

Corporate Governance 2021

Qatar Islamic Bank

(Q.P.S.C.)

Note: This is a translation of QIB Corporate Governance Report.
In case of any discrepancies, the Arabic version shall prevail.

Table of Contents

Governance Code for Listed Companies & Legal Entities	4
Corporate Governance Application Scope and Compliance with its Principles	5
Board	5
Organization Structure	6
Bank's Board of Directors	6
The Bank's Executive Management	8
Executive Committee	12
Audit and Risk Committee	12
Policies & Procedures Committee	13
Governance Committee	13
Nominations, Compensation & Benefits Committee	13
Internal Audit	14
Compliance Division	15
Risk Management	15
Shariah Supervisory Board	16
Social Responsibility	19
Ecological policy	20
Health Policy	20



Governance Code for Listed Companies & Legal Entities

Governance is one of the most imperative Corporate Management systems. It establishes the principles of rational management, determines the Bank's functions and responsibilities, promotes the principles of justice and equality among Stakeholders, ensures creative Control, Risk Management, Transparency and Disclosure, regulates Stakeholders rights and, encourages the development and progress of the society which finally leads to the improvement of the Bank's performance in general, and realizes the core meaning of the principle of upholding the Interests of the Public, the Company, and Stakeholders by according them utmost priority over all other interests.

Establishing the following principles were targeted upon drafting the present code:

- Transparency:

This principle is based on good faith, honesty seeking and openness, upholding values of self-monitoring, integrity, taking caution, due diligence and trustiness in performing the tasks and functions assigned to each official and employee in the Bank including the Chairman, Board members, Senior Executive Management, all employees and other bank-related parties. It also establishes the necessary regulations that reduce and mitigate conflict of interests and serve common interests, guided by the concept of honest investment in the market.

- Accountability & Acknowledgement of Responsibility:

This principle aims at determining the rights, duties and responsibilities within the Bank and implementing an appropriate control mechanism that enables every one's accountability for his/her work and assesses performance in addition to appraising the Bank's overall performance in accordance with best international standards.

The principle also states for the Bank's social responsibility and its role towards the society by taking part in the achievement of its prosperity and progress in addition to sharing in preserving the Environment.

- Justice & Equality:

This principle states that Stakeholders, especially shareholders, are equal in rights. It bans all forms of discrimination on the basis of race, gender, or religion; they all shall have the same rights ensuing from their ownership of shares or their capacities in the Bank *pari passu*.

Scope of Applying Governance and Adherence to Governance Principles

Article (2)

Scope of Application

The present Governance principles and rules apply on the corporations and legal entities listed on Qatar Exchange Market. The Bank, in its annual report, disclose the extent of adherence to such principles and rules.

Article (3)

Commitment to Governance Principles

The Board of Directors regularly review and update Governance applications and the Bank's compliance with Governance best principles.

Article (4)

Governance Report

Governance report include the Bank's disclosure as to its commitment to apply the rules of this Code and all pertaining information on the implementation of those principles and rules, accordingly the Board of Directors approved the Corporate Governance Framework including required policies & procedures mentioned in the code in addition to the update of the Board charter including board responsibilities.

Governance Report mainly includes:

1. The procedures followed by the Bank regarding the implementation of the rules of this Code.
2. During 2021 no fines were imposed by Qatar Financial Market Authority due to non-compliance of the code.
3. Disclosure of the information regarding the Board members and Committees and the Bank's Senior Executive Management officers.
4. Disclosure of the procedures followed by Risk and Internal Control Groups.
5. Committees' Work and number of their meetings.
6. Risks determination.
7. Appraisal of BOD performance
8. Disclosure of the various deficiencies in applying Internal Control System, as there is no failure or defect in implementation of the internal control either partially or completely that may affect the financial performance for QIB .
9. Disclosure of the degree of abidance, by the Bank, to the rules and conditions governing Disclosure and Listing in the Market.
10. No Material legal cases other than ordinary cause of business law suits, and cases in courts fall under the normal business of banks.
11. Disclosure of dealings and transactions entered into by the Bank with any "Related Party".

12. Number of Grievances, Complaints and proposals: 2715 cases and 155 suggestion in total were handled by Quality Control Department in coordination with the Bank's Executive Management.

13. Remuneration of the board members and executive management shall be disclosed in the approved annual financial report (Article No. 30).

Board

Article (5)

Board Members Qualifications

A Board Member must be qualified, possessing proper knowledge of management affairs addition to adequate experience that enable him/her to handle his/her tasks effectively.

Following conditions must be fulfilled by Board Member:

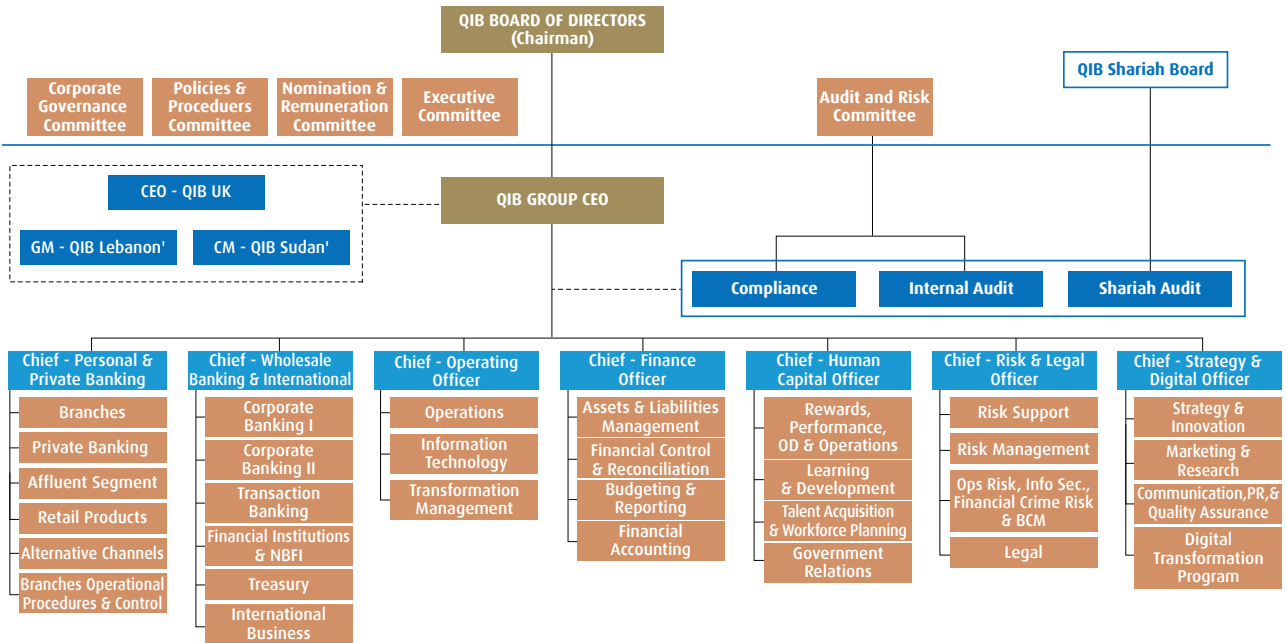
1. Age: to be not less than 21, candidate must be fully qualified
2. Not to have been convicted in any criminal affair or in a charge involving breach of honor or honesty.
3. To be a Shareholder, owning upon being elected as Board Member or within 30 days therefrom, of a number of QIB shares to be determined by the Bank's Articles of Association.
4. Board members signed an acknowledgment which state they are not undertaking any legally prohibited job position to combine it with the Board membership.

Article (6)

Board's Constitution

The Board of Directors shall be constituted as stated in the Bank's Articles of Association and Law provisions, provided at least One Third of its members to be Independent Members and the majority of its members to be Non-Executive members. One or more of the Board's seats may be assigned to represent Minority shareholders and a second seat for representing the Bank employees.

Organization Structure



Bank's Board of Directors

As at December 31st 2021, The Board of Directors Was Constituted of The Following Members:

Name	Membership	Capacity	No. of Shares	% of Shares to Capital
Sheikh /Jassim Bin Hamad Bin Jassim Bin Jaber Al Thani, representing 'AL MIRQAB CAPITAL' Co.	Chairman	Executive Non-Independent	108,671,090	4,60%
Mr. Abdullatif Bin Abdullah Al Mahmoud, representing 'Al Sharq' Printing & Distribution HOUSE' Group	Vice Chairman	Executive Non-Independent	3,250,000	0,14%
Mr. Mohamed Bin Issa Al Mohannadi	Vice Chairman	Non-Executive Non-Independent	2,500,000	0.11%
Mr. Abdul Rahman Abdullah Abdul Ghani	Board Member	Executive Non-Independent	2,506,360	0.11%
Mr. Mansour Mohamed Abdel Fattah Al Muslah	Board Member	Executive Non-Independent	3,853,880	0.16%
Mr. Abdullah Bin Saeed Al Eidah, representing 'AL ZOUBARA TRADING Co.'	Board Member	Non-Executive Non-Independent	13,662,050	0.58%
Mr. Nasser Rashid S. Al-Kaabi, representing 'AL-SURAYE' Holding Co.	Board Member	Executive Non-Independent	2,500,000	0.11%
Sheikh/ Ali Bin Ghanim Bin Ali Al-Thani, representing 'ALI BIN GHANIM AL THANI' Group	Board Member	Non-Executive Non-Independent	2,500,000	0.11%
Sheikh/ Abdullah Bin Khalid Bin Thani Al-Thani, representing 'AL NA'ERA INVESTMENT Co.'	Board Member	Non-Executive Non-Independent	2,500,000	0.11%

**Sheikh/Jassim Bin Hamad Bin Jassim Bin Jaber Al Thani
CHAIRMAN**

Member of Qatar Islamic Bank's BOD since 22/06/2004, Sheikh Jassim Bin Hamad Bin Jaber Al Thani acceded to the post of Chairman since April 2005. He graduated from the Royal Military Academy Sandhurst in UK. He received a series of advanced training courses in Leadership. He is also Chairman of 'Q-Invest', the first Islamic Investment Bank in Qatar, and, the 'Daman' Islamic Insurance Co., in addition to his Board membership in several establishments and financial & investment companies (e.g. Qatar Maritime Co., Qatar Insurance Co. and Qterminals).

**Mr. Abdullatif Bin Abdullah Al Mahmoud
Vice Chairman**

Member of Qatar Islamic Bank's BOD since April 1996 and several QIB Committees, Mr. Abdullatif Al Mahmoud holds a B.Sc. in Economics & Business Administration from Seattle Pacific University (USA) on 1982. He progressively occupied several leading posts in Qatar General Petroleum Corp. after his promotion on 2002.

He was Board member of 'Al Jazeera' Financing Co., then CEO of the same company till 2008. He headed a QIB Audit Committee during the period from 2001 to 2005 and took part in several conferences and scientific seminars in the field of Energy production. In addition to the issues relative to Islamic Banking, he occupies at present the post of Executive Manager 'Al Sharq Group' Co. Formerly, he was Chief Editor of the 'Al Sharq' daily newspaper (2003 - 2010).

**Mr. Mohamed Bin Issa Al Mohannadi
Vice Chairman**

Member of Qatar Islamic Bank's BOD since 1996, Mr. Al Mohannadi, is heading the Bank's Audit & Risks Committee and member of several other BOD. He holds a Bachelor's degree in Business Management from Cairo University on 1977 and a MBA from Seattle University (USA) on 1983. Mr. Mohannadi held several administrative positions in the Emiri Diwan of Qatar, where he finally became Minister in charge of the Council of Ministers Affairs (2002-2005). Afterwards, he shifted to private business activities. At present, in addition to his responsibilities in QIB.

**Mr. Abdul Rahman Abdullah Abdul Ghani
Board Member**

Member of Qatar Islamic Bank's BOD since April 1996 and in the Bank's 'Policies' and 'Zakat' Committees, Mr. Abdul Ghani holds a BSc. (with Honors) in Economics from Boston University, USA.

He has been Board member in several national companies, and now is a member of the United Development Company (UDC).

Mr. A. Abdul Ghani possesses a rich experience in Business Management and a range of investments. He is currently Chairman of the 'Abdullah Abdul Ghani & Sons Trading & Contracting' Co.

**Mr. Mansour M. Abdul Fattah Al Musleh
Board Member**

Member of Qatar Islamic Bank's BOD since 1996 and in many committees including the Executive and the Nominations, Compensation & Benefits Committee Committees. Mr. Al Musleh holds a Bachelor Degree in Social Science from Qatar University.

He occupied several posts in the Ministries of Interior and Defense. He also undergoes a number of investment and business activities in the Real Estate sector. Formerly, he was Chairman of the 'Aqar' Real Estate Co. in addition to being a Board member in several companies. At present, he is board member of Al Jazeera Financing Co.

**Mr. Abdullah Bin Saeed Al Eidah
Board Member**

Member of Qatar Islamic Bank's BOD since April 2005, Head of the Bank's Governance Committee and member of QIB-Audit & Risks Committee and Nominations, Compensation & Benefits Committee. Mr. Al Eidah received extended training courses and several programs in Administration from specialized centers in UK.

At present, he is the General Manager of the 'Burooq Investment Co.' and possesses a wide range of experience in Investment & Real estate sector. He is also the Deputy Chairman of 'Al Seyleyah' Sports Club.

Mr. Nasser Rashid S. Al-Kaabi

Board Member

Member of Qatar Islamic Bank's BOD since 2008 and, in several Committees including the Executive Committee and the 'Nominations, Compensation & Benefits Committee, which he presides, Mr. Al-Kaabi has a long history of successful business ventures dating back to the Seventies of the past century. He is the founder and owner of 'Al Suraiya Holding Group', a group of many companies in various fields of specifications.

Member of 'Al Shourah' (Advisory) Council since 1995, Mr. Al-Kaabi has been a member of a host of other organizations including: the Advisory Body of the GCC Supreme Council in addition to his membership in many Boards of Directors and Specific Committees in relation to his activities in business and property development fields.

Sheikh/ Ali Bin Ghanim Bin Ali Al-Thani

Board Member

Sheikh/Ali Bin Ghanim holds a Master Degree in Management from Cambridge University. In addition to the posts of Chairman of the 'Ali Bin Ghanim Al-Thani' Group, Deputy Chairman of 'Ghanim Holding Co. and, member of United Development Company (UDC) and Ooredoo Co. as well as 'Qatar Islamic Bank' which he joined on Feb. 2014, Sheikh/ Ali Bin Ghanim is also Deputy Chairman of the 'Gulf Investment Group' and former Board member of the 'United Development Co.' in addition to being a Supporting Member in the Arab Union Studies Center, a part of articles published in daily newspaper and several publications.

Sheikh/ Abdullah Bin Khalid Bin Thani Al-Thani

Board Member

Member of Qatar Islamic Bank's BOD since Feb. 2017 as representative of 'Al Na'era Investment Co.', Sheikh/ Abdullah Bin Khalid holds a bachelor degree in Business Management from a British university and is Board member of the 'Islamic Insurance Co. and the Group for Medical Care' establishment. Member of the Bank's Governance Committee and member of QIB-Audit & Risks Committee.

The Bank's Executive Management

The Bank's Executive Management is a group of executives with high operative responsibilities appointed by the Board of Directors. It consists of the (CEO) and a seasoned and experienced Executive Management team members directly reporting to the CEO.

Constitution of QIB Group's Executive Group:

Executive Management Team	Position
Mr. Bassel Gamal	Group Chief Executive Officer
Mr. Tarek Youssef Fawzi	General Manager - Wholesale Banking Group
Mr. Rakesh Sanghvi	Chief Risk Officer
Mr. Gourang Hemani	Chief Finance Officer
Mr. Constantinos Constantinides	Chief Strategy & Digital Officer
Mr. Khalefa Al Mesalam	Head of Human Capital Group
Mr. Dorai Anand	General Manager - Personal Banking Group
Mr. Saleem Ul Haq	Chief Operating Officer, Operations & IT Group
Mr. Fouad Afifi	Head of Internal Audit -Acting
Mr. Kevin Dolan	Head of Compliance

Mr. Bassel Gamal

Group Chief Executive Officer

Mr. Bassel Gamal has held the position of QIB's Group CEO since February 2013, having amassed over 30 years of experience in the banking and finance industry. He's currently the Chairman of QIB-UK and a Board Member of Qinvest.

His career started with Commercial International Bank (Chase National Bank) in Egypt, in 1990 where he worked for more than a decade. In 2001, he joined Ahli United Bank Group in Bahrain at which he held many positions, the last of which was Senior Deputy Group CEO - Banking Group, in charge of various businesses including Corporate Banking, Retail Banking, Treasury & Investment, Private Banking & Wealth Management and Financial Institutions, spanning across eight countries. He was Ahli Bank's Deputy CEO in Qatar from 2004 until 2006, at which point he moved on to become the CEO until early 2009.

Mr. Tarek Youssef Fawzi**General Manager - Wholesale Banking Group**

Tarek Fawzi is a senior executive banker with over 37 years of extensive international experience in diverse markets predominantly in Corporate Banking, Investment and Treasury domains with reputable international & regional banks in MENA region covering Egypt, Kuwait, KSA, Oman, UAE, and Qatar. Tarek held senior roles across Wholesale, Retail, SME, Treasury investment and countries management. He joined Qatar Islamic Bank in September 2014 as GM – Wholesale Banking Group and in 2016, He was appointed as the GM – Wholesale Banking Group and International. Tarek has led the digital transformation within the Wholesale Banking division across various areas and markets, which served as a testament of the bank's growing digital footprint in the region. He holds a Bachelor degree in Economics and Business Administration from The American University in Cairo (AUC); this is in addition to executive education programs from International universities and Business schools.

Mr. Dorai Anand**General Manager - Personal Banking Group**

He has over 30 years' experience in banking industry, particularly in retail banking, consumer assets business, customer service & operations. Mr. Anand has held various senior Management roles during his tenure with both world's leading conventional and Islamic banks. He has worked with Citibank for 12 years and with Al Rajhi Bank for 8 years before joining QIB in 2011.

Mr. Constantinos Constantinides**Chief Strategy & Digital Officer**

Carrying 25+ years of experience in banking and consultancy, Constantinos Constantinides (Dinos) joined QIB in 2012 as Chief Strategy Officer to lead the Bank's transformation program. Since early 2018, Dinos is program managing the digital transformation of the Bank. Prior to joining QIB, he held various senior roles at Al Rajhi Bank with his last role being the General Manager of Strategy responsible for business development and international expansion. Previously, he was Deputy General Manager of Al Rajhi Retail Banking Group. As a management consultant

with Accenture, he has led several strategic initiatives for European banks and financial institutions. Holds an MBA in International Strategy from University of Birmingham.

Mr. Khalefa Al Mesalam**Head of Human Capital Group**

Khalefa has been with QIB since 2011, and carries 21 years of rich experience, with leading International and Regional Banks. He started his carrier with HSBC Qatar and progressed through Commercial Bank of Qatar followed with Al Khaliji Bank, handling various lead roles in the field of Retail Banking, Human Capital Management, Organizational Development Excellence, Design and Effectiveness, Organizational Performance Revitalization, Talent Management. His last assignment prior to joining QIB was with Al Khaliji Bank as Group Recruitment Manager.

Mr. Rakesh Sanghvi**Chief Risk Officer**

Rakesh is a Chartered Accountant (FCA) from the Institute of Chartered Accountants of India and a CISA qualification holder from the USA. He carries 34 years of rich experience in Risk Management, Corporate Banking and Corporate Finance with the "Big 4" accounting firms and banks in the middle east region and India. He worked with Ernst & Young in Bahrain for its audit and consulting practice. Before joining QIB in 2013 he was the Group Head of Risk Management at Ahli United Bank in Bahrain. He led the Corporate Finance unit of the bank and spent over 10 years in Corporate Banking in Bahrain; and with Ahli Bank in Qatar dealing with a wide variety of industry sectors and clients..

Mr. Gourang Hemani**Chief Financial Officer**

He carries 31 years of accounting and Finance experience with international banks and with leading audit firms. Gourang started his carrier with Price Waterhouse Coopers – India and progressed through Standard Chartered Bank – India followed by long standing career with Banque Saudi Fransi in Saudi Arabia for 15 years handling various roles including Asset Liability Management, Treasury Middle Office, Financial Planning. His last assignment, prior to joining QIB was with Banque Saudi Fransi as Deputy Chief Financial Officer. He is a CFA Charter holder, FRM, Chartered Accountant from India. Saudi Fransi as Deputy Chief Financial Officer. He is a CFA Charter holder, FRM, Chartered Accountant from India.

Mr. Saleem Ul Haq
Chief Operating Officer, Operations & IT Group

Saleem has 27+ years of diversified experience of Business, Risk, Control and Back office functions in multiple geographies with Barclays, Citigroup, Bank One and Africa & Gulf Bank. He has managed large business teams and is well versed in business P&L management, operations processes, off shoring, outsourcing, business integration, mergers of acquired assets, digital and channel management. In his last role Saleem was CEO for Africa & Gulf Bank. Previously, Saleem was Chief Operating Officer for Bank One in Mauritius, COO Cards and Payment business for Absa, managing one of the largest payment business in Africa. He has been Chief Operating Officer for Barclays Bank Egypt managing O&T function for all business lines. In a regional role Saleem was Head of Operations Emerging Markets responsible for management and oversight of back office functions across all products. In Citibank he was responsible for various senior roles in Citibank CIB MENA, Citibank Egypt and Pakistan. Saleem has an MBA in Marketing of financial services from Institute of Business Administration Karachi.

Article (7)
Prohibition of combining position

Without prejudice to relevant Law provisions, the Bank's BOD prohibits for any of its employees, whether in person or in capacity, to hold the position of Board Chairman or Vice-chairman in more than two Companies headquartered in the State of Qatar, or to be a Board member in more than three Stock companies having their headquarters in the State, nor to be a Managing Director in more than a single Company headquartered in the State, or to be a Board member in two Companies of similar activities. It is also prohibited to duplicate the post of Chairman with any other executive position in the Bank. The Chairman is not working in the capacity of an executive position in the committee. Board members signed an acknowledgment that no one of them shall combine the prohibited positions according to the Law and the Code provisions held with the board secretary in the file prepared for this purpose.

Article (8)
BOD's Major Functions & Duties

The Board of Directors has led a Charter entitled: the "Board of Director's Charter" in which it detailed the Board's duties and the rights, obligations and responsibilities of both the Chairman and Board Members in accordance with the provisions of Law and this Code. Said Charter has been published on the Bank's website. The board performance was evaluated based on best practices in addition top management executive's performance was conducted based on adherence to the bank's policies implementation and internal controls.

Article (9)
BOD's Responsibilities

The Board of Directors represents all shareholders. It is bound to deploy every required due diligence to ensure the efficient and productive management of the Bank to achieve the interests of the Bank, its Partners, Shareholders and Stakeholders, in addition to realizing the targeted community benefit and developing Investment in the State as well as sharing in the social promotion of the society as stated in the Bank's Articles of Association.

Article (10)
Delegation of Powers

Without prejudice to the competences of the General Assembly, the Board shall assume all the competencies and powers necessary for ensuring the Bank's management. It may delegate its part of its powers, or constitute one or more special committee(s) to perform specific tasks provided the nature of such tasks to be stipulated in the resolution constituting such special committee(s).

The ultimate responsibility for the Bank lies on the Board even if it sets up committees or delegates part of its powers to some third party (ies) or body (ies). The Board shall abstain from issuing general or open-ended delegations of powers.

Article (11)**Chairman's Duties**

The Chairman is the president of the Bank's Board of Directors and represents it before third parties and judiciary bodies. He is primarily responsible for ensuring the proper management of the Bank in an effective and productive manner and endeavouring to achieve the interests of the Company, its partners, shareholders and Stakeholders. The Board's Charter shall state for the Chairman's tasks and responsibilities which should include the following:

1. Ensuring that the Board discusses all the basic issues in an efficient and timely manner.
2. Approving the Board Meeting Agenda taking into consideration any matters proposed by any Board member.
3. Encouraging all Board members to collectively and effectively take part in handling the Board affairs in order to ensure that the Board is assuming its responsibilities to achieve the best interests of the Company.
4. Permitting Board Members to get access to all data, information, documents and records relative to the Bank, the Board and Board committees.
5. Creating effective communication channels with shareholders and making sure that their opinions heard are channelled to the Board.
6. Allowing effective and encouraging constructive relations between Executive and Non-Executive Board Members.
7. Keeping the members constantly updated about the implementation of the provisions of this code. To this end the Chairman may delegate the Audit Committee or other committee undertake this mission.

The Vice-chairman shall replace the Chairman during his absence. Further, the Chairman may delegate some of his powers to other Board members.

Article (12)**Board Members' Commitments**

The Board members shall abide with the following:

1. Regularly attend the Board and Board committees meetings.
2. Giving priority to the interests of the Bank, Shareholders and all Stakeholders over their own ones.
3. Providing their views on the Bank's strategic matters and policies.
4. Monitoring the Bank's performance in realizing its objectives and goals.
5. Supervising the development of the Bank's Governance procedural rules.
6. Ensuring an effective and productive management of the Bank.
7. Effectively take part in the Bank's General Assembly meetings.
8. Abstain from making any statements or disclosing any data/information without prior written consent from the Chairman. In this context, the Chief of the Strategies & Business Development Group Manager shall be the official Spokesperson of the Bank.
9. No financial or trade relationships that may negatively affect the board members carrying out their tasks and functions. There are no financial or commercial or legal cases for the directors that should be disclosed. Also, the shareholders are entitled to review the records of the financial transactions for the directors (if any), through request to the secretary.

Article (13)**Invitation to Board Meetings**

As stated in the Bank's Articles of Associations, the Board shall convene upon invitation by its Chairman who may call the Board for such meetings if requested by at least two of its members. Said invitation, along with the Agenda, should be sent to each member at least one week prior to meetings date. A Board member may request to add one or more issues to the underlined Agenda.

Article (14)**Board Meetings**

Board & BOD Committees	No. of Meetings During 2021
Board of Directors	8
Executive Committee	-
Audit & Risk Committee	8
Policies & Procedures Committee	1
Nominations, Compensation & Benefits Committee	1
Governance Committee	2

Article (15)**Board Resolutions**

The Board shall adopt its decisions by majority votes of attendants and representatives. In case of a tie result, Chairman's vote shall be the casting vote.

Article (16)**Board's Secretary**

On the year 1996, the Board has adopted a decision to appoint Mr. Ali Abdullah Gholum as Secretary to the Board of Directors.

Article (17)**Board Secretary's Functions and Duties**

The Board Secretary shall assist the Chairman and all Board members in conducting their duties and steer all the functions of the Board, including:

1. Recording Board meetings Minutes;
2. Recording Board decisions in the register made for this purpose;
3. Recording Board meetings entries;
4. Safekeeping Board Meetings' Minutes, decisions & resolutions;
5. Sending invitations to Board members;
6. Fully coordinating with Chairman and Board members;
7. Enabling Chairman and Board members to have timely access to all Information, documents, and data pertaining to the Bank;
8. Safekeeping Board members' representations not to duplicate prohibited positions as stipulated by Law and the provisions of this Code.

Board Committees**Article (18)****Board Committees**

The Board of Directors has constituted six specialized committees for assisting it to assume its duties. Said committees shall be directly reporting to it and shall undertake their tasks on behalf of the Board to support it in ensuring effective management.

These Committees are namely:**1. Executive Committee**

This Committee is constituted of five Board members. Its meetings are attended by the CEO and the senior executives in charge of handling the data & information proposed for discussion. It represents a tool for coordinating the company's businesses. Its most important task is to provide the Board with all updates related to trade developments and dealings of special nature, regularly consult with/ give its opinion to the Board as to strategic decisions and prepare credit allocation decisions in addition to preparing the credit decisions that fall within its authority. The Committee may as well lay the Business proposals before same is submitted to the Board. Meeting, has been assigned for discussing and approving finance and Investment operations. The committee did not meet during the year 2021, as all the decisions taken in the year 2021 were within the Authority of the board of directors.

2. Audit & Risk Committee

Audit & Risk Committee is mainly responsible for assisting the Board in fulfilling its oversight responsibilities with regard to the Bank activities. This task includes submitting financial reports, handling internal control system, undergoing effective management, internal and external audit functions and applied procedures for monitoring the extent of abidance to the laws & regulations in banks activities. It covers as well in particular submitting reports to the Board, advising as deemed proper in terms of the issues relative to Audit work and to Risk Committee's Charter, in order to ease the Board's decision-making process.

Similarly, the Committee shall be authorized to investigate any activity under its competencies, and shall be entitled to ask being provided with any information from any employee. All staffs shall be instructed to cooperate with any such requests addressed by the Committee in that respect. Further, the Committee shall be authorized to seek legal or professional consultancy from independent external parties and/ or the assistance of third parties, provided to be of experience and know-how ones if deemed necessary, but only after due consultation on this effect with the Chairman.

Audit & Risk Committee shall enjoy unlimited authorities to contact internal and external Auditors and the Bank's Higher Management. The purpose for constituting this Committee by the Board is to review, appraise and submit report to latter on risks in general, answerability, internal control and risk environment, control, financial control, internal and external audit and finally, compliance.

The Bank's control authorities (Internal Audit, Compliance Division and Risk Group) shall submit quarterly detailed reports to the Audit Committee which shall make the necessary investigations and appraisals before submitting its detailed report to the Board along with its recommendations to take the necessary adjustment measures.

The committee submitted several recommendations to enhance QIB controls and minimize risks in addition to improve processes in different areas such as financing operations and shared services. Moreover, the committee provided a recommendation to Board of Directors for approving Ernst and Young and Internal Audit plan for the year 2021-2022.

3. Policies & Procedures Committee

The main purpose of this Committee is to study, prepare and develop strategies, goals and business policies & procedures. It is ought to steer the Bank's policies and practices in compliance with the Banking Industry's Uniform Standards. It is commissioned also to revise performance adequacy for each of those functions and make sure that functional procedures are in pace with the establishment's goals and operations.

In addition, the Committee shall be responsible for monitoring the Bank's quarterly performance on the light of the approved strategic plan and budgets. This task entails reviewing and consolidating business development, products harmonization and, distribution of resources among the various work sectors in the Bank. Further, the Committee shall highlight the signs and cases of deviation from the policies and procedures stated in the standard criteria and same to the Bank Management from time to time to take the necessary adjustment measures. It shall be responsible also in drawing the establishment's social responsibility policy on the light of the values and norms branded by the Bank.

P&P Committee recommended to update Collections Policy, Remedial Policy, Credit & Investment Risk Policy, Corporate Master card Policy, Financial Institutions Policy & SOP, International Subsidiaries and Affiliated Entities, Alternative Channels Policies, Private Banking Policy, Affluent Banking Policy, Business Services Division (BSD) Policy, and Information Technology Policies Framework.

4. Governance Committee

This is an independent Board-constituted Committee whose task is to formally represent the communication between the Board and the Bank Management in the Governance-related cases and issues. In this context, the Committee shall, on behalf of the Board, assume the responsibility of duly oversee and monitor the Corporate Governance principles, directives and practices within the Bank. It shall be as well in charge of overseeing and following up the implementation of said principles in the entire businesses and activities of the Bank, including reviewing the Governance overall framework the Bank's compliance, Control-wise speaking, with those principles. GC submitted several recommendations to the board meeting as follows:

- Develop the necessary amendments to the transactions of related parties Polices & Procedures and implement them in accordance with the instructions of Corporate Governance frame work.
- Presenting the necessary amendments to the bank's articles of association in accordance with the amendments to the Companies Law No 8/2021
- Reviewing and amending the charter of Board of Directors.

5. Nominations, Compensation & Benefits Committee

This Committee is responsible for studying and appraising the qualifications of candidates for Senior Executive positions and candidatures for Board membership. It is also responsible for laying the Bank's wages policy aiming at attracting, encouraging and maintaining high calibre staffs and those with high skills required for achieving the Bank goals over the year. The Committee shall also ensure balancing between the interests of shareholders, the Bank and Staffs. It shall convene as needed and shall adopt a strict policy not permitting any employee to attend any discussion pertaining to his/her own bonus and/or contractual arrangements.

1- Meeting:

The committee discussed and adopted the personnel awards as per the financial performance evaluation of 2021 together with adopting the annual raise for the financial year 2022 as per personnel performance evaluation reports.

Article (19) Board Committees' Duties

The Board has issued a resolution nominating the Chairman and the members of each committee, determining its

competencies, duties and its work rules and regulations. It is prohibited to chair more than one of the Board committees, neither to combine chairmanship of Audit Committee and membership of any Board Committee. Further, the 'Nomination' and 'Remuneration' Committees may be merged together in One committee called the "Nomination and Remuneration Committee".

The Board of directors receives and review the periodic reports issued by the committees in accordance with the assigned roles mentioned in this report to take appropriate and necessary actions achieving Bank's interests and preserving the rights of its shareholders.

Internal Control

Article (20)

Internal Control

The Board has adopted an Audit Committee proposal for establishing an Internal Control System that embraces a mechanism for exercising control, determining the functions and competencies of the various departments and sections, the rules and procedures regulating their responsibilities, the programs for informing educating the employees on the importance of practicing self-control, the Internal Control works and the Bank's Risk Management plans.

Article (21)

Internal Control Unit (ICU)

The Bank's Internal Control system shall entail the establishment of independent and effective units in charge of Risk Assessment and Management, Financial Audit and, the Bank's compliance with financial transactions controls, especially with related parties. It shall be headed by one or more internal auditor (s) who must be duly qualified and experienced in financial audit, performance assessment and risk management. Such auditor(s) should be ensured access to the entire Bank's departments to follow-up their performance. A Board resolution shall be issued on this respect appointing said Internal Auditor(s) and determining his/her/their functions and remunerations and holding them answerable before the Board.

Internal Audit

The Bank has an Internal Control System (ICS) in charge of reviewing business operations and reporting relevant adjustment reports and recommendations as per the following factors:

1. Approved Internal Control system
2. Appraisal and Management of Risk and Financial Control in addition to External Audit
3. Internal Control Dept. shall be commissioned with

specific role and tasks as follows:

- Overseeing implementation and auditing ICS
- Shall be run by a qualified, independent and adequately trained work team.
- Directly reporting to Audit Committee (relevant to the Board)
- Enjoying access to the entire activities of the Bank
- Audit Dept. is an independent department and, similarly to the other Control departments, shall be reporting only to the Audit Committee.
- Internal Audit team to be consisting of one manager in charge and a number of specialized staffs.
- Internal Audit Dept. shall regularly prepare and submit (quarterly) reports on the Control and supervision procedures over financial affairs, investments, risk management and ICS implementation. Internal Audit function within the Bank shall consistently adapt its methodology in accounts auditing to ensure effective response to it in pace with the expansion of the Bank's businesses and upgrading its planned and unplanned audit commitments in order to make proper recommendations as to the changes to be introduced to consolidate Governance, Risk Management in addition to Internal Controls and Compliance. Thus, Audit role turned, from being just a function necessitating the assistance of external sources, into a body fully capable to self-assume the entire Internal Audit task of the Bank.

The Audit team, assisted by various business unit managers, shall carry on normal analysis of Accounting audit reports and detect any weaknesses therein. This job shall be endorsed with the implementation of the self-appraisal list using the check-off system on the appraisal points, thus avoiding employees' over-estimating their own performances, as well as reinforcing the procedure itself, hence, keeping it flawless. Such procedure shall ensure maintaining the process free of the errors normally occurring. It is intended to expand it for the sake of developing proper training tools for the staff in the future.

In fact, Internal Audit task offers a valuable contribution in enriching internal controls, procedural systems, service quality and, offering advice as the how to feed the Bank's Training programs and Upgrading plans, thus allowing for focusing on the adequate preventive actions and measures to mitigate the risks faced by the Bank.

In fact, Internal Audit task offers a valuable contribution in enriching internal controls, procedural systems, service quality and, offering advice as the how to feed the Bank's Training programs and Upgrading plans, thus allowing for focusing on the adequate preventive actions and measures to mitigate the risks faced by the Bank.

Compliance Division

This Division is directly reporting to the Audit & Risks Committee. The Bank's Governance commissions the members of this team to extensively make profit of Experts opinions and to support the Executives in charge of Compliance tasks to ensure full commitment to all the requirements of local and international regulatory bodies, including but not limited to: QCB, Basel Committee, Recommendations of MENA FATF and the recommendations of the AML/ CTF and the other international criteria pertaining to Corporate Governance.

The Bank's Compliance team is assuming an active role in reviewing the referential policies and laws and the Board's competencies adopted to ensure full adherence to the requirements of QCB and Qatar Financial Markets Authority.

Risk Management

- Monitor the overall ceilings of finance and investment risks to avoid risk concentration. It shall also ensure that QIB has adequate share capital to cover such risks, periodically review the effectiveness of risk management work and make appropriate adjustments when necessary as per the BOD strategy and directions.
- Taking appropriate measures to improve risk management systems and promote efficiency and effectiveness.
- Develop risk strategic orientation at the macro-level, which are risks resulting from decision-making, for example, to enter new markets or exit existing markets.
- Developing strategic risk orientations at the business level, which are the risk of decision-making such as those decisions related to the allocation or distribution of an investment portfolio.
- Identify and develop comprehensive levels for QIB with respect to acceptability and diversity of risks, appropriate asset allocation strategies for each finance department, economic activity, geographical extension, currency and maturities.
- Determine the level of acceptable risk to the parties that QIB deals with in terms of the following:
 - Expected rate of return on operations is commensurate with risk; and
 - Avoiding excessive credit risk (at the level of each transaction or portfolio level).
- Develop a clear strategy for credit risk mitigation based on the following:
 - Profit rates are determined in accordance with the classification of risks relating to transaction parties and pricing decisions are taken into account;
 - Permitted and applicable guarantees and warranties;
 - Clear documentation of contracts with other parties; and
 - Clear definition of the applicable laws that apply to finance operations.
- Setting limits and ceilings for the risks that can be afforded by QIB (risk appetite) to confront all types of risk.
- Determine the levels of exposure to market risk and assess likelihood of future losses that may arise from non-coverage of liabilities on held assets.
- QIB always has sufficient liquidity to meet its obligations, taking into consideration the nature of the Bank's business and activity and the capital markets where it operates.
- Establish a comprehensive and sound framework for development and application of a sound precautionary environment to manage operational risks arising from various activities.
- Contingency planning in case of potential crises and emergent of extraordinary circumstances.
- Identification of capital requirements, expected capital expenditures, target capital level and external sources of capital.
- Develop an effective, comprehensive and consistent risk management framework. Risks shall be fully assessed due to overlapping of risks confronted by the Bank.
- Determine the appropriate amount of share capital to cover risks according to the product or service base.
- Diversify the base of products and services and ensure distribution through developed and modern distribution channels in line with the requirements of modern banking.
- Focus on activities and businesses that provide a continuous flow of revenues. This is fundamentally related to the need to diversify the Bank's businesses and activities beyond the traditional businesses and activities.
- Develop transparency and risk management process and strengthen the link between risk management and the Bank's strategy.
- Identify the activities and businesses of QIB and planning for future projects and new products within the risk margin that QIB can take over based on the risk tolerance appetite determined by the board.

Shariah Audit Authority

The main task of this Authority is to monitor the Bank activities' compliance with Islamic Shariah rules & principles and review the operations and products referred to it to this effect.

It is an independent authority constituted of scholars ("Ulémas") specialized in Islamic Fiqh in Banking and Trade Transactions.

The Shariah Audit Authority is in charge also of the following tasks:

- Offering the required advice and Islamic orientation upon request from the Bank's Management.
- Reviewing Auditors reports against the basic principles of Islamic Shariah and providing reports thereon to the members.
- Stating about compliance of the contracts, dealings and transactions referred to it with Islamic Shariah.
- Reviewing the Bank's marketing matters referred to it.
- Making sure, using every possible means that the entire income and revenues realized through sources proved to be incompatible with Islamic Shariah is redirected towards Benevolent spending channels.

Shariah Control Members	Capacity
H.E. Sheikh/ Walid Bin Hadi	Chairman
H.E. Sheikh/ AbdulAziz Khalifa Alqassar	Member
Dr. Mohammad Ahmeen	Admin. Member

Article (22)

Internal Control Reports

Internal Control Units shall submit their reports on the work they have done within the Bank to the Audit Committee, as recommended by said committee.

Said reports should at least include the following Authority

1. Procedures of control and supervision in respect of financial affairs, investments, and risk management.
2. Review of the development of the risk factors within the Bank and extent of suitability and effectiveness of the systems in force within the Bank to face the drastic or unexpected changes in the Market.
3. Comprehensive appraisal of the Bank's performance in terms of implementing its Internal Control systems in compliance with the provisions of this Governance Code.
4. The Bank's compliance with applicable market listing and Disclosure rules and requirements.
5. The Bank's compliance with Internal Control systems upon determining the risks and Risk Management.
6. The risks faced by the Bank, their types, causes and the actions taken in this regard.
7. The suggestions for addressing the violations and mitigating risks.

During 2021 there were no major/significant internal control issues/failure

Article (23)

External Control

The Bank has appointed a Chartered External Auditor for reviewing its works and submit his reports and adjustment recommendations. Said Auditor cannot be dismissed during his contractual term but rather should be replaced by another Auditor during a period not exceeding (5) years. He cannot be re-appointed before a lapse of two years from latest appointment.

The Auditor shall submit a report on the outcome of his reviewing to the Board in addition to any reviews of the Bank's financial statements. He shall also prepare a report on the internal controls on the financial statements. Further, the External Auditor's team shall attend the meetings of both the Audit Committee and Shareholders General Assembly.

It is worth noting that, after a term of (5) years max. From assigning the task of external audit to an Expert House / Audit bureau, the Law implies the obligatory replacement of latter by another firm for assuming the same duty. On the other hand, External Auditors shall may be questioned in the General Assembly's annual meeting in respect of giving their opinion as to the Bank's Annual Financial Statements. Therefore, they have to attend such meetings to represent the External Auditor's House/ Firm during the underlined meeting.

On the other hand. The External Auditor may offer services to the Bank, whether at the level of external auditing or otherwise, after getting the consent of the Audit & Risks Committee, which gives approval for seeking specific types of services, where they directly or indirectly connected to External Auditor's scope of work and this is to be done on an annual basis.

The External Auditor shall be committed to offer the services so consented by the Audit & Risks Committee , or those formerly recommended by the Bank's General Management before being approved by the Committee. Further, Audit & Risks Committee shall determine and state a maximum limit for the annual amount that could be expended for getting the External Auditors services against the ceilings approved for such services.

Article (24)**External Auditor's Functions and Responsibilities**

The External Auditor shall inform the Board - in writing - of any risk the Bank is or eventually is facing. He shall promptly report to the Board any violations once detected. Copy of such notice to the Authority. In any such event, the External Auditor shall have the right to invite the General Assembly to convene as stipulated by Law provisions in this regard, provided to keep Authority informed thereof. The External Auditor - even if more than one - shall submit only one report to the General Assembly, read it before its meeting, and shall send a copy thereof to the Authority and shall be held responsible for the integrity of the data contained therein.

Moreover, each shareholder in the General Assembly shall have the right to discuss with the External Auditor any issue raised in his report or seek clarifications on any matter therein pertaining to anything relative to Financial Control and/ or Performance Appraisal works.

Article (25)**Disclosure**

The Bank complies with Disclosure & listing requirements of QFMA & QE, including financial reports, number of shares owned by each of the Chairman and Board members, Senior Executive Management, and major shareholders or controlling shareholders.

The Bank must also comply with Disclosure requirements in terms of the information related to the Chairman, Board members, and Board Committees including latter's scientific and practical experiences as stated in their CV's, and whether any of them is a Board member, a Senior Executive Management Officer of another Company or a member of any of such company (ies) Board committees.

Article (26)**Conflict of Interests**

Without prejudice to relevant Law provisions in this regard, the Board complies with the principles of this Governance Code and with the Disclosure requirements for the dealings and transactions entered with any "Related Party" Accordingly, there were no substantial/significant which the Related Party has an interest that may conflict with the Bank's interests, furthermore BOD approved the Conflict of Interest policy and related parties transactions. At least one week prior to the date of a General Assembly meeting called for reviewing the Bank's budget and the Board's report, the Board must disclose in details to the shareholders the details of said dealings and transactions. Same disclosure must be reflected in the Bank's Annual Financial Report.

In all cases, the Bank must not carry out any dealings or enter into any transactions with any "Related Party" before getting the Bank's General Assembly approval. This must be included in the Agenda of the following General Assembly meeting in order to complete its execution formalities.

Article (27)**Transparency and Upholding the Bank's Interests:**

Any Related Party, which is a party in or, linked to a transaction or a relationship concluded with the Bank, shall not attend a Board meeting while discussing that specific transaction or relationship. He/she shall not be entitled as well to vote on the corresponding decisions adopted by the Board in this regard.

Article (28)**Disclosure of Dealings(Trade) Operations**

The Board members, Senior Executive Management officers, all Insiders, their spouses and minor children all shall be committed to disclose any trading transactions carried by them involving the Bank's shares or any other QIB securities. The Board has adopted clear rules, policy and procedures regulating Insiders trading in QIB securities.

STAKEHOLDERS RIGHTS**Article (29)****Shareholders' Equal Rights**

Shareholders shall be equally treated and shall evenly enjoy all the rights arising from their shares ownership as per the statutory Law provisions, regulations and relevant resolutions. The Bank's Articles of Association guarantees shareholder's freedom to exercise his rights without affecting the bank's interest and its shareholders throughout the submission of an application request to the board secretary to be discussed and evaluated by the board.

Article (30)**Access to Shareholders (Ownership) Register**

The Bank shall submit, monthly, an application to the depositary to get an updated copy of the Shareholders register and keep in its custody.

Article (31)**Shareholder's Right to Access to Information**

The Bank's Articles of Associations and by-laws includes the procedures of accessing to the information that enable a shareholder to exercise his/her full rights without prejudice to other shareholders' rights or harm the Bank's interests.

Article (32)**Shareholders' Rights Related to the General Assembly**

The Bank's Articles of Associations shall include the provisions regulating Shareholders' rights relative to the General Assembly Meeting, including:

1. The shareholder(s) who owns at least (10%) of the Bank's capital shall be entitled to request inviting General Assembly to convene. Shareholders holding at least (25%) of the Bank's capital shall be entitled to invite to an Extraordinary General Assembly meeting as per the procedures stipulated by Law and pertaining regulations.
2. The right to request the inclusion of given issues in the General Assembly's Agenda.
3. The right to attend the General Assembly meetings.
4. A shareholder shall – in writing and upon a power of attorney, be entitled to appoint another shareholder who is not a Board member to attend the General Assembly meeting on his behalf; provided that such shareholder by proxy not to be owner of more than (5%) of the Bank's capital shares.
5. Right of minors and the shareholders restricted to attend General Assembly meeting, provided to be represented by their legal attorneys.
6. Shareholder's right to address questions/inquiries to the Board members who shall be committed to give corresponding answers.
7. The right to vote on General Assembly decisions/resolutions.
8. Shareholder right to object to any decision, In addition to Article No 12 of the Articles of Association, it allows the shareholder to submit a request to the Board Secretary to clarify any matter related to his rights as a shareholder.

Article (33)**Facilitating Means of Effective Participation in the General Assembly**

The Bank shall select the most appropriate place and time for holding its General Assembly meeting. It shall endeavour to use updated technical means in communicating with its shareholders in order to ease the effective participation of as large number as possible of them in the underlined meetings.

The Bank shall keep Shareholders updated of the matters listed on the Agenda and any additional issues added thereto, along with sufficient Information that enable them to decide thereupon, and shall enable them to peruse the General Assembly Minutes.

The Bank shall disclose the outcome of the General Assembly meeting once these have been adopted, and send a copy thereof to the Authority once approved.

Article (34)**Shareholders' Voting Rights:**

Voting is a shareholder's right - to be exercised whether by the shareholder in person or through a shareholder's legal representative. Said right cannot be assigned or written off.

Article (35)**Shareholders' Rights pertaining to Election of Board Members**

The General Assembly shall elect Board members by secret ballot using Cumulative Cast method.

Article (36)**Shareholders' Rights to Dividend Distribution**

The Bank's Articles of Associations shall determine a minimum of 5% percentage of the Net Dividends that should be distributed to Shareholders.

The Board approved a policy in this respect to the best interests of both the Bank and Shareholders. Shareholders shall be acknowledged of that policy during the General Assembly meeting and reference thereto shall be made in the Board's Report.

Dividends approved by the General Assembly for distribution, whether in cash or in form of bonus shares shall be given, as of right, to the share-owners listed in the Depository's Register at the closure of the trading session, on the day of the General Assembly's meeting.

Article (37)**Shareholders' Rights as to Major Trade Transactions**

The Bank's Articles of Associations shall include a detailed mechanism for protecting shareholders' rights in general and Minors rights in particular in case the Bank has executed major transactions that might harm their interests or prejudice the Bank's Equity. Markets Authority, Article 26 of the Articles of Association includes that the shareholder is free to exercise his rights in a manner that does not harm the interests of the bank and other shareholders.

Article (38)**Non-shareholders Rights**

The Bank shall be obliged to secure and observe investors (stakeholders)' rights. The Corporate Governance framework included a written mechanism determining the procedures for them to submit their grievances against eventual decisions and/ or actions taken by some of the Bank executives and another mechanism for receiving and investing those stakeholders' complaints, proposals and notices.

Article (39)**Community's Right**

The Bank assumes its share in the social community development and promotion, as well as in the ecological preservation plans/activities through an effective and meaningful participation scheme of corporate social responsibility and health policies.

Social Responsibility

In line with its social responsibility mission, and being a pioneer in Islamic Banking in Qatar, QIB launched CSR initiatives to provide continuous support to the community in 2021. Recently, QIB successfully concluded the Financial Literacy Program "How Money Works?". Since its launch in 2018, the program supported 1629 secondary school and university students from 82 institutions in Qatar. During the three academic years, 41 QIB employees volunteered to deliver the program and share their expertise.

This year, the Bank's CSR initiatives did not only provide continuous support to the community through humanitarian, educational, and sports activities in line with QIB's vision, the bank also proactively strived to contribute to protecting, helping, and supporting the local community during the global pandemic. From the early days of the pandemic in Qatar, QIB ran internal and external awareness campaigns in association with the Ministry of Public Health and Hamad Medical Cooperation, to educate the public on how they can protect themselves and act responsibly to safeguard their communities.

As part of its social responsibility program and in light of the Covid-19 pandemic, QIB sponsored Iftar Project for workers in the industrial area in collaboration with Qatar Charity during Ramadan this year.

Sustainability

In 2021, Qatar Islamic Bank (QIB) has released its first sustainability report in line with Qatar National Vision 2030 and the recently launched National Strategy for the Environment and Climate Change. The report highlights QIB's efforts to contribute to the accomplishment of global sustainable development goals and highlights the bank's achievements in implementing Environmental, Social and Governance (ESG) standards.

The report provides a high-level overview of QIB's sustainability framework that covers the Bank's strategy, objectives, plans and results as well as its positioning on the most important issues for its key stakeholders.

The bank's sustainability framework consists of five pillars, crucial for supporting the bank's goal in contributing to the growth of Qatar and to the country's sustainable development in the future. The five pillars are Sustainable Finance, Responsible Banking, Governance, Ethics & Risk Management, Empowering QIB's People and Positive Community Impacts. These pillars and their corresponding topics reflect the bank's strategic priorities to enable sustainable growth while delivering an outstanding customer experience.

The Report sets out QIB's accomplishments and efforts during these challenging times. While the world is emerging from the COVID-19 pandemic, it is essential to rebuild societies in ways that will deliver sustainable benefits to our community, as well as the environment and the economy.

The sustainability report demonstrates QIB's efforts to further integrate sustainability and environmental, social, and governance-related considerations at the core of its operations. The bank has recently formulated its future sustainability strategy, aligned with the objectives of Qatar National Vision 2030 as well as with the sustainability criteria developed by Qatar Stock Exchange and the United Nations Sustainable Development Goals. With these frameworks as a guide, important elements of the bank's strategy include how it can enhance consideration of sustainability criteria in its financing activities, continue to support local communities, and take initiatives that reduce environmental impact.

Our sustainability commitments are grounded in the belief that technology can help solve some of the most pressing challenges we face. As part of this, we have focused on digitalizing our retail and wholesale products and services – to widen customer access, increase resource efficiency, minimize waste, and deliver better service.

Ecological policy

The Bank is committed to apply the policies and procedures ecological management in ensuring that no harm should come to the environment through the performance of its operations. In-keeping with this commitment, the Bank endeavours to ensure that all employees comply with the following environmental policies.

- 1- Conduct business in an environmentally responsible manner
- 2- Comply with all applicable ecological laws and regulations
- 3- Notify the Board of any pertinent environmental issues and assess the Board's participation in such issues.
- 4- Control environmental impacts and the prevention of, or mitigating pollution, including operating towards a paperless environment.

Health Policy

The Bank, recognizing that good health factors and Safety Management have positive benefits to the organization, is committed to providing medical care service and maintaining it amid a safe and secure working environment for all employees.

To this end, the bank embraces the following believes:

- 1- Ensuring the health, safety, security and welfare of all its employees whilst at work environment.
- 2- Ensuring that visitors to the Bank's premises are not exposed to risks to their health and safety.
- 3- Identifying hazards, assessing risks and managing those risks Accordingly, the Bank has adopted plans for fire-fighting, Crisis & Disaster management, Safety and full medical care & Health Insurance through renowned Insurance provider for the benefit of all permanent staffs.

Article (42)

- As part of the banks endeavours to fully abide with the entire Corporate Governance Instructions & procedures, majority of the code articles have been applied in compliance with Qatar Financial Markets rules and Corporate Governance frame work including policies, procedures & internal controls based on founding principles of a rational management and paving the way for integral application of Governance rules within the Bank.