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Firstly

ANNUAL GENERAL ASSEMBLY MEETING FOR THE YEAR ENDED 31 DECEMBER 2024

Sunday, 19 March 2025
At 11 AM

Al Ghazal 3 Ballroom
Ritz Carlton
Kingdom of Bahrain

Agenda of the Annual Ordinary General Meeting

For the Year Ended 31 December 2024

1. To approve the minutes of the previous Annual Ordinary General Meeting held on 31 March 2024.
2. To discuss and approve the Board of Directors' report on the Bank's activities for the financial year ended 31 December 2024.
3. To discuss the Shari'a Supervisory Board's report for the financial year ended 31 December 2024.
4. To discuss the external auditors' report on the consolidated financial statements of the Bank for the financial year ended 31 December 2024.
5. To discuss and approve the consolidated financial statements of the Bank for the financial year ended 31 December 2024.
6. To report the transactions carried out by the Bank during the financial year ended 31 December 2024 with any related parties or major shareholders of the Bank as presented in the note (no. 29) to the consolidated financial statements in accordance with Article 189 of the Commercial Companies Law No. 21 for the year 2001 and its amendments.
7. To approve the recommendations of the Board of Directors with respect to the following appropriations of the available net profit attributable to shareholders for the financial year ended 31 December 2024:
 - a. Transfer of BD 5.901 million to the statutory reserves.
 - b. Distribute a total Dividends of 14% of the issued and paid-up share capital of the Bank, amounting to BD 37.533 million, for the financial year ended 31 December 2024, as follows:
 - 6% as cash dividends, equivalent to 6 Bahraini fils per share, amounting to BD 15.551 million, excluding treasury shares;
 - 8% as bonus shares, equating to 21.982 million shares - i.e. (1 share for each 12.5 shares held).
 - c. Retain BD 1 million for charitable donations and social welfare programs.
 - d. Transfer of the remaining balance of BD 10.569 million to retained earnings account.
8. To approve remuneration to the members of the Board of Directors amounting to BD 1.110 million, for the financial year ended 31 December 2024.
9. To receive and discuss the Bank's Corporate Governance Report for the financial year ended 31 December 2024, as required by the Central Bank of Bahrain and Ministry of Industry and Commerce.
10. To absolve the members of the Board of Directors from any liability for their actions as directors during the financial year ended 31 December 2024.
11. To appoint or reappoint the Shari'a Supervisory Board for the financial year ending 31 December 2025 and authorize the Board of Directors to determine their remuneration.
12. To appoint or reappoint external auditors for the financial year ending 31 December 2025 and authorize the Board of Directors to determine their remuneration, taking in consideration that this appointment will be subject to the approval of the Central Bank of Bahrain.
13. To discuss and approve any other matters that may arise as per Article 207 of the Commercial Companies' Law.

01

**To approve the minutes of the
previous Annual Ordinary General
Meeting held on 31 March 2024**

Minutes of the 2024 Annual General Assembly Meeting

Time:

12:00pm - Venue: Four seasons Hotel – Kingdom of Bahrain

Meeting Chairman:

The meeting was presided over by H.E. Sheikh Khalid Bin Mustahail Al Mashani, Chairman of the Board of Directors.

Legal Quorum:

The Chairman announced that the legal quorum was met for holding the Ordinary General Assembly Meeting in accordance with the Bahrain Commercial Companies Law and the Articles of Association of the Bank, as the attendance stood at 81.02%, in person and by proxy, of the total share capital.

Meeting Rapporteur:

The General Assembly authorized the Counsellor – Mr. Eihab Abdullatif Ahmed, Board Secretary as meeting's rapporteur.

The meeting was attended by the following Members of the Board of Directors:

| | |
|--|----------|
| 1. H.E Sh. Khalid Bin Mustahail Al Mashani | Chairman |
| 2. Mr. Salman Saleh Al Mahmeed | Director |
| 3. Mr. Salim Abdulla Al Awadi | Director |
| 4. Mr. Zayed Ali Al Amin | Director |
| 5. Mr. Hishm Saleh Al Saai | Director |
| 6. Mr. Khalid Salem Al Halyan | Director |
| 7. Mr. Tariq Abdul Hafeedh Al Aujaili | Director |

Board Secretary:

| | |
|--|---|
| 1. Counsellor Mr. Eihab Abdullatif Ahmed | Deputy Chief Executive Officer, Board Secretary |
|--|---|

Attended by Fatwa and Shari'a Supervisory Board:

| | |
|--------------------|--------|
| 1. Dr. Osama Bahar | Member |
|--------------------|--------|

Attended by the Executive Management:

| | |
|---------------------------|---|
| 1. Mr. Rafik Al Nayed | Chief Executive Officer Group (CEO) |
| 2. Mr. Anwar Murad | Deputy Chief Executive Officer |
| 3. Counsellor Eihab Ahmed | Deputy Chief Executive Officer, Board Secretary |
| 4. Mr. Yousif Ebrahim | Chief Financial Officer (CFO) |

Minutes of the 2024 Annual General Assembly Meeting (continued)

The meeting was also attended by:

| | |
|-------------------------|---|
| 1. Mr. Ali Haron | Representative of the Central Bank of Bahrain |
| 2. Mr. Husien Mohammed | Representative of the Central Bank of Bahrain |
| 3. Ms. Rayan Ali | Representative of the Central Bank of Bahrain |
| 4. Ms. Khadija Ahmed | Representative of the Central Bank of Bahrain |
| 5. Ms. Fatima AlJar | Representative of the Central Bank of Bahrain |
| 6. Mr. Ahmed AlSalman | Representative of The Ministry of Industry and Commerce |
| 7. Mr. Ali AlAlwai | Representative of The Ministry of Industry and Commerce |
| 8. Mr. Jalil Al Aali | Representative of the KPMG Fakhro – External Auditors |
| 9. Mr. Parven Mink | Representative of the KPMG Fakhro – External Auditors |
| 10. Mr. Abdulla Abdin | Representative of Bahrain Clear, Share Registrar |
| 11. Ms. Heba Mubarak | Representative of Bahrain Clear , Share Registrar |
| 12. Ms. Huda Tarboosh | Representative of Bahrain Clear, Share Registrar |
| 13. Ms. Noor AlHajri | Representative of Bahrain Clear , Share Registrar |
| 14. Mr. Ali Abulhussain | Representative of Bahrain Clear, Share Registrar |
| 15. Mr. Snan AlShrogi | Representative of Bahrain Bourse |
| 16. Mr. Wajdi Al Jallad | Representative of Keypoint Consulting, Share Registrar |

H.E Sh. Khalid Bin Mustahail Al Mashani, the Chairman of the meeting, welcomed the shareholders and thanked them for attending the meeting. He also welcomed the representatives of the Central Bank of Bahrain, the Ministry of Industry and Commerce, KPMG, and the Registrars Bahrain Clear, and presented the agenda of the meeting as follows:

1. To approve the minutes of the previous Annual Ordinary General Meeting held on 20 March 2023:

H.E Sh. Khalid Bin Mustahail Al Mashani presented the previous minutes of the meeting to the shareholders for their comments and approval.

The minutes were approved with no remarks or amendments.

Resolution No. (1) The Ordinary General Assembly unanimously approved the minutes of the previous meeting held on 20th March 2023.

2. To discuss and approve the Board of Directors' Report on the Bank's activities for the financial year ended 31 December 2023.

H.E Sh. Khalid Bin Mustahail Al Mashani, the Chairman of the Board of Directors presented the Board of Directors' Report highlighting the most significant aspects of the Bank's activities in 2023 and the good results achieved by the Bank despite the difficulties and market challenges. He also briefed the Shareholders on the Bank's future plans and requested any potential input from the shareholders on the Board of Directors Report.

There were no remarks on the Board of Directors' Report.

Resolution No. (2); The Ordinary General Assembly unanimously approved the Board of Directors' Report on the Bank's activities for the financial year ended 31 December 2023.

Minutes of the 2024 Annual General Assembly Meeting (continued)

3. To receive the Shari'a Supervisory Board's report for the financial year ended 31 December 2023

Dr. Osama Bahar, member of the Fatwa and Shari'a Supervisory Board, presented and read out the report of Fatwa and Shari'a Supervisory Board and underlined that the Bank is in compliance with the rules and principles of Shari'a in respect of all businesses and transactions of the Bank is the responsibility of the Bank's Management. The Shari'a Supervisory Board representative confirmed that the transactions executed by the Bank during the year, to the extent of the information and data made available to it by the Bank's Management, do not conflict, in general, with the rules and principles of Shari'a. He also confirmed that the accuracy of information, data, numbers, and correctness of the profit distribution are the responsibility of the Management.

Resolution No. (3): The Ordinary General Assembly Unanimously approved the Report of the Bank's Fatwa and Shari'a Supervisory Board for the year ended 31 December 2023.

4. To receive the external auditor's report on the consolidated financial statements of the Bank for the financial year ended 31 December 2023.

Mr. Jalil Ala'ali representative of KPMG Fakhro, the Bank's external auditors reviewed the external auditors report. He stated that the consolidated financial statements present fairly, in all material respects, the consolidated financial position of the group as at 31 December 2023, and consolidated results of its operations, changes in equity, its cash flows, for the year then ended in accordance with the Financial Accounting Standards issued by the Accounting and Auditing Organization for Islamic Financial Institutions.

There were no other remarks on the report.

Resolution No. (4): The Ordinary General Assembly unanimously approved the report of the External Auditors for the year ended 31 December 2023.

5. To discuss and approve the consolidated financial statements of the Bank for the financial year ended 31 December 2023

Mr. Yousif Ibrahim, (CFO), presented the financial statements for the year ended 31 December 2023, noting the continuous growth in assets and liabilities during the past period. The bank achieved a net profit of BHD 42.2 million (an increase of 34% compared to the previous period), as well as a 32% growth in total assets and a 33% growth in total liabilities. The financing portfolio grew by 35% and customer deposits by 36%. He explained that this continuous growth was a result of the bank's increased stake in Al Salam Bank Algeria and the efficiency of its core operations during the period. Mr. Ibrahim also highlighted the quality of the bank's assets, with a non-performing loan ratio of 3.8% (the lowest among local banks) and clarified the bank's capital adequacy ratio and liquidity position at the end of 2023. The Chairman then requested the Shareholders to present their comments in regard to the financial statements.

The Shareholder Ms. Shaima Tuhami commented on the efforts made to achieve these positive results and inquired about the increase in the bank's share of profit in associate companies that was mentioned in the financial statements due to the elimination of the calculation of an associate company as a result of increased acquisition. Mr. Ibrahim explained that the increase in the bank's share of profit in associate companies was a result of the increase in profits of the subsidiary companies, including Bank of Bahrain and Kuwait. Regarding the paragraph about canceling an associate company, it pertains to listing the financial data of Al Salam Bank Algeria as a subsidiary entity after it was previously an associate company, due to the bank's increased stake in the mentioned bank. Ms. Shaima Tuhami also raised several inquiries summarized in the following points:

Minutes of the 2024 Annual General Assembly Meeting (continued)

Ms. Shaima inquired about the increase in the percentage of non-performing loans, which increased by 1.96% to reach 3.36%. It was clarified that the increase resulted from consolidating the financial data of Al Salam Bank Algeria. Despite the slight increase in the mentioned rate, it is considered the lowest compared to other local banks. She also asked about unrealized losses between the periods, which were explained to be a result of profit from a low-priced stock purchase deal with Al Salam Bank Algeria. Additionally, she inquired about the loans-to-deposits ratio (69%), which is considered low, and it was explained that the actual ratio of loans to customer deposits is not less than 75%, which is among acceptable ratios compared to other banks.

Ms. Shaima also asked about the increase in contingent liabilities resulting from letters of credit, which was explained to be due to the consolidation of financial data for Al Salam Bank Algeria, where letters of credit are considered key transactions for the bank. Mrs. Tuhami inquired about the bank's classification plans and why the bank has been delayed in seeking classification. the Group's CEO, Mr. Rafik, explained that the delay was due to the bank's focus on its growth and expansion strategy, to build a solid foundation that would enable a better positive classification. She also asked about the bank's sustainability efforts and the percentage of financing in environmentally friendly projects, which was clarified to be included in the bank's upcoming annual report.

Furthermore, regarding the appointment of women in the executive management, Ms. Shaima inquired about any changes in this regard, and it was explained that the Bank has launched a leadership program (Qaedat) to empower women and enable them to take on leadership positions within the Bank. Finally, she asked about the rumor of the Bank acquiring Bahrain Islamic Bank in a stock swap deal with Bank of Bahrain and Kuwait, and the Group's CEO clarified that it is premature to speculate on this matter as the two parties (National Bank of Bahrain and Bank of Bahrain and Kuwait) are still in talks regarding the potential merger.

Additionally, a Shareholder, Mr. Ahmed Abdulla then inquired about the reason for the increase in provisions compared to the previous year, and it was explained that the mentioned provisions also include provisions for Al Salam Bank Algeria. Therefore, the recorded increase is considered natural due to the consolidation of financial data. In turn, the Chairman praised the Bank's performance and the Board's determination to achieve the best performance in the coming years, and to continue growth.

Since there were no further comments and inquiries about the Report:

Resolution No. (5): The Ordinary General Assembly approved the Bank's consolidated financial statements for the year ended 31 December 2023 as presented by the Board of Directors.

6. To report the transactions carried out by the Bank during the financial year ended 31 December 2023 with any related parties or major shareholders of the Bank as presented in the note no. 28 to the consolidated financial statements in accordance with Article 189 of the Commercial Companies Law No. 21 for the year 2001 and its amendments:

The related parties transactions were shown according to note (No 28) of the consolidated financial statement.

Resolution No (6): The Ordinary General Assembly agreed to ratify and approved the operations and transactions carried out during the year ended 31 December 2023 with any related parties or major shareholders of the Bank as presented in the note (No. 28) of the consolidated audited financial statements.

Minutes of the 2024 Annual General Assembly Meeting (continued)

7. To approve the recommendations of the Board of Directors with respect to the following appropriations of the net profit attributable to shareholders for the financial year ended 31 December 2023, amounting to BD 42.226 million, as follows:
 - a. Transfer of BD 4.223 million to the statutory reserves.
 - b. Distribute a total dividends of 12% of the issued and paid-up share capital of the Bank, amounting to BD 31.032 million, for the financial year ended 31 December 2023, as follows:
 - 7% as cash dividends, equivalent to BD 0.007 per share amounting to BD 17.947 million, excluding treasury shares;
 - 5% as bonus shares, equating to 13.085 million shares – i.e. (1 share for each 20 shares held).

The last day of trading with entitlement to dividends is 1 April 2024, and the first day of trading without entitlement to dividends is 2 April 2024. The record date is 3 April 2024 and the dividends will be paid to the entitled shareholders on 17 April 2024.

- c. Retain BD 500 thousand for charitable donations.
 - d. Transfer of the remaining balance of BD 6.471 million to retained earnings account.

There were no further observations on the proposed distributions as outlined above.

Resolution No (7): The Ordinary General Assembly unanimously approved the allocation of the net profits of the financial year ended 31 December 2023, amounting to BD 42.226 million, as follows:

- a. Transfer of BD 4.223 million to the statutory reserves.
 - b. Distribute a total dividends of 12% of the issued and paid-up share capital of the Bank, amounting to BD 31.032 million, for the financial year ended 31 December 2023, as follows:
 - 7% as cash dividends, equivalent to BD 0.007 per share amounting to BD 17.947 million, excluding treasury shares;
 - 5% as bonus shares, equating to 13.085 million shares – i.e. (1 share for each 20 shares held).

The last day of trading with entitlement to dividends is 1 April 2024, and the first day of trading without entitlement to dividends is 2 April 2024. The record date is 3 April 2024 and the dividends will be paid to the entitled shareholders on 17 April 2024.

- c. Retain BD 500 thousand for charitable donations.
 - d. Transfer of the remaining balance of BD 6.471 million to retained earnings account.

8. To approve remuneration to the members of the Board of Directors amounting to BD 965 thousand, for the financial year ended 31 December 2023

Resolution No. (8): The Ordinary General Assembly unanimously approved the remuneration to the members of the Board of Directors amounting BD 965 thousand for the year ended 31 December 2023.

Minutes of the 2024 Annual General Assembly Meeting (continued)

9. To receive and discuss the Bank's Corporate Governance Report for the financial year ended 31 December 2023, as required by the Central Bank of Bahrain and the Ministry of Industry and Commerce

The Chairman requested the Shareholders to present their comments on the Corporate Governance Report.

In response to the corporate governance report, shareholder Mr. Hussein Abdulhamid AlShehab (who owns one share, representing 0.0% of the Bank's total shares) inquired about the extent of disclosures in the report. Secretary of the Board and the meeting's reporter, Mr. Ehab Ahmed, stated that the report includes all disclosures received by the bank. Mr. Hussein Abdulhamid AlShehab then requested to register his objection regarding discrepancies in some disclosures concerning Board Member candidates. With no other comments or objections, the report was approved by an absolute majority of shareholders represented at the meeting.

Resolution No. (9): The Ordinary General Assembly approved the Bank's Corporate Governance Report for the financial year ended 31 December 2023, as required by the Central Bank of Bahrain.

10. To absolve the members of the Board of Directors from any liability for their actions as directors during the financial year ended 31 December 2023

The shareholders agreed on discharging the members of the Board of Directors from any liability.

Resolution No. (10): The Ordinary General Assembly agreed to absolving the members of the Board from any liability for their actions as directors during the financial year ended 31 December 2023.

11. To appoint or reappoint the Shari'a Supervisory Board for the financial year ending 31 December 2024 and authorize the Board of Directors to determine their remuneration

The Board of Directors recommended to reappoint the members of the Fatwa and Shari'a Supervisory Board for the required period for the financial year ending 31 December 2024 and requested the shareholders to present their comments and suggestions.

Resolution No. (11): The Ordinary General Assembly unanimously agreed to reappoint the members of the Fatwa and Shari'a Supervisory Board for the required period in the financial year ending 31 December 2024, and authorized the Board of Directors to determine their remuneration as follows:

1. Sheikh Adnan Abdulla Al Qattan
2. Sheikh Dr Fareed Yaqoob Almeftah
3. Sheikh Dr. Nizam Yaqubi
4. Sheikh Dr. Osama Bahar

12. To appoint or reappoint external auditors for the financial year ending 31 December 2024 and authorize the Board of Directors to determine their remuneration, taking in consideration that this appointment will be subject to the approval of the Central Bank of Bahrain

The Board recommended that the External Auditors, KPMG is to be reappointed for the audit work for the financial year ended 31 December 2024 and requested the shareholders to present their comments and suggestions.

Resolution No: (12): The Ordinary General Assembly unanimously agreed to reappoint KPMG to carry out the external auditing work for the financial year ending 31 December 2024 and authorized the Board of Directors to determine their fees, subject to the approval of the Central Bank of Bahrain.

Minutes of the 2024 Annual General Assembly Meeting (continued)

13. Elect Board of Directors for the Bank, comprising of 9 members for the next term of three years subject to the approval of the Central Bank of Bahrain

After the voting process for the new board under the supervision of a committee consisting of representatives from the Bank's registrar Bahrain Clear, the Ministry of Industry and Commerce, the Bank's auditors KPMG, and a representative from the Central Bank, the certified voting results were handed over and signed by members of the vote counting committee to the meeting's reporter, Mr. Ehab Ahmed. He then proceeded to announce the names of the elected board members according to the certified voting results. The results were as follows:

Resolution No. 13: The Ordinary General Assembly elected nine members to the Board of Directors of Al Salam Bank for the next term for a period of three years from March 2024 to March 2027 in the following order:

| | |
|---|------------------------------|
| 1. Mr. Hisham Saleh Al Saie | (holding 270,047,864 shares) |
| 2. Mr. Ahmed Habib Kassim | (holding 269,343,559 shares) |
| 3. H.E. Sh. Khalid Mustahil Al Mashani | (holding 221,708,072 shares) |
| 4. Mr. Matar Mohamed Murad Al-Blooshi | (holding 206,190,837 shares) |
| 5. Mr. Zayed Ali Rashid Al-Amin | (holding 199,252,814 shares) |
| 6. Mr. Salman Saleh Al-Mahmeed | (holding 198,282,528 shares) |
| 7. Mr. Alhur Mohamed Al-Suwaidi | (holding 192,185,450 shares) |
| 8. Mr. Salim Abdullah Al-Awadi | (holding 185,358,742 shares) |
| 9. Mr. Tariq bin Abdul Hafez Al-Aujaili | (holding 185,358,742 shares) |

Additionally, Mr. Khalid Al-Halyan and Mr. Hussein Abdulhamid Al-Shihab ranked tenth and eleventh, respectively, in terms of share ownership at the meeting, according to the certified voting results:

| | |
|-------------------------------------|------------------------------|
| 10. Mr. Khalid Salem Al-Halyan | (holding 119,480,699 shares) |
| 11. Mr. Hussein Abdulhamid AlShehab | (holding 10,420,927 shares) |

The General Assembly approved them as reserve members for the board.

14. To discuss and approve any other matters that may arise as per Article 207 of the Commercial Companies' Law No. (21) of 2001 and its subsequent amendments.

No new matter was discussed under this item.

There were no further matters for discussion in the agenda of the meeting, H. E. Sh. Khalid Bin Mustahail Al Mashani, the Chairman, expressed his thanks to all attended shareholders, representatives of the official authorities, directors and the Executive Management for their continued support, and announced the end of the meeting.

The meeting closed at 1:00 afternoon.

H. E. Sh. Khalid Bin Mustahail Al Mashani
Chairman of the Board
Chairman of the Meeting

Counsellor Mr. Ehab Abdullatif Ahmed
Deputy Chief Executive Officer of Corporate Affairs
Board Secretary
Meeting Rapporteur

02

**To discuss and approve the Board
of Directors' report on the Bank's
activities for the financial year
ended 31 December 2024**

Board of Directors' Report – 2023 Financial Year Results

As we reflect on 2024, I am proud to report that Al Salam Bank has delivered another year of exceptional achievements and growth, navigating a complex global economic landscape with agility and clarity. The GCC – a region underpinned by economic diversification, sound fiscal policies, strong consumer confidence, and favourable demographic trends – continued to demonstrate resilience and promise. The region achieved an estimated economic growth rate of 1.6% in 2024, with growth momentum projected to accelerate to 4.2% in 2025 and 2026 (World Bank, 2024).

Bahrain maintained its upward trajectory with real GDP projected to achieve growth of 3% and 3.5% in 2024 and 2025 respectively. GDP growth in Bahrain continues to be primarily driven by the non-oil sector which constitutes nearly 90% of the economy by 2029 (IMF, 2024). In light of these positive developments and reflecting the Government's ongoing fiscal reforms and deficit reduction efforts, S&P reaffirmed Bahrain's 'B+/B' rating with a stable outlook.

In 2024, Al Salam Bank achieved record-breaking financial results, underscoring the effectiveness of our strategic vision and operational strength. The Bank reported gross operating income of BD 393.48 million (US\$ 1.04 billion), marking a 40.9% increase compared to 2023. This performance was driven by both organic growth in our Group operations and the successful execution of strategic acquisitions. Correspondingly, net profit attributable to shareholders grew by 39.8%, reaching BD 59.01 million (US\$ 156.53 million).

The Bank's consolidated asset base increased by 37.2% on a year-on-year basis, closing at BD 7.06 billion (US\$ 18.73 billion) in 2024. The financing book also recorded significant growth of 36.8%, reaching BD 3.66 billion (US\$ 9.71 billion). Our capital adequacy ratio increased to 24.8%, reflecting our financial resilience and prudent risk management.

Based on this exceptional performance, the Board of Directors has recommended a dividend distribution of 14% of the Bank's issued and paid-up share capital (6% cash dividends and 8% stock dividends), aggregating BD 37.5 million (US\$ 99.6 million), subject to AGM and regulatory approval.

The Bank viewed 2024 as an opportunity to advance its strategic vision and client-focused approach, further cementing its position as a leading and diversified financial group in the region. A core aspect of this journey was ensuring sustainable growth aligned with evolving market trends. We continually enhanced our offerings to address the changing needs of our clients and deliver cutting-edge, innovative solutions.

A key milestone was the successful acquisition of Kuwait Finance House - Bahrain, which expanded our asset base by 28.7% and solidified our position as Bahrain's largest Islamic bank. The seamless integration ensured uninterrupted services for clients while creating new avenues for growth and innovation in the industry.

Additionally, we launched ASB Capital, our asset management arm headquartered in the Dubai International Financial Centre (DIFC). With US\$ 4.5 billion in assets under management (AUM), ASB Capital is poised to reshape the regional investment landscape, offering innovative financial solutions and access to exclusive investment opportunities traditionally only available to institutional investors. This initiative demonstrates our commitment to scaling our asset management capabilities and addressing the growing demand for sophisticated financial solutions.

Our commitment to innovation was further highlighted by significant advancements in our digital strategy, redefining client experiences and empowering Bahrain's entrepreneurial ecosystem. The development and launch of the Workspaces portal for MSMEs provided flexible, tailored solutions for SMEs, enhancing their ability to grow and thrive. Additionally, the opening of our fully digital branch improved accessibility and convenience, setting a new standard for client engagement through innovative, technology-driven solutions.

We also achieved PCI DSS 4.0 certification, a globally recognized standard for payment security. Complementing these advancements, we introduced a comprehensive financing campaign offering competitive rates across personal, property, and auto financing schemes, alongside government-backed programs like Mazaya and Tas'heel. These initiatives delivered tangible benefits to clients while reinforcing our commitment to meeting their diverse financial needs.

Sustainability and social responsibility remained integral to our strategy in 2024. Our partnerships supported impactful local development projects, further strengthening our role as a driver of community-focused progress and aligning with Bahrain's broader vision for sustainable development. We also prioritized empowering Bahrain's youth through initiatives such as Youth City 2030, where we offered workshops and training programs designed to equip the next generation of leaders with the skills needed to thrive in a dynamic economic landscape. These programs underscore our continued dedication to nurturing talent, leadership, and inclusivity.

Board of Directors' Report – 2023 Financial Year Results (continued)

AI Salam Bank's accomplishments in 2024 were recognized both regionally and globally. The Bank was named 'MENA Retail Bank of the Year' and Bahrain's 'Bank of the Year', a reflection of our industry-leading client solutions and operational excellence. We also received the prestigious 'Elite Quality Recognition Award' from JP Morgan for outstanding efficiency in payment processing.

As we step into 2025, AI Salam Bank is poised to build on the solid foundations laid over the past year, guided by a clear strategic vision and a commitment to innovation and excellence. Our focus remains on creating sustainable value for our shareholders, delivering exceptional experiences to our clients, empowering our employees, and contributing meaningfully to the communities we serve. With the trust of our stakeholders and the dedication of our team, we are well-prepared to embrace the opportunities and challenges that lie ahead, driving the Bank toward even greater success.

In line with the Commercial Companies Law No. (21) of 2001 and its amendments, and pursuant to the provisions of Article No. (188) of the Commercial Companies Law and Article No. (125) of the Executive Regulations of Resolution No. (3) for the year 2023, we are pleased to attach the table below that shows the remuneration of members of the Board and the Executive Management for the year ending 31 December 2024.

Disclosure forms for the remuneration of members of the Board of Directors and the Executive Management in the report of the Board of Directors

First: Board of Directors' remuneration details:

| Name | Remunerations of the Chairman and BOD | Fixed remunerations | | | Variable remunerations | | | End-of-service award | Aggregate amount (Does not include expense allowance) | Expenses Allowance |
|---|---------------------------------------|--|----------|---------|------------------------|---------------------------------------|-------|----------------------|---|--------------------|
| | | Total allowance for attending Board and committee meetings | Salaries | Others* | Total | Remunerations of the Chairman and BOD | Bonus | Incentive plans | Others** | Total |
| First: Independent Directors: | | | | | | | | | | |
| 1- Mr. Salim Abdullah Al Awadi | 120,000 | 60,000 | - | - | 180,000 | - | - | - | - | 180,000 |
| 2-Mr. Alhur Mohammed Al Suwaidi | 120,000 | 72,000 | - | - | 192,000 | - | - | - | - | 192,000 |
| 3-Mr. Tariq Abdul Hafidh Al- Aujaili | 120,000 | 76,000 | - | - | 196,000 | - | - | - | - | 196,000 |
| 4-Mr. Ahmed Habib Kassim | 120,000 | 56,000 | - | - | 176,000 | - | - | - | - | 176,000 |
| Second: Non-Executive Directors: | | | | | | | | | | |
| 1-H. E. Shaikh Khalid Al Mashani | 150,000 | 95,000 | - | - | 245,000 | - | - | - | - | 245,000 |
| 2-Mr. Matar Mohamed Al Blooshi | 120,000 | 60,000 | - | - | 180,000 | - | - | - | - | 180,000 |
| 3-Mr. Salman Saleh Al Mahmeed | 120,000 | 52,000 | - | - | 172,000 | - | - | - | - | 172,000 |
| 4- Mr. Zayed Ali Al-Amin | 120,000 | 64,000 | ■ | ■ | 184,000 | ■ | ■ | ■ | ■ | 184,000 |
| 5- Mr. Hisham Saleh Al-Saie | 120,000 | 52,000 | ■ | ■ | 172,000 | ■ | ■ | ■ | ■ | 172,000 |
| Total | 1,110,000 | 587,000 | - | - | 1,697,000 | - | - | - | - | 1,697,000 |

Note: All amounts stated in Bahraini Dinars. The Bank does not have any Executive Directors

Other remunerations:

* No in-kind benefits.

** No share of the profits.

Board remuneration represents allocation of proposed remuneration for 2024, subject to approval of the Annual General Meeting

Board of Directors' Report – 2023 Financial Year Results (continued)

Second: Executive Management remuneration details:

| Executive Management | Total paid salaries and allowances | Total paid remuneration (Bonus) | Any other cash/ in kind remuneration for 2024 | Aggregate Amount |
|---|------------------------------------|---------------------------------|---|------------------|
| Top 6 remunerations for executives, including CEO* and Senior Financial Officer** | 1,905,900 | 1,821,486 | 1,691,065 | 5,418,451 |

Note: All amounts must be stated in Bahraini Dinars.

* The highest authority in the Executive Management of the company, the name may vary: (CEO, President, General Manager (GM), Managing Director...etc).

** The company's highest financial officer (CFO, Finance Director, ...etc)

Notes:

- 1 Paid salaries and allowances exclude indirect staff expenses such as GOSI contributions, leave and indemnity accruals, medical insurance and air travel reimbursements.
- 2 Other cash remuneration include sales based incentives and board remuneration earned by executive management from their role in investee companies or other subsidiaries.
- 3 In addition to the benefits reported above, the Bank also operates a long-term share incentive plan (LTIP) that allows employees to participate in a share-ownership plan. Under the terms of the LTIP, employees allocated shares, would vest and acquire by employees over a performance period of 5-6 years. The non-cash accounting charge for the LTIP is assessed under IFRS 2 - Share-based payment and recognized over the vesting period of 5 years. No new share awards were made during 2024. Refer to the Remuneration related disclosures in the Annual Report for a better understanding of the Bank's variable remuneration framework components.



H.E. Shaikh Khalid Bin Mustahil Al Mashani

Chairman

6 February 2025

Manama, Kingdom of Bahrain

03

**To discuss the Shari'a
Supervisory Board's report
for the financial year ended 31
December 2024**

Fatwa & Shari'a Supervisory Board Report to the Shareholders

In the name of Allah, the Beneficent and the Merciful

*Praise be to Allah; Prayers and peace be upon the most ennable messenger,
our Prophet Muhammad and his companion.*

The Report of Shari'a Supervisory Board of Al Salam Bank B.S.C, ("the Board") submitted to the General Assembly on the Bank's activities during the financial year ending 31 December 2024.

First: Memorandum and Articles of Association

Al Salam Bank, B.S.C. operates as an Islamic Bank authorized by the Central Bank of Bahrain. We therefore confirm that the Memorandum and Articles of Association of the Bank are in conformity with the rules and principles of Shari'a.

Second: Activities of the Bank and Board's Guidance

The Board has supervised the activities and transactions of the Bank during the reporting year either directly or through the Shari'a Board executive Committee and/or the Sharia Compliance department, it has, therefore, instructed and guided various departments to comply with the rules and principles of Shari'a and fatwas of the Board in relation to such activities and transactions. During the year, the SSB has held four meetings with the senior staff of the Bank, three of which are conducted physically, and one was conducted online. Also, SSB Executive Committee conducted nine meetings.

Third: Contracts and Transactions

The Board studied the operational structures that have been presented to it during the year, approved their contracts and documents, and responded to the questions and inquiries that were raised in respect thereof and issued decisions and fatwas in this regard. These fatwas and decisions have been circulated to the concerned departments of the Bank for execution and implementation. It has also reviewed and studied drafts of the contracts and agreements that were presented to it in respect to sukuks (investment certificates), syndicated financing transactions and investment funds and approved them after its comments were considered.

Fourth: Access to Records

The Management of the Bank has positively cooperated with the Board and based on its request, allowed it to access the records, information and data of the Bank that are necessary for it to perform its tasks or are relevant to Sharia audit and Sharia supervision.

Fifth: Shari'a Audit

The Board has reviewed Internal Shari'a Audit reports and pointed out its observations on the reports. The Board further reviewed and discussed the external Shari'a Auditor observations and took note of these observations.

Sixth: Training

The Board has taken note of the efforts of the Bank's Management in training its employees and recommended that the Management continues to conduct regular training programmes for its employees in order to raise the level of Shari'a performance and compliance.

Seventh: Balance Sheet

The Board has reviewed the balance sheet, profit and loss accounts, accounting policies for the preparation of the financial statement and the basis of distributing dividends and profits to the shareholders and depositors.

The Board believes that the financial information presented in the balance sheet, to the extent of correct presentation and information provided by the Bank's Management and the Bank's compliance with some observations, did not result in non-compliance of the underlying transactions with the rules and principles of Shari'a. The Bank have set-aside and purified non-Shari'a compliant earnings by channelling them to relevant accounts established for disbursement of charity amounts. The Board, therefore, approved the balance sheet.

Fatwa & Shari'a Supervisory Board Report to the Shareholders (continued)

Eighth: Zakah

Since the Articles of Association of the Bank do not oblige the Bank to pay Zakah on behalf of shareholders, and on the invested Shareholder's equity, the Board has reviewed the calculation of the Zakah payable by the shareholders in order to be disclosed in the balance sheet. The Zakah calculation was prepared in line with Shari'a Standards no.35 on Zakah and Financial Accounting Standards no.39 on Financial Reporting for Zakah issued by Accounting and Auditing Organization for Islamic Financial Institutions ("AAOIFI"). Resultantly, the Board approved the calculation of Zakah and instructed the bank to notify Shareholders of the Zakah for this year as a disclosure in the balance sheet.

Ninth: Charity Fund

The Board has ensured, through its representative in the Social Committee, that all non-Sharia compliant income and dividends are channelled to the Bank's Charity Fund, which are noted to be resulted from either the previous transactions due to merger and conversion of conventional banks into Al Salam Bank or any other arising reasons.

Decision of the Board

The Board emphasizes that compliance to the rules and principles of the Shari'a in respect of all the businesses and transactions of the Bank is the responsibility of the Bank's Management. The Board confirms that the transactions executed by the Bank during the year, to the extent of the information and the data made available to it by the Bank's Management, do not conflict, in general, with the rules and principles of Shari'a and standards issued by Accounting and Auditing Organization for Islamic Financial Institutions "AAOIFI". The Board also confirms that the accuracy of information, data, numbers, and correctness of the profit distribution are the responsibility of the management.

Allah is the guider to the right path.

The Board wishes for the Bank a **continuous** success and rectitude in doing things that pleases Allah.

Fatwa and Shari'a Supervisory Board



Shaikh Adnan Abdulla AlQattan

Chairman



Dr. Fareed Yaqoob AlMeftah

Vice Chairman



Dr. Nedham Mohamed Yaqoobi

Member



Dr. Osama Mohamed Bahar

Member



Dr. Mohammed Arbouna

Head – Shari'a Compliance Department

04

**To discuss the external auditors' report
on the consolidated financial statements
of the Bank for the financial year ended
31 December 2024**

Independent Auditors' Report to the Shareholders

Al Salam Bank B.S.C., Manama, Kingdom of Bahrain

31 December 2024

Opinion

We have audited the accompanying consolidated financial statements of Al Salam Bank B.S.C. (the "Bank"), and its subsidiaries (together the "Group") which comprise the consolidated statement of financial position as at 31 December 2024, the consolidated statements of income, comprehensive income, income and attribution related to quasi-equity, changes in owners' equity, cash flows and changes in off-balance sheet assets under management for the year then ended, and notes comprising significant accounting policies and other explanatory information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2024, and its consolidated results of operations, consolidated income and attribution related to quasi-equity, consolidated changes in owners' equity, consolidated cash flows, and consolidated changes in off-balance sheet assets under management for the year then ended in accordance with the Financial Accounting Standards ("FAS") issued by the Accounting and Auditing Organisation for Islamic Financial Institutions ("AAOIFI").

In our opinion, the Group has also complied with the Islamic Shariah Principles and Rules as determined by the Group's Shariah Supervisory Board during the year ended 31 December 2024.

Basis for Opinion

We conducted our audit in accordance with Auditing Standards for Islamic Financial Institutions ("ASIFIs") issued by AAOIFI. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the consolidated financial statements section of our report. We are independent of the Group in accordance with AAOIFI's Code of Ethics for Accountants and Auditors of Islamic Financial Institutions and International Ethics Standards Board for Accountants International Code of Ethics for Professional Accounting (including International Independence Standards) (together the "code"), together with the ethical requirements that are relevant to our audit of the consolidated financial statements in the Kingdom of Bahrain, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Independent Auditors' Report to the Shareholders

Al Salam Bank B.S.C., Manama, Kingdom of Bahrain

31 December 2024

Impairment allowance on financing contracts

Refer to accounting policy in Note 2.4 (d), disclosure on use of estimates and judgment in Note (2.3) and management of credit risk in Note (32.2) to the consolidated financial statements.

| The key audit matter | How the matter was addressed in our audit |
|----------------------------------|--|
| We focused on this area because: | <p>Our procedures included, but not limited to:</p> <ul style="list-style-type: none"> Evaluating the appropriateness of the accounting policies adopted based on the requirements of applicable accounting standards, regulatory guidance, our business understanding and industry practice. Confirming our understanding of management's processes, systems and controls over the ECL calculation process |
| | <p>Control testing</p> <p>We performed process walkthroughs to identify key systems, applications and controls associated with the ECL calculation process.</p> <p>Key aspects of our control testing involved the following:</p> <ul style="list-style-type: none"> Testing controls over the transfer of data between underlying source systems and the ECL models that the Group operates. Performing a detailed credit risk assessment for a sample of performing corporate contracts to test controls over the credit rating and monitoring process. Testing controls over the review and approval of post model adjustments and management overlays and the governance process over such overlays. Testing controls over the modelling process, including governance over model monitoring, validation and approval. |
| | <p>Tests of details</p> <p>Key aspects of our testing involved:</p> <ul style="list-style-type: none"> Reviewing a sample of credit files for performing accounts and evaluating the financial performance of the borrower, source of repayment and eligible collateral and on this basis assess the appropriateness of credit rating and staging. Sample testing over key data inputs used in estimating the ECL and assessing the completeness, accuracy and relevance of data used. Re-performing key elements of the Group's model calculations and assessing performance results for accuracy. Sample testing over factors used to determine whether significant increase in credit risk has been appropriately identified. Selecting a sample of post model adjustments and management overlays to assess the reasonableness of the adjustments by challenging key assumptions, testing the underlying calculation and tracing a sample back to source data. Assessing the adequacy of provisions against individually impaired financing assets (stage 3) in accordance with the applicable FAS. |
| | <p>Use of specialists</p> <p>For the relevant portfolios examined, we have involved our specialists to assist us in assessing IT system controls and challenging key management assumptions used in estimating expected credit losses. Key aspects of their involvement included the following:</p> <ul style="list-style-type: none"> We involved our Information Technology Audit specialists to test the relevant General IT and Application Controls over key systems used for data extraction as part of the ECL calculation process. We involved our credit risk specialists in: <ul style="list-style-type: none"> Evaluating the appropriateness of the Group's ECL methodologies (including the staging criteria used); On a test check basis, re-performing the calculation of certain components of the ECL model (including the staging criteria); Evaluating the appropriateness of the Group's methodology for determining the economic scenarios used and the probability weights applied to them; and Evaluating the overall reasonableness of the management forward-looking estimates by comparing it to external market data and our understanding of the underlying sector and macroeconomic trends. |
| | <p>Disclosures</p> <p>We assessed the adequacy of the Group's disclosure in relation to use of significant estimates and judgement and credit quality of financing assets by reference to the requirements of relevant accounting standards.</p> |

Independent Auditors' Report to the Shareholders

Al Salam Bank B.S.C., Manama, Kingdom of Bahrain

31 December 2024

Business Combination

Refer to accounting policy in Note 2.2 (i) and disclosure related to the business combination in Note (45) to the consolidated financial statements.

| The key audit matter | How the matter was addressed in our audit |
|--|--|
| <p>During the year, the Group completed the acquisition of ASB Finance B.S.C.(c) formerly Kuwait Finance House (Bahrain) B.S.C.(c) which has been accounted for as a business combination using acquisition accounting in accordance with IFRS 3 Business Combinations ("IFRS 3"). The acquisition involved significant management judgement and estimates, particularly in:</p> <ul style="list-style-type: none">Identifying and measuring the fair values of assets and liabilities acquired including intangible assets;Determining the purchase price allocation (PPA) and assessing goodwill recognition. <p>Giving the complexity of the valuation process and material impact on the Group's consolidated financial statements, we considered this is a key audit matter.</p> | <p>Our procedures included but not limited to:</p> <ul style="list-style-type: none">Evaluating management process for identifying and valuing acquired assets and liabilities;Assessing whether the acquisition qualifies as a business under IFRS 3 or an asset acquisition;Assessing the initial classification of the acquired assets and liabilities;Involving our valuation specialists to review the reasonableness of fair value estimates made by management on the acquired assets and liabilities, particularly for intangible assets such as customer relationships and core deposits by assessing methodologies and testing key assumptions such as growth rates, revenue projections and discount rates etc;Evaluating the accounting policy adopted by management for the identification of POCI financial assets and assessed the appropriateness of fair value adjustments made on initial recognition.Reviewing the reasonableness of the estimated useful lives of acquired intangible assets; andTesting the process and controls put in place over consolidation of the financial position and results of the subsidiary from the date of acquisition, including assessing consistency of accounting policies used. |

Disclosures

evaluating the appropriateness and adequacy of disclosures in relation to the business combination by reference to the relevant accounting standards.

Independent Auditors' Report to the Shareholders

Al Salam Bank B.S.C., Manama, Kingdom of Bahrain

31 December 2024

Other Information

The board of directors is responsible for the other information. The other information comprises the annual report but does not include the consolidated financial statements and our auditors' report thereon. Prior to the date of this auditors' report, we obtained the board of directors' report which forms part of the annual report, and the remaining sections of the annual report are expected to be made available to us after that date.

Our opinion on the consolidated financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we have obtained prior to the date of this auditors' report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Board of Directors for the Consolidated Financial Statements

The board of directors is responsible for the Group's undertaking to operate in accordance with Islamic Sharia Rules and Principles as determined by the Group's Shariah Supervisory Board.

The board of directors is also responsible for the preparation and fair presentation of the consolidated financial statements in accordance with FAS, and for such internal control as the board of directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the board of directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board of directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ASIFIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with ASIFIs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board of directors.

Independent Auditors' Report to the Shareholders

Al Salam Bank B.S.C., Manama, Kingdom of Bahrain

31 December 2024

- Conclude on the appropriateness of the board of directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the board of directors with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the board of directors, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Regulatory Requirements

As required by the Commercial Companies Law 2001 (as amended) and Volume 2 of the Rulebook issued by the Central Bank of Bahrain, we report that:

- a) the Bank has maintained proper accounting records and the consolidated financial statements are in agreement therewith;
- b) the financial information contained in the chairman's report is consistent with the consolidated financial statements;
- c) we are not aware of any violations during the year of the Commercial Companies Law 2001 (as amended), the CBB and Financial Institutions Law No. 64 of 2006 (as amended), the CBB Rule Book (Volume 2, applicable provisions of Volume 6 and CBB directives), the CBB Capital Markets Regulations and associated resolutions, the Bahrain Bourse rules and procedures or the terms of the Bank's memorandum and articles of association that would have had a material adverse effect on the business of the Bank or on its financial position; and
- d) satisfactory explanations and information have been provided to us by management in response to all our requests.

The engagement partner on the audit resulting in this independent auditors' report is Jalil Al Aali.



KPMG Fakhro
Partner Registration Number 100
6 February 2025

05

**To discuss and approve
the consolidated financial
statements of the Bank for
the financial year ended 31
December 2024**

Consolidated Statement of Financial Position

As at 31 December 2024

| | Note | 2024 BD '000 | 2023 BD '000 |
|---|------|------------------|-----------------|
| ASSETS | | | |
| Cash and balances with banks and central banks | 4 | 633,611 | 537,874 |
| Placements with financial institutions | 5 | 476,450 | 293,580 |
| Investments in sukuk | 6 | 1,447,803 | 1,002,839 |
| Financing contracts | 7 | 3,661,670 | 2,676,460 |
| Non-trading investments | 9 | 97,944 | 100,060 |
| Takaful and related assets | 10 | 26,353 | 67,370 |
| Investments in real estate | 11 | 129,295 | 78,070 |
| Investments in associates | 12 | 255,008 | 231,484 |
| Other assets | 13 | 129,894 | 81,228 |
| Goodwill and other intangible assets | 14 | 204,750 | 78,145 |
| TOTAL ASSETS | | 7,062,778 | 5,147,110 |
| LIABILITIES, QUASI-EQUITY AND OWNERS' EQUITY | | | |
| LIABILITIES | | | |
| Placements from financial institutions and individuals | 15 | 171,016 | 136,511 |
| Murabaha term financings | 16 | 751,062 | 510,848 |
| Customers' current accounts | | 1,279,886 | 1,066,031 |
| Takaful and related liabilities | 10 | 75,550 | 114,493 |
| Other liabilities | 17 | 127,822 | 106,192 |
| TOTAL LIABILITIES | | 2,405,336 | 1,934,075 |
| QUASI-EQUITY | | | |
| Wakala from financial institutions | 18 | 420,231 | 379,768 |
| Wakala and mudaraba from customers | 18 | 3,643,830 | 2,424,617 |
| TOTAL QUASI-EQUITY | | 4,064,061 | 2,804,385 |
| OWNERS' EQUITY | | | |
| Share capital | 19 | 274,778 | 261,693 |
| Treasury shares | 19 | (28,010) | (6,799) |
| Employees incentive scheme shares | | (6,617) | (8,770) |
| Share premium | | 209 | 209 |
| Retained earnings | | 60,563 | 44,348 |
| Reserves | | 59,554 | 46,722 |
| Equity attributable to the Bank's shareholders | | 360,477 | 337,403 |
| Subordinated mudaraba (AT1) | 19 | 159,026 | - |
| Non-controlling interest | | 73,878 | 71,247 |
| TOTAL OWNERS' EQUITY | | 593,381 | 408,650 |
| TOTAL LIABILITIES, QUASI-EQUITY AND OWNERS' EQUITY | | 7,062,778 | 5,147,110 |



H.E. Shaikh Khalid bin Mustahil Al Mashani
Chairman



Matar Mohamed Al Blooshi
Deputy Chairman



Rafik Nayed
Group Chief Executive Officer

Consolidated Income Statement

Year ended 31 December 2024

| | Note | 2024 BD '000 | 2023 BD '000 |
|--|------|------------------|-----------------|
| INCOME | | | |
| Income from financing contracts | 22 | 261,810 | 174,003 |
| Income from investments in sukuk | | 71,568 | 48,755 |
| Finance expense on placements from financial institutions and individuals | | (11,039) | (8,446) |
| Finance expense on murabaha term financings | | (30,851) | (25,517) |
| Net finance income | | 291,488 | 188,795 |
| Income from non-trading investments, net | 23 | 2,433 | 7,701 |
| Fees and commission, net | 24 | 27,141 | 16,383 |
| Share of profit from associates | 12 | 18,169 | 21,043 |
| Income from takaful operations, net | 25 | 5,357 | 7,571 |
| Other income | 26 | 7,004 | 3,803 |
| Total income | | 351,592 | 245,296 |
| EXPENSES | | | |
| Staff costs | 27 | 44,346 | 31,765 |
| Other operating expenses | 28 | 55,567 | 37,768 |
| Total expenses | | 99,913 | 69,533 |
| Profit before allowances for impairment, income attribution to quasi-equity and tax | | 251,679 | 175,763 |
| Allowance for impairment on financing contracts, investments and other assets | 8 | (21,173) | (22,989) |
| Profit before income attribution to quasi-equity and tax | | 230,506 | 152,774 |
| Income attributable to quasi-equity | | (154,516) | (100,087) |
| Profit before tax | | 75,990 | 52,687 |
| Tax | | (6,489) | (4,509) |
| PROFIT FOR THE YEAR | | 69,501 | 48,178 |
| ATTRIBUTABLE TO: | | | |
| - Bank's shareholders | | 59,012 | 42,226 |
| - Non-controlling interest | | 10,489 | 5,952 |
| | | 69,501 | 48,178 |
| Basic and diluted earnings per share (fils) | 21 | 20.7 | 16.3 |

H.E. Shaikh Khalid bin Mustahil Al Mashani
Chairman

Matar Mohamed Al Blooshi
Deputy Chairman

Rafik Nayed
Group Chief Executive Officer

Consolidated Statement of Comprehensive Income

Year ended 31 December 2024

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Profit for the year | 69,501 | 48,178 |
| Other comprehensive income | | |
| Items that are or may be reclassified subsequently to the income statement | | |
| Fair value changes on investments carried at fair value through OCI | 7,905 | (2,475) |
| Share of movement in fair value reserve of an associate | 4,276 | 8,511 |
| Movement in foreign currency translation reserve | 1,381 | 2,379 |
| Share in reserve attributable to quasi-equity | (5,376) | - |
| Total other comprehensive income for the year | 8,186 | 8,415 |
| Total comprehensive income | 77,687 | 56,593 |
| ATTRIBUTABLE TO: | | |
| - Bank's shareholders | 67,124 | 50,398 |
| - Non-controlling interest | 10,563 | 6,195 |
| | 77,687 | 56,593 |

Consolidated Statement of Income and Attribution Related to Quasi-Equity

Year ended 31 December 2024

| | Note | 2024 BD '000 | 2023 BD '000 |
|--|--------------|-----------------|-----------------|
| Profit before allowances for impairment, income attribution to quasi-equity and tax | | 251,679 | 175,763 |
| Adjusted for: | | | |
| Income not attributable to quasi-equity | | (35,631) | (23,786) |
| Expenses not attributable to quasi-equity | | 99,913 | 69,533 |
| Share of income for Bank's investments, net | | (69,180) | (50,250) |
| Allowance for impairment attributable to quasi-equity | | (5,635) | 5,429 |
| Total income available for quasi-equity holders | | 241,146 | 176,689 |
| Mudarib's share | | (5,995) | (5,842) |
| Wakala incentive | | (80,635) | (70,760) |
| Income attributable to quasi-equity | A | 154,516 | 100,087 |
| Other comprehensive income – attributable to quasi-equity – before recycling to statement of income | | | |
| Items that will not be classified to income statement | | 5,376 | - |
| Other comprehensive income not subject to immediate distribution | | (5,376) | - |
| Other comprehensive income subject to immediate distribution | B | - | - |
| Total income attributable to quasi-equity | C=A+B | 154,516 | 100,087 |

Consolidated Statement of Changes in Owners Equity

Year ended 31 December 2024

| | Attributable to shareholders of the bank | | | | | | | | | | Amounts in BD '000s | | | |
|--|--|-----------------|-----------------|---------------|-------------------|-------------------|--------------------|-------------------------------|--------------------------------|--------------------------------------|-------------------------------------|-----------------------------|--------------------------|-----------------------|
| | Reserves | | | | | | | | | | | | | |
| | Employee incentive scheme shares | Share capital | Treasury shares | Share premium | Retained earnings | Statutory reserve | Share grant scheme | Investment fair value reserve | Real estate fair value reserve | Foreign exchange translation reserve | Attributable to Bank's shareholders | Subordinated mudaraba (AT1) | Non-controlling interest | Total owners' equity |
| Balance at 1 January 2024 | 261,693 | (6,799) | (8,770) | 209 | 44,348 | 25,982 | 2,120 | (2,07) | 22,691 | (1,464) | 46,722 | 337,403 | - | 71,247 408,650 |
| Impact of adoption of FAS 42 and 43 (note 2.4. (ii) and (iii)) | - | - | - | - | - | (1,332) | - | - | - | - | - | (1,332) | - | (1,290) (2,622) |
| Restated balance as at 1 January 2024 | 261,693 | (6,799) | (8,770) | 209 | 43,016 | 25,982 | 2,120 | (2,607) | 22,691 | (1,464) | 46,722 | 336,071 | - | 69,957 406,028 |
| Profit for the year | - | - | - | - | 59,012 | - | - | - | - | - | 59,012 | - | 10,489 | 69,501 |
| Other comprehensive income | - | - | - | - | - | - | - | 6,805 | - | 1,307 | 8,112 | 8,112 | - | 74 8,186 |
| Sale of investments in real estate | - | - | - | - | - | - | - | (8) | - | (8) | (8) | (8) | - | (8) |
| Issuance of subordinated mudaraba (AT1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Issuance cost subordinated mudaraba (AT1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Profit distribution on subordinated mudaraba (AT1) | - | - | - | - | (4,009) | - | - | - | - | - | (4,009) | - | - | (4,009) |
| Bonus shares issued | 13,085 | - | - | - | (13,085) | - | - | - | - | - | - | - | - | - |
| Cash dividend for the year 2023 | - | - | - | - | (17,947) | - | - | - | - | - | (17,947) | - | - | (17,947) |
| Purchase of treasury shares | - | (21,211) | - | - | - | - | - | - | - | - | (21,211) | - | - | (21,211) |
| Shares vested | - | - | 2,153 | - | (23) | - | (1,173) | - | - | - | (1,173) | 957 | - | 957 |
| Transfer to statutory reserve | - | - | - | - | (5,901) | 5,901 | - | - | - | - | 5,901 | - | - | - |
| Appropriation towards charity fund | - | - | - | - | (500) | - | - | - | - | - | (500) | - | - | (500) |
| Movements in non-controlling interest | - | - | - | - | - | - | - | - | - | - | - | - | - | (6,642) (6,642) |
| Balance at 31 December 2024 | 274,778 | (28,010) | (6,617) | 209 | 60,563 | 31,883 | 947 | 4,198 | 22,683 | (157) | 59,554 | 360,477 | 159,026 | 73,878 593,381 |
| Balance as at 1 January 2023 | 249,231 | (1,325) | (10,696) | 209 | 31,691 | 21,759 | 1,934 | (8,643) | 22,799 | (3,708) | 34,141 | 303,251 | - | 34,104 337,356 |
| Profit for the year | - | - | - | - | 42,226 | - | - | - | - | - | 42,226 | - | 5,952 | 48,178 |
| Other comprehensive income | - | - | - | - | - | - | - | 6,036 | (108) | 2,244 | 8,172 | 8,172 | - | 243 8,415 |
| Bonus shares issued | 12,462 | - | - | - | (12,462) | - | - | - | - | - | - | - | - | - |
| Cash dividend for the year 2022 | - | - | - | - | (12,359) | - | - | - | - | - | (12,359) | - | - | (12,359) |
| Appropriation towards charity fund | - | - | - | - | (500) | - | - | - | - | - | (500) | - | - | (500) |
| Purchase of treasury shares | - | (5,474) | - | - | 1,926 | - | (25) | - | 186 | - | (5,474) | - | - | (5,474) |
| Shares vested | - | - | - | - | (4,223) | 4,223 | - | - | - | - | 4,223 | 2,087 | - | 2,087 |
| Transfer to statutory reserve | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Movements in non-controlling interest | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Balance at 31 December 2023 | 261,693 | (6,799) | (8,770) | 209 | 44,348 | 25,982 | 2,120 | (2,607) | 22,691 | (1,464) | 46,722 | 337,403 | - | 71,247 408,650 |

The attached notes 1 to 46 form an integral part of the consolidated financial statements.

Consolidated Statement of Cash Flows

Year ended 31 December 2024

| | 2024 BD '000 | 2023 BD '000 |
|---|------------------|-----------------|
| OPERATING ACTIVITIES | | |
| Profit for the year | 69,501 | 48,178 |
| Adjustments: | | |
| Tax | 6,489 | 4,509 |
| Depreciation and amortisation | 8,056 | 4,322 |
| Amortisation of premium on sukuk, net | 2,079 | 114 |
| Loss from non-trading investments | 1,234 | 2,526 |
| Allowance for impairment on financing contracts, investments and other assets | 21,173 | 22,989 |
| Gain on bargain purchase | (2,681) | (15,560) |
| Share of profits from associates | (18,169) | (21,043) |
| Operating income before changes in operating assets and liabilities | 87,682 | 46,035 |
| Changes in operating assets and liabilities: | | |
| Mandatory reserve with central banks | (65,703) | (23,410) |
| Financing contracts | 32,509 | (299,954) |
| Takaful and related assets | 41,017 | (15,680) |
| Other assets | 42,279 | (5,537) |
| Placements from financial institutions and individuals | (81,447) | (51,213) |
| Customers' current accounts | 94,096 | 121,560 |
| Takaful and related liabilities | (38,943) | 22,752 |
| Other liabilities | (9,720) | 47,767 |
| Quasi-equity | 110,236 | 163,039 |
| Net cash from operating activities | 212,006 | 5,359 |
| INVESTING ACTIVITIES | | |
| Purchase of sukuk, net | (199,761) | (168,385) |
| Cash acquired as part of business combination | 28,007 | 297,407 |
| Cash paid for business acquisition | (214,488) | - |
| (Acquisition) / disposal of securities and real estate | 14,700 | 6,227 |
| Dividends received from associates | 15,052 | 17,477 |
| Purchase of premises and equipment | (2,721) | (2,000) |
| Net cash (used in) / from investing activities | (359,211) | 150,726 |
| FINANCING ACTIVITIES | | |
| Drawdown of murabaha term financings | 240,214 | 189,859 |
| Dividends paid | (17,947) | (12,359) |
| Issuance of AT1 | 162,464 | - |
| Profit paid on AT1 | (4,009) | - |
| Issuance cost of AT1 capital paid | (3,438) | - |
| Purchase of treasury shares | (21,211) | (5,474) |
| Net cash from financing activities | 356,073 | 172,026 |
| NET INCREASE IN CASH AND CASH EQUIVALENTS | 208,868 | 328,111 |
| Cash and cash equivalents at 1 January | 711,643 | 383,532 |
| CASH AND CASH EQUIVALENTS AT 31 DECEMBER | 920,511 | 711,643 |
| Cash and other balances with central banks* | 267,314 | 295,383 |
| Balances with other banks ** | 176,741 | 122,662 |
| Placements with financial institutions with original maturities of less than 90 days* | 476,456 | 293,598 |
| Profit received | 341,951 | 189,710 |
| Dividends received | 22,892 | 19,765 |
| Profit paid | 187,091 | 109,580 |

* Cash and cash equivalents is gross of the expected credit loss of BD 135 thousand (2023: BD 346 thousand).

** Balances with other banks is net of restricted cash of BD 8,194 thousand (2023: BD 4,240 thousand) which is not available for day to day operations.

The attached notes 1 to 46 form an integral part of the consolidated financial statements.

Consolidated Statement of Changes in Off-Balance-Sheet Assets Under Management

Year ended 31 December 2024

| | 31 December 2024 | Movement during the year | | | | | Amounts in BD '000s | |
|----------------------------|------------------|---------------------------|----------------------------|-------------|--------------|-------------------------|-------------------------|------------------------|
| | | Balance at 1 January 2024 | Investment / (withdrawals) | Revaluation | Gross income | Bank's fees as an agent | Administration expenses | Balance at 31 December |
| Fixed income portfolio | 157,647 | 305,496 | - | 9,102 | (797) | - | - | 471,448 |
| Equity and funds portfolio | 50,396 | (16,960) | - | 12 | (23) | - | - | 33,425 |
| Real estate portfolio | 128,195 | 4,880 | 156 | 8,969 | (1,354) | - | - | 140,846 |
| Other portfolio | 5,963 | - | - | - | - | (8) | - | 5,955 |
| | 342,201 | 293,416 | 156 | 18,083 | (2,174) | (8) | - | 651,674 |

| | 31 December 2023 | Movement during the year | | | | | Amounts in BD '000s | |
|-----------------------------------|------------------|---------------------------|----------------------------|-------------|--------------|-------------------------|-------------------------|------------------------|
| | | Balance at 1 January 2023 | Investment / (withdrawals) | Revaluation | Gross income | Bank's fees as an agent | Administration expenses | Balance at 31 December |
| Fixed income portfolio | 148,166 | 1,425 | - | 8,829 | (773) | - | - | 157,647 |
| Equity and funds portfolio | 31,353 | 19,052 | - | 10 | (19) | - | - | 50,396 |
| Real estate development portfolio | 121,878 | - | 6,317 | - | - | - | - | 128,195 |
| Other portfolio | 7,861 | (1,206) | (692) | - | - | - | - | 5,963 |
| | 309,258 | 19,271 | 5,625 | 8,839 | (792) | - | - | 342,201 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

1 REPORTING ENTITY

Al Salam Bank B.S.C. ("the Bank") was incorporated in the Kingdom of Bahrain under the Bahrain Commercial Companies Law No. 21/2001 (as amended) and registered with Ministry of Industry and Commerce ("MOIC") under Commercial Registration number 59308 on 19 January 2006. The Bank is regulated and supervised by the Central Bank of Bahrain ("the CBB") and has an Islamic retail banking license and operates under Islamic principles in accordance with all relevant regulatory guidelines for Islamic banks issued by the Central Bank of Bahrain ("CBB").

The Bank's registered office is at Building 935, Road 1015, Block 410, Sanabis, Kingdom of Bahrain. The Bank's ordinary shares are listed on Bahrain Bourse and Dubai Financial Market.

The principal subsidiaries as follows:

| Name of entity | Country of incorporation | Principal activities | % holding | |
|---|--------------------------|----------------------|---------------|-------|
| | | | 2024 | 2023 |
| Al Salam Bank- Seychelles limited. | Seychelles | Banking services | 70.0% | 70.0% |
| Solidarity Group Holding B.S.C. (c) | Kingdom of Bahrain | Holding company | 55.9% | 55.9% |
| Al Salam Bank Algeria (S.P.A) | Algeria | Banking services | 68.0% | 68.0% |
| ASB Finance B.S.C. (c) (formerly Kuwait Finance House (Bahrain) B.S.C. (c)) | Kingdom of Bahrain | Banking services | 100.0% | - |
| ASB Capital Limited | United Arab Emirates | Assets management | 100.0% | - |

The Bank and its principal banking subsidiaries operates through 24 branches and 1 auto finance office (2023: 17 branches) in the Kingdom of Bahrain, 25 branches in Algeria (2023: 24 branches) and 1 branch (2023: 1 branch) in Seychelles and offer a full range of Shari'a-compliant banking services and products. The activities of the Bank includes managing profit sharing investment accounts, offering Islamic financing contracts, dealing in Shari'a-compliant financial contracts as principal / agent, managing Shari'a-compliant financial contracts and other activities permitted under the CBB's Regulated Islamic Banking Services as defined in the licensing framework.

The consolidated financial statements comprise the financial statements of the Bank and its subsidiaries together ("the Group") for the year ended 31 December 2024.

These consolidated financial statements have been authorized for issue in accordance with a resolution of the Board of Directors dated 6 February 2025.

2 ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION AND PRESENTATION

The consolidated financial statements are prepared in accordance with the Financial Accounting Standards (FAS) issued by the Accounting and Auditing Organization for Islamic Financial Institutions ("AAOIFI"), and in conformity with the Bahrain Commercial Companies Law 2001 (as amended) and the guidelines of CBB and Financial Institutions Law.

In line with the requirements of AAOIFI and the CBB rule book, for matters not covered under AAOIFI accounting standards the group takes guidance from the relevant International Financial Reporting Standards ("IFRS accounting standards") issued by the International Accounting Standards Board ("IASB").

The consolidated financial statements of the Group are prepared on a historical cost basis, except for certain investment in sovereign and corporate sukuk, non-trading investments, investments properties, which are carried at fair value.

These consolidated financial statements are presented in Bahraini Dinars, being the functional and presentation currency of the Bank, rounded to the nearest thousand [BD '000], except where otherwise indicated.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.2 BASIS OF CONSOLIDATION

(i) Business combinations

Business combinations are accounted for using the acquisition method when the acquired set of activities meets the definition of a business. The cost of an acquisition is measured as the aggregate of the consideration transferred measured at acquisition date fair value and the amount of any non-controlling interests in the acquiree. For each business combination, the Group elects whether to measure the non-controlling interests in the acquiree at fair value or at the proportionate share of the acquiree's identifiable net assets.

In a business combination achieved in stages, the Group remeasures its previously held equity interest in the acquiree at its acquisition date fair value and recognizes the resulting gain or loss, if any, in the consolidated income statement.

When the Group acquires a business, it assesses the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic circumstances and pertinent conditions as at the acquisition date.

In a business combination in which the Bank and the acquiree exchange only equity interests, the acquisition-date fair value of the acquiree's equity interests is used to determine the amount of goodwill.

The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment (see 2.4 (o)). Any gain on a bargain purchase is recognized in consolidated income statement immediately. Transaction costs are expensed as incurred, except if related to the issue of debt or equity securities.

The consideration transferred does not include amounts related to the settlement of pre-existing relationships. Such amounts are generally recognized in consolidated income statement.

Subsidiaries are those enterprises (including special purpose entities) controlled by the Bank. The Group controls a business if, and only if, it has a) power over the business b) exposure, or rights, to variable returns from its involvement with the business; and c) the ability to use its power over the business to affect the amount of the institution's returns.

Power is presumed when an entity directly, or indirectly through its subsidiaries, holds more than 50% of the voting rights. Where the Group has less than majority voting rights, control may exist through a) agreement with other shareholders or the business itself; b) rights arising from other contractual arrangements; c) the institution's voting rights (de facto power); d) potential voting rights; or e) a combination thereof.

The Group considers only substantive voting rights in its assessment of whether it has power over a business. In order to be substantive, rights need to be exercisable when relevant decisions are required to be made and the holder of such rights must have the practical ability to exercise those rights. When making an assessment of whether the Group controls a business, it considers the voting and other rights emanating from the investment in the business duly funded by the Group itself and its equity of investment accountholders.

The Group in its ordinary course of business may manage an asset or a business for the benefit of stakeholders other than its equity holders through an agency (usually investment agency) or similar arrangement. Control does not include situations whereby the institution has the power, but such power is exercisable in a fiduciary capacity, and not for the variable returns to the institution itself. Performance incentives receivable by an agent are in a fiduciary capacity, and hence not considered to be variable returns for the purpose of control assessment.

Investments acquired that do not meet the definition of business combination are recorded as assets acquisitions e.g. financial assets or investment in properties as appropriate. When such investments are acquired, the Group allocates the cost of acquisition between the individual identifiable assets and liabilities based on their relative fair values at the date of acquisition. Cost of such assets is the sum of all consideration given and any non-controlling interest recognized. If the non-controlling interest has a present ownership interest and is entitled to a proportionate share of net assets upon liquidation, the Group recognizes the non-controlling interest at its proportionate share of net assets.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.2 BASIS OF CONSOLIDATION (continued)

(ii) Subsidiaries

The consolidated financial statements comprise the financial statements of the Bank and its subsidiaries as at 31 December 2024. The financial statements of the subsidiaries are prepared for the same reporting year. All subsidiaries are using consistent accounting policies of the Bank.

Subsidiaries are those enterprises (including special purpose entities) controlled by the Bank. Control exists when the Group has the power, directly or indirectly, to govern the financial and operating policies of an enterprise so as to obtain benefits from its activities. Subsidiaries are consolidated from the date on which control is transferred to the Group and de-consolidated from the date that control ceases. Control is presumed to exist when the Bank owns majority of the voting rights in the investee.

Special purpose entities (SPEs) are entities that are created to accomplish a narrow and well-defined objective such as the securitization of particular assets, or the execution of a specific financing or investment transaction and usually voting rights are not relevant for the operating of such entities. An investor that has decision-making power over an investee and exposure to variability of returns determines whether it acts as a principal or as an agent to determine whether there is a linkage between power and returns. When the decision maker is an agent, the link between power and returns is absent and the decision maker's delegated power does not lead to a control conclusion. Where the Group's voluntary actions, such as finance amounts in excess of existing liquidity facilities or extending terms beyond those established originally, change the relationship between the Group and an SPE, the Group performs a reassessment of control over the SPE.

The financial statements of SPE are not included in these consolidated financial statements except when the Group controls the entity.

(iii) Non-controlling interests

Non-controlling interests (NCI) are measured at their proportionate share of the acquiree's identifiable net assets at the date of acquisition. Profits or losses attributable to non-controlling interests are reported in the consolidated income statement as income attributable to non-controlling interests. Losses applicable to the non-controlling interests in a subsidiary are allocated to the non-controlling interests even if doing so causes the non-controlling interests to have a deficit balance.

The Group treats transactions with non-controlling interests as transactions with equity owners of the Group.

(iv) Loss of control

When the Group ceases to have control or significant influence, any retained interest in the entity is remeasured to its fair value, with the change in carrying amount recognized in the consolidated income statement. The fair value is the initial carrying amount for the purposes of subsequently accounting for the retained interest as an associate, joint venture or financial asset. In addition, any amounts previously recognized in equity in respect of that entity are accounted for as if the Group had directly disposed of the related assets or liabilities. This may mean that amounts previously recognized in other equity are reclassified to the consolidated income statement.

(v) Transactions eliminated on consolidation

Intra-group balances and transactions, and any unrealized gains arising from intra-group transactions are eliminated in preparing the consolidated financial statements. Intra-group gains on transactions between the Group and its equity accounted associates are eliminated to the extent of the Group's profit in the investees. Unrealized losses are also eliminated in the same way as unrealized gains, but only to the extent that there is no evidence of impairment. Accounting policies of the subsidiaries and associates have been changed where necessary to ensure consistency with the policies adopted by the Group.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.2 BASIS OF CONSOLIDATION (continued)

(vi) Foreign currency

(a) Functional and presentation currency

Items included in the consolidated financial statements are measured using the currency of the primary economic environment in which the entity operates (the functional currency). The consolidated financial statements are presented in Bahraini Dinars, which is the Bank's functional and presentation currency.

(b) Foreign currencies

Foreign currency transactions are recorded at rates of exchange prevailing at the dates of the transactions. Monetary assets and liabilities in foreign currencies at the consolidated statement of financial position date are retranslated at market rates of exchange prevailing at that date. Gains and losses arising on translation are recognized in the consolidated income statement. Non-monetary assets that are measured in terms of historical cost in foreign currencies are recorded at rates of exchange prevailing at the value dates of the transactions. Translation gains or losses on non-monetary items classified as "fair value through equity" are included in consolidated statement of changes in equity until the related assets are sold or derecognized at which time they are recognized in the consolidated income statement. Translation gains on non-monetary assets classified as "fair value through consolidated income statement" are directly recognized in the consolidated income statement as part of fair value changes.

(c) Translation of foreign operations

Assets and liabilities of foreign subsidiaries and associates whose functional currency is not Bahraini Dinars are translated into Bahraini Dinars at the rates of exchange prevailing at the reporting date. Income and expense items are translated at average exchange rates prevailing for the reporting year. Any exchange differences arising on translation are included in foreign exchange translation reserve forming part of equity except to the extent that the translation difference is allocated to the non-controlling interest. On disposal of foreign operations, exchange differences relating thereto and previously recognized in foreign exchange translation reserve are recognized in the consolidated statement of changes in equity.

2.3 SIGNIFICANT ACCOUNTING JUDGMENTS AND ESTIMATES

The preparation of the consolidated financial statements requires management to make judgments and estimates that affect the reported amount of financial assets and liabilities and disclosure of contingent liabilities. These judgments and estimates also affect the revenues and expenses and the resultant allowance for losses as well as fair value changes reported in equity.

Estimation uncertainty

The key assumptions concerning the future and other key sources of estimating uncertainty at the date of the consolidated statement of financial position, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Impairment assessment of financial contracts subject to credit risk

In determining expected credit losses ('ECL') on financial contracts subject to credit risk, significant estimates are made in determination of inputs into the ECL measurement model, including key assumptions used in estimating recoverable cash flows and incorporation of forward-looking information. Refer to notes 2.4 (d) and 32.2 for further details.

Impairment of goodwill

Impairment exists when carrying value of asset or cash generating unit (CGU) exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use.

The recoverable amount of the cash-generating unit's goodwill is based on value-in-use calculations using cash flow projections from financial budgets approved by the Board of Directors, extrapolated for three years projection using nominal projected growth rate. The determination of projected growth rate and discount rate involves judgment whereas, preparation of cash flow projections requires various management assumptions.

The methodology and assumptions used for estimating future cash flows are reviewed regularly to reduce any differences between loss estimates based on the actual loss experience. Refer to note 14 for further details.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.3 SIGNIFICANT ACCOUNTING JUDGMENTS AND ESTIMATES (continued)

Estimation uncertainty (continued)

Impairment of investments at fair value through other comprehensive income

The Group determines that investments carried at fair value through other comprehensive income (FVTOCI) are impaired when there has been a significant or prolonged decline in the fair value below their cost. This determination of what is significant or prolonged requires judgment. The Group generally considers a decline in value below cost of 30%, or a decline that persists for more than 9 months as an indicator of impairment.

Fair value of unquoted equity

The Group determines fair value of equity investments that are not quoted in active markets by using well-recognized valuation techniques such as discounted cash flows, income approaches and market approaches. Fair value estimates are made at a specific point in time, based on market conditions and information about the investee companies. These estimates are subjective in nature and involve uncertainties and matters of significant judgement and therefore, cannot be determined with precision. There is no certainty about future events (such as continued operating profits and financial strengths). It is reasonably possible, based on existing knowledge, that outcomes within the next financial year that are different from assumptions could require a material adjustment to the carrying amount of the investments. In case where discounted cash flow models have been used to estimate fair values, the future cash flows have been estimated by the management based on information from and discussions with representatives of investee companies and based on the latest available audited and un-audited financial statements. The basis of valuation has been reviewed by the Management in terms of the appropriateness of the methodology, soundness of assumptions and correctness of calculations and have been approved by the Board of Directors for inclusion in the consolidated financial statements.

Valuation of investments in real estate measured at fair value through income statement involve judgment and is normally based on one of the following:

- valuation by independent external valuers of underlying properties / projects;
- recent arm's length market transactions;
- present value of expected cash flows at current rates applicable for items with similar terms and risk characteristics; or
- application of other valuation models.

Estimating fair value of investment property and net realizable value of development property

Investment properties are carried at their fair values. Development property is stated at lower of cost and net realizable value. Net realizable value is the estimated selling price in the ordinary course of business less estimated selling expenses.

The Group appoints experienced external valuers under A category approved by Real Estate Regulatory Authority to determine the market value of the investment and development properties at the statement of financial position date. For large development projects, a residual value approach is adopted which forecasts future cost to completion and use of the expected development. The management has forecasted the cost of completion of development property and has engaged independent valuers to estimate the residual value of the development property based on estimated / forecasted market selling prices for similar properties. Net realizable value estimates are made at a specific point in time, based on market conditions and information about the expected use of development property.

The Group calibrates the valuation techniques yearly and tests these for validity using either prices from observable current market transactions in the same contract or other available observable market data.

Judgments

Going concern

The management has made an assessment of the Group's ability to continue on a going concern and is satisfied that the Group has the resources to continue in business for the foreseeable future. Furthermore, the management is not aware of any material uncertainties that may cast significant doubt upon the Group's ability to continue as a going concern. Therefore, the consolidated financial statements continue to be prepared on the going concern basis.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.3 SIGNIFICANT ACCOUNTING JUDGMENTS AND ESTIMATES (continued)

Control over special purpose entities

The Group sponsors the formation of special purpose entities (SPE's) primarily for the purpose of allowing clients to hold investments. The Group provides corporate administration, investment management and advisory services to these SPE's, which involve the Group making decisions on behalf of such entities. The Group administers and manages these entities on behalf of its clients, who are by and large third parties and are the economic beneficiaries of the underlying investments. The Group does not consolidate SPE's that it does not have the power to control directly or indirectly, to govern the financial and operating policies of an enterprise so as to obtain benefits from its activities. In determining whether the Group has the power to control an SPE, judgements are made about the objectives of the SPE's activities, its exposure to the risks and rewards, as well as about the Group's intention and ability to make operational decisions for the SPE and whether the Group derives benefits from such decisions.

Investment classification

In the process of applying the Group's accounting policies, management decides on acquisition of an investment whether it should be classified as investments carried at fair value through income statement or investments carried at fair value through equity or investments carried at amortised cost. The classification of each investment reflects the management's intention in relation to each investment and is subject to different accounting treatments based on such classification.

Significant judgement is involved in assessment of the business model within which the investments are managed and assessment of whether the contractual terms of the investment represents either a debt-type instrument or other investment instrument having reasonably determinable effective yield.

2.4 SIGNIFICANT ACCOUNTING POLICIES

a) Financial instruments

Financial assets consist of balances with banks and the Central Bank, Sovereign Sukuk, Corporate Sukuk, placements with financial institutions, Murabaha financing (net of deferred profits), Mudaraba financing, Musharaka financing, Salam financing, Istisna'a financing, receivable under finance lease assets contracts, asset under conversion, non-trading investments in equity securities, tahawwut used for risk management and other receivables.

Financial liabilities consist of placement from financial institutions and individuals, customers' current accounts, murabaha term financings and other payables.

Except for sukuks carried at FVTOCI, non-trading investments and tahawwut used for risk management instruments, carried at fair value all financial assets and financial liabilities are carried at amortised cost.

A financial asset or financial liability is measured initially at fair value plus, for an item not at Fair Value Through income statement (FVTIS), transaction costs that are directly attributable to its acquisition or issue. In the case of items of FVTIS, transaction costs are expensed. The fair value of a financial instrument at initial recognition is generally its transaction price.

Amortised cost of a financial asset or liability is the amount at which the financial asset or liability is measured at initial recognition, minus the capital repayments, plus or minus the cumulative amortization using the effective profit method of any difference between the initial amount recognized and the maturity amount, minus any reduction (directly or through the use of an allowance account) for impairment or uncollectability. The calculation of the effective profit rate includes all fees paid or received that are an integral part of the effective profit rate.

The Group segregates its investment into following categories:

i) *Equity-type instruments:*

Instruments that evidence a residual interest in the assets of an entity after deducting all its liabilities and quasi-equity balances, including ordinary equity instruments and such other structured investment instruments that classify as equity instrument.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

a) Financial instruments (continued)

ii) Debt-type instruments:

Monetary debt-type instruments - instruments whereby the transaction structure results in creation of a financial liability / debt such as Murabaha payable.

Non-monetary debt-type instruments - instruments whereby the transaction structure results in creation of a non-financial liability, such as goods (Salam or Istisna'a) or usufruct (Ijarah Mawsufah fi al-Dhimmah) or services (service Ijarah) to be delivered in future.

iii) Other investment instruments:

The Group classifies its investments on initial recognition as measured at: (a) amortised cost, (b) fair value through other comprehensive income ("FVTOCI") or (c) fair value through income statement ("FVTIS").

b) Trade and settlement date accounting

The Group recognizes financing, investments, deposits and quasi-equity on the date on which they are originated. Purchases and sale of all other financial assets and liabilities are recognized on the trade date, i.e. the date that the Group contracts to purchase or sell the asset or liability.

c) Derecognition

Financial assets are derecognized when the rights to receive cash flows from the financial assets have expired or where the Group has transferred substantially all risk and rewards of ownership.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to pay.

Financial liabilities are derecognized when the obligation specified in the contract is legally discharged, cancelled, or expired.

d) Impairment assessment

Impairment of financial assets and commitments

The Group applies three-stage approach to measure ECL on financial assets carried at amortised cost which include assets migrated through the following three stages based on the change in credit quality since initial recognition.

Stage 1: Twelve months ECL

For exposures where there has not been a Significant Increase in Credit Risk ("SICR"), since initial recognition, a portion of the lifetime ECL associated with the probability of default events occurring within next twelve months is recognized.

Twelve-month ECL (Stage 1) is the portion of ECL that results from probable default events on a financial contract within twelve months after the reporting date.

Stage 2: Lifetime ECL – not credit impaired

For credit exposures where there has been a SICR since initial recognition but that are not credit impaired, a lifetime ECL is recognized.

Lifetime ECL (Stage 2) is a probability-weighted estimate of credit losses and is determined based on the difference between the present value of all cash shortfalls. The cash shortfall is the difference between all contractual cash flows that are due to the Group and the present value of the recoverable amount, for financial assets that are not credit-impaired at the reporting date.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

d) Impairment assessment (continued)

Stage 3: Lifetime ECL – credit impaired

Financing contracts are assessed as credit impaired when one or more events that have a detrimental impact on the estimated future cash flows of that asset have occurred.

For Stage 3 financing contracts, the provisions for credit-impairment are determined based on the difference between the net carrying amount and the recoverable amount of the financial contract.

Credit-impaired financing contracts

At each reporting date, the Group assesses whether financing contracts are credit impaired.

Evidence that a financing contract is credit-impaired includes the following observable data:

- significant financial difficulty of the customer or issuer;
- a breach of contract such as a default or being more than 90 days past due;
- the restructuring of a loan or advance by the Group on terms that the Group would not consider otherwise;
- it is probable that the customer will enter bankruptcy or other financial re-organization; or
- the disappearance of an active market for a security because of financial difficulties.

Write-offs

Financial assets are written-off (either partially or in full) when there is no realistic prospect of recovery. This is generally the case when the Group determines that the customer does not have assets or sources of income that could generate sufficient cash flows to repay the amounts subject to the write-off. However, financial assets that are written-off could still be subject to enforcement activities in order to comply with the Group's procedures for recovery of amounts due.

Presentation of allowance for credit losses in the consolidated statement of financial position

Allowance for credit losses are presented in the consolidated statement of financial position as follows:

- financial assets measured at amortised cost, as a deduction from the gross carrying amount of the assets;
- financing commitments and financial guarantee contracts: generally as a provision under other liabilities; and
- where a financial contract includes both a drawn and undrawn component, and the Group has identified the ECL on the financing commitments / off-balance sheet component separately from those on the drawn component, the Group presents allowance for credit losses for drawn components. The amount is presented as a deduction from the gross carrying amount of the drawn component. Allowance for credit losses for the undrawn component is presented as a provision in other liabilities.

e) Cash and cash equivalents

For the purpose of the consolidated cash flows statement, "cash and cash equivalents" consist of cash on hand, balances with the Central Bank of Bahrain excluding mandatory reserve deposits, balances with banks and other financial institutions (excluding restricted balances) and placements with financial institutions with original maturities of 90 days or less when acquired.

f) Financing contracts

Financing contracts comprise of Sharia'a compliant financing contracts with fixed or determinable payments. These include financing provided through Murabaha, Musharaka, Mudaraba, Istisna, Salam, Ijarah contracts and credit card-based receivables. Financing contracts are recognized on the date they are originated and are carried at their amortised cost less allowance for expected credit losses, if any.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

f) Financing contracts (continued)

Modification of financing contracts

If the terms of the financing contracts are modified, then the Group evaluates whether the cashflows of the modified contracts are substantially different. If the cashflows are substantially different, then the contractual rights to cashflows from the original financing asset are deemed to have expired. In this case, the original financing contracts is derecognized and a new financing asset is recognized at fair value plus any eligible transaction cost.

If the modification of a financing contracts measured at amortized cost does not result in the derecognition of the financing contracts, then the Group first recalculates the gross carrying amount of the financing contracts using the original effective profit rate of the asset and recognizes the resulting adjustment as a modification gain or loss in consolidated income statement.

All Sharia compliant contracts are interpreted for accounting purposes in its entirety and all linked -contracts or promissory note arrangements are considered together with the main financing contract to reflect the single economic outcome and purpose of the contracts.

(i) Murabaha financing

Murabaha is a contract whereby one party ("Seller") sells an asset to the other party ("Purchaser") at cost plus profit and on a deferred payment basis, after the Seller has purchased the asset based on the Purchaser's promise to purchase the same on such Murabaha basis. The sale price comprises the cost of the asset and an agreed profit margin. The sale price (cost plus the profit amount) is paid by the Purchaser to the Seller on installment basis over the agreed finance tenure. Under the Murabaha contract, the Group may act either as a Seller or a Purchaser, as the case may be.

The Group considers the promise to purchase made by the Purchaser in a Murabaha transaction in favor of the Seller to be binding.

(ii) Mudaraba financing

Mudaraba is a contract between two parties whereby one party is a fund provider (Rab Al Mal) who would provide certain amount of funds (Mudaraba Capital), to the other party (Mudarib). Mudarib would then invest the Mudaraba Capital in a specific enterprise or activity deploying its experience and expertise for a specific pre-agreed share in the resultant profit. The Rab Al Mal is not involved in the management of the Mudaraba activity. The Mudarib would bear the loss in case of its default, negligence or violation of any of the terms and conditions of the Mudaraba contract; otherwise the loss would be borne by the Rab Al Mal. Under the Mudaraba contract, the Group may act either as Mudarib or as Rab Al Mal, as the case may be.

(iii) Musharaka

Musharaka is used to provide venture or project finance. The Group and customer contribute towards the capital of the Musharaka. Profits are shared according to a pre-agreed profit distribution ratio, but losses are borne by the partners according to the capital contributions of each partner. Capital contributions may be in cash or in kind, as valued at the time of entering into the Musharaka.

(iv) Istisna'a

Istisna'a is a sales contract in which the Group acts as 'al-sani' (a seller) with an 'al-mustasni' (a purchaser) and undertakes to manufacture or otherwise acquire a product based on the specification received from the purchaser, for an agreed upon price.

(v) POCI financial assets

Purchased or Originated Credit Impaired (POCI) financial assets are assets that are credit-impaired on initial recognition. For POCI assets, lifetime ECL are incorporated into the calculation of the effective profit rate on initial recognition. Consequently, POCI assets do not carry an impairment allowance on initial recognition. The amount recognized as a loss allowance subsequent to initial recognition is equal to the changes in lifetime ECL since initial recognition of the asset.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

g) Ijara Mutahia Bitamleek (IMB also called as finance lease assets)

Ijarah Mutahia Bitamleek contracts is an agreement with the customers whereby, based on the customer's request and promise to lease, the Group purchases or acquires a specified tangible asset, either from a third-party seller or from the customer. The Group ("Lessor") leases an asset to the customer ("Lessee") against certain rental payments for a specific lease term / year, payable on fixed and / or variable rental basis.

The IMB agreement specifies the leased asset, duration of the lease term, as well as the basis for rental calculation, the timing of rental payment and responsibilities of both parties during the lease term. The Lessee provides the Lessor with an undertaking to renew the lease years and pay the relevant rental payment amounts as per the agreed schedule throughout the lease term.

The Lessor retains the ownership of the assets throughout the lease term. At the end of the lease term, the lessor transfers the leased asset to the lessee in line with the promise to purchase provided by the Lessee, upon fulfillment of all the obligations by the Lessee under the IMB agreement, based on sale undertaking given by the Lessor.

Depreciation is provided on a systematic basis on all IMB assets other than land (which is deemed to have an indefinite useful life), at rates calculated to write off the cost of each asset over the shorter of either the lease term or economic life of the asset.

The Group measures at each reporting date whether there is objective evidence that IMB assets are impaired. Impairment loss is recognized when the carrying amount of assets exceeds its recoverable amount. The estimates of future cashflows, when dependent on a single customer, takes into consideration the credit evaluation of the customer in addition to other factors. Impairment losses, if any, are recognized in the income statement.

Modification of IMB assets

If the terms of the IMB assets are modified, then the Group evaluates whether the cashflows of the modified asset are substantially different. If the cashflows are substantially different, then the contractual rights to cashflows from the original IMB assets are deemed to have expired. In this case, the original IMB assets is derecognized and a new IMB assets is recognized at fair value plus any eligible transaction cost.

If the modification of a IMB assets measured at amortized cost does not result in the derecognition of the IMB assets then the Group first recalculates the gross carrying amount of the IMB assets using the original effective profit rate of the asset and recognizes the resulting adjustment as a modification gain or loss in consolidated income statement.

h) Placements with financial institutions

Placements with financial institutions comprise short-term treasury contracts with financial institutions in the form of Commodity Murabaha receivables, Mudaraba contracts and Wakala investments. These placements are stated at amortised cost net of deferred profits and allowance for credit losses, if any.

i) Sukuk

These investments are in the nature of debt-type instruments that provide fixed or determinable payments of profits and also includes equity type sukuk. Sukuk that are assessed under two distinct business models:

- Held-to-collect business model – This portfolio includes short-term and long-term Sukuk and treasury instruments that are held to meet core liquidity requirements and consist of high-quality liquid assets that are typically held to their contractual maturity. Assets under this model are classified and measured at amortised cost. Although management considers fair value information, it does so from a liquidity perspective, and the main focus of its review of financial information under this business model is on the credit quality and contractual returns.
- Both held-to-collect and for sale business model: The remaining treasury portfolio will be held under active treasury management to collect both contract cash flows and for sale. The key management personnel consider both of these activities as integral in achieving the objectives set for the Treasury business unit. This portfolio, while generating returns primarily through yield, is also held to meet expected or unexpected commitments, or to fund anticipated acquisitions or growth in other business units. Assets under this model are classified and measured at fair value through equity.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

j) Assets under conversion

Loans and advances

At amortised cost less any amounts written off and allowance for credit losses, if any.

Non-trading investments

These are classified as fair value through equity and are fair valued based on criteria set out in note 2.4 (k).

k) Non-trading investments

Equity-type investments

Equity-type instruments are investments that do not exhibit features of debt-type instruments and include instruments that evidence a residual profit in the assets of an entity after deducting all its liabilities. Investments in equity type instruments are classified in the following categories: 1) at fair value through income statement ('FVTIS') or 2) at fair value through other comprehensive income ('FVTOCI'), consistent with its investment strategy.

Recognition and de-recognition

Investment securities are recognized at the trade date i.e. the date that the Group contracts to purchase or sell the asset, at which date the Group becomes party to the contractual provisions of the instrument. Investment securities are derecognized when the rights to receive cash flows from the financial assets have expired or where the Group has transferred substantially all risk and rewards of ownership.

Measurement

Investment securities are measured initially at fair value, which is the value of the consideration given. For FVTIS investments, transaction costs are expensed in the consolidated income statement. For other investment securities, transaction costs are included as a part of the initial recognition.

Subsequent to initial recognition, equity-type investments carried at FVTIS and FVTOCI are re-measured to fair value. Gains and losses arising from a change in the fair value of instruments carried at FVTIS are recognized in the income statement in the year which they arise. Gains and losses arising from a change in the fair value of investments carried at FVTOCI are recognized in the consolidated statement of other comprehensive income. When the investments carried at FVTOCI are sold, impaired, collected or otherwise disposed of, the cumulative gain or loss previously recognized in the consolidated statement of other comprehensive income is transferred to the consolidated income statement.

I) Investments in associates and joint ventures

The Group's investments in associates and joint ventures, that are acquired for strategic purposes, are accounted for under the equity method of accounting. Other equity investments in associates and joint ventures (note 2.4 (k)) are accounted for at fair value through consolidated income statement by availing the scope exemption under FAS 24, Investments in Associates. An associate is an entity over which the Group has significant influence, but not control or joint control. An entity is considered as an associate if the Group has more than 20% ownership of the entity or the Group has significant influence through any other manner. A joint venture is an arrangement in which the Group has joint control, whereby the Group has rights to the net assets of the arrangement, rather than rights to its assets and its liabilities.

Under the equity method, investments in associate is carried in the consolidated statement of financial position at cost plus post-acquisition changes in the Group's share of net assets of the associates. Losses in excess of the cost of the investments in associates are recognized when the Group has incurred obligations on its behalf. Goodwill relating to an associate is included in the carrying amount of the investment and is not amortised. The consolidated income statement reflects the Group's share of results of operations of the associates. Where there has been a change recognized directly in the equity of the associate, the Group recognizes its share of any changes and discloses this, when applicable, in the consolidated statement of changes in equity.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

I) Investments in associates and joint ventures (continued)

After application of the equity method, the Group determines whether it is necessary to recognize an additional impairment loss on its investments in associates. The Group determines at each reporting date whether there is any objective evidence that the investments in associates are impaired. If this is the case, the Group calculates the amount of impairment as the difference between the recoverable amount of the associate and its carrying value and recognizes the amount in the consolidated income statement.

Profit and losses resulting from transactions between the Group and the associates are eliminated to the extent of the profit in associates.

Foreign exchange translation gains / losses arising out of the translation of net assets of investments in associates are included in the consolidated statement of changes in equity.

m) Investments in real estate

Properties held for rental, or for capital appreciation purposes, or both, are classified as investments in real estate. The investment in real estate is initially recognized at fair value and subsequently measured based on intention whether the investments in real estate is held-for-use or held-for-sale. The Group has adopted the fair value model for its investments in real estate. Under the fair value model, any unrealized gains are recognized directly in owners' equity under the Real Estate Fair Value Reserve. Any unrealized losses are adjusted in equity to the extent of the available credit balance. Where unrealized losses exceed the available balance in owners' equity, these are recognized in the consolidated income statement. In case there are unrealized losses relating to investments in real estate that have been recognized in the consolidated income statement in a previous financial year, the unrealized gains relating to the current financial year is recognized to the extent of crediting back such previous losses in the consolidated income statement. Investments in real estate held-for-sale is carried at lower of its carrying value and expected fair value less costs to sell. Investments in real estate carried at fair value shall continue to be measured at fair value.

n) Premises and equipment

Premises and equipment are stated at cost less accumulated depreciation and any impairment in value. Depreciation is charged on a straight-line basis over the estimated useful lives of all premises and equipment, other than freehold land and capital work-in-progress.

| | |
|----------------------------------|---------------------|
| - Computer hardware | 3 to 5 years |
| - Computer software | 3 to 5 years |
| - Furniture and office equipment | 3 to 5 years |
| - Motor vehicle | 4 to 5 years |
| - Leasehold improvements | Over the lease year |

The assets residual values and useful lives are reviewed and adjusted, if appropriate, at each reporting date.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

o) Goodwill and other intangible assets

(i) Goodwill

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. Goodwill is tested for impairment at least annually. Any impairment is recognized immediately in the consolidated income statement. Goodwill is allocated to each of the Group's cash-generating units (CGU) that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

Impairment exists when carrying value of an asset or CGU exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use.

Impairment of goodwill is determined by assessing the recoverable amount of the CGU (or group of CGUs), to which the goodwill relates. Where the recoverable amount of the CGU (or group of CGUs) is less than the carrying amount, an impairment loss is recognized immediately in the consolidated income statement.

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group's CGU, or groups of CGUs, that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the Group are assigned to those units or groups of units. Each unit or group of units to which the goodwill is allocated:

- represents the lowest level within the Group at which the goodwill is monitored for internal management purposes; and
- is / are not larger than a segment based on either the Group's primary or the Group's geographic segment reporting format.

(ii) Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of the intangible assets acquired in a business combination is their fair value as at the date of acquisition. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. Internally generated intangibles, excluding capitalized development costs, are not capitalized and the related expenditure is reflected in consolidated income statement in the period in which the expenditure is incurred.

The useful lives of intangible assets are assessed as either finite or indefinite. All acquired intangible assets carried on the reporting date have a finite useful life such as the Core Deposits ("CD") and the Purchased Customer Relationships ("PCR") and are amortized over a period of 7 to 15 years.

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortization period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognized in the consolidated statement of income in the expense category that is consistent with the function of the intangible assets.

An intangible asset is derecognized upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising upon derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the consolidated statement of income.

p) Offsetting

Financial assets and financial liabilities can only be offset with the net amount being reported in the consolidated statement of financial position when there is a religious or legally enforceable right to set off the recognized amounts and the Group intends to either settle on a net basis or intends to realise the asset and settle the liability simultaneously.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

q) Customers' current accounts

Customers' current accounts balances are in non-investment accounts and are recognized when received by the Bank. The transaction is measured at the cash equivalent amount received by the Bank at the time of contracting. At the end of the accounting year, the accounts are measured at their book value, which represents the settlement value to the customers.

r) Quasi-equity

Quasi-equity are funds held by the Group in one common pool of unrestricted investment account, which is invested by the Group's ('Mudarib') in its own discretion. These include funds raised under Mudaraba contracts and Wakala contracts under multi-level investment arrangements. The funds received under the Wakala arrangement is invested in the Mudaraba investment pool and is considered as investment made by an investment account holder ("IAH"). Under both the Mudaraba and a comingled Wakala arrangement, the investment accountholder authorizes the Group to invest the accountholder's funds in a manner which the Group deems appropriate without laying down any restrictions as to the purpose the funds should be invested. The Group charges management fee (Mudarib fees) to investment accountholders. The allocation of income is determined by the management of the Group within the allowed profit sharing limits as per the terms agreed with IAH. Administrative expenses incurred in connection with the management of the fund are borne directly by the Group and are not charged to investment accounts. Only profits earned on pool of assets funded from IAH are allocated between the owners' equity and IAH. All equity of investment accountholders are carried at cost plus profit and related reserves less amounts settled.

The basis applied by the Group in arriving at the quasi-equity share of income is total investment income less shareholders' income. In case of Wakala contracts, the Bank does not act as both an investment agent and Mudarib of the same fund at one time. Therefore, in case of comingling of Wakala investment funds with the Mudaraba pool, the investment agent will only charge Wakala Fee and will not share in the profits from the Mudaraba investment pool in the capacity of Mudarib.

Under FAS 30, ECL is allocated to the assets invested using funds from unrestricted investment accounts.

s) Provisions

Provisions are recognized when the Group has a present obligation (legal or constructive) arising from a past event and the costs to settle the obligation are both probable and able to be reliably measured.

t) Employees' end-of-service benefits

Short term benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A provision is recognized for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Post employment benefits

Pensions and other social benefits for Bahraini employees are covered by the Social Insurance Organization scheme, which is a "defined contribution scheme" in nature, and to which employees and employers contribute monthly on a fixed-percentage of salaries basis. Contributions by the Bank are recognized as an expense in income statement when they are due.

Eligible employees on fixed contracts are entitled to leaving indemnities payable under the Bahraini Labour Law, based on length of service and final remuneration. Provision for this unfunded commitment has been made by calculating the notional liability had all employees left at the reporting date.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

t) Employees' end-of-service benefits (continued)

Share based payment

The grant-date fair value of equity-settled share-based payment arrangements granted to employees is generally recognized as an expense, with a corresponding increase in equity, over the vesting period of the awards. The amount recognized as an expense is adjusted to reflect the number of awards for which the related service and non-market performance conditions are expected to be met, such that the amount ultimately recognized is based on the number of awards that meet the related service and non-market performance conditions at the vesting date.

Deferred share-based annual incentives

In line with its variable remuneration policy, the Group awards a component of its annual bonuses for certain covered employees (material risk-takers and approved persons) in the form of deferred incentives that are released proportionately over a period of three years. The deferred incentives include a cash component and a share component. The share component is converted to phantom shares of the Bank based on the book value per share at the award date. The deferred incentives are cash-settled on each release date based on the most recent book value per share of the Bank. The deferred incentive liability is carried at their settlement amounts at each reporting date and any changes in the carrying value of the liability is recognized as an expense or release in the income statement of the reporting period. All deferred incentives are subject to malus and claw back provisions.

u) Revenue recognition

Financing contracts

As the income is quantifiable and contractually determined at the commencement of the contract, income is recognized on effective yield basis over the contract term. Recognition of income is suspended when the Group believes that the recovery of these amounts may be doubtful or when the payments of installments are overdue by 90 days, whichever is earlier.

Istisna'a

Istisna'a revenue is the total price agreed between the seller and purchaser including the Group's profit margin. The Group recognizes Istisna'a revenue and profit margin based on percentage of completion method by taking in account the difference between total revenue (cash price to purchaser) and Group's estimated cost. The Group recognizes anticipated losses on Istisna'a contract as soon as they are anticipated.

Sukuk

Income on debt-type sukuk is recognized on a time-proportionate basis based on underlying rate of return of the respective type of Sukuk.

Income on equity-type sukuk is recognized when the group's right to receive dividends is established.

Dividend

Dividend income is recognized when the Group's right to receive the dividend is established.

Ijara Muntahia Bitamleek

Ijara income is recognized on a time-proportionate basis over the lease term. Income related to non-performing Ijara deals is suspended. Accrual of income is suspended when the Group believes that the recovery of these amounts may be doubtful or normally when the rental payments are overdue by 90 days, whichever is earlier.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

u) Revenue recognition (continued)

Fees and commission income

The Group earns fee and commission income from a diverse range of services it provides to its customers. Fee income can be divided into the following main categories:

- Fee income on financing transactions: Fee earned on financing transactions including up-front fees and early settlement fees are recognized when earned. To the extent the fees are deemed yield enhancement they are recognized over the year of the financing contracts.
- Fee income from transaction services: Fee arising from corporate finance, corporate advisory, arranging the sale of assets and wealth management are recognized when earned or on a time proportionate basis when the fee is linked to delivery of services over the term of the contract.
- Other fee income: This is recognized when services are rendered.

v) Fair value of financial assets

Fair value is the amount for which an asset could be exchanged or a liability settled between knowledgeable and willing parties in an arm's length transaction on the measurement date.

For investments that are actively traded in organized financial markets, fair value is determined by reference to the prevailing market bid price on the reporting date.

For investments where there is no quoted market price, a reasonable estimate of fair value is determined by using well-recognized valuation technique such as DCF and recent arm's length market transactions. Alternatively, the estimate would also be based on current market value of another contract, which is substantially the same, or is based on the assessment of future cash flows. The cash equivalent values are determined by the Group by calculating the present value of future cash flows at current profit rates for contracts with similar terms and risk characteristics.

For assets having fixed or determinable payments, fair value is based on available active broker quotes or the net present value of estimated future cash flows determined by the Group using current market profit rates for contracts with similar terms and risk characteristics.

w) Fiduciary assets

Assets held in a fiduciary capacity are not treated as assets of the Group and are accordingly not included in the consolidated statement of financial position. These include assets under management and custodial assets.

x) Dividend on ordinary shares

Dividend payable on ordinary issued and fully paid shares of the Bank is recognized as a liability and deducted from equity when it is approved by the Group's shareholders.

y) Financial guarantees

Financial guarantees are contracts that require the Group to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the terms of a debt instrument. A financial guarantee contract is recognized from the date of its issue. The liability arising from a financial guarantee contract is recognized at the present value of any expected payment, when a payment under the guarantee has become probable.

z) Treasury shares

Own equity contracts that are re-acquired, are recognized at cost and deducted from equity. No gain or loss is recognized in consolidated income statement on the purchase, sale, issue or cancellation of the Bank's own equity contracts. Any difference between the carrying amount and the consideration, if re-issued, is recognized in share premium in consolidated statement of changes in equity.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

aa) Zakah

Zakah is calculated on the Zakah base of the Group in accordance with FAS 39 Zakah using the net assets method. Zakah is calculated based on the eligible reserve and retained earnings balances at the end of the year. The Bank calculates and notifies the shareholders of their pro-rata share of the Zakah payable annually. The calculation of Zakah is approved by the Sharia'a Supervisory Board. Payment of Zakah on the unrestricted investment and other accounts is the responsibility of the investment accountholders.

ab) Repossessed assets

In certain circumstances, properties are repossessed following the foreclosure of financial facilities that are in default. Repossessed properties that are held for immediate sale, are measured at the lower of the carrying value on closure and fair value less cost to sell. Other repossessed properties are classified as investment property.

ac) Earnings prohibited by Shari'a

The Group is committed to contributing to charity any income generated from non-Shari'a sources. Accordingly, any earning prohibited by Shari'a is credited to charity funds to be used for social welfare purposes.

ad) Takaful and retakaful contracts

Takaful contracts

As an Islamic insurance provider, the Group issues contracts that are based on cooperative activity by risk sharing. The Group classifies all its contracts individually as takaful contracts.

Takaful contracts are those contracts where the takaful operator accepts significant takaful risk from the participant by agreeing to compensate the participant if a specified uncertain future event adversely affects the participant. Such contracts may also transfer financial risk. As a general guideline, the Group defines significant takaful risk as the possibility of having to pay benefits on the occurrence of a takaful event. Takaful risk is risk other than financial risk that is transferred from the holder of a contract to the issuer.

Financial risk is the risk of a possible future change in one or more of a security price, index of prices or rates or other variable, provided in the case of a non-financial variable that the variable is not specific to a party to the contract. Takaful risk is significant if, and only if, a takaful event could cause the Group to pay significant additional benefits. Once a contract is classified as a takaful contract it remains classified as a takaful contract until all rights and obligations are extinguished or expired.

Retakaful contracts

Retakaful contracts are contracts entered into by the Group with retakaful operators for the purpose of limiting its net loss potential through the diversification of its risks, under which the Group is compensated for losses on takaful contracts issued.

Assets, liabilities, income and expense arising under ceded retakaful contracts are presented separately from the assets, liabilities, income and expense from the related takaful contracts because the retakaful arrangements do not relieve the Group from its direct obligations to its participants.

The benefits to which the Group is entitled under its retakaful contracts held are recognized as retakaful assets. These assets consist of balances due from retakaful operators on settlement of claims and other receivables such as profit commissions and retakaful operator's share of outstanding claims that are dependent on the expected claims and benefits arising under the takaful contracts covered under retakaful contracts. Amounts recoverable from or due to retakaful operators are recognized consistently with the amounts associated with the underlying takaful contracts and in accordance with the terms of each retakaful contract. Retakaful liabilities are primarily contributions payable for retakaful contracts and are recognized as an expense when due.

Retakaful contracts are contracts entered into by the Group with retakaful operators for the purpose of limiting its net loss potential through the diversification of its risks, under which the Group is compensated for losses on takaful contracts issued.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

ad) Takaful and retakaful contracts (continued)

Retakaful contracts (continued)

Assets, liabilities, income and expense arising under ceded retakaful contracts are presented separately from the assets, liabilities, income and expense from the related takaful contracts because the retakaful arrangements do not relieve the Group from its direct obligations to its participants.

The benefits to which the Group is entitled under its retakaful contracts held are recognized as retakaful assets. These assets consist of balances due from retakaful operators on settlement of claims and other receivables such as profit commissions and retakaful operator's share of outstanding claims that are dependent on the expected claims and benefits arising under the takaful contracts covered under retakaful contracts. Amounts recoverable from or due to retakaful operators are recognized consistently with the amounts associated with the underlying takaful contracts and in accordance with the terms of each retakaful contract. Retakaful liabilities are primarily contributions payable for retakaful contracts and are recognized as an expense when due.

The participants' takaful funds comprises of general takaful and family takaful fund which represent the accumulated undistributed surplus or deficit in respect of contracts in force at the reporting date. It also includes fair value reserves of investments at fair value through equity.

Gross contributions

Gross contributions comprise the total contributions receivable for the whole period of cover provided by contracts entered into during the accounting period and are recognized on the date on which the policy incepts. Contributions include any adjustments arising in the accounting period for contributions receivable in respect of business written in prior accounting periods. Contributions collected by intermediaries, but not yet received, are assessed based on estimates from underwriting or past experience and are included in contributions written. The unexpired portion of such contributions is included under "Unearned contributions" in the statement of financial position. The earned proportion of contributions is recognized as revenue in the participants' statement of revenues and expenses.

Retakaful contributions

Retakaful contributions are amounts paid to retakaful operators in accordance with the retakaful contracts of the Group. In respect of proportional and non-proportional retakaful contracts, the amounts are recognized in the participants' statement of revenues and expenses as per the terms of these contracts.

Unearned contributions

Unearned contributions represent contributions under takaful contracts which are to be earned in the following or subsequent financial periods, for the unexpired period of takaful content as at the reporting date.

Gross claims

Gross claims are recognized in the participants' statement of revenues and expenses when the claim amount payable to participants and third parties is determined as per the terms of the takaful contracts. Gross claims include all claims occurring during the year, whether reported or not, related claims handling costs that are directly related to the processing and settlement of claims, a reduction for the value of salvage and other recoveries, and any adjustments to claims outstanding from previous years.

Claims recovered

Claims recovered include amounts recovered from retakaful operators and other insurance companies in respect of the gross claims paid by the Group, in accordance with the retakaful contracts held by the Group and also includes salvage and other claims recoveries. Claims recovered from retakaful and other parties are recognized when the related gross claims settled are recognized according to the terms of the relevant contracts.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

ad) Takaful and retakaful contracts (continued)

Outstanding claims

Outstanding claims are based on the estimated ultimate cost of all claims incurred but not settled at the statement of financial position date, whether reported or not, together with the related claims handling costs and reduction for salvage and other recoveries. Provisions for outstanding claims reported is based on estimates of the loss, which will eventually be payable on each unpaid claim, established by management based on currently available information and past experience modified for changes reflected in current conditions, increased exposure, rising claims costs and the severity and frequency of recent claims, as appropriate. Outstanding claims are not discounted for time value of money. The methods used, and the estimates made, are reviewed regularly.

The provision for claims incurred but not reported ('IBNR') is made per the actuarial valuation which is updated on the basis of the latest valuation reports.

Any difference between the provisions for outstanding claims at the statement of financial position date and settlements and provisions for the following year is included in the participants' statement of revenues and expenses for that year.

Takaful and insurance receivables

Takaful and insurance receivables are recognized when due and are measured on initial recognition at the fair value of the consideration received or receivable. The carrying value of takaful and insurance receivables is reviewed for impairment whenever events or circumstances indicate that the carrying amount may not be recoverable, with the impairment loss recorded in the statement of income.

ae) AT1 Mudaraba

The AT1 Mudaraba which meet the criteria for equity under FAS 1 (no contractual obligation to deliver cash or other financial assets) is classified as component of Owners equity. The AT1 Mudaraba is initially recognized at its subscribed amount, net of any directly attributable transaction cost. And the corresponding distribution are accounted as a debit to the retained earnings.

af) New standards, amendments, and interpretations issued and effective for annual periods beginning on or after 1 January 2024.

(i) FAS 1 General Presentation and Disclosures in the Financial Statements

AAOIFI had issued the revised FAS 1 General Presentation and Disclosures in the Financial Statements in 2021. This standard describes and improves the overall presentation and disclosure requirements prescribed in line with the global best practices and supersedes the earlier FAS 1. This standard is effective for the financial reporting periods beginning on or after 1 January 2024 with an option to early adopt.

The revision of FAS 1 is in line with the modifications made to the AAOIFI conceptual framework for financial reporting. Significant changes relevant to the Group are a) Definition of Quasi equity is introduced; and b) Concept of comprehensive income has been introduced.

During the period, the Group has adopted FAS 1 revised. As a result of this adoption following changes were made to the primary statements of the Group:

Primary statements introduced

Statement of total comprehensive income

Statement of income and attribution related to quasi-equity

Statement of changes in off-balance-sheet assets under management

As a result of the adoption of FAS 1 revised certain prior year figures have been represented and regrouped to be consistent with the current year presentation. Such grouping did not affect previously reported net profit, total assets, total liabilities and total equity of the Group. Further, the Group has elected to present statement of income and a statement of other comprehensive income as two separate statements.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

af) New standards, amendments, and interpretations issued and effective for annual periods beginning on or after 1 January 2024. (continued)

(ii) FAS 42 Presentation and Disclosures in the Financial Statements of Takaful Institutions

This standard sets out the principles for the presentation and disclosure in the financial statements of Takaful Institutions and prescribes the set of financial statements that the institutions should periodically publish to satisfy the common information needs of users of financial statements. Further this standard also establishes the general principles of presentation of information and adequately reflecting the rights and obligations of different stakeholders within the Takaful business model. This standard should be read in conjunction with FAS 43 – Accounting for Takaful Recognition and Measurement.

This standard supersedes the existing FAS 12 General presentation and disclosures in the financial statements of Islamic Takaful Companies and introduces following key changes:

- a) the standard is aligned with the AAOIFI Conceptual Framework for Financial Reporting (Revised 2020) and FAS 1 General Presentation and Disclosures in the Financial Statements;
- b) the presentation and disclosure in the standard have been amended to be aligned with the Sharia principles and rules relating to Takaful, whereby the Takaful operator is distinct from the participants' funds (including participants' Takaful fund (PTF) and participants' investment fund (PIF));
- c) the PTF and PIF are considered to be off-balance sheet assets under management, therefore, separate from the Takaful Operator;
- d) statements for the managed PTF and managed PIF have been introduced, including separate statements for financial position and financial activities of the managed PTF;
- e) disclosures of Zakah, Charity and Qard funds have been relocated to the notes to the financial statements in line with FAS 1; and
- f) new definitions of Takaful, Takaful institution, Takaful operator, PIF and PTF have been introduced.

This standard is applicable to all Takaful institutions regardless of their legal form or size, including Takaful window operations and is effective for the financial reporting periods beginning on or after 1 January 2025 with an option to early adopt.

The Group has early adopted this standard for the takaful portfolio of its takaful subsidiary. Adoption of this standard did not have a material impact on the consolidated financial information of the Group.

(iii) FAS 43 Accounting for Takaful Recognition and Measurement

This standard supersedes the following FAS; FAS 13 – Disclosure of Bases for Determining and Allocation Surplus or Deficit in Islamic Takaful Companies; FAS 15 – Provisions and Reserves in Islamic Takaful Companies and FAS 19 – Contributions in Islamic Takaful Companies introduces following key changes:

- a) the standard is aligned with the AAOIFI Conceptual Framework for Financial Reporting (Revised 2020) and FAS 1 General Presentation and Disclosures in the Financial Statements;
- b) the principal accounting treatments in respect of Takaful arrangements have been aligned with the globally generally accepted accounting principles and newer regulatory requirements (where applicable);
- c) new accounting treatments have been introduced in respect of matters which were not addressed or superseded standards or were not in line with the global best practices, particularly with regard to the accounting for provisions (or liability, as appropriate) for Takaful arrangements and accounting treatment and presentation for the investment component;
- d) accounting treatments mapped in the standard are mapped to the Sharia principles and rules relating to Takaful, including the rights and obligations of respective stakeholders of Takaful arrangements;
- e) new definitions for the accounting terms in respect of the newly introduced accounting treatments, as well as, improved definitions for earlier used terms, have been incorporated; and
- f) accounting treatments respect to ancillary transactions have been introduced, particularly the transactions and balances between various stakeholders of Takaful institutions, e.g. Accounting for Wakala fees and Qard Hassan.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

af) New standards, amendments, and interpretations issued and effective for annual periods beginning on or after 1 January 2024. (continued)

(iii) FAS 43 Accounting for Takaful Recognition and Measurement (continued)

Under the transitional provisions of this standard, following approaches are prescribed upon first time adoption:

- 1) A full retrospective approach – whereby the effects of transition shall be incorporated from the beginning of the earliest period presented in the financial statements; however, the disclosure of the effect of such adoption in each line item and to the basic and diluted earnings per share shall not be mandatory; or
- 2) A modified retrospective approach – whereby effects of transition shall be taken to retained earnings, as well as accumulated surplus or deficit in the respective Takaful funds at the beginning of the current financial period; or
- 3) A fair value option – whereby the Takaful residual margin or loss component of the provision for the remaining entitlement period, at the transition date (beginning of the current period) shall be determined as the difference between fair value of Takaful arrangements at that date and the fair value of the fulfilment cashflows measured at that date, and the corresponding effects shall be adjusted in the retained earnings of Takaful institution, as well as accumulated surplus or deficit in the respective Takaful funds.

This standard shall apply to Takaful institutions (including in their capacity of being Takaful operators) and their managed participants' Takaful fund (PTF) and managed participants investment funds (PIF) in respect of the following, a) Takaful arrangements, including re-Takaful arrangements issued; b) re-Takaful arrangements held; c) investment contracts with or without discretionary features that are issued along with, and part of, the Takaful arrangements; and d) ancillary transactions related to Takaful operations. This standard is effective for the financial reporting periods beginning on or after 1 January 2025 with an option to early adopt.

The Group has early adopted this standard for the takaful portfolio of its takaful subsidiary. Adoption of this standard has resulted in presentation of takaful assets and liabilities on a net basis instead of gross basis.

ag) New standards, amendments, and interpretations issued but not yet effective.

i) FAS 45: Quasi-Equity (Including Investment Accounts)

AAOIFI has issued Financial Accounting Standard (FAS) 45 "Quasi-Equity (Including Investment Accounts)" during 2023. The objective of this standard is to establish the principles for identifying, measuring, and presenting "quasi-equity" instruments in the financial statements of Islamic Financial Institutions "IFIs".

The standard prescribes the principles of financial reporting to participatory investment instruments (including investment accounts) in which an IFI controls underlying assets (mostly, as working partner), on behalf of the stakeholders other than owner's equity. This standard provides the overall criteria for on-balance sheet accounting for participatory investment instruments and quasi-equity, as well as, pooling, recognition, derecognition, measurement, presentation and disclosure for quasi-equity.

This standard shall be effective for the financial reporting periods beginning on or after 1 January 2026 with an option to early adopt.

The Group does not expect any significant impact on the adoption of this standard.

Notes to the Consolidated Financial Statements

As at 31 December 2024

2 ACCOUNTING POLICIES (continued)

2.4 SIGNIFICANT ACCOUNTING POLICIES (continued)

ag) New standards, amendments, and interpretations issued but not yet effective (continued)

ii) FAS 46: Off-Balance-Sheet Assets Under Management

AAOIFI has issued Financial Accounting Standard ("FAS") 46 "Off-Balance-Sheet Assets Under Management" during 2023. The objective of this standard is to establish principles and rules for recognition, measurement, disclosure, and derecognition of off-balance-sheet assets under management, based on Shari'a and international best practices. The standard aims to improve transparency, comparability, accountability, and governance of financial reporting related to off-balance-sheet assets under management. This standard is applicable to all IFIs with fiduciary responsibilities over asset(s) without control, except for the following:

- The participants' Takaful fund and / or participants' investment fund of a Takaful institution; and
- An investment fund managed by an institution, being a separate legal entity, which is subject to financial reporting in line with the requirements of the respective AAOIFI FAS.

This standard shall be effective for the financial periods beginning on or after 1 January 2026 with an option to early adopt. This standard shall be adopted at the same time as adoption of FAS 45 "Quasi-Equity (Including Investment Accounts)".

The Group does not expect any significant impact on the adoption of this standard.

iii) FAS 47: Transfer of Assets Between Investment Pools

AAOIFI has issued Financial Accounting Standard ("FAS") 47 "Transfer of Assets Between Investment Pools" during 2023. The objective of this standard is to establish guidance on the accounting treatment and disclosures for transfers of assets between investment pools that are managed by the same institution or its related parties. The standard applies to transfers of assets that are not part of a business combination, a disposal of a business, or a restructuring of an institution.

The standard defines an investment pool as a group of assets that are managed together to achieve a common investment objective, such as a fund, a portfolio, or a trust. The standard also defines a transfer of assets as a transaction or event that results in a change in the legal ownership or economic substance of the assets, such as a sale, a contribution, a distribution, or a reclassification.

The transfer of assets between investment pools should be accounted for based on the substance of the transaction and the terms and conditions of the transfer agreement. The standard classifies transfers of assets into three categories: transfers at fair value, transfers at carrying amount, and transfers at other than fair value or carrying amount. The standard also specifies the disclosure requirements for transfers of assets between investment pools.

This standard shall be effective for the financial periods beginning on or after 1 January 2026 with an option to early adopt.

The Group does not expect any significant impact on the adoption of this standard.

iv) FAS 48: Promotional Gifts and Prizes

This standard prescribes accounting and financial reporting requirements applicable to promotional gifts and prizes awarded by the Islamic financial institutions. The standard categorizes them into a) Promotional Gifts, where entitlement to gifts is declared instantly; b) Promotional Prizes, that are announced in advance to be awarded at a future date and c) Loyalty Programs, where the obligation is accumulated over the period.

This standard is effective for the financial periods beginning on or after 1 January 2026, with an option to early adopt.

The Group does not expect any significant impact on the adoption of this standard.

Notes to the Consolidated Financial Statements

As at 31 December 2024

3 CLASSIFICATION OF ASSETS AND LIABILITIES

| | 2024 | | | |
|--|---|---|---|------------------|
| | At fair value through income statement BD '000 | At fair value through OCI BD '000 | At amortised cost/ others BD '000 | Total BD '000 |
| ASSETS | | | | |
| Cash and balances with banks and central banks | - | - | 633,611 | 633,611 |
| Placements with financial institutions | - | - | 476,450 | 476,450 |
| Investments in sukuk financing contracts | - | 800,387 | 647,416 | 1,447,803 |
| Non-trading investments | 79,354 | 18,590 | - | 97,944 |
| Takaful and related assets | - | - | 26,353 | 26,353 |
| Investments in real estate | - | 129,295 | - | 129,295 |
| Investments in associates | - | - | 255,008 | 255,008 |
| Other assets | 321 | 163 | 129,410 | 129,894 |
| Goodwill and other intangible assets | - | - | 204,750 | 204,750 |
| | 79,675 | 948,435 | 6,034,668 | 7,062,778 |

| | 2024 | | | |
|--|---|---|---|------------------|
| | At fair value through income statement BD '000 | At fair value through OCI BD '000 | At amortised cost/ others BD '000 | Total BD '000 |
| LIABILITIES | | | | |
| Placements from financial institutions and individuals | - | - | 171,016 | 171,016 |
| Murabaha term financings | - | - | 1,279,886 | 1,279,886 |
| Customers' current accounts | - | - | 751,062 | 751,062 |
| Takaful and related liabilities | - | - | 75,550 | 75,550 |
| Other liabilities | 847 | - | 126,975 | 127,822 |
| | 847 | - | 2,404,489 | 2,405,336 |

| | 2023 | | | |
|--|---|---|---|------------------|
| | At fair value through income statement BD '000 | At fair value through OCI BD '000 | At amortised cost/ others BD '000 | Total BD '000 |
| ASSETS | | | | |
| Cash and balances with banks and central banks | - | - | 537,874 | 537,874 |
| Placements with financial institutions | - | - | 293,580 | 293,580 |
| Investments in sukuk financing contracts | - | 364,518 | 638,321 | 1,002,839 |
| Non-trading investments | 86,205 | 13,855 | - | 100,060 |
| Takaful and related assets | - | - | 67,370 | 67,370 |
| Investments in real estate | - | 78,070 | - | 78,070 |
| Investments in associates | - | - | 231,484 | 231,484 |
| Other assets | 563 | 163 | 80,502 | 81,228 |
| Goodwill and other intangible assets | - | - | 78,145 | 78,145 |
| | 86,768 | 456,606 | 4,603,736 | 5,147,110 |

| | 2023 | | | |
|--|---|---|---|------------------|
| | At fair value through income statement BD '000 | At fair value through OCI BD '000 | At amortised cost/ others BD '000 | Total BD '000 |
| LIABILITIES | | | | |
| Placements from financial institutions and individuals | - | - | 136,511 | 136,511 |
| Murabaha term financings | - | - | 510,848 | 510,848 |
| Customers' current accounts | - | - | 1,066,031 | 1,066,031 |
| Takaful and related liabilities | - | - | 114,493 | 114,493 |
| Other liabilities | 337 | - | 105,855 | 106,192 |
| | 337 | - | 1,933,738 | 1,934,075 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

4 CASH AND BALANCES WITH BANKS AND CENTRAL BANKS

| | 2024 BD '000 | 2023 BD '000 |
|--|-----------------|-----------------|
| Mandatory reserve with Central Banks* | 181,620 | 115,917 |
| Cash and other balances with Central Banks | 267,185 | 295,383 |
| Balances with commercial banks | 184,935 | 126,902 |
| Allowance for credit losses | (129) | (328) |
| | 633,611 | 537,874 |

* This balance is not available for use in the day-to-day operations of the Group.

5 PLACEMENTS WITH FINANCIAL INSTITUTIONS

These represent short-term interbank placements with financial institutions

| | 2024 BD '000 | 2023 BD '000 |
|-----------------------------|-----------------|-----------------|
| Wakala | 34,624 | 63,546 |
| Mudaraba | 5,590 | 2,860 |
| Commodity murabaha | 436,242 | 227,192 |
| Allowance for credit losses | (6) | (18) |
| | 476,450 | 293,580 |

6 INVESTMENTS IN SUKUK

| | 2024 | | | 2023 |
|---------------------------------------|-------------------------------|-------------------------------|------------------|------------------|
| | Sovereign Sukuk BD '000 | Corporate Sukuk BD '000 | Total BD '000 | Total BD '000 |
| Carried at FVTOCI | | | | |
| At 1 January | 340,834 | 23,684 | 364,518 | 226,617 |
| Purchases | 371,732 | 19,601 | 391,333 | 279,773 |
| Acquired through business combination | 124,365 | - | 124,365 | - |
| Sale / redemption | (78,134) | (17,960) | (96,094) | (140,933) |
| Fair value movement | 6,901 | 1,004 | 7,905 | (2,475) |
| Allowance for credit losses | (31) | (75) | (106) | (105) |
| Profit accrual / Dividend | 8,412 | 54 | 8,466 | 1,641 |
| At 31 December | 774,079 | 26,308 | 800,387 | 364,518 |

Sukuk with carrying value of BD 13,916 thousand (2023: BD 14,905 thousand) are equity sukuk.

This includes sukuk with carrying value of BD 293,525 thousand (2023: BD 228,250 thousand) which are pledged against murabaha term financing (note 16).

Notes to the Consolidated Financial Statements

As at 31 December 2024

6 INVESTMENTS IN SUKUK (continued)

| | 2024 | | | 2023 |
|---------------------------------------|-------------------------------|-------------------------------|------------------|------------------|
| | Sovereign Sukuk BD '000 | Corporate Sukuk BD '000 | Total BD '000 | Total BD '000 |
| Carried at Amortised cost | | | | |
| At 1 January | 604,683 | 33,638 | 638,321 | 610,764 |
| Purchases | 163,902 | 14,214 | 178,116 | 276,536 |
| Acquired through business combination | 99,134 | 3,770 | 102,904 | 7,518 |
| Redemption | (242,082) | (31,512) | (273,594) | (257,957) |
| Allowance for credit losses | (47) | 1 | (46) | (194) |
| Amortisation | 1,130 | 194 | 1,324 | (78) |
| Profit accrual / Dividend | 579 | (188) | 391 | 1,732 |
| At 31 December | 627,299 | 20,117 | 647,416 | 638,321 |
| | 1,401,378 | 46,425 | 1,447,803 | 1,002,839 |

This includes sukuk of BD 360,813 thousand (2023: BD 354,258 thousand) which are pledged against murabaha term financing (note 16).

| Breakup of Sukuk by type of issuer | 2024 | 2023 |
|---|-----------|---------|
| | BD '000 | BD '000 |
| Sovereign sukuk | 1,401,378 | 945,518 |
| Corporate sukuk | 46,425 | 57,321 |

The rating of corporate sukuk are as follows:

| | 2024 | 2023 |
|-------------------------------|---------|---------|
| | BD '000 | BD '000 |
| Investment grade (AAA - BBB+) | 24,842 | 22,615 |
| High Yielding (Below BBB-) | 10,923 | 8,868 |
| Un-rated sukuk | 10,782 | 25,886 |
| Allowance for credit losses | (122) | (48) |

46,425 57,321

Notes to the Consolidated Financial Statements

As at 31 December 2024

7 FINANCING CONTRACTS

| | 2024 | | | | |
|--|-------------------------------------|--|--|-----------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | POCI BD '000 | Total BD '000 |
| | | | | | |
| Leased-based: | | | | | |
| Ijarah | 1,333,453 | 105,440 | 45,999 | 23,900 | 1,508,792 |
| Trade-based: | | | | | |
| Murabaha | 1,079,838 | 41,763 | 19,435 | 13,118 | 1,154,154 |
| Salam | 265,419 | 5,590 | 25,809 | 499 | 297,317 |
| Istisnaa | 73,534 | 1,587 | 4,722 | 154 | 79,997 |
| Participatory-based: | | | | | |
| Mudaraba | 581,757 | 21,613 | 31,394 | 55 | 634,819 |
| Musharaka | 30,020 | 22 | 2,353 | - | 32,395 |
| Credit cards | 26,251 | 239 | 1,421 | - | 27,911 |
| Total gross financing contracts | 3,390,272 | 176,254 | 131,133 | 37,726 | 3,735,385 |
| Allowance for credit losses | (22,590) | (14,947) | (30,574) | - | (68,111) |
| Foreign currency translation | (5,202) | (86) | (307) | (9) | (5,604) |
| | 3,362,480 | 161,221 | 100,252 | 37,717 | 3,661,670 |
| | | | | | |
| 2023 | | | | | |
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit-impaired BD '000 | POCI BD '000 | Total BD '000 |
| Leased-based: | | | | | |
| Ijarah | 822,589 | 23,152 | 33,670 | 5,027 | 884,438 |
| Trade-based: | | | | | |
| Murabaha | 704,924 | 21,244 | 26,545 | 5,533 | 758,246 |
| Salam | 321,848 | 8,807 | 4,752 | 1,396 | 336,803 |
| Istisnaa | 39,734 | 3,000 | 4,769 | 498 | 48,001 |
| Participatory-based: | | | | | |
| Mudaraba | 592,379 | 33,848 | 20,279 | 44 | 646,550 |
| Musharaka | 30,234 | 415 | 152 | - | 30,801 |
| Credit cards | 13,709 | 353 | 1,288 | - | 15,350 |
| Total gross financing contracts | 2,525,417 | 90,819 | 91,455 | 12,498 | 2,720,189 |
| Allowance for credit losses | (16,334) | (8,332) | (23,922) | (435) | (49,023) |
| Foreign currency translation | 4,993 | 164 | 108 | 29 | 5,294 |
| | 2,514,076 | 82,651 | 67,641 | 12,092 | 2,676,460 |

Murabaha financing is reported net of deferred profits of BD 133,184 thousand (2023: BD 102,116 thousand).

Notes to the Consolidated Financial Statements

As at 31 December 2024

7 FINANCING CONTRACTS (continued)

Movement on allowance for credit losses

| | 2024 | | | | | Total BD '000 |
|--|-------------------------------------|--|--|--|------------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Purchased credit- impaired POCI BD '000 | | |
| Balance at 1 January | 16,334 | 8,332 | 23,922 | 435 | 49,023 | |
| Movement between stages, net | 590 | 2,351 | (2,941) | - | - | - |
| Movement in allowance for credit loss | 5,666 | 4,264 | 15,734 | (5,319) | 20,345 | |
| Exchange adjustments and other transfers on settlement | - | - | - | 4,884 | 4,884 | |
| Exposures written off during the year * | - | - | (6,141) | - | (6,141) | |
| Balance at 31 December | 22,590 | 14,947 | 30,574 | - | 68,111 | |
| 2023 | | | | | | |
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Purchased credit- impaired POCI BD '000 | Total BD '000 | |
| Balance at 1 January | 17,309 | 12,290 | 19,337 | - | 48,936 | |
| Movement between stages, net | (3,486) | (2,427) | 5,913 | - | - | - |
| Movement in allowance for credit loss | 2,511 | (1,531) | 19,499 | (2,317) | 18,162 | |
| Exposures written off during the year * | - | - | (20,827) | - | (20,827) | |
| Exchange adjustments and other transfers on settlement | - | - | - | 2,752 | 2,752 | |
| Balance at 31 December | 16,334 | 8,332 | 23,922 | 435 | 49,023 | |

* Represent exposures charged off during the year for which recovery efforts will continue.

The non-performing financing ratio at 31 December 2024 exclusive and inclusive of non-performing POCI is 3.5% and 4.5% respectively (31 December 2023: 3.4% and 3.8%).

Stage 3 provision coverage including collateral amounts to 105.2% (2023: 102.1%). The POCI assets are currently carried at 33.4% (2023: 25.8%) compared to the original contractual amounts. On a cumulative basis, the impaired assets (Stage 3 and POCI) have a provision coverage of 43.4% (2023: 42.1%) compared to their original contractual amounts.

Ijarah Muntahia Bitamleek (IMB)

This represents assets leased (land and buildings) under a IMB arrangement with customers of the Bank. Under this arrangement the Bank (lessor) undertakes to transfer the leased assets to the customer (lessee) at the end of the lease term upon the lessee fulfilling all the obligations under the IMB agreement.

| | 2024 BD '000 | 2023 BD '000 |
|---|------------------|-----------------|
| Ijarah Muntahia Bitamleek | 1,751,610 | 1,039,118 |
| Depreciation | (243,653) | (154,680) |
| Ijarah Muntahia Bitamleek net of depreciation | 1,507,957 | 884,438 |
| Allowance for credit losses | (15,866) | (8,314) |
| At 31 December | 1,492,091 | 876,124 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

7 FINANCING CONTRACTS (continued)

The future minimum lease receivable (excluding future profits) in aggregate are as follows:

| | 2024 BD '000 | 2023 BD '000 |
|--------------------------|------------------|-----------------|
| Due within one year | 249,689 | 120,655 |
| Due in one to five years | 152,223 | 237,391 |
| Due after five years | 1,090,179 | 518,078 |
| | 1,492,091 | 876,124 |

8 ALLOWANCE FOR IMPAIRMENT ON FINANCING CONTRACTS, INVESTMENTS AND OTHER ASSETS

The balance of allowance for credit losses in the below table includes all financing, finance lease assets and off-balance sheet exposures.

| | 2024 | | | | |
|---|-------------------------------------|--|--|-----------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | POCI BD '000 | Total BD '000 |
| | | 19,222 | 8,487 | 26,450 | 435 |
| Balance at 1 January | 19,222 | 8,487 | 26,450 | 435 | 54,594 |
| - transfer to Stage 1: 12 month ECL | 1,434 | (757) | (677) | - | - |
| - transfer to Stage 2: Lifetime ECL not credit-impaired | (569) | 5,947 | (5,378) | - | - |
| - transfer to Stage 3: Lifetime ECL credit-impaired | (284) | (2,831) | 3,115 | - | - |
| Net remeasurement of loss allowance | 6,330 | 4,242 | 15,960 | (5,319) | 21,213 |
| Allowance for credit losses | 6,911 | 6,601 | 13,020 | (5,319) | 21,213 |
| Exchange adjustments and other transfers | - | - | - | 4,884 | 4,884 |
| Exposures written off during the year* | - | - | (6,141) | - | (6,141) |
| Balance at 31 December | 26,133 | 15,088 | 33,329 | - | 74,550 |

* Represent exposures charged off during the year for which recovery efforts will continue.

| | 2024 | | | | |
|--|-------------------------------------|--|--|-----------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | POCI BD '000 | Total BD '000 |
| | | 129 | - | - | 129 |
| Cash and balances with banks and central banks | 129 | - | - | - | 129 |
| Placements with financial institutions | 6 | - | - | - | 6 |
| Investments in sukuk | 660 | - | - | - | 660 |
| Financing contracts | 22,590 | 14,947 | 30,574 | - | 68,111 |
| Financing other assets | 17 | 1 | - | - | 18 |
| Other receivables | 8 | - | 2,079 | - | 2,087 |
| Financing commitments and financial guarantee contracts | 2,723 | 140 | 676 | - | 3,539 |
| | 26,133 | 15,088 | 33,329 | - | 74,550 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

8 ALLOWANCE FOR IMPAIRMENT ON FINANCING CONTRACTS, INVESTMENTS AND OTHER ASSETS (continued)

Net impairment charge on financing contracts, investments and other assets

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Cash and balances with banks and central banks | (198) | 196 |
| Placements with financial institutions | (12) | 7 |
| Investments in sukuk | 152 | 299 |
| Financing contracts (note 7) | 20,345 | 18,162 |
| Other Assets | (946) | 949 |
| Financing commitments and financial guarantee contracts | 1,872 | 218 |
| Investments | (40) | 3,158 |
| | 21,173 | 22,989 |

The day one Allowance for credit losses impact on acquisition during the year is BD 2.5 million (2023: BD 7.6 million).

| | 2023 | | | | |
|---|-------------------------------------|--|--|-----------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit-impaired BD '000 | POCI BD '000 | Total BD '000 |
| Balance at 1 January | 18,257 | 12,327 | 27,150 | - | 57,734 |
| - transfer to Stage 1: 12 month ECL | 1,122 | (777) | (345) | - | - |
| - transfer to Stage 2: Lifetime ECL not credit-impaired | (3,528) | 3,872 | (344) | - | - |
| - transfer to Stage 3: Lifetime ECL credit-impaired | (1,143) | (5,459) | 6,602 | - | - |
| Net remeasurement of loss allowance | 4,487 | (1,476) | 19,598 | (2,317) | 20,292 |
| Recoveries / write-backs | - | - | (461) | - | (461) |
| Allowance for credit losses | 938 | (3,840) | 25,050 | (2,317) | 19,831 |
| Exposures written off during the year* | - | - | (25,673) | - | (25,673) |
| Exchange adjustments and other transfers on settlement | 27 | - | (77) | 2,752 | 2,702 |
| Balance at 31 December | 19,222 | 8,487 | 26,450 | 435 | 54,594 |

* Represent exposures charged off during the period for which recovery efforts will continue.

| | 2023 | | | | |
|---|-------------------------------------|--|--|-----------------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit-impaired BD '000 | POCI BD '000 | Total BD '000 |
| Cash and balances with banks and central banks | 328 | - | - | - | 328 |
| Placements with financial institutions | 18 | - | - | - | 18 |
| Investments in sukuk | 508 | - | - | - | 508 |
| Financing contracts | 16,334 | 8,332 | 23,922 | 435 | 49,023 |
| Financing other assets | 529 | 5 | 333 | - | 867 |
| Other receivables | - | - | 2,183 | - | 2,183 |
| Financing commitments and financial guarantee contracts | 1,505 | 150 | 12 | - | 1,667 |
| | 19,222 | 8,487 | 26,450 | 435 | 54,594 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

9 NON-TRADING INVESTMENTS

| | 2024 BD '000 | 2023 BD '000 |
|--|-----------------|-----------------|
| At fair value through income statement: | | |
| Equity securities | 78,716 | 79,192 |
| Funds | 638 | 7,013 |
| At fair value through other comprehensive income | 18,590 | 13,855 |
| | 97,944 | 100,060 |

The Group holds 40% stake (2023: 40%) in Manara Developments Company B.S.C.(c) ("Manara") & Bareeq Al Retaj Real Estate Services WLL ("Bareeq") each, incorporated in the Kingdom of Bahrain and engaged in the business of property development. The investments measured at fair value through income statement using the fair value scope exemption of FAS 24. As part of restructuring, net assets of Manara will be novated to Bareeq, pending legal formalities.

10 TAKAFUL ASSETS AND LIABILITIES

| | 2024 BD '000 | 2023 BD '000 |
|--------------------------------------|-----------------|-----------------|
| Takaful assets | | |
| Investments of participants in units | 17,140 | 67,370 |
| Takaful assets | 9,213 | - |
| Takaful liabilities | | |
| Other liabilities | 26,353 | 67,370 |
| Takaful liabilities | 66,273 | 114,493 |
| | 9,277 | - |
| | 75,550 | 114,493 |

11 INVESTMENTS IN REAL ESTATE

| | 2024 BD '000 | 2023 BD '000 |
|-----------|-----------------|-----------------|
| Land | | |
| Buildings | 103,263 | 76,195 |
| | 26,032 | 1,875 |
| | 129,295 | 78,070 |

Includes real assets acquired as part of acquisition of subsidiary (note 45).

12 INVESTMENTS IN ASSOCIATES

The Group has a 20.9% (2023: 20.9%) stake in Gulf African Bank ("GAB"), an Islamic commercial bank incorporated as the first Islamic bank in Kenya in August 2006, licensed by the Central Bank of Kenya.

During 2022, as part of its acquisition of the retail business of Ithmaar Holding, the Group acquired economic interests in a sharia compliant financing arrangement provided to FINCORP W.L.L (formerly Al Salam International W.L.L. ("ASI")), the holder of 26.2% stake in Bank of Bahrain and Kuwait B.S.C. ("BBK"), a retail bank incorporated in Bahrain and licensed by the Central Bank of Bahrain. FINCORP W.L.L.'s investment in BBK forms part of a security package assigned to the Bank under a shariah compliant financing structure. The Bank or its quasi-equity do not directly participate in the underlying business activities of FINCORP W.L.L and are not legal owners of its underlying assets. The returns generated by the Bank are to the extent of the profit and the respective repayment, if any, generated from the sharia compliant financing arrangement only. As per the requirements of the financial accounting standards, the effective economic interest of this arrangement is recognized in these financial statements.

During 2024, Solidarity Bahrain B.S.C., insurance subsidiary of the Group acquired 28.9% stake in Alliance Insurance P.J.S.C., an insurance company listed on the Dubai Financial Market resulting in the Groups share of Bargain purchase BD 2,681 thousand (note 23).

Notes to the Consolidated Financial Statements

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12 INVESTMENTS IN ASSOCIATES (continued)

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Balance at 1 January | 231,484 | 254,006 |
| Acquisitions during the year | 16,131 | - |
| Derecognition of associate due to step up acquisition | - | (33,767) |
| Share of profits | 18,169 | 21,043 |
| Share of other changes in equity | 4,276 | 8,511 |
| Dividends received from associates | (15,052) | (17,477) |
| Foreign exchange differences | - | (832) |
| Balance at 31 December | 255,008 | 231,484 |

The summary of financial information of the Group's material investments in associates, which is adjusted for changes in accounting policies and fair value adjustments on acquisition.

Reconciliation of financial information to carrying value of Group's interest in BBK.

| | 2024 BD '000 | 2023 BD '000 |
|---|------------------|-----------------|
| Group's holding | 26.20% | 26.20% |
| Total assets | 4,215,423 | 4,005,203 |
| Total liabilities | 3,567,500 | 3,384,400 |
| Net assets (100%) | 647,923 | 620,803 |
| Group's share of recognised net assets | 169,691 | 162,588 |
| Acquisition accounting related adjustments | 65,202 | 65,202 |
| Carrying amount of interest in associate | 234,893 | 227,790 |
| Revenue | 166,700 | 163,500 |
| Profit (100%) | 71,700 | 84,800 |
| Other change in equity (comprehensive income) | 16,823 | 32,497 |
| Total comprehensive income (100%) | 111,823 | 111,197 |
| Group's share of profits | 17,859 | 19,246 |
| Groups share of other changes in equity | 4,276 | 8,511 |

The market value of BBK stood at BD 229.3 million as at 31 December 2024 (2023: BD 228.4 million). This fair value was determined using market value per share and was not adjusted for any holding of account related adjustments.

For other associates based on the summarized financial statements, the revenue, profit and Group's share of profit were BD 2,797 thousand (2023: BD 8,548 thousand), BD 1,304 thousand (2023: BD 1,683 thousand) and BD 310 thousand (2023: BD 1,797 thousand), respectively.

Notes to the Consolidated Financial Statements

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13 OTHER ASSETS

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Assets under conversion (a) | | |
| Loans and advances to customers | 10 | 46 |
| Non-trading investments – fair value through equity (b) | 163 | 163 |
| | 173 | 209 |
| Other receivables and advances | 75,933 | 37,261 |
| Prepayments | 14,852 | 13,753 |
| Premises and equipment including right of use assets | 38,936 | 30,005 |
| | 129,894 | 81,228 |

(a) These represent non-Shari'a compliant assets resulting from the acquisition of ASBS, BMI B.S.C. (c) and Bahraini Saudi Bank B.S.C. including assets which are carried at nil carrying value (2023: nil). Income derived from these assets are transferred to charity (on collection basis) and as such are not recognised as revenue in the consolidated income statement. During the year, income from this portfolio amounting to BD 217 thousand (2023: BD 230 thousand) has been transferred to charity, which has been included under "Accounts payable".

(b) The above investment of fair value through equity are classified as Level 3 in the fair value hierarchy. Decline in fair value through equity investments during the year was nil (2023: BD 29 thousand).

14 GOODWILL AND OTHER INTANGIBLE ASSETS

During the year, the group acquired ASB Finance B.S.C. (c) (formerly Kuwait Finance House (Bahrain) B.S.C. (c)) an Islamic retail subsidiary of Kuwait Finance House Kuwait that resulted in a goodwill of BD 115,038 thousand. (refer note 45).

The Bank assesses, on annual basis, whether there is an indication, based on internal and external source of information, that the intangible assets may be impaired in accordance with IAS 36 ('impairment of non-financial assets'). As of 31 December 2024, there was no indication of impairment of the CGU associated with the goodwill.

The recoverable amount of goodwill has been determined on fair value less cost to sell, calculated using market approaches which considers trading multiples such as price-to-book and price-to-earnings for comparable banks in the region, adjusted for control premium and illiquidity adjustments. The assessed recoverable amount based on the market approaches was significantly above the carrying value of the CGU which includes the goodwill.

A sensitivity analysis for reasonable charge in inputs does not indicate any risk of impairment. A steady growth rate of 2% and discount rate of 12.2% is applied to the estimated cash flows.

| | 2024 | | | | | 2023 |
|----------------------------------|---------------------|--------------------|-----------------------------|-------------------------------------|------------------|---------|
| | Goodwill BD '000 | License BD '000 | Core deposits BD '000 | Customer Relationship BD '000 | Total BD '000 | |
| Balance at 1 January | 37,252 | 12,000 | 13,854 | 15,039 | 78,145 | 51,998 |
| Acquired during the year | 115,038 | - | 15,000 | - | 130,038 | 28,199 |
| Adjustment to acquired goodwill | (371) | - | - | - | (371) | - |
| Amortised during the year | - | - | (1,386) | (1,676) | (3,062) | (2,052) |
| Balance as at 31 December | 151,919 | 12,000 | 27,468 | 13,363 | 204,750 | 78,145 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

15 PLACEMENTS FROM FINANCIAL INSTITUTIONS AND INDIVIDUALS

These represent short-term placements from banks, financial institutions and individuals in the form of Murabaha contracts.

| | 2024 | 2023 |
|---------------------------------------|----------------|---------|
| Placement from financial institutions | 142,481 | 136,511 |
| Placements from individuals | 28,535 | - |
| | 171,016 | 136,511 |

16 MURABAHA TERM FINANCINGS

These represent short-term and long-term financings obtained from various financial institutions and are collateralised by corporate and sovereign sukuk with total carrying value BD 655,732 thousand (2023: BD 582,508 thousand). (note 6)

17 OTHER LIABILITIES

| | 2024 | 2023 |
|---|----------------|---------|
| | BD '000 | BD '000 |
| Accounts payable | 83,128 | 77,701 |
| Accrued expenses | 25,626 | 14,383 |
| Manager cheques | 5,534 | 6,370 |
| LC margin deposit | 6,604 | 2,875 |
| Project payables | 60 | 225 |
| End of service benefits and other employee related accruals | 3,331 | 2,971 |
| Allowance for credit losses relating to financing commitments and financial guarantee contracts | 3,539 | 1,667 |
| | 127,822 | 106,192 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

18 QUASI-EQUITY

| | 2024 BD '000 | 2023 BD '000 |
|------------------------------------|------------------|-----------------|
| Wakala from financial institutions | 420,231 | 379,768 |
| Wakala, Mudaraba from customers | 3,643,830 | 2,424,617 |
| | 4,064,061 | 2,804,385 |

Including in Quasi-equity is an amount of BD 5,376 thousand (2023: Nil) representing the Quasi-equity holders share of movement in fair value reserve.

Quasi-equity mudaraba and wakala is commingled with Group's funds to form one general pool. The pooled fund are used to fund and invest in income generating assets, however no priority is granted to any party for the purpose of investments and distribution of profits.

The Group does not allocate stage 3 assets to quasi-equity pool. All the impairment allowances relating to non performing assets are allocated to owners' equity. Recoveries from non-performing financial assets are also not allocated to quasi-equity. Only the profits earned on pool of assets funded from quasi-equity are allocated between the owners' equity and quasi-equity. As per the policy of the Group, minimum of 15% of return on assets earned is distributed to quasi-equity and up to 85% is retained by the Group as mudarib share. The Group did not charge any administration expenses to quasi-equity. The average profit rate earned on assets attributed to quasi-equity based on the above ratio for the year ended 31 December 2024 was 6.4% (2023: 6.0%) and the average profit rate distributed to quasi-equity for the year ended 31 December 2024 was 4.0% (2023: 3.5%).

| Distribution of assets by ownership | 2024 | | | 2023 | | |
|--|--------------------------|----------------------------|------------------|--------------------------|----------------------------|------------------|
| | Self-financed BD '000 | Quasi equity BD '000 | Total BD '000 | Self-financed BD '000 | Quasi equity BD '000 | Total BD '000 |
| | 515,426 | 118,185 | 633,611 | 537,874 | - | 537,874 |
| Cash and balances with banks and central banks | 8,094 | 468,356 | 476,450 | 54,953 | 238,627 | 293,580 |
| Placements with financial institutions | 1,447,803 | - | 1,447,803 | 1,002,839 | - | 1,002,839 |
| Investments in sukuk | 444,553 | 3,217,117 | 3,661,670 | 338,492 | 2,337,968 | 2,676,460 |
| Financing contracts | 89,676 | 8,268 | 97,944 | 100,060 | - | 100,060 |
| Non-trading investments | 26,353 | - | 26,353 | 67,370 | - | 67,370 |
| Takaful and related assets | 112,053 | 17,242 | 129,295 | 78,070 | - | 78,070 |
| Investments in real estate* | 20,115 | 234,893 | 255,008 | 3,694 | 227,790 | 231,484 |
| Investments in associates | 129,894 | - | 129,894 | 81,228 | - | 81,228 |
| Other assets | 204,750 | - | 204,750 | 78,145 | - | 78,145 |
| Total Assets | 2,998,717 | 4,064,061 | 7,062,778 | 2,342,725 | 2,804,385 | 5,147,110 |

*real estate investments allocated to quasi-equity are yielding.

Notes to the Consolidated Financial Statements

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18 QUASI-EQUITY (continued)

| | 2024 | | | 2023 | | |
|--|--------------------------|----------------------------|------------------|--------------------------|----------------------------|------------------|
| | Self-financed BD '000 | Quasi equity BD '000 | Total BD '000 | Self-financed BD '000 | Quasi equity BD '000 | Total BD '000 |
| Distribution of income by ownership | | | | | | |
| INCOME | | | | | | |
| Income from financing contracts | 34,010 | 227,800 | 261,810 | 21,989 | 152,014 | 174,003 |
| Income from Investments in sukuk | 71,568 | - | 71,568 | 48,755 | - | 48,755 |
| Finance expense on placements from financial institutions and individuals | (11,039) | - | (11,039) | (8,446) | - | (8,446) |
| Finance expense on murabaha term financing | (30,851) | - | (30,851) | (25,517) | - | (25,517) |
| Net finance income | 63,688 | 227,800 | 291,488 | 36,781 | 152,014 | 188,795 |
| Income from non-trading investments, net | 1,311 | 1,122 | 2,433 | 7,701 | - | 7,701 |
| Fees and commission, net | 27,141 | - | 27,141 | 16,383 | - | 16,383 |
| Share of profit from associates | 310 | 17,859 | 18,169 | 1,797 | 19,246 | 21,043 |
| Income from Takaful operations, net | 5,357 | - | 5,357 | 7,571 | - | 7,571 |
| Other income | 7,004 | - | 7,004 | 3,803 | - | 3,803 |
| Total income | 104,811 | 246,781 | 351,592 | 74,036 | 171,260 | 245,296 |
| EXPENSES | | | | | | |
| Staff costs | 44,346 | - | 44,346 | 31,765 | - | 31,765 |
| Other operating expenses | 55,567 | - | 55,567 | 37,768 | - | 37,768 |
| Total expenses | 99,913 | - | 99,913 | 69,533 | - | 69,533 |
| Profit before impairment allowances, tax and income attribution to quasi-equity | 4,898 | 246,781 | 251,679 | 4,503 | 171,260 | 175,763 |
| Allowance for impairment on financing contracts, investments and other assets | (15,538) | (5,635) | (21,173) | (28,418) | 5,429 | (22,989) |
| Group's share as a mudarib and wakil | 86,630 | (86,630) | - | 76,602 | (76,602) | - |
| Allocated profits | 75,990 | 154,516 | 230,506 | 52,687 | 100,087 | 152,774 |
| Quasi Equity - by type and maturity | | | | 2024 | | 2023 |
| Saving accounts (including call accounts) | | | | BD 000 | | BD 000 |
| Six to nine months investment accounts | | | | 1,048,020 | | 666,651 |
| One to three years investment accounts | | | | 492,321 | | 472,294 |
| Three to five years investment accounts | | | | 965,622 | | 1,149,844 |
| | | | | 828,513 | | 243,527 |
| | | | | 4,058,685 | | 2,804,385 |
| Quasi-equity holders share of movement in fair value reserve | | | | 5,376 | | - |
| | | | | 4,064,061 | | 2,804,385 |

In case of investment accounts on contractual basis, these can be withdrawn subject to deduction of profit upon management discretion.

Notes to the Consolidated Financial Statements

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19 SHARE CAPITAL

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Authorised: 5,000,000,000 ordinary shares (2023: 5,000,000,000 shares) of BD 0.100 each | 500,000 | 500,000 |
| Issued and fully paid: (BD 0.100 per share) Number of shares 2,747,776,658 (2023: 2,616,930,150) | 274,778 | 261,693 |

Names and nationalities of the major shareholders and the number of equity shares in which they own 5% or more of outstanding share as of 31 December 2024 is as follows:

| Investor Name | Nationality | No. of Shares | % of the outstanding shares |
|--------------------------------|-------------|--------------------|-----------------------------|
| Bank Muscat (S.A.O.G.) | Omani | 404,921,657 | 14.7% |
| Muscat Overseas Company L.L.C. | Omani | 201,276,024 | 7.3% |
| Sayacorp B.S.C Closed | Bahraini | 172,475,211 | 6.3% |

A distribution schedule of equity shares, setting out the number of holders and the percentages as of 31 December 2024 is presented below:

| Categories | No. of Shares | No. of the shareholders | % of the outstanding shares |
|-------------------------|----------------------|-------------------------|-----------------------------|
| Less than 1% | 982,740,054 | 22,978 | 35.8 |
| 1% up to less than 5% | 986,363,712 | 13 | 35.9 |
| 5% up to less than 10% | 373,751,235 | 2 | 13.6 |
| 10% up to less than 20% | 404,921,657 | 1 | 14.7 |
| Total | 2,747,776,658 | 22,994 | 100.0 |

19.1 Appropriation

The Board of Directors is proposing a cash dividend of 6 fils per share or 6% (2023: 7%) of the par value of BD 0.100 per share excluding treasury shares and 8% of the paid up capital to be paid by issue of bonus shares (1 share for every 12.5 shares held). This amounts to BD 37,533 thousand for the year ended 31 December 2024 (2023: BD 31,032 thousand).

19.2. Treasury shares

Total number of treasury shares outstanding as of 31 December 2024 was 155,932,001 shares (2023: 53,005,000 shares).

19.3. Employee incentive scheme

The Bank operates a long term share based incentive scheme under which share awards were issued to employees with future performance conditions. As of 31 December 2024, 84,523,957 (2023: 105,552,007 shares) share awards remain unvested.

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19 SHARE CAPITAL (continued)

19.4. Subordinated mudaraba (AT1)

During the year, the Bank has issued bilateral subordinated mudaraba classified as additional Tier 1 mudaraba (AT 1) of BD 162,464 thousand. The subscription was fully paid in cash.

Summary of key terms and conditions of this issue are as follows:

- Profits on this contract are distributed monthly starting from date of subscription at an expected rate of 6% p.a. Profit payments under the contract are discretionary and non-cumulative and non-payment will not be considered as an event of default.
- The contract does not have a stated maturity and is perpetual in nature and the Bank has an option to settle the AT1 Mudaraba at its discretion after 5 years from the date of its initial subscription.
- The AT1 mudaraba has a write-down feature in the event of non-viability as per the terms of the contract.

Accordingly, AT1 mudaraba meets the criteria for classification as equity as per FAS 1 and is recognized under the owners' equity in the consolidated statement of financial position and the profits paid under the contract are accounted for as appropriation of profits. During the year, BD 4,009 thousand was paid as profit on AT1 Mudaraba.

20 STATUTORY RESERVE

As required by Bahrain Commercial Companies Law 21/2001 (as amended) and the Bank's articles of association, 10% of the net profit for the year is transferred to the statutory reserve. The Group may resolve to discontinue such annual transfers when the reserve reaches 50% of the paid up share capital of the Bank. The reserve is not distributable except in such circumstances as stipulated in the Commercial Companies Law and approval of the CBB.

21 BASIC AND DILUTED EARNINGS PER SHARE

Basic earnings per share (EPS) is calculated by dividing the net profit for the year attributable to shareholders of the Bank by the weighted average number of ordinary shares outstanding during the year. There were no dilutive instruments issued by the Bank.

| | 2024 | 2023 |
|---|------------------|-----------|
| Net profit attributable to Shareholders of the Bank (BD '000) | 59,012 | 42,226 |
| Less: Profit on AT1 capital | (4,009) | - |
| Weighted average number of shares (thousand) | 2,654,252 | 2,585,652 |
| Basic and diluted earnings per share (fils) | 20.7 | 16.3 |

22 INCOME FROM FINANCING CONTRACTS

| | 2024 | 2023 |
|---|----------------|---------|
| | BD '000 | BD '000 |
| Leased-based: | | |
| Ijarah, net* | 88,420 | 51,053 |
| Trade-based: | | |
| Murabaha | 77,897 | 50,543 |
| Salam | 21,129 | 16,003 |
| Istisna | 3,780 | 2,013 |
| Participatory-based: | | |
| Mudaraba | 42,933 | 39,949 |
| Musharaka | 2,214 | 2,266 |
| Placements with financial institutions | 25,437 | 12,176 |
| | 261,810 | 174,003 |

* Ijarah income is net of depreciation of BD 110,306 thousand (2023: BD 28,837 thousand).

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23 INCOME FROM NON-TRADING INVESTMENTS, NET

| | 2024 BD '000 | 2023 BD '000 |
|---------------------------------------|-------------------------------|-----------------|
| Fair value loss on investments | (766) | (2,410) |
| Loss on sale of investments, net | - | (6,718) |
| Dividend income | 1,008 | 1,221 |
| Income from investment in real estate | (490) | 48 |
| Gain on bargain purchase | 2,681 | 15,560 |
| | 2,433 | 7,701 |

24 FEES AND COMMISSION, NET

| | 2024 BD '000 | 2023 BD '000 |
|-------------------------------------|-------------------------------|-----------------|
| Transaction related fees and income | 20,481 | 10,801 |
| Arrangement fees | 2,052 | 1,844 |
| LC and LG commission | 1,485 | 1,238 |
| Card income and others | 3,123 | 2,500 |
| | 27,141 | 16,383 |

25 INCOME FROM TAKAFUL OPERATIONS, NET

| | 2024 BD '000 | 2023 BD '000 |
|--|-------------------------------|-----------------|
| Takaful revenue | 94,502 | 45,419 |
| Takaful service expenses | (48,426) | (22,101) |
| Net from retakaful contracts | (29,751) | (11,830) |
| Net finance expense from takaful contracts | (1,283) | (852) |
| Net finance expense from retakaful contracts | 319 | 240 |
| Takaful corporate expenses | (10,004) | (3,305) |
| | 5,357 | 7,571 |

26 OTHER INCOME

| | 2024 BD '000 | 2023 BD '000 |
|------------------------|-------------------------------|-----------------|
| Foreign exchange gains | 4,007 | 2,476 |
| Recoveries | 1,262 | 19 |
| Others | 1,735 | 1,308 |
| | 7,004 | 3,803 |

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As at 31 December 2024

27 STAFF COSTS

| | 2024 BD '000 | 2023 BD '000 |
|--------------------------------------|-----------------|-----------------|
| Salaries and short term benefits | 38,013 | 27,322 |
| Employees' social insurance expenses | 3,779 | 2,850 |
| Other staff expenses | 2,554 | 1,593 |
| | 44,346 | 31,765 |

In 2022, a long term incentive plan (LTIP) was introduced where employees are compensated in form of shares as a percentage on achievement of certain pre-determined performance conditions. The LTIP sets performance and service conditions and has a rateable vesting schedule over a period of five years. Accelerated vesting may occur on exceeding performance conditions leading to true up of share-based payment charges. The issue price is determined based on a defined adjustment to market price on the date of the award. The LTIP shares include financing features and are entitled to dividends, if any, released along with the vested shares.

28 OTHER OPERATING EXPENSES

| | 2024 BD '000 | 2023 BD '000 |
|-------------------------------------|-----------------|-----------------|
| Business related expenses | 16,902 | 9,644 |
| Information technology expenses | 8,910 | 4,968 |
| Professional expenses | 3,713 | 2,698 |
| Board of directors related expenses | 2,946 | 1,717 |
| Premises cost | 4,494 | 3,417 |
| Depreciation and amortization | 8,056 | 4,322 |
| Other expenses | 10,546 | 11,002 |
| | 55,567 | 37,768 |

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As at 31 December 2024

29 RELATED PARTY TRANSACTIONS

Related parties comprise major shareholders, directors of the Bank, senior management, close members of their families, entities owned or controlled by them and companies affiliated by virtue of common ownership with that of the Bank. The transactions with these parties were approved by the board of directors.

The balances with related parties at 31 December 2024 and 31 December 2023 were as follows:

| | 2024 | | | | |
|---|--|----------------------------------|---|---------------------------------|------------------|
| | Associates and joint ventures BD '000 | Major shareholders BD '000 | Directors and related entities BD '000 | Senior management BD '000 | Total BD '000 |
| Assets: | | | | | |
| Cash and balances with banks and central bank | - | 244 | - | - | 244 |
| Financing contracts | 24,958 | - | 2,557 | 2,036 | 29,551 |
| Non-trading investments | 68,854 | - | - | - | 68,854 |
| Takaful and related assets | - | - | 620 | 11 | 631 |
| Investments in associates | 255,008 | - | - | - | 255,008 |
| Liabilities and Quasi-equity: | | | | | |
| Customers' current accounts | 1,234 | 358 | 3,944 | 1,795 | 7,331 |
| Other liabilities | 16 | - | 106 | 85 | 207 |
| Quasi-equity | 12,271 | 3,407 | 7,718 | 7,655 | 31,051 |
| Contingent liabilities and commitments | 8 | - | 502 | 191 | 701 |
| | | | | | |
| | | | | | |
| 2023 | | | | | |
| | Associates and joint ventures BD '000 | Major shareholders BD '000 | Directors and related entities BD '000 | Senior management BD '000 | Total BD '000 |
| Assets: | | | | | |
| Cash and balances with banks and central bank | - | 95 | - | - | 95 |
| Financing contracts | 23,237 | - | 1,637 | 1,340 | 26,214 |
| Non-trading investments | 68,863 | - | - | - | 68,863 |
| Takaful and related assets | - | - | 562 | - | 562 |
| Investments in associates | 231,484 | - | - | - | 231,484 |
| Liabilities and Quasi-equity: | | | | | |
| Customers' current accounts | 1,846 | 210 | 4,136 | 467 | 6,659 |
| Other liabilities | 91 | - | 953 | 16 | 1,060 |
| Quasi-equity | 4,376 | - | 6,926 | 2,651 | 13,953 |
| Contingent liabilities and commitments | 8 | - | 651 | - | 659 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

29 RELATED PARTY TRANSACTIONS (continued)

The income and expenses in respect of related parties included in the consolidated income statement are as follows:

| | 2024 | | | | |
|--------------------------------------|--|----------------------------------|---|---------------------------------|------------------|
| | Associates and joint ventures BD '000 | Major shareholders BD '000 | Directors and related entities BD '000 | Senior management BD '000 | Total BD '000 |
| Income: | | | | | |
| Income from financing contracts | 1,656 | 1 | 162 | 69 | 1,888 |
| Share of profit from associates, net | 18,169 | - | - | - | 18,169 |
| Dividend Income | 119 | - | - | - | 119 |
| Income from takaful operations | - | - | 1,053 | 4 | 1,057 |
| Expenses: | | | | | |
| Other operating expenses | - | - | 2,701 | 2,525 | 5,226 |
| Expense from takaful operations | 382 | - | 196 | - | 578 |
| Expense attributable to quasi-equity | 470 | 142 | 432 | 165 | 1,209 |
| Allowance for impairment | 17 | - | - | - | 17 |

| | 2023 | | | | |
|--------------------------------------|--|----------------------------------|---|---------------------------------|------------------|
| | Associates and joint ventures BD '000 | Major shareholders BD '000 | Directors and related entities BD '000 | Senior management BD '000 | Total BD '000 |
| Income: | | | | | |
| Income from financing contracts | 1,401 | 66 | 123 | 55 | 1,645 |
| Share of profit from associates, net | 21,043 | - | - | - | 21,043 |
| Dividend Income | 157 | - | - | - | 157 |
| Income from takaful operations | 18 | - | 1,238 | - | 1,256 |
| Expenses: | | | | | |
| Other operating expenses | - | - | 3,899 | - | 3,899 |
| Expense from takaful operations | 451 | - | - | - | 451 |
| Expense attributable to quasi-equity | 154 | 299 | 362 | 88 | 903 |
| Allowance for impairment | 3,070 | - | - | - | 3,070 |

Key management personnel compensation

Board of Directors' remuneration for the year 2024 amounted to BD 1,110 thousand (2023: BD 965 thousand) and sitting fees for the year 2024 amounted to BD 587 thousand (2023: BD 519 thousand).

Sharia Supervisory Boards' remuneration for the year 2024 amounted to BD 55 thousand (2023: BD 55 thousand).

Key management personnel of the Bank comprise key members of management having authority and responsibility for planning, directing and controlling the activities of the Bank. Compensation of key management personnel for the year 2024 includes salaries and other benefits of BD 7,838 thousand (2023: BD 5,732 thousand).

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As at 31 December 2024

30 CONTINGENT LIABILITIES AND COMMITMENTS

| | 2024 BD '000 | 2023 BD '000 |
|--|-----------------|-----------------|
| Contingent liabilities on behalf of customers | | |
| Guarantees | 155,363 | 137,932 |
| Letters of credit | 212,977 | 170,259 |
| Acceptances | 1,558 | 1,648 |
| | 369,898 | 309,839 |
| Unutilised commitments | | |
| Unutilised financing commitments | 384,562 | 313,076 |
| Unutilised non-funded commitments | 46,089 | 37,261 |
| | 430,651 | 350,337 |

Letters of credit, guarantees (including standby letters of credit) commit the Group to make payments on behalf of customers contingent upon their failure to perform under the terms of the contract.

Commitments generally have fixed expiration dates, or other termination clauses. Since commitments may expire without being utilized, the total contract amounts do not necessarily represent future cash requirements.

31 WA'AD BASED FX TRANSACTIONS FOR RISK MANAGEMENT

The Group enter into Wa'ad based FX transactions to manage its exposures to foreign currency risk. The fair values of FX Wa'ad instruments is as follows:

| | 2024 | | 2023 | |
|-----------------------------|-------------------------------|-----------------------|-------------------------------|-----------------------|
| | Notional Amount BD '000 | Fair Value BD '000 | Notional Amount BD '000 | Fair Value BD '000 |
| FX Wa'ad instruments | | | | |
| Assets position | 49,024 | 321 | 42,630 | 563 |
| Liabilities position | 82,281 | 847 | 52,515 | 337 |

32 FINANCIAL RISK MANAGEMENT

32.1 Introduction - Risk management of Banking operations

Risk is inherent in the Group's activities but it is managed through a process of ongoing identification, measurement and monitoring, subject to risk appetite limits and other controls. This process of risk management is critical to the Group's continuing profitability and each individual within the Group is accountable for the risk exposures relating to his or her responsibilities. The Group is exposed to credit risk, liquidity risk, operational risk, information security risk and market risk. It is also subject to early settlement risk.

The Group's risk function is independent of lines of business and the Chief Risk Officer reports to the Audit and Risk Committee with access to the Group Chief Executive Officer.

The independent risk control process does not include business risks such as changes in the environment, technology and industry as they are monitored through the Group's strategic planning process.

Risk management structure

The Board of Directors is ultimately responsible for identifying and controlling risks; however, there are separate independent bodies responsible for managing and monitoring risks.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.1 Introduction - Risk management of Banking operations (continued)

Board of Directors

The Board of Directors is responsible for setting the overall risk management framework and appetite encompassing the risk strategies and policies.

Audit and Risk Committee

The Audit and Risk Committee is appointed by the Board of Directors who are non-executive directors of the Group. The Audit and Risk Committee assists the Board in carrying out its responsibilities with respect to assessing the quality and integrity of financial reporting, the audit thereof, the soundness of the internal controls of the Group, reviewing and monitoring the overall risk framework and profile of the Group as well as its adherence to stipulated policies and limits, and the methods for monitoring compliance with laws, regulations and supervisory and internal policies.

The Audit and Risk Committee reviews Group's accounting and financial practices, risk management reports, integrity of the Group's financial and internal controls and consolidated financial statements. It also reviews the Group's compliance with legal requirements, recommends the appointment, compensation and oversight of the Group's external and internal auditors. The Committee has the responsibility to review and recommend to the Board for approval the overall risk process and policies within the Bank.

Shari'a Supervisory Board

The Group's Shari'a Supervisory Board is entrusted with the responsibility to ensure the Group's adherence to Shari'a rules and principles in its transactions and activities.

Credit Investment Committee

Credit and Investment Committee (CIC) reviews the Credit Risk Policies and Investment Policies to ensure they are consistent with the corporate values and strategy of the Bank. The Committee will discuss, review and approve all investments and financing transactions. The Committee establishes the framework for setting country, product and sector limits, consider proposals for changes in such limits, review periodic reports to monitor compliance and agree actions to be taken to address exceptions.

It assesses and approves credit risk parameters (including pricing) relating to new products and changes in credit risk for existing products.

Risk Management Unit

Asset and Liability Committee

The Asset and Liability Committee (ALCO) establishes policy and objectives for the asset and liability management of the Group's financial position in terms of ICAAP, Stress Testing, Step-in Risk, Recovery and Resolution Plan, Risk and Return and its impact on profitability. It also monitors the cash flow, tenor and cost / yield profiles of assets and liabilities and evaluates the Group's financial position both from profit rate sensitivity and liquidity points of view, making corrective adjustments based upon perceived trends and market conditions, monitoring liquidity, monitoring foreign exchange exposures and positions.

Operational, Market Risk and Compliance Committee (OMAC)

The Operational, Market Risk and Compliance Committee (OMAC) is responsible for the design, implementation and supervision of the compliance risk framework (excluding credit risk) of the Bank. It reviews risk management policies (excluding Credit Risk policies). It ensures Bank's compliance with applicable regulations with the assistance of relevant stakeholders. It ensures that the Business Continuity Framework is robust and maintained. It reviews the ICAAP, Stress Testing, Resolution and Recovery Plan and Step-in Risk prior to submission to the Board.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.1 Introduction - Risk management of Banking operations (continued)

Information Security Committee

Information Security Committee is an advisory committee appointed by the Management Executive Committee of the Bank to develop, review and execute a comprehensive Information Security Management System for the Bank. The Committee will regularly review the information security risk exposure of the Bank.

Internal Audit

Risk management processes throughout the Group are audited by the internal audit function that examines both the adequacy of the procedures and the Group's compliance with the procedures. Internal Audit discusses the results of all assessments with management, and reports its findings and recommendations to the Audit and Risk Committee.

Risk measurement and reporting systems

The Group's risk management policies aim to identify, measure, analyse and manage the risks faced by the Group, to set appropriate risk limits and controls, and to continuously monitor risk levels and adherence to limits. The Group's risk management department is also responsible for identifying risk characteristics inherent in new and existing products, activities and setting exposure limits to mitigate these risks.

Monitoring and controlling risks is primarily performed based on limits established by the Group. These limits reflect the business strategy and market environment of the Group as well as the level of risk that the Group is willing to accept, with additional emphasis on selected industries. In addition, the Group monitors and measures the overall risk bearing capacity in relation to the aggregate risk exposure across respective risk types and activities.

Information compiled from all the businesses is examined and processed in order to analyse, control and identify early risks. This information is presented and explained to the Board of Directors, the Audit and Risk Committee, Credit and Investment Committee, The Operational, Market Risk and Compliance Committee (OMAC), Information Security Committee and ALCO, whenever required. The reports include aggregate credit quality and exposures, market risk exposures, operational risk metrics, Information Security updates, limit exceptions, liquidity ratios, stress testing, and risk profile changes. A detailed report is produced on a quarterly basis with simplified reports produced on a monthly basis. Senior management assesses the appropriateness of the allowance for credit losses on a quarterly basis. The Audit and Risk Committee of the Board receives a comprehensive risk report once a quarter which is designed to provide all the necessary information to assess the risks of the Group.

For all levels throughout the Group, specifically tailored risk reports are prepared and distributed in order to ensure that all business divisions have access to extensive, necessary and up-to-date information. Briefing is given to all relevant members of the Group on the utilization of market limits, proprietary investments and liquidity, plus any other risk developments.

Concentrations arise when a number of counterparties are engaged in similar business activities, or activities in the same geographic region, or have similar economic features that would cause their ability to meet contractual obligations to be similarly affected by changes in economic, political or other conditions. Concentrations indicate the relative sensitivity of the Group's performance to developments affecting a particular industry or geographical location.

In order to avoid excessive concentrations of risk, the Group's policies and procedures include specific guidelines to focus on maintaining a diversified portfolio. Identified concentrations of credit risks are controlled and managed accordingly.

32.2 Credit risk

Credit risk is the risk that one party to a financial contract will fail to discharge an obligation and cause the other party to incur a financial loss. The Group attempts to control credit risk by monitoring credit exposures, setting limits for transactions with counterparties, and continually assessing the creditworthiness of counterparties.

In addition to monitoring credit limits, the Group manages the credit exposures by entering into collateral arrangements with counterparties in appropriate circumstances and by limiting the duration of the exposure.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

Maximum exposure to credit risk without taking account of any collateral and other credit enhancements

Credit risk grades

The Group allocates each exposure to a credit risk grade based on a variety of data that is determined to be predictive of the risk of default and applying experienced credit judgment. Credit risk grades are defined using qualitative and quantitative factors that are indicative of risk of default. These factors vary depending on the nature of the exposure and the type of customer. Credit risk grades are defined and calibrated such that the risk of default occurring increases exponentially as the credit risk deteriorates. Each exposure is allocated to a credit risk grade at initial recognition based on available information about the customer. Exposures are subject to ongoing monitoring which may result in an exposure being moved to a different credit risk grade.

The table below shows the maximum exposure to credit risk for the components of the consolidated statement of financial position. The maximum exposure is shown gross of provision, before the effect of mitigation through the use of master netting and collateral agreements.

| | Gross maximum exposure 2024 BD '000 | Gross maximum exposure 2023 BD '000 |
|--|--|--|
| ASSETS | | |
| Balances with other banks | 184,935 | 126,902 |
| Placements with financial institutions | 476,456 | 293,598 |
| Investment in sukuk | 1,447,955 | 1,003,138 |
| Financing contracts | 3,729,781 | 2,725,483 |
| Financing contracts under other assets | 19,273 | 2,376 |
| Total | 5,858,400 | 4,151,497 |
| Contingent liabilities and commitments | 800,549 | 660,176 |
| Total credit risk exposure | 6,658,949 | 4,811,673 |

Where financial contracts are recorded at fair value the amounts shown above represent the current credit risk exposure but not the maximum risk exposure that could arise in the future as a result of changes in values.

Type of credit risk

Various contracts entered into by the Group comprise Murabaha financing, Mudaraba financing, Musharaka, Credit card receivables, Sukuk and IMB contracts. Murabaha contracts cover financing of land, buildings, commodities, motor vehicles and others non-financial assets. Mudaraba financing consist of financing transactions entered through other Islamic banks and financial institutions. Mudaraba is a partnership agreement in which the Islamic bank acts as the provider of funds (the Rabimal) while the recipient of the funds (the Mudarib or the manager) provides the professional, managerial and technical know-how towards carrying out the venture, trade or service with an aim of earning profit.

The Group follows an internal rating mechanism for grading relationships for financial assets. All financial assets are assigned a rating in accordance with the defined criteria. The Group utilises a scale ranging from 1 to 10 for credit relationships, with 1 to 7 denoting performing grades and 8 to 10 denoting non-performing grades. Ratings 1 to 4 represent good credit grade, 5 to 7 represents a satisfactory credit grade and 8 to 10 represents default grade.

For externally rated exposures, credit risk ratings of an authorised Credit Rating Agency are converted into internal ratings which are calibrated with the risk appetite of the Bank. Conversion of an external credit risk rating to an internal risk rating is done to ensure consistency across publicly rated and unrated entities.

The Group endeavors continuously to improve upon the internal credit risk rating methodologies and credit risk management policies and practices to reflect the true underlying credit risk of the portfolio and the credit culture in the Group.

Considering the pre-prevailing market situation, the Group has taken preemptive measures to mitigate credit risk by adopting more cautious approach for credit approvals thereby tightening the criteria for extending credit to impacted sectors.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

Measurement of ECL

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Group expects to receive). ECLs are discounted at the effective profit rate of the financial asset.

The key parameters into the measurement of ECL are the following variables:

- Probability of Default (PD);
- Loss Given Default (LGD); and
- Exposure At Default (EAD).

These parameters are generally derived from internally developed models, historical and projected data. These are further adjusted to reflect forward-looking scenarios as described below.

Definition of default

The Group considers a financial asset to be in default when the customer is unlikely to pay its credit obligations to the Group in full, without recourse by the Group to actions such as liquidating collateral; or the customer is genuinely past due more than 90 days on any credit obligation to the Group. In assessing whether a customer is in default, the Group considers both qualitative factors such as breaches of covenants and quantitative factors such as overdue status and non-payment on another obligation of the same issuer to the Group.

Probability of default

PDs estimates are estimated at a certain date, which are calculated based on the Bank's default experience, and assessed using rating tools tailored to the segment of counterparties and exposures. These estimations are based on internally compiled data comprising both quantitative and qualitative factors. In case of lack of default history, market data may also be used to derive the PD for selected segment of counterparties. If a counterparty or exposure migrates between rating classes, then this will lead to a change in the estimate of the associated PD.

Generating the term structure PD

Credit risk grades are a primary parameters into the determination of the term structure of PD for exposures. The Group collects performance and default information about its credit risk exposures analysed by credit risk grading for corporate and days-past-due for retail portfolio. The Group employs credit risk estimation models for analysing the data collected and generate estimates of PD of exposures and how these are expected to change as a result of the passage of time.

Incorporation of forward - looking information

The Group uses industry recognized models to estimate impact of macro-economic factors on historical observed default rates. In case the results of forecasted PDs are significantly different from the expected default rates that may be observed for the forecasted economic conditions, conservative and discretionary overlays shall be used by the management after analyzing the portfolio and impact. The key macro-economic indicators include gross domestic product (GDP) growth, inflation, domestic credit growth and oil prices.

Incorporating forward-looking information requires continuous assessment as to how changes in these macroeconomic factors will affect the ECL applicable to the stage 1 and stage 2 exposures which are considered as performing (Stage 3 are the exposures under default category). The methodologies and assumptions involved, including any forecasts of future economic conditions, are reviewed yearly.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

Loss Given Default

LGD is the magnitude of the likely loss if there is a default. LGD parameters based on the history of recovery rates of claims against defaulted counterparties, based on historical data using both internal and external factors. The LGD is estimated using below factors:

Cure Rate: Defined as the ratio of accounts which have fallen to default and have managed to move backward to the performing accounts.

Recovery Rate: Defined as the ratio of liquidation value to market value of the underlying collateral at the time of default would also account for expected recovery rate from a general claim on the individual's assets for the unsecured portion of the exposure.

In case of non-availability of recovery data, the Bank uses LGD estimate based on market practice.

Discounting Rate: Defined as the opportunity cost of the recovery value not being realized on the day of default adjusted for time value. Where the Group does not have stable or adequate internal loss or recovery experience, an expert judgement measure using market benchmarks as inputs is considered.

Exposure At Default

EAD represents the expected exposure in the event of a default. The Group derives the EAD from the current exposure to the counterparty. The EAD of a financial asset is its gross carrying amount. For financing commitments and financial guarantees, the EAD includes the amount drawn, as well as potential future amounts that may be drawn under the contract, which are estimated based on historical observations and forward-looking forecasts.

Significant Increase in Credit Risk

A SICR occurs when there has been a significant increase in the risk of a default occurring over the expected life of a financial instrument. In the measurement of ECL, judgement is involved in setting the rules and trigger points to determine whether there has been a SICR since initial recognition of a financing facility, which would result in the financial asset moving from 'stage 1' to 'stage 2'.

When determining whether the risk of default on financial contracts has increased significantly since initial recognition, the Group considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Group's historical experience and expert credit assessment including forward-looking information.

The criteria for determining whether credit risk has increased significantly vary on a portfolio level and include quantitative and qualitative factors, including days past due, restructured status and relative migration in risk rating. Credit risk grades are defined and calibrated such that the risk of default occurring increases exponentially as the credit risk grade deteriorates so, for example, the difference in risk of default between credit risk grades 1 and 2 is smaller than the difference between credit risk grades 4 and 5.

The Group continues to assess customer for other indicators of unlikelihood to pay, taking into consideration the underlying cause of any financial difficulty and whether it is likely to be temporary as a result of prevailing economic conditions or longer term.

Management overlays are applied to the model outputs consistent with the objective of identifying a significant increase in credit risk.

Renegotiated financial assets

The contractual terms of a financing may be modified for a number of reasons including changing market conditions, and other factors not related to the current or potential credit deterioration of a customer. When the terms of a financial asset are modified and the modification does not result in a derecognition, the determination of whether the asset's credit risk has increased significantly reflects a comparison of its remaining lifetime PD at the reporting date based on modified terms, with the remaining lifetime PD estimated based on data at initial recognition and the original contractual terms.

The Group renegotiates financing to customers in financial difficulties to maximize collection opportunities and minimize the risk of default. This may involve extending the payment arrangements and documenting the agreement of new conditions for providing finance. Management continuously reviews renegotiated facilities to ensure that all criteria are met and that future payments are likely to occur.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

Renegotiated financial assets (continued)

The accounts which are performing prior to restructuring but restructured due to financial difficulty are categorised under stage 2. The accounts that are non-performing or meet any criteria for classifying as non-performing (prior to restructuring), then such restructured accounts are categorized under stage 3.

Backward transition

FAS 30 staging model is of symmetrical nature as exposures may migrate from lifetime ECL measurement (Stage 2 and Stage 3) to 12 month ECL measurement (Stage 1). However, movement across stages are not immediate once SICR indicators are no longer triggered. Once such indicators are no longer triggered, movement back to Stage 1 or Stage 2 has to be calibrated and cannot be automatic or immediate. Certain criteria like cooling off period, SICR indicators and payment history are considered for migrating customers to Stage 2 or Stage 1.

Credit Conversion Factor

The estimation of EAD takes into account any unexpected changes in the exposure after the assessment date, including expected drawdowns on committed facilities through the application of a credit conversion factor (CCF). The EAD is estimated using the outstanding exposure adjusted by CCF times for undrawn portion of the facilities.

The outstanding exposure is calculated as principal plus profit less expected prepayments. The undrawn portion refers to the portion of the unutilized credit limit. CCF applied to the facilities would be the higher of average behavioral utilization over the last five years or the CCF considered for capital charge.

The Bank applies regulatory CCF as defined by the Central Bank of Bahrain.

Expected credit Losses

ECLs were estimated based on a range of forecast economic conditions as at that date the Group has considered the impact of volatility in the forward-looking macro-economic factors, when determining the severity and likelihood of economic scenarios for ECL determination.

The following table summarizes the key judgements and assumptions in relation to the model inputs and the interdependencies between those inputs during the current year.

| Key model inputs | Model assumptions |
|-------------------------------|--|
| Probability of default (PD's) | Point-in-time PD's updated using latest available macro-economic forecasts by using historical correlation to Oil (Brent) price; General government total expenditure; Domestic credit growth (%); Total investment; Volume of imports of goods and services and General government gross debt as percentage of GDP. |
| Probability weighted outcomes | Probability weights - Base 65, Worst 25, Best 10. |
| Loss Given Default (LGD) | Unsecured LGD is 65% and it is consistent with those used in 2023. |

The Group has previously performed historical analysis and identified key economic variables impacting credit risk and ECL for each portfolio and expert judgement has also been applied in this process. These economic variables and their associated impact on PD, EAD and LGD vary by financial instrument.

Judgement is involved in determining which forward looking information variables are relevant for particular financing portfolios and for determining the sensitivity of the parameters to movements in these forward-looking variables. As with any economic forecasts, the projections and likelihoods of the occurrence are subject to a high degree of inherent uncertainty and therefore the actual outcomes may be significantly different to those projected.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

a) The credit quality of balances with banks and placements with financial institutions subject to credit risk is as follows:

| | 2024 | | | |
|-----------------------------|-------------------------------------|--|--|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 |
| | | | | |
| Good (R1-R4) | 578,618 | - | - | 578,618 |
| Satisfactory (R5-R7) | 82,773 | - | - | 82,773 |
| Allowance for credit losses | (135) | - | - | (135) |
| | 661,256 | - | - | 661,256 |

| | 2023 | | | |
|-----------------------------|-------------------------------------|--|--|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit-impaired BD '000 | Total BD '000 |
| | | | | |
| Good (R1-R4) | 327,751 | - | - | 327,751 |
| Satisfactory (R5-R7) | 92,749 | - | - | 92,749 |
| Allowance for credit losses | (346) | - | - | (346) |
| | 420,154 | - | - | 420,154 |

b) The following tables sets out information about the credit quality of financial assets. For financing commitments and financial guarantee contracts, the amounts in the table represent the amounts committed or guaranteed.

i) Investment in sukuk

| | 2024 | | | |
|-----------------------------|-------------------------------------|---|---|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 |
| | | | | |
| Good (R1-R4) | 1,442,128 | - | - | 1,442,128 |
| Satisfactory (R5-R7) | 6,335 | - | - | 6,335 |
| Allowance for credit losses | (660) | - | - | (660) |
| | 1,447,803 | - | - | 1,447,803 |

| | 2023 | | | |
|-----------------------------|-------------------------------------|---|---|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 |
| | | | | |
| Good (R1-R4) | 993,286 | - | - | 993,286 |
| Satisfactory (R5-R7) | 10,061 | - | - | 10,061 |
| Allowance for credit losses | (508) | - | - | (508) |
| | 1,002,839 | - | - | 1,002,839 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

ii) Financing contracts

| | 2024 | | | | |
|--|-------------------------------------|--|--|--------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | POCI | Total BD '000 |
| | | | | | |
| Good (R1-R4) | 2,734,529 | 34,781 | 1,375 | 53 | 2,770,738 |
| Satisfactory (R5-R7) | 650,541 | 141,387 | 50,843 | 22,231 | 865,002 |
| Default (D8-D10) | - | - | 78,608 | 15,433 | 94,041 |
| Allowance for credit losses and impairment | (22,590) | (14,947) | (30,574) | | (68,111) |
| | 3,362,480 | 161,221 | 100,252 | 37,717 | 3,661,670 |

| | 2023 | | | | |
|--|-------------------------------------|--|--|--------|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit-impaired BD '000 | POCI | Total BD '000 |
| | | | | | |
| Good (R1-R4) | 2,327,900 | 30,400 | - | - | 2,358,300 |
| Satisfactory (R5-R7) | 202,510 | 60,583 | - | - | 263,093 |
| Default (D8-D10) | - | - | 91,563 | 12,527 | 104,090 |
| Allowance for credit losses and impairment | (16,334) | (8,332) | (23,922) | (435) | (49,023) |
| | 2,514,076 | 82,651 | 67,641 | 12,092 | 2,676,460 |

As 31 December 2024, profit in suspense amounted to BD 19,709 thousand (2023: BD 8,725 thousand).

iii) Financing other assets

| | 2024 | | | | |
|-----------------------------|-------------------------------------|---|---|------------------|--------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 | |
| | | | | | |
| Good (R1-R4) | 331 | - | - | - | 331 |
| Satisfactory (R5-R7) | 18,928 | 14 | - | - | 18,942 |
| Default (D8-D10) | - | - | - | - | - |
| Allowance for credit losses | (17) | (1) | - | - | (18) |
| | 19,242 | 13 | - | - | 19,255 |

| | 2023 | | | | |
|-----------------------------|-------------------------------------|---|---|------------------|-------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 | |
| | | | | | |
| Good (R1-R4) | 1,487 | - | - | - | 1,487 |
| Satisfactory (R5-R7) | 297 | 65 | - | - | 362 |
| Default (D8-D10) | - | - | 527 | 527 | 527 |
| Allowance for credit losses | (529) | (5) | (333) | (867) | |
| | 1,255 | 60 | 194 | 1,509 | |

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

iv) Financing commitments and financial guarantee contracts

| | 2024 | | | |
|-----------------------------|-------------------------------------|---|---|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 |
| Good (R1-R4) | 764,088 | 59 | 1 | 764,148 |
| Satisfactory (R5-R7) | 18,849 | 11,800 | 1,540 | 32,189 |
| Default (D8-D10) | - | - | 4,212 | 4,212 |
| Allowance for credit losses | (2,723) | (140) | (676) | (3,539) |
| | 780,214 | 11,719 | 5,077 | 797,010 |

| | 2023 | | | |
|-----------------------------|-------------------------------------|---|---|------------------|
| | Stage 1: 12-month ECL BD '000 | Stage 2: Lifetime ECL not credit- impaired BD '000 | Stage 3: Lifetime ECL credit- impaired BD '000 | Total BD '000 |
| Good (R1-R4) | 486,192 | 1,117 | - | 487,309 |
| Satisfactory (R5-R7) | 161,588 | 5,067 | - | 166,655 |
| Default (D8-D10) | - | - | 6,212 | 6,212 |
| Allowance for credit losses | (1,505) | (150) | (12) | (1,667) |
| | 646,275 | 6,034 | 6,200 | 658,509 |

The aging analysis of financing contracts:

| | 2024 | | | |
|---------------|--------------------|--------------------|---------------------------|------------------|
| | Stage 1 BD '000 | Stage 2 BD '000 | Stage 3 / POCI BD '000 | Total BD '000 |
| Current | 3,285,362 | 109,354 | 29,426 | 3,424,142 |
| < 30 days | 99,708 | 23,892 | 10,723 | 134,323 |
| 30 to 90 Days | - | 42,922 | 34,171 | 77,093 |
| > 90 days | - | - | 94,223 | 94,223 |
| | 3,385,070 | 176,168 | 168,543 | 3,729,781 |

| | 2023 | | | |
|---------------|--------------------|--------------------|---------------------------|------------------|
| | Stage 1 BD '000 | Stage 2 BD '000 | Stage 3 / POCI BD '000 | Total BD '000 |
| Current | 2,436,664 | 65,656 | 28,155 | 2,530,475 |
| < 30 days | 93,746 | 8,164 | 2,611 | 104,521 |
| 30 to 90 Days | - | 17,163 | 12,070 | 29,233 |
| > 90 days | - | - | 61,254 | 61,254 |
| | 2,530,410 | 90,983 | 104,090 | 2,725,483 |

The maximum credit risk, without taking into account the fair value of any collateral and Shari'a-compliant netting agreements, is limited to the amounts on the consolidated statement of financial position plus commitments to customers disclosed in note 28 except capital commitments.

During the year BD 86,456 thousand (2023: BD 37,772 thousand) of financing facilities were restructured. Most of the restructured facilities are performing and are secured.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

Write-off policy

The Group writes off an asset/security balance (net of any related allowances for impairment losses) when it determines that the asset/security are uncollectible. This determination is reached after considering information such as the occurrence of significant changes in the counterparty's financial position such that they can no longer pay the obligation, or that proceeds from collateral will not be sufficient to pay back the entire exposure.

Collateral held and other credit enhancements

The Group accepts the following type of collateral, as defined in CBB rule book. The collateral can be in Bahraini Dinars or other Foreign Currencies-in such cases, haircut as appropriate as per the credit risk policy is applied.

- Cash Margin and deposits
- Sukuk-Long Term – rated & unrated
- Equities listed and not listed in main index
- Units in collective investment schemes
- Other physical assets including real estate

The Group holds collateral and other credit enhancements against certain of its credit exposures. The following table sets out the principal types of collateral held against different types of financial assets.

| Type of credit exposure | Principal type of collateral held | 2024 BD '000 | 2023 BD '000 |
|---|--|-----------------|-----------------|
| Financing contracts to corporates | Cash, Property, or listed Shares and Sukuk | 2,620,860 | 2,009,902 |
| Financing contracts to retail customers | Cash, Property, or listed Shares and Sukuk | 1,941,496 | 1,383,696 |

FTV ratio

Financing to value (FTV) is calculated as the ratio of the gross amount of the financing or the amount committed for financing commitments to the value of the collateral. The valuation of the collateral excludes any adjustments for obtaining and selling the collateral.

| | 2024 BD '000 | 2023 BD '000 |
|----------------|-----------------|-----------------|
| Less than 50% | 1,411,372 | 864,185 |
| 51-70% | 107,649 | 134,188 |
| 71-90% | 156,291 | 182,617 |
| 91-100% | 177,343 | 201,788 |
| More than 100% | 1,877,126 | 1,342,705 |
| | 3,729,781 | 2,725,483 |

Key drivers of credit risk and credit losses

Credit risk arises from all transactions that give rise to actual, contingent or potential claims against any counterparty, obligor or client (which is referred to collectively as "counterparties"). This is the most frequent and substantial risk faced by any financing Bank.

Credit risk may have the following consequences leading to credit losses:

- Delayed fulfilment of a payment obligation
- Partial loss of the credit exposure
- Complete loss of the credit exposure

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.2 Credit risk (continued)

The various types of credit risk are defined as follows:

- Default Risk
- Country Risk
- Settlement Risk
- Replacement cost-risk
- Concentration risk
- Residual risk (e.g. legal risk, documentation risk, or liquidity risk)

The Group has identified and documented key drivers of credit risk and credit losses for each portfolio of financial instruments and, using an analysis of historical data, has estimated relationships between macro-economic variables and credit risk and credit losses. The economic scenarios used included the key indicators for Kingdom of Bahrain such as the gross domestic product (GDP) growth, inflation, domestic credit growth and oil prices.

32.3 Legal risk and claims

Legal risk is the risk arising from the potential that unenforceable contracts, lawsuits or adverse judgments can disrupt or otherwise negatively affect the operations of the Group. The Group has developed controls and procedures to identify legal risks and believes that losses will be minimised.

As at 31 December 2024, legal suits amounting to BD 6,552 thousand (2023: BD 1,555 thousand) were pending against the Group. Based on the opinion of the Group's legal counsel, the total estimated liability arising from these cases is not considered to be material to the. as the Group has also filed counter cases against these parties.

32.4 Operational risk management

During the year, the Group has acquired ASB Finance B.S.C. (c) (formerly Kuwait Finance House (Bahrain) B.S.C. (c), refer (note 1 and note 45). The Group has formed a committee to oversee this migration and integration that was completed prior to year end.

The BCP was thoroughly tested during the year, including the implemented measures like working from the BCP site and from home. The measures continued to work satisfactorily.

As of 31 December 2024, the Group did not have any significant issues relating to operational risks.

32.5 Risk Management for Takaful operations of the Group

The activity of Solidarity Group Holding BSC (c), one of the principal subsidiaries of the Group is to issue takaful contracts of its personal and corporate clients. The risk under Takaful contract is the possibility that an event occurs and the uncertainty of the amount payable under the Takaful contract resulting from such occurrence referred to as the claim. By the very nature of takaful contract, this risk is fortuitous, random and therefore unpredictable. The principal risks that the Group faces in writing a portfolio of takaful contracts are the frequency of occurrence of the events and the severity of resulting claims. The Group's risk profile is improved by having sufficient large numbers, diversification by nature of risk and geographical spread of these risks. This reduces the vulnerability of the Group's financial position and profits to large losses or a high frequency as there will be a larger income to sustain such impacts. The exposure of high frequency and severe large losses are also protected contract provides by a comprehensive retakaful program placed with highly reputable international retakaful contract provider.

(i) Underwriting Policy

The Group principally issues takaful contracts marine (cargo and hull), motor (own damage and third-party liability), property (material damage and business interruption), liability and general accident. These policies usually cover twelve months duration. For the above general takaful contracts, the most significant risks arise from accidents including motor or other incidents causing fire and accidental damage, negligence resulting in accidents or liabilities against third parties, natural disasters and other activities causing damage by riots, civil commotion and terrorist acts. The level of risks vary in relation to the location of the risk covered and type of risk covered and by industry.

Notes to the Consolidated Financial Statements

As at 31 December 2024

32 FINANCIAL RISK MANAGEMENT (continued)

32.5 Risk Management for Takaful operations of the Group (continued)

(ii) Retakaful Policy

As part of the underwriting process the next risk control measure in respect of the takaful risk is the transfer of the risks to third parties through a retakaful contract or facility. The Group has in place proportional facilities, referred to as treaties, which are used to transfer a proportion of the risks automatically subject to pre-agreed conditions with the retakaful contracts provider. The portion of the risk retained by the Group is also guided by a strict retention policy adopted by the Group. Any claim will be recovered in the same proportion. Furthermore, the Group also has in place non-proportional treaties which pay a proportion of losses above a pre-agreed priority level for each loss or an aggregation of losses arising out of one event. The placements of retakaful contracts are diversified with a panel of internationally reputed reinsurers so that the Group is not dependent on a single retakaful contracts provider or a retakaful contract. The Group also transfers risk on a case-by-case basis referred to as facultative retakaful. This is used in cases when the risk under consideration is either too large for the treaty capacities or else has risks which are excluded from the treaties. In this case the Group seeks internationally rated retakaful contracts providers but also places some small shares in the local markets as exchange of business.

33 CONCENTRATIONS

Concentrations arise when a number of counterparties are engaged in similar business activities, or activities in the same geographic region, or have similar economic features that would cause their ability to meet contractual obligations to be similarly affected by changes in economic, political or other conditions. Concentrations indicate the relative sensitivity of the Group's performance to developments affecting a particular industry or geographic location. The Group manages its exposure through diversification of financing activities to avoid undue concentrations of risks with customers in specific locations or businesses.

The distribution of assets, liabilities and quasi-equity by geographic region and industry sector was as follows:

| | 2024 | | | 2023 | | |
|------------------------------|--|------------------|---|--|--|---------|
| | Assets BD '000 | | Liabilities and quasi-equity BD '000 | Contingent liabilities and Commitments BD '000 | Assets BD '000 | |
| | Contingent liabilities and Commitments BD '000 | | | | Liabilities and quasi-equity BD '000 | |
| Geographic region | | | | | | |
| GCC | 5,841,013 | 4,957,448 | 278,730 | 4,078,269 | 3,220,903 | 271,629 |
| Middle East and North Africa | 1,062,514 | 1,233,654 | 311,973 | 930,425 | 1,161,581 | 216,105 |
| Europe | 30,646 | 162,213 | 79,947 | 35,327 | 215,535 | 60,504 |
| Asia | 13,548 | 60,140 | - | 5,159 | 68,462 | - |
| America | 98,950 | 194 | 129,899 | 79,948 | 16,567 | 111,938 |
| Others | 16,107 | 55,748 | - | 17,982 | 55,412 | - |
| | 7,062,778 | 6,469,397 | 800,549 | 5,147,110 | 4,738,460 | 660,176 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

33 CONCENTRATIONS (continued)

| | 2024 | | | 2023 | | |
|----------------------------------|------------------------------|----------------------|--|----------------|--------------------------------------|--|
| | Liabilities and quasi-equity | | Contingent liabilities and Commitments | Assets BD '000 | Liabilities and quasi-equity BD '000 | Contingent liabilities and Commitments BD '000 |
| | Assets BD '000 | quasi-equity BD '000 | BD '000 | BD '000 | BD '000 | BD '000 |
| Industry sector | | | | | | |
| Government and public sector | 2,078,086 | 240,595 | 45,794 | 1,311,760 | 278,931 | 47,338 |
| Banks and financial institutions | 778,280 | 1,655,255 | 15,851 | 1,277,887 | 786,189 | 40,608 |
| Real estate | 301,316 | 214,166 | 146,646 | 273,681 | 90,793 | 78,441 |
| Trading and manufacturing | 771,663 | 553,056 | 494,851 | 663,974 | 422,595 | 397,490 |
| Aviation | 1,083 | - | - | 383 | - | - |
| Individuals | 2,270,305 | 3,170,714 | 59,026 | 1,249,470 | 2,471,106 | 43,182 |
| Others | 862,045 | 635,611 | 38,381 | 369,955 | 688,846 | 53,117 |
| | 7,062,778 | 6,469,397 | 800,549 | 5,147,110 | 4,738,460 | 660,176 |

34 MARKET RISK

Market risk arises from fluctuations in global yields on financial contracts and foreign exchange rates that could have an indirect effect on the Group's assets value and equity prices. The Board has set limits on the risk that may be accepted. This is monitored on a regular basis by the Audit and Risk Committee as well as ALCO of the Group.

34.1 Equity price risk

Equity price risk arises from fluctuations in equity prices. The Board has set limits on the overall investment exposure of the Bank. This is monitored on an ongoing basis by the Group's Credit and Investment Committee and Risk Management.

The effect on income (as a result of changes in the fair values of non-trading investments held at fair value through profit or loss and fair value through equity investments) solely due to reasonably possible changes in equity indexes, is as follows:

| | 2024 | | | |
|------------------------------|------------------------------|------------------------------|------------------------------|--------------------------|
| | 10% increase | | 10% decrease | |
| | Effect on net profit BD '000 | Effect on equity BD '000 | Effect on net profit BD '000 | Effect on equity BD '000 |
| Quoted investment | 293 | 1,158 | (293) | (1,158) |
| 2023 | | | | |
| 10% increase | | | | |
| Effect on net profit BD '000 | Effect on equity BD '000 | Effect on net profit BD '000 | Effect on equity BD '000 | |
| Quoted investment | 991 | 1,113 | (991) | (1,113) |

Notes to the Consolidated Financial Statements

As at 31 December 2024

34 MARKET RISK (continued)

34.2 Profit return risk

Profit rate risk arises from the possibility that changes in profit rates will affect the future profitability or the fair values of financial assets. The Board has set limits on the risk that may be accepted. This is monitored on a regular basis by the Audit and Risk Committee as well as ALCO of the Group.

The Group manages exposures to the effects of various risks associated with fluctuations in the prevailing levels of market profit rates on its financial position and cash flows.

The sensitivity on income solely due to reasonably possible immediate and sustained changes in profit return rates, affecting both floating rate assets and liabilities and fixed rate assets and liabilities with maturities up to one year (re-pricing maturity on cumulative basis) are as follows:

| | 2024 | | | |
|-----------------|------------------------|--|--------------------------------|--|
| | Change in rate % | Effect on net profit net profit BD '000 | Change in rate rate % | Effect on net profit net profit BD '000 |
| | | 0.10 | | |
| Bahraini dinars | | 13,894 | (0.10) | (13,894) |
| 2023 | | | | |
| | Change in rate % | Effect on net profit net profit BD '000 | Change in rate rate % | Effect on net profit net profit BD '000 |
| Bahraini dinars | 0.10 | 14,714 | (0.10) | (14,714) |

34.3 Currency risk

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Board has set limits on positions by currency. Positions are monitored regularly by the Audit and Risk Committee as well as ALCO to ensure positions are maintained within established limits.

Substantial portion of the Group's assets and liabilities are denominated in Bahraini Dinars, US Dollars or Saudi Riyals. As the Bahraini Dinar and Saudi Riyals are pegged to the US Dollars, positions in these currencies are not considered to represent significant currency risk as of 31 December 2024 and 2023.

The Group's net exposure for denominated in foreign currencies as at 31 December for its financial instruments are as follows:

| | Long (short) 2024 BD '000 | Long (short) 2023 BD '000 |
|-----------------|------------------------------------|------------------------------------|
| Sterling Pounds | 92 | (58) |
| Japanese Yen | 96 | 3 |
| Euro | 726 | 895 |
| Kuwaiti Dinar | 243 | 11 |
| Others | 231 | 144 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

34 MARKET RISK (continued)

34.3 Currency risk (continued)

Standard scenarios that are considered include a 10% increase or decrease in exchange rates other than GCC pegged currencies. An analysis of the Group's sensitivity to an increase or decrease in foreign exchange rates (assuming all other variables primarily profit rates, remain constant) is as follows:

| | Change in currency rate % | Effect on profit 2024 BD '000 | Effect on equity 2024 BD '000 | Change in currency rate % | Effect on profit 2023 BD '000 | Effect on equity 2023 BD '000 |
|-----------------|---------------------------|-------------------------------|-------------------------------|---------------------------|-------------------------------|-------------------------------|
| Sterling Pounds | 10 | 9.2 | - | 10 | (5.8) | - |
| Japanese Yen | 10 | 9.6 | - | 10 | 0.3 | - |
| Euro | 10 | 72.6 | - | 10 | 89.5 | - |
| Kuwaiti Dinar | 10 | 24.3 | - | 10 | 1.1 | - |
| Others | 10 | 23.1 | - | 10 | 14.4 | - |
| Total | | 138.8 | - | | 99.5 | - |

35 LIQUIDITY RISK

Liquidity risk is the risk that the Group will be unable to meet its liabilities as they fall due. Liquidity risk can be caused by market disruptions or credit downgrades which may impact certain sources of funding. To mitigate this risk, management has diversified funding sources and assets are managed with liquidity in mind, maintaining an adequate balance of cash, cash equivalents and readily convertible marketable securities. Liquidity position is monitored on an ongoing basis by the Risk and Audit Committee as well as ALCO of the Group.

The Bank has computed the Liquidity Coverage Ratio (LCR) and the Net Stable Funding Ratio (NSFR) as per the requirements of the CBB rulebook. The LCR at the Group level as at 31 December 2024 is 289.5% and the simple average of the daily consolidated LCRs of the last three months is 363.5%. The NSFR as at 31 December 2024 is 124.4%.

The maturity profile of sukuk, placements with or from financial institutions, financing contracts and murabaha term financings has been presented using the contractual maturity year. For other balances, maturity profile is based on expected cash flows / settlement profile of the respective assets and liabilities.

The management of the Group has enhanced its monitoring of the liquidity and funding requirements. ALCO meetings are convened more frequently in order to carryout granular assessment of funding requirements with the objective to explore available sources of funding and to drawdown the existing funding sources as and when necessary to maintain enough liquidity at a reasonable cost of funding.

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35 LIQUIDITY RISK (continued)

As at the reporting date the liquidity and funding position of the Group remains strong and is well placed to absorb and manage the impacts of any disruption. Further information on the regulatory liquidity and capital ratios are disclosed in (note 43) to the consolidated financial statements.

| | 2024 | | | | |
|--|---------------------------|-------------------------------|-------------------------|-------------------------|------------------|
| | Up to 3 months BD '000 | 3 months to 1 year BD '000 | 1 to 5 years BD '000 | Over 5 years BD '000 | Total BD '000 |
| ASSETS | | | | | |
| Cash and balances with banks and central bank | 633,611 | - | - | - | 633,611 |
| Placements with financial institutions | 459,484 | 16,966 | - | - | 476,450 |
| Investments in sukuk | 142,514 | 186,004 | 513,408 | 605,877 | 1,447,803 |
| Financing contracts | 844,719 | 730,360 | 565,234 | 1,521,357 | 3,661,670 |
| Non-trading investments | - | - | - | 97,944 | 97,944 |
| Takaful and related assets | - | - | 26,353 | - | 26,353 |
| Investments in real estate | - | - | - | 129,295 | 129,295 |
| Investments in associates | - | - | - | 255,008 | 255,008 |
| Other assets | 27,869 | 652 | 33,271 | 68,102 | 129,894 |
| Goodwill and other intangible assets | - | - | - | 204,750 | 204,750 |
| | 2,108,197 | 933,982 | 1,138,266 | 2,882,333 | 7,062,778 |
| LIABILITIES AND QUASI-EQUITY | | | | | |
| Placements from financial institutions & individuals | 105,082 | 59,901 | 6,033 | - | 171,016 |
| Customers' current accounts | 1,279,886 | - | - | - | 1,279,886 |
| Murabaha term financings | 404,817 | 143,275 | 20,452 | 182,518 | 751,062 |
| Takaful and related liabilities | - | 75,550 | - | - | 75,550 |
| Other liabilities | 37,728 | 28,155 | 22,415 | 39,524 | 127,822 |
| Quasi-Equity | 2,630,242 | 708,875 | 127,601 | 597,343 | 4,064,061 |
| | 4,457,755 | 1,015,756 | 176,501 | 819,385 | 6,469,397 |

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As at 31 December 2024

| | 2023 | | | | |
|---|------------------------------|----------------------------------|----------------------------|----------------------------|------------------|
| | Up to 3 months BD '000 | 3 months to 1 year BD '000 | 1 to 5 years BD '000 | Over 5 years BD '000 | Total BD '000 |
| ASSETS | | | | | |
| Cash and balances with banks and central bank | 537,874 | - | - | - | 537,874 |
| Placements with financial institutions | 279,961 | 13,403 | - | 216 | 293,580 |
| Investments in sukuk | 118,376 | 130,455 | 409,346 | 344,662 | 1,002,839 |
| Financing contracts | 298,904 | 308,395 | 909,368 | 1,159,793 | 2,676,460 |
| Non-trading investments | - | 5,874 | 1,885 | 92,301 | 100,060 |
| Takaful and related assets | - | 67,370 | - | - | 67,370 |
| Investments in real estate | - | - | - | 78,070 | 78,070 |
| Investments in associates | - | - | - | 231,484 | 231,484 |
| Other assets | 5,403 | 9,341 | 6,484 | 60,000 | 81,228 |
| Goodwill and other intangible assets | - | - | - | 78,145 | 78,145 |
| | 1,240,518 | 534,838 | 1,327,083 | 2,044,671 | 5,147,110 |
| LIABILITIES AND QUASI_EQUITY | | | | | |
| Placements from financial institutions | 71,258 | 65,253 | - | - | 136,511 |
| Customers' current accounts | 1,066,031 | - | - | - | 1,066,031 |
| Murabaha term financings | 379,961 | 105,536 | 21,854 | 3,497 | 510,848 |
| Takaful and related liabilities | - | 114,493 | - | - | 114,493 |
| Other liabilities | 37,982 | 40,823 | 4 | 27,383 | 106,192 |
| Quasi-equity | 1,611,766 | 874,860 | 292,732 | 25,027 | 2,804,385 |
| | 3,166,998 | 1,200,965 | 314,590 | 55,907 | 4,738,460 |

ble below summarises the maturity profile of the Group's financial liabilities at 31 December 2024 and 2023 based on contractual undiscounted payment obligation:

| | 2024 | | | | |
|---|-------------------------|------------------------------|----------------------------------|----------------------------|----------------------------|
| | On demand BD '000 | Up to 3 months BD '000 | 3 months to 1 year BD '000 | 1 to 5 years BD '000 | Over 5 years BD '000 |
| LIABILITIES AND QUASI-EQUITY | | | | | |
| Placements from financial institutions | - | 105,653 | 60,377 | 6,303 | - |
| Customers' current accounts | 1,279,886 | - | - | - | 1,279,886 |
| Murabaha term financings | - | 407,629 | 148,845 | 21,646 | 183,795 |
| Quasi-Equity | 1,251,094 | 1,711,649 | 742,182 | 147,152 | 597,433 |
| Other financial liabilities | 28,460 | - | - | - | - |
| | 2,559,440 | 2,224,931 | 951,404 | 175,101 | 781,228 |
| COMMITMENTS AND CONTINGENT LIABILITIES | | | | | |
| Contingent liabilities and commitments | - | 298,855 | 366,822 | 113,423 | 21,449 |
| | - | 298,855 | 366,822 | 113,423 | 21,449 |
| | | | | | 800,549 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

35 LIQUIDITY RISK (continued)

| | 2023 | | | | | Total BD '000 |
|---|-------------------------|------------------------------|----------------------------------|----------------------------|----------------------------|------------------|
| | On demand BD '000 | Up to 3 months BD '000 | 3 months to 1 year BD '000 | 1 to 5 years BD '000 | Over 5 years BD '000 | |
| LIABILITIES AND QUASI-EQUITY | | | | | | |
| Placements from financial institutions | - | 71,772 | 66,822 | - | - | 138,594 |
| Customers' current accounts | 1,066,031 | - | - | - | - | 1,066,031 |
| Murabaha term financings | - | 379,962 | 105,536 | 21,854 | 5,382 | 512,734 |
| Quasi-Equity | 518,016 | 1,099,257 | 902,087 | 306,314 | 50,324 | 2,875,998 |
| Other financial liabilities | 18,925 | - | - | - | - | 18,925 |
| | 1,602,972 | 1,550,991 | 1,074,445 | 328,168 | 55,706 | 4,612,282 |
| COMMITMENTS AND CONTINGENT LIABILITIES | | | | | | |
| Contingent liabilities and commitments | - | 142,951 | 167,990 | 322,782 | 26,453 | 660,176 |
| | - | 142,951 | 167,990 | 322,782 | 26,453 | 660,176 |

36 SEGMENT INFORMATION

Primary segment information

For management purposes, the Group is organised into the following primary business segments:

Banking

Principally managing Shari'a compliant profit sharing investment accounts, and offering Shari'a compliant financing contracts and other Shari'a-compliant products. This segment comprises corporate banking, retail banking, private banking and wealth management in Kingdom of Bahrain and through the Bank's subsidiaries in Seychelles and Algeria. Banking segment also includes the Group's investments in banking associates which are allocated as assets attributable to the jointly financed pool of investment accountholders. Other overseas associate investments form part of the investment segment.

Treasury

Principally handling Shari'a compliant money market, trading, fixed income products and treasury services including short-term commodity murabaha.

Investments

Principally the Group's proprietary portfolio and asset management services to clients with a range of investment products, funds and alternative investments. These also include the Group's investment in certain associates and joint ventures.

Takaful

Represents the Group's investment in Solidarity Group Holding BSC (c) which is primarily involved in the business of offering Shari'a compliant takaful contracts. These comprise motor, non-motor, medical, group life and family takaful products. All activities of this business including its investment activities are reported under this segment as they are managed together along with the Takaful business.

Transactions between banking and other segments are conducted at estimated allocated internal rates. Transfer charges are based on a pool rate which approximates the cost of funds.

Notes to the Consolidated Financial Statements

As at 31 December 2024

36 SEGMENT INFORMATION (continued)

Segment information is disclosed as follows:

| | 2024 | | | | | |
|--|--------------------|---------------------|------------------------|--------------------|------------------------|------------------|
| | Banking BD '000 | Treasury BD '000 | Investments BD '000 | Takaful BD '000 | Unallocated BD '000 | Total BD '000 |
| Income | | | | | | |
| Income from financing contracts | 230,857 | 29,375 | - | 1,578 | - | 261,810 |
| Income from Investments in sukuk | - | 69,508 | - | 2,060 | - | 71,568 |
| Finance expense on placements from financial institutions and individuals | (2,672) | (8,367) | - | - | - | (11,039) |
| Finance expense on murabaha term financing | - | (30,851) | - | - | - | (30,851) |
| Net finance income | 228,185 | 59,665 | - | 3,638 | - | 291,488 |
| Income from non-trading investments, net | (282) | - | (961) | 3,676 | - | 2,433 |
| Fees and commission, net | 21,202 | 5,939 | - | - | - | 27,141 |
| Share of profit from associates | 17,858 | - | 273 | 38 | - | 18,169 |
| Income from Takaful operations, net | - | - | - | 5,357 | - | 5,357 |
| Other income | 4,251 | 2,118 | 69 | 566 | - | 7,004 |
| Total income | 271,214 | 67,722 | (619) | 13,275 | - | 351,592 |
| Expenses | | | | | | |
| Staff costs | 35,078 | 8,164 | 1,104 | - | - | 44,346 |
| Other operating expenses | 39,377 | 9,047 | 1,670 | 5,473 | - | 55,567 |
| Total Expenses | 74,455 | 17,211 | 2,774 | 5,473 | - | 99,913 |
| Profit before allowances for impairment, income attribution to quasi-equity and tax | 196,759 | 50,511 | (3,393) | 7,802 | - | 251,679 |
| Allowance for impairment on financing contracts, investments and other assets | (21,244) | 31 | (17) | 57 | - | (21,173) |
| Profit before income attribution to quasi-equity and tax | 175,515 | 50,542 | (3,410) | 7,859 | - | 230,506 |
| Income attributable to quasi-equity | (123,245) | (31,271) | - | - | - | (154,516) |
| Profit before tax | 52,270 | 19,271 | (3,410) | 7,859 | - | 75,990 |
| Tax | (6,489) | - | - | - | - | (6,489) |
| Profit for the year | 45,781 | 19,271 | (3,410) | 7,859 | - | 69,501 |
| Segment assets | 4,381,587 | 2,234,185 | 227,240 | 128,745 | 91,021 | 7,062,778 |
| Segment liabilities, and quasi-equity | 4,838,936 | 1,464,323 | 679 | 78,932 | 86,527 | 6,469,397 |

Goodwill and other intangibles include BD 193,841 thousand (2023: BD 66,970 thousand) allocated from acquisitions during the year and prior years within the banking segment and BD 10,909 thousand (2023: 11,175 thousand) attributable to the Takaful segment.

Notes to the Consolidated Financial Statements

As at 31 December 2024

36 SEGMENT INFORMATION (continued)

| | 2023 | | | | | |
|---|--------------------|---------------------|------------------------|--------------------|------------------------|------------------|
| | Banking BD '000 | Treasury BD '000 | Investments BD '000 | Takaful BD '000 | Unallocated BD '000 | |
| Income | | | | | | |
| Income from financing contracts | 161,474 | 11,103 | - | 1,426 | - | 174,003 |
| Income from Investments in sukuk | - | 47,550 | - | 1,205 | - | 48,755 |
| Finance expense on placements from financial institutions and individuals | (179) | (8,267) | - | - | - | (8,446) |
| Finance expense on murabaha term financing | - | (25,517) | - | - | - | (25,517) |
| Net finance income | 161,295 | 24,869 | - | 2,631 | - | 188,795 |
| Income from non-trading investments, net | 15,394 | (7,923) | (978) | 1,208 | - | 7,701 |
| Fees and commission, net | 13,320 | 3,063 | - | - | - | 16,383 |
| Share of profit from associates | 19,246 | - | 1,763 | 34 | - | 21,043 |
| Income from Takaful operations, net | - | - | - | 7,571 | - | 7,571 |
| Other income | 2,269 | 1,162 | (163) | 535 | - | 3,803 |
| Total income | 211,524 | 21,171 | 622 | 11,979 | - | 245,296 |
| Expenses | | | | | | |
| Staff costs | 25,221 | 5,615 | 929 | - | - | 31,765 |
| Other operating expenses | 26,365 | 4,730 | 1,203 | 5,470 | - | 37,768 |
| Total Expenses | 51,586 | 10,345 | 2,132 | 5,470 | - | 69,533 |
| Profit before allowances for impairment, income attribution to quasi-equity and tax | 159,938 | 10,826 | (1,510) | 6,509 | - | 175,763 |
| Allowance for impairment on financing contracts, investments and other assets | (19,914) | (194) | (2,793) | (88) | - | (22,989) |
| Profit before income attribution to quasi-equity and tax | 140,024 | 10,632 | (4,303) | 6,421 | - | 152,774 |
| Income attributable to quasi-equity | (75,245) | (24,842) | - | - | - | (100,087) |
| Profit before tax | 64,779 | (14,210) | (4,303) | 6,421 | - | 52,687 |
| Tax | (4,509) | - | - | - | - | (4,509) |
| Profit for the year | 60,270 | (14,210) | (4,303) | 6,421 | - | 48,178 |
| Segment assets | 3,274,290 | 1,485,734 | 181,630 | 158,944 | 46,512 | 5,147,110 |
| Segment liabilities, and quasi-equity | 3,387,058 | 1,184,538 | 1,315 | 107,580 | 57,969 | 4,738,460 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

36 SEGMENT INFORMATION (continued)

The distribution of assets, liabilities and quasi-equity by geographic segment was as follows:

| | 2024 | | | 2023 | | |
|---------------|-------------------|--|--|------------------------|-------------------|--|
| | Assets BD '000 | Liabilities and Quasi-equity BD '000 | Contingent liabilities and Commitments BD '000 | | Assets BD '000 | Liabilities and Quasi-equity BD '000 |
| | | | Contingent liabilities BD '000 | Commitments BD '000 | | |
| GCC | 5,841,013 | 4,957,448 | 278,730 | | 4,043,110 | 3,220,903 |
| International | 1,221,765 | 1,511,949 | 521,819 | | 1,104,000 | 1,517,557 |
| Total | 7,062,778 | 6,469,397 | 800,549 | | 5,147,110 | 4,738,460 |
| | | | | | | 660,176 |

Secondary segment information

The Group primarily operates in the GCC and derives substantially all its operating income and incurs all operating expenses in the GCC.

37 SHARI'A SUPERVISORY BOARD

The Bank's Shari'a Supervisory Board ("SSB") consists of four Islamic scholars who review the Bank's compliance with general Shari'a rules and principles, specific fatwas and rulings issued by SSB and the guidelines of the Central Bank of Bahrain ("CBB") in relation to Shari'a governance and compliance. Their review includes examination and approval of products, documentation, procedure manuals and policies, services and related charges and fees that are presented to it to ensure that the Bank's adopted activities are conducted in accordance with Shari'a rules and principles, and consequently, issue report on the bank's compliance following the review and approval of the financial statements.

38 EARNINGS AND EXPENSES PROHIBITED BY SHARI'A

During the year, the Group earned Shari'a prohibited income totaling BD 337 thousand (2023: BD 343 thousand). These include income earned from the conventional financing and investments due to acquiring BMI, ASBS and BSB, penalty charges from customers and interest on balances held with correspondent banks. These funds were allocated to charitable account for disbursement.

39 SOCIAL RESPONSIBILITY

The Group discharges its social responsibility through charity fund expenditures and donations to individuals and organisations which are used for charitable purposes.

Sources and application of Charity fund

| | 2024 BD '000 | 2023 BD '000 |
|---|-----------------|-----------------|
| Opening balance | 500 | 411 |
| Sources of Charity fund | | |
| Non-Shariah compliant income / late payment charges | 300 | 227 |
| Contributions by the Bank for charity | 500 | 700 |
| Total Sources of Charity | 1,300 | 1,338 |
| Uses of charity funds | | |
| Payment to charitable societies | 121 | 461 |
| Payments to needy families | 27 | 16 |
| Others | 510 | 361 |
| Total uses of funds during the year | 658 | 838 |
| Closing balance | 642 | 500 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

40 ZAKAH

Pursuant to a resolution of the shareholders in an Extra-ordinary General Meetings (EGM) held on 12 November 2009, it was resolved to amend the articles of association of the Bank to inform the shareholders of their obligation to pay Zakah on income and net worth. Consequently, Zakah is not recognised in the consolidated income statement as an expense. The total Zakah payable by the shareholders for 2024 has been determined by the Shari'a supervisory board as 3.5 fils (2023: 1.2 fils) per share. Under FAS 39, Zakah payable for the year ended 2024 was calculated at 2.577% of the Zakah base of BD 368,580 thousand (2023: BD 118,596 thousand) which was determined on the Net assets method.

41 FAIR VALUE OF FINANCIAL INSTRUMENTS

The Group uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique.

Level 1: quoted (unadjusted) prices in active markets for identical assets or liabilities;

Level 2: other techniques for which all inputs that have a significant effect on the recorded fair value are observable, either directly or indirectly; or

Level 3: techniques that use inputs that have a significant effect on the recorded fair value that are not based on observable market data.

(i) Financial instruments measured at fair value

The following table shows an analysis of the non-trading investments, sukuk and FX waad portfolio carried at fair value in the consolidated statement of financial position:

| 31 December 2024 | Level 1 BD '000 | Level 2 BD '000 | Level 3 BD '000 | Total BD '000 |
|-------------------------------|--------------------|--------------------|--------------------|------------------|
| Sovereign sukuk at FVTOCI | 679,521 | 94,559 | - | 774,080 |
| Corporate sukuk at FVTOCI | 25,001 | 1,306 | - | 26,307 |
| Equity securities at FVTIS | 2,927 | 638 | 75,789 | 79,354 |
| Equity securities at FVTOCI | 11,577 | - | 7,013 | 18,590 |
| Investments in real estate | - | - | 129,295 | 129,295 |
| | 719,026 | 96,503 | 212,097 | 1,027,626 |
| FX Wa'ad assets position | - | 321 | - | 321 |
| FX Wa'ad liabilities position | - | 847 | - | 847 |
| | - | (526) | - | (526) |

| 31 December 2023 | Level 1 BD '000 | Level 2 BD '000 | Level 3 BD '000 | Total BD '000 |
|--|--------------------|--------------------|--------------------|------------------|
| Sovereign sukuk at fair value through OCI | 270,865 | 69,970 | - | 340,835 |
| Corporate sukuk at fair value through OCI | 23,337 | 346 | - | 23,683 |
| Equity securities at fair value through income statement | 9,914 | 319 | 75,972 | 86,205 |
| Equity securities at fair value through OCI | 11,133 | - | 2,722 | 13,855 |
| Investments in real estate | - | - | 78,070 | 78,070 |
| | 315,249 | 70,635 | 156,764 | 542,648 |
| FX Wa'ad assets position | - | 563 | - | 563 |
| FX Wa'ad liabilities position | - | 337 | - | 337 |
| | - | 226 | - | 226 |

Notes to the Consolidated Financial Statements

As at 31 December 2024

41 FAIR VALUE OF FINANCIAL INSTRUMENTS (continued)

(ii) Financial instruments measured at amortised cost

31 December 2024

| | Level 1 BD '000 | Level 2 BD '000 | Level 3 BD '000 | Total BD '000 |
|-----------------|--------------------|--------------------|--------------------|------------------|
| Sovereign sukuk | 553,718 | 73,581 | - | 627,299 |
| Corporate sukuk | 15,865 | - | 4,252 | 20,117 |
| | 569,583 | 73,581 | 4,252 | 647,416 |
| Fair value | 410,145 | 276,767 | 4,252 | 691,164 |

31 December 2023

| | Level 1 BD '000 | Level 2 BD '000 | Level 3 BD '000 | Total BD '000 |
|-----------------|--------------------|--------------------|--------------------|------------------|
| Sovereign sukuk | 540,408 | 64,275 | - | 604,683 |
| Corporate sukuk | 33,638 | - | - | 33,638 |
| | 574,046 | 64,275 | - | 638,321 |
| Fair value | 686,102 | 64,292 | - | 750,394 |

The movements in fair value of non-trading investments classified in Level 3 of the fair value hierarchy are as follows:

| | 2024 BD '000 | 2023 BD '000 |
|--|-----------------|-----------------|
| At 1 January | 78,694 | 85,718 |
| Acquired as part of business combination | 3,055 | - |
| Transfers | - | (1,462) |
| Fair value changes | 1,053 | (2,410) |
| Impairment | - | (3,152) |
| | 82,802 | 78,694 |

The sensitivity analysis for Level 3 of non-trading investments are summarized below:

| Valuation technique used | Key unobservable inputs | Fair value at 31 December 2024 BD'000 | Reasonable possible shift +/- (in average input) | Increase / (decrease) in valuation |
|--------------------------|-------------------------|--|--|------------------------------------|
| Asset Valuation | Underlying real estate | 104,352 | +/- 5% | 5,217 / (5,217) |

The movements of sukuk portfolio carried at amortised cost classified in Level 3 of the fair value hierarchy are as follows:

| | 2024 BD '000 | 2023 BD '000 |
|----------------------------|-----------------|-----------------|
| At 1 January | - | 14,313 |
| Reclassified within FVTOCI | - | (14,313) |

The estimated fair value of yielding financing contracts and financing liabilities approximates their carrying value as their pricing is not materially different to expected market return on such contracts.

(iii) Other Financial instruments not measured at fair value

The estimated fair value of yielding financing liabilities approximates their carrying value as their pricing is not materially different to expected market return on such contracts.

The estimated fair values of other financial assets are not expected to be materially different from their carrying values as of 31 December 2024 and 31 December 2023 due to their short term nature.

Notes to the Consolidated Financial Statements

As at 31 December 2024

42 DEPOSIT PROTECTION SCHEME

Certain customers' deposits of the Bank are covered by deposit protection schemes established by the CBB. Customers' deposits held with the Bank in the Kingdom of Bahrain are covered by the Regulation Protecting Deposits and quasi-equity issued by the CBB in accordance with Resolution No.(34) of 2010. This scheme covers eligible 'natural persons' (individuals) up to a maximum of BD 20,000 as set out by CBB requirements. A yearly contribution to the scheme as mandated by the CBB is paid by the Bank under this scheme.

43 REGULATORY RATIOS

(i) Capital Adequacy Ratio

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividend payment to shareholders or issue capital securities. No changes were made in the objectives, policies and processes from the previous years.

The regulatory capital and risk-weighted assets have been calculated in accordance with Basel III as adopted by the CBB.

| BD'000 | As at | |
|--|------------------|-----------|
| | 2024 | 2023 |
| CET 1 Capital before regulatory adjustments | 352,201 | 337,263 |
| Less: regulatory adjustments | 48,628 | 49,667 |
| CET 1 Capital after regulatory adjustments | 303,573 | 287,596 |
| AT 1 Capital | 163,719 | 3,574 |
| T 2 Capital adjustments | 63,425 | 52,160 |
| Regulatory Capital | 530,717 | 343,330 |
| Risk weighted exposure: | | |
| Credit Risk Weighted Assets | 1,962,782 | 1,548,447 |
| Market Risk Weighted Assets | 1,357 | 1,300 |
| Operational Risk Weighted Assets | 174,544 | 137,610 |
| Total Regulatory Risk Weighted Assets | 2,138,683 | 1,687,357 |
| Total Adjusted Risk Weighted Exposures | 2,138,683 | 1,687,357 |
| Capital Adequacy Ratio | 24.8% | 20.4% |
| Common Equity Tier 1 Capital Ratio | 14.2% | 17.0% |
| Tier 1 Capital Adequacy Ratio | 21.8% | 17.3% |
| Tier 2 Capital Ratio | 3.0% | 3.1% |
| Minimum required by CBB | 14.0% | 12.5% |

As of 31 December 2024, aggregate of modification loss of BD 8,256 thousand (2023: BD 16,512 thousand) has been added back to Tier 1 capital.

Notes to the Consolidated Financial Statements

As at 31 December 2024

43 REGULATORY RATIOS (continued)

(ii) Liquidity Coverage Ratio (LCR)

LCR has been developed to promote short-term resilience of a bank's liquidity risk profile. The LCR requirements aim to ensure that a bank has an adequate stock of unencumbered high quality liquidity assets (HQLA) that consists of assets that can be converted into cash immediately to meet its liquidity needs for a 30 calendar day stressed liquidity year. The stock of unencumbered HQLA should enable the bank to survive until day 30 of the stress scenario, by which time appropriate corrective actions would have been taken by management to find the necessary solutions to the liquidity crisis.

LCR is computed as a ratio of Stock of HQLA over the net cash outflows. The average consolidated LCR for three months calculated as per the requirements of the CBB rulebook, as of 31 December 2024 and 31 December 2023, is as follows:

| | Total weighted value BD'000 | |
|-------------------------|-----------------------------|---------|
| | 2024 | 2023 |
| Stock of HQLA | 1,121,664 | 640,852 |
| Net cashflows | 316,329 | 351,585 |
| LCR % | 363.5% | 185.0% |
| Minimum required by CBB | 100.0% | 100.0% |

(iii) Net Stable funding Ratio

The objective of the NSFR is to promote the resilience of banks' liquidity risk profiles and to incentivize a more resilient banking sector over a longer time horizon. The NSFR limits overreliance on short-term wholesale funding, encourages better assessment of funding risk across all on-balance sheet and off-balance sheet items, and promotes funding stability.

NSFR is calculated in accordance with the Liquidity Risk Management Module guidelines, issued by CBB and its affective from 2019. The minimum NSFR ratio as per CBB is 100%.

Notes to the Consolidated Financial Statements

As at 31 December 2024

43 REGULATORY RATIOS (continued)

(iii) Net Stable funding Ratio (continued)

The NSFR (as a percentage) as at 31 December 2024 is calculated as follows:

| Item | Unweighted Values (before applying relevant factors) | | | | |
|---|--|--------------------|---|------------------|----------------------|
| | No specified maturity | Less than 6 months | More than 6 months and less than one year | Over one year | Total weighted value |
| Available Stable Funding (ASF): | | | | | |
| Capital: | | | | | |
| Regulatory Capital | 508,378 | - | - | 63,425 | 571,803 |
| Retail deposits and deposits from small business customers: | | | | | |
| Stable deposits | - | 571,095 | 33,455 | 11,305 | 585,628 |
| Less stable deposits | - | 2,058,395 | 540,615 | 219,778 | 2,558,887 |
| Wholesale funding: | | | | | |
| Other wholesale funding | - | 2,421,460 | 253,136 | 105,069 | 756,018 |
| Other liabilities: | | | | | |
| All other liabilities not included in the above categories | - | 172,320 | - | - | - |
| Total ASF | 508,378 | 5,223,270 | 827,206 | 399,577 | 4,472,336 |
| Required Stable Funding (RSF): | | | | | |
| Total NSFR high-quality liquid assets (HQLA) | - | - | - | - | 54,201 |
| Performing financing and sukuk/ securities: | | | | | |
| Performing financing to financial institutions secured by non-level 1 HQLA and unsecured performing financing to financial institutions | - | 648,620 | 210 | 3,783 | 101,181 |
| Performing financing to non-financial corporate clients, financing to retail and small business customers, and financing to sovereigns, central banks and PSEs, of which: | - | 1,341,203 | 444,796 | 1,249,265 | 1,934,973 |
| With a risk weight of less than or equal to 35% under the CBB Capital Adequacy Ratio guidelines | - | - | - | 99,508 | 64,680 |
| Performing residential mortgages, of which: | - | - | - | 497,045 | 323,079 |
| With a risk weight of less than or equal to 35% under the CBB Capital Adequacy Ratio Guidelines | - | - | - | 497,045 | 323,079 |
| Securities/ sukuk that are not in default and do not qualify as HQLA, including exchange-traded equities | - | 19,557 | 867 | - | 10,212 |
| Other assets: | | | | | |
| All other assets not included in the above categories | 1,108,102 | 26,366 | 3,970 | 101,667 | 1,131,103 |
| OBS items | - | 799,874 | - | - | 39,994 |
| Total RSF | 1,108,102 | 2,835,620 | 449,843 | 1,851,760 | 3,594,743 |
| NSFR (%) | - | - | - | - | 124.4% |

Notes to the Consolidated Financial Statements

As at 31 December 2024

43 REGULATORY RATIOS (continued)

(iii) Net Stable funding Ratio (continued)

The NSFR (as a percentage) as at 31 December 2023 is calculated as follows:

| Item | BD'000 | Unweighted Values (before applying relevant factors) | | | | |
|---|----------------|--|--------------------|---|------------------|----------------------|
| | | No specified maturity | Less than 6 months | More than 6 months and less than one year | Over one year | Total weighted value |
| Available Stable Funding (ASF): | | | | | | |
| Capital: | | | | | | |
| Regulatory Capital | 325,754 | - | - | 52,160 | 377,914 | |
| Retail deposits and deposits from small business customers: | | | | | | |
| Stable deposits | - | 340,231 | 15,956 | 10,512 | 348,890 | |
| Less stable deposits | - | 1,215,891 | 363,513 | 273,026 | 1,694,490 | |
| Wholesale funding: | | | | | | |
| Other wholesale funding | - | 2,028,868 | 133,881 | 104,315 | 610,515 | |
| Other liabilities: | | | | | | |
| All other liabilities not included in the above categories | - | 144,683 | - | - | - | - |
| Total ASF | 325,754 | 3,729,673 | 513,350 | 440,013 | 3,031,809 | |
| Required Stable Funding (RSF): | | | | | | |
| Total NSFR high-quality liquid assets (HQLA) | - | - | - | - | - | 38,622 |
| Performing financing and sukuk/ securities: | | | | | | |
| Performing financing to financial institutions secured by non-level 1 HQLA and unsecured performing financing to financial institutions | - | 415,492 | 883 | 4,333 | 67,098 | |
| Performing financing to non-financial corporate clients, financing to retail and small business customers, and financing to sovereigns, central banks and PSEs, of which: | - | 854,332 | 262,593 | 1,124,303 | 1,480,761 | |
| With a risk weight of less than or equal to 35% under the CBB Capital Adequacy Ratio guidelines | - | - | - | 166,799 | 108,419 | |
| Performing residential mortgages, of which: | - | - | - | 355,894 | 231,331 | |
| With a risk weight of less than or equal to 35% under the CBB Capital Adequacy Ratio Guidelines | - | - | - | 355,894 | 231,331 | |
| Securities/ sukuk that are not in default and do not qualify as HQLA, including exchange-traded equities | - | 18,929 | 7,212 | 2,789 | 15,441 | |
| Other assets: | | | | | | |
| All other assets not included in the above categories | 682,607 | 18,413 | 1,638 | 93,168 | 758,424 | |
| OBS items | - | 659,523 | - | - | 32,976 | |
| Total RSF | 682,607 | 1,966,689 | 272,326 | 1,580,487 | 2,624,653 | |
| NSFR (%) | - | - | - | - | - | 115.5% |

Notes to the Consolidated Financial Statements

As at 31 December 2024

44 GLOBAL MINIMUM TAX

The OECD Global Anti-Base Erosion Pillar Two Model Rules ('GloBE rules') apply to multinational enterprise (MNE) groups with total annual consolidated revenue exceeding EUR 750 million in at least two of the four preceding fiscal years.

In line with the requirements of GloBE rules, the Kingdom of Bahrain has issued and enacted Decree Law No. (11) of 2024 ('Bahrain DMTT law') on 1 September 2024 introducing a domestic minimum top-up tax ("DMTT") of up to 15% on the taxable income of the Bahrain resident entities of the Group for fiscal years commencing on or after 1 January 2025.

AI Salam Bank, the Ultimate Parent Entity of the Group is domiciled and operates in the Kingdom of Bahrain and has assessed that it is in scope of the Bahrain DMTT law effective 1 January 2025.

However, since the newly enacted regulations are only effective from fiscal years commencing on or after 1 January 2025, there is no current tax impact for the year ended 31 December 2024.

The Group has applied a temporary mandatory relief from deferred tax accounting for the impact of the top-up tax and accounts for it as a current tax when it is incurred.

The Group is currently preparing for compliance with the Bahrain DMTT law and GloBE rules by upgrading reporting systems, evaluating transfer pricing adjustments and aligning with domestic and international DMTT regulations. As at the reporting date, the Group is assessing the quantitative impact of the Bahrain DMTT law and GloBE rules and applicability of any exclusions.

45 ACQUISITION OF SUBSIDIARY

i) Acquisition of Kuwait Finance House (Bahrain) BSC closed

On 1 April 2024, the Bank acquired 100% shareholding in ASB Finance B.S.C. (c) formerly Kuwait Finance House (Bahrain) B.S.C. (c), a Retail Islamic Bank incorporated in the Kingdom of Bahrain, which was fully owned subsidiary of Kuwait Finance House K.S.C.P. ("KFH Group") an Islamic retail bank listed on Kuwait stock exchange, after obtaining the requisite regulatory approvals. The Group has consolidated the results and financial position of KFH Bahrain from 1 April 2024.

The fair value of assets, liabilities, equity interests are reported in these disclosures on a provisional basis and will be finalized within a period of 12 months from the date of acquisition. In line with the provisions of IFRS 3 "Business Combinations", if new information, obtained within one year from the acquisition date about facts and circumstances that existed at the acquisition date, identified adjustments to the above amounts, or any additional provisions that existed at the acquisition date, then the acquisition accounting will be revised. Revisions to provisional acquisition accounting will be reflected on a retrospective basis.

a) Total consideration

Total cash consideration paid is BD 214,488 thousand.

Notes to the Consolidated Financial Statements

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45 ACQUISITION OF SUBSIDIARY (continued)

i) Acquisition of Kuwait Finance House (Bahrain) BSC closed (continued)

b) Fair value of identifiable assets acquired and liabilities assumed

ASSETS ACQUIRED

| | BD '000 |
|---|------------------|
| Cash and balances with banks and central banks | 77,967 |
| Placements with financial institutions | 48,583 |
| Financing contracts | 977,930 |
| Investments in non-trading assets | 12,887 |
| Investments in sukuk | 227,269 |
| Investments in real estate | 47,090 |
| Identified Intangible assets | 15,000 |
| Other assets | 15,190 |
| Total assets acquired (A) | 1,421,916 |
| LIABILITIES ASSUMED | |
| Customers' current accounts | 119,759 |
| Placements from financial institutions and individuals | 23,019 |
| Other liabilities | 31,348 |
| Total liabilities | 174,126 |
| Quasi-equity | 1,148,340 |
| Total liabilities and Quasi-equity (B) | 1,322,466 |
| Total fair value of identifiable net assets acquired (C = A-B) | 99,450 |

c) Goodwill

| | BD '000 |
|--|----------------|
| Consideration paid | 214,488 |
| Fair value of identifiable net assets acquired | (99,450) |
| Goodwill | 115,038 |

In the nine months ended 31 December 2024, ASB Finance B.S.C. (c) (formerly Kuwait Finance House (Bahrain) B.S.C. (c) contributed revenue of BD 64,733 thousand and profit of BD 4,527 thousand net of provisional acquisition adjustments to the Group's results. If the acquisition had occurred on 1 January 2024, management estimates that consolidated revenue would have been BD 373,398 thousand. It is impracticable to determine the profit or loss of the combined entity for the current reporting period assuming the acquisition had occurred on 1 January 2024, due to the impact of acquisition accounting adjustments.

ii) Acquisition of Bahrain National Insurance Company BSC Closed ("BNI") and Bahrain National Life Assurance Company BSC Closed ("BNL")

Subsequent to the year end, Solidarity Bahrain, a subsidiary of the Group that engages in Takaful business, listed on Bahrain Bourse has entered into a sale and purchase agreement with Bahrain National Holding Company BSC, a Company incorporated in the kingdom of Bahrain and listed on Bahrain Bourse for the purchase of 100% of the issued share capital of its two subsidiaries, BNI and BNL for a total consideration of BD 75 mn. The transaction is in progress and is subject to certain conditions precedent and regulatory and shareholder approvals.

46 COMPARATIVE FIGURES

Certain of the prior year figures have been regrouped to conform to the current year presentation. Such re-grouping did not affect previously reported profit for the year or total owners' equity of the Group.

06

**To report the transactions carried out
by the Bank during the financial year
ended 31 December 2024 with any related
parties or major shareholders of the
Bank as presented in the note (no. 29)
to the consolidated financial statements
in accordance with Article 189 of the
Commercial Companies Law No. 21 for the
year 2001 and its amendments**

07

To approve the recommendations of the Board of Directors with respect to the following appropriations of the available net profit attributable to shareholders for the financial year ended 31 December 2024:

- a. Transfer of BD 5.901 million to the statutory reserves.
- b. Distribute a total Dividends of 14% of the issued and paid-up share capital of the Bank, amounting to BD 37.533 million, for the financial year ended 31 December 2024, as follows:
 - 6% as cash dividends, equivalent to 6 Bahraini fils per share, amounting to BD 15.551 million, excluding treasury shares;
 - 8% as bonus shares, equating to 21.982 million shares - i.e. (1 share for each 12.5 shares held).

The last day of trading with entitlement to dividends is 20 March 2025, and the first day of trading without entitlement to dividends is 21 March 2025 on Dubai Financial Market (DFM) and 23 March 2025 on Bahrain Bourse. The record date is 24 March 2025 and the dividends will be paid to the entitled shareholders on 7 April 2025.

- c. Retain BD 1 million for charitable donations and social welfare programs.
- d. Transfer of the remaining balance of BD 10.569 million to retained earnings account.

08

**To approve remuneration to the
members of the Board of Directors
amounting to BD 1.110 million,
for the financial year ended
31 December 2024**

09

**To receive and discuss the
Bank's Corporate Governance
Report for the financial year
ended 31 December 2024, as
required by the Central Bank
of Bahrain and Ministry of
Industry and Commerce**

Corporate Governance Report

Corporate Governance Practice

The Bank is committed to upholding the highest standards of corporate governance that is essential for fostering transparency, accountability, and ethical conduct. The Bank's governance framework includes robust risk management systems and strict compliance with regulatory requirements including CBB Rulebook's Module HC, promoting effective oversight by the Board of Directors. Furthermore, The Bank prioritizes clear communication with stakeholders and regularly evaluate the conducted practices to ensure alignment with best standards.

Major Shareholders as of 31 December 2024

| S. No. | Investor Name | Country | No. of Shares | % |
|--------|--------------------------------|--------------------|---------------|-------|
| 1 | Bank Muscat (S.A.O.G) | Sultanate of Oman | 404,921,657 | 14.74 |
| 2 | Muscat Overseas Company L.L.C. | Sultanate of Oman | 201,276,024 | 7.33 |
| 3 | Sayacorp B.S.C Closed | Kingdom of Bahrain | 172,475,211 | 6.28 |

Shareholding – 31 December 2024

| Category | No. of Shares | No. of Shareholders | % of Outstanding Shares |
|-------------------------|----------------------|---------------------|-------------------------|
| Less than 1% | 982,740,054 | 22,978.00 | 35.76 |
| 1% up to less than 5% | 1,031,707,735 | 13.00 | 37.55 |
| 5% up to less than 10% | 328,407,212 | 2.00 | 11.95 |
| 10% up to less than 20% | 404,921,657 | 1.00 | 14.74 |
| 20% up to less than 50% | - | - | - |
| 50% and above | - | - | - |
| Total | 2,747,776,658 | 22,994 | 100 |

Corporate Governance Report (continued)

The outstanding ordinary share ownership of the Bank is distributed as follows:

| Nationality | No. of Shares | Ownership Percentage |
|---------------------------|----------------------|----------------------|
| Kingdom of Bahrain | | - |
| Government | - | - |
| Institution | 1,082,425,977 | 39.39 |
| Individual | 392,606,593 | 14.29 |
| GCC | | - |
| Government | - | - |
| Institution | 845,941,039 | 30.79 |
| Individual | 332,269,302 | 12.09 |
| Others | | - |
| Government | - | - |
| Institution | 68,357,649 | 2.49 |
| Individual | 26,176,098 | 0.95 |
| Total | 2,747,776,658 | 100 |

Board of Directors

The Board of Directors provides central leadership to the Bank, establishes the Bank's objectives, and develops the strategies that directs the ongoing activities of the Bank to achieve these objectives. Directors determine the future of the Bank through the protection of its assets and reputation. Directors apply skill and care in exercising their duties to the Bank and are subject to fiduciary duties. Directors are accountable to the shareholders of the Bank for the Bank's performance and can be removed from office by them.

The primary responsibility of the Board is to provide effective governance over the Bank's affairs for the benefit of its shareholders, and to balance the interests of its diverse stakeholders including its customers, correspondents, employees, suppliers, and the local community. In all actions taken by the Board, the directors are expected to exercise their business judgment in what they reasonably believe to be in the best interests of the Bank and its stakeholders. In discharging that obligation, directors may rely on the honesty and professional integrity of the Bank's senior management and, its external advisors and auditors.

Board of Directors



H. E. Shaikh Khalid bin Mustahail Al Mashani

Chairman

Non-executive

Director since: 5 May 2014

Current Term started: 31 March 2024

Experience: more than 29 years

His Excellency Shaikh Khalid AlMashani has over 29 years of experience and holds several important managerial positions. He is the Chairman of the Board of Directors of Al Salam Bank, the Solidarity Group Holding and Solidarity Bahrain in the Kingdom of Bahrain, as well as Chairman of Bank Muscat S.A.O.G. and Dhofar International Development & Investment Holding Company S.A.O.G. in Sultanate of Oman. Additionally, H.E. Shaikh Khalid Al Mashani is also Director of Al Omaniya Financial Services Company, Dhofar Food and Investment Co S.A.O.G. in Sultanate of Oman and Maalem Holding in the Kingdom of Bahrain.

H.E. Shaikh Khalid Al Mashani holds a Bachelors Degree in Economics, and a Masters Degree in International Boundary Studies from the School of Oriental & African Studies, from the University of London.



Mr. Matar Mohamed Al Blooshi

Deputy Chairman

Non-executive

Director since: 22 March 2018

Current Term started: 31 March 2024

Experience: more than 30 years

Mr. Matar Mohamed Al Blooshi has over 30 years of experience in the financial sector and fund management industries. Beginning his career in 1992 with the Central Bank of the United Arab Emirates as a Dealer in the Treasury department, he then joined Abu Dhabi Investment Company as a Portfolio Manager in 1995. In 1998, he advanced his career and joined First Gulf Bank as the Head of Treasury & Investment, moving to National Bank of Abu Dhabi in 2001 as Head of Foreign Exchange and Commodities.

In February 2005, Mr. Matar Al Blooshi became the Head of Domestic Capital Market Group and the General Manager of Abu Dhabi Financial Services (a subsidiary of National Bank of Abu Dhabi) and was given the title of Senior Manager, Asset Management Group in October 2006. Mr. Matar Al Blooshi is Group Chief Investment Officer at Das Holding LLC, a Member of the Board of Directors of Al Salam Bank and member of SAYACORP in Bahrain, Etisalat Misr, Air Arabia, Chief investment officer and Member of Emirates Strategic Investment Company in Emirates.

Mr. Matar Al Blooshi holds a Bachelor's degree in Banking & Financial Management from University of Arkansas in the United States.

Board of Directors (continued)



Mr. Salman Saleh Al Mahmeed

Board Member

Non-executive

Director since: 15 February 2010

Current Term started: 31 March 2024

Experience: more than 37 years

Mr. Salman Saleh Al Mahmeed has over 37 years of experience. He currently holds the following positions: Chairman of Burj Al Jewar and Burj Al Safwa, Vice Chairman of Solidarity Bahrain and Vice Chairman of Dar Al Bilad, and Chairman of Coca Cola Bottling Company Bahrain. He is also a Board member of the Ritz Carlton Bahrain and Owner's Representative of Global Express and the Movenpick Hotel in Bahrain.

Previously, Mr. Salman AlMahmeed served as a Board Member and a member of the Executive committee, Investment committee and Strategy committee at the Bahraini Saudi Bank. He also held the position of CEO of Bahrain Airport Services and was the Investment Director at Magna Holdings.

Mr. Salman Al Mahmeed holds a Master's degree in Business Administration, a Diploma in Hotel Management and a Bachelor's degree in Management.



Mr. Salim Abdullah Al Awadi

Board Member

Independent

Director since: 22 March 2018

Current Term started: 31 March 2024

Experience: more than 35 years

Mr. Salim Abdullah Al Awadi holds various positions in several companies. He is the Board member of Al Salam Bank Bahrain, Board member of Al Salam Bank Seychelles Board member of Al Salam Bank Algeria and the Deputy CEO of Al Omaniya Financial Services S.A.O.G., Oman. He is also Director of Dhofar International Development & Investment Holding S.A.O.G., Oman. Chairman of Dhofar Poultry S.A.O.C., Oman and Chairman of Rital Travel LLC, Oman.

Mr. Salim Al Awadi holds a Bachelor's Degree in Business Administration, a Post Graduate Diploma in Accounting from Strathclyde University, UK and an MBA from Lincoln University, UK.

Board of Directors (continued)



Mr. Zayed Ali Rashid Al-Amin

Board Member**Independent****Director since:** 22 March 2018**Current Term started:** 31 March 2024**Experience:** more than 26 years

Mr. Zayed Al-Amin is a Bahraini Businessman with over 26 years of experience in the finance and investment sectors. Currently serving as Executive Director of Investments at Ali Rashid Al-Amin Group, he is also a Board Member of various organizations including Board Member of Al Salam Bank, Vice Chairman of Solidarity Group Holding, Board Member of Esterad Investment Co., Board Member of Gulf African Bank "Kenya", Board Member of SAYACORP. And a former Board Member of MIDAD Gulf Energy, Board Member of RAMAKAZA Logistics "Qatar" and Board Member of Food Storage Co. Ltd. "KSA". Prior to his current responsibilities at Al-Amin Group, he worked for National Bank of Bahrain and Towry Law International, and Bahrain Gourmet as a Chairman.

Mr. Zayed Al-Amin holds a Post Graduate Degree in Finance and Investment from the London School of Business & Finance. He has also attended many executive courses in management, finance and investment.



Mr. Alhur Mohammed Al Suwaidi

Board Member**Independent****Director since:** 22 March 2018**Current Term started:** 31 March 2024**Experience:** more than 20 years

Mr. Alhur Mohammed Al Suwaidi is a well-rounded investment strategist with over 20 years of experience in investments, portfolio management in both listed and private equities. He currently holds the position as a Director in Al Salam Bank in the Kingdom of Bahrain, and also a Director in Al Salam Bank Seychelles.

Beginning his career in 2004, Mr. Alhur Al Suwaidi held senior positions at Abu Dhabi Investment Authority (ADIA), UAE. as a Portfolio Manager, Fund Manager and Investment Manager. He also served in a number of Advisory Boards of General Partners and International Private Equity Firms which includes Leonard Green and Partners, The Blackstone Group, Carlyle Group, Apollo Global Management, Ares Management and Silver Lake Partners and Chairman of BHM Capital in UAE.

Mr. Alhur Al Suwaidi holds a Bachelor degree in Business Administration from Chapman University, California, USA.

Board of Directors (continued)



Mr. Hisham Al-Saie

Board Member

Independent

Director since: 17 March 2021

Current Term started: 31 March 2024

Experience: more than 26 years

Mr. Hisham Al Saie is the Chief Executive Officer of Star Capital W.L.L in the Kingdom of Bahrain, bringing over 26 years of experience across financial investments, real estate asset management and development, corporate finance, and start-up ventures. He holds an MBA from the London Business School and has completed the INSEAD YMP Executive Management Program. Additionally, he earned a BA in Accounting from the University of Texas.

Beyond his executive role at Star Capital, Mr. Al Saie is currently a member of the Board and Executive Committee at Al Salam Bank. He also serves as Board member of McLaren Group Limited where he is a member of the Board Audit and Risk Committee and the Chairman of the Board Remuneration Committee. In addition, he is a member of the Board at Investcorp Holdings B.S.C where he contributes as a member of the Board Nomination & Remuneration Committee.

Furthermore, he is a Board member at Solidarity Group, where he holds the position of the Chairman of the Board Audit Committee. Prior to his current position, Mr. Al Saie served as Deputy CEO at Premier Group for approximately 18 years, primarily overseeing the group's investment portfolio as Chief Investment Officer. During his time at Premier Group he held several non-Executive directorship positions in companies such as Diyyar Al-Muharraq, Bahrain Bay and Al-Khaleej Bank - Qatar. Before joining Premier Group, he was the Head of Corporate Finance at SICO Investment Bank, where he was instrumental in structuring key equity and debt capital market transactions across the region. His earlier professional experience includes roles at BDO Jawad Habib, PricewaterhouseCoopers, and Arthur Andersen.



Mr. Tariq Abdul Hafidh Salim Al- Aujaili

Board Member

Independent

Director since: 17 March 2021

Current Terms started: 31 March 2024

Experience: more than 23 years

Mr. Tariq Al-Aujaili has over 23 years of experience in the financial sector. He currently holds the following positions: Board Member at Al Salam Bank, Vice Chairman at Dhofar International Development and Investment Holding Co. SAOG, Dhofar Insurance SAOG and Oman Investment and Finance Co. SAOG. Additionally, Mr. Tariq serves as a Board member at Bank Dhofar SAOG, Solidarity Bahrain and Chairman at Garden Hotel, Muscat, Oman.

Mr. Tariq Al-Aujaili holds a bachelor's degree in accounting and financial studies from the London School of Economics and Political Science.

Board of Directors (continued)



Mr. Ahmed Habib Ahmed Kassim

Board Member

Independent

Director since: 31 March 2024

Current Term started: 31 March 2024

Experience: more than 21 years

Mr. Ahmed Kassim brings over 21 years of experience, having served in various prestigious organizations in the Kingdom of Bahrain. He is currently a Board Member of Al Salam Bank and serves as the Chairman of Quality Wire Products.

Mr. Kassim holds the position of Vice President at Century 21 – Bahrain. He is also a Board Member at several other esteemed institutions, including Habib Ahmed Kassim & Sons, Al Mahd Day Boarding School, Solidarity Bahrain, and Banz Group.

Mr. Ahmed Kassim earned a Bachelor's degree in Economics and Finance from Bentley College in Boston, Massachusetts.



Mr. Khalid Salem Al Halyan

Previous Board Member

Independent

Director since: 24 February 2015

Current Term ended: 31 March 2024

Experience: more than 42 years

Mr. Khalid Salem Al Halyan is a business professional with over 41 years of senior level experience spanning a number of industries. Mr. Khalid Al Halyan is currently the Group Chief Audit Executive at Dubai Aviation City Corporation (DACC). His career has seen him hold senior positions at the UAE Central Bank, the Department of Economic Development (DED), Dubai, and in the aviation industry where he played a key role in the establishment of the new Dubai Airport Free Zone (DAFZA) and head up the Finance Department, before moving on to establish the Group Internal Audit and Risk Assessment (GIARA) function at DACC.

Mr. Khalid Al Halyan has also supported the establishment of DED, Emaar Properties, the UAE Internal Audit Association, the UAE Golf Association and restructured projects for DUBAL, Dubai World Trade Centre, Dubai Civil Aviation, UAE Central Bank Banking Supervision, and realized the construction of a new facility for the Al Noor Special Needs Centre in Dubai. He currently serves as Vice President of the UAE Internal Audit Association (affiliated to the Institute of Internal Auditors (IIA), USA), is Chairman of Al Noor Special Needs Centre in Dubai, Chairman of Emaar South, Dubai, Board Member of Amlak Real Estate and member at the Board of Trustees of American University in the Emirates.

Mr. Khalid Al Halyan holds an MBA degree from Bradford University in the UK, and a BBA from the UAE University, Al Ain.

Corporate Governance Report (continued)

Board Composition

The Board consists of members who possess both the required skills and expertise to govern the Bank in a manner that would achieve the objectives of all stakeholders. Furthermore, in compliance with relevant regulations, the Board Committees consist of Directors with adequate professional background and experience. The Board periodically reviews its composition, the contribution of Directors and the performance of its various Committees. The appointment of Directors is subject to prior screening by the Nomination and Corporate Governance Committee and the Board of Directors, as well as the approval of both the Shareholders and the Central Bank of Bahrain. The classification of "executive", "non-executive" and "independent" directors is as per the definitions stipulated in the Central Bank of Bahrain Rulebook.

Each Director is elected for a three-year term, after which he must present himself to the Annual General Meeting of shareholders for re-appointment. Board Meeting attendance is as per the regulations stipulated in the Central Bank of Bahrain Rulebook.

Currently, Al Salam Bank does not have any female representation on the Board of Directors as per the below:

| Gender | Men | Women |
|---------------------|------|-------|
| Number of Directors | 9 | 0 |
| Percentage % | 100% | 0% |

Mandate of the Board of Directors and their Roles and Responsibilities

The principal role of the Board is to oversee the implementation of the Bank's strategic initiatives in accordance with relevant statutory and regulatory structures. The Board is also responsible for the consolidated financial statements of the Group. The Board ensures the adequacy of financial and operational systems and internal controls, as well as the implementation of corporate ethics and the code of conduct. The Board has delegated the responsibility of the day-to-day management of the Bank to the Group Chief Executive Officer ("Group CEO").

The Board reserves a formal schedule of matters for its decision to ensure that the direction and control of the Bank rests with the Board. This includes:

- Reviewing the strategic plan of the Bank.
- Performance reviews of the Senior Management (all approved persons).
- Performance assessment of the Board, Board Sub-Committees and the Shari'a Supervisory Board.
- Approving material acquisition and disposal of assets.
- Approving capital expenditure.
- Approving authority levels.
- Appointing auditors and, reviewing the financial statements and financing activities.
- Reviewing the Corporate Governance Report
- Approving the annual operating plan and budget.
- Ensuring regulatory compliance through its various committees.
- Reviewing the adequacy and integrity of the internal controls; and
- Approving all policies pertaining to the Bank's operations and functioning.

Board Elections System

Article 25 of the Bank's Articles of Association provides the following:

1. The company shall be administered by a Board of Directors consisting of not less than five (5) members elected by the shareholders by means of cumulative voting by secret ballot and in accordance with the provisions of the Commercial Companies Law, after obtaining the approval of the Central Bank of Bahrain for their appointment. Members of the Board of Directors shall be appointed or elected to serve for a term not exceeding three (3) years renewable. A cumulative vote shall mean that each shareholder shall have a number of votes equal to the number of shares he owns in the Company and shall have the right to vote for one candidate or to distribute them among his chosen candidates.
2. Each shareholder owning 10% or more of the capital may appoint whoever represents him on the Board to the same percentage of the number of the Board members. His right to votes shall be forfeited for the percentage he has appointed representatives. If a percentage is left that does not qualify him to appoint another member, he may use such percentage to vote.

Corporate Governance Report (continued)

3. The Board of Directors shall elect, by secret ballot, a Chairman and one Vice Chairman or more, three years renewable. The Vice Chairman shall act for the Chairman during his absence or if there is any barrier preventing him. The Ministry of Industry and Commerce and the Central Bank of Bahrain shall be provided with a copy of the resolution electing the Chairman and the Deputy Chairman.
4. The Board of Directors shall consist of independent and non-executive members in accordance with the Central Bank of Bahrain's rules and regulations.
5. No person may be appointed or elected as a member of the Board of Directors until he has declared his acceptance to such nomination in writing, provided that the declaration includes the disclosures of any work performed that may directly or indirectly constitute competition for the company, names of the companies and entities in which he works in or in which he is a member of their board of directors.

Article 27 of the Bank's Articles of Association covers the "Termination of Membership in the Board of Directors" which states the following:

A Director shall lose his office on the Board in the event that he:

1. Fails to attend four consecutive meetings of the Board in one year without an acceptable excuse, and the Board of Directors decides to terminate his membership;
2. Resigns his office by virtue of a written request;
3. Forfeits any of the provisions set forth in Article 26 of the Articles of Association;
4. Is elected or appointed contrary to the provisions of the Law; and
5. Has abused his membership by performing acts that may constitute a competition with the Company or caused actual harm to the Company;
6. If he has been convicted before any court for theft, embezzlement, fraud, forgery or issuing dishonored cheques or any crime as provided in the law;
7. If he declares bankruptcy;
8. If any of the shareholders have terminated his appointment to any of their representatives on the Board of Directors or if the shareholders of the General Assembly vote for his removal in accordance with Article 42; or
9. If the Central Bank of Bahrain considers him not eligible for the position.

Independence of Directors

An independent Director is a Director whom the Board has specifically determined has no material relationship, which could affect his independence of judgment, taking into account all known facts. The Directors have disclosed their independence by signing the Directors Annual Declaration whereby they have declared that during the year ending 31 December 2024, they have met all the conditions required by the various regulatory authorities to be considered independent.

As of 31-12-2024, the members of the Board were:

Non-executive Members

| | |
|--|---------------|
| H.E. Shaikh Khalid bin Mustahil Al Mashani | Chairman |
| Mr. Matar Mohamed Al Blooshi | Vice Chairman |
| Mr. Salman Saleh Al Mahmeed | Board Member |

Corporate Governance Report (continued)

Independent Members

| | |
|---------------------------------|--------------|
| Mr. Ahmed Habib Kassim | Board Member |
| Mr. Alhur Mohammed Al Suwaidi | Board Member |
| Mr. Hisham Saleh AlSaie | Board Member |
| Mr. Salim Abdullah Al Awadi | Board Member |
| Mr. Tariq Abdulhafidh AlAujaile | Board Member |
| Mr. Zayed Ali Al-Amin | Board Member |

All current Directors were elected for a three-year term on 31 March 2024.

The Board Charter

The Board has adopted a Charter which provides the authority and practices for governance of the Bank. The Charter was approved by the Board with the beginning of its term in 2024 and it has been updated to be aligned with the new regulation rules. The charters include general information on the composition of the Board of Directors', classification of Directors', Board related Committees, Board of Directors' roles and responsibilities, Board of Directors' code of conduct, Board remuneration and evaluation process, insider dealing, conflict of interest and other Board related information.

Conflict of Interest

The Bank has a documented procedure for dealing with situations involving "conflict of interest" of Directors. In the event of the Board or its Committees considering any issues involving "conflict of interest" of Directors, the decisions are taken by the full Board/ Committees. The concerned Director abstains from the discussion/ voting process. These events are recorded in Board/ Committees proceedings. The Directors are required to inform the entire Board of (potential) conflicts of interest in their activities with, and commitments to, other organizations as they arise and abstain from voting on the matter. This disclosure includes all material facts in the case of a contract or transaction involving the Director. A report detailing the abstention from voting relating to conflict of interest is made available to shareholders upon their request.

The below illustrates instances where Board Members have abstained from voting due to conflict of interest:

| Sr. | Members | Instances of abstaining from voting | Status |
|-----|-------------------------|-------------------------------------|-------------------|
| 1 | Mr. Hisham Saleh AlSaie | 4 instances | Approved by Board |
| 2 | Mr. Salman Al Mahmeed | 2 instances | Approved by Board |
| 3 | Mr. Zayed Ali Al-Amin | 1 instance | Approved by Board |

Induction and Orientation for New Directors

When new Directors are appointed, they shall be provided with an appointment letter and the Directors' Handbook containing information relevant to the performance of their duties as members of the Board. The Handbook includes the Corporate Governance Guidelines, Charters of the Board and Committees, key policies, etc. The Board reserves a formal schedule of matters for its decision to ensure that the direction and control of the Bank rests with the Board.

Corporate Governance Report (continued)

Code of Conduct

The Board has an approved Code of Conduct for Directors, as follows:

- To act with honesty, integrity and in good faith, with due diligence and care, in the best interest of the Bank and its stakeholders;
- To act only within the scope of their responsibilities;
- To have a proper understanding of the affairs of the Bank and to devote sufficient time to their responsibilities;
- To keep confidential Board discussions and deliberations;
- Not to make improper use of information gained through the position as a director;
- Not to take undue advantage of the position of director;
- To ensure his/her personal financial affairs will never cause reputational loss to the Bank;
- To maintain sufficient/detailed knowledge of the Bank's business and performance to make informed decisions;
- To be independent in judgment and actions and to take all reasonable steps to be satisfied as to the soundness of all decisions of the Board;
- To consider themselves as a representative of all Shareholders and act accordingly;
- Not to agree to the Bank incurring an obligation unless he/she believes at the time, on reasonable grounds, that the Bank will be able to discharge the obligations when it is required to do so;
- Not to agree to the business of the Bank being carried out or cause or allow the business to be carried out, in a manner likely to create a substantial risk of serious loss to the Bank's creditors;
- To treat fairly and with respect all of the Bank's employees and customers with whom they interact;
- Not to enter into competition with the Bank;
- Not to demand or accept substantial gifts from the Bank for himself/herself or his/her associates;
- Not to take advantage of business opportunities to which the Bank is entitled for himself/herself or his/her associates;
- Report to the Board any potential conflicts of interests; and
- Absent themselves from any discussions or decision-making that involves a subject in which they are incapable of providing objective advice or which involves a subject or proposed conflict of interest.

Evaluation of Board Performance

The Board has adopted a 'Performance Assessment Framework' designed to provide Directors with an opportunity to assess their performance on an annual basis. The self-assessment consists of three categories, such as:

- Assessment of the Board as a unit;
- Assessment of the Committee as a unit; and
- Self-assessment of individual Directors.

The results of the annual performance assessment shall be communicated to the Shareholders at the Annual General Meeting. The results for this year were satisfactory.

Remuneration of Directors

Remuneration of the Directors as provided by Article 34 of the Articles of Association states the following:

"The General Assembly shall specify the remuneration of the members of the Board of Directors. However, such remunerations must not exceed in total 10% of the net profits after deducting statutory reserve and the distribution of dividends of not less than 5% of the paid capital among the shareholders. The General Assembly may decide to pay annual bonuses to the Chairman and members of the Board of Directors in the years when the Company does not make profits or in the years when it does not distribute profits to the shareholders, subject to the approval of the Ministry of Industry and Commerce. The report of the Board of Director to the general Assembly shall include full statement of the remuneration the members of the Board of Directors have been paid during the year in accordance with the provisions set forth in Article (188) of the Law."

The Board, based upon the recommendation of the Remuneration Committee and subject to the laws and regulations, determines the form and amount of Director compensation subject to final approval of the shareholders at the Annual General Meeting. The Remuneration Committee shall conduct an annual review of Directors' compensation.

Corporate Governance Report (continued)

As per the Directors Remuneration Policy approved by the Shareholders, the structure and level for the compensation for the Board of Directors consist of the following:

1. Annual remuneration subject to the annual financial performance of the Bank and as per the statutory limitation of the law.
2. The total amount payable to each Board member with respect to Board and Committee meetings attended during the year.
3. The remuneration of the Board of Directors will be approved by the shareholders at the Annual General Meeting.

In addition to the above, Directors of the Bank may not enter any consulting arrangements with the Bank without the prior approval of the Board. Directors who serve on the Audit and Risk Committee shall not directly or indirectly provide or receive compensation for providing accounting, consulting, legal, investment banking or financial advisory services to the Bank.

Board Meetings and Attendances

The Board of Directors meets at the summons of the Chairman or his Deputy (in the event of his absence or disability) or if requested to do so as per the Bank's Board Charter. According to the Bahrain Commercial Companies Law and the Bank's Articles of Association, the Board meets at least four times a year. A meeting of the Board of Directors shall be valid if attended by half of the members in person. During 2024, the Directors that were present at the Annual General Meeting are detailed in the minutes of the 2024 Annual General Meeting. The details of the Board meetings held during 2024 are as follows:

Board Meetings in 2024 - Minimum Four Meetings per Annum

| Members | 13 Feb | 31 Mar | 13 May | 13 Jun | 13 Aug | 19 Sep | 12 Nov | 12 Dec | % |
|--|--------|--------|--------|--------|--------|--------|--------|--------|------|
| H.E. Shaikh Khalid bin Mustahil Al Mashani | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Matar Mohamed Al Blooshi | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Ahmed Habib Kassim* | NA | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Alhur Mohammed Al Suwaidi | ✓ | ✓ | ✓ | ✓ | ✓ | - | ✓ | ✓ | 87.5 |
| Mr. Hisham Saleh AlSaie | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Salim Abdullah Al Awadi | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Salman Saleh Al Mahmeed | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Tariq Abdulhafidh AlAujaili | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Zayed Ali Al-Amin | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Khalid Salim Al Halyan** | ✓ | NA | 100 |

* On 31 March 2024, Mr. Ahmed Habib joined the Board of Directors.

** On 31 March 2024, Mr. Khalid Al Halyan is no longer a Board Member.

Directors' Interests

Directors' shares ownership in two-year comparison as of 31 December:

| Member | No of shares | | Number of Shares in 2024 | |
|--|--------------|-----------|--------------------------|-----------|
| | 2024 | 2023 | Bought | Sold |
| H.E. Shaikh Khalid bin Mustahil Al Mashani | 0 | 0 | 0 | 0 |
| Mr. Matar Mohamed Al Blooshi | 0 | 0 | 0 | 0 |
| Mr. Ahmed Habib Ahmed Kassim** | 49,502,835 | - | 0 | 0 |
| Mr. Alhur Mohammed Al Suwaidi | 0 | 0 | 0 | 0 |
| Mr. Hisham Saleh AlSaie* | 4,289,049 | 5,001,818 | 700,000 | 1,583,676 |
| Mr. Salim Abdullah Al Awadi | 0 | 0 | 0 | 0 |
| Mr. Salman Saleh Al Mahmeed | 0 | 0 | 0 | 0 |
| Mr. Tariq Abdulhafidh AlAujaili | 0 | 0 | 0 | 0 |
| Mr. Zayed Ali Al-Amin | 6,000,000 | 5,500,000 | 225,000 | 0 |

* Indirect ownership

** Mr. Ahmed Habib Kassim has been appointed as a member of the board of directors on 31 March 2024.

Corporate Governance Report (continued)

Approval Process for Related Parties' Transactions

The Bank has a due process for dealing with transactions involving related parties. Any such transaction will require the unanimous approval of the Board of Directors. The nature and extent of transactions with related parties are disclosed in the consolidated financial statements under note 29- related party transaction.

Material Transactions that require Board Approval

Depending on the internal risk rating transactions above BD 5 million and up to BD 15 million requires the approval of the Executive Committee of the Board of Directors, any transaction above BD 15 million requires the approval of the Board of Directors of the Bank. In addition, when acquiring 20% of a company Board approval is required regardless of the amount.

Material Contracts and Financing Involving Directors and Senior Management During 2024

The Bank's dealings with its directors/ associated entities are conducted on an arms-length basis and at prevailing commercial terms in respect of its exposure to and deposits received from them. All financing facilities to senior management members are governed by the policies applicable to staff, which are reviewed and approved by the Board Remuneration & Nomination Committee. Material contracts and financing facilities involving directors and senior management during 2024 are as follows:

- Financing Facilities provided to certain Directors of the Board and related entities with a total amount of BD 1,420,781.
- Financing Facilities provided to senior management with a total amount of BD 746,145.

All related party transactions are disclosed in note 29 of the consolidated financial statements for the year ending 31 December 2024.

Directorships held by Directors on Other Boards

The High-Level Controls Module of the Central Bank of Bahrain Rulebook provides that no Director should hold more than three directorships in Bahrain public companies. All members of the Board of Directors met this requirement and are approved by the Central Bank of Bahrain.

Board Committees

Consistent with the industry's best practice, the Board has established four Committees with defined roles and responsibilities. The Standing Committees of the Board are Executive Committee, Audit and Risk Committee, Remuneration Committee and, Nomination and Corporate Governance Committee.

Certain information relating to the work of certain Board Committees during the year 2024, summary of the dates of Committee meetings held, Directors' attendance and a summary of the main responsibilities of each Committee is enclosed in this report.

Executive Committee

The Committee operates under the delegated authority of the Board and provides direction to the executive management on business matters, as delegated by the Board, to address matters arising between the Board meetings. The Committee is responsible for reviewing business matters concerning credit and market risks, strategy review and providing recommendation to the Board.

Committee Meetings in 2024 - Minimum four meetings per annum.

Four Committee meetings were held during 2024 as follows:

| Members | 29 Jan | 4 Jun | 9 Sep | 4 Dec | % |
|---|--------|-------|-------|-------|-----|
| Mr. Matar Mohamed Al Blooshi (Chairman) | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Hisham Saleh AlSaie | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Salim Abdullah Al Awadi | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Salman Saleh Al Mahmeed* | NA | ✓ | ✓ | ✓ | 100 |
| Mr. Zayed Ali Al-Amin** | ✓ | NA | NA | NA | 100 |

* On 31 March 2024, Mr. Salman Al Mahmeed joined the Executive Committee.

** On 31 March 2024, Mr. Zayed Al-Amin is no longer a member of the Executive Committee.

Audit and Risk Committee

Corporate Governance Report (continued)

The Committee's responsibility is to assist the Board in discharging its oversight duties relating to matters such as Audit, Risk and Compliance including the integrity of the Bank's financial statements, financial reporting process and systems, internal controls and financial controls. The Committee also acts as a liaison between the external auditor, internal auditor and the Board. The Committee is also charged with the responsibility of handling whistleblowing complaints and monitoring related party transactions.

Committee Meetings in 2024 - Minimum four meetings per annum. Seven Committee meetings were held during 2024 as follows:

| Members | 5 Feb | 5 May | 4 June | 11 Aug | 12 Sep | 5 Nov | 5 Dec | % |
|--|-------|-------|--------|--------|--------|-------|-------|-----|
| Mr. Tariq Abdulhafidh AlAujaili (Chairman) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| H.E. Shaikh Khalid bin Mustahil Al Mashani | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Ahmed Habib Kassim | NA | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Alhur Mohammed Al Suwaidi | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Zayed Ali Al-Amin* | NA | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 100 |
| Mr. Salman Saleh Al Mahmeed** | ✓ | NA | NA | NA | NA | NA | NA | 100 |
| Mr. Khalid Salim Al Halyan *** | ✓ | NA | NA | NA | NA | NA | NA | 100 |

* On 31 March 2024, Mr. Zayed Al-Amin joined the Audit and Risk Committee.

** On 31 March 2024, Mr. Salman Al Mahmeed is no longer a member of the Audit and Risk Committee.

*** On 31 March 2024, Mr. Khalid Salim Al Halyan is no longer a member of the Audit and Risk Committee.

Remuneration Committee

The Committee's role is to provide a formal and transparent procedure for developing a compensation policy for the Board, Group Chief Executive Officer and Senior Management (approved persons and material risk takers); ensures that compensation offered is competitive, in line with the market/peer group and consistent with the responsibilities assigned to employee. In addition, the Committee recommends to the Board special compensation plans, including annual performance bonus and short/long term incentives to attract, motivate and retain key employees.

Committee Meetings in 2024 - Minimum two meetings per annum. Three meetings were convened during 2024:

| Members | 5 Feb | 3 June | 5 Dec | % |
|---|-------|--------|-------|-----|
| H.E. Shaikh Khalid bin Mustahil Al Mashani (Chairman) | ✓ | ✓ | ✓ | 100 |
| Mr. Alhur Mohammed Al Suwaidi | ✓ | ✓ | ✓ | 100 |
| Mr. Tariq Abdulhafidh AlAujaili* | NA | ✓ | ✓ | 100 |
| Mr. Khalid Salim Al Halyan** | ✓ | NA | NA | 100 |

* On 31 March 2024, Mr. Tariq Al Aujaili joined the Remuneration Committee.

** On 31 March 2024, Mr. Khalid Al Halyan is no longer a member of the Remuneration Committee.

Corporate Governance Report (continued)

Nomination and Corporate Governance Committee

The Committee's role is to evaluate and nominate candidates to the Board, as well as facilitate the assessment of the performance of the Board, Committees and individual Directors. In addition, the Committee is responsible to ensure that Directors receive adequate training during the year so as to be able to perform their duties on the Board and the Committees they serve on. The Committee is also charged with the responsibility of ensuring that the Corporate Governance Framework of the Bank is adequate and in compliance with the prevailing regulations. The Committee liaises with the Bank's Corporate Governance Officer to manage the governance related activities.

Committee Meetings in 2024 - Minimum two meetings per annum. Two meetings were convened during 2024:

| Members | 29 Jan | 9 Sep | % |
|--|--------|-------|-----|
| Mr. Salim Abdullah Al Awadi (Chairman) | ✓ | ✓ | 100 |
| Dr. Fareed AlMaftah (Shari'a Supervisory member) | ✓ | ✓ | 100 |
| Mr. Matar Mohamed Al Blooshi | ✓ | ✓ | 100 |
| Mr. Zayed Ali Al-Amin* | NA | ✓ | 100 |
| Mr. Tariq Abdulhafidh AlAujaili** | ✓ | NA | 100 |

*On 31 March 2024, Mr. Zayed Al-Amin joined the Nomination and Corporate Governance Committee.

**On 31 March 2024, Mr. Tariq AlAujaili is no longer a member of the Nomination and Corporate Governance Committee.

Fatwa & Shari'a Supervisory Board

The Bank is guided by a Shari'a Supervisory Board consisting of four distinguished scholars. The Shari'a Supervisory Board reviews the Bank's activities to ensure that all products and investment transactions comply fully with the rules and principles of Islamic Shari'a. Further, the Shari'a Supervisory Board review and vet the screening criteria for charitable donations.

The Shari'a Supervisory Board confirms that an internal Shari'a audit function is in place and is adequately performing its duties as stipulated in the Shari'a Governance Module and AAOIFI Standards. In addition, one designated member from the Shari'a Supervisory Board have been nominated by the SBB to represent it in the Nomination and Corporate Governance Committee to raise Sharia concerns in relation to the corporate governance related matters. During the year, there has no Sharia concerns on the corporate governance matters.

The Board meets at least 4 times a year. Its members are remunerated by annual retainer fee and sitting fees per meeting attended. Its members are not paid any performance-related remuneration. Performance assessment of the Shari'a Supervisory Board is done on a self-assessment basis and submitted to the Board for their review and action.

Sheikh Adnan Abdullah Al Qattan

Chairman

Sheikh Adnan Al Qattan holds Master's degree in the Quran and Hadith from the University of Um Al-Qura, Makka, Kingdom of Saudi Arabia; and Bachelor's degree in Islamic Shari'a from the Islamic University, Madeena, Saudi Arabia. Shaikh Al Qattan is also a Judge in the Supreme Sharia Court of Appeals, Ministry of Justice – Kingdom of Bahrain. Shaikh Al Qattan is a Member of Shari'a Supervisory Boards for several Islamic banks, and he is also Chairman of Al Sanabil Orphans Protection Society, Chairman of the Board of Trustees of the Royal Charity Establishment under the Royal Court – Kingdom of Bahrain, and President of the Kingdom of Bahrain Hajj Mission. In addition, he is a Friday sermon orator at Al Fateh Grand Mosque.

Shaikh Al Qattan contributed to drafting the Personal Status Law for the Ministry of Justice and is a regular participant in Islamic committees, courses, seminars and conferences.

Dr. Fareed Yaqoub Al Meftah

Member

Dr. Fareed AlMuftah is the Undersecretary – Court of Cassation, Supreme Judicial Council – Bahrain, the Former Undersecretary of the Ministry of Justice & Islamic Affairs – Bahrain, member of the Supreme Council of Islamic Affairs and a former judge of the high Shari'a Court. Dr. Fareed is the Chairman of the Shari'a Supervisory Board of Khaleeji Commercial Bank (KHC) and a former Lecturer at the University of Bahrain and wrote a lot of research papers. Dr. Fareed holds PhD in Islamic Philosophy from University of Edinburgh – United Kingdom.

Corporate Governance Report (continued)

Dr. Nedham Mohammed Yaqoobi

Member

Sheikh Dr. Nedham Mohammed Yaqoobi is an internationally acclaimed Shari'a scholar in the Islamic banking industry. He has a background in both Traditional Islamic sciences with senior scholars from different parts of the Muslim World. He holds a PhD in Islamic studies also a degree from McGill University in Canada. Sheikh Nedham has taught Islamic Subjects in Bahrain and lectured all over the world. He is a member of many International Boards: the Shari'a Council of AAOIFI, Dow Jones Islamic Index, Central Bank of Bahrain Shari'a Committee and IIFM Shari'a Council. He is also a member of several local and International Shari'a Boards. Sheikh Nedham has edited several Arabic manuscripts and has more than 500 audiovisual lectures and lessons in both Arabic and English.

Dr. Osama Mohammed Bahar

Member

Sheikh Dr. Osama Mohammed Bahar is a recognized Shari'a scholar in Islamic banking and financing. He has extensive experience in the structuring of financial and Islamic products and Islamic contracts, in addition to his contributions to a number of research papers on Islamic finance and banking. Sheikh Osama Bahar holds a bachelor's degree from Prince Abdul Qader University for Islamic Studies in Algeria and he has a Master's degree in the Islamic economy from 'Al Awzai University' in Lebanon and PhD in Islamic Financial Engineering from Islamic University of Europe. He is also a member of many Shari'a Supervisory Boards.

Annual General Meeting

The Board of Directors report to the Shareholders on the performance of the Bank through the Annual General Meeting. The meeting shall be convened upon an invitation from the Chairman of Board and be convened during the three months following the end of the Bank's financial year.

All the Directors, especially the Chairs of the Board and Committees, at least one member of the Shari'a Supervisory Board and the external auditors shall be present at this meeting to answer questions from the Shareholder regarding matters within their responsibilities:

At a minimum, the Board shall report on the following to the Shareholders, for their approval, at the Annual General Meeting:

- Audited financial statements of the Bank;
- Related party transactions executed;
- Corporate governance report;
- Corporate social responsibility report;
- Performance assessment of the Board, Committees and individual Directors; and
- Remuneration for the Directors and the Shari'a Supervisory Board members.

Executive Management

The Board delegates the authority of managing the Bank to the Group Chief Executive Officer ("Group CEO"). The Group CEO and Executive Management are responsible for implementation of decisions and strategies approved by the Board of Directors and the Shari'a Supervisory Board.

Executive Management (continued)



Mr. Rafik Nayed

Group Chief Executive Officer

Experience: more than 32 years

Mr. Rafik Nayed is a seasoned banker with over 32 years of experience. He joined Al Salam Bank from Deutsche Bank where he held several positions, including Vice Chairman of the MENA region, Chief Country Officer for the UAE and Senior Executive Officer of Deutsche Bank AG Dubai (DIFC). Before joining Deutsche Bank, Mr. Nayed was the Chief Executive Officer of the Libyan Investment Authority and prior to that worked for many years in the oil and gas and financial services industries in a variety of senior international positions. He currently serves as the Chairman of Gulf African Bank, Chairman of Al Salam Bank Algeria, Managing Director of ASB Capital (DIFC), and Board Member of Solidarity Group.

**Mr. Anwar Mohammed Murad****Deputy Chief Executive Officer – Banking****Experience:** more than 31 years

Mr. Anwar Murad is a proficient Banker with over 31 years of experience in the areas of Private Banking, Treasury, Market Risk Management and Retail Banking. Prior to his current appointment with the Bank, Mr. Murad served as the Executive Vice President - Head of Private Banking at Al Salam Bank since May 2006. Previous to joining Al Salam Bank, he was the Head of Private Banking at BMI Bank, Bahrain and Regional Market Risk Manager for the MENA region at ABN AMRO Bank where he also headed the Bank's Treasury Operations in Bahrain and he held various senior positions at CitiBank – Bahrain. Mr. Murad has extensive knowledge and experience in Global Consumer Banking, Treasury and Investment products including Money Market, Foreign Exchange, Debt Derivatives, and Structured Products.

**Mr. Eihab Abdellatif Ahmed****Deputy Chief Executive Officer - Corporate Affairs****Experience:** more than 29 years

Mr. Eihab Ahmed has a wide range of professional experience that spans over 29 years covering all major legal disciplines including but not limited to Investment Banking, Corporate Banking and Criminal, Labour, Public and Private International Laws. Prior to joining Al Salam Bank, he was the General Counsel - Corporate Secretary & Money Laundering Reporting Officer (MLRO) Legal & Compliance of First Energy Bank - Bahrain. He was the focal point of communication between the Board of Directors and Senior Management as well as between the Bank and its Shareholders, providing advisory and guidance on Corporate Governance principles and practices. Mr. Ahmed had worked at the International Investment Bank - Bahrain (IIB) as Head of Legal and Compliance, MLRO and for Khaleej Finance & Investment as the Head of Legal, MLRO and Corporate Secretary. He also worked for a number of reputed firms in the Kingdom of Bahrain. Before coming to Bahrain 20 years ago, he served the Ministry of Justice, Sudan as a Legal Counsel. Mr. Ahmed holds L.L.B degree from the Faculty of Law - University of Khartoum, Sudan. In January 2017, he obtained his International Diploma in Governance, Risk and Compliance from the ICTA and University of Manchester, UK. He also holds the Sudanese Bar certificate from Sudan and he is a registered member of the Sudanese Advocates Association as a Proper Advocate before various Courts of Law. Mr. Ahmed is a Certified Compliance Officer (CCO) from the American Academy of Financial Management - Dubai, UAE. In 2014, Mr. Eihab was awarded the GCC MLRO of the year.

Executive Management (continued)



Mr. Yousif Ahmed Ebrahim

Chief Financial Officer

Experience: more than 31 years

Mr. Yousif Ebrahim is a proficient banker with over 31 years of experience in the areas of finance and audit. He is primarily responsible for directing and overseeing the financial and fiscal management of the Bank and its subsidiaries that includes contributing to the Bank's strategy planning, leading and directing the budget process, maintaining appropriate accounting framework and establishing effective system of cost management and internal control. Prior to joining Al Salam Bank, he served as the Chief Financial Officer at First Energy Bank for more than 9 years. He also worked at Gulf International Bank as a Vice President of Internal Audit and he was also in the Audit & Business Assurance services at PricewaterhouseCoopers. Mr. Ebrahim is a Certified Public Accountant (USA) and a member of the American Institute of Certified Public Accountant.



Mr. Abdulkarim Turki

Chief Operating Officer

Experience: more than 44 years

Mr. Abdulkarim Turki is a well-rounded banker with more than 44 years of experience spanning Treasury, Operations, Audit, Internal Controls, Remedial and Risk Management. Mr. Turki worked in the incorporation and structuring of the Bank's Operation and he was appointed as a key member in the Selection and Implementation Committee of the Bank's core banking system responsible for the integration and business transfer of BMI Bank to Al Salam Bank in addition to being a member in the Bank's major management committees. Prior to joining the Bank in 2006, Mr. Turki was Vice President - Head of Treasury Support at Citibank Bahrain where he headed various departments and business units and was a key player in the launch of Citi Islamic Investment Banking. Mr. Turki holds an MBA in Investment & Finance from the University of Hull, UK.

Executive Management (continued)



Mr. Ahmed Abdulla Saif

Head of Strategy and Planning

Experience: more than 18 years

Mr. Ahmed Saif brings over 18 years of experience in the banking sector. Prior to joining Al Salam Bank in 2008 as part of the Investment Team, Mr. Saif worked with DBS Singapore as an Investment Analyst. In 2012, he was appointed as the Head of the Investment Middle Office Department, and in 2016 took the reigns as the Head of Strategic Acquisition and Investment Management before becoming Head of Strategy and Planning in 2018. Mr. Saif occupies various positions within the Bank's affiliate and subsidiary companies, including being a board member in Al Salam Bank-Algeria, Al Salam Bank-Seychelles, First Insurance (Solidarity Jordan), and a Board Advisor at ASB Capital. He holds an MSc in Finance and Financial Law with Honors from SOAS University of London, UK, and a BSc with Honors in Commerce, majoring in Finance & Economics, from DePaul University, USA.



Mr. Hussain Abdulhaq

Head of Treasury and Capital Markets

Experience: more than 24 years

Mr. Hussain Abdulhaq is an experienced Treasurer in the area of Islamic Banking and Financial Markets. His 24 years banking career as a treasury specialist has been very focused in Islamic liquidity management, Islamic capital markets, the development of Islamic compliant investment products and hedging instruments as well as Financial Institutions relationships. Mr. Abdulhaq joined Al Salam Bank in 2007 as a senior member in the treasury team, and has led the treasury integration process of Al Salam Bank and Bahrain Saudi Bank in 2010 and the same for BMI Bank in 2014. Prior to joining Al Salam Bank, he was in charge of dealing room activities for Kuwait Finance House Bahrain for a period of 5 years. Mr. Abdulhaq holds an MBA degree in Banking & Islamic Finance with honors from University of Bahrain and is a Chartered Financial Analyst (CFA).

Executive Management (continued)



Mr. Ahmed Jasim Murad

Head of Corporate Banking

Experience: more than 28 years

Mr. Ahmed Murad brings over 28 years of experience in the banking sector covering areas that include Retail, Commercial and Corporate Banking. Prior to joining Al Salam Bank B.S.C., he served as Head of Corporate Banking and also a member of the Credit Committee at National Bank of Bahrain BSC. Mr. Murad holds a Bachelor degree in Business Marketing from St. Edward's University – Austin, Texas, USA, Associate Diploma in Commercial Studies from University of Bahrain, and Executive Diploma from University of Virginia, USA. Moreover, he attended number of banking training courses inside the Kingdom of Bahrain and abroad.



Mr. Ali Habib Qassim

Head of Private Banking

Experience: more than 25 years

Mr. Ali Habib Qassim is a seasoned banking professional with over 25 years of expertise spanning Corporate, Investment, and Private Banking. Throughout his career, he has played a pivotal role in expanding the Bank's regional and international footprint by driving product line growth and strengthening client relationships. His deep expertise in investment and wealth management has been instrumental in delivering tailored financial solutions to high-net-worth clients.

Since his appointment as Head of Private Banking in 2011, Mr. Ali has been at the forefront of enhancing the Bank's private banking offerings. Prior to this role, he was responsible for marketing the Bank's Corporate Banking products and services across local and GCC markets, managing key relationships with financial institutions and government entities.

Mr. Ali holds a Master's degree in Science from Emerson College, Boston, USA.

Executive Management (continued)



Mr. Krishnan Hariharan

Chief Risk Officer

Experience: more than 40 years

Mr. Krishnan Hariharan is a versatile Banker with over 40 years of experience in conventional and Islamic banks in the region and India. Prior to joining Al Salam Bank in 2019 he worked with Ithmaar Bank, Bahrain as Chief Risk Officer. Before joining Ithmaar Bank, he was part of the founding team of Alizz Islamic Bank, Sultanate of Oman. He holds twin Bachelor degrees one in Commerce and the other in Economics from Universities in India, he also holds a Master degree in Financial Management from Jamanalal Bajaj Institute of Management Studies, Mumbai – India.



Mr. Mohammed Yaqoob Buhijji

Head of Retail Banking

Experience: more than 23 years

Mohammed Buhijji is an accomplished executive of multi-cultural environments with superb organizational skills and has enjoyed an exceptional career to date with more than 23 years of high-level management in banking and consultancy. His skillset embraces superb hallmarks of understanding business restructuring and development processes within an organization. An initial period with Ernst & Young became the baseline for his audit and consultancy skills with exposure to international business practices in major financial institutions and government bodies. He moved to the nascent Al Salam Bank in 2007 to establish the Internal Audit division and various departmental policies and procedures. His essential role in driving the two acquisitions and subsequent mergers with Bahraini Saudi Bank and BMI Bank covered integration and conversion of significant areas of business-related processes. Mr. Buhijji has been resolute in the delivery of operational and financial targets as evidenced by the seamless and impressive Retail Banking transformation within Al Salam Bank resulting in a major contribution to the Bank's asset book and profitability. Mr. Buhijji holds MBA degree from the University of Strathclyde, Glasgow, and completed two Executive Management Programs at Harvard Business School, Boston, and Ivey Business School in Canada.

Executive Management (continued)



Ms. Muna Al Balooshi

Head of Human Resources and Administration

Experience: more than 25 years

Ms. Muna Al Balooshi is a practiced HR professional with over 25 years of industry experience and vast knowledge of HR policies and Labor Law regulations. Prior to her appointment with Al Salam Bank in 2006, Ms. Al Balooshi was the Head of Human Resources at the Court of HRH the Crown Prince prior to this served as HR Associate with KPMG Bahrain. She has played a major role in the Bank's two acquisitions of the Bahraini Saudi Bank and BMI Bank where she managed the merger of the Bank's Human Resources. She holds an MBA from De Paul University, Chicago, and is a CIPD Associate.



Mr. Qassim Taqawi

General Counsel

Experience: more than 22 years

Mr. Qassim Taqawi is a skilled legal counsel with over 22 years of experience covering Investment Banking, Islamic Banking, Retail Banking, Finance, Company Law, Labor Law, Real Estate and Construction. Mr. Taqawi has handled legal matters covering the GCC, USA, Europe and MENA region. Prior to his appointment with Al Salam Bank, Mr. Taqawi held a number of senior executive positions with various Banking and Financial Institutions throughout the region. In addition to his current executive responsibilities as General Counsel, Mr. Taqawi is a member of the Bank's Investment Committee and Remedial Committee. Mr. Taqawi holds a Bachelor degree (LLB) in Law, and is a registered lawyer with the Ministry of Justice & Islamic Affairs in the Kingdom of Bahrain.

Executive Management (continued)



Dr. Mohammed Burhan Arbouna

Head of Shari'a Compliance

Experience: more than 27 years

Dr. Mohammed Burhan Arbouna is a well versed Islamic banking and finance expert with over 27 years of Islamic banking experience. Prior to joining Al Salam Bank, Dr. Arbouna was the Shari'a Head and Shari'a Board Member of Seera Investment Bank B.S.C Bahrain, Head of the Shari'a department at Kuwait Finance House Bahrain, and has worked as a Shari'a researcher and consultant for the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI) in Bahrain. He is a respected lecturer on Islamic banking and finance, and provides consultancy on orientation and professional programs for a number of professional and educational institutions. Dr. Arbouna was also a member of the Islamic Money Market Framework (IMMF) steering committee, a committee initiated by the Central Bank of Bahrain for the management of liquidity amongst Islamic banks. He holds a PhD in comparative law with a specialization in Islamic banking and finance and a Masters in Comparative Laws with specialization in Law of Evidence from the International Islamic University Malaysia, a BA degree in Shari'a, and Higher Diploma in Education from the Islamic University, Medina.



Mr. Ali Al Khaja

Head of Compliance and MLRO

Experience: more than 16 years

Mr. Ali Al Khaja brings more than 16 years of Compliance experience to the Bank. Prior to joining Al Salam Bank, he worked with Kuwait Finance House Bahrain, where he was responsible for various regulatory aspects including ensuring that transactions, investments and general dealings with the public were in compliance with the Central Bank of Bahrain (CBB) regulations and applicable laws. Previous to this he was employed by the CBB, where he held responsibility for the oversight of various local Islamic Banks in the Kingdom of Bahrain. Mr. Al Khaja holds a Bachelor degree in Banking and Finance from the University of Bahrain and an International Diploma in Compliance from the International Compliance Association (ICA).

Executive Management (continued)



Sheikh Ahmed Abdulrahim Al Mahmood

Head of Internal Shari'a Audit

Experience: more than 18 years

Sheikh Ahmed Al Mahmood has around 18 years of professional experience in the field of Shari'a supervision and auditing in Islamic financial institution. Prior to joining Al Salam Bank, he established the Shari'a department in BMI Bank and GBCORP in addition to join the Shari'a department of Abu Dhabi Islamic Bank (ADIB). He also played an essential role in the integration and conversion phases of the Bank's acquisition of BMI Bank; serving as a member in the Conversion Committee. He serves in multiple professional entities as member e.g Member of scientific committee in Shari'a Professional Association – Dubai and member of Shari'a Committee in Mawarid Finance – Dubai. He holds an MBA degree in Islamic Finance from University of Bolton – UK, in addition to BA in Islamic Studies from University of Bahrain. He holds various professional qualifications that includes Certified Shari'a Advisor and Auditor (CSAA) from AAOIFI along with Advanced Diploma in Islamic commercial Jurisprudence (ADICJ) from BIBF. He also provided several training workshops on the principles of Islamic banking and Shari'a governance and wrote a lot of researches and published articles about Islamic banking & products.



Mr. Mahmood Qannati

Head of Marketing & Communications & ESG Officer

Experience: more than 25 years

With over 25 years of extensive experience in Marketing, Communications and Branding on both local and regional levels, Mahmood Qannati is a veteran of the communications industry; having worked across various sectors including banking, telecommunications, automotive and aviation. During his time in the United Arab Emirates, Mr. Qannati worked in prominent and established institutions, leading Standard Chartered Bank as the Regional Head of Marketing & Branding for the entire Middle East, Africa and Pakistan region, as well as serving as the Middle East Chief Marketing Officer at Cigna Insurance. He has also held several senior positions on a local level, gaining experience in marketing and communications at HSBC Bank, Bahrain International Airport and Batelco. Most recently, Mr. Qannati served as the Chief Corporate Communications and Marketing Officer at Bahrain Islamic Bank (BisB), after which he joined Al Salam Bank as Head of Marketing and Communications. Mr. Qannati holds a Master's degree in Marketing Information Systems from the University of Sunderland and a Bachelor's degree in Marketing from the University of Bahrain.

Executive Management (continued)



Mr. Hemantha Wijesinghe

Chief Technology Officer

Experience: more than 24 years

Mr. Hemantha Wijesinghe is the Chief Technology Officer at Al Salam Bank, possessing over 24 years of experience in Information Technology management in the banking and finance sector in international markets globally. Prior to his UK based global roles, he had also covered multiple regions including Asia, Middle East, North America and Europe. He carries various international qualifications covering systems engineering and other areas of information technology, in addition to his higher IT studies in NCC Education (UK). Further to the Chartered institute of IT (UK), Mr. Wijesinghe also holds a MSc in Strategic Business Information Technology from the University of Portsmouth – UK.



Mr. Essa Abdulla Bohijji

Chief Auditor

Experience: more than 24 years

Mr. Essa Bohijji has more than 24 years of consulting and industry experience covering financial services, commercial entities, governmental bodies, and internal audit. Prior to joining Al Salam Bank, Mr. Bohijji was the Chief Auditor and Board Secretary of an Islamic Investment Bank in Bahrain and held senior positions at Ernst & Young where he worked in the Audit and Assurance Services Group and Business Advisory Services responsible for the Internal Audit and Risk Management assignments. Mr. Bohijji has previously served as a Board and Audit Committee member of Al Salam Bank-Algeria, a non-executive Audit Committee member in Manara Developments B.S.C. (c), as a Board member of BMI Bank, as a Board and Audit Committee member of Bahraini Saudi Bank, and an interim Board member in BMIO Bank in Seychelles. Mr. Bohijji is a Certified Public Accountant (CPA), licensed from the state of New Hampshire and is a member of the American Institute of Certified Public Accountants. He also holds a B.Sc. in Accounting from the University of Bahrain.

Executive Management (continued)



Mr. Mohammed Alshehabi

Head of Innovation

Experience: more than 18 years

Mohammed AlShehabi has over 18 years of experience in banking covering multiple areas including Capital Markets, Corporate Banking as well as Treasury and Trade Services. He is the Head of Innovation at Al Salam Bank. Mohammed is responsible for the Bank's digital strategy and fintech initiatives with an objective to maintain the Bank's pioneering role in offering digitally native Shari'a-compliant digital products & services in the Kingdom of Bahrain. Prior to joining Al Salam Bank in 2018, he was part of the Corporate Banking team at Citi Bahrain with a business coverage role after spending several years at Citi's Treasury & Trade Solutions unit covering Bahrain and Saudi Arabia. He started his career at the Arab Banking Corporation as part of the Debt Capital Markets team as well as ABC Islamic Bank before moving to the Bahrain Economic Development Board's Business Development team with a focus on Financial Services. Mohammed holds dual Bachelor degrees with a B.Sc. in Accounting and a B.B.A. in E-Business.



Mr. Haitham Alhaddad

Head of Digital Channels

Experience: more than 23 years

Haitham Al Haddad is a seasoned banking professional with over 23 years of experience in the banking and finance sector. As the Head of Digital Channels at Al Salam Bank, he spearheads the development and execution of the bank's digital strategy and implementation roadmap. With a keen focus on innovation and client-centricity, Haitham is responsible for driving the digital channels' business and ensuring their alignment with the overall business objectives. Prior to his current role, Haitham served as the Head of Business Development at Al Salam Bank, where he managed strategic business relationships and developed retail banking products and services. Haitham also led the management of e-channels, ensuring seamless client experiences across various touchpoints. Before joining Al Salam Bank, Haitham served as the Head of Product Development at BMI Bank, where he was responsible for product development, market analysis, and strategic planning. He holds a Master of Business Administration from the University of Texas Pan American and a Bachelor of Business Administration in Finance from the University of Texas at Brownsville.

Corporate Governance Report (continued)

Senior Managers' interest

The number of shares held by the senior managers, in two-year comparison, as on 31 December 2024 is as follows:

| Members | Shares | |
|-----------------------------|------------------|----------------|
| | 2024 | 2023 |
| Mr. Anwar Mohammed Murad* | 851,679 | 811,125 |
| Mr. Abdulkarim Turki | 11,026 | 10,501 |
| Mr. Essa Abdulla Bohijji | 152,721 | 145,449 |
| Dr. Mohammed Burhan Arbouna | 428 | 408 |
| Total | 1,015,854 | 967,483 |

*The shares represent shares under Mr. Anwar's guardianship

Management Committees

The Group Chief Executive Officer ("Group CEO") is supported by a number of management committees each having a specific mandate to give focus to areas of business, risk and strategy. The various committees and their roles and responsibilities are:

| | Roles and Responsibilities |
|---|--|
| Executive Committee | Overseeing the other Management committees and assisting the Group CEO in various issues or topics as and when required. |
| Asset Liability Committee | Review the trading and liquidity policy for the overall management of the balance sheet and its associated risks. |
| Credit and Investment Committee | Recommending the risk policy and framework to the Board, the Committee's primary role is the selection and implementation of risk management systems, portfolio monitoring, stress testing, risk reporting to Board, Board Committees, Regulators and Executive Management. The Committee approves and monitor retail and corporate credit transactions, transactions relating to real estate investments, and oversee the performance of fund managers and recommend exit strategies to maximize return to its investors. |
| Human Resource Committee | Enable the Bank's employees to meet their professional and personal goals aligned with the growth of the Bank by focusing on skill enhancement, career development, rewards with performance, and work life balance. |
| Information Security Committee | The role of the committee is advisory in nature. It assists the relevant stakeholders to develop, review and execute a comprehensive Information Security Management System (ISMS) for the Bank. The Committee aims to strengthen the Information Security Department's capabilities as well. |
| Information Technology Steering Committee | Oversees the information technology function of the Bank. It recommends the annual IT budget and plans, drawn up in accordance with the approved strategy of the Bank, to the Group CEO for submission to the Board of Directors for their approval. It supervises the implementation of the approved IT annual plan within set deadlines and budgetary allocations. |
| Operational, Market Risk and Compliance Committee | Review the Bank's Operational and Market Risk policies, which must be approved by the Board and be consistent with the corporate values and strategy of the Bank and makes recommendations to procedures related to Operational and Market Risk management. Furthermore, the Committee ensures the Bank's compliance with applicable regulations. |
| Remedial NPF's and Provisioning Committee | Assess and follow up on all non-performing assets of the Bank with the objective of maximizing recoveries for the Bank. |
| Sustainability Committee | Oversees the Corporate Social Responsibility affairs of the Bank, managing donations and sponsorship requests, evaluating the proposals, and allocating funds to causes that the Bank is committed to support, in line with the annual corporate social responsibility plan and the Corporate Social Responsibility Policy. Any exceptions to the approved plan are reviewed and recommended to the Board for approval. The Committee is also involved in the preparation of the Corporate Social Responsibility Report, which forms part of the Annual Report, detailing the donations and sponsorships made during the year. |

Corporate Governance Report (continued)

Executive Management Compensation

The performance bonus of the Group Chief Executive Officer and Senior Management is recommended by the Remuneration Committee and approved by the Board. The Performance for the Compliance, Audit and Risk functions are assessed and approved by both the Audit and Risk Committee and the Remuneration Committee.

Compliance

The Bank is committed to maintaining the highest standards of regulatory compliance in all aspects of its business and operations. This commitment is reinforced by the establishment of a compliance framework which is designed to ensure adherence to all applicable laws, regulations and guidelines set by the Central Bank of Bahrain and other regulatory authorities.

The Bank continuously endeavors to enhance and develop its Compliance and Anti Money Laundering policies, procedures and systems to meet evolving regulatory requirements and maintain a strong compliance culture.

Remuneration And Appointment of The External Auditors

During the Annual General Meeting held on 31 March 2024, the shareholders approved the re-appointment of KPMG as external auditors for the year ending 31 December 2024 and authorized the Board of Directors to determine their remuneration.

The remuneration to the external auditors for the services provided to the Group are as follows:

Audit and audit related fees: BD 451.48 thousand, Non audit services: BD 570.78 thousand.

| Categories of services | Fees (BD 000's) | Major type of services included in each category |
|--|-----------------|---|
| (a) Audit of the group consolidated financial statements | 451.48 | <ul style="list-style-type: none">Audit of the consolidated financial statements of the Bank and its subsidiaries for the year ended 31 December 2024.Review of condensed consolidated interim financial information of the Bank and its subsidiaries for the quarter ended 31 March, 30 June and 30 Sep 2024. |
| (b) Services other than Audit | | <p>Audit related services Agreed upon procedures relating to regulatory compliance and related services required by regulators to be performed by the external auditors across the group entities.</p> <p>Tax related services Includes VAT compliance related services and corporate tax related analysis.</p> <p>Advisory services Mainly includes certain pre-deal financial and tax due diligence services across various group entities, and review of stress test and capital plans under different scenarios.</p> |
| | 251.31 | |
| | 22.97 | |
| | 296.50 | |

Internal Control

Internal control is an active process that is continually operating at all levels within the Bank. The Bank has established an appropriate culture to facilitate an effective internal control process. Every employee of the Bank participates in the internal control process and contributes effectively by identifying risks at an earlier stage and implementing mitigating controls at optimum cost. Residual risk is properly communicated to the senior management and corrective actions are taken.

Corporate Governance Report (continued)

Key Persons Policy

The Bank has established a Key Persons' Policy to ensure that Key Persons are aware of the legal and administrative requirements regarding holding and trading of the Bank's shares, with the primary objective of preventing abuse of inside information. Key Persons include the Directors, Executive Management, designated employees and any person or firm connected to the identified Key Persons. The ownership of the Key Persons' Policy is entrusted to the Board's Audit Committee. The latest Key Persons' Policy is posted on the Bank's website and is updated every board term.

Employee Relations

Al Salam Bank is committed to promoting a diverse and inclusive environment and encourages understanding of the individuality and creativity that each employee uniquely brings to the Bank. Employees are hired and placed on the basis of ability and merit. Evaluation of employees is maintained on a fair and consistent basis.

In line with the Bank's policy of being an equal opportunity firm and as part of Central Bank of Bahrain's Rulebook and Corporate Governance requirements, the Bank shall not employ relatives of employees up to the 4th degree. Existing employees must alert the Human Resources of any relatives or relationship of other employees or candidates being interviewed. Failure to do so will subject the employee to disciplinary action pursuant to the Law No. 36 of 2012 Promulgation of the Labour Law in the Private Sector and the Bank's Disciplinary Guidelines.

Communication Policy

The Bank recognizes that active communication with different stakeholders and the general public is an integral part of good business and administration. In order to reach its overall communication goals, the Bank follows a set of guiding principles such as efficiency, transparency, clarity and cultural awareness.

The Bank uses modern communication technologies in a timely manner to convey messages to its target groups. The Bank shall reply without unnecessary delay, to information requests by the media and the public. The Bank strives in its communication to be as transparent and open as possible while taking into account Bank confidentiality. This contributes to maintaining a high level of accountability. The Bank also proactively develops contacts with its target groups and identifies topics of possible mutual interest. The Bank reinforces clarity by adhering to a well-defined visual identity in its external communications. The Bank's formal communication material is provided in both Arabic and English languages.

The annual reports and quarterly financial statements and Corporate Governance reports are published on the Bank's website. Shareholders have easy access to various types of forms including proxies used for the Annual General Meeting. In addition, forms are also available online to file complaints or make inquiries which are duly dealt with. The Bank regularly communicates with its staff through internal communications to provide updates of the Bank's various activities.

Whistle Blowing Policy

This Policy details the procedures for a whistleblower to escalate a complaint to the designated authority and procedures that are to be followed by the Audit and Risk Committee to ensure that a valid whistleblowing complaint is investigated properly and action taken appropriately, while protecting the whistleblower from any adverse reaction due to their complaint.

Delegation of Authority Limits

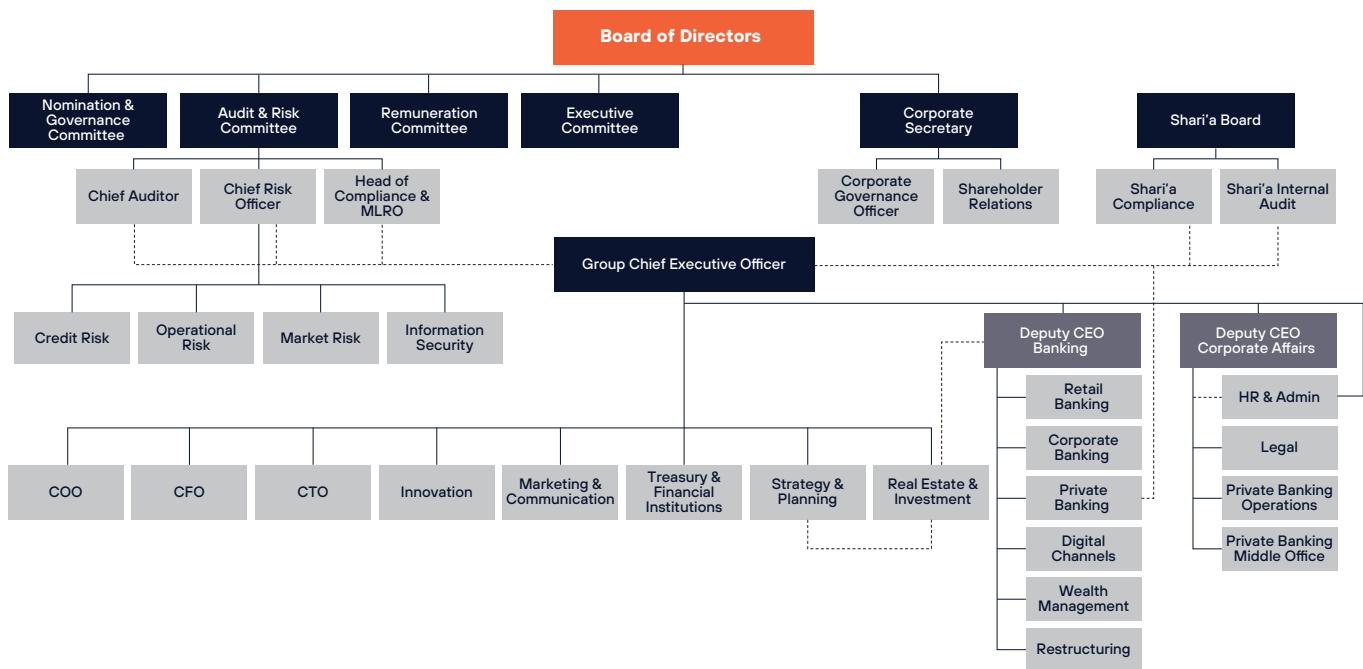
Approving limits for the Board, Board Committees and other designated individuals are incorporated into the Delegation of Authority Limits. The authorities are established for both financial and operational activities.

Disclosures

The Bank has a Disclosures Policy in place detailing the Bank's internal as well as external communications and disclosures. The Board oversees the process of disclosure and communication with the internal and external stakeholders.

Corporate Governance Report (continued)

Organizational Structure



10

**To absolve the members of
the Board of Directors from
any liability for their actions as
directors during the financial year
ended 31 December 2024**

11

**To appoint or reappoint the Shari'a
Supervisory Board for the financial
year ending 31 December 2025 and
authorize the Board of Directors to
determine their remuneration**

12

To appoint or reappoint external auditors for the financial year ending 31 December 2025 and authorize the Board of Directors to determine their remuneration, taking in consideration that this appointment will be subject to the approval of the Central Bank of Bahrain

13

**To discuss and approve any
other matters that may arise
as per Article 207 of the
Commercial Companies' Law**

Secondly

Annual Extraordinary General Meeting for the Year Ended 31 December 2024

Sunday, 19 March 2025
at 12 PM

Al Ghazal 3 Ballroom
Ritz Carlton
Kingdom of Bahrain

Agenda of the Extra Ordinary General Meeting

for the Year Ended 31 December 2024

1. To ratify the previous minutes of the Extra Ordinary General Meetings held on 31 March 2024.
2. To approve increase of the issued and paid-up share capital from BD 274,777,666 to BD 296,759,879, and the issued shares from 2,747,776,658 ordinary shares to 2,967,598,791 ordinary shares, resulting from the issuance of bonus shares amounting to 219,822,133 shares, in accordance with the resolutions of the Bank's Annual Ordinary General Meeting on 19 March 2025. This amendment will be subject to the approval of the Central Bank of Bahrain.
3. To approve amending the Memorandum of Association and Articles of Association of the Bank to reflect the resolutions mentioned in items (2), and accordingly adopting an Amended and Restated Memorandum of Association and Articles of Association for the Bank. This amendment will be subject to the approval of the Central Bank of Bahrain and the Ministry of Industry and Commerce.
4. To authorize the Chairman of the Board of Directors and/ or the Bank's Group Chief Executive Officer, Mr Rafik Nayed and/ or Keypoint representative to individually carry out the necessary formalities, sign the Amended and Restated Memorandum of Association and Articles of Association of the Bank before the Notary Public and submit the relevant documents to the concerned authorities.

01

**To ratify the previous
minutes of the Extra
Ordinary General Meetings
held on 31 March 2024**

Minutes of the Extraordinary General Assembly Meeting 2024

Time:

1:00 pm - Venue: Four seasons Hotel – Kingdom of Bahrain

Meeting Chairman:

The Meeting presided over by H.E. Sheikh Khalid Bin Mustahail Al Mashani, Chairman of the Board of Directors.

Legal Quorum:

The Chairman announced that the legal quorum was met for holding the Extraordinary General Assembly Meeting in accordance with the Bahrain Commercial Companies Law and the Articles of Association of the Bank, as the attendance stood at 81.02%, in person and by proxy, of the total share capital.

Meeting Rapporteur:

The Extraordinary General Assembly authorized the Counsellor - Mr. Ehab Abdullatif Ahmed, Board Secretary as meeting's rapporteur.

The meeting was attended by the following Members of the Board of Directors:

| | |
|--|----------|
| 1. H.E Sh. Khalid Bin Mustahail Al Mashani | Chairman |
| 2. Mr. Salman Saleh Al Mahmeed | Director |
| 3. Mr. Salim Abdulla Al Awadi | Director |
| 4. Mr. Zayed Ali Al Amin | Director |
| 5. Mr. Hishm Saleh Al Saai | Director |
| 6. Mr. Mr. Khalid Salem Al Halyan | Director |
| 7. Mr. Tariq Abdul Hafeedh Al Aujaili | Director |

Board Secretary:

| | |
|---|---|
| 1. Counsellor Mr. Ehab Abdullatif Ahmed | Deputy Chief Executive Officer, Board Secretary |
|---|---|

Attended by Fatwa and Shari'a Supervisory Board:

| | |
|--------------------|---|
| 1. Dr. Osama Bahar | Member of the Fatwa and Shari'a Supervisory Board |
|--------------------|---|

Attended by the Executive Management:

| | |
|--------------------------|---|
| 1. Mr. Rafik Al Nayed | Chief Executive Officer Group (CEO) |
| 2. Mr. Anwar Murad | Deputy Chief Executive Officer |
| 3. Counsellor Ehab Ahmed | Deputy Chief Executive Officer, Board Secretary |
| 4. Mr. Yousif Ebrahim | Chief Financial Officer (CFO) |

The meeting was also attended by:

| | |
|-------------------------|---|
| 1. Mr. Ali Haron | representative of the Central Bank of Bahrain |
| 2. Mr. Husien Mohammed | representative of the Central Bank of Bahrain |
| 3. Ms. Rayan Ali | representative of the Central Bank of Bahrain |
| 4. Ms. Khadija Ahmed | representative of the Central Bank of Bahrain |
| 5. Ms. Fatima AlJar | representative of the Central Bank of Bahrain |
| 6. Mr. Ahmed AlSalman | representative of The Ministry of Industry and Commerce |
| 7. Mr. Ali AlAlwai | representative of The Ministry of Industry and Commerce |
| 8. Mr. Jalil Al Aali | representative of the KPMG Fakhro – External Auditors |
| 9. Mr. Parven Mink | representative of the KPMG Fakhro – External Auditors |
| 10. Ms. Heba Mubarak | representative of Bahrain Clear , Share Registrar |
| 11. Ms. Huda Tarboosh | representative of Bahrain Clear, Share Registrar |
| 12. Ms. Noor AlHajri | representative of Bahrain Clear , Share Registrar |
| 13. Mr. Ali Abulhussain | representative of Bahrain Clear, Share Registrar |
| 14. Mr. Snan AlShrogi | representative of Bahrain Bourse |
| 15. Mr. Wajdi Al Jallad | representative of Keypoint Consulting, Share Registrar |

The meeting was opened by H.E Sh. Khalid Bin Mustahail Al Mashani, the Chairman of the meeting, who welcomed the shareholders and thanked them for attending the meeting. He also welcomed the representatives of the Central Bank of Bahrain, the Ministry of Industry and Commerce, KPMG, and the Registrars.

1. To ratify the previous minutes of the Extra Ordinary General Meetings held on 30 November 2023.

H.E Sh. Khalid Bin Mustahail Al Mashani informed the meeting that copies of the minutes have been sent to the shareholders for comments and approval, and no comment or enquiry was received in respect thereof. He then requested the attending shareholders to present any remarks that they may have or otherwise approve and ratify the minutes as is.

The minutes were approved with no remarks or amendments.

Resolution No. (1): The minutes of the previous Extraordinary General Assembly Meeting held on 30th November 2023 were approved.

2. To approve increase of the issued and paid-up share capital from BD 261,693,015 to BD 274,777,666, by issuing 2,616,930,150 ordinary shares to 2,747,776,658 Shares, resulting from the issuance of bonus shares amounting to 130,846,508 shares, in accordance with the resolutions of the Bank's Annual Ordinary General Assembly Meeting on 31 March 2024. This amendment will be subject to the approval of the Central Bank of Bahrain.

Resolution No. (2): The Extraordinary General Assembly approved increase of the issued and paid-up share capital from BD 261,693,015 to BD 274,777,666, by issuing 2,616,930,150 ordinary shares to 2,747,776,658 Shares, resulting from the issuance of bonus shares amounting to 130,846,508 shares, in accordance with the resolutions of the Bank's Annual Ordinary General Assembly Meeting on 31 March 2024. This amendment will be subject to the approval of the Central Bank of Bahrain.

3. To approve amending the Memorandum of Association and Articles of Association of the Bank to reflect the resolutions mentioned in items (2), and accordingly adopting an Amended and Restated Memorandum of Association and Articles of Association for the Bank. This amendment will be subject to the approval of the Central Bank of Bahrain and the Ministry of Industry and Commerce.

Resolution No (3): The Extraordinary General Assembly approved the amendment to the Bank's Memorandum of Association and Articles of Association of the Bank to reflect the resolutions mentioned in items (2), and accordingly adopting an Amended and Restated Memorandum of Association and Articles of Association for the Bank. This amendment will be subject to the approval of the Central Bank of Bahrain and the Ministry of Industry and Commerce.

- 4- To authorize the Chairman of the Board of Directors and/ or the Bank's Group Chief Executive Officer, Mr Rafik Al Nayed and/ Or Keypoint to individually carry out the necessary formalities, sign the Amended and Restated Memorandum of Association and Articles of Association of the Bank before the Notary Public and submit the relevant documents to the concerned authorities, in relation to item (3) above

Resolution No. (4): The Extraordinary General Assembly unanimously agreed to authorize the Chairman of the Board of Directors and/ or the Bank's Group Chief Executive Officer ,Mr Rafik Al Nayed and/ Or Keypoint to individually carry out the necessary formalities, sign the Amended and Restated Memorandum of Association and Articles of Association of the Bank before the Notary Public and submit the relevant documents to the concerned authorities, in relation to item (3) above

There been no further matter for discussion in the agenda of the meeting, H. E. Sh. Khalid Bin Mustahail Al Mashani, the chairman, expressed his thanks to all attended shareholders, representatives of the official authorities, directors and the Executive Management team for their continued support, and announced the end of the meeting and close of session.

The meeting closed at 1:30 p.m.

H. E. Sh. Khalid Bin Mustahail Al Mashani
Chairman of the Board
Chairman of the Meeting

Counsellor Mr. Ehab Abdullatif Ahmed
Deputy Executive Officer
Board Secretary
Meeting Rapporteur

02

To approve increase of the issued and paid-up share capital from BD 274,777,666 to BD 296,759,879, and the issued shares from 2,747,776,658 ordinary shares to 2,967,598,791 ordinary shares, resulting from the issuance of bonus shares amounting to 219,822,133 shares, in accordance with the resolutions of the Bank's Annual Ordinary General Meeting on 19 March 2025. This amendment will be subject to the approval of the Central Bank of Bahrain

03

**To approve amending the
Memorandum of Association and
Articles of Association of the Bank
to reflect the resolutions mentioned
in items (2), and accordingly
adopting an Amended and Restated
Memorandum of Association and
Articles of Association for the Bank.
This amendment will be subject to
the approval of the Central Bank of
Bahrain and the Ministry of Industry
and Commerce**

04

To authorize the Chairman of the Board of Directors and/ or the Bank's Group Chief Executive Officer, Mr Rafik Nayed and/ or Keypoint representative to individually carry out the necessary formalities, sign the Amended and Restated Memorandum of Association and Articles of Association of the Bank before the Notary Public and submit the relevant documents to the concerned authorities

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Shareholder Affairs

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