

# Board of Directors Report

## Macroeconomic overview for the year 2025

2025 marked a pivotal year of economic stabilization for Egypt. While domestic, regional, and international challenges persisted, the year saw a shift towards a steadier macroeconomic environment, driven by strategic policy shifts and supported by improved monetary and fiscal policies that resulted in a gradual restoration of trust.

The beginning of the year saw heightened geopolitical tensions across the region, which continued to have an impact on the Country's operating environment, exerting pressure on trade routes, energy markets, and investor sentiment. Egypt's strategic regional relevance helped mitigate more severe disruptions, supported by efforts to de-escalate tensions, including the launch of the Peace Summit in Sharm El-Sheikh aimed at ending the war on Gaza.

In this context, GDP growth over the period was shaped by gradual recovery and rebalancing toward more sustainable drivers. As of late November, the Ministry of Planning, Economic Development, and International Cooperation announced that Egypt's growth momentum continued to strengthen in the first quarter of FY25/26, with GDP expanding by 5.3%, up from 3.5% a year earlier and marking the strongest quarterly performance in over two years. Growth was driven by higher productivity sectors such as manufacturing, tourism, and telecommunication, indicating a shift towards a more balanced, post-stabilization phase of the economic cycle.

Alongside this improvement in growth conditions, inflation figures signaled a transition towards a disinflationary phase. During the year, headline inflation dropped by almost 49%, recording 12.3% as of December down from 23.95% in January. Eventually, CBE policy rates dropped by 725 basis points (bps) during the year from a high mid-corridor of 27.75% in January all the way down to 20.5% in December. On the other hand, sovereign yields averaged 25-27% depending on the maturity, combined with high real interest rate of 10.78% as of December, the second

highest in Emerging Markets (EMs) after Nigeria (10.92%), thus, cementing Egypt's attractiveness across EMs. The disinflationary trend supported a sharp improvement in investor perceptions of sovereign risk led to a meaningful repricing of market-based risk indicators. By late 2025, Egypt's five-year Credit Default Swaps (CDS) spreads had declined to around 275-285 bps, down significantly from the elevated levels seen in 2023-2024 and closer to pre-COVID ranges. This improvement was underpinned by stronger foreign exchange inflows, improved liquidity conditions and continued progress on structural reforms.

Foreign currency-generating sectors demonstrated resilience despite a complex regional and international backdrop. Tourism maintained its strong momentum, supported by record tourist arrivals which reached approximately 19 million, with revenues reaching USD 17 billion compared to USD 14.4 billion in 2024. The official opening of the Grand Egyptian Museum (GEM) in November supported tourism activity towards year-end and is expected to reinforce the sector's growth by increasing visitor numbers and supporting higher tourism spending over time. Remittance inflows remained robust, reaching USD 37.5 billion as of November compared to around USD 26.3 billion in November 2024, while exports benefitted from improved competitiveness despite pressures due to regional disruptions. Consequently, the banking system's Net Foreign Assets (NFAs) reached USD 25.5 billion as of December compared to USD 5.23 billion in December 2024, alongside all-time-high foreign currency (FCY) reserves of USD 51.45 billion as of December.

Complementing the performance of the country's FCY resources, major strategic investments emerged as an additional pillar of external support. During the year, Egypt and Qatar announced a major strategic investment agreement focused on the development of the Alam El-Roum North Coast project, with total planned investments of approximately USD 29.7 billion. The agreement includes an upfront

FCY inflow of USD 3.5 billion, with the remainder deployed through phased development spending over the project lifecycle. In addition to such positive investments, Egypt completed the fifth and sixth IMF reviews, paving the way for a USD 2.5 billion disbursing subject to IMF Executive Board approval. This would bring cumulative Extended Fund Facility (EFF) disbursements to around USD 6 billion. In parallel, Egypt is expected to receive an addition USD 200 million under the Resilience and Sustainability Facility (RSF) as part of a USD 1.3 billion program supporting climate and sustainability reforms. Together, these inflows further strengthen FCY liquidity and support reform momentum.

Within this improving macroeconomic and reform context, Egypt continued to advance its digital transformation agenda in 2025, with government-led modernization and technology adoption delivering measurable gains. CIB was well-positioned to realize these underlying opportunities, delivering a solid performance during the year and reinforcing its role as the leading private sector bank in Egypt. Alongside its performance, 2025 marked a significant milestone for CIB as the Bank celebrated its 50-year anniversary. Over five decades, CIB has navigated periods of economic, political, and global uncertainty, consistently demonstrating resilience, prudent risk management, and a steadfast commitment to its stakeholders. These experiences have shaped a strong institution grounded in sound governance and long-term stability. As the Bank reflects on this journey, the anniversary serves not only as a celebration of past achievements, but also as a reaffirmation of CIB's ability to evolve, innovate, and lead Egypt's banking sector into the future. As part of its forward-looking strategy, CIB applied for a digital banking license, reflecting its focus on innovation and scalable growth aligned with Egypt's national digital transformation and financial inclusion agenda. In parallel, CIB is positioning Kenya as a strategic hub for East Africa, leveraging its digital platform to support scalable regional expansion and broader international growth.

## Strategic Direction

### CIB 5-Year Strategy

As Egypt's leading private-sector bank, CIB has both the platform and the responsibility to lead from the front. In alignment with Egypt's Vision 2030, the Bank's 5-year strategy is designed to respond to emerging opportunities while actively shaping the future of banking in Egypt. The strategy focuses on scale and expansion, anchored around five strategic cornerstones that support sustainable growth and long-term value creation.

Firstly, building scale in CIB's core businesses remains the foundation of the strategy. The Bank continues to strengthen its core operations across Corporate and Retail Banking, enhance its value proposition, deepen customer relationships, and reinforce its leadership position through consistent execution.

Secondly, in parallel, building growth and diversification extends beyond core operations. The strategy focuses on expanding into new revenue streams, including digital platforms, regional trade, and cross-border opportunities, leveraging existing capabilities to capture incremental growth and diversify income sources.

Thirdly, building an unparalleled mobile and digital-first experience sits at the heart of the transformation, delivering a seamless experience across digital and physical channels and enhancing customer engagement.

Fourthly, execution is enabled by building a culture of speed and agility, emphasizing empowerment, ownership, and accountability, while strengthening digital and AI capabilities.

Finally, building technology and operational excellence underpins all strategic priorities through continued investment in scalable and integrated technology platforms, modernized processes, agile ways of working, and centralized operations, creating a resilient and future-proof operating model.

### Human Resources

Human resources remain a cornerstone of CIB's success, with a continued focus on attracting, developing, and retaining talent to support the Bank's strategic objectives. As CIB continues to advance its growth and transformation journey, the Bank remains steadfast in its commitment to developing its Human Resources function as a strategic enabler of business excellence. Guided by CIB's core values and five-year strategy, HR continues to empower people, who serve as the foundation of the Bank's success, through integrated programs that foster capability, engagement, and inclusion. The Bank's overarching objective is to attract, nurture, and retain high-performing talent while cultivating an environment that inspires confidence, drives innovation, and strengthens CIB's position as an employer of choice across the region.

These efforts translated into measurable workforce outcomes during the period, as the Bank continued to invest in internal mobility, leadership development, and workforce stability as key pillars of its people strategy. CIB onboarded over 1,728 new employees and converted 161 outsourced staff into permanent positions. The Bank also facilitated the internal movement of 1,767 team members and promoted 1,350 employees. Throughout the year, the HR team participated in 15 employment fairs at universities across Egypt, which improved brand visibility, promoted job openings, and expanded the Bank's relationships with other organizations.

Underpinned by engagement, enablement, and well-being, CIB's workforce remains motivated and resilient. CIB continues to foster a high-performing, connected, and empowered culture by investing in holistic engagement and well-being programs that address both organizational and individual needs. Through data-driven insights and continuous dialogue with employees, HR ensures that initiatives are tailored to strengthen motivation, enhance experience, and reinforce CIB's position as an employer of choice.

In alignment with its transformation priorities, the Bank played a key role in empowering employees with the skills and capabilities needed to drive the business forward. In 2025, over 92% of employees across business areas were trained through a wide range of technical, behavioral, and leadership programs. Non-conventional learning continued to expand, with more than 6,500 employees benefiting from international digital learning platforms including

LinkedIn Learning, Udemy, Coursera, and EdX. Moreover, the Sustainable Finance School provided development opportunities for 340 employees.

### 2025 Financial Position

FY 2025 saw CIB's consolidated net income increase by 49% y-o-y to EGP 82.2 billion. Standalone net income reached EGP 81.8 billion, up 48% from 2024. Standalone revenues grew by 18% from the previous year to reach EGP 116 billion. Consolidated net interest income hit EGP 107.7 billion during the year, up 18% y-o-y. The Bank was able to maintain its operational efficiency in 2025, with the cost-to-income ratio standing at 15.0% compared to 14.0% in 2024. Return on average equity (ROAE) recorded 48.3% on a consolidated basis (post-profit appropriation) compared to 49.5% in 2024. Consolidated return on average assets (ROAA) stood at 6.29% (post-profit appropriation) in 2025, compared to 5.44% in 2024. As of year-end 2025, CIB booked a net interest margin (NIM) of 8.95%, compared to 9.48% a year earlier. The Bank's gross loan portfolio stood at EGP 581 billion at 2025 year-end, growing by 44% y-o-y from EGP 402 billion by 2024 year-end. This increase met the Bank's strategic objectives in maintaining asset quality and enhancing profitability. CIB's market share of total loans amounted to 5.26% in September 2025. The Bank pursued deposit growth in 2025, adding EGP 138 billion to its base, which grew to a total of EGP 1.11 trillion over the year, an increase of 14% from 2024. CIB's market share of total deposits reached 6.81% in September 2025. Impairment for credit losses for 2025 recorded a release of EGP 8.82 billion, with loan-loss provision balance reaching EGP 34.8 billion. This came with a solid NPLs of the gross loan portfolio of 1.71%, down from 3.30% by 2024 year-end, cushioned by a solid 350% coverage ratio. The Bank remains comfortably covered in terms of capital adequacy, with year-end capital adequacy ratio (CAR) recording 27.3% (post-profit appropriation)—well above the minimum regulatory requirement.

### Appropriation of Income for FY25

The Board of Directors proposed the distribution of total cash dividends of EGP 20.3 billion to shareholders this year, increasing its legal reserve by EGP 4.09 billion to EGP 13.1 billion, and its general reserve by EGP 30.6 billion to EGP 110 billion. This reinforces the Bank's solid financial position, as evidenced by its CAR of 27.3%. The proposed dividend distribution falls in line with the Bank's strategy of maintaining a healthy capital structure to address more stringent regulations, mitigate associated risks, and support the Bank's future growth plans.



### EGX Performance, Stock Performance, and Equity Analysts' Coverage

The EGX30 continued its strong performance in 2025, supported by solid performances across its constituents. The index opened the year at 29,745 points and closed at 41,829 points, reaching a high of 42,624.1 and a low of 28,350 during the year. This translated into a year-on-year increase of 40.65%, equivalent to a gain of 12,088.4 points.

Meanwhile, COMI opened the year at EGP 71.36 and closed at EGP 103, an approximately 44% increase, with a volume-weighted average price (VWAP) of EGP 82.85. Average daily trading volume reached 2.57 million shares, while average market capitalization stood at EGP 279 billion. The average price-to-book ratio was 1.59, peaking at 1.79 and bottoming at 1.44.

During the year, a cash dividend of EGP 2.5 per share was distributed in April, followed by a 1-for-10 stock dividend in December.

Given its global exposure, CIB is widely covered by leading research houses locally, regionally, and internationally. As such, 11 institutions issued research reports on the Bank during the year, six of which were local.

### Investor Relations Activities in FY25

With the primary role of delivering CIB's story to the investment community at large, the Investor Relations (IR) team maintains an open, two-way communication channel between investors, shareholders, and the Bank's Executive Management. Throughout 2025, the team attended seven conferences, roadshows, and forums, and accommodated more than 100 meetings, meeting more than 200 companies, incorporating a wide range of international, regional, and local institutions. A noticeable shift in sentiment was witnessed throughout the meetings during the year, reflecting growing confidence in the operating environment and the institution's strategic direction.

### 2025 Business Activities

#### Institutional Banking

Against a backdrop of improving macroeconomic conditions and increasing market stability, the Corporate Banking and GCR Groups demonstrated renewed momentum, delivering outstanding results in 2025. The loan portfolio grew by an impressive 46% y-o-y, reaching EGP 395.97 billion vs. EGP 271.25 billion

in 2024, contributing to a 18.4% y-o-y increase in generated revenues. The Bank spearheaded three landmarks, long-term transactions during the year within Egypt's transportation sector. Executed in partnership with strategic governmental authorities, the transactions amounted to a total of EGP 102 billion, and include the largest bilateral transaction in the Bank's history with a ticket size of EGP 86 billion. These milestones underscore CIB's pivotal role in advancing Egypt's public transportation network, in alignment with the Country's Vision 2030, through financing sustainable mobility projects that enhance national rail capabilities. CIB successfully secured a long-term facility for EGP 30 billion for the Suez Canal Economic Zone (SCZone) to support the development of port infrastructure, industrial zone utilities, and strategic energy, water, and transportation projects. This transaction underscored CIB's continued commitment to financing critical national initiatives and advancing the government's long-term economic development agenda.

The Direct Investment Group (DIG) secured healthy dividend income from its portfolio and achieved a successful exit from a real estate sector investment, generating notable capital gains. It continued to advance its portfolio expansion strategy, actively evaluating 24 high-potential investment opportunities across key sectors in Egypt. This strong pipeline was supported by enhanced collaboration with the Corporate Banking and Global Corporate Relations (GCR) Groups, enabling DIG to successfully add two new investments to its portfolio: one in the shipping and cargo sector and another in a sector-agnostic private equity fund.

Building on its strong presence in the Debt Capital Markets (DCM) space, the Project Finance and Syndication team successfully closed transactions marked a solid amount of EGP 80.5 billion, with CIB's share reaching EGP 13.9 billion in total commitments. Throughout the year, the team closed transactions in several industries, including but not limited to real estate, telecom, petrochemicals, chemicals, construction, and consumer finance, enhancing CIB's direction to diversify its loan portfolio. The team also supported CIB Kenya through working together on the first syndication transaction to be concluded between both parties.

Through its management of developmental programs under the ADP participating banks network, the Development Finance (DF) team served 11,092

agribusiness beneficiaries, with approved developmental Agri-loans totaling EGP 1.58 billion. Financing for renewable energy projects within the agricultural development sector increased by 78% compared to December 2024. Additionally, DF contributed to green funding under the EPAP Project, supporting water treatment initiatives for a paper tissue factory, dust-emission reduction projects in fertilizer plants, as well as sustainable production and resource-efficiency initiatives. Overall, EGP loans disbursements achieved a remarkable 78% increase and EUR loans disbursements achieved a 70% increase compared to the same period in 2024.

CIB's Non-Banking Financial Institutions (NBFI) Division delivered a resilient performance, whereby the Division achieved a 50% y-o-y increase in its overall portfolio, while revenues surged by 27%, as of Dec2025. This underscored its strategic importance within the FIG and its continued support to CIB's sustainability agenda through its microfinance sector, 55% of which was directed to women entrepreneurs in collaboration with DF. In the Microfinance segment, CIB achieved a 20% increase in extended credit limits during FY 2025, over that of 2024, reflecting the Bank's continued commitment to expanding financial inclusion and supporting underserved communities.

The market for securitization, sukuk, and corporate bonds continued its upward trajectory in 2025, with CIB actively contributing as both an underwriter and a subscriber. During FY 2025, the NBFI participated in nineteen issuances totaling to EGP 10.3 billion further reinforcing CIB's leadership in the capital markets activity.

### Retail Banking

Retail Banking continued to play a central role in CIB's growth strategy, supported by evolving customer needs and a gradually improving operating environment. The segment remained focused on delivering accessible, reliable, and customer-centric financial solutions. Defined by strategic focus, customer acquisition, and transformation, this year set the tone for a year of growth across CIB's Consumer Banking divisions. Guided by a forward-looking vision, the Bank continued to expand its footprint in both liabilities and assets, reaffirming its leadership in Egypt's financial landscape through innovation, operational excellence, and unwavering commitment to customer centricity.

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CIB's customer centricity became its strategic edge. The Bank brought customer voices to the center of decision-making and converting dialogue into design and feedback into features that sharpen value propositions across consumer segments understanding customers' expectations, preferences, and challenges by engaging with a diverse group of customers from the different consumer segments. By actively engaging with its customers and understanding their evolving needs, CIB has been able to translate insight into action, an impact that is clearly reflected in the performance, composition, and growth of the Bank's operating segments.

CIB made significant progress in household liability products, greatly enhancing its market position. The Bank successfully gained a substantial market share in the household segment through innovative saving accounts and medium- to long-term deposit products with varied interest payment frequencies, designed to meet evolving financial goals. Meanwhile, the Payroll Proposition business achieved record-breaking momentum following its strategic restructure to align acquisition and portfolio management, enabling the Bank to serve a wider base of salaried customers while reinforcing CIB's position as their preferred payroll partner.

On the Assets side, CIB's Cards business achieved a remarkable transformation driven by innovation, partnerships, and digital advancement. The Swype Credit Card redefined flexible spending, expanding

CIB's credit card portfolio EGP 18.5 billion by year-end, a 21.8% increase. Meanwhile, debit card transaction volumes surged by 23%. The co-branded Talabat Credit Card further strengthened CIB's presence in the lifestyle and e-commerce segments, complemented by the successful rollout of Apple Pay, which accelerated digital adoption and tokenized transactions exceeding EGP 30 billion.

2025 also saw the launch of myCIB, CIB Egypt's Gen-Z-focused banking segment designed to redefine how young people experience banking. It combines a fully digital, personalized banking journey with on-ground lifestyle activations across universities and youth hotspots, allowing customers to express their identity while managing their money. The segment was created to engage Gen Z early, build emotional and community-driven connections, and secure long-term loyalty as these customers grow into CIB's future core client base.

During the year, CIB established a dedicated Commercial segment to cater to the growing needs of Medium-Sized Enterprises that currently have annual revenues ranging from EGP 200 million to EGP 600 million. This dynamic group of clients has financial needs that go beyond simple transactional banking. They require tailored financial structures, working capital optimization, trade and cash management services, and dedicated relationship management. The Bank's Commercial Banking model is specifically designed to meet such needs, offering relationship-led, solution-oriented banking to help businesses scale effectively. This initiative also creates valuable synergies with CIB's Institutional Banking services, ensuring a smooth client journey from entrepreneurial growth, through commercial expansion, and corporate sophistication. As these clients mature, we are prepared to support them further with advanced financial advisory, investment solutions, and capital market access via its comprehensive institutional banking capabilities.

CIB's digital transformation extends beyond platforms and applications. The focus is on building a seamless customer journey that connects physical and digital experiences. The Bank continued to advance automation, expand service distribution, and introduce innovative solutions that support its strategic objectives. Digital banking channels are the

primary means through which the Bank continues its legacy of innovation, building trust, and reimagining how customers connect with CIB at every digital touchpoint. From mobile and internet banking to ATMs, online booking, and conversational channels, our focus has been on increasing digital adoption and improving existing technology assets, rather than just expanding our physical network. This approach allows us to build more connected and smarter digital experiences for everyone.

## 2025 Operational highlights

### Shared Services and IT

In 2025, CIB's strategic focus was driven by improving agility and increasing efficiency while keeping customer centricity at the core, which led to the centralization of operations and the kick-start of the multi-year transformation into a Banking Shared Services Model. This enabled branches to focus on servicing customer needs, enabling a higher-quality customer engagement that directly supports cross-selling and business growth. Throughout the year, Operations Hub acted as the vital operational engine supporting EGP 65 billion in business revenue. This specialization facilitated strong growth across core businesses lines. In trade finance, the Bank remained a market leader by supporting the increasing volumes of imports and exports by 38.5% and 7.2% respectively. In parallel, the Remittance team facilitated the smooth movement of funds locally and across borders, with 23% growth in FCY incoming remittances. The Bank's ongoing digitization drove 67% increase in Straight-Through Processing (STP) transactions. Alongside these functions, CIB's robust Accounts and Lending services provided the necessary operational foundation to support the Bank's strong balance sheet growth throughout 2025 with 58% increase in NTB clients processed, and 44.2% increase in new credit facilities granted.

The Bank continued to strengthen its operational backbone through major infrastructure and service model investments, including the replacement of 160 ATMs to ensure resilience and availability and the effective management of cash for 214 branches and units and 1,434 ATMs through cash hubs and cash pick-up services. In Cards Operations, the acquisition of the latest personalization machinery and the automation of the enveloping process supported 26% growth in cards produced and significantly improved

turnaround time (TAT). At the regional level, CIB Kenya Operations aligned with the Group operating model, reducing operations' share of staffing while strengthening governance and control.

The Contact Center further demonstrated its agility by introducing a targeted strategic focus on First Call Resolution (FCR), ensuring the highest quality of interaction and minimizing customer effort. This service quality drive is reinforced by the critical introduction of a post-call survey mechanism, establishing a direct feedback loop that enables the continuous improvement of service levels, while contributing EGP 247.7 million to the top line through direct sales and lead generation. Recognizing the increasing power of digital perception, the team utilizes an advanced social media management system, managing an average of 8,000 interactions per month with an average response time of 4–5 minutes. The Bank's strong focus on quality and continuous improvement was reinforced by securing ISO 9001 certification and rolling out lean transformation, delivering a 50% reduction in corporate account-opening paperwork and a 50% reduction in Cards Delivery TAT. This was complemented by the expansion of the Quality & Control Assurance function across branches and central operations, embedding strong governance, risk management and service quality into the Shared Services operating model.

In alignment with the Bank's strategy to lead the market and deliver an outstanding customer experience, the Bank has continuously invested in state-of-the-art technologies to enable agile, resilient, and customer-focused digital solutions. These capabilities have accelerated release cycles and supported multiple high-impact launches, reinforcing CIB's position as Egypt's technology leader in banking. Key achievements include the development of a new Business Banking Mobile App, the launch of Internet Banking for retail customers, and major enhancements to the Mobile Banking App with 1.72 million downloads, such as instant transfers with the highest market limits, partial/full deposits redemption, instant debit card issuance, card tokenization, and advanced card management features. The Bank was also the first in Egypt to enable customers to view their securities portfolios digitally and successfully completed the SWIFT global mandate migration.

Through sustained technology investments such as CRM upgrades, website revamp, and debit

cards system enhancement, the Bank continues to elevate customer experience, strengthen its digital ecosystem, and solidify its leadership in Egypt's financial innovation landscape. In parallel, the Bank has focused on enabling business growth by aligning technology with strategic priorities, including the launch of the My CIB youth segment and the Talabat Co-Branded Card. These initiatives expanded access to new customer segments, reinforced CIB's digital presence through strategic partnerships, and created scalable technology foundations to support future growth and expansion strategies.

### Security and Resilience Management

Over the years, CIB has consistently integrated cyber-security and organizational resilience into its business model, maintaining a sustainable secured environment for its technology ecosystem and positioning cybersecurity as a business enabler through a holistic, value-driven security strategy that enhances customer trust. In 2025, the Bank focused on strengthening its cybersecurity capabilities through technology upgrades, onboarding new security solutions, enhancing governance, and embedding security across the digital transformation journey, supported by advanced monitoring, improved analytics, and stronger detection and response capabilities to manage an expanding digital footprint. These efforts directly supported CIB's strategic objectives by enabling secure digital banking, product innovation, regulatory compliance, and financial inclusion, while reinforcing data protection and organizational resilience. Building on a long-term evolution from basic controls to a fully integrated cyber-defense ecosystem aligned with international standards, including a 24/7 Security Operations Center, CIB continues to prioritize security as it celebrates 50 years of progress, ensuring secure digital expansion and sustainable growth for the future.

### Data Governance and Data Science

In 2025, the Data Governance and Data Science teams strengthened the Bank's data-driven operating model by embedding Data/AI into transaction monitoring, sanction screening, risk, scoring, and decision-making, while advancing enterprise-wide analytics, hyper-personalization, and automated data governance to enable faster credit decisions, smarter customer engagement, stronger risk management, and targeted growth, positioning CIB at the forefront of AI-led banking.

### Awards and Recognition in 2025

During 2025, CIB received international and regional recognition across different functional areas and business lines. These awards serve as valuable endorsements to CIB's continued commitment to delivering excellence in all facets of its business, while ensuring the highest standards of governance and accountability to all its stakeholders.

#### Global Finance:

- Best FX Bank in Egypt
- Best Bank for Sustainable Finance in Emerging Markets
- Best Bank for Sustainability Transparency
- Best Private Bank Award
- Best SME Bank Award
- Best Trade Finance Award
- Lifetime Achievement Award
- Best Bank for Cash Management in Egypt
- Best Sub-Custodian Bank

#### MEED:

- Best SME Bank in Egypt
- Excellence in Supply Chain Financing
- Best Bank in Egypt
- Best ESG Strategy
- Best Sustainable Finance Initiative
- CEO of the Year

#### Finnovex:

- Excellence in Digital Banking in North Africa

#### African Banker:

- Best Regional Bank in North Africa

#### Euromoney:

- Best Bank in Egypt
- Best Bank for Sustainable Finance in Egypt
- Best Digital Bank in Egypt
- Best Transaction Bank in Egypt

#### The Banker:

- Best Bank in Egypt

### Environmental, Social and Governance (ESG)

#### Environment and Climate Change

Through a structured ESG approach, CIB seeks to balance financial performance with positive environmental and social impact, while upholding the highest standards of governance. After marking half a century of resilience and a legacy of innovation, CIB is charting

a bold course towards the future; one defined by greater achievements and sustainable impact. Guided by the principles of sustainable finance, CIB is building the foundation for the next 50 years of resilience, profitability, and value creation. Having embraced ESG principles more than a decade ago, CIB's 50th anniversary marks three key ESG milestones.

First, ten years of sustainability reporting culminated in the 2024 Environmental, Social, Governance, Data and Digitization (ESGDD) report, which introduced a fundamental revision of the classic 'ESG' acronym by adding a fourth pillar 'Data & Digitization', while highlighting CIB's progress across all four reporting pillars. The report also consolidated global ESG reporting frameworks with which CIB is aligned, as well as the quantitative ESG KPIs Data Pack to meet the expectations of investors, creditors, and regulators.

Second, the fifth anniversary of Egypt's first corporate Green Bond issued by CIB, which represents a pioneering achievement in sustainable finance.

Third, the successful conclusion of three years of Sustainable Finance System & Strategy Implementation, that embedded ESG considerations across the Bank's operations. Looking ahead, CIB remains committed to refining its model and future-proofing value creation for the next half-century.

### Society and Development

#### Diversity and Inclusion

Diversity and inclusion remain core pillars of the Bank's culture, underpinning its commitment to building a fair, respectful, and high-performing workplace. CIB believes that diverse perspectives enhance decision-making and drive sustainable growth. In 2025, CIB reinforced its position as a leading employer promoting inclusion and gender equity. Through several initiatives, HR worked to ensure fair access to opportunities, inclusive workplace practices, and gender balance across all departments.

As part of CIB's long-term strategy to promote gender balance in the digital workforce, HR successfully launched the fifth round of the Women in Tech Program in 2025. The program is designed to empower and develop young female talents in technology and data-driven domains. Out of 16 program graduates, 13 were hired into permanent roles, marking a strong success rate and further reinforcing the Bank's inclusion strategy in high-demand fields.

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Under the Better Together framework, HR worked to strengthen inclusivity and accessibility for differently-abled individuals. In 2025, HR collaborated with universities to gather data on differently-abled students and graduates, creating the foundation for a sustainable inclusive hiring approach. This initiative marks CIB steps in building long-term partnerships with educational institutions to support inclusive recruitment.

#### Corporate Social Responsibility (CSR)

Corporate Social Responsibility is integral to CIB, guiding its efforts to create positive social, environmental, and economic impact across the communities it serves. CIB continued to strengthen its impact across society through meaningful partnerships and initiatives that reflect the Bank's deep commitment to inclusion, education, and community development.

As part of its long-standing collaboration with the ADVANCE Society, CIB supported the April Month of Autism activities, reinforcing awareness and inclusion for individuals with special needs. The Bank also expanded its successful partnership with the Share a Smile Society, introducing a new phase of the community project "Taalehmom Masoleyetna" (educating them is our responsibility) through a creative puppet show at El Sawy Culture Wheel, designed to educate children on positive morals and values in an engaging and inspiring way. Additionally, CIB partnered with Share a Smile Society and Wadi Degla Clubs on the Squash for Everyone program, an initiative aimed at discovering and developing young Egyptian squash talents, promoting equal access to sports opportunities.

Complementing these partnerships, CIB also supported several CBE initiatives, including International Women's Day, Arab Inclusion Day, International Youth Day, and World Savings Day, emphasizing the Bank's continued dedication to empowering communities,

promoting financial literacy, and advancing sustainable social growth across Egypt.

#### CIB Foundation

The CIB Foundation is committed to supporting underprivileged children by extending quality healthcare to those unable to access it. Its efforts include donations and monitoring the impact of its projects to ensure their efficiency. In addition to the direct donations made to its fundraising account, the Bank supports the CIB Foundation with 1.5% of its annual net profit, aiming to actualize its goals of alleviating the burdens of families in need. The CIB Foundation works with private, public, and non-governmental healthcare providers that offer free-of-charge services, widening community reach and maximizing the value of its efforts by achieving positive and sustainable results.

#### New Projects 2025

##### L'MISR Initiative

In line with the Presidential Hayah Karima initiative, the CIB Foundation launched its first national initiative, L'MISR, after a decade of successful contribution to children's health. The initiative focuses on supporting children's physical and mental health to help them become productive members of society. Furthermore, the initiative localizes sustainable development goals across the most extensive base of beneficiaries.

##### Raie Masr Foundation for Development

The Board approved EGP 10.1 million to fund an additional 500 convoys as an extension to the previously funded project. The project is expected to serve 100,000 children and will be implemented in Giza, Menoufya, Qalioubeya, Fayoum, El Minya, Assiut, and Sohag.

##### Egyptian Clothing Bank (ECB)

The CIB Foundation Board allocated EGP 42 million to manufacture and distribute 130,000 winter training suits for children across different governorates.

#### Sonaa El Kheir Foundation

The CIB Foundation Board allocated EGP 36 million to fund medical convoys to be sent to 190 schools in poverty-stricken areas in Luxor, Sohag, Assiut, El Sharqeya, El Menoufia, and El Daqahlia governorates. Furthermore, the convoys will provide the necessary medications, tests, and surgeries if needed. The project is expected to serve 160,000 children.

#### National Foundation for Family and Community Development

The CIB Foundation allocated a total of EGP 2 million to outfit of the sensory, psychomotor, and occupational therapy rooms in the specialized center in Giza. This project aims at improving the sensory and motor skills of 200 disabled children annually, especially children with autism.

#### Ahl Masr Trauma and Burn Hospital

The Board allocated the EGP equivalent of USD 1.45 million to equip 14 single pediatric inpatient rooms and two double pediatric inpatient rooms, serving 1,250 children annually, as well as equip 13 pediatric intensive care unit (PICU) rooms serving 325 children annually.

#### Yehiya Arafa Children's Charity Foundation

A total of EGP 12 million was allocated to support the operation of the pediatric units at Ain Shams University Hospitals, namely the Pediatric Congenital Heart Defect Unit, the Pediatric Heart Surgical Unit, and the Women and Obstetrics Hospital's Neonatal Unit. The project is expected to serve 10,000 children.

#### Dar w Salama Initiative – Sawiris Foundation for Social Development (SFSJ)

CIB Foundation allocated EGP 9.36 million to complement the initiative with a healthcare component through a medical convoys program dedicated to children, to be implemented in cooperation with Ibrahim Badran Foundation (IBF) in Sohag. The project is expected to serve 21,000 children.

#### Abo El Rish El Yabany – Cairo University Hospitals

The Board approved a total budget of EGP 21.51 million, to purchase a CT scanner (160 Slice). The device is expected to serve approximately 6,500 children annually.

#### Abo El Rish El Monira – Cairo University Hospitals

The Board approved a total budget of EGP 10.59 million for the hospital's emergency department to receive the necessary equipment. These devices are expected to serve approximately 70,000 children annually. Additionally, the Board approved EGP 1.5 million to support the pediatric ophthalmology unit with the essential consumables and supplies needed for eye surgeries for children in need. The project is expected to serve 533 children.

#### Pediatric Dialysis Unit – Wadi El Neel Hospital

CIB Foundation's Board allocated the EGP equivalent of EUR 198,000 to establish a specialized Pediatric Dialysis Unit to provide free of charge services to underprivileged children. It is expected to significantly reduce patient waiting lists, expand service capacity, and enhance the overall standard of care delivered within the hospital. The project is expected to serve 100 children annually.

#### Stem-Cell Laboratory and providing medical Equipment – Wadi El Neel Hospital

The Board approved EGP 27.54 million to support establishing a Pediatric Bone Marrow Transplant Unit. The project introduces a critical area of pediatric care, enabling life-saving bone marrow transplantation for children suffering from severe blood and immune disorders. The project is expected to serve 100 children annually.

#### Faculty of Dentistry – Galala University

The Board approved EGP 51.9 million to supply essential medical and dental equipment such as dental units, an X-ray machine, a surgical microscope, an autoclave, and other critical tools. The unit receives hundreds of pediatric patients daily from Cairo and Suez and the project is expected to serve 2,000 children annually.

#### Ministry of Health and Population

The Board approved EGP 75 million to support children with Type 1 diabetes by providing non-invasive continuous glucose monitoring (CGM) devices. These devices will replace traditional finger-prick testing with real-time glucose monitoring technology, thereby improving diabetes management and reducing complications associated with the disease. The project is expected to serve 975 children.

#### Magdi Yacoub Foundation (MYF)

The Board approved EGP 50 million to fund 100 pediatric open-heart surgeries, and 200 cath lab consumables. The project aims to reduce the waiting lists of children in need with cardiac interventions. The surgeries will be performed at the Aswan Heart Center, which performs around 4,000 surgical and cardiac procedures annually. The project is expected to serve 300 children.

#### Nile of Hope Hospital

The Board approved EGP 67 million to support Nile of Hope Hospital, which established a center of excellence to treat children with congenital defects in the greater Alexandria region. The project will support outfitting and equipping the Neurology department, serving 500 children, and will fund 500 critical pediatric surgeries.

#### Shifa Al Orman Children's Hospital

The Board allocated EGP 32 million to purchase needed equipment in the eye tumors center, blood bank and lab, and the bone marrow transplant unit. Shifa Al Orman Children's Hospital is considered a center of excellence in Upper Egypt in the field of oncology; since its establishment, thousands of families were able to acquire quality healthcare free of charge. The project is expected to serve 40 children annually.

#### Magrabi Foundation

EGP 25 million was allocated to provide free ophthalmological surgical interventions for children in need. These surgeries aim to reduce the number of patients on the waiting lists and help eradicate blindness in children and infants across Egypt. The surgeries include squint, cataract, retinal, glaucoma, and other procedures. They will be performed at Magrabi Eye Hospital in Cairo. The project is expected to serve 1,800 children.

#### Nahdet Elmansourya Association for Development

The Board approved EGP 392,000 to fund the operating costs for providing annual medical check-ups for children in community schools and nurseries. The project focuses on the early detection and treatment of developmental and health issues in young children, and facilitates early diagnosis and timely interventions, significantly improving health outcomes. The project is expected to serve 460 children.

#### Friends of Al Ghad Al Moshreq Association

The Board approved EGP 2.86 million to support the rehabilitation and treatment of children with developmental and physical challenges. The project is expected to serve 40 children.

#### The Egyptian Advance Society for Persons with Autism & Other Disabilities

The Board allocated EGP 2.3 million to support the NGO's operating costs. Advance provides individualized education, therapy, and community integration services, with a particular focus on students from low-income families. The project is expected to serve 36 children.

#### Al-Hassan Foundation for Differently Abled Inclusion

CIB Foundation allocated EGP 27.75 million to provide 150 customized wheelchairs and 150 electric wheelchairs to underprivileged children with mobility challenges. Electric wheelchairs will support severe cases like quadriplegia and muscular dystrophy, while customized wheelchairs will be tailored to each child's physical needs, offering long-term, independent mobility.

#### Wahet Nour Al Hayah Foundation

CIB Foundation allocated EGP 13 million to fund the C-Mill device, the most advanced rehabilitation equipment needed for children with cerebral palsy, neurological disorders, and musculoskeletal conditions. The project is expected to serve 9,600 children annually.

#### Sports Partnerships and Sponsorships

Sports partnerships play a strategic role in deepening community engagement, aligning the Bank's values with teamwork, excellence, and performance. Throughout the year, CIB continued to build on its legacy in squash through landmark events such as the CIB Egyptian Squash Open, the El Gouna International Squash Open, and the Squash Junior World Championships Egypt 2025, reinforcing Egypt's global leadership in the sport.

Expanding its footprint beyond squash, CIB proudly sponsored the CIB New Giza Premier Padel P2, hosted the Diplomatic Football Tournament, and introduced the innovative Rondo Football Game. These efforts reflect the Bank's continued commitment to nurturing emerging sports and engaging diverse communities.

### Governance

CIB's unwavering commitment to the highest standards of corporate governance reflects its dedication to transparency, accountability, and integrity across all levels of the organization.

CIB continuously benchmarks its approach against international standards, principles, as well as regulatory requirements and the expectations of institutional investors in order to ensure that its governance practices remain aligned with international best-practices and evolving stakeholder expectations. CIB's governance architecture is designed to safeguard the interests of shareholders, customers, employees, regulators, and the broader community, while fostering a culture of ethical conduct and strategic foresight. CIB maintains a wide-ranging set of policies and procedures that are regularly reviewed to ensure effective oversight and control throughout the Bank. In recognition of its commitment to excellence in corporate governance, CIB received the ISO 37000:2021 certification, which was successfully renewed in 2025, reflecting its commitment to transparency, resilience, and stakeholder-focused leadership.

### Board of Directors

The Board is collectively responsible for the Bank's long-term success by fostering stakeholder value, promoting a culture of openness, and upholding robust governance standards. This includes setting the Bank's strategic objectives and overseeing their implementation, overseeing senior management performance, and ensuring the effectiveness of internal controls, regulatory compliance and risk management frameworks to safeguard the Bank's reputation and ensure its long-term sustainability.

At CIB, we believe that a Board that embraces gender, social, and diversity, and inclusion, and reflects the communities we serve, is fundamental to informed decision-making, enhancing Board effectiveness and fostering the Bank's long-term growth and resilience. Female representation on the Bank's Board during 2025 stood at 18%. Collectively, the Board possesses the required experience and knowledge to effectively discharge its duties. During the year, the Board of Directors met nine times.

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### Changes to the Board of Directors in 2025

In January, the Board of Directors composition was as follows:

1. Ms. Neveen Sabbour, Chair, Non-Executive, independent
2. Mr. Hisham Ezz El-Arab, CEO and Board Member, Executive
3. Mr. Paresh Sukthankar, Board Member, Non-Executive, independent
4. Mr. Rajeev Kakar, Board Member, Non-Executive, independent
5. Mr. Sherif Samy, Board Member, Non-Executive, independent\*
6. Mr. Fadhel Al Ali, Board Member (Representing Alpha Oryx Lt.d), Non-Executive
7. Mr. Aziz Moolji, Board Member (Representing Alpha Oryx Lt.d), Non-Executive
8. Eng. Hoda Mansour, Board Member, Non-Executive, independent
9. Mr. Jawaid Mirza, Board Member, Non-Executive
10. Mr. Amr El Ganainy, Deputy CEO, Executive
11. Mr. Islam Zekry, Group CFO, Executive

### Changes to the Board of Directors throughout the year:

- Resignation of Mr. Paresh Dattatraya Sukthankar and Mr. Rajeev Krishan Lal Kakar, Non-Executive Independent Board Members, effective 15 May 2025 for reaching the maximum duration of service on Board.
- Appointing Mr. Burkhard Amadeus Eckes and Mr. Georgios Anagnostopoulos, Non-Executive Independent Board Members, effective 1 June 2025, after obtaining the Central Bank of Egypt (CBE) approval on 26 May 2025.
- Resignation of Mr. Sherif Samir Samy, Non-Executive Independent Board Member, effective 31 December 2025 for reaching the maximum duration of service on Board.

\* In light of Mr. Sherif Samir Samy's end of term of office as a non-executive Board member, the Board of Directors has accepted his official resignation effective 31 December, 2025.

### Board Committees

The Board of Directors has six standing committees, in compliance with the Banks' corporate governance regulations issued by the CBE, relevant applicable laws, and international best practices. These committees assist the Board of Directors in discharging some of its responsibilities, enhancing the efficiency of board operations, and strengthening the oversight function. They also serve as a key mechanism to ensure the Board's appropriate consideration of all matters within its responsibilities and to support comprehensive enterprise-wide governance. The committees submit their recommendations to the Board of Directors to take the necessary decisions.

Each Board Committee is governed by a formal charter that clearly outlines its objectives, scope of work, responsibilities, attendance quorum requirements, and voting procedures. All Board Committees are chaired by non-executive directors, who regularly report to the Board on major points discussed within their respective committees.

### Conclusion

Egypt's economic outlook continues to be shaped by ongoing reform efforts and evolving market conditions, reinforcing the importance of resilience,

discipline, and long-term planning. In this environment, CIB continued to demonstrate strength and adaptability, navigating global and local challenges while maintaining prudent risk management and consistent execution across its core activities. As the Bank marked its 50-year anniversary during the year, this milestone stood as a reflection of CIB's enduring franchise and its ability to evolve in response to changing market dynamics. With a continued focus on innovation, sustainability, and customer-centric solutions, CIB remains well positioned to build on its legacy and support the future development of Egypt's banking sector.