ARAB BANK FOR INVESTMENT AND FOREIGN TRADE

(AL MASRAF)

PILLAR III DISCLOSURES

31st December 2023

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1. Summary

- This Basel III - Pillar 3 Report for Arab Bank for Investment and Foreign Trade ("Al Masraf" or "the bank") has been prepared in accordance with the public/ market disclosure requirements and guidelines in respect of Pillar 3 of Basel III, as prescribed by the Central Bank of the UAE (CBUAE) and other clarifications received from time to time along with the Formal Disclosure Policy of the Bank.
- The purpose of this report is to inform market participants of the key components, scope and effectiveness of the Banks' risk measurement processes, risk profile and capital adequacy. This is accomplished by providing consistent and understandable disclosure of the Bank's risk profile in a manner that enhances comparability with other institutions.
- The Bank has adopted the Standardized Approach for Credit Risk, and Market Risk and the Basic Indicator Approach for determining the capital requirements for Operational Risk.
- This Pillar 3 Report provides details on the Banks risk profile by risk asset class, which form the basis for the calculation of the capital requirement.
- The Bank has a Board approved Pillar 3 disclosure policy which provides the guidelines for the disclosure requirements and lays down the foundation for transparency, completeness and consistency for an effective and efficient disclosure. The policy defines the key responsibilities of the various stakeholders.
- In accordance with the minimum capital requirement calculation methodology as prescribed under Basel III, the Bank's capital adequacy as at 31st December 2023 and a comparison thereof with the figures as of 30th September 2023 and 30th June 2023 is as follows:

Particulars	Dec 2023	Sep 2023	Jun 2023
Total Capital Adequacy Ratio	21.63%	20.65%	20.47%
Tier 1 Capital Adequacy Ratio	20.49%	19.50%	19.31%
CET 1 Ratio	20.49%	19.50%	19.31%

- As of 31st December 2023, the Banks total Risk Weighted Assets (RWAs) amounted to AED 18,604 million, which comprised of 91.77% Credit Risk; 0.17% Market Risk and 8.06% Operational Risk.
- This Pillar 3 Report provides details on the Bank's risk profile by risk asset class, which form the basis for the calculation of the capital requirement. Numbers are stated in AED thousands unless stated otherwise.

1.1 Capital Adequacy

Approach to assess adequacy of capital to support current and future activities:

- CBUAE issued "Regulation Re Capital Adequacy in the UAE" in 2017 and "Standard Re Capital Adequacy in the UAE" in 2018. In 2020, the CBUAE issued "the update of Standards re Capital Adequacy in the UAE" ("the Standards"). The Standards and reporting templates support the implementation of the "Regulations re Capital Adequacy" and are applicable to all banks operating in the UAE. In December 2022, CBUAE released the "Standards re Capital Adequacy of Banks in the UAE" and "Guidance re Capital Adequacy of Banks in the UAE". The Pillar 3 disclosures have been prepared based on these standards and guidance.
- As per Central Bank regulation for Basel III, the capital requirements is 10.5%. The bank must comply with following minimum requirement:
  - CET1 must be at least 7% of the risk weighted assets (RWA);
  - Tier 1 capital must be at least 8.5% of the risk weighted assets (RWA);
  - Total capital, calculated as sum of Tier 1 capital & Tier 2 capital must be at least 10.5% of the risk weighted assets (RWA).
- Additionally Capital Conservation Buffer (CCB) is to be maintained at 2.5%.

Capital Management

- The Bank's regulator, CBUAE, sets and monitors regulatory capital requirements.
- The Bank's objectives when managing capital are:
  - Safeguarding the Bank's ability to continue as a going concern and increase the returns for the Shareholders; and
  - Complying with regulatory capital requirements set by the Central Bank of the UAE.
- During 2023, the Bank's strategy to manage capital was unchanged from 2022.
  - Maintain capital adequacy ratios above the minimum specified by the CBUAE and Basel guidelines; and
  - Allocate capital to various businesses in an efficient manner.
- Capital adequacy and the use of regulatory capital are monitored on a regular basis by the Bank's management as part of Risk Appetite through ALCO and Management Risk Committee.

2. Introduction

2.1 Information on Subsidiaries and Significant Investments

- Arab Bank for Investment and Foreign Trade PJSC ("Al Masraf" or "the bank") was incorporated in Abu Dhabi by Union Decree No. 50 of 1976. It is registered as a Public Joint Stock Company in accordance with Federal Law No (8) of 1984 (as amended), and UAE Federal Law No. 2 of 2015, as amended.
- It is owned by The Emirates Investment Authority (42.28%), The Libyan Foreign Bank, Libya (42.28%) and The Banque Exterieure d'Algerie, Algeria (15.44%).
- The Bank is engaged in commercial and retail banking activities (including Islamic financial services) and carries out its operations in the United Arab Emirates through its branches in UAE and provides services through digital channels. The Bank also has two representative offices in Libya.

2.2 Basel Components

- In November 2009, the Central Bank of the United Arab Emirates ("CBUAE") had first issued guidelines for implementation of Basel II Capital Accord in the banks operating in the UAE.
- In March 2017, the CBUAE issued guidelines "Regulations Re Capital Adequacy" to bring the capital adequacy regulation framework in the UAE in line with revised capital standards set out by the Basel Committee on Banking Supervision – Basel III. Thereafter, CBUAE from time to time has issued regulations and standards with regard to Capital Adequacy for implementation of Basel Capital Accord for the banks operating in the UAE.
- In December 2022, the CBUAE released the "Standards re Capital Adequacy of Banks in the UAE" and "Guidance re Capital Adequacy of Banks in the UAE".
- The Basel framework is intended to strengthen the market discipline and risk management while enhancing the safety and soundness of UAE banking industry. Basel is structured around three 'Pillars' viz.

  (a) **Pillar I - Minimum Capital Requirements:** Pillar I deals with the basis for the computation of the regulatory capital ratio. It defines various classes and the calculation of Risk Weighted Assets (RWAs) in respect of credit risk, market risk and operational risk, as well as deriving the regulatory capital base. The capital adequacy ratio is then calculated as the ratio of the Bank's regulatory capital to its total RWAs.

  (b) **Pillar II - The Supervisory Review Process and the Internal Capital Adequacy Assessment Process (ICAAP):** Pillar II allows banks and supervisors to take a view on whether the bank holds additional capital to cover the three Pillar risk types and other risks not covered under Pillar I. It provides a framework for dealing with all the other risks a bank may face, such as systemic risk, concentration risk, strategic risk, reputational risk, liquidity risk and legal risk. This risk and capital assessment is commonly referred to as ICAAP.

  (c) **Pillar III - Market Discipline** Pillar III focuses on Market Discipline and complement the minimum capital requirements (Pillar I) and the supervisory review process (Pillar II). The CBUAE supports the enhanced market discipline by developing a set of disclosure requirements which will allow market participants to assess key information on the scope of application, capital, risk exposure, risk assessment process and hence the capital adequacy of the institution. It must be consistent with how the senior management, including the board, assess and manage the risks of the institution. This report is generally to be read in conjunction with the risk disclosures in the Annual Report and audited financial statements.

2.3 Banks Approach to Pillar 1 Risks

Pillar I approach adopted by the Bank is as under:

Risk Type	Current Approach
Credit Risk	Standardized Approach
Market Risk	Standardized Approach
Operational Risk	Basic Indicator Approach

Credit Risk

- Basel provides three approaches to the calculation of credit risk regulatory capital.
- The Standardized approach which the Bank has adopted, requires banks to use external credit ratings to determine the risk weightings applied to rated counterparties, and groups other counterparties into broad categories and applies standardized risk weightings to these categories.
- The net exposure incorporates off-balance-sheet exposures after applying the credit conversion factor (CCF) and credit risk mitigation (CRM).

Market Risk

- The Bank has adopted the Standardized approach for determining the market risk capital requirement for general and specific interest rate risk, foreign exchange risk, and general and specific equity risk.

Operational risk

- Under the basic indicator approach, which the Bank has adopted for operational risk, the regulatory capital requirement for operational risk is calculated by applying a co-efficient of 15% to the average gross income for the preceding three financial years.

2.4 Banks Approach to Pillar II Risks

- The Bank has adopted the method wherein the capital requirements will be determined as Pillar I capital requirements plus additional capital for Pillar II risks.
- Pillar II risks have been identified in accordance with the defined process of the Bank and in compliance with CBUAE guidelines. Where possible, the identification and measurement is quantitative, else it is measured in a qualitative manner using scorecards.

3. Overview of risk management and Risk Weighted Assets

3.1 KM1 - Key Metrics

		a	b	c	d	e
		31/12/2023	30/09/2023	30/06/2023	31/03/2023	31/12/2022
	Available capital (amounts)					
1	Common Equity Tier 1 (CET1)	3,811,460	3,650,802	3,654,513	3,607,139	3,630,845
1a	Fully loaded ECL accounting model	3,752,107	3,638,127	3,627,366	3,562,548	3,520,101
2	Tier 1	3,811,460	3,650,802	3,654,513	3,607,139	3,630,845
2a	Fully loaded ECL accounting model Tier 1	3,752,107	3,638,127	3,627,366	3,562,548	3,520,101
3	Total capital	4,024,859	3,866,606	3,873,432	3,816,113	3,842,653
3a	Fully loaded ECL accounting model total capital	3,965,506	3,853,931	3,846,285	3,771,522	3,731,909
	Risk-weighted assets (amounts)					
4	Total risk-weighted assets (RWA)	18,603,731	18,719,963	18,926,659	18,131,592	18,398,715
	Risk-based capital ratios as a percentage of RWA					

5	Common Equity Tier 1 ratio (%)	20.49%	19.50%	19.31%	a19.89%	19.73%
5a	Fully loaded ECL accounting model CET1 (%)	20.17%	19.43%	19.17%	19.65%	19.13%
6	Tier 1 ratio (%)	20.49%	19.50%	19.31%	19.89%	19.73%
6a	Fully loaded ECL accounting model Tier 1 ratio (%)	20.17%	19.43%	19.17%	19.65%	19.13%
7	Total capital ratio (%)	21.63%	20.65%	20.47%	21.05%	20.89%
7a	Fully loaded ECL accounting model total capital ratio (%)	21.32%	20.59%	20.32%	20.80%	20.28%
	Additional CET1 buffer requirements as a percentage of RWA					
8	Capital conservation buffer requirement (2.5% from 2019) (%)	2.5%	2.5%	2.5%	2.5%	2.5%
9	Countercyclical buffer requirement (%)	0.0%	0.0%	0.0%	0.0%	0.0%
10	Bank D-SIB additional requirements (%)	0.0%	0.0%	0.0%	0.0%	0.0%
11	Total of bank CET1 specific buffer requirements (%) (row 8 + row 9+ row 10)	2.5%	2.5%	2.5%	2.5%	2.5%
12	CET1 available after meeting the bank's minimum capital requirements (%)	11.1%	10.2%	10.0%	10.5%	10.4%
	Leverage Ratio					
13	Total leverage ratio measure	25,409,386	24,199,244	25,025,800	23,780,212	23,595,654
14	Leverage ratio (%) (row 2/row 13)	15.0%	15.1%	14.6%	15.2%	15.4%
14 a	Fully loaded ECL accounting model leverage ratio (%) (row 2A/row 13)	14.8%	15.0%	14.5%	15.0%	14.9%
14 b	Leverage ratio (%) (excluding the impact of any applicable temporary exemption of central bank reserves)	15.0%	15.1%	14.6%	15.2%	15.4%
	Liquidity Coverage Ratio					
15	Total HQLA	NA	NA	NA	NA	NA
16	Total net cash outflow	NA	NA	NA	NA	NA
17	LCR ratio (%)	NA	NA	NA	NA	NA
	Net Stable Funding Ratio					
18	Total available stable funding	NA	NA	NA	NA	NA
19	Total required stable funding	NA	NA	NA	NA	NA
20	NSFR ratio (%)	NA	NA	NA	NA	NA
	ELAR					
21	Total HQLA	3,477,798	2,944,596	3,249,571	2,913,842	2,262,544
22	Total liabilities	17,585,777	17,148,385	18,047,404	17,074,706	16,623,161
23	Eligible Liquid Assets Ratio (ELAR) (%)	19.78%	17.17%	18.01%	17.07%	13.61%
	ASRR					
24	Total available stable funding	16,275,925	15,636,645	15,924,069	15,801,128	15,887,922
25	Total Advances	13,627,650	13,233,882	13,565,704	13,685,056	14,412,044
26	Advances to Stable Resources Ratio (%)	83.73%	84.63%	85.19%	86.61%	90.71%

The Risk Weighted Assets (RWA) showed a reducing trend during the year as the Bank continued to de-risk and selectively book new business. The RWAs reduced to AED 18,604 million as at 31 December 2023 as compared to AED 18,720 million as at 30 September 2023 and AED 18,927 million as at 30 June 2023.

There was a marginal drop in the leverage ratio to 15.0% as at December 2023 from 15.1% as at September 2023 due to increase in the constituents of leverage ratio driven by an increase in the total assets of the Bank.

The ELAR and ASRR at 19.78% and 83.73% as at 31 December 2023 improved from 17.17% and 84.63% respectively as at 30 September 2023 as the Bank actively continued to manage its balance sheet and invested in liquid assets. The ratios were maintained above the minimum limits set by Central Bank of UAE.

The Bank is applying the transitional adjustment for the ECL amount in line with the requirements under Notice No. CBUAE/BSD/N/2020/2016 – "Regulation Regarding Accounting provisions and Capital Requirements – Transitional Arrangements" issued by CBUAE.

3.2 OVA - Bank Risk Management Approach

1. Business Model Determination and Risk Profile

The Bank provides a range of banking products and services to both wholesale and retail banking customers through its departments, business segments and its branch network in the United Arab Emirates (UAE) and also provides services through digital channels. The Bank has no subsidiaries established or operating within or outside the UAE.

The key business lines of the Bank broadly includes Corporate, Islamic Financing, SME, Retail, Financial Institution, and Treasury. The Bank is exposed to a standard range of risks in the normal course of its business. The Bank's risk and capital assessment policies are designed to identify and quantify these risks, set appropriate limits/ thresholds in line with defined risk appetite, ensuring control and monitoring adherence to the limits/ thresholds. The principal risks associated with the Bank's business are credit risk, including cross-border and concentration risks, market risk, liquidity risk, operational risk, legal risk and reputation risk among others.

The Risk Appetite framework and statement of the Bank is approved by the Board of Directors and is reviewed annually. Its objective is to set the tone from the top in giving directions to the Bank's management and providing business lines with guidance regarding the risk profile that the Bank is prepared to accept. The business lines draw up their business and risk strategies in line with the laid down risk appetite parameters.

2. Governance Structure

The Bank has established a Corporate Governance structure to oversee management and governance-related risks effectively. The Bank implemented a Corporate Governance Code (CGC) in accordance with the Bank's Articles of Association and CBUAE guidelines. The CGC underwent revision in 2021 following a review by Hawkamah (the Institute of Corporate Governance). Currently, the Bank is conducting a further review of the existing CGC.

2.1 Risk Management Framework

The Risk Management framework lays emphasis on the Bank's risk philosophy, risk appetite, risk governance and structure, policies and guidelines, risk and reward balance and is supported by regular risk measuring, monitoring, and reporting mechanism, and correction / mitigating actions.

2.2 Board Involvement in Risk Management

The Bank's Board consists of experienced directors representing the three shareholders. The Board members are well aware of the risk exposure on clients and financial institutions. Also, the Board regularly reviews the Bank's performance, profitability and the business budget.

The strategic and other business policies of the Bank are formulated in consultation with the Board of Directors. The Board discusses the strategy, annual Business Plan and budget and policies for all the segments of the business of the Bank at the Board Meeting. Progress on implementation are being submitted at various levels including Management Risk Committee, Board Risk Committee and the Board. More details are covered under Corporate Governance Report in the Annual Report.

2.3 Committees of the Board and Management

The Bank's Board has constituted the following committees and their charters. All these committees are functioning and exercising their powers as mandated by the Board.

Board Level Committees	Management Level Committees
i. Board Audit Committee	i. Management Committee
ii. Board Risk Committee	ii. Management Risk Committee
iii. Remuneration & Nomination Committee	iii. Management Credit Committee

iv. Board Steering Committee	iv. Asset Liability Management Committee
v. Strategy & Innovations Committee	v. Compliance Committee
vi. **Board Compliance Committee**	vi. Investment Committee
vii. Corporate Governance Committee	vii. Human Resource Committee
	viii. Credit Monitoring Committee
	ix. Procurement Committee
	x. Technology and Transformation Committee
	xi. Model Oversight Committee
	xii. Provisioning Committee

2.4 Governance, Risk Management and Controls

- The Board of Directors are responsible for the overall governance of the Bank. This includes, determining the strategy, providing direction to the Senior Management, ensuring that the control functions are robust and that they conform to international best practices.
- The Risk management function is headed by Chief Risk Officer (CRO), who directly reports to Board Risk Committee (BRC). Further, CRO attends Management Credit Committee (MCC) as an observer without voting rights.
- The Bank has a risk management framework and is working towards integrating risk management into its operations and culture. During past years, various functions pertaining to risk (Risk Governance & Analytics, Market Risk, Operational Risk and Business Continuity, Information Security monitoring and Data Protection) are established &/or enhanced, which are headed by Chief Risk Officer (CRO).

2.5 Role of Risk Management Department

The Bank has an independent Risk Management Structure / Department managed under the Chief Risk Officer (CRO). Following are the major areas of responsibilities of risk management:

- Establishing bank wide Risk Management and Control Policies, Processes and Procedures;
- Provide oversight and independent challenge of business line accountabilities;
- Develop and communicate risk and control procedures;
- Implementing the enterprise-wide risk governance framework, which includes the Bank's risk culture, risk appetite and risk limits;
- Monitoring of the risk-taking activities and risk exposures in line with the board-approved risk appetite, risk limits and corresponding capital or liquidity needs;
- Trigger systems for breaches of the Bank's risk appetite or limits;
- Identifying material individual, aggregate and emerging risks and measuring the Bank's exposure to them.

3. Channels to communicate, and enforce the risk culture

- The Bank's fundamental risk management goal is to build a culture of risk understanding so that sound decisions can be made at every level. Risk culture is an integral part of the Bank's overall corporate culture.
- Risk Culture is enforced in the Bank through a combination of methods. The risk appetite lays down what the bank is prepared to accept as a risk profile. The risk appetite parameters are disseminated in the Bank to the business line heads. Additionally, the Bank lays down as part of credit policy, the credit risk acceptance / minimum lending criteria for different segments which the business lines have to follow while originating credit.
- The process of identifying and reporting the health of the Bank's businesses and portfolios is undertaken through the use of risk appetite statement, top and emerging risk and risk dashboard. These are compiled and submitted to the Management Risk Committee.
- The Bank has most of the required policies and procedures that defines the operational aspects of the Bank's key activities. In addition, Business Units also use approved process notes, procedure documents etc. to establish formal processing.

- The Bank has a process flow application which provides online, the Policies, Standard Operating Procedures (SOPs) and trainings. This serves as guiding documents to employees on different functions to enable them to perform their duties.
- The Bank also has Corporate Governance Code, Employee code of conduct policy and Whistle blowing policy in place which supports reporting of any misconduct or concerns with regards to unethical behavior of any employee.
- The Bank has implemented a 'Three Lines of Defense' model for managing risks facing the Bank.
- The Compliance Committee oversees how management monitors compliance with the Bank's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the Bank.
- The Board Audit Committee is assisted in its oversight role by Internal Audit. Internal Audit undertakes both regular and ad hoc reviews of risk management controls and procedures.

4. The scope and main features of risk measurement systems

- Risk management framework in the Bank includes risk identification, measurement and assessment, and its objective is to minimize negative effects risks can have on the financial results and capital of the Bank.
- The Bank identifies the critical risks associated with business lines and monitors them on regular basis. The material risks that may impact the Bank's operations are identified and thoroughly assessed and stressed, both qualitatively and quantitatively. The Bank has adequate checks and controls in place where-ever manual computations are involved.
- **Credit Risk**
  - The fundamental pillars of the Bank's credit risk management systems are its credit rating systems for assessing the credit quality of its customers on a regular basis, IFRS 9 system for assessing the expected credit losses and loan origination systems (corporate and retail) among others. These advanced systems are deployed in quantifying credit risk and in setting various lending policies incorporating robust credit underwriting standards.
  - Bank has deployed various credit risk management systems, of which major includes:
    (i) Corporate Loan Origination System
    (ii) Retail Loan Origination System
    (iii) Corporate Rating System
    (iv) IFRS 9 System
- **Market Risk**
  - Bank monitors market risk through various parameters on daily, weekly and monthly reports.
  - Reports submitted to Asset Liability Management Committee (ALCO) includes reports on Limit monitoring covering investment in Bank's own book portfolio which includes parameters like IRRBB, modified duration, PVBP, portfolio rating, residual maturity, FX NOP etc. and Investment Portfolio performance report.
- **Liquidity Risk**
  - The Bank uses Asset Liability Management (ALM) and Funds Transfer Pricing (FTP) systems for monitoring of liquidity risks.
  - The Bank uses Eligible Lending to Asset Ratio (ELAR) and Advances to Stable Recourse Ratio (ASRR) and Liquidity Gap Statement etc. among others to monitor its liquidity positions.
- **Operational risk management (ORM) and BCP**
  - The ORM Policy governs the implementation of operational risk management across the bank through the establishment of the operational risk management framework. The framework incorporates the foundations and the pillars for effective management of operational risk. Main tools used are: Incident Management, Issues and Actions Management, several types of risk assessments (risk and control self-assessment-RCSA, change risk self-assessment-CRSA, and third party risk assessment-TPRA), Key Risk Indicators, and Capital.
  - Business Continuity Management (BCM)/ Disaster recovery plan (DRP): The Bank has in place BCM and DRP methodologies to prevent prolonged disruptions as a result of application outages, business disruptions etc. The BCM policy facilitates the implementation of Business Continuity through the establishment of a Business Continuity Management (BCM) framework, to ensure essential services are made available during disaster or foreseeable or unforeseeable disruption.

The key components within this framework comprises of Governance Committee; Business Impact analysis; Business Continuity Plan; Exercising and testing; Emergency Response; ORM Tools; and Reporting.

- **Information Security & Cyber Threat Risk**
  - Bank has implemented various tools and controls to address cyber risk, some of them includes DDOS protection Service Provider, Anti-virus or Anti-malware controls, Intrusion prevention systems, Network access control systems, Physical security boundary and access control systems etc. among others.
  - Bank is currently running a program to implement Data Protection and enhance its solutions and products to provide better privacy to its customers and stakeholders.
  - Vendor (Hardware & software) support agreement during cyber-attack and Cyber insurance is in place as reactive risk management controls to reduce the impact of cyber risk, if any.
  - Bank continues to invest in enhancing its Information security posture and architecture with evolving trend and risk of this sector. Bank for FY2024 has budgeted to revamp the security architecture to replace and enhance its security stack and introduce better detection and prevention technology.
  - Bank has partnered with Secureworks for Managed detect and response services to monitor the cyber risk on 24x7 basis with continuous proactive threat hunting to identify persistent threats.
  - Bank has recently invested in tamper proofing its backups as an anti-ransomware strategy.
  - Bank has invested in managed services for Digital Risk protection and Brand monitoring to identify and track its third party and supply chain risks.
  - Bank is putting special focus on enhancing its data protection and privacy posture and is onboarding the technology to further protect customer’s private data and also adhering to Central Bank’s Consumer protection regulations and UAE Privacy Laws.

5. Process of risk information reporting provided to the Board and Senior Management

- As a part of the reporting framework, various reports pertaining to major risk areas of the Bank are submitted to the Management Committees viz. Management Risk Committee/ Management Credit Committee/ ALCO as well as to the Board Risk Committee (BRC).

- Summary of the BRC observations is furnished to the Board.

- Following are the key reports which are considered comprehensive and hence provide Bank wide risk assessment on periodic basis.

- **Risk Appetite** monitoring of the Bank is an integral part of the monthly reporting to the Senior Management, which combines the Bank’s business model, governance, and strategic decisions.

- **Periodic Reports** including Risk Dashboard, Credit Asset Quality, IFRS 9 ECL and Provision Adequacy, is submitted to the Management Risk Committee (MRC) encompassing risks related update of the Bank. Reports on past dues, excess over limit accounts, accounts with early warning signals, restructured / rescheduled, expired limits, expired valuations etc. are part of regular Credit Monitoring Committee reports. While for market risk the triggering/breaches of limit is monitored and reported as part of regular ALCO report.

- **Other Reports** submitted to the Board Risk Committee encompasses risks related to the Bank. The report provides a concise overview of key regulatory ratios and thresholds, capital adequacy, asset quality and provision coverage, liquidity position of the Bank, market risk, major operational risk incidents, top risks, status of operational risk framework tools (RCSA, CRSA, Issues and Actions, KRIs, etc.) and information security update. **Stress testing** is another key component of the quarterly risk reporting process to the management that assesses the potential risk and the resulting impact due to stressed operating scenarios.

  Stress testing framework at the Bank is comprehensive and is reasonably granular in line with complexity and size of Bank, which enables the management to assess the impact of different scenarios on the portfolios in terms of credit quality, liquidity, capital adequacy and profitability. Additionally, the Bank also participates in CBUAE’s annual bottom-up stress testing exercise.

- **Internal Capital Adequacy Assessment Process (ICAAP)** is considered as the most comprehensive exercise that conducts the risk assessment of the Bank on forward looking basis, given the business plan and growth aspirations. This provides a complete overview of existing capital adequacy and future capital requirements to the Board and the senior management, which aids the long term capital management process in the Bank.

- Moreover, senior management exercises its risk management function through policies and various management committees which require more frequent and more granular reporting on risk exposures.

6. Qualitative information on stress testing

- Stress testing is used to evaluate potential vulnerability of risk management system of the banks to certain unlikely but plausible events or movements in financial variables.
- The Bank has implemented a Board approved Policy on Stress Testing that defines the framework and approach for conducting stress tests to assess the impact on earnings and capital.
- The Bank undertakes a range of stress test scenarios to assess the risk and impact of different events on profitability or capital requirements. Stress scenarios are designed and undertaken on the principal risk factors like Credit Risk, Liquidity Risk and Interest rate Risk etc. Within Credit Risk, stress testing is done to cover market wide macro-economic scenarios and idiosyncratic risks. In addition, the Bank also participates in CBUAE's annual bottom-up stress test exercise, where the portfolio is stressed in accordance with the Central Bank's prescriptions.
- Three stress levels viz. Minor, Moderate and Major are conducted on all the principal risk factors on periodic basis as per the Stress Testing Policy.
- In terms of governance, the Stress Testing is conducted by Risk Management department and is reviewed by Management Risk Committee and summary is submitted to Board Risk Committee.
- The Bank also runs reverse stress test scenario beyond normal business settings to evaluate potential vulnerabilities and assess the mitigation required, as part of ICAAP.

7. The strategies and processes to manage, hedge and mitigate risks

- The mitigation of credit risk is an important aspect of its effective management and takes many forms.
- The Bank grants facilities based on the borrower's ability to repay, rather than placing its reliance on credit risk mitigation. The Bank nevertheless does hold a range of collaterals to reduce the risk of loss and maximise the probability of facilities being repaid. These risk mitigants include collaterals which are eligible as per Standardised approach in Pillar I, and other securities such as land and property/ mortgages.
- The granting of facilities and taking collaterals as risk mitigants is governed by defined policies and procedures, as well as the use of the Bank's standard documentation that allow for the offset of credit balances against facilities granted, the control over the integrity and valuation of collaterals, and the rights required to enforce and realize applicable collaterals.
- Credit risk is managed through a process of credit due diligence at origination through credit risk acceptance criteria, single obligor lending limits, real estate sector limits, internal risk rating and a credit committee approval process where business line proposals are assessed for risk through risk opinions tendered by an independent credit risk function. Further, credit risk mitigants like obtaining eligible collaterals, valuations and minimum security coverage and guarantees are monitored over the life of the credit facility.
- The Bank has established a Risk Appetite Statement (RAS) for liquidity and funding risk that is approved by the Board annually, and reviewed regularly through the Management Risk Committee, Asset Liability Committee (ALCO), with reports provided to the Board Risk Committee.
- The Bank recognizes the importance of liquidity management and has in place the Liquidity Contingency Funding Plan (CFP) to provide guidance on how to approach any potential liquidity event, defining responsibilities and setting out a predetermined plan of action.
- The Bank has effective risk mitigation techniques in place to manage and mitigate risk as follows:
  - The Board of Directors has approved credit policy for the Bank.
  - The Bank has internal rating models and Risk Adjusted Return on Capital (RAROC) model which provides effective screening and measurement tool of credit risk to assist with the building of high-quality credit portfolio at the outset.
  - The Bank have deployed early warning signal system that covers areas such as Account Turnover pattern, Central Bank Risk Bureau Classification, Central Bank Risk Bureau behaviour (dealing with other banks), days past dues, past due amount, customer rating, etc. The Bank is also more vigilant in terms of the application of credit mitigants. Concentration risk is also monitored on regular basis via Single Large Exposure Limits, Real Estate Sector limits, Country Limits and Financial Institutions (Bank) Exposure Limits.

- Exposure to single borrower/ group of related borrows is in line with the maximum limits set by CBUAE supported by policies, processes to monitor the total indebtedness of group counterparties.
- Impairment and Provisioning is done based on IFRS 9 forward looking Expected Credit Loss Impairment Methodology.

3.3 OV1 - Overview of Risk Weighted Assets

	a	b	c
	RWA		Minimum capital requirements
	31/12/2023	30/09/2023	T
Credit risk (excluding counterparty credit risk)	17,056,689	17,239,140	1,790,952
Of which: standardised approach (SA)	17,056,689	17,239,140	1,790,952
Of which: foundation internal ratings-based (F-IRB) approach			
Of which: supervisory slotting approach			
Of which: advanced internal ratings-based (A-IRB) approach			
Counterparty credit risk (CCR)	7,599	12,586	798
Of which: standardised approach for counterparty credit risk	7,599	12,586	798
Of which: Internal Model Method (IMM)			
Of which: other CCR			
Credit valuation adjustment (CVA)	7,599	12,586	798
Equity positions under the simple risk weight approach			
Equity investments in funds - look-through approach			
Equity investments in funds - mandate-based approach			
Equity investments in funds - fall-back approach			
Settlement risk			
Securitisation exposures in the banking book			
Of which: securitisation internal ratings-based approach (SEC-IRBA)			
Of which: securitisation external ratings-based approach (SEC-ERBA)			
Of which: securitisation standardised approach (SEC-SA)			
Market risk	31,743	45,998	3,333
Of which: standardised approach (SA)	31,743	45,998	3,333
Of which: internal models approach (IMA)			
Operational risk	1,500,101	1,409,653	157,511
Amounts below thresholds for deduction (subject to 250% risk weight)			
Floor adjustment			
Total (1+6+10+11+12+13+14+15+16+20+23)	**18,603,731**	**18,719,963**	**1,953,392**

Total Credit risk weighted assets reduced to AED 17,072 million as at 31 December 2023 from AED 17,264 million as at 30 September 2023 due to change in the balance sheet mix despite a growth in the total assets. The counterparty credit risk weighted assets and credit valuation adjustments decreased to AED 7.6 million as at 31 December 2023 from AED 12.6 million as at 30 September 2023 due to decrease in underlying exposures.

There was a drop in Market risk weighted assets during the period as compared to 30 September 2023 on the back of reduced underlying exposures.

Operational risk weighted assets were recomputed as at 31 December 2023 based on the year end operating income numbers for the last 3 years.

4. Linkages between financial statements and regulatory exposures

4.1 LI1 - Differences between accounting and regulatory scopes of consolidation and mapping of financial statement categories with regulatory risk categories

	a	b	c	d	e	f	g
	Carrying values as reported in published financial statements	Carrying values under scope of regulatory consolidation	Carrying values of items:				
			Subject to credit risk framework	Subject to counterparty credit risk framework	Subject to the securitisation framework	Subject to market risk framework	Not subject to capital requirements or subject to deduction from capital
Assets							
Cash and balances with the Central Bank of UAE	2,532,001	2,535,024	2,535,024	-	-	-	-
Due from Banks	1,317,798	1,319,675	1,319,675	-	-	-	-
Investments at fair value through other comprehensive income (FVOCI)	3,075,277	3,075,277	3,075,277	-	-	-	-
Investments at fair value through profit or loss (FVTPL)	355,638	355,638	355,638	-	-	-	-
Investment at amortised cost	405,376	405,414	405,414	-	-	-	-
Loans and advances	12,900,588	16,062,471	16,062,471	-	-	-	-
Investment properties	167,839	257,030	257,030	-	-	-	-
Acceptances	477,267	477,267	477,267	-	-	-	-
Other assets	227,753	244,990	244,990	-	-	-	-
Intangible assets	52,724	-	-	-	-	-	52,724
Property and equipment	241,563	241,563	241,563	-	-	-	-
Assets held-for-sale	12,042	17,544	17,544	-	-	-	-
Total Assets	**21,765,866**	**24,991,893**	**24,991,893**	-	-	-	**52,724**
Liabilities							
Due to Banks	2,042,547	2,042,547	-	-	-	-	2,042,547
Customers' deposits	14,750,019	14,750,019	-	-	-	-	14,750,019
Acceptances	477,267	477,267	-	-	-	-	477,267
Other liabilities	552,680	552,680	-	395	-	-	552,285
Total Liabilities	**17,822,513**	**17,822,513**	-	**395**	-	-	**17,822,118**

4.2 LI2 - Main sources of differences between regulatory exposure amounts and carrying values in financial statements

		a	b	c	d	e
			Items subject to:			
		Total	**Credit risk framework**	**Securitisation framework**	**Counterparty credit risk framework**	**Market risk framework**
1	**Asset carrying value amount under scope of regulatory consolidation (as per template LI1)**	24,991,893	24,991,893	-	-	-
2	Liabilities carrying value amount under regulatory scope of consolidation (as per template LI1)	-	-	-	-	-
3	Total net amount under regulatory scope of consolidation	**24,991,893**	**24,991,893**	**-**	**-**	**-**
4	Off-balance sheet amounts	9,742,609	2,507,177	-	35,606	-
5	*Differences in valuations*	-	-	-	-	-
6	*Differences due to different netting rules, other than those already included in row 2*	-	-	-	-	-
7	*Differences due to consideration of provisions*	-	-	-	-	-
8	*Differences due to prudential filters*	-	-	-	-	-
9	**Exposure amounts considered for regulatory purposes**	**34,734,502**	**27,499,070**	**-**	**35,606**	**-**

4.3 LIA - Explanations of differences between accounting and regulatory exposure amounts

- Stage 1 and Stage 2 provisions are not netted off against the credit exposures but instead included in the Tier 2 capital, capped at 1.25% of the Credit RWA in accordance with the CBUAE Capital Adequacy Standards on Tier Capital Supply para 31.
- Other assets in financials include acceptances whereas they are part of off-balance sheet exposure under capital adequacy reporting.

In line with the Central Bank guidelines, the Bank is deducting the intangible assets from the capital computation.

- Goodwill and Intangible assets, Deferred Tax Assets are deducted from Capital and not considered under credit risk framework in accordance with the CBUAE Capital Adequacy Standards on Tier Capital Supply para 46-51.
- As per CBUAE Basel III framework, off balance sheet exposures are converted, by applying a credit conversion factor (CCF), into equivalent credit exposures in accordance with the CBUAE Capital Adequacy Standards on Credit Risk para 44-48.

- Acceptances reported under other assets in financial statements are considered as off-balance sheet exposures with 100% CCF for capital requirements calculations purpose in accordance with the CBUAE Capital Adequacy Standards on Credit Risk para 45(i).
- Private equity exposures/commitments reported under FVTPL investments/Contingent assets in the financial statements are treated as Equity Investment in Funds for the purpose of capital calculations in accordance with the CBUAE Capital Adequacy Standards on Equity Investments in Funds and also certain strategic investments under FVTPL investments are considered as Equity investment in Banking book since they don't meet the Basel criteria for trading book exposures.
- Under the comprehensive credit risk mitigation approach, eligible collaterals are considered subject to regulatory haircuts to estimate and report net exposure in accordance with the CBUAE Capital Adequacy Standards on Credit Risk section IV.

5. Prudential valuation adjustments

5.1 PV1 - Prudent valuation adjustments

Not applicable to the Bank.

6. Composition of capital

6.1 CC1 - Composition of regulatory capital

		a	b
		Amounts	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
	Common Equity Tier 1 capital: instruments and reserves		
1	Directly issued qualifying common share (and equivalent for non-joint stock companies) capital plus related stock surplus	2,000,000	Same as (h) from CC2 template
2	Retained earnings	499,224	
3	Accumulated other comprehensive income (and other reserves)	1,305,607	
4	*Directly issued capital subject to phase-out from CET1 (only applicable to non-joint stock companies)*	-	
5	Common share capital issued by third parties (amount allowed in group CET1)	-	
6	**Common Equity Tier 1 capital before regulatory deductions**	**3,804,831**	
	Common Equity Tier 1 capital regulatory adjustments		
7	Prudent valuation adjustments		
8	Goodwill (net of related tax liability)		CC2 (a) minus (d)
9	Other intangibles including mortgage servicing rights (net of related tax liability)	(52,724)	CC2 (b) minus (e)
10	Deferred tax assets that rely on future profitability, excluding those arising from temporary differences (net of related tax liability)		
11	Cash flow hedge reserve		
12	Securitisation gain on sale		
13	Gains and losses due to changes in own credit risk on fair valued liabilities		
14	Defined benefit pension fund net assets		
15	Investments in own shares (if not already subtracted from paid-in capital on reported balance sheet)		
16	Reciprocal cross-holdings in CET1, AT1, Tier 2		
17	Investments in the capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation, where the bank does not own more than 10% of the issued share capital (amount above 10% threshold)	-	
18	Significant investments in the common stock of banking, financial and insurance entities that are outside the scope of regulatory consolidation (amount above 10% threshold)		

19	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability)		
20	Amount exceeding 15% threshold		
21	Of which: significant investments in the common stock of financials		
22	Of which: deferred tax assets arising from temporary differences		
23	CBUAE specific regulatory adjustments	59,353	
24	**Total regulatory adjustments to Common Equity Tier 1**	6,629	
25	**Common Equity Tier 1 capital (CET1)**	**3,811,460**	
	Additional Tier 1 capital: instruments		
26	Directly issued qualifying Additional Tier 1 instruments plus related stock surplus		CC2 (i)
27	OF which: classified as equity under applicable accounting standards		
28	Of which: classified as liabilities under applicable accounting standards		
29	*Directly issued capital instruments subject to phase-out from additional Tier 1*		
30	Additional Tier 1 instruments (and CET1 instruments not included in row 5) issued by subsidiaries and held by third parties (amount allowed in AT1)		
31	*Of which: instruments issued by subsidiaries subject to phase-out*		
32	Additional Tier 1 capital before regulatory adjustments		
	Additional Tier 1 capital: regulatory adjustments		
33	Investments in own additional Tier 1 instruments		
34	Investments in capital of banking, financial and insurance entities that are outside the scope of regulatory consolidation		
35	Significant investments in the common stock of banking, financial and insurance entities that are outside the scope of regulatory consolidation		
36	CBUAE specific regulatory adjustments		
37	Total regulatory adjustments to additional Tier 1 capital		
38	**Additional Tier 1 capital (AT1)**		
39	**Tier 1 capital (T1= CET1 + AT1)**	**3,811,460**	
	Tier 2 capital: instruments and provisions		
40	Directly issued qualifying Tier 2 instruments plus related stock surplus		
41	*Directly issued capital instruments subject to phase-out from Tier 2*		
42	Tier 2 instruments (and CET1 and AT1 instruments not included in rows 5 or 30) issued by subsidiaries and held by third parties (amount allowed in group Tier 2)		
43	*Of which: instruments issued by subsidiaries subject to phase-out*		
44	Provisions	213,399	

45	**Tier 2 capital before regulatory adjustments**	**213,399**	
	Tier 2 capital: regulatory adjustments		
46	Investments in own Tier 2 instruments		
47	Investments in capital, financial and insurance entities that are outside the scope of regulatory consolidation, where the bank does not own more than 10% of the issued common share capital of the entity (amount above 10% threshold)		
48	Significant investments in the capital, financial and insurance entities that are outside the scope of regulatory consolidation (net of eligible short positions)		
49	CBUAE specific regulatory adjustments		
50	**Total regulatory adjustments to Tier 2 capital**		
51	**Tier 2 capital (T2)**	**213,399**	
52	**Total regulatory capital (TC = T1 + T2)**	**4,024,859**	
53	**Total risk-weighted assets**	**18,603,731**	
	Capital ratios and buffers		
54	**Common Equity Tier 1 (as a percentage of risk-weighted assets)**	20.49%	
55	**Tier 1 (as a percentage of risk-weighted assets)**	20.49%	
56	**Total capital (as a percentage of risk-weighted assets)**	21.63%	
57	**Institution specific buffer requirement (capital conservation buffer plus countercyclical buffer requirements plus higher loss absorbency requirement, expressed as a percentage of risk-weighted assets)**	2.50%	
58	**Of which: capital conservation buffer requirement**	2.50%	
59	**Of which: bank-specific countercyclical buffer requirement**	0.00%	
60	**Of which: higher loss absorbency requirement (e.g. DSIB)**	0.00%	
61	**Common Equity Tier 1 (as a percentage of risk-weighted assets) available after meeting the bank's minimum capital requirement.**	11.13%	
	The CBUAE Minimum Capital Requirement		
62	Common Equity Tier 1 minimum ratio	7.00%	
63	Tier 1 minimum ratio	8.50%	
64	Total capital minimum ratio	10.50%	
	Amounts below the thresholds for deduction (before risk weighting)		
[redacted]	[redacted]		
66	Significant investments in common stock of financial entities		
[redacted]	[redacted]		
68	Deferred tax assets arising from temporary differences (net of related tax liability)		
	Applicable caps on the inclusion of provisions in Tier 2		
69	Provisions eligible for inclusion in Tier 2 in respect of exposures subject to standardised approach (prior to application of cap)	612,047	

70	Cap on inclusion of provisions in Tier 2 under standardised approach	213,399	
[redacted]			
	Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2018 and 1 Jan 2022)		
73	*Current cap on CET1 instruments subject to phase-out arrangements*		
74	*Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)*		
75	*Current cap on AT1 instruments subject to phase-out arrangements*		
76	*Amount excluded from AT1 due to cap (excess after redemptions and maturities)*		
77	*Current cap on T2 instruments subject to phase-out arrangements*		
78	*Amount excluded from T2 due to cap (excess after redemptions and maturities)*		

The capital base of the Bank as at 31 December 2023 at AED 4,025 million (30 June 2023: AED 3,873 million) increased during the period due to the reduction in negative fair value movement on investments at FVOCI and the profits generated during the period. Consequently, there were no deduction for investments in the capital of banking entities as at the reporting date.

Following receipt of necessary approvals, the paid-up Share Capital of the Bank increased in the second quarter of 2023 from AED 1,500 million to AED 2,000 million by issuance of Bonus Shares through capitalization of the General Reserves and partly from the Retained Earnings.

6.2 CC2 - Reconciliation of regulatory capital to balance sheet

	a	b	c
	Balance sheet as in published financial statements	**Under regulatory scope of consolidation**	**Reference**
	31/12/2023	**31/12/2023**	
Assets			
Cash and balances with the Central Bank of UAE	2,532,001	2,535,024	
Due from Banks	1,317,798	1,319,675	
Acceptances	477,267	477,267	
Investments at fair value through other comprehensive income (FVOCI)	3,075,277	3,075,277	
Investments at fair value through profit or loss (FVTPL)	355,638	355,638	
Investment at amortised cost	405,376	405,414	
Loans and advances	12,900,588	16,062,471	
Investment properties	167,839	257,030	
Other assets	227,753	244,990	
Intangible assets	52,724	-	
Property and equipment	241,563	241,563	
Assets held-for-sale	12,042	17,544	
Total assets	**21,765,866**	**24,991,893**	

Liabilities			
Due to Banks	2,042,547	2,042,547	
Customers' deposits	14,750,019	14,750,019	
Acceptances	477,267	477,267	
Other liabilities	552,680	552,680	
Total liabilities	**17,822,513**	**17,822,513**	
Shareholders' equity			
Paid-in share capital	2,000,000	2,000,000	
Of which: amount eligible for CET1	2,000,000	2,000,000	(h)
Of which: amount eligible for AT1	-	-	(i)
Statutory reserve	688,113	688,113	
Special reserve	683,523	683,523	
General reserve	-	-	
Revaluation reserve	138,522	-	
Fair value reserve	(66,029)	(66,029)	
Retained earnings	499,224	499,224	
Total shareholders' equity	**3,943,353**	**3,804,831**	

Stage 1 and Stage 2 provisions are not netted off against the credit exposures but instead included in the Tier 2 capital, capped at 1.25% of the Credit RWA in accordance with the CBUAE Capital Adequacy Standards on Tier Capital Supply para 31.

In line with the Central Bank guidelines, the Bank is deducting intangible assets for the purpose of capital computation.

Following receipt of necessary approvals, the paid-up Share Capital of the Bank increased in the second quarter of 2023 from AED 1,500 million to AED 2,000 million by issuance of Bonus Shares through capitalization of the General Reserves and partly from the Retained Earnings. The total assets as at 31 December 2023 increased by AED 1,186 million as compared to 31 December 2022 mainly due to increase in the investment portfolio during the year. There was a drop in the loans and advances as the Bank selectively booked new business.

6.3 CCA - Main features of regulatory capital instruments

CCA (composition of capital) information is not applicable for Al Masraf since the Bank has neither issued/ repaid a capital instrument nor there is a redemption, conversion/ write-down or other material change in the nature of an existing instrument/ capital.

7. Macro Prudential Supervisory measures

7.1 DSIB1 - Disclosure of D-SIB indicator

Al Masraf is not part of D-SIBs (Classification by Central Bank)

7.2 CCyB1 - Geographical distribution of credit exposures used in the countercyclical buffer

The Bank is not exposed to countercyclical capital buffer requirements.

8. Leverage ratio

8.1 LR1 - Summary comparison of accounting assets vs leverage ratio exposure measure

		31/12/2023
1	Total consolidated assets as per published financial statements	21,765,866
2	Adjustments for investments in banking, financial, insurance or commercial entities that are consolidated for accounting purposes but outside the scope of regulatory consolidation	-
3	Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference	-
4	Adjustments for temporary exemption of central bank reserves (if applicable)	-
5	Adjustment for fiduciary assets recognised on the balance sheet pursuant to the operative accounting framework but excluded from the leverage ratio exposure measure	-
6	Adjustments for regular-way purchases and sales of financial assets subject to trade date accounting	-
7	Adjustments for eligible cash pooling transactions	-
8	Adjustments for derivative financial instruments	35,606
9	Adjustment for securities financing transactions (ie repos and similar secured lending)	-
10	Adjustments for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)	3,045,381
11	Adjustments for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital	-
12	Other adjustments	562,533
13	**Leverage ratio exposure measure**	**25,409,386**

The Bank computes the Leverage Ratio on a quarterly basis. Leverage ratio exposure also includes the credit converted amounts for off balance sheet items ie. Letters of Credit, Letters of Guarantee etc.

The leverage ratio exposure increased to AED 25,409 million as compared to AED 24,200 million as at 30 September 2023 due to increase in the constituents of the exposure in line with the increase in the total assets of the Bank.

8.2 LR2 - Leverage ratio common disclosure template

		a	b
		31/12/2023	**30/09/2023**
On-balance sheet exposures			
1	On-balance sheet exposures (excluding derivatives and securities financing transactions (SFTs), but including collateral)	22,381,123	21,191,737
2	Gross-up for derivatives collateral provided where deducted from balance sheet assets pursuant to the operative accounting framework	-	-
3	(Deductions of receivable assets for cash variation margin provided in derivatives transactions)	-	-
4	(Adjustment for securities received under securities financing transactions that are recognised as an asset)	-	-
5	(Specific and general provisions associated with on-balance sheet exposures that are deducted from Tier 1 capital)	-	-
6	(Asset amounts deducted in determining Tier 1 capital)	(52,724)	-
7	**Total on-balance sheet exposures (excluding derivatives and SFTs) (sum of rows 1 to 6)**	**22,328,399**	**21,191,737**
Derivative exposures			
8	Replacement cost associated with *all* derivatives transactions (where applicable net of eligible cash variation margin and/or with bilateral netting)	553	819
9	Add-on amounts for PFE associated with *all* derivatives transactions	35,053	46,063
10	(Exempted CCP leg of client-cleared trade exposures)	-	-
11	Adjusted effective notional amount of written credit derivatives	-	-
12	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	-	-
13	**Total derivative exposures (sum of rows 8 to 12)**	**35,606**	**46,882**
Securities financing transactions			
14	Gross SFT *assets* (with no recognition of netting), after adjusting for sale accounting transactions	-	-
15	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	-
16	CCR exposure for SFT assets	-	-
17	Agent transaction exposures	-	-
18	**Total securities financing transaction exposures (sum of rows 14 to 17)**	-	-
Other off-balance sheet exposures			
19	Off-balance sheet exposure at gross notional amount	9,707,003	9,049,594
20	(Adjustments for conversion to credit equivalent amounts)	(6,661,622)	(6,088,969)
21	(Specific and general provisions associated with off-balance sheet exposures deducted in determining Tier 1 capital)	-	-
22	**Off-balance sheet items (sum of rows 19 to 21)**	**3,045,381**	**2,960,625**
Capital and total exposures			
23	**Tier 1 capital**	**3,811,460**	**3,650,802**
24	**Total exposures (sum of rows 7, 13, 18 and 22)**	**25,409,386**	**24,199,244**
Leverage ratio			
25	**Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves)**	**15.0%**	**15.1%**
25a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves)	15.0%	15.1%
26	CBUAE minimum leverage ratio requirement	3.0%	3.0%
27	**Applicable leverage buffers**	**NA**	**NA**

There was a marginal drop in the leverage ratio to 15.0% as at December 2023 from 15.1% as at September 2023 due to increase in the constituents of leverage ratio driven by an increase in the total assets of the Bank.

9. Liquidity

9.1 LIQA - Liquidity risk management

A. Qualitative

1. General

- Liquidity Risk is the risk to earnings and capital arising from the bank's inability to meet its obligations as they fall due, without incurring unacceptable cost or losses.
- Bank classifies Liquidity Risks as:
  1. Funding liquidity risks: Need to replace net outflows without significant interruption to banks operation and financial position.
  2. Market liquidity risk: The ability to close position in market at a a reasonable cost
  3. Time risk: Need to compensate for non-receipt of expected inflows of funds, i.e. performing assets turning into non-performing assets;
  4. Call risk: Due to crystallization of contingent liabilities.

2. Risk Assessment Methodology

- The Bank's policy is aimed at financing long-term lending with stable funding, i.e. funds entrusted by customers and long-term funding provided by the money market.
- Liquidity Risk Management at the Bank is based on three pillars.
  1. The first pillar sets limits for the maximum net cash outflow for specific periods. This includes measurement and reporting of expected cash inflows and outflows for the next twelve months. Limits have been set for these cash outflows. Detailed plans (the contingency funding plans) have been drawn up for contingency funding to ensure the bank is prepared for potential crisis situations.
  2. An extensive buffer of high-quality liquid assets is maintained as a second pillar. In addition to credit balances held at central banks, these assets can be used to be pledged to central banks, in repo transactions or to be sold directly in the market as to generate liquidity immediately. The size of the liquidity buffer is attuned to the risk that the Bank is exposed to in its balance sheet.
  3. The third pillar for limiting liquidity risk is a prudent funds transfer pricing policy, in order to be able to provide funding at acceptable costs.
- Apart from undertaking liquidity gap analysis, stress testing is also undertaken on a periodic basis to assess the impact of liquidity risk on the position of the balance sheet.
- Treasury implement pro-active strategies in the market to ensure compliance at all times with the ratios.
- Besides, the following liquidity ratios are monitored by the ALCO committee on a monthly basis:
  1. Loans to Deposits Ratio (LD Ratio)
  2. Eligible Liquid Assets Ratio (ELAR)
  3. Advances to Stable Resource Ratio (ASRR)
  4. Net Interbank Position
- ALCO reviews liquidity risk reports as a part of ALCO pack.
- To guard against liquidity risk, the Bank acts actively to diversify its funding sources and maintains a healthy balance of cash and cash equivalents, and readily marketable securities. For extreme cases of stress on liquidity, a contingency funding plan, as part of Liquidity risk management is in place.

3. Monitoring of Concentration of Deposits

- The Bank is exposed to some degree of liquidity concentration in the form of large deposits mainly from Government related entities. The Bank is taking adequate measures to diversify its funding sources including additional mobilization of retail deposits.
- Deposits maintained by top 15 depositors are monitored on regular basis and presented to ALCO.

4. Risk Mitigation Actions and / or Controls covering stress testing and contingency funding plan

- Liquidity Risk is a key focus-area for the Bank's senior management. Bank has a Market and Liquidity Risk Management Policy in place.
- Tolerance levels for various time buckets of Structural Liquidity statement are prescribed in the policy and the policy guidelines are communicated throughout the Bank.
- The Contingency Funding Plan lists out the triggers and action points for different levels of liquidity crisis, which is being monitored by ALCO.
- The Bank through its Treasury ensures that it has access to diverse sources of funding ranging from customer deposits from both its retail and corporate customers and money market lines with local and international banks.
- Bank conducts stress testing covering situations where liquidity stress is caused by drying up of large deposits categorized under different types. Stress Testing also covers off balance sheet commitments. Stress Testing is being done at varying severity levels viz. Minor, Moderate and Major.
- For extreme cases of stress on liquidity, a contingency funding plan, as part of Liquidity Risk policy is in place. The Bank's Contingency Funding Plan provides a framework to respond quickly in a variety of situations.

5. Concentration limits

- Bank has in place deposit concentration limits as part of its risk appetite. This is monitored on daily basis and is part of monthly ALCO pack and management review and discussion.

6. Liquidity exposures and funding needs at the level of individual legal entities, foreign branches and subsidiaries, taking into account legal, regulatory and operational limitations on the transferability of capital

- Bank does not have any subsidiaries and the Liquidity Exposure and funding needs are managed centrally at Bank level.

7. Balance sheet broken down into maturity buckets and the resultant liquidity gaps*

	Carrying Amount AED'000	Up to 3 months AED'000	3 months to 1 year AED'000	1 to 3 years AED'000	3 to 5 years AED'000	Over 5 years AED'000	Unspecified maturity AED'000
Assets							
Cash and balances with the Central Bank of the UAE	2,532,001	2,532,001	-	-	-	-	-
Due from banks	1,317,798	1,317,798	-	-	-	-	-
Acceptances	477,267	445,399	31,788	80	-	-	-
Investments at FVOCI	3,075,277	128,197	526,652	965,172	641,834	808,747	4,675
Investment at FVTPL	355,638	-	-	-	-	-	355,638
Investment at amortised cost	405,376	201,773	195,315	-	8,288	-	-
Loans and advances	12,900,588	2,643,122	1,680,369	2,504,575	2,364,069	3,708,453	-
Other assets	210,758	210,758	-	-	-	-	-
Total assets	**21,274,703**	**7,479,048**	**2,434,124**	**3,469,827**	**3,014,191**	**4,517,200**	**360,313**
Liabilities							
Customers' deposits	14,750,019	11,586,237	2,301,404	32,733	829,645	-	-
Due to banks	2,042,547	2,041,733	-	-	814	-	-
Acceptances	477,267	445,399	31,788	80	-	-	-
Other liabilities	232,318	232,318	-	-	-	-	-
Total liabilities	**17,502,151**	**14,305,687**	**2,333,192**	**32,813**	**830,459**	**-**	**-**
Statement of financial position gap	**3,772,552**	**(6,826,639)**	**100,932**	**3,437,014**	**2,183,732**	**4,517,200**	**360,313**

LIQ 1 and 2

Not applicable as the Bank is following Eligible Liquid Assets Ratio and Advance to Stable Resources Ratio

* *This includes financial assets & financial liabilities*

9.2 ELAR - Eligible Liquid Assets Ratio

1	High Quality Liquid Assets	Nominal amount	Eligible Liquid Asset
1.1	Physical cash in hand at the bank + balances with the CBUAE	2,535,024	
1.2	UAE Federal Government Bonds and Sukuks	397,126	
	Sub Total (1.1 to 1.2)	2,932,150	2,932,150
1.3	UAE local governments publicly traded debt securities	545,648	
1.4	UAE Public sector publicly traded debt securities	0	
	Sub Total (1.3 to 1.4)	545,648	545,648
1.5	Foreign Sovereign debt instruments or instruments issued by their respective central banks	0	-
1.6	**Total**	**3,477,798**	**3,477,798**
2	Total liabilities		17,585,777
3	**Eligible Liquid Assets Ratio (ELAR)**		**19.8%**

The ELAR ratio improved to 19.8% as at 31 December 2023 compared to 17.2% as at 30 September 2023 due to increase in the balances with Central Bank of UAE.

9.3 ASRR - Advances to Stable Resources Ratio

		Items	Amount
1		**Computation of Advances**	
	1.1	Net Lending (gross loans - specific and collective provisions + interest in suspense)	12,953,254
	1.2	Lending to non-banking financial institutions	90,662
	1.3	Net Financial Guarantees & Stand-by LC (issued - received)	173,393
	1.4	Interbank Placements	410,341
	1.5	**Total Advances**	13,627,650
2		**Calculation of Net Stable Resources**	
	2.1	Total capital + general provisions	4,467,055
		Deduct:	
	2.1.1	Goodwill and other intangible assets	52,724
	2.1.2	Fixed Assets	516,135
	2.1.3	Funds allocated to branches abroad	-
	2.1.5	Unquoted Investments	360,313
	2.1.6	Investment in subsidiaries, associates and affiliates	-
	2.1.7	**Total deduction**	929,172
	2.2	**Net Free Capital Funds**	3,537,883
	2.3	**Other stable resources:**	
	2.3.1	Funds from the head office	-
	2.3.2	Interbank deposits with remaining life of more than 6 months	-
	2.3.3	Refinancing of Housing Loans	-
	2.3.4	Borrowing from non-Banking Financial Institutions	36,808
	2.3.5	Customer Deposits	12,701,234
	2.3.6	Capital market funding/ term borrowings maturing after 6 months from reporting date	-
	2.3.7	**Total other stable resources**	12,738,042
	2.4	**Total Stable Resources (2.2+2.3.7)**	16,275,925
3		**Advances TO STABLE RESOURCES RATIO (1.6/ 2.4*100)**	83.7%

The ratio improved to 83.7% as at 31 December 2023 from 84.6% as at 30 September 2023 due to increase in the customer deposits.

10. Credit risk

10.1 CRA - General qualitative information about credit risk

1. Business Model and Credit Risk Profile

1.1 Business Model

- The Bank's business line is broadly classified into Corporate and Retail. Apart from this, Bank's portfolio consists of Exposure to Banks and Fixed Income Portfolio.
- Within Corporate, the business is bifurcated into various Segments viz. Large Corporate, High Net-worth Individuals (Corporate), and SME.

- For the purposes of aligning business model to Bank's credit risk profile, the Bank has a policy defining the Target Sectors and Non-Target Clients, Prohibited and restricted lending. In addition, the Bank has established clear standards for credit risk management that should be met by employees, for application across the Bank. This among others, includes:
  - Risk Appetite
  - Credit Policies Guidelines and Procedures
  - General Credit Underwriting Standards / Credit Risk Management Standards
  - Target Clients, Prohibited and Restricted lending,
  - Credit Concentration Caps

1.2 Credit Risk Profile

- Credit risk represents as a single largest component of regulatory capital requirements of the Bank.
- Efficient management of credit portfolio has assumed greater significance as it is the largest asset of the Bank having direct impact on its profitability and capital. Therefore, it has become imperative that the credit risk related issues need to be addressed through robust Credit Risk Management policy, and guidelines.
- Credit policy and guidelines provide clear and consistent lending guidelines, policies, and procedures to manage the corporate and personal banking asset portfolios. The policies are reviewed by MRC and BRC and approved by Board.
- A key element in the Bank's credit culture is the proactive management of the portfolio through:
  - The regular review of facilities by lending and credit officers / managers, at least annually.
  - Periodic assessment of customer's rating using the internal rating system implemented by the Bank.
  - Risk based pricing using Risk Adjusted Return on Capital (RAROC).
  - The monitoring of credit concentration in certain industries/ sectors, customers and customer groups with periodic reporting to Management Risk Committee and Board Risk Committee through Risk Dashboard.
  - The continual development of improved techniques for measuring and evaluating risk, and for optimizing risk-adjusted return on capital.
  - The development and adoption of automated application processing and assessment systems, to enable consistency of decisions and an efficient framework for application processing.
  - A structured framework of credit training and accreditation to build risk awareness, enhance risk culture and credit assessment capabilities.
- For defaulted customers, impairment provisions are maintained in accordance with applicable CBUAE regulations and established IFRS 9 accounting practices.
- The Bank has a dedicated remedial and recovery team to manage companies in financial distress and non-performing loans to maximise recovery rates. For doubtful and loss accounts the recovery process includes direct involvement from Legal.
- The Bank has adopted standardized approach for Credit risk calculation and the concentration risk is part of Pillar II assessment in line with guidelines issued by CBUAE.

2. Criteria and approach used for defining credit risk management policy and for setting credit risk limits

- Bank has a Risk Appetite Framework which is the consolidated approach (including policies, processes, controls, and systems) taken by Al Masraf through which risk appetite is established, communicated and monitored. Risk Appetite formulation helps the Bank to operate within its Risk Capacity, its budget aspirations, stakeholder confidence, resilience of operational losses, and its reputation. The thresholds for Risk Appetite parameters are set in alignment with Bank's budget objectives, capital management / ICAAP process, plausible stress scenarios, and feedback from key business lines.
- The Bank devises its Risk Appetite at-least on an annual basis or earlier, if necessary. In addition to specific limits set out under RAS, to have control over concentration, the exposure is monitored against segment, single large customer/ group, country limits etc. caps.
- The key components looked into at the time of extending credit are as under:
  - Credit is granted on the basis of insight into the customer's circumstances and of specific assessments that provide a basis for such credits.
  - It is ensured that the credit facilities granted matches the customer's creditworthiness, capital position or assets, and the repayment capacity.
  - The Bank assumes risks only within the limits of applicable legislation and other rules, including the rules on good practice for financial enterprises.
  - The Bank is particularly cautious while granting credits to businesses in troubled or cyclical industries.
  - In connection with the management of the Bank's country risk, particular caution and suitable risk mitigation is exercised while assuming risk in high risk countries.

3. Structure and organisation of the credit risk management and control function

- The Board of Directors is responsible for the overall risk management approach within the Bank and for reviewing its effectiveness. The Board's designated committee for risk matters is the Board Risk Committee which approves and provides oversight for the Bank's risk framework, plans and performance targets, which includes the establishment of risk appetite statements and risk management strategies.
- The Bank operates an independent risk management function which provides high-level oversight and management of Credit, Operational and Market risk.
- The credit teams are responsible for credit review, credit approval decisions, as well as key aspects of the risk rating systems, including selection, implementation, performance, and oversight.
- The administration of credit facilities is performed by an independent credit administration function. This function is responsible for ensuring completeness of documentation in accordance with approved terms and conditions, along with undertaking the management and control of facilities.
- A dedicated remedial and recovery team is set to manage companies in financial distress and non-performing loans. For personal banking there is a dedicated collections function undertaking recovery activities at each stage of delinquency.

4. Relationships between the credit risk, risk management, compliance and internal audit functions

- The Board is responsible for internal control in the Bank and for reviewing its effectiveness. The framework of standards, policies and key procedures that the Board have established is designed to provide effective segregation of duties and internal control within the Bank for managing risks within the accepted risk appetite along with the on-going identification, evaluation and management of the significant risks faced by the Bank.
- The management is responsible for establishing and maintaining an adequate and effective system of internal control which encompasses the policies, procedures/ processes and information systems as approved by the Board, that facilitate effective and efficient operations.

- The Bank has implemented a ‘Three Lines of Defense’ model for managing risks facing the Bank.
  - First Line of defense: the business line
  - Second Line of defense: risk management function including credit under-writing & monitoring and a compliance function independent from the first line of defense
  - Third Line of defense: internal audit function independent from the first and second line of defense

5. Scope and main content of the reporting on credit risk exposure and on the credit risk management function to the executive management and to the board of directors

- The Bank has systems and procedures are in place to identify, control and report on the material risks and issues faced by the Bank.
- **Risk Appetite Statement (RAS)**
  Risk Appetite is the aggregate level of risk that the Banks Board is willing to accept in pursuit of its financial and strategic objectives, recognizing a range of possible outcomes detailed in overall business plan and budget. It encompasses all material risks including but not limited to credit risk, market risk, operational risk, liquidity risk, legal risk etc.
- **Risk Dashboard**
  Dashboard submitted to Management Risk Committee and Board Risk Committee encompasses Risk Assessment, Evolution of Risks (Bank wide Top Risks, Emerging Risks and Top Operational Risks), Risk Appetite Statement, Reports on Credit Quality & ECL, Credit Concentration, Capital Adequacy, Market & Liquidity Risk, Ops. Risk and BCP, Information Security & Data, Stress Test, CBUAE Regulatory Guidelines, Credit & Risk related Breach Reporting, Monitoring of Large Exposure, etc.
- **Asset Quality Report**
  This comprehensive report is produced and shared on a regular basis and covers details regarding IFRS9 stage wise exposure and coverage, major movement within stages along with reasons, past due trends, provision adequacy, Top exposures, evaluation of funded and non-funded exposure, Sector wise loans and advances, portfolio quality, provision coverage and concentrations in the portfolio etc.
- **Investment Reports**
  Investment Portfolio Limits monitoring, Performance of Fixed Income Portfolio, Performance of Quoted Equity Portfolio, Money Market Placement and Borrowing report etc.
- More granular Reports for monitoring and control purposes are provided on periodic basis- monthly, quarterly to Senior Management. The reports cover a full range of material risk issues and trends including breaches (policies/ regulatory), portfolio quality and concentration risk in term of industries, countries and individual counterparties, watch lists, accounts having early warning signals etc.

10.2 CR1 - Credit quality of assets

	a	b	c	d	e	f
	Gross carrying values of		Allowances /Impairments	Of which ECL accounting provisions for credit losses on SA exposures		Net values (a+b-c)
	Defaulted exposures	Non-defaulted exposures		Allocated in regulatory category of Specific	Allocated in regulatory category of General	
Loans	3,783,324	12,279,147	2,514,780	1,992,956	521,824	13,547,691
Debt securities	-	3,476,016	20,515	-	20,515	3,455,501
Off-balance sheet exposures	268,418	4,608,927	274,001	206,176	67,825	4,603,344
Total	**4,051,742**	**20,364,090**	**2,809,296**	**2,199,132**	**610,164**	**21,606,536**

The above table includes 90DPD and classified exposures as reported in the balance sheet. The reduction in loans and advances was due to some loan repayments as the Bank continued to selectively book new business.

10.3 CR2 - Changes in the stock of defaulted loans and debt securities

		a
		31/12/2023
1	**Defaulted loans and debt securities at the end of the previous reporting period**	**4,135,527**
2	Loans and debt securities that have defaulted since the last reporting period	219,870
3	Returned to non-default status	273,616
4	Amounts written off	373,519
5	Other changes	75,062
6	**Defaulted loans and debt securities at the end of the reporting period (1+2-3-4±5)**	**3,783,324**

The stock of defaulted exposures has decreased during the period due to write-off of loans.

10.4 CRB - Additional disclosure related to credit quality of assets

A. Qualitative

1. The scope and definitions of 'past due' and 'impaired' exposures

- **Past Dues**: Any part of the contractual obligation (principal or Interest) is not met on time and in full. The number of days past due is non-cumulative, where the most recent payment cures the earliest contractual breach.
- **Past due but not impaired**: Loans and investments for which contractual interest or principal payments are past due, but the Bank believes that impairment is not appropriate on basis of the level of security / collateral available and / or the stage of collection of amounts owed to the Bank.
- **Impaired/ Default**: If the obligor is past due more than 90 days on any material credit obligation to the Bank.

2. Reasons for the Past-due exposures (>90 days) that are not considered to be impaired

- For Corporate financing, the above classification of impaired/ default shall be used unless based on evidence and sound judgment, it can be demonstrated that:
  - The past due criteria for a specific facility is not the best indication of impairment. In this case, account can be classified to an alternate category (higher or lower). However, this instance needs to be documented for not classifying a particular account and setting aside the necessary provisions.
  - Particular attention needs to be paid to restructured/ rescheduled facilities. Rational for not classifying any restructured account should be clear.
  - In terms of grading an account, its classification and consequently deciding on extent of the required provisions, a mature judgment based on expertise and knowledge of account to be exercised, as some of the characteristics mentioned under classification category 8 (Substandard), 9 (Doubtful) and 10 (Loss) may not necessarily apply to all cases.
  - Any deviation in account classification to be documented and approved by credit committee/ remedial management committee/ provision committee.

Note1: Flexibility of "sound judgment" is applicable only to classification and not for provisioning. Once an account is classified as non-performing then the applicable provision has to be made.

3. Methods used for determining accounting provisions for credit losses along with rationale for categorisation of ECL accounting provisions in general and specific categories for standardised approach exposures

- The Bank has adopted IFRS 9 Financial Instruments issued in July 2014 with a date of initial application of 1st January 2018.

- The Bank recognises loss allowances for expected credit losses (ECL) on the following financial instruments that are not measured at FVTPL:
  - Financial assets that are financing instruments;
  - Off-balance sheet instruments issued; and
  - Financial guarantee contracts issued.
- The Expected Credit Loss (ECL) model contains a three stage approach which is based on the change in credit quality of financial assets since initial recognition. Expected credit losses reflect the present value of all cash shortfalls related to default events either (i) over the following twelve months or (ii) over the expected life of a financial instrument depending on credit deterioration from inception.
  - Under Stage 1, where there has not been a significant increase in credit risk since initial recognition, an amount equal to 12 months ECL will be recorded.
  - Under Stage 2, where there has been a significant increase in credit risk since initial recognition but the financial instruments are not considered credit impaired, an amount equal to the default probability weighted lifetime ECL will be recorded.
  - Under the Stage 3, where there is objective evidence of impairment at the reporting date these financial instruments will be classified as credit impaired and an amount equal to the lifetime ECL will be recorded for the financial assets.
- Measurement of ECL
  - IFRS 9 considers the calculation of ECL by multiplying the Probability of default (PD), Loss Given Default (LGD) and Exposure at Default (EAD). The Bank has developed methodologies and models taking into account the relative size, quality and complexity of the portfolios.

4. The bank's own definition of a restructured approach

- As per CBUAE guidelines, restructured facilities are those with renegotiated terms that may result in a loss to the bank as a result of reduced interest and/ or principal amount. (Discounted cash flows of the facility resulting from the restructure are less than the discounted cash flow at the time the facility was granted). Restructured loans criteria include, but are not limited to amendment of the repayment terms, where deterioration in financial position or credit risk of the borrower is identified by:
  - Inability to meet the interest and or installment repayments on due date; or
  - Insufficient present and future cash flows to repay the loan and interest
- Once a loan is restructured, it remains in this category for a minimum period of twelve months, in order to establish satisfactory track record of performance under restructuring agreement.
- Bank has a separate restructuring and rescheduling policy in place which details the criteria, conditions and other parameters with regard to restructuring of facility.

B. Quantitative

1. Breakdown of exposures by geographical areas, industry and residual maturity

1.1 Gross Credit Exposure by Currency Type

31st December, 2023 **AED in '000**

Currency	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet Exposures	Total Non-Funded	Total
Foreign Currency	3,180,383	3,078,890	785,968	7,045,241	-	35,606	2,388,044	2,423,650	9,468,891
AED	14,201,762	397,126	3,347,764	17,946,652	5,105,853	-	2,213,106	7,318,959	25,265,611
Total	**17,382,145**	**3,476,016**	**4,133,733**	**24,991,893**	**5,105,853**	**35,606**	**4,601,150**	**9,742,609**	**34,734,502**

31st December, 2022 **AED in '000**

Currency	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet Exposures	Total Non-Funded	Total
Foreign Currency	2,344,485	2,315,933	313,361	4,973,779	-	35,465	1,715,209	1,750,674	6,724,453
AED	16,192,992	-	2,874,698	19,067,691	3,731,524	-	2,514,406	6,245,930	25,313,621
Total	**18,537,478**	**2,315,933**	**3,188,059**	**24,041,470**	**3,731,524**	**35,465**	**4,229,615**	**7,996,604**	**32,038,074**

1.2 Gross Credit Exposure by Geography

31st December, 2023 **AED in '000**

Geographic Distribution	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet exposures	Total Non-Funded	Total
United Arab Emirates	16,060,462	2,128,514	3,563,981	21,752,957	5,105,853	35,606	3,097,037	8,238,496	29,991,453
GCC excluding UAE	317,603	1,035,223	20,072	1,372,898	-	-	48,400	48,400	1,421,298
Arab League (excluding GCC)	358,045	-	282,209	640,254	-	-	1,206,392	1,206,392	1,846,646
Asia	313,447	312,279	4,257	629,983	-	-	10,006	10,006	639,989
North America	14,301	-	87,850	102,151	-	-	-	-	102,151
Europe	318,287	-	175,363	493,650	-	-	239,315	239,315	732,965
Total	**17,382,145**	**3,476,016**	**4,133,732**	**24,991,893**	**5,105,853**	**35,606**	**4,601,150**	**9,742,609**	**34,734,502**

31st December, 2022 **AED in '000**

Geographic Distribution	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet	Total Non-Funded	Total
United Arab Emirates	16,659,981	1,621,581	2,915,300	21,196,862	3,731,524	35,465	3,100,321	6,867,310	28,064,172
GCC excluding UAE	1,049,493	397,567	10,066	1,457,126	-	-	714	714	1,457,840
Arab League (excluding GCC)	256,108	-	255,628	511,736	-	-	839,432	839,432	1,351,168
Asia	424,327	296,785	4,863	725,975	-	-	23,548	23,548	749,523
North America	91,408	-	-	91,408	-	-	-	-	91,408
Europe	56,161	-	2,202	58,363	-	-	265,600	265,600	323,963
Total	**18,537,478**	**2,315,933**	**3,188,059**	**24,041,470**	**3,731,524**	**35,465**	**4,229,615**	**7,996,604**	**32,038,074**

1.3 Gross Credit Exposure by Industry segment

31st December, 2023 — **AED in '000**

Industry Segment	Loans	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet	Total Non-Funded	Total
Agriculture, Fishing & related activities	49,461	-	891	50,352	-	-	23	23	50,375
Crude Oil, Gas, Mining & Quarrying	3	226,689	21,338	248,030	-	-	19,416	19,416	267,446
Manufacturing	1,406,354	-	45,613	1,451,967	44,399	-	250,553	294,952	1,746,919
Electricity& Water	337,513	91,246	3,315	432,074	-	-	1,800	1,800	433,874
Construction	5,320,671	-	70,724	5,391,395	25,098	-	1,097,453	1,122,551	6,513,946
Trade	1,973,429	-	131,195	2,104,624	30,347	-	904,605	934,952	3,039,576
Transport, Storage & Communication	649,735	299,386	7,487	956,608	19,360	-	180,045	199,405	1,156,013
Financial Institutions	3,324,231	1,120,992	730,492	5,175,715	43,554	35,606	1,771,394	1,850,554	7,026,269
Services	2,506,286	-	37,227	2,543,513	91,109	-	347,875	438,984	2,982,497
Government	250,000	1,533,140	2,420,093	4,203,233	-	-	-	-	4,203,233
Retail/ Consumer banking	1,564,462	-	22,447	1,586,909	20,513	-	20,746	41,259	1,628,168
All Others	-	204,563	642,910	847,473	4,831,473	-	7,240	4,838,713	5,686,186
Total	**17,382,145**	**3,476,016**	**4,133,732**	**24,991,893**	**5,105,853**	**35,606**	**4,601,150**	**9,742,609**	**34,734,502**

31st December, 2022 — **AED in '000**

Industry Segment	Loans	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet	Total Non-Funded	Total
Agriculture, Fishing & related activities	58,309	-	224	58,533	-	-	165	165	58,698
Crude Oil, Gas, Mining & Quarrying	1	155,276	-	155,277	-	-	2,088	2,088	157,365
Manufacturing	1,011,235	-	33,795	1,045,030	42,008	-	331,265	373,273	1,418,303
Electricity& Water	357,790	35,210	12,873	405,873	-	-	105,640	105,640	511,513
Construction	4,348,851	-	39,860	4,388,711	32,730	-	640,070	672,800	5,061,511
Trade	2,589,677	-	200,268	2,789,945	121,282	-	1,259,555	1,380,837	4,170,782
Transport, Storage & Communication	531,682	224,412	2,489	758,583	15,674	-	169,630	185,304	943,887
Financial Institutions	4,627,160	712,546	359,095	5,698,801	56,714	35,465	1,361,945	1,454,124	7,152,925
Services	3,211,281	96,917	48,726	3,356,924	79,400	-	311,410	390,810	3,747,734
Government	-	893,404	1,682,632	2,576,036	-	-	-	-	2,576,036
Retail/ Consumer banking	1,801,492	-	36,222	1,837,714	39,373	-	47,847	87,220	1,924,934
All Others	-	198,168	771,875	970,043	3,344,343	-	-	3,344,343	4,314,386
Total	**18,537,478**	**2,315,933**	**3,188,059**	**24,041,470**	**3,731,524**	**35,465**	**4,229,615**	**7,996,604**	**32,038,074**

1.4 Gross Credit Exposure by Residual Contractual Maturity

31st December, 2023 **AED in '000**

Residual Contractual Maturity	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet exposures	Total Non-Funded	Total
Less than 3 mths	7,094,220	330,009	3,074,699	**10,498,928**	214,421	25,323	1,077,274	1,317,018	11,815,946
3 mths to one year	1,683,661	721,966	54,126	**2,459,753**	60,759	10,283	952,020	1,023,062	3,482,815
One to five years	4,892,405	1,615,294	595,475	**7,103,174**	1,015	-	1,744,009	1,745,024	8,848,198
Over five years	3,711,859	808,747	49,119	**4,569,725**	-	-	165,318	165,318	4,735,043
Unspecified	-	-	360,313	**360,313**	4,829,658	-	662,529	5,492,187	5,852,500
Grand Total	**17,382,145**	**3,476,016**	**4,133,732**	**24,991,893**	**5,105,853**	**35,606**	**4,601,150**	9,742,609	34,734,502

31st December, 2022 **AED in '000**

Residual Contractual Maturity	Loans/ Banks	Debt Securities	Others	Total Funded	Commitments	OTC Derivatives	Other Off-Balance Sheet exposures	Total Non-Funded	Total
Less than 3 mths	7,922,145	128,375	2,192,168	10,242,688	247,748	19,089	2,844,110	3,110,947	13,353,635
3 mths to one year	1,965,906	29,699	187,437	2,183,042	190,586	16,376	819,473	1,026,435	3,209,477
One to five years	4,704,778	1,405,777	349	6,110,904	-	-	239,475	239,475	6,350,379
Over five years	3,944,649	752,082	-	4,696,731	-	-	252,413	252,413	4,949,144
Unspecified	-	-	808,105	808,105	3,293,190	-	74,144	3,367,334	4,175,439
Grand Total	**18,537,478**	**2,315,933**	**3,188,059**	**24,041,470**	**3,731,524**	**35,465**	**4,229,615**	**7,996,604**	**32,038,074**

2. Amounts of impaired exposures (according to the definition used by the bank for accounting purposes) and related allowances and write-offs, broken down by geographical areas and industry

31st December, 2023 **AED in '000**

Geographic Distribution	Past due & Non-Performing Loans Outstanding	Overdue Amount	Provisions		Adjustments		IIS	Impaired Loans (net of Specific Prov. and IIS)
	Outstanding Amount	Overdue	Specific	General	Write-offs	Write-backs		
United Arab Emirates	3,780,773	1,618,994	1,991,017	18,607	-	-	615,257	1,174,499
GCC (excluding UAE)	-	-	-	-	-	-	-	-
Arab League (excluding GCC)	2,551	1,264	1,939	9	-	-	-	612
Asia	-	-	-	-	-	-	-	-
Africa	-	-	-	-	-	-	-	-
North America	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-
Caribbean	-	-	-	-	-	-	-	-
Europe	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-
Grand Total	**3,783,324**	**1,620,258**	**1,992,956**	**18,616**	**-**	**-**	**615,257**	**1,175,111**

The above table includes 90 DPD loans in addition to Stage 3 loans as disclosed in the capital adequacy return.

31st December, 2022 **AED in '000**

Geographic Distribution	Past due & Non-Performing Loans Outstanding	Overdue Amount	Provisions		Adjustments		IIS	Impaired Loans (net of Specific Prov. and IIS)
	Outstanding Amount	Overdue	Specific	General	Write-offs	Write-backs		
United Arab Emirates	4,194,370	1,157,822	2,154,296	26,047	-	-	487,602	1,552,472
GCC (excluding UAE)	-	-	-	-	-	-	-	-
Arab League (excluding GCC)	-	-	-	-	-	-	-	-
Asia	-	-	-	-	-	-	-	-
Africa	-	-	-	-	-	-	-	-
North America	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-
Caribbean	-	-	-	-	-	-	-	-
Europe	-	-	-	-	-	-	-	-
Australia	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-
Grand Total	**4,194,370**	**1,157,822**	**2,154,296**	**26,047**	**-**	**-**	**487,602**	**1,552,472**

The above table includes 90 DPD loans in addition to Stage 3 loans as disclosed in the capital adequacy return.

3. Ageing analysis of accounting past-due exposures

31st December, 2023 **AED in '000**

Industry Segment	Past due & Non-Performing Loans	Overdue Amount	Provisions		Adjustments		IIS	Impaired Loans (net of Specific Prov. and IIS)
	Outstanding Amount	Overdue	Specific	General	Write-offs	Write-backs		
Manufacturing	179,650	223,430	35,440	2,612	-	-	10,619	133,591
Electricity& Water	61,354	65,533	33,609	228	-	-	12,546	15,199
Construction	1,723,976	430,414	978,713	7,964	-	-	225,169	520,094
Trade	599,865	278,210	319,063	2,273			129,431	151,371
Transport, Storage & Communication	42,727	52,482	39,852	5			2,523	352
Financial Institutions	377,618	208,793	169,849	1,632			98,677	109,092
Other Services	407,002	216,727	168,019	2,582			66,585	172,398
Retail/ Consumer banking	391,132	144,669	248,411	1,320	-	-	69,707	73,014
All Others	-	-	-	-	-	-	-	-
Grand Total	**3,783,324**	**1,620,258**	**1,992,956**	**18,616**	**-**	**-**	**615,257**	**1,175,111**

The above table includes 90 DPD loans in addition to Stage 3 loans as disclosed in the capital adequacy return.

31st December, 2022 **AED in '000**

Industry Segment	Past due & Non-Performing	Overdue Amount	Provisions		Adjustments		IIS	Impaired Loans (net of Specific Prov. and IIS)
	Outstanding Amount	Overdue	Specific	General	Write-offs	Write-backs		
Manufacturing	455,935	60,007	213,034	4,277	-	-	27,354	215,547
Electricity& Water	61,416	64,082	36,425	211	-	-	11,013	13,978
Construction	1,358,899	194,177	723,748	8,327	-	-	125,196	509,955
Trade	517,141	201,545	297,304	1,971	-	-	96,045	123,792
Transport, Storage & Communication	118,140	46,847	87,489	306	-	-	9,550	21,101
Financial Institutions	583,218	167,687	261,879	3,668	-	-	76,606	244,733
Other Services	707,429	289,912	308,641	5,074	-	-	88,338	310,450
Retail/ Consumer banking	392,192	133,565	225,776	2,213	-	-	53,500	112,916
All Others	-	-	-	-	-	-	-	-
Grand Total	**4,194,370**	**1,157,822**	**2,154,296**	**26,047**	**-**	**-**	**487,602**	**1,552,472**

The above table includes 90 DPD loans in addition to Stage 3 loans as disclosed in the capital adequacy return.

4. Breakdown of restructured exposures between impaired and not impaired exposures

	2023 AED'000	2022 AED'000
Non impaired loans	1,286,809	1,941,279
Impaired loans	1,881,097	1,864,012
Allowance for impairment	(977,225)	(990,643)
Net loans with renegotiated terms	**2,190,681**	**2,814,648**

10.5 CRC - Qualitative information on the mitigation of credit risk

1. Core features of policies and processes for, and indication of the extent to which the bank makes use of, on- and off-balance sheet netting

- The bank follows the simple approach for credit risk mitigation and uses deposit/cash/ cash margin for collateral.

2. Core features of policies and processes for collateral evaluation and management

- The Bank's lending portfolio comprises of both secured and unsecured loans and advances. The Bank accepts collateral or other credit risk mitigants as part of the Secured lending.
- The Bank in the ordinary course of lending activities holds collaterals as security to mitigate credit risk in the loans and advances.
- The Bank takes into account basic principles of valuation, haircuts and mismatch adjustments, legal considerations and other aspects in valuation of collaterals.
- Quality of Collaterals: All collaterals accepted, as security generally be
  - Marketable i.e. readily realizable
  - Easily valued i.e. value to be easily ascertainable
  - Stable in value i.e. all not be prone to violent fluctuation in prices
  - Durable
  - Clear title and transferable
  - Yield: to generate income to honor the obligations either wholly or in part e.g. shares income, rentals from property etc.
- Security and Collaterals are bifurcated into following categories:
  - Tangible Collaterals: This includes collaterals like Cash Margin, FD Under lien, Mortgages over immovable assets, Pledge of Shares etc.
  - Non Tangible Securities & Collaterals: Guarantees and all other collaterals not having any tangible worth/ value.
- Collateralization of exposure is supported by proper documentation, charge (registered where required) etc. to ensure its enforceability/reliability.
- Validity and currency of collaterals is updated and held at all times by the bank.
- The Bank has collateral valuation guidelines which details the principles and frequency of valuation of collaterals.
- The Bank monitors the market value of collateral and requests additional collateral in accordance with the underlying agreements. It also monitors the market value of collateral obtained during its review of the adequacy of the provision for credit losses.
- All collaterals are held under the custody of an independent credit administration function.

3. Market or credit risk concentrations under the credit risk mitigation instruments used

- The Bank ensures to identify the primary source of repayment for all the facilities granted to the borrower. It also ensures to identify a secondary source of repayment, wherever required. The bank endeavours to take an appropriate level of collateral to secure our advances, where-ever applicable, as additional mitigating factor.
- The Bank follows "Simple Approach" to Credit Risk Mitigation (CRM) technique for Capital Adequacy Ratio (CAR) computation on secured portfolios, collateralized with cash & cash equivalent underlying only, as per BASEL and CBUAE guidelines.
- The nature of collateral types available to the bank is limited and these collaterals mostly include mortgages/ real estate, time, demand and other cash deposits, financial guarantees, equities other fixed assets. The security margin is computed accordingly keeping in view the type of collateral held.

10.6 CR3 - Credit risk mitigation techniques – overview

		a	b	c	d	e	f	g
		Exposures unsecured: carrying amount	Exposures secured by collateral	Exposures secured by collateral of which: secured amount	Exposures secured by financial guarantees	Exposures secured by financial guarantees, of which: secured amount	Exposures secured by credit derivatives	Exposures secured by credit derivatives, of which: secured amount
1	Loans	10,935,340	2,612,351	1,087,226	-	-	-	-
2	Debt securities	3,476,016	-	-	-	-	-	-
3	Total	14,411,356	2,612,351	1,087,226	-	-	-	-
4	Of which defaulted	1,704,898	85,470	2,509	-	-	-	-

The above table includes Stage 3 exposures reported in the balance sheet and shows the value of loans secured by collateral. The reduction in loans and advances was due to loan repayments and as the Bank continued to selectively book new business. As part of an active balance sheet management, the Bank increased its portfolio of investment securities.

10.7 CRD - Qualitative disclosures on banks' use of external credit ratings under the standardised approach for credit risk

1. Names of the external credit assessment institutions (ECAIs) and the reasons for any changes over the reporting period

In assessing the risk weights in the standardized approach, the Bank uses assessments by ECAIs recognized as eligible for capital purposes by the Central Bank in accordance with the criteria defined in the Guidance on recognition of ECAI. In accordance with the guidelines, the Bank uses credit ratings assigned by Fitch and Moody's for determining the risk weights of the exposures.

- External Credit Assessment Institutions (ECAI) Rating Priority:
  - As per the CBUAE guidelines "If there are two ratings by nominated ECAIs that map to different risk weights, the higher risk weight must be applied".
  - The Bank follows and complies with the same principle.

2. The asset classes for which ECAI is used

- ECAI risk assessments are used by the Bank as part of the determination of risk weightings for exposure to Corporates, Banks, Investments (Bonds and Quoted Equity) and Sovereigns.

3. A description of the process used to transfer the issuer to issue credit ratings onto comparable assets in the banking book

- Under the Standardized Approach, the Bank applies the issuer specific risk weights where the bank's claim is not an investment in a specific assessed issue. The Bank used issue-specific assessment for cases where specific debt ranks pari-passu or senior to the claim.

4. The alignment of the alphanumerical scale of each agency used with the risk buckets

- Credit ratings of all exposures are determined from the ECAIs and mapped to the exposures assigning a risk weight according to the supervisory tables. Standardised approach risk weights corresponding to the Credit Ratings assigned by ECAIs have been prescribed by the Central Bank of the UAE for different asset classes and the same is followed by the Bank.

10.8 CR4 - Standardised approach - credit risk exposure and CRM effects

31st December, 2023 **AED in '000**

		Exposures before CCF and CRM		Exposures post-CCF and CRM		RWA and RWA density	
	Asset classes	**On-balance sheet amount**	**Off-balance sheet amount**	**On-balance sheet amount**	**Off-balance sheet amount**	**RWA**	**RWA density**
1	Sovereigns and their central banks	4,352,615	-	4,352,615	-	651,087	15%
2	Public Sector Entities	1,852,077	40,037	1,852,077	24,089	1,340,464	71%
3	Multilateral development banks	-	-	-	-	-	NA
4	Banks	2,564,778	1,775,177	2,564,778	662,035	1,931,305	60%
5	Securities firms	-	-	-	-	-	NA
6	Corporates	7,552,147	7,658,463	7,552,144	1,587,732	7,289,094	80%
7	Regulatory retail portfolios	73,646	503	73,371	502	67,466	91%
8	Secured by residential property	175,638	-	175,638	-	79,137	45%
9	Secured by commercial real estate	3,279,373	11	3,279,373	8	3,249,385	99%
10	Equity Investment in Funds (EIF)	-	-	-	-	-	NA
11	Past-due loans	3,783,324	268,418	1,175,391	62,242	1,313,234	106%
12	Higher-risk categories	-	-	-	-	-	NA
13	Other assets	1,358,295	-	1,263,603	-	1,150,716	91%
14	**Total**	**24,991,893**	**9,742,609**	**22,288,990**	**2,336,608**	**17,071,888**	**69%**

The risk weighted assets have decreased since June 2023 due to decrease in the balance sheet mainly due to decrease in due from bank balances.

10.9 CR5 - Standardised approach - exposures by asset classes and risk weights

	Risk weight	a	b	c	d	e	f	g	h	i
	Asset classes	0%	20%	35%	50%	75%	100%	150%	Others	Total credit exposures amount (post CCF and post-CRM)
1	Sovereigns and their central banks	3,612,574	111,192	-	-	-	628,849	-	-	4,352,615
2	Public Sector Entities	-	452,554	-	344,107	-	1,079,505	-	-	1,876,166
3	Multilateral development banks	-	-	-	-	-	-	-	-	-
4	Banks	-	1,158,119	-	753,220	-	1,315,474	-	-	3,226,813
5	Securities firms	-	-	-	-	-	-	-	-	-
6	Corporates	-	-	-	117,672	-	8,032,521	-	989,683	9,139,876
7	Regulatory retail portfolios	-	-	-	-	23,684	50,189	-	-	73,873
8	Secured by residential property	-	-	145,306	-	7,767	22,565	-	-	175,638
9	Secured by commercial real estate	-	-	-	-	-	3,279,381	-	-	3,279,381
10	Equity Investment in Funds (EIF)	-	-	-	-	-	-	-	-	-
11	Past-due loans	-	-	-	-	-	1,059,483	178,150	-	1,237,633
12	Higher-risk categories	-	-	-	-	-	-	-	-	-
13	Other assets	115,224	-	-	-	-	1,143,704	4,675	-	1,263,603
14	**Total**	**3,727,798**	**1,721,865**	**145,306**	**1,214,999**	**31,451**	**16,611,671**	**182,825**	**989,683**	**24,625,598**

The decrease in exposure is mainly on account of decrease in the due from Bank balances as compared to June 2023. There was a reduction in the loans and advances due to loan repayments and as the Bank continued to selectively book new business.

11. Counterparty credit risk (CCR) - Qualitative disclosure related to counterparty credit risk

Counterparty credit risk (CCR) is the risk that the bank's counterparty exposure to either a foreign exchange, interest rate, commodity, equity or derivative transactions could default before the maturity date of that contract and bank will incur loss if the transaction has a positive Mark to Market at the time of counterparty default. Currently the Bank uses SA-CCR methodology for capital estimation for CCR as prescribed in capital guidelines by CBUAE, where Exposure at Default (EAD) is calculated as sum of Replacement Cost (RC) & Potential Future Exposure (PFE) multiplied by regulatory defined multiplier.

11.1 CCR1 - Analysis of counterparty credit risk (CCR) exposure by approach

		Replacement cost	Potential future exposure	EEPE	Alpha used for computing regulatory EAD	EAD post-CRM	RWA
1	SA-CCR (for derivatives)	395	25,038		1.4	35,606	7,599
2	Internal Model Method (for derivatives and SFTs)			-	-	-	-
3	Simple Approach for credit risk mitigation (for SFTs)					-	-
4	Comprehensive Approach for credit risk mitigation (for SFTs)					-	-
5	VaR for SFTs					-	-
6	**Total**						**7,599**

The Risk weighted assets reduced to AED 7.6 million as at 31 December 2023 from AED 25.9 million as at 30 June 2023 due to decrease in the underlying exposures.

11.2 CCR2 - Credit valuation adjustment (CVA) capital charge

		a	b
		EAD post-CRM	RWA
1	All portfolios subject to the Standardised CVA capital charge*	-	-
2	All portfolios subject to the Simple alternative CVA capital charge	35,606	7,599

The Risk weighted assets reduced to AED 7.6 million as at 31 December 2023 from AED 25.9 million as at 30 June 2023 due to decrease in the underlying exposures.

11.3 CCR3 - Standardised approach - CCR exposures by regulatory portfolio and risk weights

	a	b	c	d	e	f	g	h
Risk weight / **Regulatory portfolio**	0%	20%	50%	75 %	100 %	150 %	Others	Total credit exposure
Sovereigns	-	-	-	-	-	-	-	-
Public Sector Entities (PSEs)	-	-	-	-	-	-	-	-
Multilateral development banks (MDBs)	-	-	-	-	-	-	-	-
Banks	-	34,014	1,592	-	-	-	-	35,606
Securities firms	-	-	-	-	-	-	-	-
Corporates	-	-	-	-	-	-	-	-
Regulatory retail portfolios	-	-	-	-	-	-	-	-
Secured by residential property	-	-	-	-	-	-	-	-
Secured by commercial real estate	-	-	-	-	-	-	-	-
Equity Investment in Funds (EIF)	-	-	-	-	-	-	-	-

Past-due loans	-	-	-	-	-	-	-	-
Higher-risk categories	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total	**-**	**34,014**	**1,592**	**-**	**-**	**-**	**-**	**35,606**

The exposure decreased to AED 35.6 million as at 31 December 2023 from AED 94.6 million as at 30 June 2023 due to reduction in outstanding.

11.4 CCR8 - Exposures to central counterparties

	EAD (post-CRM)	RWA
Exposures to QCCPs (total)		-
Exposures for trades at QCCPs (excluding initial margin and default fund contribution); of which:	-	-
(i) OTC derivatives	-	-
(ii) Exchange-traded derivatives	-	-
(iii) Securities financing transactions	-	-
(iv) Netting sets where cross-product netting has been approved	-	-
Segregated initial margin	-	
Non-segregated initial margin	-	-
Pre-funded default fund contributions	-	-
Unfunded default fund contributions	-	-
Exposures to non-QCCPs (total		**7,599**
Exposures for trades at non-QCCPs (excluding initial margin and default fund contribution); of which:	-	-
(i) OTC derivatives	35,606	7,599
(ii) Exchange-traded derivatives	-	-
(iii) Securities financing transactions	-	-
(iv) Netting sets where cross-product netting has been approved	-	-
Segregated initial margin	-	
Non-segregated initial margin	-	-
Pre-funded default fund contributions	-	-
Unfunded default fund contributions	-	-

The Risk weighted assets reduced to AED 7.6 million as at 31 December 2023 from AED 25.9 million as at 30 June 2023 due to decrease in the underlying exposures. The exposure decreased to AED 35.6 million as at 31 December 2023 from AED 94.6 million as at 30 June 2023 due to reduction in outstanding.

12. Securitisation

Not Applicable to the Bank as the Bank doesn't have a securitization exposure.

13. Market risk

13.1 MRA - General qualitative disclosure requirements related to market risk

Market Risk is the risk of losses in On and Off-balance sheet positions arising from movements in market variables, such as interest/profit rates, foreign exchange rates, equities, or commodity prices. The aim is to enhance its financial stability, in line with leading international practices and in compliance with Central Bank (CBUAE) regulations and Standards.

The risks in consideration from the above exposures emanate from:

Risk types	Description
Interest/profit rate risk	Risk of losses from value changes of financial instruments due to adverse interest/profit rate movement.
Foreign exchange risk	Risk of losses related to value changes of open currency position due to adverse exchange rate movement.
Equities price risk	Risk of losses from value changes of shares, or equities funds held due to adverse equities price movements.
Commodity Price Risk	Risk of losses from the value changes of Commodity due to adverse change in international commodity prices

The market risk is in relation to the Bank's trading & investment exposures. Trading book includes securities held with either trading intent or to hedge other trading book instruments, and banking book includes position in financial instruments that are either available for sale or expected to be held till maturity. Both books shall be operated separately. The transfer between trading and banking book should be done in accordance with the guidelines. The core governing principles for market risk management and will provide the guidelines to identify, control, monitor, measure, and report market risk in a consistent manner across the Bank.

The objectives of Market Risk Management is :

a) To maintain market risk exposures within the approved limits taking into consideration the size, complexity and business needs of the Bank and remain fully compliant with the regulatory requirements, Basel Standards, and other best practices in relation to trading and investment book exposures.

b) To facilitate Finance in computation of capital charge for market risk in line with the requirements of the Central Bank of the UAE (CBUAE).

c) Identification and implementation of relevant and appropriate management actions to improve and maintain the sustainability and resilience of Trading book.

Governance

The Bank's Board and Senior Management shall clearly articulate Banks Market Risk management policy, procedures, prudential limits, review mechanisms and reporting systems.

ALCO shall function as the top operational unit for managing the assets and liabilities of the Bank within the performance/ risk parameters laid down by the Board via BRC.

However, the ultimate responsibility for the Market risk management within the Bank rests with the Board of Directors whereas ownership of the implementation of the Board approved policy rests with ALCO & MRC. The Board Risk Committee shall supervise the performance of ALCO and ALCO shall provide directions to Treasury Department and Finance Department for implementation of the policy.

Risk Strategy

The market risk strategy aims to broadly outline the following objectives:

- Align risk appetite and strategy – Risk appetite is the degree of risk, on a broad-based level, that the Bank is willing to accept in pursuit of its goals. Risk appetite is set first in evaluating strategic alternatives, then in setting objectives aligned with the selected strategy and in developing mechanisms to manage the related risks;
- Link growth, risk and return – The Bank accepts risk as part of value creation and preservation and expects return commensurate with the risk. The Framework provides an enhanced ability to identify and assess risks and establish acceptable levels of risk relative to growth and return objectives;
- Enhance risk response decisions – The Framework provides the rigour to identify and select among alternative risk responses – risk avoidance, reduction, sharing and acceptance. The Framework provides methodologies and techniques for making these decisions;
- Minimize operational surprises and losses – The Bank should have enhanced capability to identify potential events, assess risk and establish responses, thereby reducing the occurrence of surprises and related costs or losses;
- Identify and manage cross-risks – Every product faces a myriad of risks. The Bank needs to not only manage individual risks, but also understand interrelated impacts;
- Provide integrated responses to multiple risks – Business processes carry many inherent risks, and this Framework enables solutions for managing the risks;
- Seize opportunities – The Bank considers potential events, using risk management as offensive initiatives rather than just risks (defensive), and by considering a full range of events, the Bank gains an understanding of how certain events represent opportunities; and
- Rationalize capital – More robust information on total risk allows the Bank to more effectively assess overall capital needs and improve capital allocation.

Risk Mitigation and Risk Appetite

Generally, risk mitigation strategies for market risks include:

- Risk Limit Setting: This will decide on how much of risk the bank is willing to take. Market risk limits are one of the most fundamental controls over the risks inherent in trading activities. Apart from exposure limits aimed at capping exposures at a desirable level, risk limits play a role in limiting risks arising out of such exposures within acceptable level. Risk limits are essential as level of risk associated with a position can change without any change in the exposure. Risk Limit shall be in line with the overall bank Risk Appetite and investment limits are recommended by Management & BRC and are approved by Board. Risk measurement techniques such as exposure, sensitivity, var, scenario testing etc.
- Diversification of assets: By diversifying, the exposure to the market risk can be minimized. As part of diversification control, the bank has introduced several risk limits aimed to diversity the asset such as limiting exposure based on country, Issuer, rating, sector etc.
- Hedge strategies: As part of the risk mitigation technique, the bank has established the Hedging Framework to mainly minimize the exposure to the interest/profit rate risk.
- Liquidity management: As part of investment activities, liquidity management should be considered as part of the mitigation strategy.

The primary responsibility of mitigating market risk lies with the treasury front office, which includes strategies such as hedging, diversification, portfolio optimization, and others. In addition, a risk control was introduced in term of limit which mitigate the exposure to the market risk. These controls are being measure by technique such as VAR, stress testing, position limit.

Risk Controls

Limits are by far the most important way to mitigate the bank's capital, while at the same time ensuring the bank can take the risks to generate a reasonable return on equity. Controlling market risk is part of the overall risk management process that follow risk monitoring and is aimed to reduce risks to stipulated or manageable levels. The impulses for risk controlling are generated from the comparison of planned and actual risk situation.

Actual risk situation is assessed by risk monitoring process, which is the responsibility of the Market Risk Unit. This is an independent process aimed at triggering corrective steps based on outcome of monitoring.

Risk Monitoring and Reporting

Risk reporting is essential to facilitate communication of risk information to relevant recipients to enable effective oversight on various components of market risk management. In this sense, risk reports are concise, accurate comprehensible and timely. Reporting covers current position, dynamics of risk exposure through time and exceptions from policy prescriptions.

13.2 MR1 - Market risk under the standardised approach

		RWA
1	General Interest rate risk (General and Specific)	-
2	Equity risk (General and Specific)	-
3	Foreign exchange risk	31,743
4	Commodity risk	-
	Options	-
5	Simplified approach	-
6	Delta-plus method	-
7	Scenario approach	-
8	Securitisation	-
9	**Total**	**31,743**

Market risk weighted assets at AED 31.7 million as at 31 December 2023 increased from AED 3.5 million as at 30 June 2023 due to increase in the net open position as at the reporting date.

14. Interest rate risk in the banking book (IRRBB)

14.1 IRRBB - IRRBB risk management objectives and policies

A. Qualitative

1. Definition

- Interest Rate risk in the banking book is defined as the risk of loss to bank's earnings as well as diminution in the value of bank's capital due to adverse changes in interest rates.
- Interest rate risk arising from the bank's activities not related to trading occurs mainly within the banking business because of the difference in interest periods between assets and liabilities and implicit options in various products offered by bank.

2. Components of Interest Rate Risks in Banking Books

- **Re-pricing risk**: related to the timing mismatch in the maturity and interest rate re-pricing of assets and liabilities, off balance sheet short- and long-term positions. This risk is measured using re-pricing and duration gap report.
- **Basis risk**: as the Bank's assets and liabilities are currently linked to benchmarks that mimics each other, the measurement of this component will be restricted to measuring basis risk arising on account of different currencies only.
- **Yield curve risk**: arising from unequal changes in spreads between two or more rates for different maturities in the same yield curve (currency) (e.g. short term interest rates changing more than the change in long term interest rates).
- **Option Risk**: Risk of optionality's available to the customers which can cause Interest Rate Risk to the bank. This includes but is not limited to prepayments of loans, caps or floors in loans, pre-maturities of deposits etc.

3. Risk Assessment Methodology

- The Bank has developed capabilities to measure interest rate sensitive gaps across tenors considering the re-pricing nature of all its assets and liabilities.
- The sensitivity analysis i.e. the impact of a parallel shift in the interest rate curves on the Net Interest Income (NII) and Equity is ascertained and presented to ALCO for review on a monthly basis.
- Hedging decisions required to mitigate this risk, if any, are decided/ approved by ALCO and executed by Treasury. The hedging decisions are balance sheet hedges – cash flow or fair value hedges in line with IFRS 9 requirements depending on the interest rate views.
- Additionally, an impact of 200 bps parallel interest rate shock on NII is calculated on a monthly basis and presented to ALCO for deliberations.
- The Bank uses two standard measures for the management of interest rate risk in the banking environment. This is in line with regulatory requirements under Basel's IRRBB framework:
  - Economic Value of Equity at Risk (EVE). The banks' EVE at risk is low and has been stable.
  - Earnings at Risk (EaR). The bank implemented an internal limit of 10% of earnings at risk (Net Interest Income) over a 1-year horizon for a 200-basis point change in interest rates. The limit is reviewed annually by ALCO to ensure that it is not restrictive on the management of the Net Interest Margin.
- The EVE and the EaR are used to control and manage the interest rate risk in relation to the Net interest Margin arising from changes in the level of interest rates. The delta is used to control and manage the risk in changes of the yield curve.
- In addition to standard measures of interest rate risk in banking environment, Bank regularly analyses the effect of one or more macroeconomic scenarios on its earnings and economic value. Results of this analysis are important for integrated interest rate risk management purposes & are included in reports to ALCO.

4. Risk Measurement Methodology (Quantitative / Qualitative)

- The Bank views Interest Rate Risk from two different but complimentary perspectives viz.
  - The **Earnings Perspective** and
  - The **Economic Value Perspective**

A. Earnings Perspective of IRRBB

- In the earnings perspective, the Bank focuses on the impact of changes in interest rates on the Net Interest Income. The key variables that determine the impact on NII are the extent & nature of shifts in the yields and the re-pricing mismatches in the Bank's rate sensitive assets and liabilities.
- The main measure used by the bank to manage interest rate risk from the earnings perspective (or short term perspective) is Earnings at Risk (EaR).
- The EaR is the largest deviation, in negative terms of the expected net interest income in the next 12 months, as a result of an immediate and sustained rise/fall in all money and capital markets interest rates in this period by 200 basis points.
- The Bank also uses traditional rate sensitive gap analysis as a way to measure IRRBB exposure. The re-pricing gap statement is used as the base for Traditional Gap Analysis.
- In the re-pricing gap statement, assets and liabilities are bucketed in defined tranches based on their maturity or re-pricing date, whichever comes first.
- The bank uses parallel and non parallel interest rate curve changes to determine the impact of the interest rate changes on the EaR. The parallel interest rate change scenarios applied in steps of 50bps upto 400 bps for interest rate up and down. Similarly the non parallel shifts are applied in line with the Basel and CBUAE guidelines for 6 scenarios as presented in the Quantitative Information section of the IRRBB.

B. Economic Value Perspective of IRRBB

- The main measure used by the bank to manage interest rate risk from the perspective of economic value is the Economic Value of Equity (EVE).

- The economic value of equity (EVE) is a cash flow calculation that takes the present value of all asset cash flows and subtracts the present value of all liability cash flows. The bank uses the economic value of equity to manage its assets and liabilities. This is a long-term economic measure used to assess the degree of interest rate risk exposure—as opposed to net-interest income (NII), which reflects short-term interest rate risk.
- This value is used as an estimate of total capital when evaluating the sensitivity of total capital to fluctuations in interest rates. A bank may use this measure to monitor how interest rate changes will affect its total capital.
- The bank uses parallel and non-parallel interest rate curve changes to determine the impact of the interest rate changes on the EVE. The parallel interest rate change scenarios applied in steps of 50bps up to 400 bps for interest rate up and down. Similarly, the non-parallel shifts are applied in line with the Basel and CBUAE guidelines for 6 scenarios as presented in the Quantitative Information section of the IRRBB.

5. Framework for Measuring Interest Rate Sensitivity

- Economic Value of Equity at Risk and Earnings at Risk are used on a monthly basis to measure the bank's exposure to short term and long-term interest rate risk.
- The ALM Policy defines the framework for measuring interest rate sensitivity. It identifies each major class of asset and liability and its sensitivity under the EaR and EVE approach.

6. Risk Mitigation Actions and/ or Controls

- Customer deposits constitute around 88% of bank's funding. Tenor of most customer term deposits are short (normally, less than a year) resulting in faster re-pricing of such liabilities.
- Further, majority of loans are floating, wherein fixing of interest rate are carried out at defined intervals. Similar re-pricing pattern between assets and liabilities results in a 'natural hedge' and reduces interest rate risk in banking book. Moreover, the majority of floating loans have a floor rate contractually agreed with clients.
- Treasury monitors exposure with respect to major sources of interest rate risks in banking book, namely fixed coupon debt securities as well as few long-term loans with fixed coupons and apprises ALCO on a monthly basis for deliberation.
- Additionally, ALCO deliberates on the basis of re-pricing gap report. Additionally, limits are in place for weighted average maturity of debt security investment portfolio in Banking Book. These limits are reviewed periodically by the committee and revised on the basis of interest rate outlook.
- The bank uses consistent treatment of commercial margins and spreads for the purpose of calculation of the EVE and NII i.e. the forward rate and discount rate are on similar basis, in line with the CBUAE regulations.

B. Quantitative

1. **Average repricing maturity assigned to NMDs** - Non-rate sensitive (maturity profile) of 8 months
2. **Longest repricing maturity assigned to NMDs**- Non-rate sensitive (maturity profile) of 3 years

14.2 IRRBB1 - Quantitative information on IRRBB

The below table indicates the economic value of equity and net interest income under each of the prescribed interest rate shock scenarios.

In reporting currency (AED in '000)	ΔEVE		ΔNII	
Period	31/12/2023	31/12/2022	31/12/2023	31/12/2022
Parallel up	(123,005)	(185,112)	168,150	81,919
Parallel down	139,212	216,189	(76,221)	(80,950)
Steepener	(39,033)	(4,238)	-	-
Flattener	50,855	(4,057)	-	-
Short rate up	21,728	(2,179)	-	-
Short rate down	(22,624)	2,182	-	-

Maximum	**(123,005)**	**(185,112)**		
Period	**31/12/2023**		**31/12/2022**	
Tier 1 capital	3,811,460		3,630,845	

The bank uses behavioral analysis for non-maturity deposits to bucket the deposits into various time buckets.

15. Operational Risk

15.1 OR1 - Qualitative disclosures on Operational Risk

- Operational risk is inherent in all dimensions of a Bank, including all banking products, activities, processes and systems. Accordingly, the effective management of operational risk is a fundamental element of a Bank's risk management program. Banks with a sound operational risk management framework, a strong risk management culture and ethical business practices, are less likely to experience potentially damaging operational risk events and better placed to deal effectively with those events that do occur.
- The Bank has adopted Basel definition of operational risk, which is also stipulated in UAE Central Bank Regulations. This definition is articulated as "Operational Risk is the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events." This definition includes legal risk but excludes strategic and reputational risk.
- Bank has adopted the Basel operational risk event type classification. The Bank adopts a two-dimensional classification to operational risk mapping: the types of operational risks (event type) and where they reside in the bank (Business Line)

A. Basic Indicator Approach

- Under the Basic Indicator Approach, banks are required to hold capital for operational risk equal to 15% of average gross income (positive annual gross income) over the previous three years.
- Negative annual gross income, for any year, should be excluded from the numerator and denominator when calculating average.

B. Operational Risk Governance

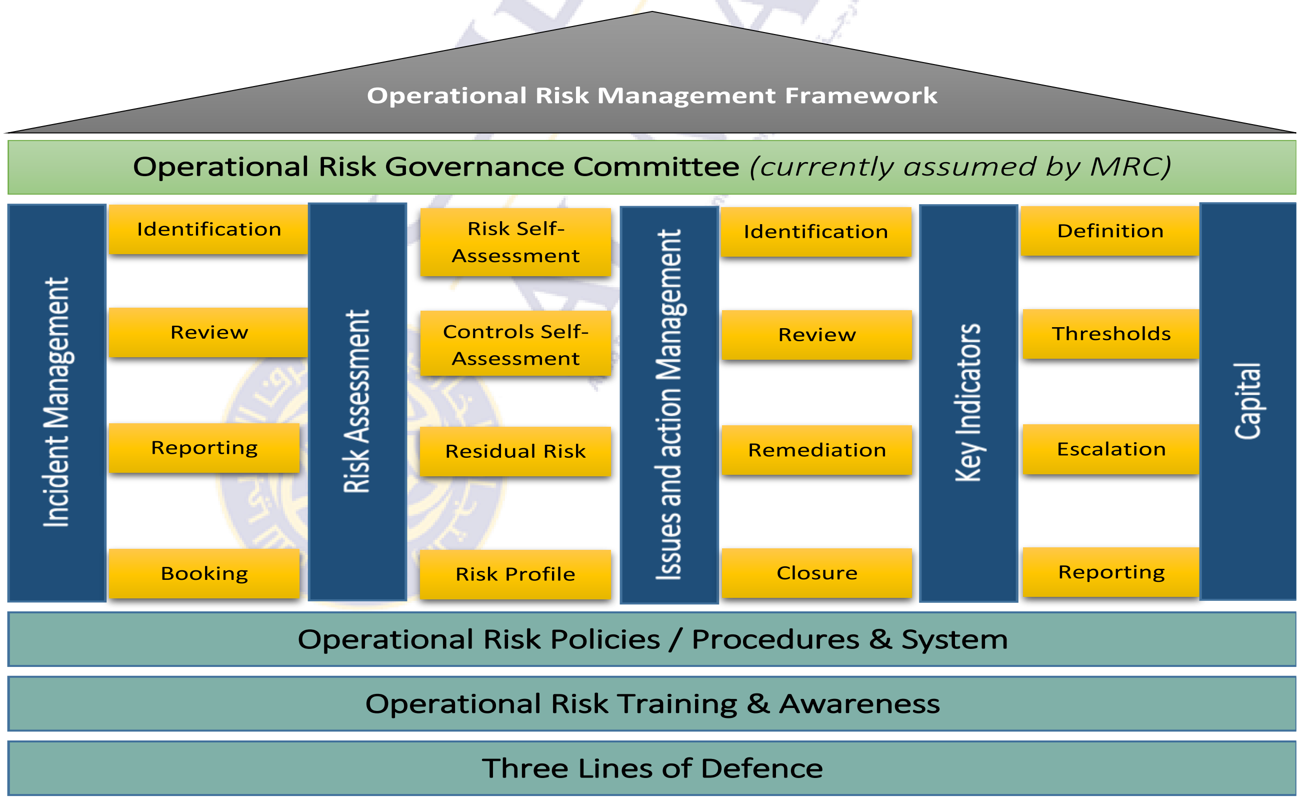
- The Bank has a comprehensive policy on Operational Risk Management.
- As part of governance structure, bank has Risk Management committee reporting to the Board as a forum for discussing and communicating bank wide issues, initiatives and decisions in respect of Operational Risk.
- The bank conducts regular operational risk awareness trainings across all departments and business units/branches.
- The Bank adheres to the Three Lines of Defense (3 LoD) model for the management of operational risk, as stipulated in CBUAE regulations, as well as in the Revision to the Principles for the Sound Management of Operational Risk published by the Basel Committee. Main responsibilities across the lines of defense are mentioned in the below table.

Line of Defense	Accountability & Responsibility
1st Line of Defense *The risk-taking units with all their support functions (e.g., IT and HR).*	The first line identifies and own the operational risks. They are responsible for the identification and control of risks by implementing the Board-approved operational risk management framework and its components, i.e. reporting incidents, performing risk assessments, identifying and reporting KRIs, raising issues and action plans, etc. To support first line management in their ORM responsibilities, dedicated Operational Risk Champions (ORCs) are appointed by Head of the first line management.

2nd Line of Defense *Operational Risk Department*	The ORM Department is independent of the management and decision-making of the bank's risk-taking functions. Responsibilities of the Operational Risk Department: • Providing challenge & oversight of risk, related controls & action plans, and indicators identified by the 1st LoD. • Reporting and escalation of operational risks and related incidents reported by first line to Board / Senior Management / Regulators. • Collaborating with first line to provide advice on how to apply the operational risk framework and tools. • Developing and providing operational risk training and education. • Developing operational risk policies, procedures, and defining appetite.
3rd Line of Defense *Internal Audit*	• Internal Audit will provide assurance for the Board and Senior Management on the robustness and effectiveness of the processes for the management of operational risk. • Independently assess the effectiveness of business line management in fulfilling their mandates and managing risks.

C. Operational Risk Management Framework

1. The following chart depicts the key components of the Bank's operational risk management framework. This framework depicts the management of operational risk in the Bank.



2. The Operational Risk Management Department (ORM) has further revised operational risk framework documentation, including:
   - OR policy in alignment with UAE Central Bank regulations.
   - Comprehensive OpRisk Framework with clearly defined roles of lines of defense for each framework component (Responsibility matrix).
   - Incident management guidelines
   - Issues and action plans guidelines.
   - Third party risk management policy.
   - New products / services approval risk program.
   - Risk assessment guidelines.
   - Key risk indicators guidelines.
   - Detailed Roles and governance structure of OpRisk Champions.
   - Introducing Uniform Risk Rating scale to be used for all operational risk impact assessments.
   - Developing bank wide ORM KPIs for Units.

16. Remuneration Policy

Governance

The Bank's Board of Directors ("Board") has established the Remuneration and Nomination Committee ("RNC") that provides oversight and endorses principal remuneration policy and decisions.

The Board delegates to the RNC matters relating to the appointment of senior management, including policy for senior management remuneration and their annual individual remuneration awards. Employees reporting to the CEO permanently as functional heads are classified as senior management.

The RNC also reviews succession plans for the Chief Executive Officer and other key Senior Management positions and approves and reviews strategic Human Resource issues, including employee retention, motivation, and commitment for senior management positions.

From a governance perspective, the RNC oversees the Bank's remuneration policies, ensuring that the policies are consistent with and promote sound and effective risk management and do not encourage excessive risk-taking. Compensation is linked to corporate, business, and individual performance objectives, including performance against metrics set by control functions, including risk.

Al Masraf Total Rewards Philosophy

Al Masraf's Total Rewards Philosophy positions the Bank as a recognized employer of choice by addressing the following aspects: foundational rewards, performance-based rewards, and career development.

Al Masraf's Total Reward programs are not created to be equal; they are created to be equitable. Total Rewards lays guiding principles on what to pay our employees and how to pay them to deliver a superior employee value proposition. These principles help design compensation and benefits programs that will be more attractive for new hires and retain the right people.

Pay Approach Principles

Future Looking: Through use, this approach will help ensure Al Masraf's operational alignment with our mission, vision, values, and equity principles.

Equitable: Al Masraf ensures objective criteria such as experience, skill-level, and market considerations are used to set the pay level for employees occupying similar jobs (that is, jobs evaluated to be at the same level by an objective job evaluation). Gender, race, or other personal characteristics are irrelevant and will not be used when determining pay except when regulatory authorities provide otherwise. Al Masraf commits to periodic analyses to validate that personal characteristics do not influence salary levels within the Bank.

Transparent: The career bands and levels are available to employees and the criteria used to assign levels. Employees are informed of their career band and salary. All posted job openings will include the career band and level of the job announcement. Individual salaries will not be publicly disclosed and are to be treated as personal confidential information.

Externally Competitive: Al Masraf set salaries using the major HR consulting firms such as but not limited to Korn Ferry (Hay Group), Willis Towers Watsons, and Aon Hewitt. Al Masraf positions the appropriate salary band built around 50th of the corresponding market level salary range.

Recognition: Al Masraf develops non-traditional ways to reward hard work and initiative.

Regulatory Compliant: Al Masraf advocates strong Corporate Governance and effective Risk Management. Compensation is based on the job evaluations to (1) Ensure compliance with UAE federal laws and regulations on non-discrimination and equal pay, (2) Establish a rational, consistent job structure based on value to Al Masraf in terms of each job's complexity and importance, (3) Help provide a basis for pay-for-performance, and (4) Assist in establishing competitive pay rates and structures. The rewards for risk and control staff are not directly related to the business performance of the Bank.

Remuneration Components

Fixed Components include Basic and Allowances: The basic salary shall be used as the basis for the computation of end-of-service (gratuity) benefits, in addition to overtime pay, merit and bonus programs where applicable. It shall be administered by the approved Al Masraf Salary Structure, considering the employee's qualifications, experience and internal parity determined by comparisons with the existing internal peer group. Allowances are intended to compensate for living costs and offset certain expenses. Allowances are generally paid at the end of each month with the monthly payroll per this policy's provisions. All allowances are temporary and may change according to the Al Masraf Compensation Structure.

Variable Pay: Variable Pay is the sum of discretionary variable remuneration including, performance bonuses, business incentive schemes, spot awards, and special & ad hoc allowances.

Reward and Recognition

Al Masraf appreciates the efforts of its employees to achieve corporate goals and to fulfil its mission statement. Outstanding employees deserved to be recognized both as a reward for exceptional performance and as a model to other employees.

Al Masraf Rewards Program includes Performance Bonus Plan, Business Incentive Schemes and Spot Award Plan.

Performance Bonus Plan is designed to provide incentive compensation for all eligible employees up to Senior Management.

There are existing Business Incentive Schemes namely: SME Incentive Scheme, Retail Banking Incentive Scheme and Financial Institution Incentive Scheme.

Al Masraf's Spot Award Plan is a means for the Bank to promote productivity and to provide immediate and visible recognition of employee contributions.

Senior Management and Material Risk Takers

Al Masraf classifies employees including the N, N-1 & N-2 regardless of salaries as Material Risk Takers (MRTs) to comply with the CBUAE Corporate Governance Regulations.

Bonuses of MRTs are subject to deferral effective from the 2024 Performance Year and are subject to malus or clawback arrangements. Fifty percent (50%) of the performance bonuses payout will be deferred, to be paid in three years (Y1=70%, Y2=15%, Y3=15%).

(Note: N refers to the Chief Executive Officer, and the number denotes how many direct reports the role is from the CEO. An executive who is a direct report of the CEO is an N-1. That executive's direct reports are then N-2, two degrees away from the CEO.)

Overview of Performance Metrics

In 2023, Al Masraf used a Balanced Scorecard with financial and non-financial Key Performance Indicators (KPIs) to drive and measure performance against its set objectives for the financial year (January to December).

The focus has been to translate the three (3) year strategy into departmental balanced scorecards, with the KPI orientation around Financial, Customer, Process and Employee. Whilst the KPIs are structured to be SMART (Specific, Measurable, Attainable, Realistic and Tangible), yet as the organization matures further, qualitative, or subjective KPIs may be considered to allow for flexibility and a range of performance feedback.

While for most of the Bank, the Financial KPIs are linked to driving and creating value for the Bank through the achievement of measures like Operating Income, Net Profit, Return on Equity, or Productivity, none of these measures apply to employees in Control Functions. Instead, control functions have specific KPIs independent of the areas that they oversee like cost of risk, recoveries, enhance efficiencies, or reduce the cost of non-compliance.

For the rest of the staff, each employee with clear performance objectives, ongoing coaching and feedback, professional development opportunities and recognition for outstanding work. Employee performance is reviewed and measured against a set of agreed performance objectives and a demonstration of Al Masraf's core values. The core values are:

Progressive – "We are solutions-focused, maintain best-in-industry standards and value the free exchange of ideas."

Connected – "We are in touch with our customers, present for our colleagues, and connected to our communities – in person and online."

Trusted – "We are open and transparent and build relationships that last for generations. We keep our word and take responsibility for our actions."

Ambitious – "The goals we set define the standard of excellence. We galvanize the passion of our people to exceed the expectations of ourselves, our customers, and the communities we serve."

Good performance management is crucial for everyone in Al Masraf as it provides clarity on various aspects. It enables individuals to understand the business's objectives, their specific role in supporting these objectives, and the necessary skills and competencies required to fulfil their responsibilities. Additionally, it outlines the expected performance standards, offers guidance on personal development and contribution to Al Masraf's development, facilitates performance assessment, and provides a framework for addressing any performance-related issues that may arise. Overall, effective performance management ensures that all individuals are aligned with the bank's goals and equipped to contribute meaningfully to its success.

The HR Department has the role of oversight and control of the performance management system, but all members of management share the objective of successful performance management. Senior Management support for a performance focus is vital, as is creating and maintaining a corporate culture that supports individual and team accountability for solid performance.

Al Masraf's performance management cycle spans from 1 January to 31 December and encompasses several key elements. Firstly, the cycle is guided by Bank KPIs that are approved by the Board of Directors, setting the overarching performance targets for the organization. Additionally, department specific KPIs are established by the senior management, aligning performance objectives with the strategic goals of each department. Furthermore, individual employees, in collaboration with their line managers, set their objectives and competencies, ensuring alignment with the broader organizational goals. Throughout the cycle, mid-cycle performance reviews are conducted to assess progress, followed by the annual performance appraisal.

Finally, the cycle concludes with the establishment of development goals and corrective action plans, providing a comprehensive framework for continuous improvement and employee development.

16.1 REM1 - Remuneration awarded during the financial year

			a	B
	Remuneration Amount		**Senior Management**	**Other Material Risk-takers**
1	Fixed Remuneration	Number of employees	11	-
2		Total fixed remuneration (3 + 5 + 7)	**12,407**	-
3		Of which: cash-based	12,407	-
4		Of which: deferred	-	-
5		Of which: shares or other share-linked instruments	-	-
6		Of which: deferred	-	-
7		Of which: other forms	-	-
8		Of which: deferred	-	-
9	Variable Remuneration	Number of employees	8	-
10		Total variable remuneration (11 + 13 + 15)	2,302	
11		Of which: cash-based	-	-
12		Of which: deferred	-	-
13		Of which: shares or other share-linked instruments	-	-
14		Of which: deferred	-	-
15		Of which: other forms	-	-
16		Of which: deferred	-	-
17	**Total Remuneration (2+10)**		**14,709**	**-**

16.2 REM2 – Special Payments

Special Payments	**Guaranteed Bonuses**		**Sign on Awards**		**Severence Payments**	
	Number of employees	**Total amount**	**Number of employees**	**Total amount**	**Number of employees**	**Total amount**
Senior Management	-	-	1	226	3	1,505
Other material risk-takers	-	-	-	-	-	-

16.3 REM3 – Deferred Remuneration

Deferred and retained remuneration	**Total amount of outstanding deferred remuneration**	**Of which: Total amount of outstanding deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment**	**Total amount of amendment during the year due to ex post explicit adjustments**	**Total amount of amendment during the year due to ex post implicit adjustments**	**Total amount of deferred remuneration paid out in the financial year**
Senior management	-	-	-	-	-
Cash	-	-	-	-	-
Shares	-	-	-	-	-
Cash-linked instruments	-	-	-	-	-
Other	-	-	-	-	-
Other material risk-takers	-	-	-	-	-
Cash	-	-	-	-	-
Shares	-	-	-	-	-
Cash-linked instruments	-	-	-	-	-
Other	-	-	-	-	-
Total	-	-	-	-	-

There was no deferred remuneration to be reported.