
-----------	--------	-------------------------------	---

Total number of lost days due to injuries

Employees	0	Temporary workers/contractors	0
-----------	---	-------------------------------	---

Total number of hours worked

Employees	Not available	Temporary workers/contractors	Not available
-----------	---------------	-------------------------------	---------------

Total number of work-related hazard reported

Employees	0	Temporary workers/contractors	0
-----------	---	-------------------------------	---

Lost-Time Injury Frequency Rate (LTIFR)

Employees	0	Temporary workers/contractors	0
-----------	---	-------------------------------	---

Lost-Time Injury Severity Rate (LTISR) (per 1M hrs worked)

Employees	0	Temporary workers/contractors	0
-----------	---	-------------------------------	---

Training Hours	Category	Total Hours	Average Hours per employee
By Gender	Male	16,560	9
	Female	8,329	10
By Age Group	Under 30	8,870	10
	30-50	1,4790	9
	Above 50	1,229	5
By Employee Category	Entry-Level	7,935	10
	Mid-Level	14,879	10
	Senior and Executive Level	2,075	10
Total		24,889	9



Environmental Indicators

Energy, Water, and Waste

Energy Consumption	
Natural gas	0 MWh
Diesel	57.7 MWh
Purchased electricity	2,766 MWh
Diesel and petrol by owned vehicles	2,026.7 MWh
Total	4,850 MWh

Water Intake	
Municipal Water Intake	
	114,772 m ³

Waste	
Total quantified generated waste	150 tons

Carbon Emissions	
Scope 1 (Direct)	
Total	602 mtCO ₂ e
Scope 2 (Indirect)	
Total (location-based)	1,269 mtCO ₂ e
Scope 1+2	
Total	1,870 mtCO ₂ e
Scope 3 (Other Indirect)	
Total	470 mtCO ₂ e
Purchased goods and services	100 mtCO ₂ e
Fuel and energy-related activities (not included in scope 1 and 2)	225 mtCO ₂ e
Waste generated in operations	145 mtCO ₂ e
Scope (1+2+3)	
Total	2,340 mtCO ₂ e



Additional ESG-related information and disclosures

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 January 1st 2023 to December 31st 2023.



GRI 1 used

GRI 1: Foundation 2021



Applicable GRI Sector Standard

GRI 1: Foundation 2021

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

Environmental

Environmental Management
Energy (302) Water and Effluents (303)
Emissions (305) Waste (306)

Procurement and Suppliers
Procurement Practices (204) Supplier Environmental Assessment (308)
Supplier Social Assessment (414)

Social

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)

Customer Relations

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 (p. 4) saib at a Glance (p. 5-7)				
2-2	Entities included in the organization's sustainability reporting	About This Report (p.4)				
2-3	Reporting period, frequency and contact point	About This Report (p.4)				
2-4	Restatement of information			Not applicable	This saib's first Sustainability Report.	
2-5	External assurance	Limited Assurance Statement (p. 97)				
Activities and workers						
2-6	Activities, value chain and other business relationships	saib at a Glance (p. 5-7)				
2-7	Employees	Employee Acquisition, Career and Advancement (p. 43-47)				SDG 8.5, 10.3
2-8	Workers who are not employees			Information unavailable/incomplete	Information will be provided in upcoming reports as part of the ESG data management system currently under development.	SDG 8.5

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Governance						
2-9	Governance structure and composition	Governance, Transparency and Anti-Corruption (p. 27-37)				SDG 5.5, 16.7
2-10	Nomination and selection of the highest governance body	Governance, Transparency and Anti-Corruption (p. 27-37)				SDG 5.5, 16.7
2-11	Chair of the highest governance body	Board of Directors (p. 27-31)				SDG 16.6
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, Transparency and Anti-Corruption (p. 27-37)				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 (p. 37)				SDG 16.6
2-16	Communication of critical concerns	Whistleblowing (p. 37)				
2-17	Collective knowledge of the highest governance body	Board of Directors (p. 27-31)				
2-18	Evaluation of the performance of the highest governance body	Board of Directors (p. 27-31)				

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Governance						
2-19	Remuneration policies	Board of Directors (p. 27-31)				
2-20	Process to determine remuneration	Board of Directors (p. 27-31)				SDG 16.7
2-21	Annual total compensation ratio		2-21	Confidentiality Constraint	Information has been deemed confidential by the Bank	
Strategy, Policy and Practices						
2-22	Statement on sustainable development strategy	CEO & MD Statement (p. 8)				
2-23	Policy commitments	Risk Management (p. 34)				SDG 16.3 UNGC 7, 10
2-24	Embedding policy commitments	Risk Management (p. 34)				
2-25	Processes to remediate negative impacts	Risk Management (p. 34)				
2-26	Mechanisms for seeking advice and raising concerns	Risk Management (p. 34)				SDG 16.3
2-27	Compliance with laws and regulations	Risk Management (p. 34)				
2-28	Membership associations	Federation of Egyptian Banks (FEB)				
Stakeholder Engagement						
2-29	Approach to stakeholder engagement	Stakeholder Engagement (p. 14)				

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Stakeholder Engagement						
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 (p. 15-17)				
3-2	List of material topics	Materiality Assessment (p. 16)				
Economic Topics						
Economic Impact and Performance						
GRI 201: Economic Performance 2016						
3-3	Management of material topic	Economic Impact and Performance (p. 20-22) Responsible Banking & Sustainable Finance (p. 23-24)				
201-1	Direct economic value generated and distributed	Economic Impact and Performance (p. 20-22) Responsible Banking & Sustainable Finance (p. 23-24)				SDG 8.1, 8.2, 9.1, 9.4, 9.5
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, however, the Bank is currently developing an ESMS which will allow for identifying and assessing climate-related risks and opportunities.				SDG 13.1

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 201: Economic Performance 2016						
201-3	Defined benefit plan obligations and other retirement plans		a, b, c, d, e	Information Unavailable	These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle.	
GRI 202: Market Presence 2016						
3-3	Management of material topic	Economic Impact and Performance (p. 20-22) Responsible Banking & Sustainable Finance (p. 23-24)				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		a, b, c	Confidentiality Constraint	Information has been deemed confidential by the assigned department.	SDG 1.2, 5.1, 8.5
202-2	Proportion of senior management hired from the local community		a, b	Information Unavailable	These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle.	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 (p. 35-37)				
205-1	Operations assessed for risks related to corruption	Ethical Conduct and Compliance (p. 35-37)				SDG 16.5

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 205: Anti-corruption 2016						
205-2	Communication and training about anti-corruption policies and procedures	Ethical Conduct and Compliance (p. 35-37)				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 (p. 35-37)				
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Ethical Conduct and Compliance (p. 35-37)				SDG 16.3
GRI 402: Labor/Management Relations 2016						
3-3	Management of material topic	Human Rights and Labor Practices (p. 37)				
402-1	Minimum notice periods regarding operational changes		a, b	Information Unavailable	These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle.	SDG 8.8
GRI 409: Forced or Compulsory Labor 2016						
3-3	Management of material topic	Human Rights and Labor Practices (p. 37)				

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
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 (p. 41)				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		a, b, c	Confidentiality Constraint	Information has been deemed confidential by the assigned department.	SDG 16.3, 16.10

Social

Employees Acquisition, Career and Advancement

GRI 401: Employment 2016

3-3	Management of material topic	Employees Acquisition, Career and Advancement (p. 43-47)				
401-1	New employee hires and employee turnover	Diversity and Inclusion (p. 45) EESG KPIs (p. 75)				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	Employees Acquisition, Career and Advancement (p. 45-49)				SDG 3.2, 5.4, 8.5
401-3	Parental leave	Parental Leave (p. 45) EESG KPIs (p. 75)				SDG 5.1, 5.4, 8.5

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 403: Occupational Health and Safety 2018						
3-3	Management of material topic	Wellbeing, Health and Safety (p. 45-47)				
403-1	Occupational health and safety management system	Wellbeing, Health and Safety (p. 45-47)				SDG 3.3, 3.4, 3.9, 8.8, 16.1
403-2	Hazard identification, risk assessment, and incident investigation	Wellbeing, Health and Safety (p. 45-47)				SDG 8.8
403-3	Occupational health services	Wellbeing, Health and Safety (p. 45-47)				SDG 8.8
403-5	Worker training on occupational health and safety	Wellbeing, Health and Safety (p. 45-47)				SDG 8.8
403-8	Workers covered by an occupational health and safety management system	Wellbeing, Health and Safety (p. 45-47)				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 (p. 43-47)				
404-1	Average hours of training per year per employee	Learning and Development (p. 45) EESG KPIs (p. 76)				SDG 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Training and Education (404)						
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development (p. 45)				SDG 8.2, 8.5
404-3	Percentage of employees receiving regular performance and career development reviews		a	Information Unavailable	These requirements will be integrated into the Bank's data management system and considered in the future reporting cycle.	SDG 5.1, 8.5, 10.3
GRI 405: Diversity and Equal Opportunity 2016						
3-3	Management of material topic	Employees Acquisition, Career and Advancement (p. 43-47)				
405-1	Diversity of governance bodies and employees	Board of Directors (p. 27-31)				SDG 5.1, 5.5, 8.5
405-2	Ratio of basic salary and remuneration of women to men	EESG KPIs (p. 74)				SDG 5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016						
3-3	Management of material topic	Human Rights and Labor Practices (p. 37)				
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

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
Community Development and Empowerment						
GRI 413: Local Communities 2016						
3-3	Management of material topic	Community Development and Empowerment (p. 51-59)				
413-1	Operations with local community engagement, impact assessments, and development programs	Community Development and Empowerment (p. 51-59)				
413-2	Operations with significant actual and potential negative impacts on local communities	Community Development and Empowerment (p. 51-59)				SDG 1.4, 2.3
Environmental						
Environmental Management						
GRI 302: Energy 2016						
3-3	Management of material topic	Environmental Management (p. 61-65)				
302-1	Energy consumption within the organization	Environmental Management (p. 65)				SDG 7.2, 7.3, 8.4, 12.2, 13.1
302-3	Energy intensity	Environmental Management (p. 65)				SDG 7.3, 8.4, 12.2, 13.1
302-4	Reduction of energy consumption	Environmental Management (p. 65)				SDG 7.3, 8.4, 12.2, 13.1

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 303: Water and Effluents 2018						
3-3	Management of material topic	Environmental Management (p. 61-65)				
303-1	Interactions with water as a shared resource	Environmental Management (p. 65)				SDG 6.3, 6.4, 6.A, 6.B, 12.4
303-3	Water withdrawal	Environmental Management (p. 65)				SDG 6.4
GRI 305: Emissions 2016						
3-3	Management of material topic	Environmental Management (p. 61-65)				
305-1	Direct (Scope 1) GHG emissions	Environmental Management (p. 62-64) EESG KPIs (p. 77)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Management (p. 62-64) EESG KPIs (p. 77)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-3	Other indirect (Scope 3) GHG emissions	Environmental Management (p. 62-64) EESG KPIs (p. 77)				SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-5	Reduction of GHG emissions	Environmental Management (p. 62-64)				SDG 13.1, 14.3, 15.2

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 306: Waste 2020						
3-3	Management of material topic	Environmental Management (p. 61-65)				
306-1	Waste generation and significant waste-related impacts	Environmental Management (p. 65)				SDG 3.9, 6.3, 6.6, 11.6, 12.4, 12.5
306-2	Management of significant waste-related impacts	Environmental Management (p. 65)				SDG 3.9, 6.3, 8.4, 11.6, 12.4, 12.5
306-3	Waste generated	Environmental Management (p. 65)				SDG 3.9, 6.6, 11.6, 12.5, 12.4, 15.1
306-5	Waste directed to disposal	Environmental Management (p. 65)				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 Suppliers (p. 66)				
204-1	Proportion of spending on local suppliers		a	Information unavailable/incomplete		SDG 8.3

Index Number	Disclosure	Report Section(s) or Direct Response	Omission			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 308: Supplier Environmental Assessment 2016						
3-3	Management of material topic	Procurement and Suppliers (p. 66)				
308-1	New suppliers that were screened using environmental criteria	saib is planning on updating its supplier assessments to include environmental and social criteria as part of its ESMS.				
GRI 414: Supplier Social Assessment 2016						
3-3	Management of material topic	Procurement and Suppliers (p. 66)				
414-1	New suppliers that were screened using social criteria	saib is planning on updating its supplier assessments to include environmental and social criteria as part of its ESMS.				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	Not available
		(1) Number and (2) amount of past due and non-accrual loans qualified to programs designed to promote small business and community development		Number, EGP Mn	FN-CB-240a.2		Not available
		Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers		Number	FN-CB-240a.3		Community Development and Empowerment (p. 57-59)
		Number of participants in financial literacy initiatives		Number	FN-CB-240a.4		
	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	Not available
		Description of whistleblower policies and procedures	Discussion and Analysis	N/A	FN-CB-510a.2		Governance, Transparency and Anti-Corruption (p. 37)
	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	In 2023, SAIB commenced the development of the 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 Cybersecurity (p. 41)
		(1) Number of data breaches, (2) percentage involving personally identifiable information (3) number of account holders affected	Quantitative	Number, Percentage (%)	FN-CB-230a.2		
	Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Quantitative	Metric tons (t) CO ₂ e	FN-CB-410b.1	Environmental Management	Financed emissions are not yet being assessed, but shall be assessed in the upcoming years.
		Gross exposure for each industry by asset class		EGP Mn	FN-CB-410b.2		
		Percentage of gross exposure included in the financed emissions calculation		Percentage (%)	FN-CB-410b.3		
		Description of the methodology used to calculate financed emissions	Discussion and Analysis	N/A	FN-CB-410b.4		
	Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	Basis points (bps)	FN-CB-550a.1	Responsible Banking	Not available
		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		Not available

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	Not available
	Value of checking and savings accounts – Small Business		EGP Mn			Not available
	Number of loans – Small Business		Number	FN-CB-000.B		646
	Value of loans – Small Business		EGP Mn			EGP 1,100,238,634



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 (p. 37)
	Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Human Rights and Labor Practices (p. 37)
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 (p. 37)
	Principle 5	Businesses should uphold the effective abolition of child labor.	Human Rights and Labor Practices (p. 37)
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Diversity and Inclusion (p. 44-45)
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	Environmental Management (p. 61-65)
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Responsible Banking and Sustainable Finance (p. 23-24)
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Responsible Banking and Sustainable Finance (p. 23-24) Environmental Management (p. 61-65)
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Ethical Conduct and Compliance (p. 35-37)

TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board’s oversight of climate-related risks and opportunities.	Governance, Transparency, and Anti-corruption (p. 37-26)
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.	Governance, Transparency, and Anti-corruption (p. 37-26)
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.	Governance, Transparency, and Anti-corruption (p. 37-26)
b. Describe the organisation’s processes for managing climate-related risks.	SAIB has assessed its organizational carbon footprint and is now developing a decarbonization action plan. The Bank is also working on establishing an environmental and social management system to identify and mitigate climate-related risks. This system will also integrate climate risk assessment into the organization’s overall risk management framework.
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 (p. 65-61) EESG KPIs (p. 77)
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 2023 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 2023. The scope of assurance is limited to a review of the Selected Information listed below:

Materiality Assessment	Stakeholder Engagement	saib’s ESG Management

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

- Verifying the data or information provided by saib stated in the Introduction section and 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.

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.

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.

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 2023 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

Masader, Environmental and Energy Services (S.A.E)
 Cairo, May 15, 2024

