



مصرف الشارقة الإسلامي
SHARJAH ISLAMIC BANK

ENVIRONMENTAL SOCIAL & GOVERNANCE

REPORT 2024



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1. INTRODUCTION

1.1 About this Report

The strategic roadmap of Sharjah Islamic Bank (SIB) is directed towards fostering new capabilities while consistently upholding its dedication to Environmental, Social, and Governance (ESG) principles. These endeavors have yielded positive outcomes, aligning with the Bank's objective to adapt to global economic shifts and foster a knowledge-based competitive economy. This resilience is evident even in the face of challenges posed by the volatility in profit rates and inflation rates.

The Bank has always made sure that its actions follow Shari'ah principles, benefit its customers, and have a positive impact on the Environment, Society, and Corporate Governance. The Bank is committed to incorporating these principles into its daily operations to stay in line with social changes. The Bank uses its entire business setup to contribute to a healthy environment and promote fair economic results for everyone.

The Bank aims to set a positive example by not only independently working on its sustainability efforts but also involving its stakeholders, including customers, partners, investors, and the community, in this initiative. The Bank recognizes the significance of economic activities in today's fast-paced, entrepreneurial world. However, the Bank also acknowledges its societal responsibility to promote responsible investments and adopt best practices that contribute to the well-being of the ecosystem.

1.2 Reporting Criteria and Scope

The aim of this report is to provide a summary of the Bank's performance during 2024 in terms of Environmental, Social, and Governance (ESG), in compliance with applicable federal laws, the guidelines of the Securities and Commodities Authority, and the requirements of the Central Bank of the United Arab Emirates. All the monetary values in this report are given in Dirhams (AED), unless specified otherwise.



1.3 Feedback and Comments

If you wish to get in touch with SIB, feel free to reach out to our dedicated team using any of the contact options provided below:

Web: <https://www.sib.ae/en/contact-us>

Email: Corporate.Communication@sib.ae

Phone: +971 6 599 9999

Social Media: [shjislamicbank@](#)     



CHAIRMAN'S MESSAGE

At Sharjah Islamic Bank, we have consistently demonstrated our commitment to addressing social, economic, and environmental concerns, all while upholding robust corporate governance practices that support the bank's sustainable growth. Despite navigating challenges such as volatility in profit rates and evolving economic conditions, we are proud to report a remarkable growth of 36.5% in net profits, driven by increased business activity, reaching AED 1,148.8 million as of 31st December 2024, before tax. This achievement reflects our strong liquidity, robust asset quality, and a solid capital base.

In alignment with the UAE's 2023 sustainability strategy, "Today for Tomorrow," Sharjah Islamic Bank remains steadfast in its dedication to sustainable practices and global collaboration to address pressing environmental challenges. We strive to foster an inclusive environment that serves all segments of society, bolstering customer confidence and driving sustainable growth across various sectors.

Our commitment to community support extends well beyond traditional financial contributions. In 2024, SIB investment in CSR activities exceeded more than AED 96 million in a variety of initiatives spanning government, sports, education, and charitable causes. At SIB, our success is not only measured by financial performance but also by our unwavering dedication to enriching the lives of our customers, employees, and the wider community.

Looking forward, we remain focused on aligning societal progress with business performance. Through strategic resource utilization, fostering talent, and advancing sustainability efforts, we aim to contribute meaningfully to environmental stewardship, social impact, and institutional governance.

The significant achievements of our Board of Directors, Board Committees, and Senior Management in implementing resilient policies and achieving strategic goals underscore our disciplined approach to governance. This commitment ensures institutional resilience, growth, and the protection of our customers' interests.

I extend my heartfelt gratitude to all stakeholders for their trust and support and to our employees for their exceptional dedication and perseverance in overcoming the challenges of 2024. Together, we continue to build a stronger, more sustainable future.

H.E. Abdulrahman Mohamed Nassir Salem Al Owais
Chairman of the Board of Directors



2. ABOUT SIB

Sharjah Islamic Bank (SIB) started servicing the society in 1975 providing financial services to the retail and corporate segments. The bank, originally founded as National Bank of Sharjah, was the first bank to convert to Islamic Banking in 2002.

The transition from conventional to Islamic banking marked a significant achievement for the bank. It involved not only tailoring specialized products for customers but also transforming the entire organization into a Shari'ah compliant financial institution. Presently, the bank provides customers with a diverse array of Shari'ah compliant retail, corporate, and investment services through an extensive network in the UAE.

2.1 Markets, Offerings and Customers

SIB offers a full range of Shari'ah Compliant products and services through four main business divisions.

Retail Banking (RB)

- Comprehensive Shari'ah compliant products and services to the Retail and SME customers.
- Islamic Cards to complement lifestyle products.
- Extensive coverage with 33 branches, 120 ATMs, 69 CCDMs and 5 Smart Kiosks across the UAE.
- Distribution channels augmented through Online and Mobile Banking channels.
- Digitizing financing products to facilitate easier access for customers.
- 345,000+ Customers.
- Client segmentation to enhance service delivery.
- SIB Digital App supports the visually disabled people of determination.

Corporate Banking (CB)

- Caters to clients ranging from small and mid-sized corporate entities to public sector organizations and government-related entities.



- Provides customized solutions related to financing, investments, risk management, working capital, and international banking.
- Products and services include short, mid and long-term financing, trade and cash management.
- Digital solutions are in place to offer corporate online services, allowing businesses to conduct their activities online. This includes digital access to services such as Trade Finance, Remittances, Remote Cheque Deposits, and other essential banking functions.

Investment Banking (IB)

- Comprises of three primary business divisions: Investment Banking, Financial Institutions and Treasury.
- Encompasses a comprehensive Investment Banking platform that includes structuring, underwriting, and corporate advisory services.
- Possesses a robust network of financial institutions and investment sources.
- Drives SIB's investment, asset, and geographic diversification initiatives through a proprietary investment portfolio while managing the Bank's liquidity.
- Treasury provides a range of products and services, including FX and commodity transactions.

Liabilities Banking (LB)

Liabilities Banking at SIB plays a pivotal role in driving the bank's growth by ensuring a stable and cost-effective funding base through customer deposits.

- Liabilities banking focuses on low-cost deposits, while also enhancing non-funded income through fee-based services such as cash management, trade finance, and payment solutions.
- The customer-centric approach drives the business efforts, with innovative, Shari'ah-compliant deposit products tailored to meet the needs of our Customers.
- In collaboration with other business units Liabilities Banking works to offer integrated solutions and capitalize on cross-selling opportunities.
- With a strong focus on liquidity management and profitability, it continues to navigate challenges such as market competition and evolving customer expectations by leveraging technology and delivering exceptional service.



2.2 SIB Subsidiaries

Sharjah Islamic Bank has three fully owned subsidiaries. The following is an overview of the Bank's subsidiaries:

ASAS Real Estate

ASAS Real Estate Company is the real estate arm of Sharjah Islamic Bank, established in 2007. ASAS's core business is the management of properties and assets, facilities management, construction, building infrastructure, real estate development and real estate investment. ASAS commenced its operations by managing the real estate assets of the Bank and its clients. The company has built a diversified real estate asset portfolio, expanded its operations, and now serves thousands of customers.

The Company aims at benefiting from available opportunities in the fields of investment and development of real estate projects in the UAE. ASAS real estate brings together gaining profits and serving the society in line with the Shari'ah. The concept is based on dealing with assets in wealth investment, to add a value to the society through real estate development.

Sharjah Islamic Financial Services

Sharjah Islamic Financial Services LLC is the brokerage arm of Sharjah Islamic Bank. Licensed by the Securities and Commodities Authority to practice local securities trading activity. The company launched its operations in 2005 offering its customers and investors a wide range of Shari'ah compliant services including buying and selling of shares and securities in both Abu Dhabi Securities Exchange and Dubai Financial Market. The company also provides a secure online trading platform that enables customers to execute transactions at any time and from anywhere in the world.



Sharjah National Hotels

Sharjah National Hotels owns and operates a hotel and two luxury resorts in the Emirate of Sharjah. Hotel Holiday International and Marbella Resort are ideally located on the shores of Khalid Lake in Sharjah. Oceanic Khorfakkan Resort & Spa is located on the eastern coast of the Emirate of Sharjah and is distinguished by its unique location, access to a private beach and a natural backdrop.

2.3 Mission, Vision and Values

Mission: We are committed to the development of our community by serving customers with socially responsible solutions, and providing world-class employment opportunities based on knowledge, teamwork, respect and leadership, while creating sustainable value for our shareholders.

Vision: To be the bank of choice for creative customer solutions based on excellence and Islamic principles of partnership, trust and equality for all.

Values: As everyone's bank, we believe in people, first and foremost. Our bank promotes a harmonious environment of fairness, trust and respect. We offer our customers an innovative banking experience via customized solutions, and empower our staff with abundant opportunity for career development.

2.4 Presence

Head Office

- Head Office, Al Khan, Sharjah
- Operations Centre, Maleha Road, Sharjah

ATMs and CCDMs

- ATMs: 120
- CCDM: 69
- Smart Kiosks: 5



Branch Network (Locations and Numbers of Branches) - 33

- Abu Dhabi & Al Ain – 4
- Ras Al Khaimah - 1
- Fujairah - 1
- Dubai - 6
- Sharjah City - 18
- Sharjah East Coast - 3

2.5 Awards

From 2020 to 2024, Sharjah Islamic Bank earned numerous awards, highlighting our commitment to implementing top-notch professional practices across various banking sectors, including:

Awards	Year
International Finance Award : Best Islamic Bank & Most Innovative Digital Bank (2 categories)	2020
Sukuk Deal of the Year 2020 Award	2020
CEEMEA Financial Institution Deal of the Year	2020
Best Service Performance Brand Award in Dubai Service Excellence Scheme	2020
Infosys Finacle Innovation Award	2021
Forbes 100 Most Powerful Companies in Middle East	2021
Dubai Service Excellence Program Award.	2022
Top 100 CEOs in the Gulf Cooperation Council (GCC) countries in Islamic Banking.	2022
Best Service Performance Brand Award (by Dubai Service Excellence Scheme) – for the year 2021 (Service Sector).	2022
Dubai Quality Gold Award in the Banking Sector, Dubai Department of Economy and Tourism.	2022
Culture of the Year Award, Human Resources & Learning Platform, Middle East & Africa.	2023
Impact Seal in the fields of Sustainability and Corporate Social Responsibility (CSR), National CSR Fund (MAJRA).	2023
Wells Fargo Award for Excellence in Straight Through Processing (STP) Payments.	2024
Quality Award - Deutsche Bank for Excellence in Straight Through Processing (STP) Payments.	2024
Nafis Award – Gold Category (Exceptional Efforts in Emiratization).	2024



2.6 Financial Performance

Particulars (AED in '000s)	2023	2024
Total Assets	65,878,981	79,210,316
Liquid Assets	13,677,276	17,108,833
Net Customer Receivables	33,030,434	37,687,026
Investment Securities	13,544,031	17,770,425
Customers' Deposits	45,206,574	51,758,444
Shareholders' Equity	8,116,668	8,303,299
Net Operating Income	1,280,568	1,402,030
Provisions	(220,608)	(210,414)
Net Profit (After Tax)	841,540	1,047,885

For the year ending 31st December 2024, Sharjah Islamic Bank PJSC (the "Bank" or "SIB") and its subsidiaries (together referred to as the "Group") demonstrated impressive financial performance, where the Group's net profit before tax surged by 36.5%, reaching an impressive AED 1,148.8 million. This notable growth is in comparison to the net profit before tax of AED 841.5 million recorded in year ended 2023. Net profit after tax for the year ended 31st December 2024 was AED 1,047.9 million, an increase of 24.5%.



2.7 Key Highlights for the Year



Enhanced
ESG Policy



Revamped ESG
Strategy and
Roadmap



Developed
Sustainable Finance
Framework

14%



Female Board
Representation

700+



Trainings
conducted

35.5%



Emiratization

32.7%



Women in the
Workforce

20K+



SME Customers

37



Nationalities in the
Workforce



3. OUR APPROACH TO SUSTAINABILITY

We believe that sustainability and economic growth are inherently linked, and we can play a key role in fostering both. Our clients face challenges in their business operations in a landscape where climate risks are growing, stakeholder expectations are evolving and the energy transition process is still evolving.

We are working to integrate sustainable finance across our business through our financing and investing platforms. We continually enhance our approach to assessing environmental risks and opportunities within our financing portfolio, while supporting our clients in understanding their economic roles and navigating the evolving ESG landscape through our products and services.

SIB effectively manages its operations through sustainable business practices, conducting vigilant reviews of operational processes to streamline workflows, enhance efficiency, optimize resource utilization, control operational costs, and uphold its social responsibility by ensuring all decisions prioritize the community's best interests.

In the near future, the ESG aspect of SIB's business aims to be assessed through the lens of impact generation. The Bank's ESG strategy is defined in a holistic approach across two (2) pillars of impact: (i) operational impact arising from its own activities and (ii) financed impact resulting from the Bank's financing and investing activities to specific sectors and Customers. Our ESG initiatives span across the following five (5) pillars, discussed in more detail in subsequent sections.

3.1 SIB ESG STRATEGY

The Bank strives to make a positive and long-lasting impact on the world. To help in achieving this goal, SIB's strategic ESG initiatives focus on the following five (5) pillars:

1. Sustaining the Environment
2. Supporting our Customers
3. Supporting our Communities
4. Sustaining our Employees
5. Stabilizing Governance



Components of the Strategic Pillars

Sustaining the Environment	Supporting our Customers	Supporting our Communities	Supporting our Employees	Stabilizing Governance
<ul style="list-style-type: none"> Establish targets for decarbonization operations Move towards a Low-Carbon future and decarbonizing operations Establish targets to attain net-zero operations and develop strategy with levers for material areas Measure direct and indirect emissions, commitments, and progress towards net zero 	<ul style="list-style-type: none"> Introduce Sustainable Products Become a signatory of global standards for disclosure Enhance ESG disclosures Report in line with industry best practices 	<ul style="list-style-type: none"> Engage with government entities to support net zero projects 	<ul style="list-style-type: none"> Develop a sustainability skills and competency framework Design specialized training programs for employees and stakeholders to roll out the sustainability strategy 	<ul style="list-style-type: none"> Diversity of governance bodies and employees Establish Dedicated ESG Business Line Integrate climate risk into the existing risk management Conduct climate scenario analysis and transition risk assessments Conduct ESG risk Assessment Stress credit portfolios Integrate Climate related Financial risks into Capital planning Develop ESG risk appetites Develop Socially Responsible Procurement Framework

Mapping to SDG Goals





3.1.1 Sustaining the Environment



The Bank’s goal is to “support the transition to a net zero economy and manage climate change risk”. To help in achieving this goal, SIB’s strategic commitments focus on:

- **Sustainable Finance:** The Bank shall develop innovative financial products and services to help corporate, SME and retail Customers reduce their emissions and tackle climate change and will endeavor to measure and disclose the financed emissions (Scope 1, 2 and 3 Emissions, as applicable) associated with its most carbon intense portfolios.
- **Adopting Environmental Risk Management in Financing:** The Bank aims to integrate climate risk management within the credit and risk due diligence approval process and be guided by the Equator Principles to ensure the Bank does not cause harm to the environment and communities where it operates.
- **Net Zero Operations:** The Bank aims to comply with all relevant environmental laws and regulations, and is in the process of establishing a plan to set sustainability targets to minimize carbon emissions associated with operations and improve resource efficiency (e.g., energy, water, paper, and waste).
- **Green Procurement and Supply Chain:** The Bank aims integrate ESG criteria within its procurement policies and processes, ensuring that third-parties it engages with adhere to SIB’s ESG principles and that the associated risks are managed accordingly.

2024 Highlights:

a. Environmental Metrics

For environmental sustainability, SIB has implemented several innovative approaches to monitor and strive to reduce energy and water consumption, increase recycling and ensure safe and secure disposal of assets. We aim to establish targets for decarbonization initiatives, direct and indirect emissions in the hopes of progressing towards a Net Zero environment.

SIB is in the process of aligning its energy and water usage metrics with its newly developed ESG strategy. This alignment involves rationalizing and standardizing data to ensure accurate and consistent reporting.

Comprehensive disclosures on these metrics will commence in 2025, reflecting our commitment to transparency and sustainability.

b. Environmental Operations

SIB has used the specialized services of documents destruction firms for the safe and environmentally friendly destruction and recycling of e-waste.

Tracking such metrics will help us to understand and measure our consumption levels and scope for improving our activities to help minimize depletion of resources.

c. Sustainable Finance Framework

As part of our commitment to sustainable financing and ESG practices, we plan to establish green finance products including sustainable Auto Finance, Real Estate Finance and Covered Cards. SIB envisions playing a key role for the financing of landmark projects that are necessary for pursuing economic growth in line with ESG criteria. The Bank is adopting CBUAE and international standards for sustainable financing in classifying sustainable financing solutions offered to Customers, specifying the classification approach and the activities defined as eligible to access sustainable financing (eligible green and social assets). This shall encompass a wide range of sustainable financing products covering wholesale and retail banking portfolios of SIB.

The Sustainable Finance Framework was developed in 2024 and is in the approval process. The Framework encompasses the below sections and shall be integrated with the Bank's Credit and Credit Risk Management processes thereby covering the entire credit lifecycle of Green Finance products. The following diagram proved an overview SIB's Sustainable Finance Framework.





d. Participation in Green and Sustainable Sukuks

As part of its commitment to fostering sustainability and ethical finance, Sharjah Islamic Bank (SIB) actively participates in green and sustainable Sukuks issued by leading institutions. These Sukuks align with our values of promoting environmental stewardship, social well-being, and governance excellence while supporting projects with measurable positive impacts.

In 2024, SIB participated in GCC Green and Sustainable Sukuks to the extent of AED 560 Million.

- **Supporting Green Projects:** Through participation in green Sukuks, SIB has helped fund renewable energy projects, energy-efficient infrastructure, and initiatives aimed at reducing carbon emissions.
- **Contributing to the SDGs:** Investments are channeled toward projects contributing to the United Nations Sustainable Development Goals (SDGs), including affordable and clean energy (SDG 7) and climate action (SDG 13).
- **Collaborative Impact:** By aligning with other institutions on sustainable financing, SIB amplifies its contribution to the global sustainability agenda and showcases the potential of Shari'ah-compliant instruments to address environmental challenges.



3.1.2 Supporting Our Customers

SIB's goal is to "become the customer's first choice, providing socially responsible solutions based on excellence and trust". To help in achieving this goal, SIB's strategic commitments focus on:

- **Customer Satisfaction:** The Bank aims to provide transparent and responsible banking services and communication to customers to enable better financial decisions and aims to act on customer feedback immediately to continuously improve services.
- **Digital and Innovative Propositions:** The Bank aims to offer digital and innovative propositions to equip customers with access to online banking and digital payment solutions.



- **Disclosure and Reporting:** The Bank is committed to adequate transparency in relation to the actual or potential impact of ESG to inform investors and protect consumers, foster efficient functioning of financial markets, and promote financial stability, while driving the values of sustainability and social responsibility.

2024 Highlights

a. Digitization

SIB is deeply engaged in advancing its digital transformation journey, persistently committed to executing strategic digitization initiatives. The integration of digital products and services has brought about a profound transformation within the bank, yielding significant positive outcomes for both SIB and its customers. These digitalization endeavors have resulted in several key impacts, including:

Enhanced Customer Experience: The introduction of digital products and services has revolutionized the way customers interact with the bank, leading to smoother, more convenient, and personalized experiences.

Increased Security: SIB has bolstered its security measures through digitalization, implementing robust protocols and technologies to safeguard customer data and transactions against potential threats.

Augmented Compliance Standards: Digitalization initiatives have enabled SIB to enhance its compliance standards, ensuring adherence to regulatory requirements and industry best practices in an increasingly digitized banking landscape.

We have undertaken the below initiatives as part of this commitment:

- **Digital Mobile Banking Application:** Through our mobile banking applications, we aim to provide our customers a fast, reliable, and convenient access to our banking operations and services. The mobile banking application allows customers to seamlessly bank at their convenience.
- **Strategic Partnerships with FinTechs:** We have collaborated with FinTechs including Noqoodi Financial Technology to improve our digital operations.



- **Payments made easier:** In order to ensure our customers have a seamless digital experience, we have integrated with several payment systems including Apple Pay, Samsung Pay and Aani Payments.
- **Access to all:** Through our network of branches across the country, we aim to provide access to all our customers. We have placed 189+ ATMs and CCDMs across all the Emirates, including assisted ATMs for persons with disability and the visually impaired. We have also diverted our check deposit services to CCDMs to enhance experience and providing our customers the option to deposit cheques at their convenience.
- **Payroll Accounts:** Payroll accounts for underbanked business segments, in support of low income groups within organizations across the UAE.

Key Digital Banking Metrics

- 120% growth in Digital Registration in 2024
- 122% growth in Digital Account Opening in 2024
- 167% growth in Digital Transactions in 2024

189+ ATMs and CCDMs are currently placed around UAE to ensure all regions have access to financial facilities



SIB has partnered with **Samsung pay** and **Apple pay** additionally we have integrated with **Aani payments** and established strategic partnership for **Noqoodi FinTech**



b. Market Conduct and Consumer Protection

At Sharjah Islamic Bank (SIB), our customers are at the heart of everything we do. As part of our ESG strategy, we prioritize delivering exceptional customer experiences that reflect our commitment to transparency, inclusivity, and innovation.

In response to the evolving regulatory landscape and the increasing focus on consumer protection within the banking sector, SIB has taken decisive steps by establishing Market Conduct and Consumer Protection (MCCP) function.

Enhancing Accessibility and Inclusivity

- Digital Banking Innovations for Vulnerable Customers: Expanding access to seamless and user-friendly digital platforms for online and mobile banking to support our vulnerable customers , like our Disabled friendly ATMs and branches and our visually impaired supporting Mobile banking app.
- Inclusive Services: Tailoring products and services to cater to diverse demographics, including underserved communities, SMEs, and people of determination.

Measuring Customer Satisfaction

- Monitoring key performance indicators such as Net Promoter Score (NPS), customer retention rates, and complaint resolution efficiency.
- Maintaining transparency by publicly sharing insights from customer satisfaction reports.

In 2024, SIB achieved an **NPS of 63**, which is well above the peer standards reflecting improved customer satisfaction and loyalty, in addition to **93%** of customer complaints resolved within a TAT of 7 working days. Moving forward, we aim to further enhance accessibility, adopt cutting-edge digital tools, and foster deeper customer relationships in alignment with our ESG values.





3.1.3 Supporting Our Communities



The Bank’s goal is to “provide inclusive and innovative financial services to drive sustainable economic growth”. To help in achieving this goal, SIB’s strategic commitments focus on:

- **Financial Inclusion and Empowerment:** The Bank aims to support the growth of SMEs, micro-businesses, entrepreneurs and vulnerable groups with access to financing and aims to improve financial education and inclusion in the community.
- **Community Investment:** The Bank is committed to delivering targeted activities, initiatives and sponsorships that progress socioeconomic development within the communities in which the Bank operates such as educational awards, community sponsorships.
- **Philanthropic Initiatives:** The Bank is committed to philanthropic efforts that contribute to the betterment of communities, such as charitable donations from bank’s fund, volunteer programs, and community outreach events.

2024 Highlights

a. Financial Inclusion and Sustainability

Sharjah Islamic Bank (SIB) is dedicated to fostering financial inclusion and supporting vulnerable groups and people of determination. In 2024, the bank made significant strides in serving **43 people of determination, 18,580 low-income individuals, 22,096 elderly customers, and 130 illiterate customers**, providing tailored financial products and services such as waivers of minimum account balances, special prepaid cards, and personalized financial support. Accessibility improvements included low-height counters, wheelchair ramps, accessible ATMs, and advanced digital tools like Voiceover compatibility for visually impaired customers.

The bank also prioritized communication and customer experience by offering multilingual services, visual aids, and specialized training for staff, including sign language and best practices for customer interaction. Moving forward, SIB plans to build on these efforts with innovative products, enhanced digital tools, and personalized support to empower underserved segments, reinforcing its commitment to inclusivity, sustainability, and creating a positive impact in the community.



b. Supporting SMEs: Empowering Growth

At Sharjah Islamic Bank (SIB), we recognize the pivotal role Small and Medium Enterprises (SMEs) play in driving economic growth, innovation, and job creation. As part of our commitment to fostering a resilient and sustainable economy, we provide tailored financial solutions and strategic support to empower SMEs across diverse sectors.

At present, SIB manages a portfolio of 20000+ SMEs.

Beyond financing, we have introduced a team of Relationship Managers who help SMEs through:

- Three account variants catering to the business needs of a startup to a well-established SME's.
- Every business is unique & hence we have a parametrized financing program to support SME.
- Dedicated RM coverage model, assisting our clients with FX markets & trade related product lines.
- Our Fleet financing for electric cars is a tailored solution keeping sustainability at the heart of it.

c. Community Engagement

Sharjah Islamic Bank (SIB) has embraced a robust approach to community engagement under the visionary leadership of His Highness Sheikh Dr. Sultan bin Mohammad Al Qasimi and the ongoing support of His Highness Sheikh Sultan bin Muhammad Sultan Al Qasimi. SIB's contributions in 2024 extend beyond traditional financial support, aligning with the UAE's National Agenda to achieve social, cultural, and economic goals.

Community-Centric Initiatives

SIB has implemented a comprehensive strategy focusing on consumer education and societal impact. This includes:

- **Customer Awareness Programs:** Designed to empower customers with financial literacy through diverse materials such as guides, animations, and Q&A campaigns. Notable milestones include 33 financial literacy sessions reaching over 2,250 individuals and launching the "Your Financial Advisor" radio program to promote sound financial practices.



- **Collaborative Campaigns:** In partnership with organizations like Sharjah Police and the UAE Banks Federation, campaigns such as "Be Alert" and "Be Informed" raise awareness about fraud, digital security, and optimal use of banking services.



Sponsorships and Donations

SIB reinforces its dedication to societal growth through sponsorships across sectors:

- **Education and Sports:** Support for institutions like University of Sharjah and Sharjah Sports Council.
- **Cultural and Charitable Initiatives:** Sponsorship of Ramadan Iftar tents, the "Ramadan Meer" program for needy families, and other contributions exceeding AED 80 million to charity.
- **Specialized Support:** Funding for medical treatment, elderly care, people of determination, and Awqaf establishments.

Commitment to Long-Term Prosperity

SIB remains committed to fostering sustainable growth by introducing financing solutions tailored to community needs and strengthening partnerships with government entities. Its emphasis on "Social Responsibility," a core value since 2014, continues to shape its strategic initiatives, ensuring meaningful and enduring societal impact.



3.1.4 Sustaining Our Employees



The Bank's goal is to "create a thriving workplace that attracts and retains the most talented and committed people". To help in achieving this goal, SIB's strategic commitments focus on:

- **Employee Engagement and Well-being:** The Bank aims to implement a program of enhanced Employee services to support Employees in the ever-evolving work environment and ensure their safety and wellbeing within the workplace.
- **Emiratization:** The Bank continues to be an employer of Emiratis in the UAE banking sector and to uphold the legacy of promoting and nurturing home-grown talent.
- **Learning and Development:** The Bank offers a variety of virtual and face to face trainings and career development programs to Employees and to attract, recruit and retain the best talent.
- **Equality, Diversity, and Inclusion:** The Bank fully respects the human rights of Employees and ensure a conducive workplace where Employees are treated with fairness, equality, and respect.

2024 Highlights:

a. Human Capital

Human Resources at SIB is committed to a continuous, systematic planning process that maximizes the potential of our organization's most valuable asset—its employees—by cultivating a high performance-driven culture. Our strategic approach to talent acquisition ensures optimal career development for our employees and their roles, thus preventing both workforce shortages and surpluses.

SIB employs a progressive strategy to attract, recruit, train, develop, manage, and retain talent. Through this approach, we onboard a consistent flow of high caliber employees, balancing demand with the organization's mission, vision, and expansion goals, which drives sustained productivity and employee growth. Additionally, SIB has developed comprehensive sustainability skills and competency framework, accompanied by specialized training, to effectively implement our Environmental, Social, and Governance (ESG) Strategy.



Integral in our strategy to empower national talent SIB is offering Part Time employment opportunities for UAE Nationals still completing their university studies thus helping to nurture their professional growth and future contributions. This initiative has been appreciated in the local community. SIB continues to actively participate in local career fairs and university career days. SIB drives several customized career development programs to accelerate growth towards grooming our future leaders towards the success of SIB. SIB provides ample opportunities for certifications, training, and knowledge sharing sessions to aid and promote internal mobility.

Gender Pay Ratio	Diversity and Nationalization	Employee Turnover Rate
 15:16	 37 35.5%	7.4%

Non-Discrimination

SIB has implemented the principles of non-discrimination through its Code of Conduct and Fair Dealing Policy, which are published on the Bank’s employee portal. Every employee is assessed for understanding and following the Code. The Code is supported by strict disciplinary actions for any violations of discrimination, or in processes that may occur within the work environment.

Health and Safety

SIB is committed to ensuring the health and safety of all its employees. Regular fire drills are conducted, fire wardens and first aiders are trained to support our associates in case of emergencies. We have established comprehensive awareness programs to promote a culture of safety and security amongst the employees. In addition, we maintain ongoing coordination with Civil Defense to ensure compliance and readiness. To further enhance safety, we implement strict physical access controls and robust CCTV surveillance across our premises and its surroundings areas.



3.1.5 Stabilizing Governance

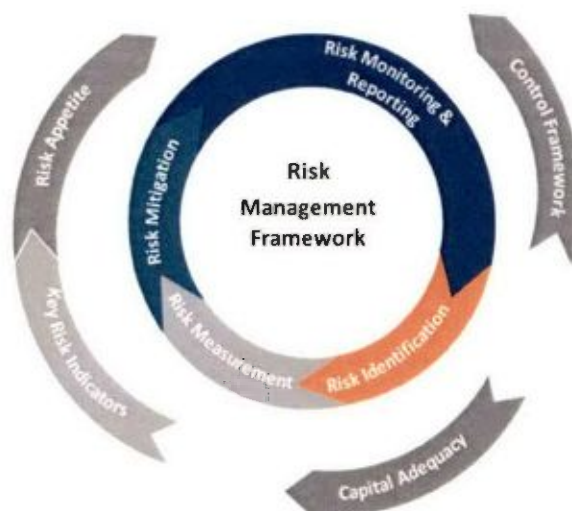
The Bank's goal is to "operate a responsible business with the highest ethical standards to preserve integrity and trust". To help in achieving this goal, SIB's strategic commitments focus on:

- **Corporate Governance, Compliance and Code of Conduct:** The Bank aims to maintain its core values and operate a robust corporate governance framework.
- **Risk Management and Cybersecurity:** The Bank aims to embed a culture of risk awareness across the Bank and ensure that Customer information is protected and will respect the right to privacy within the guidelines of applicable UAE privacy and data protection laws and regulations.
- **Financial Crime and Anti-corruption:** The Bank aims to continue to adopt a zero-tolerance approach to bribery and corruption and commit to the highest standards of professionalism and integrity in all business dealings and relationships, wherever the Bank operates.
- **Tax Transparency:** The Bank aims to continue to adhere to the letter and spirit of tax laws in UAE.

a. Risk Management Framework

SIB adopts a strategic approach for the management of risks and the identification of opportunities in relation to sustainability which is in the process of being integrated with the Bank's business model, strategy, risk management, governance policies and procedures as well as its reporting and disclosure frameworks.

SIB has established a Risk Management Framework covering Risk Identification, Risk Measurement, Risk Mitigation and Risk Monitoring & Reporting. Subsequently, the results of the risk reporting, feed into the Bank's Capital Planning, strategic decision making, risk appetite and Key Risk Indicators (KRIs).



ESG Risk Management Framework has been developed and is in the process of being approved and integrated within the Bank's overall Risk Management Framework.

Risk Governance

Risk Management Framework (RMF) follows the three lines of defense. The RMF is owned by the Group Risk Management, which is responsible for independently overseeing the implementation of RMF throughout SIB. Currently, ESG related practices are owned by an ESG unit at SIB, which falls within the Strategy Department.

b. Shari'ah Compliance and ESG Integration

The integration of Shari'ah compliance with ESG objectives is a cornerstone of SIB's sustainable finance strategy. The bank's governance framework ensures that all financing activities:

- Avoid harm to society and the environment.
- Promote justice, equity, and social welfare.
- Are transparent and ethical in their execution.



Principles of Shari'ah and ESG Alignment

Islamic finance principles inherently promote ethical and responsible practices, which align naturally with ESG objectives:

- **Environmental Stewardship:** Islamic teachings emphasize the responsible use of natural resources (known as "*Mizan*" or balance) and the prohibition of activities harmful to the environment.
- **Social Responsibility:** The concept of "*Maslahah*" (public interest) underpins Islamic finance, driving efforts to benefit society through equitable financial practices.
- **Governance and Accountability:** Shari'ah governance frameworks ensure transparency, fairness, and accountability, mirroring robust ESG governance standards.

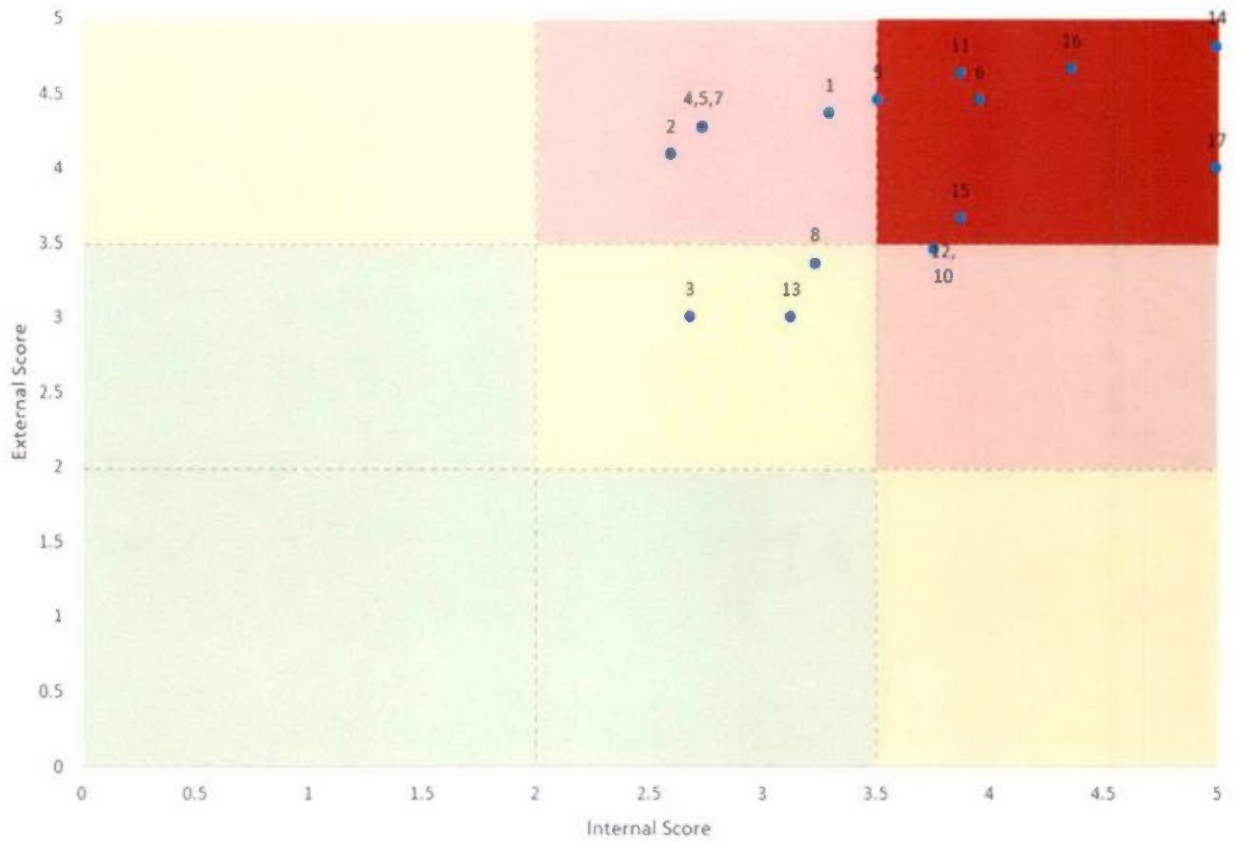
Future Enhancements

SIB plans to deepen the integration of Shari'ah and ESG principles through:

- Developing proprietary tools to assess ESG risks within a Shari'ah framework.
- Expanding training programs for staff to enhance understanding of ESG-Shari'ah alignment.
- Collaborating with international Islamic finance organizations to refine and promote global standards.

c. Materiality Assessment

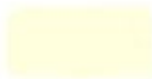
SIB has conducted a materiality assessment on the identified ESG risks in order to assess the qualitative and quantitative materiality of ESG risks on SIB environment considering both Physical and Transition risks. Internal (Staff) and External (Customers) Stakeholder responses were collected and assessed against three (3) main factors Environmental, Social and Governance. Sustainability initiatives were then prioritized in line with the below materiality matrix:



An initiative that received high responses from both internal and external stakeholders.



An initiative that received at least one high response from internal and external stakeholders.



An initiative that received at least one moderate response from internal and external stakeholders.



An initiative that received at least one low response from internal and external stakeholders.

The following is the categorization of materiality assessment topics with respect to the priority.

Very High: 

ESG Risk Factors	Factor Reference
Technological advancement for sustainable banking practices	6
Insurance coverage and premium related to environmental risks	9
Diversity and inclusion	11
Customer protection, data security	14
Board structure, diversity, effectiveness and independence	15
Reporting and transparency	16
Business ethics	17

High: 

ESG Risk Factors	Factor Reference
Extreme weather events and natural disasters	1
Depletion on non-renewable resources	2
Shifts in consumer demand and market sentiment	4
Increase prudential actions from regulators.	5
Reputational and brand damage from environmental controversies	7
Human capital development	10
Community engagement and development	12

Moderate: 

ESG Risk Factors	Factor Reference
Operational footprint (carbon, energy, waste management, recycling)	3
Disclosure and reporting requirements for the bank's environmental impact	8
Supply chain and ethical sourcing.	13



4. GOVERNANCE, ETHICS AND COMPLIANCE

4.1 Our Corporate Values

The bank engages in deposit taking, financing, and investing activities in accordance with its articles of incorporation, Islamic Shari’ah principles, and the regulations of the UAE Central Bank. Currently, an Internal Shari’ah Supervisory Committee (ISSC), comprising of several renowned Islamic scholars and specialists in Islamic law and banking, is in place to advise on product development, oversee training, and ensure that bank product offered conform to the highest standards within the regulations of Islamic finance. Additionally, the Bank aims to establish a separate business unit solely for ESG purposes.

The bank employs more than 1,400 associates and has surpassed Emiratization target points. Our corporate values and the culture that we carefully maintain sets SIB apart. To quote our CEO, Mr. Mohamed Abdalla, 'We believe that people are equally important as profits.'

As a licensed bank in the United Arab Emirates, SIB is governed by the UAE Federal laws and regulations as well as the resolutions, instructions and guidelines of the Central Bank of the United Arab Emirates, in addition to the laws of the Securities and Commodities Authority and the Commercial Law regarding the governance of financial institutions in the UAE.

As part of the approved governance framework, Sharjah Islamic Bank is committed to publish the annual Corporate Governance Report of the Bank.

4.1.1 Corporate Values:

Bonding and Harmony	Compliance	Learning and Self-Development
		
Treating one another with dignity and respect irrespective of nationality and rank	Ensuring that processes and standards are followed with the highest quality and accuracy	Constantly striving to upgrade oneself
Sharing each other's Happiness and grief	Following the Code of Conduct	Sharing knowledge and best practices
Reaching out to understand and support each other	Adhering to Shariah Standards	Striving to become an ambassador of the Bank and its values



Social Responsibility



Taking initiative to support the local community

Supporting and nurturing young UAE Nationals by coaching and mentoring them

Making environmental protection a priority

Creativity and Innovation



Finding new ways to do things to accelerate our growth

Constantly striving for process and product improvements

Seeking benchmarks and stakeholder perceptions to make things better

Bonding and Harmony

- Treating one another with dignity and respect irrespective of nationality and rank
- Sharing each other's happiness and grief
- Reaching out to understand and support each other

Compliance

- Ensuring that processes and standards are followed with highest quality and accuracy
- Following the Code of Conduct
- Adhering to Shari'ah Standards

Learning and Self-Development

- Constantly striving to upgrade oneself
- Sharing knowledge and best practices
- Striving to become an ambassador of the Bank and its values

Social Responsibility

- Taking initiative to support the local community
- Supporting and nurturing young UAE Nationals by coaching and mentoring them
- Making environmental protection a priority

Creativity and Innovation

- Finding new ways to do things to accelerate our growth
- Constantly striving for process and product improvements
- Seeking benchmarks and stakeholder perceptions to make things better

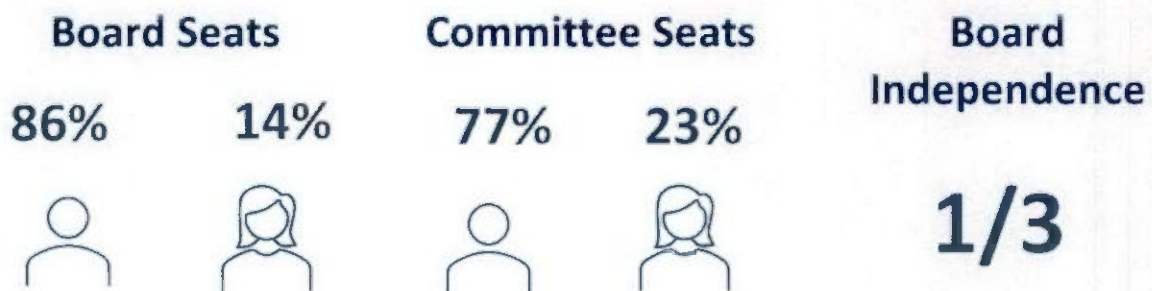


4.2 Overview of Corporate Governance

4.2.1 Statement of the measures taken to complete the corporate governance during 2024

Pursuant to regulations issued by the Central Bank of the United Arab Emirates, the Securities and Commodities Authority, and Federal Law No. (32) of 2021 for commercial companies regarding the governance, Sharjah Islamic Bank has since taken during the past years various initiatives to strengthen its governance system and controls, which include:

- Strong Corporate Governance Framework by enhancing the authorities and responsibilities of the Board, Board Committees, Senior Management and Management Committees through formally approved Charters.
- Establishment of Transparency and Disclosure to enable stakeholders to assess the bank's financial performance and condition.
- Strong Shari'ah Governance Framework and Internal Shari'ah Supervisory Committee (ISSC) in line with regulatory requirements in order to ensure the Bank's compliance with the Islamic Shari'ah Principles. The roles and responsibilities of the ISSC are outlined in its charter approved by the Chairmen of the Board and the ISSC.
- Reinforcing the Conduct Compliance and commitment to consumer protection in line with CBUAE requirements to ensure the interests and needs of customers remain at the center of the bank's services and operations.
- Enhancing and maintaining independent and effective three lines of defense model.
- Regularly investing in enhancing knowledge, training and development of the employees.
- Establishing Profit Distribution Committee
- External Evaluation of Board, Board Committees and Members



4.3 Ethics and Compliance

Sharjah Islamic Bank (SIB) performs all its activities in accordance with the Central Bank guidelines (CBUAE). Additionally, SIB is listed on Abu Dhabi Stock Exchange which has a robust compliance structure that facilitates Corporate Governance and process management.

As part of the approved governance framework, Sharjah Islamic Bank is committed to publish the annual Corporate Governance Report of the Bank.

Shari'ah Compliance

Shari'ah compliance remains a cornerstone for SIB. With robust governance and internal controls, we are committed to achieving full adherence to Shari'ah principles.

The Internal Shari'ah Supervision Committee (ISSC) is an independent body comprising experts in Islamic jurisprudence. The ISSC provides Shari'ah opinions and fatwas in alignment with Shari'ah principles and oversees SIB's activities. It ensures that the Bank's management upholds Shari'ah provisions and principles across all banking operations and transactions.

Code of Conduct

Our comprehensive Code of Conduct defines clear guidelines for appropriate behavior for all SIB employees. At SIB, we are committed to fostering equal opportunities for everyone.

Business Continuity

Our Business Continuity Policy lays out the approach of identifying, assessing, and mitigating the impacts of business continuity risks. The policy, establishes BCM roles and responsibilities, disaster recovery plans, and business impact analysis – including those emerging from environmental disasters.

AML and CTF

Our Anti-Money Laundering (AML), Countering Terrorist Financing (CTF), and Countering Proliferation Financing (CFP) Policy is designed to protect our customers and uphold strong compliance standards to combat financial crimes. At SIB, the AML and CTF program is overseen by the Money Laundering Reporting Officer (MLRO) within the Group Compliance team. The SIB AML/CTF framework includes comprehensive standards covering:

- Governance, roles, and responsibilities;
- Customer Due Diligence (CDD)/ Know-Your-Customer (KYC) processes;
- Confidentiality and data protection;
- Data identification and management.
- Data retention; and
- Transaction monitoring and suspicious transaction reporting (STR).



4.4 Our Corporate Governance

4.4.1 Statement of Ownership and Transactions of Board of Directors (Board) Members, Their Spouses and Their Children in the Bank Securities During 2024

The following table shows ownership and transactions of the members of the Board of Directors and their family members (spouse and children) in the Bank's shares during 2024:

Sr.	Name	Position/ Kinship	Owned Shares as on 31/12/2024	Total Sale	Total Purchase
1.	H.E. Abdulrahman Mohamed Nassir Salem Al Owais	Chairman of the BOD	13,493,901	0	0
2.	Mr. Jasim Mohamed Abdalla Ahmed Al Khayyal	Board Member	2,543,202	0	0
3.	Ms. Hind Othman Mohamed Sharif Abdalla Al Fahim	Daughter of Vice Chairman	1,212,750	0	0
4.	Mr. Mohamed Othman Mohamed Sharif Abdalla Al Fahim	Son of Vice Chairman	1,212,750	0	0
5.	Mr. Abdalla Othman Mohamed Sharif Abdalla Al Fahim	Son of Vice Chairman	1,212,750	0	0
6.	Mr. Sultan Othman Mohamed Sharif Abdalla Al Fahim	Son of Vice Chairman	1,212,750	0	0
7.	Ms. Mira Othman Mohamed Sharif Abdalla Al Fahim	Daughter of Vice Chairman	1,212,750	0	0

4.4.2 Formation of the Board of Directors of Sharjah Islamic Bank

The Board of Directors of Sharjah Islamic Bank adopts the highest standards of corporate governance based on its fundamental principles. The Board of Directors mainly oversee the management of the Bank's affairs through the application of methods and procedures based on the principle of good governance in order to draw a balance between the interests of shareholders, investors, customers and employees of the Bank as well as the Bank's social responsibility.

a. Statement of the current Board formation (along with the names of both the resigned and appointed Board members) according to the following table:

Name	Category	Qualifications	Board member Since	Membership & positions at any other joint-stock companies	Positions in any other important regulatory, government or commercial positions.
H.E. Abdulrahman Mohamed Nassir Salem Al Owais	Non-executive	- Bachelor's degree in Accounting and Information Systems in 1988	1995	Board Member of Sharjah Cement and Industrial Development Co.	<ul style="list-style-type: none"> Minister of Health and Prevention since 2013. Minister of State for Federal National Council Affairs. Chairman of the Board of Sheikh Zayed Grand Mosque. Chairman of the Board of Hamdan bin Mohammed bin Rashid Al Maktoum International Photography Award. Vice President of the Sharjah Manuscript House
H.E. Othman Mohamed Sharif Abdalla Zaman	Non-executive	university graduate	1995	Chairman of the Board of Sharjah Cement and Industrial Development Co.	-
H.E. Ali Salim Ali Salim Al Mazroua	Non-executive	Bachelor of Arts - Majoring in Sociology	1995	-	<ul style="list-style-type: none"> Chairman of the Board of Directors of Emirates Stone Co. Ltd. Chairman of the Board of Directors of Al Mazroua Trading and Industrial Co.



					<ul style="list-style-type: none"> Chairman of the Board of Directors of Al Al Bayan Real Estate.
H.E.Dr. Salah Butti Obaid Binbutti Al Mheiri	Non-executive	Bachelor of Architecture - UAE	2019	-	<ul style="list-style-type: none"> Chairperson of Sharjah Authority for Initiatives Implementation Advisor at Sharjah Department of Planning and Survey. Chairman of the Board of ASAS Real Estate (Subsidiary of the Bank). Member of the Board Directors of Etihad Rail Representative of Emirate of Sharjah with H.H. The President Initiatives. Member of Board of Trustees of the Sharjah Maritime Transport Academy.
H.E. Jasim Mohamed Abdalla Ahmed Al Khayyal	Non-executive	Bachelor of Political Science - UAE	2021		<ul style="list-style-type: none"> Commander in Chief of the Emiri Guard in Sharjah Chairman of the BOD of Amiri Guard Club in Sharjah Board Member of Sharjah Charity House
H.E. Dr. Abdullah Mohammed Obaid Belhaif Al Nuaimi	Independent	PhD in Engineering	2022	-	<ul style="list-style-type: none"> Chairman of the Advisory Council in Sharjah. Minister of Infrastructure and Climate Change - Former Head of the Sheikh Zayed Housing Programme - Former Chairman of the Public Transport Authority - Former
H.E. Dr. Khawla Abdelrahman Hassan Al Mulla AlSaabri	Independent	PhD in Sociology	2022	-	<ul style="list-style-type: none"> Chairperson of the Family Affairs Authority and Secretary General of the Supreme Council for Family Affairs in Sharjah – Former Member of the Executive Council of the Emirate of Sharjah. Member of the Board of Trustees of the University of Sharjah.



					<ul style="list-style-type: none"> • Member of the Board of Trustees of Al Qasimia University. • Chairperson of the Recruitment Committee at Al Qasimia University. • Member of the Board of Trustees of the Sharjah Education Academy. • Member of the Board of Marriage Fund
H.E. Mohammad Nassir Abdulaziz Al Fouzan*	Non-executive	Bachelor of Management Business - Kuwait University	2008	-	<ul style="list-style-type: none"> • Member of the Board of Kuwait Finance House, Kuwait, 2020. • Member of the Board of Kuwait Finance House, Kingdom of Bahrain. • Member of the Board of Kuwait Finance House, Malaysia since 2014. • Chairman of the Board of Directors of Integrated Holding Co. KCSC - Kuwait
H.E. Abdulla Sulaiman Ahmed Al Haddad*	Non-executive	Bachelor of Accounting and Audit, University of Kuwait	2019	-	<ul style="list-style-type: none"> • Deputy Chairman of the BOD of Saudi Kuwaiti Finance House, closed joint stock company, Riyadh. • Vice Chairman of the Board of Directors of ALAFCO Alafco Aircraft Sales and Purchase Company (listed in the Kuwaiti Stock Market).

* Resignation submitted on 11-7-2024 by H.E. Mohammad Al Fouzan and H.E. Abdulla Al Haddad

b. Statement of the percentage of female representation in the board of SIB during the year 2024:

SIB relies in its strategy on creating a gender-balanced environment by adopting an equal opportunity approach, as the Bank gives both genders an equal right to run for membership of its Board of Directors through the Bank's general assembly, provided that the membership decision is made by voting of the shareholders.



Board Diversity

By Percentage	Men	Women
Total board seats occupied by men and women	86%	14%
Committee chairs occupied by men and women	80%	20%

Board Independence

Sharjah Islamic Bank endeavors that CBUAE guidelines related to Board independence are being complied and adhered to. The bank has 1/3 board seats occupied by independent board members.

c. Statement on Directors' remuneration

- **Total remunerations paid to the Board members for 2023.**

During the meeting of the General Assembly of SIB held on February 18, 2024, the shareholders approved the remuneration of the members of the Bank's Board of Directors, which amounted to AED 10 million for the fiscal year ending at 31st December 2023, in accordance with Federal Decree Law No. (32) of 2021 on Commercial Companies and SCA Board Chairman's Decision No. (3/Chairman) of 2020 concerning adopting the Corporate Governance Guide for Public Joint Stock Companies as amended.

- **Total remunerations of the Board members, which are proposed for 2024, and will be presented in the annual general assembly meeting for approval.**

During the next General Assembly Meeting of Sharjah Islamic Bank, a proposal to distribute the amount of AED 15 million will be presented as remunerations to the Board of Directors of the Bank for the fiscal year ending at 31st December 2024, in accordance with Federal Decree Law No. (32) of 2021 on Commercial Companies and SCA Board Chairman's Decision No. (3/Chairman) of 2020 concerning adopting the Corporate Governance Guide for Public Joint Stock Companies as amended, where the decision to adopt the remunerations proposal is left to the General Assembly.

- Details of the allowances for attending sessions of the committees emanating from the Board, which were received by the Board members for 2024:

Sr.	Name	Allowances for Attending Sessions of the Committees Emanating From The Board	
		Committee Name	Allowance Value
1	H.E. Othman Mohamed Sharif Abdalla Zaman	Executive Committee	500,000.00
		Group Audit Committee	150,000.00
		Board Nomination, Compensation & Governance Committee	150,000.00
2	H.E. Ali Salim Ali Salim Al Mazroua	Executive Committee	500,000.00
		Board Nomination, Compensation & Governance Committee	150,000.00
3	H.E. Jasim Mohamed Abdalla Ahmed Al Khayyal	Executive Committee	500,000.00
		Board Nomination, Compensation & Governance Committee	150,000.00
4	H.E. Dr. Khawla Abdelrahman Hassan Al Mulla AlSaabri	Group Audit Committee	150,000.00
		Board Risk Committee	150,000.00
5	H.E. Dr. Abdullah bin Mohammed Belhaif Al Nuaimi	Board Risk Committee	150,000.00

- Details of the additional allowances, salaries or fees received by Board members other than the allowances for attending the committees and their reasons.

No additional allowances, salaries or fees were paid to members of the Board of Directors, other than for allowances for attending committees' meetings.

- d. Number of the Board meetings held during 2024 fiscal year along with their convention dates, personal attendance times of all members, and members attending by proxy.

During the year 2024, Sharjah Islamic Bank Board of Directors held six board meetings. The following tables shows names of members of the Board of Directors, meeting's dates and attendees:

Name	Position	Dates of the Meetings during the year 2024 (-) Apologies					
		First Meeting Jan 18 th	Second Meeting May 8 th	Third Meeting Aug 29 th	Fourth Meeting Nov 7 th	Fifth Meeting Dec 5 th	Sixth Meeting Dec 26 th
H.E. Abdulrahman Mohamed Nassir Salem Al Owais	Chairman	✓	✓	✓	✓	✓	✓
H.E. Othman Mohamed Sharif Abdalla Zaman	Vice Chairman	✓	-	✓	✓	✓	✓
H.E. Ali Salim Ali Salim Al Mazroua	Board Member	✓	✓	✓	-	✓	✓
H.E. Dr. Salah Butti Obaid Binbutti Al Mheiri	Board Member	✓	-	✓	✓	✓	-
H.E. Jasim Mohamed Abdalla Al Khayyal	Board Member	✓	-	✓	-	✓	✓
H.E. Dr. Abdullah Mohammed Obaid Belhaif Al Nuaimi	Board Member	✓	✓	✓	✓	✓	✓
H.E. Dr. Khawla Abdelrahman Hassan Al Mulla AlSaabri	Board Member	✓	✓	✓	✓	✓	✓
H.E. Mohammad Nassir Abdulaziz Al Fouzan *	Board Member	✓	✓	✓	-	-	-
H.E. Abdulla Sulaiman Ahmed Al Haddad *	Board Member	✓	✓	✓	-	-	-

* Resignation submitted on 11-7-2024 by H.E. Mohammad Al Fouzan and H.E. Abdulla Al Haddad
(-) Apologies



- e. Number of the Board resolutions passed by circulation during the 2024 fiscal year, along with its meeting convention dates.

The following table shows the resolution passed by the Board of Directors of Sharjah Islamic Bank by circulation during the year 2024:

Sr.	Date	Description
1	19-02-2024	Financial sponsorship for the Sharjah Department of Culture in the amount of 6,000,000 AED in support of the department's activities from the bank
2		Financial sponsorship for the Sharjah Heritage Institute in the amount of 6,000,000 AED in support of the Institute's activities from the bank

- f. Statement of Board duties and powers exercised by Board members or the executive management members during 2024 based on the an authorization from the Board, specifying the duration and validity of the authorization:

There is no authorization granted by the Board to a member of the Board or to the Executive Management during the year 2024 to carry out the tasks and functions of the Board of Directors.

- g. Rapporteur of the Board meetings and the date of his appointment

- Mr. Mohamed Ibrahim Mohamed Abdulla Al Hamadi
- Date of appointment: 2007
- Qualifications & Experience: Bachelor of Law
- Statement of Duties: The Board Secretary assists the Chairman in organizing board meetings and ensures that the board and its committees operate in compliance with applicable laws, regulations, policies, procedures, and standards. Additionally, the Secretary provides guidance and services to all directors and board committees.

h. Statement of the details of transactions made with the related parties during 2024:

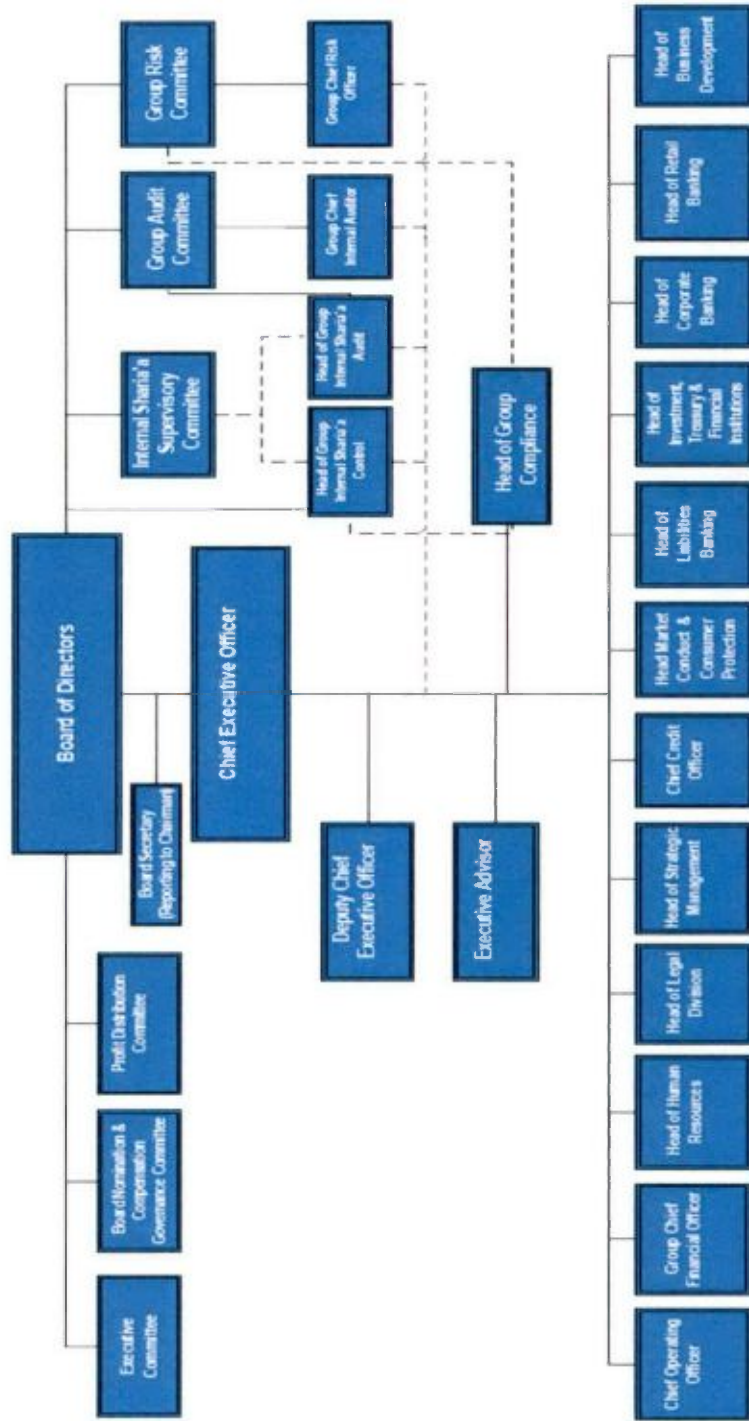
Sharjah Islamic Bank adheres to the Related Party Transactions Policy known for its transparency, objectivity, and rigorous disclosure standards. The policy provides definitions of related parties, and transactions with them are conducted on arm's length basis. These terms generally align closely with those established for non-related parties and emphasize fairness and equality.

The following table shows the significant balances of the Related Parties as at 31st December 2024 as per the financial statement:

Statement of Financial Position As of 31st December 2024 (AED'000)				
	Key Management Personnel and Members of BOD	Major Shareholders	Other Related Parties	Total
Investments in Islamic Financing	554,747	3,376,462	5,917,470	9,848,679
Investment Securities measured at fair value	-	606,467	-	606,467
Investments Securities measured at amortized cost.	-	780,329	-	780,329
Customers' Deposits	(325,925)	(3,198,685)	(4,487,342)	(8,011,952)
Contingent Liabilities	-	100	256,367	256,467
Statement of Profit or Loss for the year ended as at 31st December 2024 (AED'000)				
Income from Investment in Islamic Financing and Sukuks	16,760	269,985	432,892	719,637
Depositors' Share of Profit	(3,754)	(155,725)	(118,014)	(277,493)
Fee and Commission Income	-	-	1,856	1,856



i. Organizational Structure





- j. A detailed statement of the senior executives in the first and second grade according to the Bank's organizational structure, their jobs and dates of their appointment, along with a statement of the total salaries and bonuses paid to them:

The following schedule shows the joining and the appointment dates along with the total remunerations of the senior executives for the year 2024.

Designation	Date of Joining the Organization	Date of Appointment in the Current Role	Total Salaries and Allowances for 2024	Total Bonus Paid for 2024	Any Other Cash / in-Kind Bonus for 2024
Chief Executive Officer	01-Mar-1984	31-Oct-2006	31,288,362	26,177,360	535,000
Deputy Chief Executive Officer	17-Oct-1998	01-Mar-2011			
Chief Operating Officer	10-Jan-2023	10-Jan-2023			
Group Chief Risk Officer	30-Oct-1999	30-Oct-1999			
Group Chief Internal Auditor	20-Oct-2001	21-Apr-2015			
Group Chief Financial Officer	03-Jun-2024	03-Jun-2024			
Head of Corporate Banking	05-Apr-2004	01-Apr-2010			
Head of Investment, Treasury & Financial Institutions	01-Jun-2002	01-Mar-2007			
Head of Retail Banking	10-Jun-2015	10-Jun-2015			
Head of Liabilities Banking	10-May-2009	06-Dec-2023			
Head of Human Resources	03-Apr-2005	01-Jun-2023			
Head of Group Internal Sharia'a Control	25-Sep-2014	06-May-2021			
Head of Group Internal Sharia'a Audit	10-Jun-2024	10-Jun-2024			
Executive Advisor	04-May-2008	06-Dec-2023			

4.4.3 External Auditor

a. Overview of the External Auditor

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services to a wide variety of public and private sector organizations. Established in 1973, the company enjoys a long history (over 50 years) of providing services in the region and known for their compliance with requirements set by the various regulatory bodies across the UAE. KPMG employs 2,160 people, including 190+ Partners and Directors across UAE and Oman.

b. Statement of fees and costs for the audit or services provided by the external auditor:

Name of the Audit Office and Partner Auditor	KPMG – Paritosh Gambhir
Number of years he served as the company external auditor	1 Year
The number of years that the partner auditor spent auditing the Bank's accounts	1 Year
Total audit fees for 2024 in (AED)	AED 850,500/- + VAT
Fees and costs of other private services other than auditing the financial statements for 2024	AED 415,250/- + VAT
Details and nature of the other private services provided by the external auditor	Sukuk Issuance Related Fees Fees for BRF Submission to CBUAE XBRL Audit Fees
Statement of other services that an external auditor other than the company accounts auditor provided during 2024.	
<ul style="list-style-type: none"> Regulatory Stress Testing 2024 	Auditor name: PWC
<ul style="list-style-type: none"> Letters of Variation Corporate Tax Impact Analysis VAT Health Check 	Auditor name: Ernst & Young
<ul style="list-style-type: none"> Board Effectiveness Review ICFR Implementation Development of ESG Strategy 	Auditor name: Deloitte



c. **Statement clarifying the reservations that the company auditor included in the interim and annual financial statements for the year 2024:**

There are no qualified opinions or material notes made by the external auditor in the interim and annual consolidated Financial Statements for the year ended 31st December 2024.

4.4.4 Group Audit Committee

The Board of Directors has established the Committee to assist the Board in fulfilling its oversight responsibilities with respect to:

- Promoting the quality and integrity of financial statements and financial reporting;
- Overseeing the effectiveness of internal controls, risk management, and governance systems;
- Monitoring the adequacy of Shari'ah governance systems and policies (approved by the Internal Shari'ah Supervision Committee (ISSC)) to confirm the Bank's adherence to Islamic Shari'ah principles;
- Compliance with applicable laws and regulations;
- Effectiveness and independence of the Group Internal Audit function;
- Assessing the qualifications, independence, and performance of the Bank's Internal Shari'ah Audit;
- The external audit; and
- Monitoring adherence to the SIB Employee Code of Conduct and Group policies (unless such responsibilities are assigned to other Board committees).

a. **Number of meetings held by the Audit Committee during 2024 and their dates to discuss the matters related to financial statements and any other matters, and demonstrating the members' personal attendance times in the held meetings.**

Group Audit Committee meetings are held on a quarterly basis at least 4 times a year, at the end of each quarter or upon the issuance of annual financial statements. Additional meetings may be held whenever needed. During the year 2024, the Audit Committee held 8 meetings.

Attendance Meetings	H.E. Dr. Khawla Abdelrahman Hassan Al Mulla AlSaabri (Chairman of the Audit Committee)	H.E Othman Mohamed Sharif Zaman (Member)	H.E Mohammad Nassir Al Fouzan* (Member)
First meeting 18 th January 2024	✓	✓	✓
Second Meeting 27 th February 2024	✓	✓	✓
Third Meeting 22 nd April 2024	✓	✓	✓
Fourth Meeting 16 th May 2024	✓	✓	✓
Fifth meeting 18 th July 2024	✓	✓	✓
Sixth meeting 30 th September 2024	✓	✓	-
Seventh meeting 17 th October 2024	✓	✓	✓
Eighth Meeting 31 st December 2024	✓	✓	-

(-) Apologies

*Member till 7-11-2024

4.4.5 Board Nomination, Compensation and Governance Committee (BNCGC)

The Board Nomination, Compensation, and Governance Committee (BNCGC) is a committee formed by the Bank's Board of Directors. Its primary purpose is to lead the process for Board and Senior Management appointments, oversee compensation, assess the effectiveness of the Board and its committees, supervise subsidiaries, and make recommendations as needed. The BNCGC also recommends Internal Shari'ah Supervisory Supervision Committee (ISSC) members for Board approval.



Key responsibilities of the BNCGC include:

- Overseeing the nomination of qualified, diverse, and high-caliber candidates for board membership for approval at the annual general meeting and assisting the Board in identifying potential Senior Management candidates based on their experience and suitability.
- Assisting the Board in reviewing and establishing remuneration frameworks and policies, and overseeing their implementation.
- Supporting the internal annual review and independent evaluation of the Board of Directors' performance, its members, committees, and the Bank's compensation system by an external party.

The BNCGC is expected to meet every quarter, and otherwise from time to time based on the Bank's requirements. The following table shows the names of the members of the Board Nomination, Compensation and Governance Committee of the Bank and their attendance:

Attendance Meetings	H.E. Othman Mohamed Sharif Abdalla Zaman (Chairman)	H.E. Ali Salim Ali Salim AlMazroua (Member)	H.E. Jasim Mohamed Abdalla Ahmed AlKhayyal (Member)
First Meeting 15/01/2024	✓	✓	✓
Second Meeting 20/06/2024	✓	✓	✓
Third Meeting 01/08/2024	✓	✓	✓
Fourth Meeting 29/10/2024	✓	-	✓

(-) Apologies

4.4.6 Profit Distribution Committee (PDC)

The primary purpose of PDC is to assist the Board in oversight of Profit Distribution mechanism to manage Displaced Commercial Risk ("DCR"), through establishment of a Profit Equalization Reserve (PER) by setting aside amounts from the profits before allocation between the

Investment Account Holders (IAHs) and the bank. It further provides a robust oversight and monitoring to ensure that profit equalization, including utilization of reserves are appropriately monitored.

They regularly review the investment policies and the performance of the asset portfolio in which Islamic account holders' funds are invested. The committee also oversees the implementation of the governance policy framework, with the primary objective of protecting the interests of stakeholders, in line with the HSA and ISSC resolutions.

The following table shows the names of the members of the Profit Distribution Committee of the Bank.

Attendance Meetings	H.E. Ali Bin Salim Al Mazroua (Chairman)	Dr. Khawla Abdelrahman Hassan Almula (Member Independent)	Dr. Ibrahim Al Mansoori (Member ISSC)
First Meeting 27 th December 2024	✓	✓	✓

4.4.7 Board Risk Committee

The Bank's Board Risk Committee is one of the committees emanating from the Board of Directors and is supportive of the Bank's policy in adopting the best practices of the corporate governance system. The Committee performs many non-executive roles, including:

- Review /provide input for the risk appetite/tolerance limit of the bank, for all relevant risk categories and risk concentrations. Advise the Board of Directors on risk appetite and tolerance.
- Ensure that risk exposures are aligned with the bank's strategy and business plan and is consistent with the approved RAS and individual risk limits.
- Advise the Board of Directors on high-risk issues and risk governance, including exposure to current and future risks and risk strategy.
- Monitor the implementation of control and risk management, including high and emerging risks.
- Overseeing issues related to the Bank's information security environment and cyber security framework.

- Maintain effective Board governance and oversight of the management of conduct and compliance risks.
- Review the stress-testing program and ensure material risks are identified.
- Review and approve the risk governance system, including but not limited to risks related to credit, operational, market, liquidity, legal, strategy, conduct, sustainability, and reputation.
- Review and approve the internal capital adequacy assessment processes and the internal risk rating system.

The following schedule shows the names of the members of the Board Risk Committee, the date of the meetings and attendance:

Attendance Meetings	H.E. Dr. Abdullah bin Mohammed Belhaif (Chairman of the Board Risk Committee)	H.E.Dr. Khawla Abdelrahman Hassan Al Mulla AlSaabri (Member)	H.E. Abdulla Al Haddad* (Member)
First Meeting 27th February 2024	✓	✓	✓
Second Meeting 26 th June 2024	✓	✓	✓
Third Meeting 2 nd October 2024	✓	✓	-
Fourth Meeting 31 st December 2024	✓	✓	-

(-) Apologies

*Member till 7-11-2024

4.4.8 Executive Committee of the Board of Directors

The Executive Committee is one of the Board committees that was formed to assist the Board in achieving its strategic and operational objectives. The Committee assists the Board of Directors in fulfilling its responsibilities as follows:



- Within the financing authority delegated by the Board, the Committee has the power to approve credit and investment facilities.
- To appoint and terminate contracts of independent legal and financial advisors and other advisors as needed.
- To approve the Bank strategy, work plans, objectives, annual budget, capital expenditures and financial facilities, within the limits delegated to it.
- Presenting issues to the Board of Directors based on the recommendations of senior management in addition to submitting relevant proposals to the Board of Directors when necessary to obtain the necessary approvals.

The following schedule shows the names of the members of the Executive Committee, the date of the meetings and attendance:

Attendance Meetings	H.E. Othman Mohamed Sharif Abdalla Zaman (Chairman of the Committee)	H.E. Ali Salim Ali Salim Al Mazroua (Member)	H.E. Jasim Mohamed Abdalla Al Khayyal (Member)
First Meeting 15 January 2024	✓	✓	✓
Second Meeting 07 March 2024	✓	✓	✓
Third Meeting 04 April 2024	✓	✓	✓
Fourth Meeting 16 May 2024	✓	✓	-
Fifth Meeting 20 June 2024	✓	✓	✓
Sixth Meeting 17 July 2024	✓	✓	-
Seventh Meeting 01 August 2024	✓	✓	✓
Eighth Meeting 29 August 2024	✓	✓	✓
Ninth Meeting 03 October 2024	✓	✓	-

Attendance Meetings	H.E. Othman Mohamed Sharif Abdalla Zaman (Chairman of the Committee)	H.E. Ali Salim Ali Salim Al Mazroua (Member)	H.E. Jasim Mohamed Abdalla Al Khayyal (Member)
Tenth Meeting 29 October 2024	✓	-	✓
Eleventh Meeting 05 December 2024	✓	✓	✓
Twelfth Meeting 23 December 2024	✓	✓	✓

(-) Apologies

4.4.9 Internal Control System

The Board of Directors is responsible for ensuring the effectiveness and efficiency of the Bank's internal control system. The Board evaluates the Internal Control System on annual basis through the Group Audit Committee. In order to help the Board in fulfilling its oversight responsibilities towards internal control various quarterly and annual reports are provided by the Management and assurance and control functions such as Group Internal Audit, Group Enterprise Risk Management, Group Compliance, Group Internal Shari'ah Control and Group Internal Shari'ah Audit. The Bank has established Internal Control Policy providing key principles of Internal Control System in the Bank.

Sharjah Islamic Bank has an independent Internal Audit and Internal Shari'ah Audit functions that provides objective and independent assurance and advisory services aiming to add value and improve operations in the Bank and its subsidiaries. The mission of the Group Internal Audit is to enhance and protect the value of the Bank and its subsidiaries by providing objective risk-based assurance, advice and insight as it helps the Bank and its subsidiaries to achieve its objectives by following a systematic and structured approach for assessing and improving the effectiveness of governance, risk management and control over operations.

Group Internal Audit adherence to the mandatory elements of the Institute of Internal Auditors' International Professional Practices Framework, including the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, and International Standards for the Professional Practice of Internal Auditing and the Definition of Internal Auditing.



a. The name, qualifications and date of appointment of the Head of Internal Audit Department

Mr. Khalaf Abdallah Khalaf is currently holding the position of Group Chief Internal Auditor, since 2015. Mr. Khalaf holds a bachelor's degree in Accounting from the United Arab Emirates University in addition to "Certified Board Member" certificate from Hawkamah Institute for Corporate Governance.

b. The name, qualifications and date of appointment of the Compliance Officer

Name : Faisal Siddiqui
Qualification : BA (Hons) in Politics & Certified Compliance Officer
Date of Appointment : Acting since July 2023

c. How the Group Internal Audit deals with any major problems in the Bank or those that were disclosed in the annual reports and accounts

Group Internal Audit has policies and operating procedures in place which are compatible with the mandatory requirements of the Institute of Internal Auditors' International Professional Practices Framework as per to the latest independent assessment of the Quality Assurance and Improvement Program. The Department also adheres to the rules and regulations issued by the Central Bank of the United Arab Emirates.

It should be noted that the Bank did not encounter any material problems, which could affect the financial position of the Bank as per the audited annual financial reports audited by the external auditors.

d. Number of Report issued by the Internal Control Department of the Board

Pursuant to the Internal Audit Charter, the Group Internal Audit is committed to submit at least quarterly reports to the Board of Directors of the Bank or whenever the need arises. During 2024, four reports were issued at the end of each quarter to the Board of Directors.



4.4.10 Details Of The Violations Committed During 2024, Their Causes, How To Address Them And Avoid Their Recurrence In The Future.

There were no violations during the year 2024.

4.4.11 Statement Of The Cash And In-Kind Contributions Made By The Bank During The Year 2024 In Developing The Local Community And Environment Protection.

Sharjah Islamic Bank continued its community work with community contributions amounting to AED 96,716,508 that was dedicated to sponsoring community, academic, charitable and sports support, according to the following schedule:

Education & Research Contributions		
Organizer	Activity	Amount (AED)
Al Qasimia University- Sharjah Center for Islamic Economics	The fourth edition of Scientific Economic Islamic Research 2024	100,000
American University of Sharjah	Education Support sponsor	30,000
University of Sharjah	The 16th Scientific Research Forum 2024	100,000
University of Sharjah	Research Award for Doctors & Students 2024	80,000
University of Sharjah	Sharjah Award for Doctoral dissertations in Management Science in the Arab World 2024	100,000
University of Sharjah	Holy Quran Conference	50,000
Kalba Parents Students Council	The distinguished Parents, Students and Teachers in Kalba	30,000
Total Amount of Education & Research Contributions		490,000



Sports Contributions		
Organizer	Activity	Amount (AED)
Thiqah Club for Disabled	4TH WEST ASIA PARA GAMES – 2024	100,000
Sharjah Broadcast Authority	Paddle Tennis Championship 2024	65,000
Endurance Sports Services	Khorfakkan Sport Festival 2024	25,000
Total Amount of Sports Contributions		190,000

Government Contributions		
Organizer	Activity	Amount (AED)
Sharjah Police Headquarters	Police Desert Festival Activities 2024	100,000
Sharjah Broadcasting Authority	Najm AlMajalis Program	110,000
Sharjah Broadcasting Authority	Financial Program	60,000
Al Madam Area Municipality	Al Madam 8th Shopping Festival	25,000
GOV. Sharjah Commerce & Tourism Development Authority	Sharjah Light Festival 2024 13th Edition	150,000
Department of Culture	General Support	6,000,000
Sharjah Institute of Heritage	General Support	6,000,000
Department of Agriculture & Livestock	Wheat harvest ceremony 2nd season	100,000
Sharjah Entrepreneurship Center (Sheraa)	Sharjah Entrepreneurship Festival	250,000
Al Thiqah Club for Disabled	Ramadan Ifrar Gathering 2024	50,000
Federal Authority For Identity, Citizenship, Customs & Port Security	General Support	100,000
Family Health Promotion Center	Breast Cancer Campaign 2024	70,000
Sharjah Investment & Development Authority- Shurooq	Jalal AlDdin Al Romi Fair	500,000
International Islamic Centre for Reconciliation and Arbitration	conference “Updates on Codification in Islamic Finance	100,000



Department of Town Planning & Survey-GOV	Annual staff meeting 2024	100,000
Sharjah Police Headquarters	Police Desert Festival Activities 2024- 2025	100,000
Districts & Villages Affairs Department	Dawahi 13th Festival	320,000
Amiri Guard Department	Amiri Guard Magazine 2025	120,000
Total Amount of Government Contributions		14,255,000

Other Charitable Initiatives		
Organizer	Activity	Amount (AED)
Sharjah Islamic Bank	Ramadan Meer	1,593,060
SIB General Charitable Contributions from Zakat, Charitable Activities and endowment funds	The Contributions includes Health, Education and Community Welfare	80,188,448
Total Amount of Other Charitable Initiatives		81,781,508

The table below shows the Bank's support to the community, which is part of the corporate social responsibility strategy over the past three years.

Contribution Type (AED)	2022	2023	2024
Education & Research	650,000	450,000	490,000
Sports	350,000	280,000	190,000
Government	784,250	1,050,914	14,255,000
Other Charitable Initiatives	72,044,383	80,692,602	81,781,508
Total	73,828,633	82,473,516	96,716,508



4.4.12 General Information

- a. Statement of SIB's share price in the financial market (closing price, the highest Price and the lowest price) at the end of each month during the financial year 2024.

The following schedules shows the closing price, the highest Price and the lowest price of Sharjah Islamic Bank's share in the financial market at the end of each month.

Month	Closing Price	Highest Price	Lowest Price
January 31, 2024	2.35	2.65	2.32
February 29, 2024	2.2	2.37	2.16
March 31, 2024	2.25	2.31	2.15
April 30, 2024	2.24	2.26	2.2
May 31, 2024	2.21	2.31	2.18
June 30, 2024	2.21	2.24	2.19
July 31, 2024	2.21	2.28	2.2
August 31, 2024	2.26	2.29	2.16
September 30, 2024	2.31	2.45	2.24
October 31, 2024	2.3	2.35	2.28
November 30, 2024	2.35	2.36	2.2
December 31, 2024	2.49	2.5	2.32

b. Statement of the Bank comparative performance with the general market index and sector index to which the Bank belongs during 2024.

During the year 2024, the ADX General Index decreased by 1.66% while the performance of the banking sector in the same market increased by 2.20% for the same period.

The performance of Sharjah Islamic Bank share increased by 2.47% during the year 2024.

The following table shows the comparative performance of the Bank's share with ADX General Index and the banking sector in the same financial market:

Description	Year-End 2023	Year-End 2024	Change Parentage (%)
ADX General Index	9,577.85	9,419.00	-1.66%
Banking Sector Index in ADX	16,415.43	16,776.95	2.20%
SIB Share Price	2.43	2.49	2.47%

c. Statement of the shareholders' ownership distribution as at 31st December 2024 (individuals, companies, governments) classified as follows: local, Gulf, Arab and foreign

The following schedule shows the details of the shareholders' ownership distribution in the shares of Sharjah Islamic Bank:

Shareholders classification	Percentage of owned shares			
	Individuals	Companies	Government*	Total
Local	28.60%	16.42 %	51.26 %	96.28 %
Arab	1.95%	0.73 %	0.00	2.68 %
Foreign	0.05 %	0.99 %	0.00	1.04 %
Total	30.60 %	18.14 %	51.26 %	100 %

* This percentage includes Sharjah Asset Management LLC, a company wholly owned by the Central Finance Department of the Government of Sharjah.



d. Statement of shareholders who own 5% or more of the Bank's capital as at 31st December 2024:

The following schedule shows the details of the shareholders who own 5% or more of the Bank's capital as at 31st December 2024:

Sr.	Name	Number of owned shares	Percentage of owned shares of the company's capital
1	Sharjah Asset Management LLC (Wholly owned by Government of Sharjah)	920,785,950	28.46%
2	Sharjah Social Security Fund	489,152,512	15.12%
3	Sheikh Sultan bin Mohammed bin Saqr Al Qasimi Endowment	226,497,435	7.00%
4	Sharjah Islamic Bank	167,666,662	5.18%

e. Statement of the method of distributing the shareholders according to the size of the ownership as at 31st December 2024.

The following table shows the details of the method of distribution of the shareholding in Sharjah Islamic Bank according to the size of the ownership:

Sr.	Share (s) ownership	Number of Shareholders	Number of Owned Shares	Percentage of owned shares in the capital
1	Less than 50,000	2380	251,044,50	0.78%
2	From 50,000 to less than 500,000	826	129,244,570	3.99%
3	From 500,000 to less than 5,000,000	285	431,505,327	13.34%
4	More than 5,000,000	73	2,649,823,291	81.89%



f. Statement of measures taken regarding the controls of Investor Relations

The following schedule shows the details related to Investor Relations at Sharjah Islamic Bank:

Name of the Investor Relations Officer	- Ms. Zeina Bamieh - Ms. Hala Al Jabouri
Contact information with Investor Relations	- Email: IR@sib.ae - Tel. No.: 065998454 -065998457
The electronic link for the investor relations page on the Bank's website	- https://www.sib.ae/en/about-us/investor-relations

Key procedures adopted by the Bank with regard to Investor Relations controls:

- Appointment of an officer responsible for all tasks related to the Investor Relations Management.
- Introducing Investor Relations page on the Bank's website and launching an electronic Application dedicated for Investor Relations which are constantly updated to include the following:
 - Contact information and means of communication with Investor Relations Department, which include a dedicated email address and phone numbers.
 - Publication of all the reports on the financial results.
 - Publication of the Minutes of the General Assembly Meetings.
- Publication of information and data that are disclosed to regulatory authorities, markets or the public on the website. This includes Bank's news, events, developments and material information, annual and interim financial statements, and board reports for several previous years, governance reports, ownership structure and ownership percentages. As well as regularly updated general information on the official website about the Bank, its activities, business strategy and vision, and information on the price of the Bank's share in terms of closing price, opening price, highest and lowest price during the year, various share values and some financial indicators.



This also includes the ability to inquire about profits not received by shareholders, the mechanism for shareholders' receipt of their dividends, contact details of the investor relations officer, and the mechanism for submitting opinions, suggestions, comments and inquiries.

- Formation of a committee consisting of employees from the executive management of the bank in the event that the Bank faces a crisis, to develop a plan for communication with investors and the media regarding the practical steps taken by the Bank to confront the crisis and to designate an official spokesperson for the Bank, who will undertake the communication process, and to disclose the relevant information on the website of the financial market and the Bank's.

g. Statement of the special decisions presented in the General assembly held during 2024 and the procedures taken in their regard

No statement of special decisions presented in General Assembly Meeting held on 18 Feb 2024.

h. Detailed statement of the material events and important disclosures that the Bank encountered during the year 2024.

- The Special General Assembly meeting held on 16th October 2024, approved amendment of Article No. (7) of the Articles of Association of Sharjah Islamic Bank, which relates to the percentage of ownership and national contribution (All the company's shares shall be nominal and fully paid upon subscription, and the shareholding of the company's shares shall be restricted to the UAE nationals, except that foreigners may own no more than 40% of the company's shares. Provided that the individual ownership of one shareholder in his personal or legal capacity, whether jointly or severally, does not exceed 3%, with the exception of the Government of Sharjah, its affiliated institutions, as well as the Sheikh Sultan bin Muhammad bin Saqr Al Qasimi Endowment), with the approval of the relevant competent authorities.

During the year ended 31st December 2024, the Bank has repurchased 167.7 million of its own shares, representing 5.18% of its total issued and paid up share capital of the Bank, from Kuwait Finance House, subsequent to approval from the Central Bank of the UAE on



16 September 2024 and the Bank's shareholders' on 16 October 2024 respectively, in accordance with Article 221 of the UAE Federal Law No. 32 of 2021. As at 31st December 2024, the shares are classified under shareholders' equity as treasury shares at the purchase value of AED 2.2 per share in the consolidated financial statements for the year ended 31st December 2024. The Bank intends to dispose-off these shares in accordance with the applicable laws and regulations.

- In addition, Kuwait Finance House sold its remaining SIB shares according to the details mentioned below:
 - Sheikh Sultan bin Mohammed bin Saqr Al Qasimi Endowment with 226,497,435 shares (i.e. 7% of the total shares of the Bank)
 - Sharjah Social Security Fund with 194,140,658 shares (i.e. 6% of the total shares of the Bank)
- On 27th November 2024, the Bank engaged a third party licensed liquidity provider for its shares listed on the Abu Dhabi Securities Exchange ("ADX") for a period of 12 months. Under this agreement, the liquidity provider will provide enhanced liquidity for the shares of the Bank listed on ADX by offering bid-ask quotes in line with the guidelines set by ADX and the UAE Securities and Commodities Authority ("SCA"). This agreement is intended to boost liquidity and build stronger confidence among investors in the Bank's publicly traded shares.

On 9th December 2024, the Bank has transferred AED 45 million to the liquidity provider in accordance with the terms of the agreement with the liquidity provider. Trading under this agreement commenced on 10th December 2024.

As at 31st December 2024, the liquidity provider held 9.8 million of the Bank's shares on behalf of the Bank.

At the end of the term of the agreement with the liquidity provider, the Bank will have the option to either transfer the outstanding shares under its name or dispose-off its shares in the market.



i. Statement of the transactions carried out by the Bank with Related Parties during the year 2023 that are equal to 5% or more of the Bank's capital

The general framework of the Corporate Governance System adopted Bank takes into account the regulations issued by the Central Bank of the UAE and the guidelines of Securities and Commodities Authority as well as the best corporate governance practices related to the control over Related Parties transactions. During 2024, the Bank has in general complied with the requirements of regulations and also the internal policies and procedures.

j. Statement of Emiratization percentage in the Company at the end of 2021,2022,2023,2024

Emiratization is the National spirit that drives SIB to be the "Employer of Choice". SIB focuses on three critical strategies for Nationalization i.e. attraction, engagement and retention.

As part of our engagement strategy, SIB offers intensive career development programs to accelerate engagement and retention of potential UAE Nationals. SIB participates in several external projects to build and strengthen our UAE National talent pool.

SIB is keen to participate in external events/career fairs with our strategic partners within Government entities, colleges and universities, which provides a great sourcing channel of Fresh UAE national graduates.

SIB has initiated different interventions aimed towards engaging young UAE Nationals, through:

- Dedicated Emiratization Team.
- Customized Career Development Program for accelerating growth.
- Mehnati Program for Nationals who want to intern at SIB.



SIB has successfully initiated and implemented Career Development Programs. Following are some examples:

Program Name	Overview
<p>Massar</p>	<p>With the objective to create a talent pool of high caliber nationals within the organization, this 3-year career development program selects existing Nationals at junior level, nominating them based on the results of specific evaluation methods. The program enrolls them in intensive training and development sessions to career growth to handle Managerial roles.</p>
<p>Ruwaad</p>	<p>This Integrated qualification program is designed for fresh talented UAE graduates and/or talented existing UAE Nationals, in preparation to take on broader roles with more responsibility within Senior Officer Level. The program is focused on developing specialized skills required in Banking.</p>
<p>Mehnati</p>	<p>Mehnati is an internship program for UAE National undergrad student from colleges and universities. The program aims to provide them with practical work experience through hands-on training to enhance their knowledge and skills in Islamic Banking using theoretical and practical mentoring.</p> <p>The program is highly beneficial for Nationals interested in banking and gives them practical experience in the field of Islamic banking.</p>

Sharjah Islamic Bank has been achieving the CBUAE Emiratization and continues to commit all efforts towards accomplishing the Emiratization targets assigned by Central Bank of UAE for five years (2022 to 2026):

Year	Number of Emirati Employees	Total Number of Bank Employees	Emiratization %
2021	297	1115	26.64%
2022	325	1119	29.04%
2023	359	1194	30.07%
2024	468	1317	35.54%

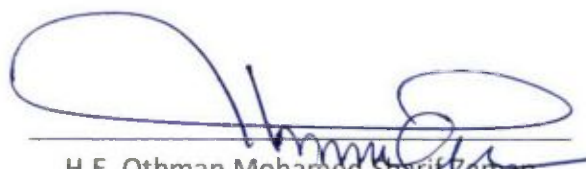
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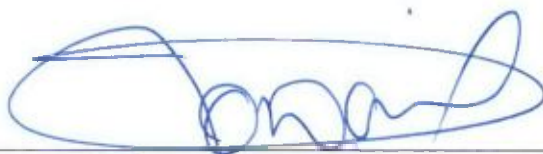
Khalaf Abdallah Khalaf Abdallah
 Group Chief Internal Auditor



H.E. Dr. Khawla Abdul Rahman Al Mulla
 Chairperson of Group Audit Committee



H.E. Othman Mohamed Sharif Zaman
 Chairman of Nomination, Compensation
 and Governance Committee



H.E. Abdulrahman Mohamed Nassir Salem Al Owais
 Chairman of the Board of Directors







6. APPENDICES

Appendix 1

The below disclosures are in line with the Abu Dhabi Securities Exchange (ADX) reporting guidelines and have been mapped with Global Reporting Initiative (GRI) and their corresponding Social Development Goals (SDG).

Metric / Calculation	2023	2024	Corresponding GRI Standard	Corresponding SDG
Environment				
Energy and Water Usage				
Total amount of Energy consumed	Sharjah Islamic Bank (SIB) is in the process of aligning its energy and water usage metrics with its newly developed ESG strategy. This alignment involves rationalizing and standardizing data to ensure accurate and consistent reporting. Comprehensive disclosures on these metrics will commence in 2025, reflecting our commitment to transparency and sustainability.		GRI 302: Energy 2016	
Total amount of Water consumed			GRI 303: Water and Effluents 2018	



Social				
Gender Pay Ratio, Employee Turnover and Other Related General Disclosures				
Median Male compensation to Female compensation	7:8	15:16	GRI 405: Diversity and Equal Opportunity 2016	
Annual turnover of full-time employees	8.23%	7.40%	GRI 401: Employment 2016	
Annual turnover of part-time employees	---	5%	GRI 401: Employment 2016	
Annual turnover of contractors/consultants	28.5%	62.50%	GRI 401: Employment 2016	
Percentage of total enterprise headcount held by men and women	68.95% Men 31.05% Women	67.29% Men 32.71% Women	GRI 102: General Disclosures GRI 405: Diversity and Equal Opportunity 2016	
Percentage entry and mid-level positions held by men and women	67.58% Men 32.42% Women	65.71% Men 34.29% Women	GRI 102: General Disclosures GRI 405: Diversity and Equal Opportunity 2016	
Percentage Senior and executive-level positions held by men and women	90.70% Men 9.30% Women	90.29% Men 9.71% Women	GRI 102: General Disclosures GRI 405: Diversity and Equal Opportunity 2016	



Percentage total enterprise headcount held by part-time employees	---	2.51%	GRI 102: General Disclosures	
Percentage total enterprise headcount held by contractors/ consultants	1.73%	1.57%	GRI 102: General Disclosures	
Percentage of national employees	30.21%	35.54%		
Amount invested in the community as a percentage of our revenues	4.92% of operating income 2.64% of gross revenue 11.55% of net profits	4.5% of operating income 2.18% of gross revenue 9.36% of net profits	GRI 413: Local Communities 2016	
Governance				
Gender Equality				
Percentage of total board seats occupied by men and women	89% Men 11% Women	86% Men 14% Women	GRI 405: Diversity and Equal Opportunity 2016	
Percentage of total committee seats occupied by men and women	83% Men 17% Women	77% Men 23% Women	GRI 405: Diversity and Equal Opportunity 2016	



Appendix 2

