Bank of Jordan بنك الاردن

Annual Report 2025

www.bankofjordan.com

BOJ Rooted in Growth

Bank of Jordan is a national financial banking institution with a long and proud history in the country. It was one of the first banks to be established in Jordan in 1960 and carries the name of its home. From the very beginning, the bank has adopted a sustainable development and improvement approach for all its financial and banking activities and operations. It has kept up with accelerating developments witnessed by the banking industry, both nationally and internationally. The bank has also participated in enhancing the investment sector and promoting economic development in Jordan and the countries in which the bank operates through its comprehensive banking products and services that fulfill client needs and requirements across all categories, including individuals, corporate clients and institutions. It has further effectively participated in national development projects as well as private sector projects.

Table of Contents

Board of Directors' Report 2025

Economic Performance 2025 13
Achievements in 2025 22
Analysis of Financial Position and Business Results for the Year 2025 39
Our Goals for 2026 48

Consolidated Financial Statements and Independent Auditor's Report 2025

Independent Auditor's Report 53
Consolidated Statement of Financial Position 60
Consolidated Statement of Profit or Loss 61
Consolidated Statement of Comprehensive Income 62
Consolidated Statement of Changes in Owner's Equity 63
Consolidated Statement of Cash Flows 65
Notes to the Consolidated Financial Statements 66

Additional Information as Required by the Jordan Securities Commission 2025

Names and Brief Résumés of Board of Directors and Executive Managers 220
Major Shareholders' Equity 237
Board of Directors' Equity 242
Executive Managers' Equity 243

Corporate Governance 253

Corporate Governance Guide 267

Addresses of Bank of Jordan Branch Network 297

Bank of Jordan
Public Shareholding Limited Company, established in 1960,
Commercial Registration No. 13, Paid-up Capital JD 200,000,000
P.O. Box 2140 Amman 11181 Jordan, Tel.: +962 6 5609200 Fax: +962 6 5696291

E-mail: boj@bankofjordan.com.jo
Website: bankofjordan.com
Contact Center: +962 6 580 77 77

His Majesty King Abdullah II Bin Al Hussein

His Royal Highness Crown Prince Hussein Bin Abdullah II

Our Vision

To be a pioneering bank that excels in providing products and services, offering comprehensive financial solutions, and acquiring an advanced position in the Arab region.

Our Mission

To build amicable relations with our customers, optimize returns to shareholders, and contribute to social advancement. We achieve this by providing comprehensive financial solutions through high-quality, efficient service channels and a modern business environment powered by an excelling team.

Board of Directors

Chairman of the Board / Dedicated

Mr. Shaker Tawfiq Fakhouri

Vice Chairman

Mr. Walid Tawfiq Fakhouri

Members

Dr. Yanal Mawloud Zakaria / Representative of Al Eqbal for General Investments

Mr. Husam Rashed Manna' / Representative of Al Yamama for General Investments / Cayman Islands

Mr. Walid Mohammad Al-Jamal / Representative of Al Pharaenah Int'l for Industrial Investments Co.

AL Sharifa Lama Fawaz Zaben Al Own / Representative of Al Louloua for General Investments / Cayman Islands

Mr. Fawaz Yousef Ghanem / Representative of Al Tawfiq Investment House – Jordan

Mr. "Mohammad Sa-ed" Ishaq Jarallah

Mr. Yousef Jan Shamoun

His Excellency Mr. Samir Said Murad

Ms. Hala "Muhammad Ali" Siraj

Chief Executive Officer

Mr. Saleh Rajab Hammad

Auditors

Deloitte & Touche (M.E.) - Jordan

Chairman's Letter

Dear Esteemed Shareholders,

I am pleased to report that Bank of Jordan delivered a strong performance during Fiscal Year 2025. Despite a complex regional environment and continued geopolitical uncertainty, the Bank achieved solid organic growth while advancing its strategic priorities and strengthening its operational capabilities.

The year marked the sixty-fifth anniversary of the Bank's operations and was characterized by significant regional challenges. Ongoing tensions in Gaza and the West Bank, along with other geopolitical developments across the region, continued to weigh on economic sentiment and investment activity. These dynamics required resilience and disciplined execution from financial institutions operating in the region.

Globally, 2025 was also shaped by heightened geopolitical developments and continued uncertainty surrounding international trade and supply chains. Concerns regarding global tariffs and trade policies contributed to volatility in the global economic outlook. At the same time, remarkable advancements in artificial intelligence drove substantial investment and capital spending in certain sectors, supporting activity in global capital markets and partially offsetting broader geopolitical pressures.

Against this backdrop, Bank of Jordan successfully navigated these challenges and delivered solid financial results. Total revenue grew by 11.5%, reaching JOD 190 million, while net interest and fee income increased by 10.8% to JOD 177.7 million. Net profit after tax rose by 25.7%, reaching JOD 44 million. Our regional operations continued to play an important role in supporting this growth, particularly our branches in Iraq, which delivered strong performance during the year.

The Bank also continued to expand its regional footprint. In Iraq, three new branches were opened during the year, strengthening our presence and enhancing our ability to serve customers in that market. In addition, the Bank completed the regulatory, technical, and operational requirements necessary to launch operations in the Kingdom of Saudi Arabia, with the commencement of activities expected during the second quarter of 2026. This expansion represents an important step in our regional growth strategy.

The Bank also maintains a long-standing presence in Syria through its subsidiary. While operations in that market have remained limited in recent years due to prevailing circumstances, recent political developments suggest the possibility of gradual economic normalization in the years ahead. The Bank continues to monitor developments closely and believes its established presence may position it to participate in future opportunities as the environment evolves.

The Bank maintained steady balance sheet growth and strong financial fundamentals. Total assets increased by 3.3% compared to 2024. The loan portfolio expanded by 5%, reaching JOD 1.57 billion, while customer deposits grew by 6% to JOD 2.4 billion, reflecting the continued confidence that our clients place in the Bank. Shareholders' equity reached JOD 518.1 million at year-end.

Profitability indicators also improved during the year. Return on equity increased to 8.4% from 6.7% in 2024, while return on assets rose to 1.4%, compared to 1.14% in the previous year. The Bank continued to maintain strong liquidity and capital positions, with a Net Stable Funding Ratio (NSFR) of 166.7%, a Liquidity Coverage Ratio (LCR) of 335.9%, and a Capital Adequacy Ratio of 19%. These levels remain comfortably above regulatory requirements and Basel III standards, underscoring the Bank's strong financial resilience.

In parallel, the Bank continued to advance its institutional transformation agenda, focusing on enhancing operational efficiency, strengthening digital capabilities, and fostering a culture of innovation. Sustainability remained a key pillar of our strategy, as we further developed our Environmental and Social Management System (ESMS) and explored opportunities in sustainable finance, reinforcing our commitment to responsible growth and long-term value creation.

The Bank also continued its commitment to supporting communities in need through a range of social and humanitarian initiatives. In response to the humanitarian situation in Gaza, the Bank intensified its efforts, in cooperation with international partners, contributing to relief initiatives that reached approximately 500,000 beneficiaries.

Dear Valued Shareholders,

Looking ahead to 2026, we remain focused on strengthening our institutional resilience, advancing our regional expansion strategy, and enhancing our digital and operational capabilities. We will continue to embed sustainability at the core of our business model, while maintaining a disciplined approach to risk management to support sustainable growth and long-term value creation for our stakeholders.

In light of these financial results for 2025, the Board of Directors has recommended the distribution of cash dividends of JOD 0.18 per share, representing a total distribution of JOD 36 million.

On behalf of the Board of Directors, I would like to express our sincere appreciation to our shareholders for their continued trust and support. We also extend our gratitude to the Bank's management and employees, whose dedication and commitment continue to drive the Bank's progress and achievements.

We have strong confidence in the Bank's ability to continue delivering sustainable growth while strengthening its role as a leading financial institution in Jordan and the region.

Yours faithfully,
Shaker T. Fakhoury
Chairman of the Board - Bank of Jordan

Board of Directors' Report 2025

Economic Performance 2025

Achievements in 2025

Analysis of Financial Position and Business Results for the Year 2025

Our Goals for 2026

Additional Information as Required by the Jordan Securities Commission 2025

Economic Performance 2025

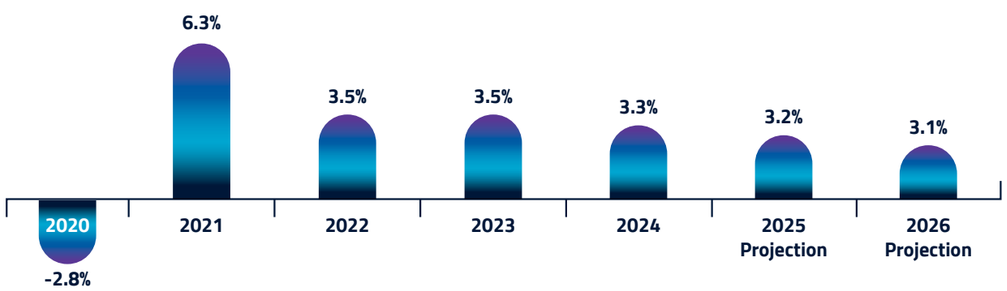
The World Economic Outlook

According to growth outlook forecasts issued by the International Monetary Fund, the world economy is expected to maintain moderate growth in 2025 and 2026, supported by the resilience of the private sector and its ability to adjust to changes in trade policies and the restructuring of supply chains. Global growth is projected at about 3.2% in 2025 and 3.1% in 2026, this reflects a careful balance between factors that support economic activity, such as easier financial conditions and increased investment in advanced technologies, especially artificial intelligence, and ongoing challenges, including continued uncertainty over the Russia–Ukraine war, trade policies, and high real interest rates in several economies.

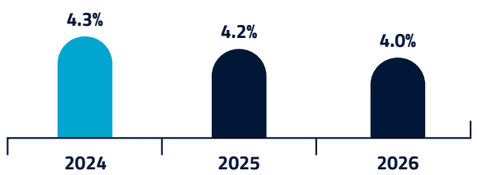
Risks to the world economic outlook continue to head to the negative side, with the potential for growth to slow in the second half of 2025, ongoing pressure on public finances, rising debt levels, and structural challenges facing some major economies. Economic prospects for the Middle East and Asia Minor point to moderate growth in 2025, despite heightened global uncertainty and continued geopolitical tensions across the region. Regional GDP growth is expected to reach around 3.5% in 2025, up from 2.6% in 2024, before rising further to about 3.8% in 2026. This outlook reflects a balance between supportive factors, most notably increased oil production following the removal of voluntary cuts by the OPEC+ alliance, as well as solid domestic demand. Oil-exporting countries are set to benefit from improved oil revenues, while oil-importing economies are supported by lower commodity prices, a rebound in tourism, stronger remittance inflows, and the ongoing implementation of economic reforms.

At the same time, risks to the regional outlook remain, including continued pressure on public finances in some countries, the possibility of renewed regional geopolitical tensions, and volatility in commodity prices, particularly oil. Against this backdrop, maintaining balanced economic and fiscal policies, strengthening monetary and financial frameworks, and improving the management of public resources remain essential to supporting macroeconomic stability and limiting systemic risks.

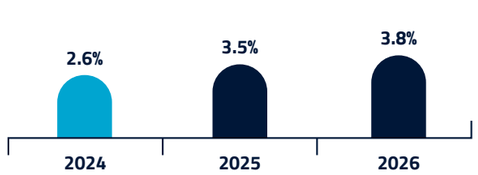
Global Economic Outlook - GDP %



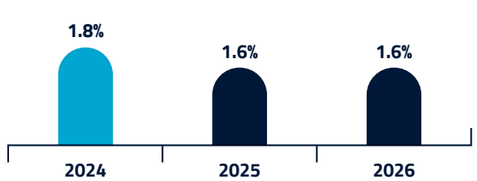
Emerging and Developing Economies - GDP %



Middle East and Central Asia Economies - GDP %



Advanced Economies - GDP %



Economic Developments in Neighboring Countries and the Gulf States

Against the backdrop of ongoing geopolitical tensions, the Palestinian economy was hit by an unprecedented shock in 2024 and 2025, the most severe in more than three decades. Real GDP is estimated to have contracted sharply by around 27% in 2024, reflecting a significant downturn in economic activity in both the West Bank and the Gaza Strip. The contraction is estimated at about 17% in the West Bank, while the Gaza Strip experienced an extraordinary decline of roughly 83%, amid widespread damage to infrastructure and economic activity. Estimates suggest that physical damage in Gaza reached approximately USD 29.9 billion, nearly double the size of the Palestinian economy's real GDP before the conflict. Recovery and reconstruction needs are estimated at around USD 53.2 billion, according to World Bank estimates released in February 2025.

During 2025, limited signs of recovery began to emerge in the West Bank, while economic conditions in the Gaza Strip remain extremely dire. Unemployment rates have surged to unprecedented levels, reaching around 69% in Gaza, where most of the population is living below the poverty line, compared with about 29% in the West Bank, more than double the levels recorded before the conflict. These developments reflect the scale of the economic and social challenges facing the Palestinian economy and the significant pressure they place on economic and financial stability. They also underscore the limited capacity of the private and financial sectors to support a near-term recovery, amid the need for large-scale development and humanitarian efforts.

The Iraqi economy has come under increasing pressure, with non-oil sector growth slowing to about 2.5% in 2024, reflecting weaker public investment and lower oil prices. This has added to fiscal risks and increased vulnerabilities linked to public debt. In 2025, overall GDP growth is expected to remain limited as these challenges continue, highlighting the need for gradual fiscal adjustment and structural reforms to strengthen sustainability, boost potential growth, and support economic diversification over the medium term. Iraq's economy is projected to grow by around 0.5% in 2025, rising to about 3.6% in 2026.

Across the Gulf states, International Monetary Fund projections suggest that GCC economies are likely to sustain strong growth in 2026, reaching about 4.3%, compared with 3.9% in 2025. This outlook is supported by a recovery in oil production, continued momentum in non-oil activities, and steady progress in economic reform and diversification efforts. Financial stability, prudent economic policies, and increased investment in infrastructure, technology, and renewable energy are expected to underpin sustainable growth, while inflation remains relatively low. These factors also enhance the Gulf economies' ability to weather global volatility and reinforce their position as one of the region's main drivers of growth.

Jordan's Economic Performance

Jordan's economy has demonstrated solid resilience, supported by sound macroeconomic management and ongoing international backing. Economic growth picked up to around 2.8% in the first half of 2025, with expectations that it will rise above 3% in the coming years. This performance highlights the economy's ability to preserve stability despite mounting external pressures, particularly in the context of regional conflicts and elevated global uncertainty.

On the fiscal side, consolidation efforts are progressing in the right direction, helped by stronger revenue collection, with public debt set to decline gradually to around 80% of GDP by 2028. Meanwhile, inflation has remained low and stable at roughly 2%, supported by prudent monetary policy, robust foreign reserves, and a sound banking sector that continues to operate with comfortable levels of liquidity and capital.

With regard to monetary policy, the Central Bank of Jordan continues to maintain the exchange rate peg between the Jordanian dinar and the US dollar, while standing ready to take any necessary measures to preserve monetary and financial stability. This approach helps strengthen confidence in the national economy and ease inflationary pressures, supporting price stability and protecting purchasing power.

At the international level, and according to International Monetary Fund projections, Jordan's economy is expected to grow by 2.7% in 2025, following growth of about 2.5% in 2024. Growth is projected to pick up further to around 2.9% by 2026, provided reforms continue and regional conditions remain broadly stable. The Fund has stressed that placing the economy on a stronger growth path is essential to boost job creation and improve living standards, highlighting the need to accelerate structural reforms while preserving macroeconomic stability.

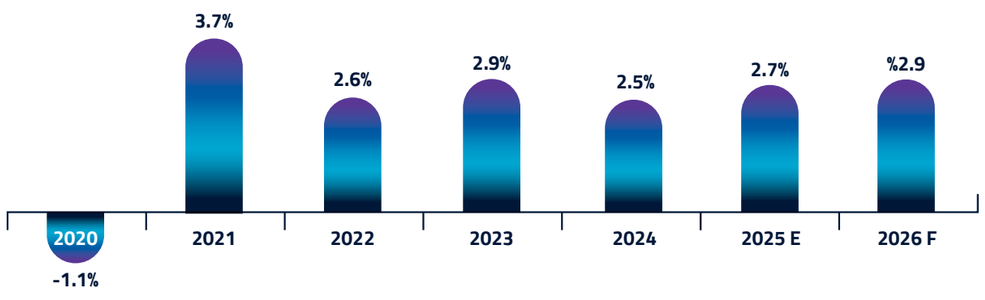
The resilience of the Jordanian economy also reflects the authorities' commitment to sound economic policies and impactful reforms, which have helped maintain the Kingdom's credit rating. This has been supported by stable macroeconomic indicators, progress in fiscal and economic reforms, continued international support, and the ability to manage regional spillovers, including the pressures associated with hosting large numbers of refugees.

As part of efforts to improve the quality of economic data, the Department of Statistics is revising GDP accounts in line with international statistical standards, with the aim of improving accuracy and expanding data coverage. This review is expected to provide a more realistic picture of economic activity and enhance comparability with regional and global economies, thereby strengthening the confidence of international institutions and credit rating agencies in the national economy.

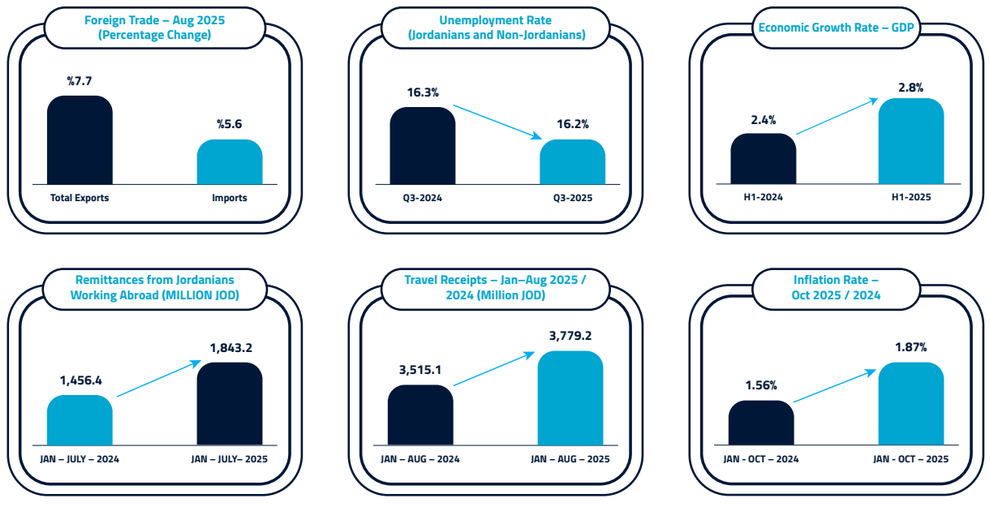
This positive economic performance is in line with the Economic Modernization Vision and its executive program, which together form the overarching framework for national policy. The focus has shifted from a reactive reform approach to a more proactive and comprehensive one, aimed at strengthening economic resilience, improving the business environment, supporting sustainable growth, boosting productivity, and enhancing the well-being of citizens.

Rising international confidence in the Jordanian economy is also reflected in the performance of Jordan's Eurobonds in global markets, which are trading at yields below their issuance levels. This signals a positive assessment of the Kingdom's creditworthiness and the consistency of its reform path and confirms the strength of economic fundamentals and the sustainability of growth over the medium term.

Gross Domestic Product (GDP) Growth % - Jordan



Key Indicators of the Jordanian Economy

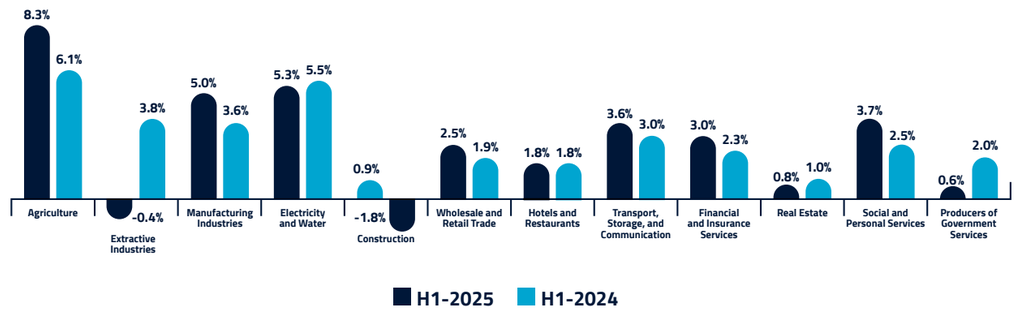


Gross Domestic Product (GDP)

Gross Domestic Product

Real GDP at constant prices recorded growth of 2.8% in the first half of 2025, compared with growth of around 2.4% in the first half of 2024. The increase in real GDP reflected improved performance across most economic sectors during the first half of 2025, most notably agriculture, electricity and water, manufacturing industries, social and personal services, as well as transport, storage, and communications.

Comparison of Economic Sectors



As for the general price level (inflation rate), cumulative inflation through the end of October 2025 rose to 1.87%, compared with 1.56% over the same period in 2024.

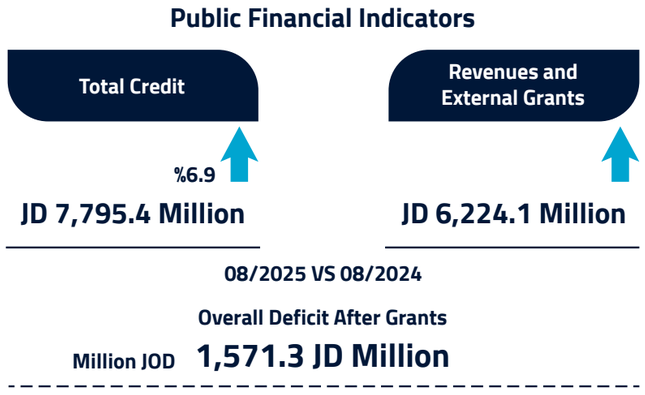
Public Finance

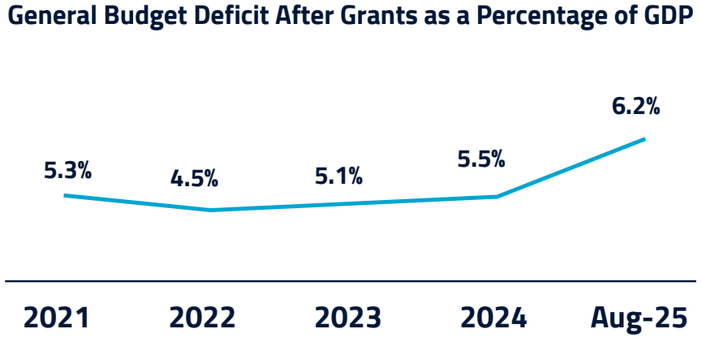
Regarding public finance performance, domestic revenues during the first eight months of 2025 amounted to JOD 6.19 billion, compared with JOD 5.93 billion over the same period in 2024, an increase of JOD 257.4 million, or 4.3%. This rise in domestic revenues was driven by an increase in tax revenues of about JOD 165.9 million and higher non-tax revenues of around JOD 91.5 million.

External grants during the first eight months of 2025 totaled JOD 30.2 million, compared with JOD 79.3 million during the same period last year, representing a decline of about JOD 49.1 million, or 61.9% year-on-year.

Total public revenues of the central government budget during the first eight months of 2025 reached JOD 6.22 billion, compared with JOD 6.01 billion in the same period of 2024, an increase of JOD 208.3 million, or 3.5%.

As a result, the central government budget recorded a fiscal deficit after grants of around JOD 1.57 billion during the first eight months of 2025, compared with a deficit of about JOD 1.27 billion in the same period of 2024. The deficit before external grants stood at approximately JOD 1.60 billion during the first eight months of 2025, compared with about JOD 1.35 billion in the corresponding period of 2024.





Government debt during the first eight months of 2025, excluding the holdings of the Social Security Investment Fund (SSIF) for statistical purposes, reached JOD 36 billion, equivalent to 91.2% of estimated GDP as of August 2025.

This compares with JOD 34.2 billion at the end of 2024, or 90.2% of GDP for that year. The total includes the debt of the National Electric Power Company and the Water Authority, amounting to about JOD 9.1 billion.

External public debt (budgetary and guaranteed), excluding SSIF holdings, stood at around JOD 20 billion during the first eight months of 2025, equal to 51% of estimated GDP as of August 2025, compared with JOD 19.3 billion at the end of 2024, also representing 51% of GDP.

Domestic public debt (budgetary and guaranteed), excluding SSIF holdings, reached approximately JOD 16 billion by the end of August 2025, or 40.4% of estimated GDP at that time, compared with JOD 14.8 billion at the end of 2024, equivalent to 39.2% of GDP.

Monetary and Banking Sector

The Jordanian banking sector has demonstrated a strong ability to adapt and withstand crises, offering innovative solutions that help preserve financial stability. The sector is also keeping pace with developments in the digital economy, artificial intelligence, and financial technology, which calls for a reassessment of banking strategies to enhance innovation, efficiency, and sustainability. The Central Bank of Jordan has continued to safeguard monetary stability, supported by foreign reserves exceeding USD 24.6 billion, while the dollarization rate stood at 21.8% as of the end of September 2025.

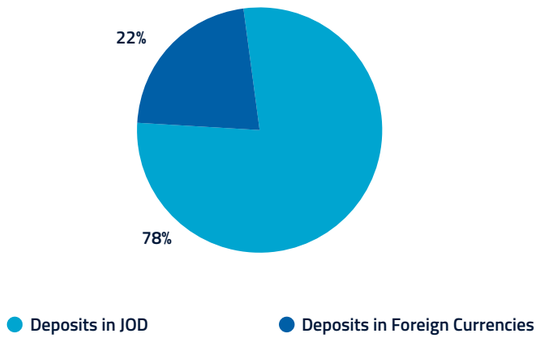
The banking sector is preparing to move into the second phase of the Economic Modernization Vision (2026–2029) through new initiatives focused on digital transformation, financial technology, innovation, and strengthening financial inclusion.

In terms of sector indicators, deposits grew by 5.1% by the end of September 2025, while credit facilities increased by 3.4%. Credit facilities extended to the private sector (resident and non-resident) accounted for 85% of total credit facilities as of the end of September 2025.

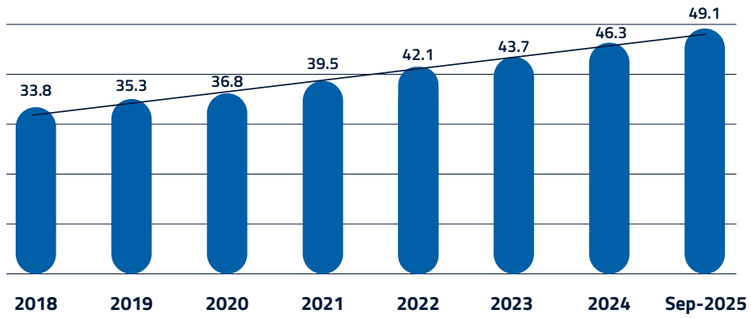
Key Indicators of Financial Strength for Banks Operating in Jordan	First Half of 2024	First Half of 2025
Capital Adequacy Ratio The ratio is higher than the requirements set by supervisory authorities	17.6%	18.0%
Statutory Liquidity Ratio The minimum required by the Central Bank of Jordan is 100%	138.8%	142.4%
Non-Performing Loans Ratio to Total Credit Facilities The ratio is low and remains within safe levels	5.6%	
Coverage Ratio for Non-Performing Loans, indicating reduced credit risk	73.1%	71.3%

Domestic liquidity reached JOD 46.9 billion at the end of September 2025, up from JOD 45.3 billion at the end of 2024, representing an increase of 3.7%. Banking sector deposits rose by about JOD 2.4 billion, or 5.1%, by the end of September 2025 compared with the end of 2024, reaching JOD 49.1 billion, up from JOD 46.7 billion. The increase was mainly driven by Jordanian dinar deposits, which grew by 4.6%, or JOD 1.7 billion, to reach JOD 38.4 billion. Foreign currency deposits also increased by JOD 707.4 million, or 7.1%, reaching JOD 10.7 billion.

Deposit Distribution by Currency – September 2025



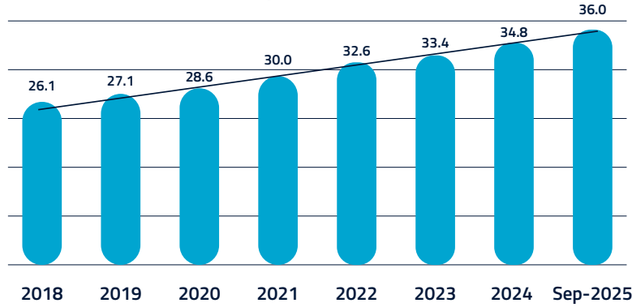
Total Customer Deposits with Licensed Banks in Billion JOD



Key Banking Sector Indicators	As of 30/09/2025	Growth Compared to end 2024
Total Banking Sector Deposits	49.1 Million JOD	5.1%
Total Banking Sector Credit Facilities	36 Million JOD	3.4%
Total Banking Sector Assets	72.8 Million JOD	4.2%

Credit facilities as of the end of September 2025 recorded an increase of JOD 1.2 billion, or 3.4%, compared with their level at the end of 2024, reaching approximately JOD 36 billion. Banking sector assets also rose to about JOD 72.8 billion, representing growth of 4.2% compared with the end of 2024.

Direct Credit Facilities Granted by Licensed Banks
Billion Jordanian Dinars

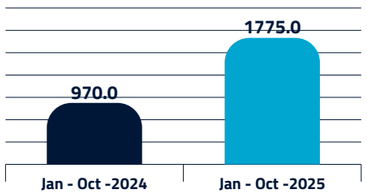


As for the weighted average interest rates in the banking market, they declined through September 2025. The weighted average rate on time deposits fell to 5.38%, compared with 5.87% at the end of 2024. Interest rates on loans and advances also declined, reaching 8.1%, down from 8.26% at the end of 2024.

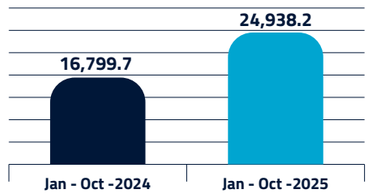
Financial Market Activity

Amman Stock Exchange indicators recorded strong gains during the first ten months of 2025 compared with the same period in 2024. Trading value rose by JOD 805 million, an increase of 83% year on year. The market capitalization of listed shares reached JOD 24.9 billion by the end of October 2025, up 48.4% compared with the same period a year earlier. The general share price index, weighted by market capitalization, climbed to 6,630.7 points by the end of October 2025, marking a 50.7% increase from its level in the corresponding period of 2024. Meanwhile, net investment by non-Jordanians recorded a net outflow of JOD 54.1 million, compared with a net outflow of JOD 24.9 million in the same period of 2024.

Amman Stock Exchange Indicators (Million JOD) - Trading Volume



Amman Stock Exchange Indicators (Million JOD) - Market Capitalization



Foreign Trade:

Total exports increased by 8% during the first seven months of 2025 compared with the same period in 2024, reaching JOD 5.8 billion. The United States ranked as the leading export destination, accounting for 23.9% of total national exports, followed by Saudi Arabia at 13.9% and India at 12%. Imports also rose during the first seven months of 2025, increasing by 5.4% compared with the same period in 2024 to reach JOD 11.3 billion. China was the largest source of imports, representing 18.7% of total imports, followed by Saudi Arabia at 14.6% and the United States at 7.9%.

Economic Performance Outlook for 2026

Global growth is expected to reach 3.1% in 2026, compared with 3.2% in 2025. This outlook is shaped by several key trends, most notably trade restrictions and migration dynamics, as well as the rapid expansion of artificial intelligence, which is expected to have a lasting impact on productivity and labor markets. At the same time, short-term challenges remain, including limited fiscal space and high valuations in financial markets, which could slow the pace of economic recovery. Regionally, oil-importing economies are projected to grow by 3.9% over the 2025-2026 period, supported by strong domestic demand and lower inflation, helping to sustain regional economic stability despite ongoing global pressures.

Jordan's economy is expected to post moderate growth in 2026. The International Monetary Fund has revised its growth forecast for Jordan upward to 3%, driven by stronger activity in tourism and industrial exports, as well as higher remittances from Jordanians abroad, which continue to support domestic demand and liquidity. Inflation is expected to decline to around 2.4% in 2026, down from 2025 levels, while public debt is projected to fall to about 82% of GDP, excluding Social Security debt, pointing to an improvement in the country's fiscal position.

With regard to the draft General Budget Law for fiscal year 2026, total public revenues are estimated at JOD 10.9 billion, comprising JOD 10.2 billion in domestic revenues and JOD 735 million in external grants. Total public spending is projected at JOD 13.05 billion, reflecting growth of 4.4%. Expenditures are distributed between current spending of JOD 11.4 billion and capital spending estimated at JOD 1.6 billion in the 2026 draft budget. These figures reflect the government's focus on increasing capital expenditure to support development projects, while keeping the budget deficit within targeted limits.

The deficit after grants and assistance is estimated at JOD 2.12 billion. As for government units, total revenues for 2026 are estimated at JOD 1.2 billion, while total expenditures are projected at around JOD 1.87 billion, resulting in a deficit of approximately JOD 746 million. Overall, these estimates underscore the government's commitment to fiscal discipline and improving the efficiency of public spending.

Activities and Achievements 2025

During 2025, Bank of Jordan continued implementing its strategy for sustainable growth and strengthening institutional excellence by developing its digital services and products and enhancing the efficiency of its operational processes. This ensures the delivery of advanced banking solutions that meet customer expectations and improve their satisfaction levels. This approach has reinforced the Bank's position as a leading financial institution that keeps pace with the rapid transformations in the financial sector.

As part of its regional expansion plans, the Bank opened three new branches in the Republic of Iraq (Baghdad, Basra, and Erbil), strengthening its presence in a promising market and supporting its corporate clients in Jordan and Iraq through integrated financial solutions.

The Bank is also continuing to fulfil the requirements for launching its operations in the Saudi market in line with the highest standards of governance and operational readiness, in alignment with the opportunities presented by Saudi Vision 2030. This represents a strategic step within its plan to diversify its geographic presence.

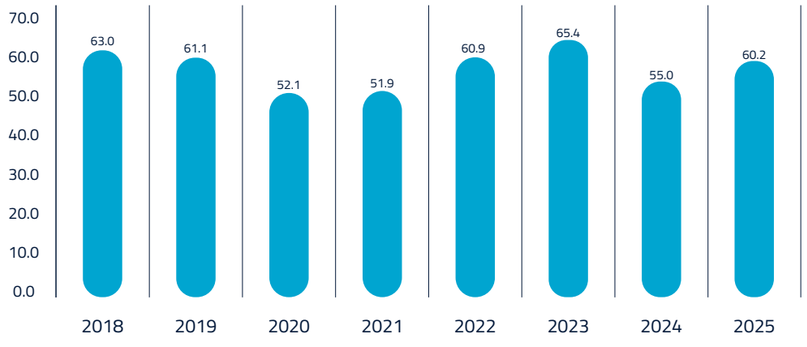
Financial Results:

Bank of Jordan continued to achieve outstanding financial performance in 2025, reflecting the strength of its strategy built on sustainability and balanced growth, despite rapidly evolving economic challenges and intensifying competition in the markets in which the Bank operates. The Bank was able to further enhance its financial stability and reinforce its position as a leading banking institution with strong solvency and solid operating performance.

This performance was reflected in the growth of net profits attributable to the bank's shareholders, which reached JOD 44 million by the end of 2025, representing an increase of 25.7% compared with 2024. This serves as a clear indication of the bank's efficiency in achieving strong and sustainable results.

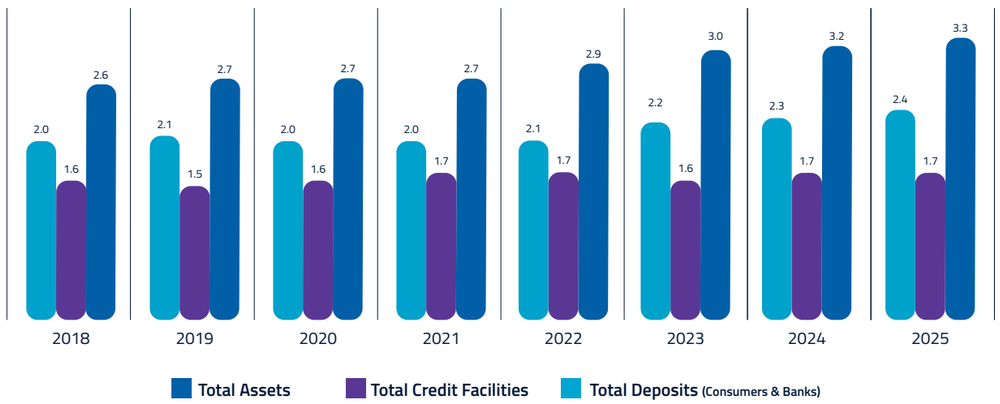
The Bank also continued to achieve notable growth in operating profit, with net interest and commission income increasing by 10.8% to reach JOD 177.7 million compared with the previous year, representing 93.5% of total income. This growth reflects the Bank's ability to strengthen its core revenue streams, while continuing to adopt effective strategies that support operational efficiency and create long-term added value for both shareholders and customers.

The Development of the Net Profit Before Tax (In Million Dinars)



Total assets also grew to approximately JOD 3.25 billion by year-end, achieving growth of 3.3% compared with the end of 2024. Equity attributable to the Bank's shareholders reached approximately JOD 518 million. In terms of the deployment and investment of funding sources, the Bank continued to adopt a balanced approach based on diversification and carefully planned expansion within portfolios of high creditworthiness, ensuring optimal returns within a framework of governance and financial discipline. In this context, the net credit facilities portfolio reached approximately JOD 1.6 billion, achieving growth of 5.0%. On the funding side, customer deposits increased by JOD 134.5 million, representing growth of 6% compared with 2024, to reach approximately JOD 2.4 billion by the end of 2025. Meanwhile, the securities portfolio declined by 23.9% to JOD 317 million.

The Development of the Financial Position Items (In Billion Dinars)



The provisions coverage ratio for non-performing facilities, after deducting suspended interest and collateral, reached approximately 80.02%, placing it among the strongest ratios in the banking sector. In terms of liquidity, the Bank maintained comfortable levels that exceeded the regulatory requirements in the countries in which it operates, with the regulatory liquidity ratio reaching 150.483% at the end of 2025. The regulatory capital adequacy ratio stood at 19.16%, exceeding the minimum requirements prescribed under Basel III and by the relevant regulatory authorities.

The Bank's Competitive Position:

Bank of Jordan maintained its financial and competitive position despite the economic and geopolitical challenges in the countries where it operates. The Bank continued to apply its credit and investment policies and maintained the quality of its credit portfolio through the efficient use of funds across various productive economic sectors, in line with market developments.

The Bank's market share in Jordan for customer deposits reached 3.46%, while credit facilities recorded 3.55% at the end of September 2025. As for Bank of Jordan–Palestine, its market share compared to the Palestinian banking sector reached 3.62% in customer deposits and 4.21% in credit facilities at the end of September 2025.

Business Segments:

Retail Banking:

During 2025, the Bank continued to develop its products and services for the retail segment, focusing on designing integrated banking solutions that meet customer needs and expectations. It also continued to offer innovative digital solutions aimed at enhancing customer experience and improving service efficiency, in line with the latest developments in the banking sector.

As part of the Bank's strategy to expand its customer base and strengthen its presence among youth and high-value clients, and within its institutional direction, the Bank implemented comprehensive marketing campaigns focused on promoting banking products and services designed to meet the needs of various customer segments, supporting sustainable growth and maximizing shareholder value.

In terms of accounts, the Bank launched the "Keep Your Eye on Us" savings account campaign, which included a grand prize of JOD 500,000 distributed among five winners, in addition to a prize of JOD 200,000 for two winners mid-year. The Bank also launched the "Biggest Daily Prize" campaign, offering a daily prize of JOD 9,999 to one winner, as well as a Women's Month campaign encouraging women to open new savings accounts, with a draw for 20 winners to receive shopping vouchers worth JOD 2,000.

The Bank launched the Smart Saver product to offer the highest monthly returns and a range of benefits, in addition to the Exceed program for youth, which provides various advantages to strengthen their relationship with the Bank. The Bank also continued to offer term deposits and certificates of deposit in Jordanian dinars and US dollars, with high returns and flexible tenors to meet customers' different savings needs.

The "Sanabel" savings account for children also contributes to enhancing financial awareness among future generations, allowing parents to save for their children's future easily and quickly, with the opportunity to enter draws for special prizes and savings accounts with returns of up to 20%.

In terms of car loans, the Bank launched several campaigns, most notably during the month of Ramadan under the title "Fastest Car Loan," in collaboration with major companies.

The Bank launched the "Cashback for Mortgage Loan Customers" campaign, offering benefits such as a suitable loan ceiling and repayment period, in addition to discount campaigns in cooperation with furniture and home appliance stores, and signing agreements with housing companies to increase cooperation opportunities and expand its presence in the real estate market.

As for personal loans, the Bank launched a campaign for loans secured by cash collateral with low interest rates. It also raised the ceiling for salary-based personal loans to JOD 100,000 for both public and private sector employees, with adjustments for specialist doctors, dentists, and pharmacy owners to meet their needs and attract targeted customers.

The Bank also continued to enhance its rewards points programs, the "Aqsati" installment program, and cashback offers for credit cards by launching more than 20 campaigns, in addition to expanding the discount program for debit cards.

The Bank also continuously seeks to promote banking culture and financial awareness among its customers and the community through a comprehensive strategy that includes interactive workshops and awareness campaigns across social media platforms.

Digital Services and Communication Channels:

As part of its strategy to adopt the latest digital technologies in the banking sector, Bank of Jordan continued to develop its digital services and customer interaction methods, including video call services, as part of its ongoing efforts to enhance customer experience, simplify banking processes, and elevate its service offerings to new levels of excellence.

The Bank also continued to diversify its digital service channels to meet customer needs, including:

- BOJ Mobile Application: The app offers a wide range of digital banking services, enabling customers to perform most banking transactions via smartphones and tablets. It features a modern, user-friendly design that facilitates easy navigation between features, allows opening new accounts without visiting a branch, and provides access to the latest offers and a catalog of banking products to explore the best discounts and services.
- ATM Services: Enable customers to carry out financial and non-financial transactions around the clock using the latest payment technologies in the region, ensuring speed and ease of use.
- SMS Service: Allows customers to track all financial transactions on their accounts instantly through text messages sent directly to their phones.
- Interactive Teller Machines: Provide an innovative and secure banking experience through an interactive visual interface combining audio and video, enabling customers to communicate with a customer service representative after official working hours to complete transactions.
- Call Center and Phone Banking Service: Allow customers to perform a wide range of banking transactions 24/7 without visiting a branch or submitting prior requests, using the highest technical standards to meet banking needs.
- ZOOM Banking Services: Enable customers to open bank accounts via the Bank's website through a video call with bank staff, completing all procedures and requirements without visiting a branch.
- Branches and ATMs: The Bank continues to expand by opening new branches and installing ATMs in key and commercial areas to serve customers, while providing branch and ATM locator services through the BOJ Mobile app with full related details.
- Bank of Jordan's Geographic Presence through Its Foreign Branches and Subsidiaries:

Geographical Presence of Bank of Jordan Through Its Overseas Branches and Subsidiaries

Bank of Jordan – Jordan Branches

80 Branches

190 ATMS

Bank of Jordan – Palestine Branches

19 Branches

46 ATMS

Bank of Jordan – Syria (Bank Subsidiary)

11 Branches

12 ATMS

Bank of Jordan – Bahrain

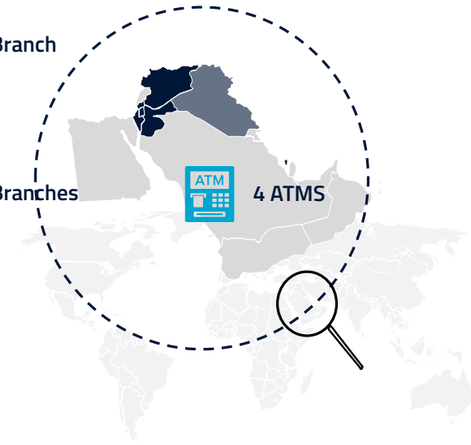
1 Branch

Bank of Jordan – Iraq branches

4 Branches

4 ATMS

Bank of Jordan – Saudi Arabia Branch
(Branch operations are currently being prepared for the bank's launch in Saudi Arabia)



Corporate and Financial Institutions Division (CIB):

Bank of Jordan continues to strengthen its leading position in the banking sector, with the Corporate and Financial Institutions Division (CIB) serving as a key pillar in this direction. It provides a digital platform for banking and financing solutions to its clients in Jordan, Palestine, Iraq, and Bahrain, as well as in future target markets.

The Bank has also strengthened its regional presence and strategic partnerships to support vital economic sectors, particularly small and medium-sized enterprises and large-scale projects, contributing to enhancing their competitiveness and achieving sustainable growth.

In terms of digital transformation, the BOJ Business Banking platform achieved notable growth, supported by the development of innovative solutions including point-of-sale systems and an online payment gateway, facilitating collections and providing flexible financing solutions that enhance business efficiency.

As part of its commitment to excellence, the Bank received, for the second consecutive year, the "Best Sub-Custodian Bank in Jordan 2025" award from Global Finance magazine, in recognition of the quality of its securities and post-trade services.

Leasing Services:

The Bank continued to provide leasing services based on lease-to-own structures, in response to the needs of customers who prefer alternatives to traditional financing methods. Leasing services have expanded to cover a wide range of asset purchases, including production lines, trucks, buses, and various types of machinery, equipment, and devices.

Through Jordan Leasing Company, the Bank offers real estate leasing services to individuals and companies across all sectors. Leasing services are also available to individuals, institutions, and companies in various sectors, including healthcare, industrial, real estate, transport, telecommunications, and other services.

Organization, Operations, and Technology Infrastructure:

The Bank continued to develop its operations, technological systems, and business units in Jordan, as well as its foreign branches and subsidiaries, to keep pace with current and future market requirements and enhance the level of service provided to customers across branches.

These efforts included restructuring several divisions and establishing specialized units, most notably the creation of the Corporate and Financial Institutions Banking Solutions Department, enhancing the competitiveness of the corporate segment and supporting the delivery of integrated banking solutions. The Bank also continued to accelerate digital transformation, automate processes, and improve customer experience, which positively impacted operational efficiency and overall institutional performance.

The Bank also continued to implement its regional expansion plans, particularly in Iraq and the Kingdom of Saudi Arabia, aligning its foreign branches with the Group's business model to enhance institutional integration and provide promising growth opportunities. Through these initiatives, the Bank reaffirms its commitment to maximizing shareholder value, strengthening good governance principles, and achieving long-term growth.

In terms of risk management, the Bank strengthened its enterprise risk management framework by updating and developing fraud prevention systems and procedures and continued full compliance with regulatory and international standards. It also updated treasury policies and launched advanced systems for asset and liability management, supporting financial stability and reinforcing capital strength.

Based on the Board of Directors' commitment to applying best practices in corporate governance, the Board has given due attention to sound governance practices and applications, in line with the laws governing banking operations, the instructions of the Central Bank of Jordan, and the international best practices issued by the Basel Committee on corporate governance, and in accordance with the banking environment and the legislative and legal frameworks regulating the Bank's operations.

The Bank's Corporate Governance Manual has also been updated in line with the new instructions issued by the Central Bank of Jordan in this regard.

Foreign Expansion Plans:

During 2025, the Bank continued to strengthen its regional presence by completing its expansion plan in the Republic of Iraq through the opening of branches in Baghdad, Basra, and Erbil, reinforcing its competitive position in the Iraqi market and expanding its customer base by providing integrated banking solutions in line with international best practices, while also enhancing trade and investment relations between Jordan and Iraq.

In light of the gradual improvement in economic indicators in Syria, the Bank is working to maximize the available opportunities within an integrated institutional framework based on best practices in governance and risk management, enhancing its role in supporting trade and investment flows between the two countries. This approach is based on providing specialized financing and banking solutions that align with market needs and contribute to expanding the customer base.

As part of its strategy for sustainable growth and strengthening its regional presence, the Bank continues to implement its expansion plans to enter the Saudi market, as one of the region's key strategic financial markets. This direction reflects an extension of the Bank's strategic vision to build a strong regional presence in core financial markets.

Human Resources:

During 2025, Bank of Jordan continued to invest in human capital as a key pillar for achieving sustainability and strengthening institutional capabilities. The Human Resources Department focused on implementing strategic initiatives aimed at developing talent management and enhancing organizational agility, supporting the Bank's future readiness and improving its competitive efficiency. These efforts included updating policies and operating models, automating HR processes, and adopting advanced digital solutions, along with enhancing incentive systems and continuous learning, and launching specialized programs to build capabilities in business, credit, quality, governance, and data, in line with the Bank's direction toward digital transformation and data-driven operations.

The Bank also continued to support the attraction of young talent and promote a culture of innovation and sustainability through specialized training and recruitment programs, as well as institutional initiatives aimed at enhancing employee engagement and loyalty. These initiatives reflect the Bank's commitment to building a qualified workforce capable of supporting sustainable growth and maximizing long-term shareholder value.

Sustainability at Bank of Jordan:

As part of Bank of Jordan's strategic direction to strengthen its leading position in environmental and social sustainability across the countries in which it operates, and based on a strong governance framework supported by the Board of Directors and senior management commitment, the Bank continued in 2025 to implement its institutional transformation program toward adopting global best practices in environmental, social, and governance (ESG) standards. This approach represents a core component of the Bank's vision to develop a sustainable business model capable of enhancing its competitiveness and capturing emerging opportunities in the sustainable finance sector.

In this context, during 2025 the Bank completed the establishment phases of the Environmental and Social Management System (ESMS), which was initiated in the fourth quarter of 2024, with the aim of integrating environmental and social considerations into the Bank's policies, procedures, and operational and credit processes. This system represents a key step toward adopting a comprehensive institutional approach to sustainability, enabling the Bank to assess and manage environmental and social risks, improve institutional performance, meet regulatory requirements, and build its internal capabilities in line with international best practices.

Building on this approach, the Bank conducted a comprehensive institutional gap assessment of its performance in relation to environmental, social, and governance (ESG) standards, based on global methodologies. The assessment included reviewing policies and procedures, measuring institutional maturity levels, identifying priority areas for development, and preparing an integrated action plan to implement improvement recommendations for 2025 and beyond.

During 2025, the Bank also worked on developing its sustainability governance framework, including the establishment of the "ESG Steering Committee" to ensure effective institutional oversight of sustainability plans and the implementation of related policies. The Bank continued working on key policies such as the Environmental, Social, and Governance (ESG) Policy, the Corporate Social Responsibility (CSR) Policy, and the Bank's ESG Statement, in addition to updating credit, risk, occupational health and safety, and human resources policies to enhance their alignment with sustainability requirements.

In 2025, the Bank also implemented its first pilot model for assessing environmental and social risks for corporate clients, collecting and analyzing data from a group of customers and classifying their exposure to environmental and social risks using analytical models developed and implemented in collaboration with the risk and corporate divisions, contributing to identifying sustainable financing opportunities and directing them toward the most prepared sectors.

In developing products and services, and with the aim of designing financial products aligned with sustainability standards, the Bank assessed customer appetite for green financing products, contributing to the development of specialized sustainable finance programs for individuals and corporates, including products related to renewable energy, green buildings, and operational efficiency.

The Bank also launched a series of operational environmental initiatives focused on improving energy, water, and paper efficiency, promoting responsible procurement practices, and working on a supplier code of conduct.

The Bank also formed an ESG Champions team (Ather Team) from relevant departments to support the implementation of sustainability standards. The team contributes to raising awareness, enhancing participation in sustainability initiatives, aligning departmental objectives with sustainability directions, and supporting reporting processes by providing the necessary data, in line with the Bank's vision and strategy.

As part of capacity building and strengthening institutional culture, the Bank implemented a series of training programs targeting department and division heads, in addition to training and activating the "Ather Team – ESG Champions" across various departments, to ensure the integration of environmental and social sustainability (ESG) standards into daily business practices. Sustainability-related performance indicators were also incorporated into the scorecards of key departments, supporting the sustainability of change and institutional transformation.

Ather Team – Sustainability Champions

In line with its commitment to transparency and sound governance, the Bank continued to prepare its annual sustainability reports in accordance with the Global Reporting Initiative (GRI) principles, enabling stakeholders to access the Bank's environmental and social performance in a clear and transparent manner. In this context, the Bank worked on developing its materiality assessment methodology by identifying the most significant issues impacting its business and stakeholders, based on a systematic analysis of sustainability-related risks and opportunities, as well as a review of regulatory requirements and global best practices in the banking sector.

Part of Ather Team's Contribution to Agriculture

The Bank also sought to strengthen communication and engagement with stakeholders by conducting a series of consultative activities, including participation in sustainability-related workshops and surveys, to better understand their expectations and identify the issues of greatest impact to them. This process contributed to establishing a participatory approach that enables the Bank to align its strategic priorities with stakeholder expectations, enhance the quality of disclosure in sustainability reports, and ensure that its programs and initiatives are consistent with regulatory requirements and global trends.

The year 2025 represents an important transition in the Bank's sustainability journey, as it moved from the "foundation" stage to the "institutional activation" stage of environmental and social sustainability standards, while preparing the necessary infrastructure to align with the Central Bank of Jordan's requirements related to climate risks and the International Financial Reporting Standards (IFRS S2), as well as preparing for future opportunities in sustainable finance.

In 2026, Bank of Jordan intends to move forward in strengthening its capabilities to implement its comprehensive sustainability strategy, expand the integration of environmental and social sustainability standards into its operations, and develop sustainable financial products aligned with customer needs and the local and regional market context, continuing its leading role in supporting the national economy and promoting sustainable development.

Corporate Social Responsibility:

Bank of Jordan has demonstrated a strong commitment to its social responsibility as a prominent and leading financial institution in Jordan and the Middle East. It has consistently supported the local communities it serves, contributing effectively to their progress and economic growth by creating a positive and meaningful impact on individuals' lives and the well-being and development of communities.

The Bank of Jordan's social responsibility stems from its mission and its environmental and social sustainability orientation, which also aligns with the evolving needs of the communities in which it operates, with the aim of achieving the highest levels of positive social impact through the initiatives, projects, and programs it supports and implements throughout the year. The seventeen United Nations Sustainable Development Goals (UN SDGs) also represent the main foundation upon which the Bank of Jordan's CSR initiatives are built, reflecting the Bank's strong commitment to achieving advanced levels of development across economic, social, and environmental dimensions, through building meaningful and productive partnerships and making the necessary efforts to implement these goals responsibly and professionally in addressing contemporary challenges.

In 2025, numerous initiatives were implemented aimed at achieving sustainable development in local communities and contributing to their prosperity through building meaningful partnerships and providing the necessary support to national institutions, charitable associations, and civil society organizations. This stems from the Bank's commitment to achieving its overarching goal of advancing and developing communities across various fields, including education, health, social, and sports sectors, while covering different segments of society and prioritizing marginalized and underprivileged groups through initiatives that support their empowerment and capacity building, enabling them to become active members of their communities.
Key Initiatives of 2025

Educational and Cultural Initiatives

Educational and Cultural Initiatives

Bank of Jordan strongly recognizes that quality education is the key foundation for the progress and prosperity of societies and contributes to eliminating poverty. This includes both academic and vocational education, especially for youth, as they are the main partners in driving change and shaping a promising future. Based on this, Bank of Jordan supported a number of initiatives and programs aimed at helping youth continue their educational journey, enhance their self-confidence, and develop their various skills, enabling them to build their future and enter the labor market smoothly. Support was provided to the following initiatives:

Education Support and Financial Inclusion Programs:
- Providing support to the Humanitarian Aid Club for orphaned university students.
- Renewing the annual strategic partnership with the Queen Rania Foundation to support the Children's Museum through the "Mobile Museum" program, which offers educational and cultural workshops in science, arts, financial literacy, energy, and the environment for children and youth from public schools and charitable associations in underprivileged areas.

Renewing the Annual Partnership with the Queen Rania Foundation to Support the Children's Museum

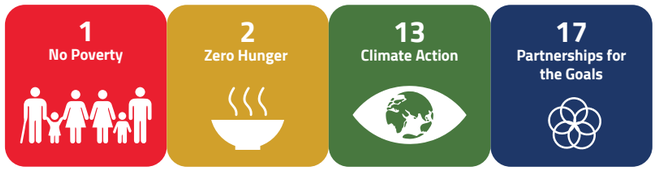
- Supporting the "Naour Bazaar – Old Days" 10th edition in 2025, organized by the Circassian Charitable Association, with proceeds dedicated to the education of orphaned students in the Naour area.
- Providing support to the Jordan FinTech and Innovation Festival organized by the Central Bank of Jordan in cooperation with the Arab Monetary Fund.
- Participating in sponsoring the Ramadan Financial Awareness Competition implemented by the Association of Banks in Jordan, aimed at building a financially aware and educated society.
- Contributing to Arab Financial Inclusion Day activities through participation in awareness workshops conducted by the Central Bank of Jordan targeting children and women.
- Supporting Taawon (Welfare Association) in Palestine through its educational, cultural, social development, and heritage protection programs, by developing the capacities and skills of students and teachers and focusing on economic and social empowerment, covering all basic education stages and kindergarten.

Sports Initiatives and Support for People with Disabilities

Based on Bank of Jordan's belief in the importance of supporting various sports activities and their close link to good health at the community level, and in support of young Jordanian talents and sports clubs in achieving their aspirations and ambitions, as well as giving special attention to people with disabilities by encouraging them to move forward in their lives, integrate into their communities, and providing opportunities for them to become active and productive members, the Bank supported the following initiatives:

- Supporting the charity donation campaign implemented by the Jordanian Solidarity Club for the Deaf to distribute cash and in-kind assistance to underprivileged persons with disabilities during the month of Ramadan.
- Supporting the Arab Institute for Entrepreneurs and Innovators for rehabilitation, training, and development in honoring retired military personnel with disabilities and limited income who were injured during military service, through organizing a tourism trip to the city of Aqaba on the occasion of the Arab Revolt anniversary and Jordanian Army Day.
- Providing support to the Baja Rally – Wadi Al-Qamar through a gold sponsorship package to contribute to youth empowerment and support motorsports in Jordan.

Environmental Initiatives and Conservation Efforts



Bank of Jordan continues its long-standing approach of supporting environmental initiatives, in line with the growing global and local focus on climate change and environmental issues and ways to preserve them. The Bank also seeks to apply the highest standards in managing its environmental impact (carbon footprint) through efficient resource and waste management, adopting environmentally friendly technologies, systems, and practices, as well as providing support to initiatives and projects concerned with environmental protection. During 2024, support was provided to the following entities and projects:

- Providing silver sponsorship for the "Green Caravan" program, which the Bank has supported for eleven consecutive years, implemented and coordinated by the Arab Group for the Protection of Nature. Volunteers from Bank of Jordan planted 500 fruit trees in areas threatened by desertification in the Al-Jeeza area, contributing to expanding green cover and protecting plant resources in Jordan.
- Supporting the implementation of the "Let's Cultivate Awareness" environmental education program in schools in cooperation with the Arab Group for the Protection of Nature.
- Providing support to the Joint Council for Solid Waste Management in the Hebron and Bethlehem governorates in Palestine to address environmental pollution and improve public health conditions. This included purchasing 1,800 plastic containers to serve approximately one million residents in these governorates, aiming to collect recyclable waste and reduce groundwater pollution.

Let's Cultivate Awareness Environmental Education Program in Schools

Health Sector Initiatives

The need to support associations and institutions that provide healthcare services to citizens continues to grow year after year. Accordingly, Bank of Jordan seeks to provide the necessary support as part of its social responsibility and in line with the humanitarian mission of these programs, which aim to alleviate the burden on those in need and patients and provide them with the opportunity to receive the necessary treatment. Based on this, support was provided during 2025 to the following programs and activities:

- Supporting the Jordanian Medical Aid for Palestinians Association by covering the cost of medications distributed free of charge to patients at the center's pharmacy in Gaza Camp / Jerash for six months.
- Covering the costs of palliative care for eight patients suffering from chronic, incurable, and severe illnesses in cooperation with Al-Malath Association for Human Care.
- Supporting the Palestine International Development Foundation for medical and humanitarian programs dedicated to the Gaza Strip.
- Participating in sponsoring the 8th Health Care Accreditation Council Conference to strengthen partnerships aimed at improving the quality of healthcare and patient safety levels in Jordan.

Social Initiatives

Bank of Jordan continued to play its leading role in serving the local community by adopting numerous initiatives, activities, and charitable events aligned with the Sustainable Development Goals, contributing to creating added and sustainable value for the CSR concepts it promotes. In this context, the Bank provided support for the following initiatives:

Ramadan Initiatives:

Charity Iftar in Cooperation with Haya Cultural Center

- Providing financial support to the Royal Air Force Command / Royal Air Force Ladies Club to distribute food parcels during the holy month of Ramadan to underprivileged Jordanian families across the Kingdom.
- Supporting the initiative of the "Sons of the Jordan Valley Charitable Society for Orphans and the Elderly" to distribute aid and food parcels to the poorest families and orphans in the Jordan Valley during Ramadan, as well as supporting a similar initiative by Deir Yassin Social Development Association in Um Nuwara, East Amman.
- Sponsoring the Bliss Gratitude Bank program during Ramadan to promote values of tolerance, kindness, and good ethics, in addition to supporting Tadamun Charitable Society at the end of the month to cover the needs of four widowed mothers who are heads of their households by renovating their homes and improving living conditions.
- Organizing several charity iftars targeting underprivileged children and beneficiaries of charitable organizations, in cooperation with Haya Cultural Center, the Children's Museum Jordan, the Humanitarian Aid Club, and Tkiyet Um Ali.

Initiatives Supporting Charitable Organizations and National Institutions:

Banks' CSR Initiative to Support the Health and Education Sectors:

- Bank of Jordan continued its commitment to social responsibility by supporting the education and health sectors through its active participation in the initiative launched by the Association of Banks in Jordan. This initiative aims to enhance essential services that directly impact citizens' lives and will run for three years from 2025 to 2027, contributing to sustainable social impact. This contribution aligns with the Bank's environmental and social sustainability approach, reaffirming its ongoing commitment to supporting national efforts to improve the quality of education and healthcare, and to develop the infrastructure of these vital sectors, in line with the priorities of the Economic Modernization Vision.
- Supporting the implementation of the "Winter Wishes" initiative in cooperation with Haya Cultural Center to bring joy to underprivileged children from camps, shelters, and care homes.

Employee Volunteering in Haya Cultural Center Activities

The annual strategic partnership with Tkiyet Um Ali under the Family Sponsorship Program for 2025, aimed at providing basic food needs in the form of monthly food parcels to underprivileged families.

Renewal of the Strategic Partnership with Tkiyet Um Ali in Food Aid Programs

Renewing the strategic partnership with SOS Children's Villages in Jordan by renewing the sponsorship of operating expenses for one house for one year within the Children's Village in Irbid, with the aim of providing a safe and healthy environment for children without parental care.

Establishing a strategic partnership with SOS Children's Villages in Palestine by renewing the sponsorship of operating expenses for one house for one year within the Children's Village in Bethlehem, with the aim of providing a safe and healthy environment for children without parental care.

Providing support to the National Forum for Awareness and Development as part of the national initiative "Jordan Without Drugs" in cooperation with the Public Security Directorate.

Supporting the Islamic Cemeteries Care Association – "Islamic Burial House" to cover expenses related to death cases for the underprivileged.

Providing support to the winter campaign implemented by Tkiyet Um Ali to assist children in the Gaza Strip during the harsh winter by providing coats and blankets, while also contributing to the empowerment of Jordanian women and improving their families' living conditions, as the coats and blankets were produced through Dar Abu Abdullah to support the development of small women-led projects.

Supporting the Provision of Coats and Blankets for Children in Gaza in Cooperation with Tkiyet Um Ali

The Multiple Relief Umbrella Program for the Gaza Sector

In 2024, Bank of Jordan launched the Multi-Sector Emergency Relief Program to support the humanitarian situation in the Gaza Strip, with a budget exceeding USD 1 million, targeting several key areas based on an assessment of the most urgent needs in the sector. The program's implemented areas included providing medications for cancer patients, supporting the sustainability of bakeries and the provision of flour, distributing hot meals in areas threatened by famine, and supporting orphans in partnership with SOS Children's Villages. In 2025, the Bank continued implementing additional components of the program, including cooperation with Fikra Palestine Foundation and signing a tripartite agreement with the foundation and the Palestinian Ministry of Education to provide alternative education for children aged 5–7. This was achieved by creating a suitable learning environment and offering remedial curricula to enable students to obtain certification for the grades they missed during their interruption from education. The Bank also contributed to meeting the needs of the Palestinian Ministry of Education by providing tablet devices to enable secondary school (Tawjihi) students to sit for their exams electronically. It is worth noting that the number of beneficiaries of the support initiatives under the relief program during 2024 and 2025 exceeded 500,000 beneficiaries.

Employee Volunteering in CSR Initiatives:
In line with its commitment to promoting a culture of volunteering and teamwork among its employees and the positive impact this has on society, Bank of Jordan established in 2025 a dedicated team of employee volunteers under the name "Ataa Team." Members of the team, along with other volunteer employees from various departments and branches of the Bank, participated in implementing numerous volunteer initiatives and activities throughout the year, including:

- Volunteering in preparing and packaging coats and blankets sent to children in Gaza as part of the winter campaign implemented by Tkiyet Um Ali. Bank of Jordan employees in Palestine residing in the Gaza Strip also participated, in cooperation with the organization, in distributing the coats and blankets to displaced persons' camps.
- Participating in volunteering at the Ramadan iftar tables organized by Tkiyet Um Ali during the holy month of Ramadan, which receive approximately 6,000 visitors daily.

- Participating in the "Winter Wishes" activity in cooperation with Haya Cultural Center, to bring joy and happiness to underprivileged children and spend meaningful time with them.
- Participating in the preparation and organization of Ramadan iftars implemented by the Bank in cooperation with the Children's Museum Jordan and Haya Cultural Center, as well as participating in the accompanying artistic and educational activities.

- Participating in packing and preparing the food parcels distributed monthly by Tkiyet Um Ali to underprivileged families, as part of the strategic partnership between Bank of Jordan and Tkiyet Um Ali in food aid programs.

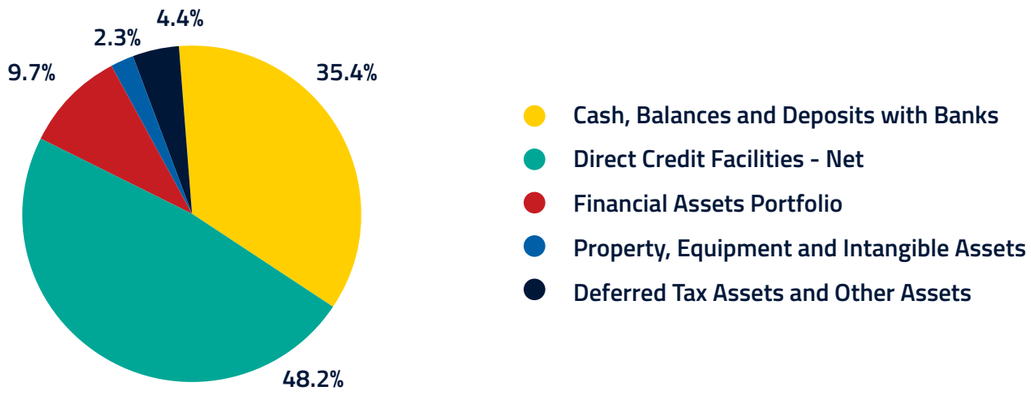
- Participating extensively in the "Green Caravan" program in cooperation with the Arab Group for the Protection of Nature, where our employees planted 500 olive trees to combat desertification in the Al-Jeeza area, south of Amman, and to support small farmers in rehabilitating and revitalizing these lands.

Financial Position Review and Operating Results for 2025

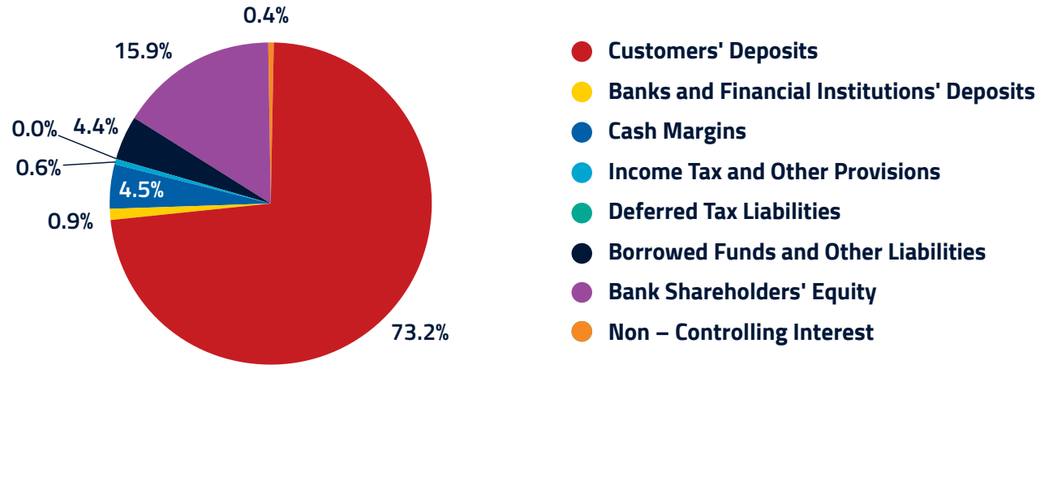
The Bank's total assets increased to JOD 3,258.4 million at the end of 2025, compared to JOD 3,154.9 million at the end of 2024, reflecting a growth rate of 3.3%.
Efforts continued to strengthen shareholders' equity while maintaining a prudent balance between profitability and secure investment practices, avoiding high-risk exposures, and ensuring adequate liquidity to meet financial obligations across various maturities. The optimal and efficient utilization of available funds contributed to preserving the Bank's solid financial position and supporting the growth of its revenue-generating capacity.

Bank Assets	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Cash, balances, and deposits with banks	1,152	1,040	35.4%	33%
Direct credit facilities at amortized cost	1,572	1,499	48.2%	47.5%
Financial assets portfolio	317	417	9.7%	13.2%
Property, equipment, and intangible assets	76	70	2.3%	2.2%
Deferred tax assets and other assets	142	130	4.4%	4.1%
Total assets	3,258.4	3,154.9	100%	100%

The Relative Importance of the Bank's Assets for 2025



Liabilities and Equity	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Customer Deposits	2,385.9	2,251.4	73.2%	71.4%
Deposits of Banks and Financial Institutions	29.1	42.3	0.9%	1.3%
Cash Collateral	146.8	199.8	4.5%	6.3%
Income Tax Provisions and Other Provisions	19.5	24.7	0.6%	0.8%
Deferred Tax Liabilities	0.2	0.2	0%	0%
Borrowed Funds and Other Liabilities	144.1	94.3	4.4%	3.0%
Equity - Bank Shareholders	518.1	528.3	15.9%	16.7%
Non-Controlling Interests	14.6	13.9	0.4%	0.4%
Total Liabilities and Equity	3,258.4	3,154.9	100%	100%

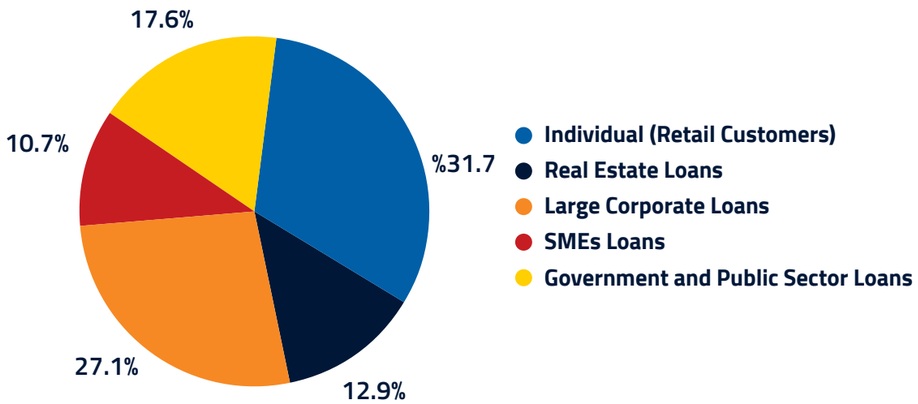


Direct Credit Facilities at Amortized Cost:

Total direct credit facilities at amortized cost increased in 2025 by JOD 55.4 million, representing a growth rate of 3.3% compared to 2024, reaching JOD 1,742.4 million. The ratio of non-performing facilities to total facilities (net of suspended interest) stood at 8.6%, compared to 8.7% in 2024, remaining within the standard benchmark range.

Total Credit Facilities Portfolio by Type (Net of Interest and Commissions Received in Advance)	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Individual Credit Facilities (Retail)	552.7	548.8	31.7%	32.5%
Mortgage Loans	224.1	229.8	12.9%	13.6%
Large Corporate Facilities	471.5	456.5	27.1%	27.1%
Small and Medium Enterprise Facilities	187.3	229.3	10.7%	13.6%
Government and Public Sector Facilities	306.8	222.6	17.6%	13.2%
Total Direct Credit Facilities	1,742.4	1,687.0	100%	100%

Relative Importance of the Credit Facilities Portfolio by Type for 2025



Expected Credit Loss Expense on Financial Assets:

The Bank continued to adopt a prudent and clearly defined approach in applying its expected credit loss methodology. Provisions for impairment of non-performing exposures were taken on both an individual basis for each exposure and collectively at the portfolio level, in line with the requirements of International Financial Reporting Standards, regulatory authorities, and the recommendations of the Bank's external auditors.

In support of strengthening its financial position, the coverage ratio of impairment provisions for the non-performing facilities portfolio net of suspended interest and cash collateral stood at 77.28% in 2025, compared to 89.84% in 2024. The fair value of collateral pledged against credit facilities reached JOD 484 million, compared to JOD 468 million in the previous year.

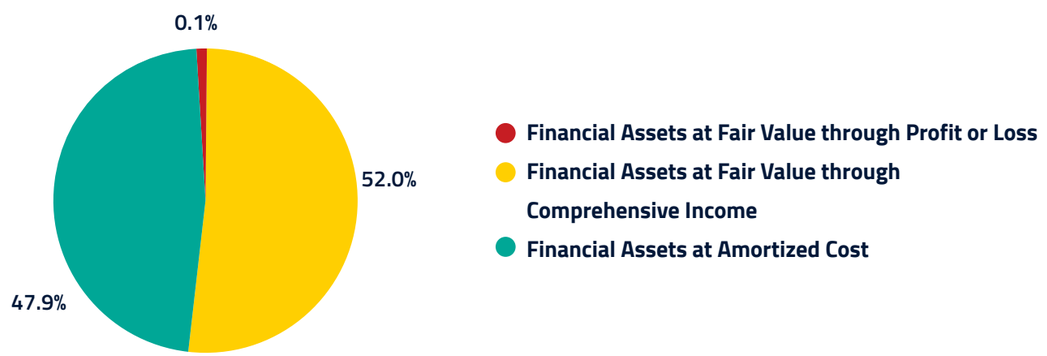
Financial Assets Portfolio:

The financial assets portfolio declined by approximately JOD 99.7 million in 2025, representing a decrease of about 24% compared to 2024. Financial assets measured at fair value through other comprehensive income decreased by approximately JOD 85.8 million, or 34%.

In addition, financial assets at amortized cost declined by around JOD 13.9 million, or 8.4%. These represent the Bank's investments in debt instruments, including local treasury bills and bonds.

Financial Assets Portfolio	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Financial Assets at Fair Value through Profit or Loss	0.4	0.4	0.1%	0.1%
Financial Assets at Fair Value through Other Comprehensive Income	164.8	250.6	52%	60.1%
Financial Assets at Amortized Cost	151.9	165.9	47.9%	39.8%
Total	317.1	416.8	100%	100%

Relative Importance of the Bank's Financial Assets Portfolio for 2025



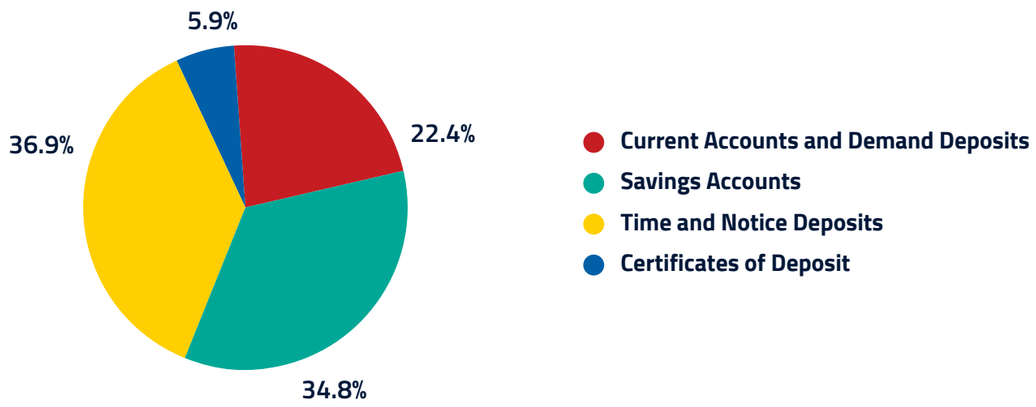
Customer Deposits:

Customer deposits reached JOD 2,385.9 million at the end of 2025, compared to JOD 2,251.4 million at the end of 2024, reflecting an increase of JOD 135 million, or 6.0%.

The Bank continued its efforts to attract savings deposits through ongoing campaigns, while maintaining stable deposits and lower-cost funding sources, and expanding its depositor base. Savings deposits increased by 1.9% in 2025 compared to 2024, while current and demand accounts grew by 1.4%. Time deposits recorded a notable increase of 16.0%, whereas certificates of deposit declined by 6.8%. Noninterest-bearing deposits amounted to JOD 675 million, compared to JOD 683.86 million in the previous year.

Customer Deposits by Type and Relative Significance	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Current and Demand Accounts	534.5	527	22.4%	23.4%
Savings Deposits	829.8	814.1	34.8%	36.2%
Time Deposits and Notice Deposits	881.3	759.8	36.9%	33.7%
Certificates of Deposit	140.3	150.5	5.9%	6.7%
Total	2,385.9	2,251.4	100%	100%

The Relative Importance of the Customer Deposits Portfolio for 2025



Equity – Shareholders of the Bank:

Shareholders' equity stood at JOD 518 million in 2025, down by JOD 10.2 million, or 1.93%. The statutory reserve increased by JOD 6.1 million, reflecting a 4.9% rise, while the net fair value reserve declined by JOD 18.4 million, or 49.7%, compared to the previous year. The Board of Directors has resolved to recommend to the General Assembly the distribution of cash dividends at 18% of the Bank's capital, amounting to JOD 36 million, with the remaining profits to be retained.

Capital Adequacy:

The capital adequacy ratio reached 19.07% in 2025, compared to 20% in 2024, remaining comfortably above the 14% minimum required by the Central Bank of Jordan under Basel III guidelines. The Common Equity Tier 1 (CET1) ratio stood at 18.68% in 2025, compared to 19.6% in the previous year.

Results of Operations:

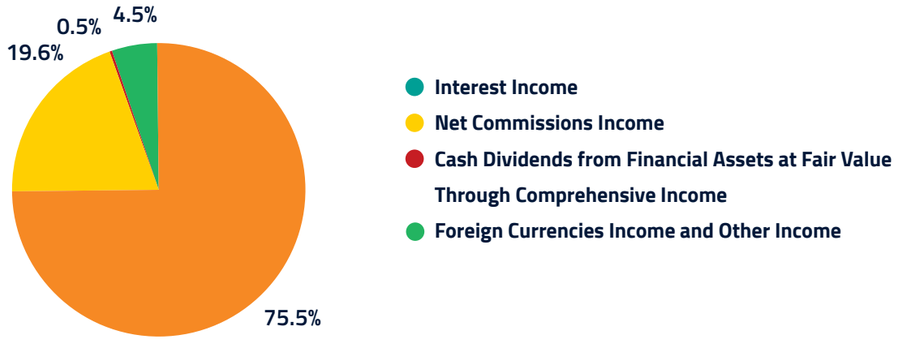
Total revenues rose to JOD 251.3 million in 2025, up from JOD 234.8 million in 2024, marking a 7% increase. Total income reached JOD 189 million, compared to JOD 170 million in 2024, an increase of 11%. Net interest and commission income totaled JOD 177 million, increased by approximately 11% in comparison to 2024.

Profit before tax and provisions amounted to JOD 81 million in 2025, compared to JOD 76 million in 2024. After accounting for expected credit loss expenses on financial assets, costs related to properties acquired by the Bank, other provisions, and income tax, net profit for 2025 reached JOD 44.5 million, up from JOD 35.3 million in 2024, an increase of about 26.1%.

Net Profit Before and After Tax and Provisions	JOD Million		Amount Change
	2025	2024	2025
Net Profit Before Tax and Provisions	81.3	76.4	4.9
Expected Credit Loss Provision on Financial Assets	19	20.5	(1.5)
Provision for Properties Acquired by the Bank	(0.3)	0	(0.3)
Other Provisions	2.4	0.8	1.5
Net Profit Before Tax	60.2	55	5.2
Income Tax Expense	15.7	19.7	(4)
Net Profit After Tax	44.5	35.3	9.2

Total Revenues Realized and Their Relative Significance	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Interest Income	187.6	197.1	75.5%	84.6%
Net Commission Income	48.8	25.7	19.6%	11%
Gains on Financial Assets	1.2	0.7	0.5%	0.3%
Foreign Exchange Gains and Other Income	11.1	9.3	4.5%	4.0%
Total	248.7	232.8	100%	100%

The Relative Importance of the Bank's Realized Revenues for 2025



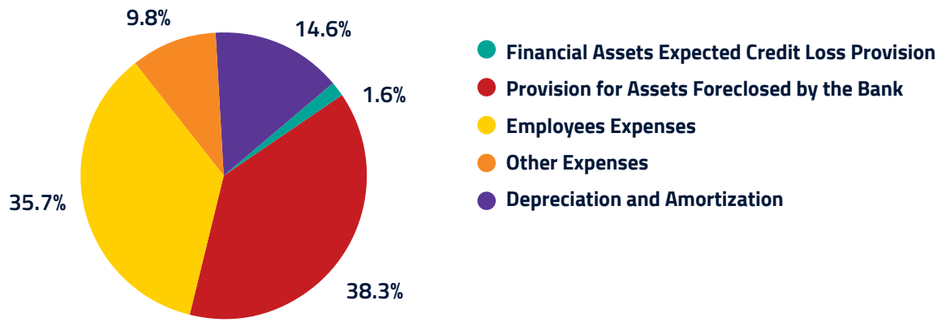
Expenses and Provisions:

Total expenses and provisions increased in 2025 to JOD 129.7 million, representing an increase of approximately 12.4% compared to 2024. This was driven by a decrease of JOD 1.5 million in expected credit loss expenses on financial assets, alongside an increase of JOD 1.2 million in other provisions. Employee expenses rose by JOD 8.3 million, mainly due to the opening of the Saudi Arabia branch. Other operating expenses also increased by approximately JOD 5.1 million, reflecting higher advertising and subscription costs, as well as increased insurance and systems maintenance expenses.

Salaries and bonuses of senior executive management amounted to approximately JOD 3.6 million in 2025, while audit fees for Bank of Jordan Group totaled JOD 265 thousand.

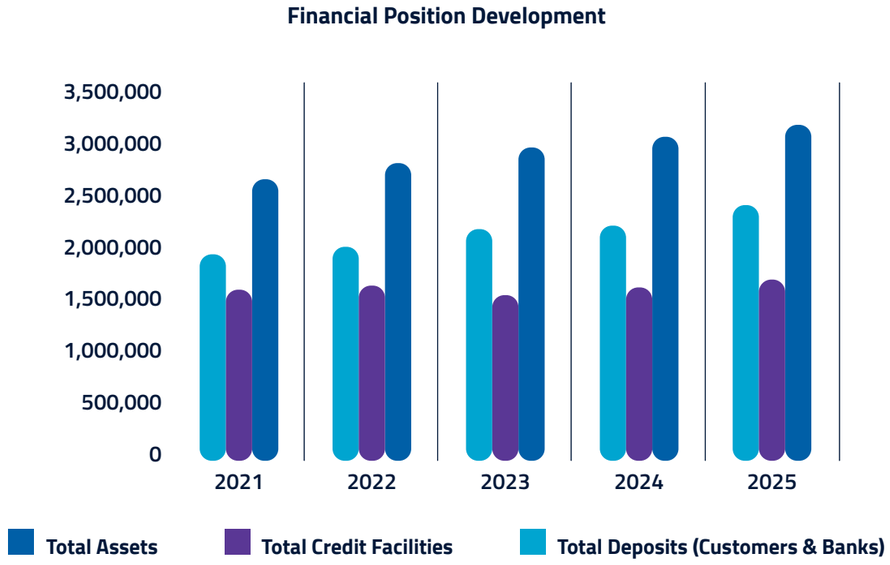
Expenses, Provisions, and their Relative Significance	JOD Million		Relative Percentage %	
	2025	2024	2025	2024
Expected Credit Loss Provision on Financial Assets	19.0	20.5	14.6%	17.8%
Provision for Properties Acquired by the Bank and Other Provisions	2.1	0.9	1.6%	0.8%
Employee Expenses	49.7	41.4	38.3%	35.9%
Other Expenses	46.3	41.2	35.7%	35.7%
Depreciation and Amortization	12.7	11.4	9.8%	9.9%
Total	129.7	115.4	100%	100%

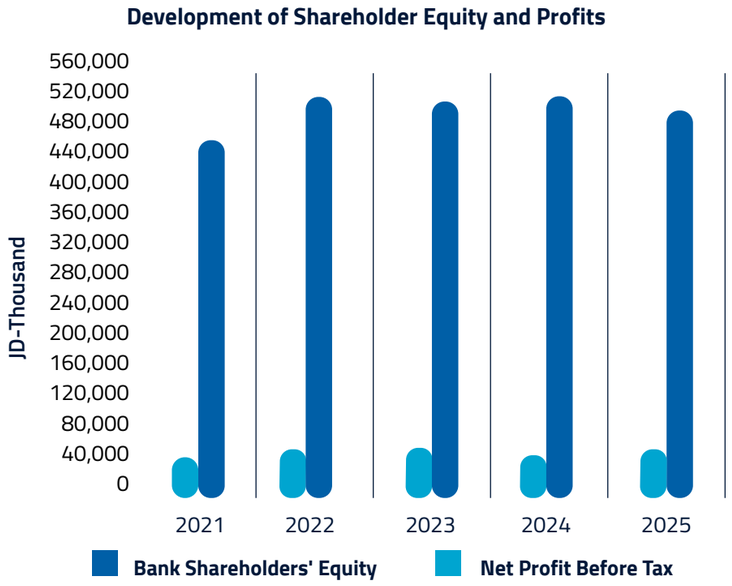
The Relative Importance of Expenses and Provisions for 2025



Key Financial Ratios	2025	2024
Return on Average Shareholders' Equity	8.4%	6.7%
Return on Capital	22.2%	17.6%
Return on Average Assets	1.4%	1.1%
Profit per Employee After Tax	22,543 Dinar	16,307 Dinar
Interest Income to Average Assets	5.9%	6.4%
Interest Expense to Average Assets	1.8%	2.0%
Net Interest Margin to Average Assets	4%	4.3%
Net Coverage Ratio of Impairment Provision for Non-Performing Facilities	77.3%	89.84%
Non-Performing Facilities to Total Facilities Ratio (Net of Suspended Interest)	8.6%	8.7%

Financial Indicators for the Last Five Years 2021-2025						
	Amount In Thousands of Jordanian Dinars					
Fiscal Year	2020	2021	2022	2023	2024	2025
Total Assets	2,712,413	2,740,204	2,884,730	3,037,252	3,154,928	3,258,386
Total Credit Facilities	1,619,616	1,658,186	1,689,949	1,601,164	1,687,021	1,742,407
Total Deposits (Customers and Banks)	1,979,950	2,001,826	2,102,610	2,240,409	2,293,710	2,415,011
Equity - Bank Shareholders	454,758	473,407	529,192	524,035	528,298	518,082
Non-Controlling Interests	7,649	12,658	13,152	13,676	13,931	14,629
Net Profit Before Tax	52,074	51,894	60,932	65,360	55,027	60,225





Objective of Future Plans of Bank of Jordan Group 2026

The Bank of Jordan Group (BOJ) aims to establish a comprehensive strategic framework designed to enhance its resilience and capability to achieve strong and sustainable growth in 2025, despite the ongoing economic and geopolitical challenges at both the regional and global levels. Guided by a firm commitment to delivering added value, Bank of Jordan remains focused on maintaining the balance between expansion and growth, capitalizing on promising opportunities, and strengthening effective risk management across all markets in which it operates.

In alignment with its ambitious vision, Bank of Jordan is advancing in the implementation of its comprehensive institutional transformation strategy, launched in 2024. This strategy seeks to diversify investments and placements, pursue regional expansion plans to reinforce its strategic presence, and consolidate its position as a leading financial institution capable of delivering an exceptional banking experience that aligns with customer aspirations and surpasses the conventional standards of the banking sector. Furthermore, the strategy places emphasis on redefining the Bank's brand identity to reflect its organizational values and enhance its standing in the regional market as a modern and innovative financial entity. Bank of Jordan also aims to redefine the concept of banking services through smart digital transformation, leveraging advanced data analytics to deliver highly personalized and effective financial solutions that meet the evolving needs of both individuals and corporate clients.

Strategic Priorities of Bank of Jordan Group for 2026

In 2026, Bank of Jordan Group aims to further strengthen its position as a leading banking institution by advancing a more agile and innovative business model built on digital transformation and the effective use of data and modern technologies, delivering sustainable value to customers, shareholders, and the wider community.

The Group's strategic priorities for 2026 are centered around five main pillars: financial performance; customer experience and market growth; the development of institutional operations; and the strengthening of human capital.

First: Strengthening Institutional Transformation and Innovation
- Embedding digital transformation and strengthening the Bank's capabilities in data and advanced analytics to support informed decision-making and enhance operational efficiency.
- Evolving the corporate identity and brand to reflect the Bank's forward-looking vision and reinforce its presence in the market.
- Integrating sustainability and governance principles into the business model to support responsible growth and strengthen compliance.
- Enhancing institutional resilience and readiness to navigate economic, regulatory, and technological changes.

Second: Achieving Sustainable Financial Growth
- Strengthening profitability and improving operational efficiency to drive long-term growth.
- Supporting business expansion and enhancing operating revenues through innovative banking solutions.
- Improving credit portfolio quality and reinforcing risk management practices to safeguard the Bank's financial strength.

Third: Enhancing Customer Experience and Driving Market Growth
- Elevating customer experience through the advancement of digital services and the delivery of solutions that are more accessible, faster, and more flexible.
- Expanding the customer base and strengthening market share by focusing on priority segments.
- Developing innovative banking products and services that meet the evolving needs of individuals and businesses.
- Pursuing measured expansion i**nto strategic regional markets to support sustainable growth.**

Fourth: Enhancing Operational Efficiency and Strengthening Governance
- **A**dvancing operational processes and improving efficiency through automation and continuous improvement.
- Strengthening corporate governance and enhancing performance monitoring tools to increase transparency and support informed decision-making.
- Developing **risk management and cybersecurity frameworks to ensure business continuity and safeguard customers.**

Fifth: Investing in Human Capital
- **E**nhancing employees' skills and building capabilities in digital and technological fields.
- Fostering a culture of performance and achievement aligned with the Group's strategic objectives.
- Developing h**uman resources systems to drive greater efficiency and support long-term workforce planning.**

Closing Statement
- **Bank** of Jordan Group reaffirms its commitment to continuously evolving its business model in a way that balances financial growth, customer satisfaction, operational excellence, and sustainability, while strengthening its role as a trusted banking partner in supporting the economy and the community.
- Redefining Bank of Jordan's **Brand and Customer Experience**
- Developing a comprehensive strategy to reinforce Bank of Jordan's brand identity and competitive positioning by conducting data-driven assessments to evaluate the effectiveness of the current brand and ensure alignment with the targeted customer segments.

- **Environmental and Social Sustainability**
- Establishing and implementing a comprehensive program for managing environmental and social standards at Bank of Jordan, with the objective of integrating these standards into the Bank's strategies, operations, and activities, ensuring that sustainability becomes a core component of its business practices.
- Developing a sustainability strategy that reflects Bank of Jordan's commitment to sustainable development and the creation of added value for stakeholders.

Operations Pillar
- Launching an innovation center in partnership with local and regional financial technology companies to deliver value-added, innovative services to clients, thereby enhancing the Bank's differentiation and responsiveness to changing market demands.
- Improving operational efficiency through the adoption of innovative technologies such as automation, data analytics, and artificial intelligence, which contribute to reducing processing times and improving the accuracy of decision-making.

Human Resources Pillar
- Implementing a talent management project Group-wide, aimed at supporting succession planning and mapping career paths for employees, thereby contributing to high-performance outcomes.
- Enhancing the performance evaluation framework to improve the Bank's institutional performance and ensure the effective achievement of strategic goals.
- Developing employee capabilities to support performance excellence in line with the Bank's institutional transformation efforts, which includes the establishment of a digital learning and development platform.
- Upgrading the electronic human resources management system to serve as a reliable data foundation for informed decision-making.

Consolidated Financial Statements & Independent Auditor’s Report 2025

Independent Auditor's Report

Consolidated Statement of Financial Position

Consolidated Statement of Profit or Loss

Consolidated Statement of Comprehensive Income

Consolidated Statement of Changes in Owner's Equity

Consolidated Statement of Cash Flows

Notes to the Consolidated Financial Statements

Deloitte & Touche (ME) – Jordan
Building 324
Al-Jandaweel
King Abdullah II St.
P.O Box: 248
Amman 11118, Jordan

Tel: +962 (6) 5502200
Fax: +962 (6) 5502210
www.deloitte.com

Independent Auditor's Report

AM/009498

To the Shareholders of
Bank of Jordan
(A Public Shareholding Limited Company)
Amman – The Hashemite Kingdom of Jordan

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Bank of Jordan (the "Bank") and its subsidiaries and foreign branches (the "Group"), which comprise the consolidated statement of financial position as at December 31, 2025, and the consolidated statement of profit or loss, consolidated statement of comprehensive income, consolidated statement of changes in owners' equity and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2025, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board (IASB) as adopted by the Central Bank of Jordan.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) as applicable to audits of financial statements of public interest entities, together with the ethical requirements that are relevant to audits of the financial statements of public interest entities in Jordan, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

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

	Key Audit Matters	How our audit addressed the key audit Matter
1.	**Allowance for Credit Losses on Credit Facilities** As described in notes 10 and 21 to the consolidated financial statements, the Group had gross direct credit facilities of JD 1,572 million as at 31 December 2025, representing 48% of total assets. The Group also had indirect credit facilities of JD 764 million, which are not recognized in the consolidated statement of financial position. The total allowance for expected credit losses relating to these facilities was JD 9 million. The determination of the Group's expected credit losses for credit facilities is a material and complex estimate requiring significant management judgement in the evaluation of the credit quality and the estimation of inherent losses in the portfolio. The financial statement risk arises from several aspects requiring substantial judgement of management, such as the estimation of probabilities of default and loss given defaults for various stages, the determination of significant increase in credit risk (SICR) and credit-impairment status (default), the use of different modelling techniques and consideration of manual adjustments. In calculating expected credit losses, the bank considered credit quality indicators for each loan and portfolio, stratified loans and advances by risk grade and estimated losses for each loan based upon their nature and risk profile. The Group's expected credit losses are calculated against credit exposures, according to the requirements of International Financial Reporting Standard 9 Financial Instruments (IFRS 9) as adopted by the Central Bank of Jordan (CBJ). Credit exposures granted directly to the Jordanian Government as well as credit exposures guaranteed by the Jordanian Government are excluded from the determination of the allowance for expected credit losses. In addition, expected credit losses are also adjusted to take into consideration any special arrangements with the Central Bank of Jordan.	We established an audit approach which includes both testing the design and operating effectiveness of internal controls over the determination of expected credit losses and risk-based substantive audit procedures. Our procedures over internal controls focused on the governance over the process controls around the ECL methodology, completeness and accuracy of credit facilities data used in the expected loss models, management review of outcomes, management validation and approval processes, the assignment of borrowers' risk classification, consistency of application of accounting policies and the process for calculating allowances. The primary procedures that we performed to address this key audit matter included, but were not limited to, the following: • For a risk-based sample of individual loans, we performed a detailed credit review, assessed the appropriateness of information for evaluating the credit-worthiness and staging classification of individual borrowers and challenged the assumptions underlying the expected credit loss allowance calculations, such as estimated future cash flows, collateral valuations and estimates of recovery as well as considered the consistency of the Bank's application of its impairment policy. Further, we evaluated controls over approval, accuracy and completeness of impairment allowances and governance controls, including assessing key management and committee meetings that form part of the approval process for credit impairment allowances; • For credit facilities not tested individually, we evaluated controls over the modelling process, including model monitoring, validation and approval. We tested controls over model outputs and the mathematical accuracy and computation of the expected credit losses by re-performing or independently calculating elements of the expected credit losses based on relevant source documents with the involvement of our credit specialists. We challenged key assumptions, inspected the calculation methodology and traced a sample back to source data.

Key Audit Matters	How our audit addressed the key audit Matter
Recognition of specific allowances on impaired facilities under the CBJ instructions is based on the rules prescribed by the CBJ on the minimum allowances to be recognised, together with any additional allowances to be recognised based on management's estimate of expected cash flows related to those credit facilities. Auditing these complex judgements and assumptions involves especially challenging auditor judgement due to the nature and extent of audit evidence and effort required to address these matters and therefore this item is considered to be a key audit matter.	• We evaluated key assumptions such as thresholds used to determine SICR and including the related weighting; • We evaluated post-model adjustments and management overlays in the context of key model and data limitations identified by the Bank in order to assess these adjustments, focusing on PD and LGD used for corporate loans, and challenged their rationale; • We assessed the amendments made by management by evaluating the model adjustments in relation to macroeconomic factors and the forward-looking scenarios which were incorporated into the impairment calculations by utilizing our internal specialists to challenge the multiple economic scenarios chosen and the weighting applied to capture non-linear losses; and • We determined if the amount recorded as the allowance for expected credit losses was determined in accordance with the instructions of the Central Bank of Jordan. • We assessed the disclosure in the consolidated financial statements relating to this matter against the requirements of IFRS Accounting Standards.

Key Audit Matters	How our audit addressed the key audit Matter
2. IT systems and controls over financial reporting The Bank is vitally dependent on its complex information technology environment for the reliability and continuity of its operations and financial reporting process due to the extensive volume and variety of transactions which are processed daily across the Bank's businesses; this includes cyber risks. Inappropriate granting of or ineffective monitoring of access rights to IT systems therefore presents a risk to the accuracy of financial accounting and reporting. Appropriate IT controls are required to protect the Bank's IT infrastructure, data and applications, ensure transactions are processed correctly and limit the potential for fraud and error as a result of change to an application or underlying data. Unauthorised or extensive access rights cause a risk of intended or unintended manipulation of data that could have a material effect on the completeness and accuracy of the consolidated financial statements. Therefore, we considered this area as key audit matter.	Our audit approach depends to a large extent on the effectiveness of automated controls and IT-dependent manual controls and therefore we performed an understanding of the Bank's IT related control environment and identified IT applications, databases and operating systems that are relevant for the financial reporting process and to our audit using IT Specialists: For relevant IT-dependent controls within the financial reporting process we identified, with the involvement of our internal IT specialist, supporting general IT controls and evaluated their design, implementation and operating effectiveness. We performed an understanding of applications relevant for financial reporting and testing key controls particularly in the area of access protection, integrity of system interfaces and linkage of such controls to the reliability, completeness and accuracy of financial reporting including computer-generated reports used in financial reporting. Our audit procedures covered, but were not limited to, the following areas relevant for financial reporting: • General IT controls relevant to automated controls and computer-generated information covering access security, program changes, data center and network operations. • Controls relating to access permissions to IT systems for new employees or employees changing roles, whether that access was subject to appropriate screening and approved by the authorized personnel. • Controls regarding the removal of an employee or former employee access rights within an appropriate period of time after having changed roles or leaving the Bank. • Controls regarding the appropriateness of system access rights for privileged or administrative authorizations (superusers) being subject to a restrictive authorization assignment procedure and regular review thereof. • Password protection, security setting regarding modification of applications, databases and operating systems, the segregation of department and IT user and segregation of employees responsible for program development and those responsible for system operations. • Key automated controls on significant IT systems relevant to business processes. • Computer generated information used in financial reports from relevant applications.

Other Matters
The accompanying consolidated financial statements are a translation of the original consolidated financial statements, which are in the Arabic language, to which reference should be made.

Other Information
Management is responsible for other information. The other information comprises the other information in the annual report, excluding the consolidated financial statements and the independent auditors' report thereon. We expect that the annual report will be made available to us after the date of our audit report. Our opinion on the consolidated financial statements does not cover the other information, and we do not express any form of assurance or conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements
Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS Accounting Standards as issued by the IASB as adopted by the Central Bank of Jordan, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the Bank's financial reporting process.

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

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Deloitte.

Independent Auditor's Report (continued)
Bank of Jordan
For the Year Ended December 31, 2025

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's ability to continue as a going concern. If we conclude that a material uncertainty exist, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the Group audit. We remain solely responsible for our audit opinion.

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards procedures.

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

Report on Other Legal and Regulatory Requirements
The Bank maintains proper books of accounts which are in agreement with the consolidated financial statements, and we recommend that the General Assembly of the Shareholders approve these consolidated financial statements.

The engagement partner on the audit resulting in this independent auditor's report is **Karim Nabulsi**

Deloitte & Touche (M.E) - Jordan

Amman – Jordan
February 5, 2026

Deloitte & Touche (M.E.)
ديلويت اند توش (الشرق الأوسط)
010101

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

BANK OF JORDAN (PUBLIC SHAREHOLDING LIMITED COMPANY) AMMAN – JORDAN	Note	December 31, 2025	 2024
Assets		JD	JD
Cash and balances with central banks - Net	5	915,578,924	771,584,772
Balances with banks and financial institutions – Net	6	235,420,790	268,105,036
Deposits with banks and financial institutions -Net	7	1,403,798	467,946
Financial assets at fair value through profit or loss	8	389,661	355,198
Financial assets at fair value through other comprehensive income	9	164,761,939	250,556,714
Direct credit facilities at amortized cost - Net	10	1,571,643,999	1,498,774,211
Financial assets at amortized cost - Net	11	151,904,634	165,860,269
Property and equipment – Net	12	67,132,260	61,021,328
Intangible assets - Net	13	8,370,436	8,627,153
Deferred tax assets	19/B	24,272,316	25,128,242
Other assets	14	117,507,080	104,446,756
Total Assets		3,258,385,837	3,154,927,625
Liabilities and Owners' Equity			
Liabilities:			
Banks and financial institutions' deposits	15	29,084,297	42,336,104
Customers' deposits	16	2,385,926,747	2,251,373,695
Cash margins	17	146,782,553	199,786,362
Sundry provisions	18	4,370,413	5,532,276
Income tax provision	19/A	15,173,581	19,138,825
Deferred tax liabilities	19/C	243,390	229,911
Borrowed funds	20	46,973,108	39,822,768
Other liabilities	21	97,121,266	54,478,450
Total Liabilities		2,725,675,355	2,612,698,391
Owners' Equity:			
Bank's Shareholders Equity			
Paid-up capital	22	200,000,000	200,000,000
Statutory reserve	23	128,482,054	122,432,037
Voluntary reserve	23	199,411	109,206
General banking risks reserve	23	4,102,021	4,102,021
Special reserve	23	5,849,743	5,849,743
Foreign currency translation differences	24	(9,224,113)	(9,420,102)
Fair value reserve	25	18,636,906	37,056,092
Retained earnings	26	170,035,560	168,169,427
Total Owner's Equity - Bank's Shareholders		518,081,582	528,298,424
Non-controlling interests		14,628,900	13,930,810
Total Owners' Equity		532,710,482	542,229,234
Liabilities and Owners' Equity		3,258,385,837	3,154,927,625

THE ACCOMPANYING NOTES FROM (1) TO (46) CONSTITUTE AN INTEGRAL PART OF THESE CONSOLIDATED FINANCIAL STATEMENTS AND SHOULD BE READ WITH THEM AND WITH THE AUDIT REPORT.

CONSOLIDATED STATEMENT OF PROFIT OR LOSS

BANK OF JORDAN (PUBLIC SHAREHOLDING LIMITED COMPANY) AMMAN – JORDAN	Note	For the Year Ended December 31, 2025	2024
		JD	JD
Interest income	28	187,643,565	197,063,601
Less: Interest expense	29	58,762,731	62,417,041
Net Interest Income		128,880,834	134,646,560
Net Commissions income	30	48,799,189	25,708,032
Net Interest and Commissions Income		177,680,023	160,354,592
Foreign currencies income	31	5,037,386	4,900,484
Gain from financial assets at fair value through profit or loss	32	52,543	8,851
Cash dividends from financial assets at fair value through other comprehensive income	9	756,945	568,139
Gain from sale of financial assets – debt instruments		354,714	150,552
Other income	33	6,051,767	4,418,885
Total Income		189,933,378	170,401,503
Employees expenses	34	49,673,888	41,423,839
Depreciation and amortization	12,13	12,667,231	11,444,421
Other expenses	35	46,300,293	41,155,492
Expected credit loss expense	36	18,970,314	20,483,280
Expense / (recovered from) Assets seized by the Bank impairment provision	14	(264,051)	32,282
Sundry provisions	18	2,361,033	835,168
Total Expenses		129,708,708	115,374,482
Profit for the Year Before Income Tax		60,224,670	55,027,021
Less: Income tax	19/A	15,724,641	19,739,470
Profit for the Year		44,500,029	35,287,551
Attributable to:			
Bank's Shareholders		44,005,639	35,017,177
Non-controlling Interests		494,390	270,374
Profit for the Year		44,500,029	35,287,551
Earnings per share for the year attributable to the Banks' shareholders		Dinar/Fills	Dinar/Fills
	37	**0.220**	0.180

THE ACCOMPANYING NOTES FROM (1) TO (46) CONSTITUTE AN INTEGRAL PART OF THESE CONSOLIDATED FINANCIAL STATEMENTS AND SHOULD BE READ WITH THEM AND WITH THE AUDIT REPORT.

CONSOLIDATED STATEMENT OF OTHER COMPREHENSIVE INCOME

BANK OF JORDAN (PUBLIC SHAREHOLDING LIMITED COMPANY) AMMAN – JORDAN	For the Year Ended December 31, 2025	2024
	JD	JD
Profit for the year	44,500,029	35,287,551
Add: Other comprehensive income items after tax which might be reclassified subsequently to the consolidated statement of profit or loss:		
Consolidated loss in subsequent periods		
Change in fair value reserve of debt instruments classified as financial assets at fair value through other comprehensive income - net of tax	1,561,578	(2,511,983)
Gain from sale of debt instruments classified as financial assets at fair value through other comprehensive income	(204,176)	(36,638)
Foreign currencies translation differences	400,405	(34,664)
	1,757,807	(2,583,285)
Add: Items that will not be reclassified subsequently to consolidated statement of profit or loss:		
Consolidated loss in subsequent periods		
Change in fair value reserve of equity instruments classified as financial assets at fair value through other comprehensive income - net of tax	(19,776,588)	7,810,489
	(19,776,588)	7,810,489
Total Consolidated Comprehensive Income	26,481,248	40,514,755
Total Consolidated Comprehensive Income attributable to:		
Bank's Shareholders	25,783,158	40,263,869
Non-controlling Interests	698,090	250,886
Total Comprehensive income for the year	26,481,248	40,514,755

THE ACCOMPANYING NOTES FROM (1) TO (46) CONSTITUTE AN INTEGRAL PART OF THESE CONSOLIDATED FINANCIAL STATEMENTS AND SHOULD BE READ WITH THEM AND WITH THE AUDIT REPORT.

CONSOLIDATED STATEMENT OF CHANGES IN OWNER'S EQUITY

BANK OF JORDAN (PUBLIC SHAREHOLDING LIMITED COMPANY) AMMAN – JORDAN For the Year Ended December 31, 2025	Paid-up Capital	Reserves: Statutory	Reserves: Voluntary	Reserves: General Banking Risks	Reserves: Special	Reserves: Foreign Currency Translation Differences	Reserves: Fair Value Reserve	Retained Earnings	Total Equity Attributable to the Banks' Shareholders Equity	Non-Controlling Interests	Total Owners' Equity
	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	200,000,000	122,432,037	109,206	4,102,021	5,849,743	(9,420,102)	37,056,092	168,169,427	528,298,424	13,930,810	542,229,234
Foreign currency translation differences	-	22,050	25,201	-	-	195,989	-	(46,535)	196,705	203,700	400,405
Profit for the year	-	-	-	-	-	-	-	44,005,639	44,005,639	494,390	44,500,029
Realized loss from sale of financial instruments classified as financial assets at fair value through other comprehensive income - net of tax	-	-	-	-	-	-	(204,176)	-	(204,176)	-	(204,176)
The change in fair value of debt instruments included in financial assets at fair value through comprehensive income - net of tax	-	-	-	-	-	-	1,561,578	-	1,561,578	-	1,561,578
Change in fair value reserve of equity instrument classified as financial assets at fair value through other comprehensive income - Net of tax	-	-	-	-	-	-	(19,776,588)	-	(19,776,588)	-	(19,776,588)
Total Comprehensive Income	-	22,050	25,201	-	-	195,989	(18,419,186)	43,959,104	25,783,158	698,090	26,481,248
Transferred to reserves	-	6,027,967	65,004	-	-	-	-	(6,092,971)	-	-	-
Dividends distributed *	-	-	-	-	-	-	-	(36,000,000)	(36,000,000)	-	(36,000,000)
Increase in the capital of subsidiary companies	-	-	-	-	-	-	-	-	-	-	-
Balance - End of the Year	200,000,000	128,482,054	199,411	4,102,021	5,849,743	(9,224,113)	18,636,906	170,035,560	518,081,582	14,628,900	532,710,482
For the Year Ended December 31, 2024											
Balance at the beginning of the year	200,000,000	116,928,669	74,876	4,102,021	5,849,743	(9,562,080)	31,794,224	174,847,102	524,034,555	13,676,323	537,710,878
Foreign currency translation differences	-	(4,834)	(5,348)	-	-	141,978	-	(146,972)	(15,176)	(19,488)	(34,664)
Profit for the year	-	-	-	-	-	-	-	35,017,177	35,017,177	270,374	35,287,551
Realized loss from sale of financial instruments classified as financial assets at fair value through other comprehensive income - net of tax	-	-	-	-	-	-	(36,638)	-	(36,638)	-	(36,638)
The change in fair value of debt instruments included in financial assets at fair value through comprehensive income - net of tax	-	-	-	-	-		(2,511,983)	-	(2,511,983)	-	(2,511,983)
Change in fair value reserve of equity instrument classified as financial assets at fair value through other comprehensive income - Net of tax	-	-	-	-	-	-	7,810,489	-	7,810,489	-	7,810,489
Total Comprehensive Income	-	(4,834)	(5,348)	-	-	141,978	5,261,868	34,870,205	40,263,869	250,886	40,514,755
Transferred to reserves	-	5,508,202	39,678	-	-	-	-	(5,547,880)	-	-	-
Dividends distributed *	-	-	-	-	-	-	-	(36,000,000)	(36,000,000)	-	(36,000,000)
Increase in the capital of subsidiary companies	-	-	-	-	-	-	-	-	-	3,601	3,601
Balance - End of the Year	200,000,000	122,432,037	109,206	4,102,021	5,849,743	(9,420,102)	37,056,092	168,169,427	528,298,424	13,930,810	542,229,234

* Dividends distribution.
According to the decision of the General Assembly in its meeting held on March 27, 2025, it was approved to distribute cash dividends in the amount of JOD 36,000,000 to the Bank's Shareholders which equals to 18 % of the paid-up capital on that date.
According to the decision of the General Assembly in its meeting held on March 21, 2024, it was approved to distribute cash dividends in the amount of JOD 36,000,000 to the Bank's Shareholders which equals to 18 % of the paid-up capital on that date.

** According to the instructions of the regulatory bodies:
- The general banking risks reserve and special reserve cannot be utilized without a prior approval from the Palestine Monetary Authority.
- Retained earnings include a restricted amount of JD 24,272,316 against deferred tax benefits as of December 31, 2025, This restricted amount cannot be utilized through capitalization or distribution unless actually realized based on the Central Bank of Jordan's instructions.
- Retained earnings include an amount of JD 227,598 as of December 31, 2025, which are restricted amounts and represents the effect of early adoption of IFRS (9). These restricted amounts cannot be utilized unless realized through actual sale.
- The fair value reserve cannot be utilized through capitalization, distribution, losses write-off or any other commercial acts unless realized through actual sale as instructed by the Central Bank of Jordan and Jordan Securities Commission, retained earnings balance also includes JD 813,437 as of December 31 2025 that cannot be utilized through distribution or any other purposes unless there is a prior approval from the Central Bank of Jordan based on of Central Bank of Jordan Circular no .10/1/1359 dated January 25, 2018 and the Central Bank of Jordan Circular No. 13/2018 dated June 6, 2018.

THE ACCOMPANYING NOTES FROM (1) TO (46) CONSTITUTE AN INTEGRAL PART OF THESE CONSOLIDATED FINANCIAL STATEMENTS AND SHOULD BE READ WITH THEM AND WITH THE AUDIT REPORT.

CONSOLIDATED STATEMENT OF CASH FLOWS

BANK OF JORDAN (PUBLIC SHAREHOLDING LIMITED COMPANY) AMMAN - JORDAN	Note	For the Year Ended December 31, 2025	2024
Operating Activities:		JD	JD
Profit before income tax		60,224,670	55,027,021
Adjustments for Non-Cash Items:			
Depreciation and amortization	12,13	12,667,231	11,444,421
Expected credit loss on financial instruments	36	18,970,314	20,483,280
(Gain) from sale of property and equipment	33	(26,102)	(91,950)
(Gain) from financial assets at fair value through profit or loss	32	(34,463)	(4,401)
Effect of exchange rate fluctuations	31	(5,794,837)	(4,617,674)
Sundry provisions	18	2,361,033	835,168
(Recovered from) Provision for impairment of assets foreclosed by the Bank	14	(264,051)	32,282
Foreign currency exchange differences		1,626,000	272,083
Profit before changes in Assets and Liabilities		89,729,795	83,380,230
Changes in Assets and Liabilities:			
(Increase) in restricted balances		(10,576,625)	(8,776,807)
(Increase) decrease in deposits at banks and financial institutions (Maturing over three months)		(943,520)	(20,000)
Decrease in financial assets at fair value through profit or loss		-	-
(Increase) in direct credit facilities at amortized cost		(94,727,564)	(84,485,904)
(Increase) in other assets		(10,409,148)	(4,285,391)
(Decrease) Increase in banks deposits and other financial institutions (maturing over three months)		(260,000)	260,000
Increase in customers' deposits		134,553,052	82,318,963
(Decrease) Increase in cash margins		(53,003,809)	59,511,804
Increase in borrowed funds		4,288,342	3,479,927
increase (Decrease) in other liabilities		37,448,425	(7,039,949)
Net Change in Assets and Liabilities		6,369,153	40,962,643
Net Cash Flows from Operating Activities before Income Taxes, End of Service Indemnity and lawsuit Provisions Paid		96,098,948	124,342,873
Paid from end of service indemnity, lawsuits provisions	18	(3,526,515)	(2,449,258)
Income tax settlements	19/A	(18,833,959)	(21,503,870)
Net Cash Flows from Operating Activities		73,738,474	100,389,745
Investing Activities:			
(Purchase) of financial assets at amortized cost		(8,069,887)	(42,932,044)
Maturity of financial assets at amortized cost		22,021,143	41,102,200
(Purchase) of financial assets at fair value through other comprehensive income		(3,902,044)	(14,279,483)
Maturity and Sale of financial assets at fair value through other comprehensive income		71,298,741	7,690,475
Change in financial derivatives		1,729,488	(181,003)
(Purchase) of property and equipment and advance payments to acquire property and equipment		(11,447,589)	(8,267,991)
Proceeds from sale of property and equipment		74,017	170,006
(Purchase) of intangible assets	13	(1,524,801)	(2,841,359)
Net Cash Flows from (used in) Investing Activities		70,179,068	(19,539,199)
Financing Activities:			
Foreign currencies differences		400,405	(34,664)
Minority Rights		-	3,601
Dividends distributed to shareholders		(35,729,824)	(35,842,462)
Net Cash (Used in) Financing Activities		(35,329,419)	(35,873,525)
Effect of exchange rate fluctuations on cash and cash equivalents	31	5,794,837	4,617,674
Net increase in cash and cash equivalents		114,382,960	49,594,695
Cash and cash equivalents - beginning of the year	38	865,639,995	816,045,300
Cash and Cash Equivalents - End of the Year	38	980,022,955	865,639,995

THE ACCOMPANYING NOTES FROM (1) TO (46) CONSTITUTE AN INTEGRAL PART OF THESE CONSOLIDATED FINANCIAL STATEMENTS AND SHOULD BE READ WITH THEM AND WITH THE AUDIT REPORT.

1.1. General

- Bank of Jordan was established in 1960 as a public shareholding limited company with headquarters in Amman – Jordan. On March 3, 1960, it was registered under number (1983) according to the Companies Law No. 33 for the Year 1962 with an authorized capital of JD 350,000 represented by 70,000 shares at a par value of JD 5 per share. The Bank's authorized and paid-up capital was increased in several stages, the last of which took place in accordance to the resolution of the general assembly in their extraordinary meeting held on April 9, 2016 where the Bank's capital was increased from JD 155/1 million to become JD 200 million by capitalizing JD 13,702,858 from the optional reserve and capitalizing JD 31,197,142 from the retained earnings, and for which all the legal procedures related to this decision were completed on April 19, 2016.
- The Bank provides all financial and banking services within its scope of activities. Those services are offered at its (80) branches across Jordan, (19) branches across Palestine, the Bank branch in the Kingdom of Bahrain, (4) branches in Iraq and its subsidiaries in Jordan and Syria (Bank of Jordan – Syria, Excel for Financial Investments Company and Jordan Leasing Company).
- The consolidated financial statements have been approved by the Board of Directors in its meeting No. (672) held on January 29, 2026 and it is subject to the approval of the Central Bank of Jordan and the General Assembly of the Shareholders.

2.2. Significant Accounting Policies

Basis of preparation of Consolidated Financial Statement

The Accompanying consolidated financial statements for the Bank and its subsidiaries have been prepared in accordance with International Financial Reporting Standards issued by the International Accounting Standards Board and the interpretations issued by International Financial Reporting Interpretation Committee arising from the International Accounting Standards Board as adopted by the Central Bank of Jordan.

The Group applies the going concern basis in the preparation of consolidated financial statements based on reasonable assumptions and expectations.

The key differences between International Financial Reporting Standards that should be applied and what was adopted by the Central Bank of Jordan are as follows:

- Expected credit losses allowances are calculated in accordance with the Central Bank of Jordan (CBJ) instructions No. (13/2018) "International Financial Reporting Standard No. (9) Implementation" dated June 6, 2018 and in accordance with the regulatory authorities instructions in the countries where the Bank operates whichever is more strict, the main significant differences are as follows:
  - Debt instruments issued or guaranteed by the Jordanian government are excluded, so that credit exposures issued or guaranteed by the Jordanian government are treated with no credit losses.
  - When calculating credit losses against credit exposures, the results of the calculation are compared in accordance with IFRS no. (9) with the instructions of the Central Bank of Jordan no. (8/2024) dated June 30, 2024 for each stage separately and considering the extreme outcome.
- Interests, and commissions are suspended on non-performing credit facilities in accordance with the instructions of the Central Bank of Jordan and according to the instructions of the controlling regulators whichever is stricter.
- Assets seized by the Bank are shown in the consolidated statement of financial position among other assets at the value when seized by the Bank or at fair value, whichever is lower, and are individually reassessed on the date of the consolidated financial statements. Any impairment loss is recorded in the consolidated statement of profit or loss and consolidated financial statements while any increase in the value is not recorded as revenue. Subsequent increase is taken to the consolidated statement and statement of profit or loss to the extent of not exceeding the previously recorded impairment. In accordance with the instructions of the Central Bank of Jordan no.10/3/16234 dated October 10,2022, no further calculation for a gradual provision is recorded against real estate that is seized by the bank against debts provided keeping the balance of provisions for seized real estate which violates banks instructions, the provisions should be released against seized real estate that has been disposed.
- Additional provisions have been calculated in the consolidated financial statement against the bank's foreign investments in foreign countries according to the expected credit loss.
- The net outcome of the differences between the Central Bank of Jordan instructions and the International Financial Reporting Standards represented by having the Bank to book additional provisions to comply with these instructions.
- The consolidated financial statements were prepared following the historical cost basis except for financial assets at fair value through profit or loss, financial assets at fair value through other comprehensive income and financial derivatives which are stated at fair value at the date of the consolidated financial statements. As the financial assets and liabilities are stated in fair value which were hedged for the risk in fair value changes.
- The reporting currency of the consolidated financial information is the Jordanian Dinar, which is the functional currency of the Bank.
- Disclosures about the consolidated financial statements of the group have been presented according to the instructions issued and the forms required by the Central Bank of Jordan.
- The accounting policies adopted in the preparation of the consolidated financial statements are consistent with those applied in the year ended December 31, 2024, except for the impact of adopting the new and revised International Financial Reporting Standards, which became effective for the financial period started on or after the 1st of January 2025 as mentioned in Note (3-A). In addition to the improvements that are made on the models for calculating expected credit loss which are shown in the notes to the consolidated financial statements.

Basis of Financial Statements Consolidation

The consolidated financial statements comprise the financial statements of the Bank and its subsidiaries controlled. Control is achieved when the bank has the ability to control the financial and operational policies of subsidiaries in order to obtain benefits from their activities, transactions, balance, revenue and expenses between the bank and its subsidiaries are eliminated.

The consolidated financial statements include the financial statements of the Bank and its subsidiaries that are under its control, and control is achieved when the company has control over the investee company and the company is exposed to variable returns or has rights in exchange for its participation in the investee company and the Bank can use its power over the investee company in a way that affects Its revenue.

- The Bank reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the elements of control listed above.
- When the Bank has less than the majority of the voting rights of an investee, it considers that it has control over the investee when the voting rights are sufficient to give it the practical ability to direct the relevant activities of the investee unilaterally. In this regard, the Bank considers all relevant facts and circumstances in assessing whether or not the Bank's voting rights in an investee are sufficient to give it power, including:
  - The size of the Bank's ownership of voting rights compared to the size and dispersion of ownership relating to other vote holders.
  - Potential voting rights held by the Bank.
  - Rights arising from other contractual arrangements.
  - Any additional facts and circumstances that indicate that the Bank has, or does not have, the current ability to direct the relevant activities at the time decisions need to be made, including voting patterns at previous shareholders' meetings.
- The subsidiaries' financial information is prepared under the same accounting policies adopted by the bank, if the subsidiaries apply different accounting policies than those used by the bank, the necessary modifications shall be made to the subsidiaries' financial information to ensure compliance with the accounting policies used by the bank.
- The differences between the policies and frameworks of the subsidiary companies that follow the International Financial Reporting Standards were shown without taking into account the amendment of the Central Bank of Jordan which were tracked in the consolidated financial statements.

The Bank owns the following subsidiaries as of December 31, 2025:

Company's Name	Paid-up Capital	Ownership Percentage	Nature of Operation	Country of Operation	Ownership Date
	JD	%			
Excel for Financial Investment Company	3.5 Million Jordanian Dinar	100	Brokerage and investment management	Jordan	23rd of March 2006
Bank of Jordan – Syria	15 Billion Syrian Lira	49	Banking	Syria	17th of May 2008
Jordan Leasing Company	20 Million Jordanian Dinar	100	Finance Leasing	Jordan	24th of October 2011

The important financial information for the subsidiaries as of 2025 and 2024 are as follows:

Company's Name	December 31 2025		For the year 2025	
	Total Assets	Total Liabilities	Total Revenue	Total Expense
	JD	JD	JD	JD
Excel for Financial Investment	7,365,814	850,345	524,768	307,909
Bank of Jordan – Syria	48,268,156	27,389,639	3,858,107	2,888,715
Jordan Leasing Company	28,753,807	3,585,078	1,983,126	835,335

Company's Name	December 31 2024		For the year 2024	
	Total Assets	Total Liabilities	Total Revenue	Total Expense
	JD	JD	JD	JD
Excel for Financial Investment	6,505,551	247,065	480,343	275,003
Bank of Jordan – Syria	70,325,516	50,815,802	3,192,180	2,662,034
Jordan Leasing Company	28,423,643	4,402,704	1,902,436	640,983

The results of the subsidiaries' operations are shown in the consolidated statement of profit or loss effective from their acquisition date, which is the date on which control over the subsidiaries is effectively transferred to the Bank. Furthermore, the results of the disposed-of subsidiaries are consolidated in the consolidated statement of profit or loss up to the date of their disposal, which is the date on which the Bank loses control over the subsidiaries.

Control is achieved when the Bank:

- has the power over the investee;
- is exposed to control, or has rights, to variable returns from its involvement with the investee.
- Has the ability to use its power to affect the investee's returns.

The Bank reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the elements of control listed above.

When the Bank has less than the majority of the voting rights of an investee, it considers that it has power over the investee when the voting rights are sufficient to give it the practical ability to direct the relevant activities of the investee unilaterally. In this regard, the Bank considers all relevant facts and circumstances in assessing whether or not the Bank's voting rights in an investee are sufficient to give it power, including:

- The size of the Company's holding of voting rights compared to the size and dispersion of holdings of the other vote holders.
- Potential voting rights held by the Bank, other vote holders, or other parties;
- Rights arising from other contractual arrangements; and
- Any additional facts and circumstances that indicate that the Bank has, or does not have, the current responsibility to direct the relevant activities at the time that decisions need to be made, including voting patterns at previous General Assembly meetings.

When the Bank loses control of any of the subsidiary, it performs the following:

- Derecognizes the assets (including goodwill) and liabilities of the subsidiary.
- Derecognizes the book value of any non-controlling interests.
- Derecognizes the cumulative translation difference recorded in Equity.
- Derecognizes the fair value of the consideration received by the controlling party.
- Derecognizes the fair value of any investment retained.
- Derecognizes any surplus or deficit in the statement of profit or loss.
- Reclassification of the Bank's equity previously retained in other comprehensive income to the consolidated statement of profit or loss, or the consolidated statement of changes in equity as appropriate.

The subsidiaries' financial statements are prepared under the same accounting policies adopted by the Bank. If the subsidiaries apply different accounting policies than those used by the Bank, the necessary modifications shall be made to the subsidiaries' financial statements to comply with the accounting policies used by the Bank.

The non-controlling interest represent the portion not owned by the Bank to in the equity of the subsidiaries.

Segmental Reporting
-Business segments represent a group of assets and operations that jointly provide products or services subject to risks and returns different from those of other business sectors which are measured in accordance with the reports sent to the operations management and decision makers in the Bank.

-The geographical sector relates to providing products or services in a specific economic environment subject to risk and returns different from those of sectors functioning in other economic environments.

Net Interest Income
Interest income and expense for all financial instruments, except for those classified as held for trading, or those measured or designated as at fair value through profit or loss, are recognized in 'Net Interest Income' as 'Interest Income' and 'Interest Expense' in the consolidated statement of profit or loss using the effective interest method. Interest on financial instruments measured at fair value through profit or loss are included within the fair value movement during the period.

The effective interest rate is the rate that discounts the estimated future cash flows of the financial instrument through the expected life of the financial instrument or, where appropriate, a shorter period, to the net carrying amount of the financial asset or financial liability. The future cash flows are estimated, taking into account all the contractual terms of the instrument.

Interest income / interest expense is calculated by applying the effective interest rate to the gross carrying amount of non-credit impaired financial assets (i.e. at the amortized cost of the financial asset before adjusting for any expected credit loss allowance), or to the amortized cost of financial liabilities. For credit-impaired financial assets, the interest income is calculated by applying the effective interest rate to the amortized cost of the credit-impaired financial assets (i.e. the gross carrying amount less the allowance for expected credit losses). For financial assets that were created or acquired while they are at low cost the effective interest rate reflects the expected credit loss in determining the future cashflows expected to be received from the financial assets.

Interest income and expense in the Bank's consolidated statement of profit or loss also includes the effective portion of fair value changes of derivatives designated as hedging instruments in cash flow hedges of interest rate risk. For fair value hedges of interest rate risk related to interest income and expense, the effective portion of the fair value changes of the designated derivatives, as well as the fair value changes of the designated risk of the hedged item, are also included in interest income and expense against the lease contract liabilities.

Net Commission Income
Fees and commission income and expense include fees other than those that are an integral part of the effective interest rate. The fees included in this part of the Bank's consolidated statement of profit or loss include, among other things, fees charged for servicing a loan, non-utilization fees relating to loan commitments when it is unlikely that these will result in a specific lending arrangement, and loan syndication fees.

Fee and commission expenses concerning services are calculated for as the services are received.

Contracts with customers that results in a recognition of financial instrument may be partially related to of IFRS 9 or IFRS 15. In this case, the commission related to IFRS 9 portion is recognized, and the remaining portion is recognized in accordance with IFRS 15.

Net Trading Income
Net trading income includes all gains and losses from changes in the fair value of financial assets and financial liabilities held for trading. The Bank has elected to present the full fair value movement of trading assets and liabilities in trading income, including any related interest income, expense, and dividends.

Net Income from Other Financial Instruments at Fair Value through Profit or Loss
Net income from other financial instruments at fair value through profit or loss includes all gains and losses from changes in the fair value of financial assets and financial liabilities at fair value through profit or loss except those that are held for trading. The Bank has elected to present the full fair value movement of assets and liabilities at fair value through Profit or Loss in this line, including the related interest income, expense, and dividends.

The fair value movement on derivatives held for economic hedging where hedge accounting is not applied are presented in 'Net income from other financial instruments at fair value through profit or loss. However, for designated and effective fair value hedge accounting relationships, the gains and losses on the hedging instrument are presented in the same line in the consolidated statement of profit or loss as the hedged item. For designated and effective cash flow and net investment hedge accounting relationships, the gains and losses of the hedging instrument, including any hedging ineffectiveness included in the consolidated statement of profit or loss, are presented in the same line as the hedged item that affects the consolidated statement of profit or loss.

Dividend Income
Dividend income is recognized when the right to receive payment is established. This is the ex-dividend date for listed equity securities, and usually the date when shareholders approve the dividend distribution for unlisted equity securities.

The distribution of dividends in the consolidated statement of profit or loss depends on the classification and measurement of the investment in shares i.e:

- For equity instruments which are held for trading, dividend income is presented in the statement of income in gain (loss) from financial assets through profit or loss;
- For equity instruments classified at fair value through other comprehensive income, dividends are included in the consolidated statement of profit or loss under the item of cash distribution from financial assets at fair value through other comprehensive income; and
- For equity instruments not classified at fair value through other comprehensive income and not held for trading, dividend income is presented as net income from other instruments at fair value through profit or loss.

Financial Instruments
Initial recognition and measurement:
Financial assets and financial liabilities are recognized in the Bank's consolidated statement of financial position when the Bank becomes a party to the contractual provisions of the instrument. Loans and advances to customers are recognized when they are recorded in the customer's account.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributed to the acquisition or the issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities as appropriate on initial recognition. Transaction costs directly attributed to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognized immediately in the consolidated statement of profit or loss.
If the transaction price differs from fair value at initial recognition, the Bank will account for such difference as follows:

- If fair value is evidenced by a quoted price in an active market for an identical asset or liability or based on a valuation technique that uses only data from observable markets, then the difference is recognized in the statement of income on initial recognition (i.e. day 1 gain or loss);
- In all other cases, the fair value will be adjusted to bring it in line with the transaction price (i.e. day 1 gain or loss will be deferred by including it in the initial carrying amount of the asset or liability).

After initial recognition, the deferred gain or loss will be released to the consolidated statement of profit or loss on a rational basis, only to the extent that it arises from a change in a factor (including time) that market participants would take into account when pricing the asset or liability or when derecognizing the instruments.

Financial Assets
Initial Recognition
All financial assets are recognized on the trading date when the purchase or sale of a financial asset is under a contract whose terms require delivery of the financial asset within the timeframe established by the market concerned. They are initially measured at fair value, plus transaction costs, except for those financial assets classified as at fair value through profit or loss. Transaction costs directly attributable to the acquisition of financial assets classified as at fair value through the statement of profit or loss are recognized immediately in the consolidated statement of profit or loss.

Subsequent Measurement
All recognized financial assets that are within the scope of IFRS 9 are required to be subsequently measured at amortized cost or fair value on the basis of the entity's business model for managing the financial assets and the contractual cash flow characteristics of the financial assets.

Specifically:
- Debt instruments held within a business model whose objective is to collect the contractual cash flows, and that have contractual cash flows that are solely payments of principal and interest on the principal amount outstanding (SPPI), are subsequently measured at amortized cost;
- Debt instruments held within a business model whose objective is both to collect the contractual cash flows and to sell the debt instruments, and that have contractual cash flows that are SPPI, are subsequently measured at fair value through other comprehensive income;
- All other debt instruments (e.g. debt instruments managed on a fair value basis, or held for sale) and equity investments are subsequently measured at fair value through profit or loss.
- However, the Bank may irrevocably make the following selection /designation at initial recognition of a financial asset on an asset-by-asset basis:
- The Bank may irrevocably select to present subsequent changes in fair value of an equity investment that is neither held for trading nor contingent consideration recognized by an acquirer in a business combination to which IFRS 3 applies, in other comprehensive income; and
- The Bank may irrevocably designate a debt instrument that meets the amortized cost or fair value through other comprehensive income criteria as measured at fair value through profit or loss, if doing so eliminates or significantly reduces an accounting mismatch (referred to as the fair value option).

Debt Instruments at Amortized Cost or at Fair Value through Other Comprehensive Income
The Bank assesses the classification and measurement of a financial asset based on the contractual cash flow characteristics of the asset and the Bank's business model for managing the asset.

For an asset to be classified and measured at amortized cost or at fair value through other comprehensive income, its contractual terms should give rise to cash flows that are solely payments of principal and interest on the principal outstanding (SPPI).

For the purpose of SPPI test, principal is the fair value of the financial asset at initial recognition. That principal amount may change over the life of the financial asset (e.g. if there are repayments of principal). Interest consists of the consideration for the time value of money, for the credit risk associated with the principal amount outstanding during a particular period of time, and for other basic lending risks and costs, as well as a profit margin. The SPPI assessment is made in the currency in which the financial asset is denominated.

Contractual cash flows that are SPPI are consistent with a basic lending arrangement. Contractual terms that introduce exposure to risks or volatility in the contractual cash flows that are unrelated to a basic lending arrangement, such as exposure to changes in equity prices or commodity prices, do not give rise to contractual cash flows that are SPPI. An originated or an acquired financial asset can be a basic lending arrangement irrespective of whether it is a loan in its legal form.

Assessment of Business Models
An assessment of business models for managing financial assets is fundamental to the classification of a financial asset. The Bank determines the business models at a level that reflects how groups of financial assets are managed together to achieve a particular business objective. The Bank's business model does not depend on management's intentions for an individual instrument; therefore, the business model assessment is evaluated based on collective level and not on an instrument-by-instrument bases.

The Bank has more than one business model for managing its financial instruments, which reflect how the Bank manages its financial assets in order to generate cash flows. The Bank's business models determine whether cash flows will result from collecting contractual cash flows, selling financial assets, or both.

The Bank considers all relevant information available when making the business model assessment. However, this assessment is not performed based on scenarios that the Bank does not reasonably expect to occur, such as so-called 'worst case' or 'stress case' scenarios. The Bank takes into account all relevant evidence available such as:
The stated policies and objectives of the portfolio and application of those policies whether the management strategy focuses on obtaining contractual revenues, maintaining specific profit rate matching the profit of financial assets with the period of financial liabilities that finance those assets.
- The method of the performance of the business model and the financial assets held within that business model are evaluated and reported to the v 's key management personnel;
- The risks that affect the performance of the business model (and the financial assets held within that business model) and, in particular, the way in which those risks are managed; and
- The method the business managers are compensated (e.g. whether the compensation is based on the fair value of the assets managed or on the contractual cash flows collected).

At initial recognition of a financial asset, the Bank determines whether newly recognized financial assets are part of an existing business model or whether they reflect the commencement of a new business model. The Bank reassess its business models each reporting period to determine whether the business models have changed since the preceding period.

When a debt instrument measured at fair value through other comprehensive income is derecognized, the cumulative gain/loss previously recognized in other comprehensive income is reclassified from equity to the consolidated statement of profit or loss. In contrast, for an equity investment designated as measured at fair value through other comprehensive income, the cumulative gain/loss previously recognized in other comprehensive income is not subsequently reclassified to consolidated statement of profit or loss but transferred within equity.

Debt instruments that are subsequently measured at amortized cost or at fair value through other comprehensive income are subject to impairment.

Financial Assets at fair Value through Profit or Loss
Financial assets at fair value through profit or loss are:
- Assets with contractual cash flows that are not SPPI; or/and
- Assets that are held in a business model other than held to collect contractual cash flows or held to collect and sell; or
- Assets designated at fair value through profit or loss using the fair value option.

These assets are measured at fair value, with any gains/losses arising on re-measurement recognized in the consolidated statement of profit or loss.

Reclassifications
If the business model under which the Bank holds financial assets changes, the financial assets affected are reclassified. The classification and measurement requirements related to the new category apply prospectively from the first day of the first reporting period following the change in business model, which results in reclassifying the Bank's financial assets. During the current financial year and previous accounting period, there was no change in the business model under which the Bank holds financial assets; and therefore, no reclassifications were made. The changes in the contractual cash flows are considered under the accounting policy on the modification and de-recognition of financial assets described below.

Foreign Exchange Gains and Losses
The carrying amount of financial assets denominated in a foreign currency is determined in that foreign currency and translated at the spot rate at the end of each reporting period. Specifically:

- For financial assets measured at amortized cost that are not part of a designated hedging relationship, exchange differences are recognized in the consolidated statement of profit or loss; and
- For debt instruments measured at fair value through other comprehensive income that are not part of a designated hedging relationship, exchange differences on the amortized cost of the debt instrument are recognized in the consolidated statement of profit or loss. Other exchange differences are recognized in other comprehensive income in the investment's revaluation reserve.
- For financial assets measured at fair value through profit and loss that are not part of a designated hedge accounting relationship, exchange differences are recognized in the consolidated statement of profit or loss ;
- For equity instruments measured at fair value through other comprehensive income, exchange differences are recognized in consolidated statement of other comprehensive income in the change in fair value reserve.

Fair Value Option
A financial instrument with a fair value that can be reliably measured at fair value through profit or loss (fair value option) can be classified at initial recognition even if the financial instruments are not acquired or incurred principally for the purpose of selling or repurchasing. The fair value option may be used for financial assets if it significantly eliminates or significantly reduces the measurement or recognition inconsistency that would otherwise have resulted in the measurement of the asset or liability or recognized the related gain or loss on a different basis ("accounting mismatch"). The fair value option for financial liabilities can be chosen in the following cases:

- If the selection leads to a significant mismatching of the accounting standards.
- If the financial liabilities are part of a portfolio managed on a fair value basis, in accordance with a documented risk management or investment strategy; or
- If a derivative is included in the underlying financial or non-financial contract, and the derivative is not closely related to the underlying contract.

These instruments cannot be reclassified from the fair value category through profit or loss while retained or issued. Financial assets at fair value through profit or loss are recognized at fair value with any unrealized gain or loss arising from changes in fair value recognized in investment income.

Impairment
The Bank recognizes loss allowances for expected credit losses on the following financial instruments that are not measured at fair value through profit or loss:

- Balances and deposits at banks and financial institutions.
- Direct credit facilities (loans and advances to customers);
- Financial assets at amortized cost (debt investment securities);
- Financial assets at fair value through other comprehensive income.
- Off consolidated statement of financial position exposures subject to credit risk (financial guarantee contracts issued).

No impairment loss is recognized on equity investments. With the exception of purchased or originated credit-impaired (POCI) financial assets (which are considered separately below), ECL is required to be measured through a loss allowance at an amount equal to:

- 12-month ECL, i.e. lifetime ECL that results from those default events on the financial instrument that are possible within 12 months after the reporting date, (referred to as Stage 1); or
- Full lifetime ECL, i.e. lifetime ECL that results from all possible default events over the life of the financial instrument, (referred to as Stage 2 and Stage 3).

A loss allowance for full lifetime ECL is required for a financial instrument if the credit risk on that financial instrument has increased significantly since initial recognition. For all other financial instruments, ECL is measured at an amount equal to the 12-month ECL.

Expected credit losses are a probability-weighted estimate of the present value of credit losses. These are measured as the present value of the difference between the cash flows due to the Bank under the contract and the cash flows that the Bank expects to receive arising from the weighting of multiple future economic scenarios, discounted at the asset's effective interest rate.

For unutilized loan limits, the expected credit loss is the difference between the present value of the difference between the contractual cash flows that are due to the Bank if the holder of the commitment draws down the loan and the cash flows that the Bank expects to receive if the loan is utilized; and For financial guarantee contracts, the expected credit loss is the difference between the expected payments to reimburse the holder of the guaranteed debt instrument less any amounts that the Bank expects to receive from the holder, the client, or any other party.

The Bank measures expected credit loss on an individual basis, or on a collective basis for portfolios of loans that share similar economic risk characteristics. The measurement of the loss allowance is based on the present value of the asset's expected cash flows using the asset's original effective interest rate, regardless of whether it is measured on an individual basis or a collective basis.

Provisions for expected credit losses are established in accordance with the instructions of CBJ No. (13/2018). Implementation of IFRS9 dated June 6th 2018 in accordance with the instructions of the regulatory authorities in the countries in which the Bank operates, whichever is more severe, the essential differences are as follows:

- Debt instruments issued or guaranteed by the Jordanian Government are excluded so that credit exposures are dealt with by the Jordanian Government and guaranteed without credit losses.
- When calculating the credit losses against credit exposures, a calculation comparison according to IFRS 9 with Central Bank of Jordan instructions No. (2009/47) dated December 10, 2009 for each stage individual, the most restrictive are taken.

Credit-impaired Financial Assets
A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred. Credit-impaired financial assets are referred to as Stage 3 assets. Evidence of credit-impairment includes observable data about the following events:

- Significant financial difficulty of the borrower or issuer;
- A breach of contract such as a default or past due event;
- The Bank, for economic or contractual reasons relating to the borrower's financial difficulty, having granted to the borrower a concession that the lender would not otherwise consider;
- The disappearance of an active market for a security because of financial difficulties; or
- The purchase of a financial asset at a deep discount that reflects the embedded credit losses.

It may not be possible to identify a single discrete event. Instead, the combined effect of several events may have caused financial assets to become credit-impaired. The Bank assesses whether debt instruments that are financial assets measured at amortized cost or fair value through other comprehensive income are credit-impaired at each reporting date. To assess if sovereign and corporate debt instruments are credit impaired, the Bank considers factors such as bond yields, credit ratings, and the ability of the borrower to raise funding.

A loan is considered credit-impaired when a concession is granted to the borrower due to a deterioration in the borrower's financial condition, unless there is evidence that as a result of granting the concession, the risk of not receiving the contractual cash flows has reduced significantly, and there are no other indicators of impairment. For financial assets where concessions are contemplated but not granted, the asset is deemed credit-impaired when there is observable evidence of credit-impairment including meeting the definition of default. The definition of default includes unlikeliness to pay indicators and a back- stop if amounts are overdue for 90 days or more. However, in cases where the assets impairment is not recognized after 90 days overdue are supported by reasonable information.

Purchased or Originated Credit-Impaired (POCI) Financial Assets
POCI financial assets are treated differently because the asset is credit-impaired at initial recognition. For these assets, the Bank recognizes all changes in lifetime ECL since initial recognition as a loss allowance with any changes recognized in the statement of income. A favorable change for such assets creates an impairment gain.

Definition of Default
Critical to the determination of ECL is the definition of default. The definition of default is used in measuring the amount of ECL and in the determination of whether the loss allowance is based on 12-month or lifetime ECL, as default is a component of the probability of default (PD) which affects both the measurement of ECLs and the identification of a significant increase in credit risk below.

The Bank considers the following as constituting an event of default:

- The borrower is past due more than 90 days on any material credit obligation to the Bank; or
- The borrower is unlikely to pay its credit obligations to the Bank in full.

The definition of default is appropriately tailored to reflect different characteristics of different types of assets. Overdrafts are considered as being past due once the customer has breached an advised limit or has been advised of a limit smaller than the current amount outstanding.

When assessing if the borrower is unlikely to pay its credit obligation, the Bank takes into account both qualitative and quantitative indicators. The information assessed depends on the type of the asset. For example, in corporate lending, a qualitative indicator used is the breach of covenants, which is not relevant for retail lending. Quantitative indicators, such as overdue status and non-payment on another obligation of the same counterparty are key inputs in this analysis. The Bank uses a variety of sources of information to assess default that is either developed internally or obtained from external sources.

Significant Increase in Credit Risk
The Bank monitors all financial assets, issued loan commitments, and financial guarantee contracts that are subject to the impairment requirements to assess whether there has been a significant increase in credit risk since initial recognition. If there has been a significant increase in credit risk, the Bank measures the loss allowance based on lifetime rather than 12-month ECL.

The Bank's accounting policy is not to use the practical expedient that financial assets with 'low' credit risk at the reporting date are deemed not to have had a significant increase in credit risk. As a result, the Bank monitors all financial assets, issued loan commitments, and financial guarantee contracts that are subject to impairment for significant increase in credit risk.

In assessing whether the credit risk on a financial instrument has increased significantly since initial recognition, the Bank compares the risk of a default occurring on the financial instrument at the reporting date, based on the remaining maturity of the instrument, with the risk of a default occurring that was anticipated for the remaining maturity at the current reporting date when the financial instrument was first recognized. In making this assessment, the Bank considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information that is available without undue cost or effort, based on the Bank's historical experience and expert credit assessment including forward-looking information.

Multiple economic scenarios form the basis of determining the probability of default at initial recognition and at subsequent reporting dates. Different economic scenarios will lead to a different probability of default. It is the weighting of these different scenarios that forms the basis of a weighted average probability of default that is used to determine whether credit risk has significantly increased.

For corporate lending, forward-looking information includes the future prospects of the industries in which the Bank's counterparties operate, obtained from economic expert reports, financial analysts, governmental bodies, relevant think-tanks and other similar organizations, as well as consideration of various internal and external sources of actual and forecast economic information. For retail lending, forward-looking information includes the same economic forecasts as corporate lending with additional forecasts of local economic indicators, particularly for regions with a concentration to certain industries, as well as internally generated information of customer payment behavior. The Bank allocates its counterparties to a relevant internal credit risk grade depending on their credit quality. The quantitative information is a primary indicator of significant increase in credit risk and is based on the change in lifetime PD by comparing:

- The remaining lifetime PD at the reporting date; with
- The remaining lifetime PD for this point in time that was estimated based on facts and circumstances at the time of initial recognition of the exposure.

The probability of default is considered forward-looking, and the Bank uses the same methodologies and data used to measure the loss allowance for expected credit loss.

The qualitative factors that indicate significant increase in credit risk are reflected in PD models on a timely basis. However the Bank still considers separately some qualitative factors to assess if credit risk has increased significantly. For corporate lending, there is particular focus on assets that are included on a 'watch list'. An exposure is on a watch list once there is a concern that the creditworthiness of the specific counterparty has deteriorated. For retail lending, the Bank considers the expectation of forbearance and payment holidays, credit scores and events such as unemployment, bankruptcy, divorce or death.

Given that a significant increase in credit risk since initial recognition is a relative measure, a given change, in absolute terms, in the PD will be more significant for a financial instrument with a lower initial PD than for a financial instrument with a higher PD.

As a backstop when an asset becomes more than (30) days past due, the Bank considers that a significant increase in credit risk has occurred, and the asset is in stage 2 of the impairment model, i.e. the loss allowance is measured as the lifetime ECL.

Modification and De-recognition of Financial Assets

A modification of a financial asset occurs when the contractual terms governing the cash flows of a financial asset are renegotiated or otherwise modified between initial recognition and maturity of the financial asset. A modification affects the amount and/or timing of the contractual cash flows either immediately or at a future date. In addition, the introduction or adjustment of existing covenants of an existing loan would constitute a modification even if these new or adjusted covenants do not yet affect the cash flows immediately but may affect the cash flows depending on whether the covenant is or is not met (e.g. a change to the increase in the interest rate that arises when covenants are breached).

The Bank renegotiates loans to customers in financial difficulty to maximize collection and minimize the risk of default. A loan forbearance is granted in cases where although the borrower made all reasonable efforts to pay under the original contractual terms, there is a high risk of default, or default has already happened, and the borrower is expected to be able to meet the revised terms. The revised terms in most of the cases include an extension of the maturity of the loan, changes to the timing of the cash flows of the loan (principal and interest repayment), reduction in the amount of cash flows due (principal and interest forgiveness) and amendments to covenants. The Bank has an established forbearance policy, which applies for corporate and retail lending.

When a financial asset is modified, the Bank assesses whether this modification results in derecognition. In accordance with the Bank's policy, a modification results in derecognition when it gives rise to substantially different terms. To determine if the modified terms are substantially different from the original contractual terms, the Bank considers the following:

- Qualitative factors, such as contractual cash flows after modification are no longer SPPI, change in currency or change of counterparty, the extent of change in interest rates, maturity, covenants. If these do not clearly indicate a substantial modification, then;
- A quantitative assessment is performed to compare the present value of the remaining contractual cash flows under the original terms with the contractual cash flows under the revised terms, both amounts discounted at the original effective interest.

In the case where the financial asset is derecognized, the loss allowance for ECL is re-measured at the date of derecognition to determine the net carrying amount of the asset at that date. The difference between this revised carrying amount and the fair value of the new financial asset with the new terms will lead to a gain or loss on derecognition. The new financial asset will have a loss allowance measured based on 12-month ECL except in the rare occasions where the new loan is considered to be originated- credit impaired. This applies only in the case where the fair value of the new loan is recognized at a significant discount to its revised per mount because there remains a high risk of default which has not been reduced by the modification. The Bank monitors credit risk of modified financial assets by evaluating qualitative and quantitative information, such as if the borrower is in past due status under the new terms.

When the contractual terms of a financial asset are modified, and the modification does not result in derecognition, the Bank determines if the financial asset's credit risk has increased significantly since initial recognition by comparing:

- The remaining lifetime PD estimated based on data at initial recognition and the original contractual terms; with
- The remaining lifetime PD at the reporting date based on the modified terms.

For financial assets modified as part of the Bank's forbearance policy, where modification did not result in derecognition, the estimate of PD reflects the Bank's ability to collect the modified cash flows taking into account the Bank's previous experience of similar forbearance action, as well as various behavioral indicators, including the borrower's payment performance against the modified contractual terms. If the credit risk remains significantly higher than what was expected at initial recognition, the loss allowance will continue to be measured at an amount equal to lifetime ECL. The loss allowance on forborne loans will generally only be measured based on 12-month ECL when there is evidence of the borrower's improved repayment behavior following modification leading to a reversal of the previous significant increase in credit risk.

Where a modification does not lead to derecognition, the Bank calculates the modification gain/loss comparing the gross carrying amount before and after the modification (excluding the ECL allowance). Then the Bank measures ECL for the modified asset, where the expected cash flows arising from the modified financial asset are included in calculating the expected cash shortfalls from the original asset.

The Bank derecognizes a financial asset only when the contractual rights to the asset's cash flows expire (including expiry arising from a modification with substantially different terms), or when the financial asset and substantially all the risks and rewards of ownership of the asset are transferred to another entity. If the Bank neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Bank recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If the Bank retains substantially all the risks and rewards of ownership of a transferred financial asset, the Bank continues to recognize the financial asset and recognizes a collateralized borrowing for the proceeds received.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain/loss that had been recognized in OCI and accumulated in equity is recognized in consolidated statement of profit or loss, with the exception of equity investment designated as measured at fair value through other comprehensive income, where the cumulative gain/loss previously recognized in OCI is not subsequently reclassified to the consolidated statement of profit or loss.

Write-off

Financial assets are written off when the Bank has no reasonable expectations of recovering the financial asset. This is the case when the Bank determines that the borrower does not have assets or sources of income that could generate sufficient cash flows to repay the amounts subject to the write-off. A write-off constitutes a derecognition event. The Bank may apply enforcement activities to financial assets written off. Recoveries resulting from the Bank's enforcement activities will result in impairment gains in the consolidated statement of profit or loss.

Presentation of the Allowance for Expected Credit Loss in the Consolidated Statement of Financial Position
Loss allowances are presented in the statement of financial position as follows:

- For financial assets measured at amortized cost: as a deduction from the gross carrying amount of the assets;
- For debt instruments measured at fair value through other comprehensive income: no loss allowance is recognized in the consolidated statement of financial position as the carrying amount is at fair value. However, the loss allowance is included as part of the revaluation amount in the investment's revaluation reserve.
- For loan commitments and financial guarantee contracts: as a provision; and
- Where a financial instrument includes both a drawn and an undrawn component, and the Bank cannot identify the ECL on the loan commitment component separately from those on the drawn component: The Bank presents a collective loss allowance for both components. The combined amount is presented as a deduction from the gross carrying amount of the drawn component. Any excess of the loss allowance over the gross amount of the drawn component is presented as a provision.

Financial Liabilities and Equity
Debt and equity instruments issued are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangement.

A financial liability is a contractual obligation to deliver cash or another financial asset, or to exchange financial assets or financial liabilities with another entity under conditions potentially unfavorable to the Bank, or a contract that will or may be settled in the Bank's own equity instruments and is a non-derivative contract for which the Bank is or may be obliged to deliver a variable number of its own equity instruments, or a derivative contract over own equity that will or may be settled other than by the exchange of a fixed amount of cash (or another financial asset) for a fixed number of the Group's own equity instruments related to the Bank.

Equity Instruments
Paid up Capital
An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities. Equity instruments issued by the Bank are recognized at the proceeds received, net of direct issuance costs.

Treasury Shares
Repurchase of the Bank's own equity instruments is recognized and deducted directly in equity. No gain or loss is recognized in statement of income on the purchase, sale, issue or cancellation of the Bank own equity instruments related to the Bank.

Compound Instruments
The component parts of compound instruments (e.g. convertible notes) issued by the Bank are classified separately as financial liabilities and equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and an equity instrument. A conversion option that will be settled by the exchange of a fixed amount of cash or another financial asset for a fixed number of the Company's own equity instruments is an equity instrument.

At the date of issue, the fair value of the liability component is estimated using the prevailing market interest rate for similar non-convertible instruments. In the case there are non-closed related embedded derivatives, these are separated first with the remainder of the financial liability being recorded on an amortized cost basis using the effective interest method until extinguished upon conversion or at the instrument's maturity date.

Financial Liabilities
Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss or 'other financial liabilities.

Financial Liabilities at Fair Value through Profit or Loss
Financial liabilities are classified as at fair value through the profit or loss when the financial liability is (i) held for trading, or (ii) it is designated as at fair value through of profit or loss. A financial liability is classified as held for trading if:

- It has been incurred principally for the purpose of repurchasing it in the near term; or
- On initial recognition, it is part of a portfolio of identified financial instruments that the Bank manages together and has a recent actual pattern of short-term profit-taking; or
- It is a derivative that is not designated and effective as a hedging instrument.
- A financial liability, other than a financial liability held for trading, or contingent consideration that may be paid by an acquirer as part of a business combination, may be designated as at fair value through profit or loss upon initial recognition if:
- Such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- The financial liability forms part of a group of financial assets or financial liabilities or both, which is managed, and its performance is evaluated on a fair value basis, in accordance with the Bank's documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- It forms part of a contract containing one or more embedded derivatives, and IFRS 9 permits the entire hybrid (combined) contract to be designated as at fair value through profit or loss.

Financial liabilities at fair value through profit or loss are stated at fair value, with any gains/losses arising on re-measurement recognized in the consolidated statement of profit or loss to the extent that they are not part of a designated hedging relationship. The net gain/loss recognized in the consolidated statement of profit or loss incorporates any interest paid on the financial liability and is included in the 'net income from other financial instruments at fair value through the statement of income line item in the statement of profit or loss.

However, for non-derivative financial liabilities designated as at fair value through profit or loss, the amount of change in the fair value of the financial liability attributable to changes in the credit risk of that liability is recognized in OCI, unless the recognition of the effects of changes in the liability's credit risk in OCI would create or enlarge an accounting mismatch in the statement of income. The remaining amount of change in the fair value of liability is recognized in the consolidated statement of profit or loss. Changes in fair value attributable to a financial liability's credit risk that are recognized in OCI are not subsequently reclassified to consolidated statement of profit or loss; instead, they are transferred to retained earnings upon derecognition of the financial liability.

For issued loan commitments and financial guarantee contracts designated as at fair value through profit or loss, all gains and losses are recognized in statement of income.

In making the determination of whether recognizing changes in the liability's credit risk in other comprehensive income will create or enlarge an accounting mismatch in consolidated statement of profit or loss, the Bank assesses whether it expects that the effects of changes in the liability's credit risk will be offset in consolidated statement of profit or loss by a change in the fair value of another financial instrument measured at fair value through profit or loss.

Other Financial Liabilities
Other financial liabilities, including deposits and borrowings, are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortized cost using the effective interest method. The effective interest method is a method of calculating the amortized cost of a financial liability and of allocating interest expense over the relevant period. The Effective Interest Rate (EIR) is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or, where appropriate, a shorter period, to the net carrying amount on initial recognition. For details on EIR, see the "net interest income section" above.

Derecognition of Financial Liabilities
The Bank derecognizes financial liabilities when, and only when, the Bank's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognized and the consideration paid and payable is recognized in the consolidated statement of profit or loss.

When the Bank exchanges with the existing lender one debt instrument into another one with substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Bank accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability. It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate, is at least 10 percent different from the discounted present value of the remaining cash flows of the original financial liability

Derivative Financial Instruments
The Bank enters into a variety of derivative financial instruments some of which are held for trading while others are held to manage its exposure to interest rate risk; credit risk; and foreign exchange rate risk. Held derivatives include foreign exchange forward contracts, interest rate swaps, cross currency interest rate swaps, and credit default swaps.

Derivatives are initially recognized at fair value at the date a derivative contract is entered into and are subsequently re-measured to their fair value at each balance sheet date. The resulting gain/loss is recognized in profit or loss immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in profit or loss depends on the nature of the hedge relationship. The Bank designates certain derivatives as either hedges of the fair value of recognized assets, liabilities, or firm commitments (fair value hedges), hedges of highly probable forecast transactions, hedges of foreign currency risk of firm commitments (cash flow hedges), or hedges of net investments in foreign operations (net investment hedges).

A derivative with a positive fair value is recognized as a financial asset whereas a derivative with a negative fair value is recognized as a financial liability. A derivative is presented as a non-current asset or a non-current liability if the remaining maturity of the instrument is more than 12 months, and it is not expected to be realized or settled within 12 months. Other derivatives are presented as current assets or current liabilities.

Embedded derivatives
Derivatives embedded in financial liabilities or other non-financial asset host contracts are treated as separate derivatives when their risks and characteristics are not closely related to those of the host contracts, and the host contracts are not measured at fair value through profit or loss.

An embedded derivative is presented as a non-current asset or a non-current liability if the remaining maturity of the hybrid instrument to which the embedded derivative relates is more than 12 months and is not expected to be realized or settled within 12 months. Other embedded derivatives are presented as current assets or current liabilities.

Financial Guarantee Contracts
A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payments when due in accordance with the terms of a debt instrument.
Financial guarantee contracts issued by a group entity are initially measured at their fair values and, if not designated as at fair value through profit or loss and not arising from a transfer of a financial asset, are subsequently measured at the higher of:
- The amount of the loss allowance determined in accordance with IFRS 9; and
- The amount initially recognized less, where appropriate, the cumulative amount of income recognized in accordance with the Bank's revenue recognition policies.

Financial guarantee contracts not designated at fair value through profit or loss are presented as provisions in the consolidated statement of financial position, and the re-measurement is presented in other revenue.

The Bank has not designated any financial guarantee contracts as at fair value through profit or loss.

Commitments to Provide a Loan at a Below-Market Interest Rate
Commitments to provide a loan at a below-market interest rate are initially measured at their fair values and, if not designated as at fair value through the statement of profit or loss, are subsequently measured at the higher of:
- The amount of the loss allowance determined in accordance with IFRS 9; and
- The amount initially recognized less, where appropriate, the cumulative amount of income recognized in accordance with the Bank's revenue recognition policies, which is higher.

Commitments to provide a loan below market rate not designated at fair value through profit or loss are presented as provisions in the consolidated statement of financial position and the re-measurement is presented in other revenue.

The Bank has not designated any commitments to provide a loan below market rate designated at fair value through the statement of profit or loss.

Financial Derivatives and Hedge Accounting
Derivatives for Trading
The fair value of derivative financial instruments held for trading (such as future foreign exchange contracts, future interest contracts, swaps contracts, foreign exchange rate option rights) is recognized in the consolidated statement of financial position. Moreover, fair value is determined at the prevailing market prices. If these prices are not available, the assessment method should be mentioned, and the amount of changes in fair value should be recognized in the consolidated statement of profit or loss.

Hedge Accounting
The Bank designates certain derivatives as hedging instruments in respect of foreign currency risk and interest rate risk in fair value hedges, cash flow hedges, or hedges of net investments in foreign operations, as appropriate. Hedges of foreign exchange risk on firm commitments are accounted for as cash flow hedges. The Bank does not apply fair value hedge accounting of portfolio hedges of interest rate risk. In addition, the Bank does not use the exemption to continue using IAS 39 hedge accounting rules, i.e. the Bank applies IFRS 9 hedge accounting rules in full.

At the inception of the hedge relationship, the Bank documents the relationship between the hedging instrument and the hedged item, along with its risk management objectives and its strategy for undertaking various hedge transactions. Furthermore, at the inception of the hedge and on an ongoing basis, the Bank documents whether the hedging instrument is effective in offsetting changes in fair values or cash flows of the hedged item attributable to the hedged risk, which is when the hedging relationships meet all of the following hedge effectiveness requirements:
- There is an economic relationship between the hedged item and the hedging instrument;
- The effect of credit risk does not dominate the value changes that result from that economic relationship; and
- The hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Bank actually hedges, and the quantity of the hedging instrument that the Bank actually uses to hedge that quantity of the hedged item.

The Bank rebalances a hedging relationship in order to comply with the hedge ratio requirements when necessary. In such cases discontinuation may apply to only part of the hedging relationship. For example, the hedge ratio might be adjusted in such a way that some of the volume of the hedged item is no longer part of a hedging relationship, hence hedge accounting is discontinued only for the volume of the hedged item that is no longer part of the hedging relationship.

If a hedging relationship ceases to meet the hedge effectiveness requirement relating to the hedge ratio but the risk management objective for that designated hedging relationship remains the same, the Bank adjusts the hedge ratio of the hedging relationship (i.e. rebalances the hedge) so that it meets the qualifying criteria again.

In some hedge relationships, the Bank designates only the intrinsic value of options. In this case, the fair value change of the time value component of the option contract is deferred in OCI, over the term of the hedge, to the extent that it relates to the hedged item and is reclassified from equity to profit or loss when the hedged item does not result in the recognition of a non-financial item. The Bank's risk management policy does not include hedges of items that result in the recognition of non-financial items, because the Bank's risk exposures relate to financial items only.

The hedged items designated by the Bank are time-period related hedged items, which means that the amount of the original time value of the option that relates to the hedged item is amortized from equity to profit or loss on a rational basis (e.g. straight-line) over the term of the hedging relationship.

In some hedge relationships, the Bank excludes from the designation the forward element of forward contracts or the currency basis spread of cross currency hedging instruments. In this case, a similar treatment is applied to the one applied for the time value of options. The treatment for the forward element of a forward contract and the currency basis element is optional, and the option is applied on a hedge- by- hedge basis, unlike the treatment for the time value of the options which is mandatory. For hedge relationships with forwards, or foreign currency derivatives such as cross currency interest rate swaps, where the forward element or the currency basis spread is excluded from the designation, the Bank generally recognizes the excluded element in OCI.

The fair values of the derivative instruments used for hedging purposes and movements in the hedging reserve are determined in equity.

Fair Value Hedges
The fair value change on qualifying hedging instruments is recognized in the consolidated statement of profit or loss except when the hedging instrument hedges an equity instrument designated at fair value through other comprehensive income in which case it is recognized in other comprehnsive income. The Bank has not designated fair value hedge relationships where the hedging instrument hedges an equity instrument designated at fair value through other comprehensive income.

The carrying amount of a hedged item not already measured at fair value is adjusted for the fair value change attributable to the hedged risk with a corresponding entry in profit or loss. For debt instruments measured at fair value through other comprehensive income, the carrying amount is not adjusted as it is already at fair value, but the part of the fair value gain or loss on the hedged item associated with the hedged risk is recognized in profit or loss instead of other comprehnsive income. When the hedged item is an equity instrument designated at fair value through other comprehensive income, the hedging gain/loss remains in other comprehensive income to match that of the hedging instrument.

Where hedging gains/losses are recognized in the consolidated statement of profit or loss, they are recognized in the same line as the hedged item.

The Bank discontinues hedge accounting only when the hedging relationship (or a part thereof) ceases to meet the qualifying criteria (after rebalancing, if applicable). This includes instances when the hedging instrument expires or is sold, terminated or exercised. The discontinuation is accounted for prospectively. The fair value adjustment to the carrying amount of hedged items for which the EIR method is used (i.e. debt instruments measured at amortized cost or at fair value through other comprehensive income) arising from the hedged risk is amortized to profit or loss commencing no later than the date when hedge accounting is discontinued.

Cash Flow Hedges
The effective portion of changes in the fair value of derivatives and other qualifying hedging instruments that are designated and qualify as cash flow hedges is recognized in the cash flow hedging reserve, a separate component of other comprehensive income, limited to the cumulative change in fair value of the hedged item from inception of the hedge less any amounts recycled to profit or loss consolidated statement.

Amounts previously recognized in other comprehensive income and accumulated in equity are reclassified to profit or loss in the periods when the hedged item affects profit or loss, in the same line as the recognized hedged item. If the Bank no longer expects the transaction to occur, that amount is immediately reclassified to profit or loss consolidated statement.

The Bank discontinues hedge accounting only when the hedging relationship (or a part thereof) ceases to meet the qualifying criteria (after rebalancing, if applicable). This includes instances when the hedging instrument expires or is sold, terminated or exercised, or where the occurrence of the designated hedged forecast transaction is no longer considered to be highly probable. The discontinuation is accounted for prospectively. Any gain/loss recognized in other comprehensive income and accumulated in equity at that time remains in equity and is recognized when the forecast transaction is ultimately recognized in profit or loss. When a forecast transaction is no longer expected to occur, the gain/loss accumulated in equity is reclassified and recognized immediately in profit or loss consolidated statement.

Hedges of Net Investments in Foreign Operations
Hedges of net investments in foreign operations are accounted for similarly to cash flow hedges. Any gain/loss on the hedging instrument relating to the effective portion of the hedge is recognized in other comprehensive income and accumulated in the foreign currency translation reserve.

Gains and losses on the hedging instrument relating to the effective portion of the hedge accumulated in the foreign currency translation reserve are reclassified to the statement of profit or loss in the same way as exchange differences relating to the foreign operation as described above.

Offsetting
Financial assets and financial liabilities are offset, and the net amount reported in the consolidated statement of financial position, when there is a legally enforceable right to offset the recognized amounts and the Bank intends to either settle them on a net basis, or to realize the asset and settle the liability simultaneously.

Managed Accounts for the Benefit of Clients
The accounts that are managed by the Bank on behalf of clients and at their own risk, are not considered assets of the Bank, and a provision is prepared against the decrease in the value of the capital – guaranteed portfolios managed in favor of clients for their capital.

Management fees and commission are shown in the consolidated statement of profit or loss.

Fair value
Fair value is defined as the price at which an asset is to be sold or paid to convert any of the liabilities in a structured transaction between the market participants on the measurement date, irrespective of whether the price can be realized directly or whether it is estimated using another valuation technique. When estimating the fair value of an asset or liability, the Bank takes into consideration when determining the price of any asset or liability whether market participants are required to consider these factors at the measurement date. The fair value for measurement and / or disclosure purposes in these financial statements is determined on the same basis, except for measurement procedures that are similar to fair value procedures and are not fair value such as fair value as used in IAS 36.

In addition, fair value measurements are classified for the purposes of financial reporting to level (1), (2) or (3) based on the extent to which the inputs are clear concerning the fair value measurements and the importance of inputs to the full fair value measurements. These are as follows:

Level (1) inputs:	inputs derived from quoted (unadjusted) prices of identical assets or liabilities in active markets that an enterprise can obtain on the measurement date;
Level (2) inputs:	inputs derived from data other than quoted prices used at level 1 and observable for assets or liabilities, either directly or indirectly;
Level (3) inputs:	are inputs to assets or liabilities that are not based on observable market prices.

Provisions
Provisions are recognized when the Bank has an obligation at the date of the consolidated statement of financial position arising from a past event, and the costs to settle the obligation are both probable and can be reliably measured.

End-of-Service Indemnity
The basis for the computation of the provision for end of service indemnity is one month for each year of service for employees not covered by social security law regulations.

Compensation to employees is recorded in the provision for end of service indemnity when paid, and the obligation provision incurred by the Bank for the end of service indemnity for employees is recorded in the consolidated statement of profit or loss.

Income Tax
- Tax expense comprises accrued tax and deferred taxes.
- Accrued tax is based on taxable profits, which may differ from accounting profits published in the consolidated financial statements. Accounting profits may include non-taxable profits or tax non- deductible expenses which may be exempted in the current or subsequent financial years, or accumulated losses that are tax acceptable or items not subject to deduction for tax purposes.
- Tax is calculated based on tax rates and laws that are applicable in the country of operation.
- Deferred tax is the tax expected to be paid or recovered due to temporary differences between the tax bases of assets and liabilities in the consolidated financial statements and their carrying amounts for financial reporting purposes. Deferred tax assets and liabilities are measured at the tax rates expected to be applied in the period when the asset is realized or the liability is settled, based on the laws enacted or substantially enacted at the date of the consolidated statement of financial position.
- The carrying values of deferred tax assets are reviewed at the date of the consolidated financial statement and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilized.
- The Bank calculated deferred taxes according to the requirements of IFRS (12).

Assets Seized by the Bank
Assets seized by the Bank are recorded in the consolidated statement of financial position among other assets at seized value or at fair value, whichever is least. At the date of the consolidated financial statements seized assets are revalued individually at fair value; any impairment loss is recorded in the consolidated statement of profit or loss while any increase in the value is not recorded as revenue; any subsequent increase in value is recognized only to the extent of not exceeding the previously recorded impairment losses. In addition, according to the instructions of the Central Bank of Jordan, the Bank started booking gradual provisions against seized assets which violated the requirements of article number (48) of the Banking Law at an annual rate of 5% from its net book value for the previous years and for the current year until October 10, 2022, where, Central Bank of Jordan issued new circular that cancelled the previous requirements, in relation to sized assets additional provisions, however, required maintaining the booked additional provisions and allowed reversing it only upon the disposal of the related asset.

Mortgaged Financial Assets
These financial assets are mortgaged to third parties with the right to (sell or re-mortgage). These financial assets are revalued according to the accounting policies at the date of initial classification.

Repurchase and Resale Agreements
Assets sold with a simultaneous commitment to repurchase at a specified future date (repos) will continue to be recognized in the Bank's consolidated financial statements. This is due to the Bank's continuing control of these assets and the fact that exposure to the risks and rewards of these assets remains with the Bank. These assets continue to be evaluated in accordance with the applied accounting policies (where the buyer has the right to use these assets (sell or re-lien), they are reclassified as lined financial assets). The proceeds of the sale are recorded under loans and borrowings. The difference between the sale and the repurchase price is recognized as an interest expense over the agreement term using the effective interest rate method.

Assets purchased with a corresponding commitment to resell at a specified future date (reverse repos) are not recognized in the Bank's consolidated financial statements since the Bank is not able to control these assets or the associated risks and benefits. The related payments are recognized as part of deposits at banks and financial institutions or direct credit facilities as applicable, and the difference between the purchase and resale price is recognized as interest income over the agreement term using the effective interest rate method.

Property and Equipment
Property and equipment are measured at cost less accumulated depreciation and any impairment. Property and equipment (except land) are depreciated when ready for use using the straight-line method over their expected useful life. The depreciation rates used are as follows:

	%
Buildings	**2-10**
Equipment, furniture and fixtures	**9-20**
Vehicles	**15-20**
Computer	**15-20**
Improvements and Decroations	**15-20**

- If such indication exists and when the carrying values exceed the estimated recoverable amounts, the assets are written down to their recoverable amount, and the impairment is charged to consolidated statement of profit or loss.
- The useful life of property and equipment is reviewed at each year end, and changes in the expected useful life are treated as changes in accounting estimates.
- An item of property and equipment is derecognized upon disposal or when no future economic benefits are expected from its use or disposal.

Intangible Assets
- Intangible assets acquired through a business combination are recorded at their fair value on that date. Other intangible assets are measured on initial recognition at cost.
- Intangible assets are classified on the basis of their useful life as definite and indefinite useful lives. Intangible assets with finite lives are amortized over the useful economic life and the amortized amount will be reported in the consolidated statement of profit or loss, while intangible assets with indefinite useful lives are assessed for impairment amount at each consolidated financial statement reporting date and the amortization amount will be reported in the consolidated statement of profit or loss.
- Internally generated intangible assets are not capitalized and are expensed in the consolidated statement of profit or loss in the same period.
- Indications of impairment of intangible assets are reviewed for and their useful economic lives are reassessed at each reporting date of the consolidated financial statements. Adjustments are reflected in the current and subsequent periods.
- Computer's software and applications are amortized according to the straight-line method over their estimated economic useful lives at an annual amortization rate of 15%-20%.

Foreign Currencies
For the purpose of the consolidated financial statements, the results and financial position of each entity of the Group are presented in the functional currency unit of the Bank and the presentation currency of the consolidated financial statements.

The standalone financial statements of the Bank's subsidiaries are prepared. Moreover, the standalone financial statements of each entity of the Group are presented in the functional currency in which it operates. Transactions in currencies other than the functional currency of the Bank are recorded at the rates of exchange prevailing at the dates of those transactions. At the consolidated financial position date, financial assets and liabilities denominated in foreign currencies are translated at the rates of exchange prevailing at that date. Non-monetary items carried at fair value that are denominated in foreign currencies are translated at the exchange rates at the date when the fair value was determined. Non-monetary items measured at historical cost in a foreign currency are not reclassified.

Exchange differences are recognized in the consolidated statement of profit or loss in the period in which they arise except for:
- Foreign exchange differences on transactions made in order to hedge foreign exchange risk.
- Foreign exchange differences on monetary items required to / from a foreign operation that are not planned to be settled, are unlikely to be settled in the near future (and therefore, these differences form part of the net investment in the foreign operation), and are initially recognized in the comprehensive income consolidated statement and reclassified from equity to the profit or loss consolidated statement when selling or partially disposing of net investment.

In order to present the consolidated financial statements, the assets and liabilities of the Bank's foreign operations are translated at the rates of exchange prevailing at the consolidated statement of financial position date. Income is also converted to average exchange rates for the period, unless exchange rates change significantly during that period, in which case the exchange rates are used on the date of the transactions. Exchange differences arising, if any, are recognized in other consolidated statement of comprehensive income and collected in a separate line item of equity.

When foreign operations are disposed of (i.e. disposal of the Bank's entire share from foreign operations, or resulting from the loss of control of a subsidiary in foreign operations, or partial exclusion by its share in a joint arrangement, or an associate company of a foreign nature in which the share held is a financial asset), all foreign exchange differences accumulated in a separate item under equity in respect of that transaction attributable to the Bank shareholders are reclassified to the consolidated statement of profit or loss.

In addition, in respect of the partial disposal of a subsidiary involving foreign operations that do not result in the Bank losing control of the subsidiary, its share of the accumulated exchange differences is credited to net comprehensive income at a rate that is derecognized and not recognized in the consolidated statement of profit or loss. For all other partial liquidation (such as partial liquidation of associates or joint ventures that do not result in the Bank losing significant influence or joint control), the share of accumulated exchange differences is reclassified to the consolidated statement of profit or loss.

Cash and Cash Equivalents
Cash and cash equivalents represents items that mature within a period of three months, including cash and balances with central banks and balances at banks and financial, less banks and financial institutions deposits that mature within three months and restricted balances.

Leases
The Bank as a lessee
The Bank should be evaluating whether the leasing contract included while starting the contract. The right of use assets and leasing obligations should be recognized by the bank regarding all leasing obligations, except for short-term leasing contracts (12 months or less) and the leasing contracts with low value, in regards to these contracts the bank should recognized to these leases as operating expense using the straight-line method over the life of the lease. The initial direct costs incurred in the discussion and arrangement of the operating contract are added to the carrying amount of the leased assets and recognized in accordance with the straight-line method over the lease term.

Leases are classified as finance leases when the terms of the lease provide for substantially all the risks and rewards of ownership of the lessee. All other leases are classified as operating leases.

Leasing payments included in the rental obligation measurement include:
- Fixed leasing payments (essentially included on fixed payments), minus lease incentives receivable;
- Variable rental payments based on an indicator or rate, initially measured using the index or rate at the start date of the contract;
- The amount expected to be paid by the lessor under the remaining value guarantees;
- The price of buying options, if the lessor is reasonably sure of practicing the options; and
- Pay termination fines, if the leasing contract was reflected the terminating the lease.

Leasing obligations has to be presented as separate item to the consolidated statement of financial position.

Lease obligations are subsequently measured by increasing the book value to reflect interest on rental obligations (using the effective interest method) and by reducing the book value to reflect rental payments.

Lease obligations are premeasured (and a similar adjustment to the relevant right of use assets) whenever:

- The period of lease has been changed or there has been an event or change in circumstances that lead to a change in the evaluation of the practice of purchase, in which case the lease obligations are re-assessed by the way adjusted rental payments are deducted using the adjusted discount rate.
- Rental payments change due to changes in index, rate or change in expected payments under the guaranteed remaining value, in which case the rental obligation is remeasured by deducting adjusted rental payments using a non-variable discount rate (unless rental payments change due to change in the floating interest rate, in which case the adjusted discount rate is used).
- The lease contract is adjusted and the lease adjustment is not accounted for as a separate lease, in which case the lease obligation is remeasured based on the duration of the adjusted lease by deducting adjusted rental payments using the adjusted rate discount rate at the actual rate on the date of the amendment.

The assets of the right of use are consumed over the duration of the lease or the productive life of the asset (which is shorter). If the lease transfers ownership of the underlying asset or the cost of the right of use, which reflects that the bank expects to exercise the purchase option, the value of the relevant right of use is consumed over the productive life of the asset.

Right of use assets has to be presented as separate item to the consolidated statement of financial position.

The Bank applies IAS No. (36) To determine whether the value of the right of use has depreciated and calculates any impairment losses as described in the "Property and Equipment" policy.

Variable rents that do not rely on an indicator or rate are not included in the measurement of rental obligations and right-of-use assets. Related payments are listed as an expense in the period in which the event or condition that leads to these payments occurs and is included in the "Other Expenses" line in the profit or loss consolidated statement.

The Bank as a lessor

The Bank enters into lease contracts as a lessor in regard with some investment properties.

Leases in which the bank is leased are classified as financing or operating leases. If the terms of the lease transfer all the risks and benefits of the property to the tenant, the contract is classified as a financing lease and all other leases are classified as operating leases.

When the Bank is an intermediate, it represents the main lease and subcontract as separate contracts. The sub-lease is classified as financing or an operating lease by reference to the origin of the right of use arising from the main lease.

Lease income from operating leases is recognized on a straight-line basis over the relevant lease period. The initial direct costs incurred in the negotiation and arrangement of an operating lease are added to the book value of the leased asset and are recognized on straight-line basis over the lease period.

The amounts that dues by lessors under the leases are recognized as dues by the amount of the company's net investment in leases. The income of the financing leases is allocated to the accounting periods to reflect a fixed periodic return rate on the bank's existing net investment in relation to leases.

When the contract includes leasing components and components other than leasing, the Bank applies IFRS 15 to distribute the amounts received or received under the contract for component.

Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash balances with central banks and balances with banks and financial institutions that mature within three months, less banks' and financial institutions' deposits that mature within three months and restricted balances.

Earning per share

Earning per share are calculated by dividing the ptofit of loss for the year attributable to the company's shareholders by the weighted avaergae number of ordinary shares during the year. The diluted earning per share is calculated by adjusting the profit or loss for the year attributable to the Banks's shareholders and the weighted average number of ordinary shares so as to show the effect on the shares of all ordinary shares tarded during the year and the potential decline in its return.

3. Adoption of new and revised Standards

New and amended IFRS Standards that are effective for the current year

The following new and revised IFRSs, which became effective for annual periods beginning on or after January 1, 2025, have been adopted in these consolidated financial statements. The application of these revised IFRSs has not had any material impact on the amounts reported for the current and prior years but may affect the accounting for future transactions or arrangements.

- Amendments to IAS 21 – Lack of Exchangeability.
- Amendments to the SASB standards to enhance their international applicability

The Group has not applied the new and revised IFRS Accounting Standards that have been issued but are not yet effective, management is in the process of assessing the impact of the new requirements.

New and revised IFRS Accounting Standards	Effective for annual periods beginning on or after
Amendments IFRS 9 and IFRS 7 regarding the classification and measurement of financial instruments	**January 1, 2026**
Annual Improvements to IFRS Accounting Standards — Volume 11	**January 1, 2026**
IFRS - 18 Presentation and Disclosures in Financial Statements	**January 1, 2027**
IFRS - 19 Subsidiaries without Public Accountability	**January 1, 2027**
Amendments to Greenhouse Gas Emissions Disclosures (Amendments to IFRS S2)	**January 1, 2027**

Management anticipates adopting these new standards, interpretations, and amendments in the Group's consolidated financial statements during the initial application period. Furthermore, they expect that adopting these new standards, interpretations, and amendments will not have any significant impact on the Group's consolidated financial statements during the initial application period except for IFRS - 18 related to presentation and disclosures in the financial statements.

4.Significant Accounting Judgments and key Sources of Uncertainty Estimates

Preparation of the consolidated financial statements and application of accounting policies require management to make judgments, estimates, and assumptions that affect the amounts of financial assets and financial liabilities, and to disclose potential liabilities. Moreover, these estimates and judgments affect revenues, expenses, and provisions, in general; as well as expected credit losses and changes in fair value that appear in the consolidated statement of comprehensive income and within shareholders' equity. In particular, the Bank's management requires judgments to be made to estimate the amounts and timing of future cash flows. These estimates are necessarily based on multiple hypotheses and factors with varying degrees of estimation and uncertainty. Meanwhile, the actual results may differ from estimates due to the changes arising from the conditions and circumstances of those estimates in the future.

Judgments, estimates, and assumptions are reviewed periodically. Moreover, the effect of the change in estimates is recognized in the financial period in which the change occurs if the change affects only the financial period. On the other hand, the effect of the change in estimates is recognized in the financial period in which the change occurs and in future periods if the change affects the financial period and future financial periods.

We believe that its estimates in the consolidated financial statements are reasonable. The details are as follows:

Critical judgements in applying the Bank's accounting policies

The following are the critical judgements, apart from those involving estimations (which are disclosed below), that the managements have made in the process of applying the Bank's accounting policies and that have the most significant effect on the amounts recognized in consolidated financial statements:

Business Model Evaluation

The classification and measurement of financial assets depends on the results of the principal and interest payments test results and business model testing. The Bank defines a business model at a level that reflects how groups of financial assets are managed together to achieve a particular business objective. This assessment includes judgment that reflects all relevant evidence including how the asset's performance is evaluated and measured, the risks that affect the performance of the assets and how they are managed and how asset managers are compensated. The Bank monitors financial assets measured at amortized cost or fair value through other comprehensive income that are derecognized prior to maturity to understand why they have been derecognized and whether the reasons are consistent with the objective of the business being retained. Monitoring is part of the Group's ongoing assessment of whether the business model under which the remaining financial assets are held is appropriate and, if not, whether there has been a change in the business model and therefore a future change to the classification of those assets is introduced.

Significant increase in credit risk

The expected credit loss is measured as a provision equal to the expected credit loss for a period of (12) months for the assets of the first stage, or the credit loss over the life of the assets of the second stage or the third stage. The asset moves to stage 2 if the credit risk has increased significantly since initial recognition. IFRS 9 does not specify what constitutes a significant increase in credit risk. In assessing whether the credit risk of any of the assets has increased significantly, the Bank considers quantitative and qualitative information that is reasonable and supportable. The estimates used by the bank's management related to the significant change in credit risk that lead to a change in rating within the three stages (1, 2 and 3) are detailed in the notes to the consolidated financial statements.

Establish groups of assets with similar credit risk characteristics

When the expected credit losses are measured on a collective basis, the financial instruments are grouped on the basis of common risk characteristics (e.g. instrument type, credit risk, collateral type, initial recognition date, remaining maturity period, industry, borrower's geographic location, etc.). The Bank monitors the appropriateness of credit risk characteristics on an ongoing basis to assess whether they are still similar. This is required to ensure that, in the event of a change in the credit risk characteristics, the asset is properly reallocated. This may result in the creation of new portfolios or the transfer of assets to an existing portfolio that better reflects the credit risk characteristics of that group of assets.

Re-division of portfolios and movements between portfolios

The re-division of portfolios and movements between portfolios is more common when credit risk increases significantly (or when such a large increase is reflected). Therefore, assets are transferred from expected credit losses of between (12) months to another portfolio or vice versa. However, this may happen within the portfolios that continue to be measured on the same basis as expected credit losses for a 12-month period or a lifetime, but the amount of the expected credit loss changes due to the varying credit risk of portfolios.

Models and assumptions used

The Bank uses various models and assumptions in measuring the fair value of financial assets as well as in assessing the expected credit loss described in the notes to the consolidated financial statements. The judgment is applied when determining the best models for each type of asset as well as for the assumptions used in those models, which include assumptions regarding the main drivers of credit risk.

a. a. Classification and measurement of financial assets and liabilities:

The Bank classifies financial instruments or components of financial assets at initial recognition either as a financial asset or a financial liability, or as an equity instrument in accordance with the substance of the contractual agreements and the definition of the instrument. The reclassification of a financial instrument is subject to the substance of the consolidated financial statements and not to its legal form.

The Bank shall determine the classification at initial recognition and reassess such determination, if possible and appropriate, at each date of the consolidated statement of financial position.

When measuring financial assets and liabilities, certain assets and liabilities of the Bank are re-measured at fair value for financial reporting purposes. In assessing the fair value of any assets or liabilities, the Bank uses available observable market data. In the absence of Level 1 inputs, the Bank conducts evaluations using professionally qualified independent evaluators. The Bank works closely with qualified external evaluators to develop appropriate valuation and data valuation techniques.

b. Fair value measurement:

If the fair values of financial assets and financial liabilities included in the consolidated statement of financial position cannot be obtained from active markets, these fair values are determined using a range of valuation techniques involving the use of accounting models. If possible, the entered data for those models will be extracted from the market data. In the absence of such market data, fair values are determined by making judgments. These provisions include liquidity considerations and model data such as derivative volatility, longer-term discount rates, pre-payment ratios and default rates on asset-backed securities. Management believes that the valuation techniques used are appropriate to determine the fair value of financial instruments.

c. Derivative financial instruments:

The fair values of derivative financial instruments measured at fair value are generally obtained by reference to quoted market prices, discounted cash flow models and, where appropriate, recognized pricing models. In the absence of prices, fair values are determined using valuation techniques that reflect observable market data. These techniques include comparison with similar instruments at observable market prices, discounted cash flow analysis, pricing option models and other valuation techniques commonly used by market participants. The main factors that Management takes into consideration when applying the model are:

-The expected timing and probability of future cash flows on the instrument where such cash flows are generally subject to the terms of the instrument, although Management's judgment may be required where the counterparty's ability to repay the instrument in accordance with contractual terms is in doubt; and

-An appropriate discount rate for the instrument. Management determines the instrument discount rate at a rate higher than the non-risk rate. In assessing the instrument by reference to comparative instruments, Management considers the maturity, structure, and degree of classification of the instrument based on the system in which the existing position is compared. When evaluating tools on a model basis using the fair value of the main components, Management also considers the need to make adjustments for a number of factors, such as bid differences, credit status, portfolio service costs, and uncertainty about the model.

Determining the duration of the lease

When determining the duration of the lease, management takes into account all the facts and circumstances that create an economic incentive for the extension option, or no termination option. Extension options (or periods following termination options) are included only in the lease term if the lease is reasonably certain to be extended (or not terminated). The evaluation is reviewed in the event of a significant event or significant change in the circumstances affecting this assessment that are under the control of the tenant.

The main sources of uncertainty estimates

The following are the key estimates made by management in the process of applying the Bank's accounting policies that have the most significant effect on the amounts recognized in the consolidated financial statements:

Determining the number and relative weight of scenarios, the outlook for each type of product / market, and the identification of future information relevant to each scenario.

When measuring the expected credit loss, the Bank uses reasonable and supported future information based on the assumptions of the future movement of the various economic drivers and the manner in which they affect each other.

Probability of default

The potential for default is a key input in measuring the expected credit loss. The probability of default is an estimate of the probability of default over a given period of time, which includes the calculation of historical data, assumptions, and expectations relating to future circumstances.

Loss given default

Loss given default is an estimate of the loss arising from default. It is based on the difference between the contractual cash flows due and those that the financer expects to collect, taking into account cash flows from collateral and integrated credit adjustments.

Fair value measurement and valuation procedures

When estimating the fair value of financial assets and financial liabilities, the Bank uses available observable market data. In the absence of Level 1 inputs, the Bank conducts evaluations using appropriate valuation models to determine the fair value of financial instruments.

Provision for expected credit losses

Management is required to use significant judgments and estimates to estimate the amounts and timing of future cash flows and assess the risks of a significant increase in credit risks for financial assets after initial recognition and future measurement information for the expected credit losses. The most important policies and estimates used by the Bank's management are detailed in the notes to the consolidated financial statements.

Decline in the value of owned property

The decline in the value of owned property is recorded based on recent real estate appraisals approved by accredited appraisers for the purposes of calculating the decline in the value of the asset, and this decline is reviewed periodically.

Productive lifespan of tangible assets and intangible assets

The Bank's management periodically recalculates the useful lives of tangible assets and intangible assets for calculating annual depreciation and amortization based on the general condition of those assets and estimated future useful lives. The impairment loss is recognized in the consolidated statement of profit or loss for the year.

Income tax

The fiscal year is charged with the income tax expense in accordance with the accounting regulations, laws and standards. Moreover, deferred tax assets and liabilities and the required tax provision are recognized.

Litigation provision

A provision is made to meet any potential legal liabilities based on a legal study prepared by the Bank's legal counsel. This study identifies potential future risks and is reviewed periodically.

Assets and liabilities at cost

Management periodically reviews the assets and liabilities at cost for estimating any impairment in value, which is recognized in the consolidated statement of profit or loss for the year.

Extension and termination options in leases

Extension and termination options are included in a number of leases. These terms are used to increase operational flexibility in terms of contract management, and most of the retained extension and termination options are renewable by both the bank and the lessor.

Discounting of lease payments

Leasing payments are deducted using the Bank's additional borrowing rate ("IBR"). The Administration applied the provisions and estimates to determine the additional borrowing rate at the start of the lease.

5. Cash and Balances with Central Banks This item consists of the following:	December 31, 2025 JD	2024 JD
Cash at vaults	162,387,393	112,799,554
Balances at Central Banks:		
- Current accounts and demand deposits	163,780,333	158,446,303
- Term and notice deposits	432,906,203	312,862,131
- Certificates of deposit	34,100,000	73,358,855
- Cash reserve required	123,718,725	114,772,162
Balances at Central Banks	754,505,261	659,439,451
Less: Expected credit loss	(1,313,730)	(654,233)
Balances at Central Banks - Net	753,191,531	658,785,218
Total	915,578,924	771,584,772

The balances were distrbuted according to the credit stages as follows:	As of December 31, 2025				As of December 31, 2024
Item	Stage One	Stage Two	Stage Three	Total	Total
	JD	JD	JD	JD	JD
Balance at the beginning of the year	595,300,800	64,138,899	-	659,439,699	782,620,321
New balances during the year	86,187,765	-	-	86,187,765	-
Setteled balances	(24,769,524)	-	-	(24,769,524)	(117,674,772)
	656,719,041	64,138,899	-	720,857,940	664,945,549
Transferred to stage one	-	-	-	-	-
Transferred to stage two	-	-	-	-	-
Transferred to stage three	-	-	-	-	-
Impact of changing classification between the three stages during the year	-	-	-	-	(2,438,040)
Changes due to the adjustments	19,790,258	6,835,239	-	26,625,497	-
Adjustments due to exchange rates fluctuations	7,021,824	-	-	7,021,824	(3,068,058)
Balance at the End of the Year	683,531,123	70,974,138	-	754,505,261	659,439,451

Distribution of the total balances with central banks according to the Banks internal credit rating categories was as follows:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	
Item	Individual Level	Collective Level	Individual Level	Collective Level			Total
Credit risk rating based on the Bank's internal credit rating system:	JD	JD	JD	JD	JD	JD	JD
1	566,958,297	-	-	-	-	566,958,297	510,501,741
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	116,572,826	-	-	-	-	116,572,826	81,757,565
6	-	-	70,974,138	-	-	70,974,138	67,180,145
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-
Total	683,531,123	-	70,974,138	-	-	754,505,261	659,439,451

The expected credit loss allowance movement summary was as follows:	As of December 31, 2025						As of
	Stage One		Stage Two				
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	December 31, 2024
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	80,837	-	573,396	-	-	654,233	293,302
Expected credit loss on new balances during the year	12,226	-	-	-	-	12,226	-
Expected credit loss reversal on Paid balances	(8,338)	-	-	-	-	(8,338)	(157,558)
	84,725	-	573,396	-	-	658,121	135,744
Transferred to stage one	-	-	-	-	-	-	-
Transferred to stage two	-	-	-	-	-	-	-
Transferred to stage three	-	-	-	-	-	-	-
The effect of changes in classification between the three stages during the period	-	-	-	-	-	-	519,365
Changes due to the adjustments	22,577	-	630,854	-	-	653,431	-
Adjustments due to exchange rates fluctuations	2,178	-	-	-	-	2,178	(876)
Balance at the End of the Year	109,480	-	1,204,250	-	-	1,313,730	654,233

- Statutory cash reserve, amounted to JD 123,718,725 as of December 31, 2025 (JD 114,772,162 as of December 31, 2024).
- Restricted balances other than cash reserve amounted to JD 2,271,203 as of December 31, 2025 (JD 2,227,131 as of December 31, 2024).
- Term and notice Deposit balance includes JD 10,635,000 as December 31, 2025 (JD 10,635,000 maturing within a period exceeding three months as of December 31, 2024).
- Expected credit losses allowance was not calculated in accordance with the requirements of the International Financial Reporting Standard (9) on the Central Bank of Jordan balances as at December 31, 2025 and 2024 that is in accordance with the Central Bank of Jordan Instructions No.13/2018 dated June 6, 2018, regarding the application of International Financial Reporting Standard No. (9).

6. Balances at Banks and Financial Institutions - Net

This item consists of the following:	Local Banks and Financial Institutions		Foreign Banks and Financial Institutions		Total	
	As of December 31,					
	2025	2024	2025	2024	2025	2024
	JD	JD	JD	JD	JD	JD
Current accounts and demand deposits	-	-	78,363,136	35,231,380	78,363,136	35,231,380
Deposits maturing within 3 months or less	88,453,860	128,270,000	68,704,585	104,706,072	157,158,445	232,976,072
Total balances at bank and financial institutions	88,453,860	128,270,000	147,067,721	139,937,452	235,521,581	268,207,452
Less: Expected credit loss	(4,253)	(2,870)	(96,538)	(99,546)	(100,791)	(102,416)
Total	88,449,607	128,267,130	146,971,183	139,837,906	235,420,790	268,105,036

Distribution of the total balances with banks and financial institutions according to the banks internal credit rating categories was as follows:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three		
Item	Individual Level	Collective Level	Individual Level	Collective Level		Total	Total
Credit risk rating based on the Bank's internal	JD	JD	JD	JD	JD	JD	JD
credit rating system:							
1	-	-	-	-	-	-	-
2	100,257,153	-	-	-	-	100,257,153	14,167,828
3	23,202,741	-	-	-	-	23,202,741	35,726,886
4	2,262,337	-	-	-	-	2,262,337	23,344,966
5	65,296,968	-	-	-	-	65,296,968	76,498,749
6	44,402,251	-	-	-	-	44,402,251	118,371,045
7	-	-	-	-	-	-	-
8	-	-	-	-	99,452	99,452	97,379
9	-	-	-	-	-	-	-
10	-	-	-	-	679	679	599
Total	235,421,450	-	-	-	100,131	235,521,581	268,207,452

Balances at Banks' and financial institutions credit stages distribution was as follows:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	268,109,474	-	-	-	97,978	268,207,452	142,621,408
New balances during the year	82,902,079	-	-	-	2,074	82,904,153	138,577,235
Setteled Balances	(148,911,481)	-	-	-	-	(148,911,481)	(27,560,105)
	202,100,072	-	-	-	100,052	202,200,124	253,638,538
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
Impact due to adjustments among stages during the year	-	-	-	-	-	-	-
Changes due to adjustments	31,532,350	-	-	-	-	31,532,350	15,196,449
Adjustment due to exchange rates fluctuations	1,789,028	-	-	-	79	1,789,107	(627,535)
Balance at the End of the Year	235,421,450	-	-	-	100,131	235,521,581	268,207,452

The movement on the provision for expected credit loss is as follows :

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	19,047	-	-	-	83,369	102,416	70,197
Credit loss on new balances during the year	7,014	-	-	-	1,763	8,777	25,349
Expected credit loss reversal- Paid balances	(8,079)	-	-	-	-	(8,079)	(167)
	17,982	-	-	-	85,132	103,114	95,379
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
Impact on allowance - at year end due to adjustments among stages during the year	-	-	-	-	-	-	-
Changes due to adjustments	(4,008)	-	-	-	-	(4,008)	6,133
Adjustment due to exchange rates fluctuations	1,606	-	-	-	79	1,685	904
Balance at the End of the Year	15,580	-	-	-	85,211	100,791	102,416

- Non-interest bearing balances at banks and financial institutions amounted to JD 23,054,248 as of December 31, 2025 (JD 23,004,463 as of December 31, 2024).
- Restricted balances at banks and financial institutions amounted to JD 6,682,055 as of December 31, 2025 (JD 5,096,065 as of December 31, 2024).

7.Deposits with Banks and Financial Institutions - Net

This item consists of the following:	Local Banks and Financial Institutions		Foreign Banks and Financial Institutions		Total	
	December 31,		December 31,		December 31,	
	2025	2024	2025	2024	2025	2024
	JD	JD	JD	JD	JD	JD
Deposits maturing within 3 to 6 months	-	-	704,000	312,000	704,000	312,000
Deposits maturing within 6 to 9 months	-	-	707,520	104,000	707,520	104,000
Deposits maturing within 9 months to a year	-	-	-	52,000	-	52,000
Deposits maturing after 1 year	-	-	-	-	-	-
Total deposits with banks and financial institutions	-	-	1,411,520	468,000	1,411,520	468,000
Less: Expected credit loss	-	-	(7,722)	(54)	(7,722)	(54)
Total	-	-	1,403,798	467,946	1,403,798	467,946

Distribution of the total deposits with banks and financial institutions according to the banks internal credit rating categories was as follows:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Credit rating categories based on the Bank's rating system:							
1	-	-	-	-	-	-	-
2	1,411,520	-	-	-	-	1,411,520	468,000
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-
Total	1,411,520	-	-	-	-	1,411,520	468,000

- Deposits with banks and financial institutions credit stages distribution was as follows:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Balance at the beginning of the year	468,000	-	-	-	-	468,000	448,000
New balances during the year	64,000	-	-	-	-	64,000	104,000
Settled Balances	(192,000)	-	-	-	-	(192,000)	(52,000)
	340,000	-	-	-	-	340,000	500,000
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
Changes due to adjustments	963,520	-	-	-	-	963,520	-
Written off- balances	-	-	-	-	-	-	-
Adjustment due to exchange rates fluctuations	108,000	-	-	-	-	108,000	(32,000)
Balance at the End of the Year	1,411,520	-	-	-	-	1,411,520	468,000

The movement on the expected credit loss provision was as follows:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Balance at the beginning of the year	54	-	-	-	-	54	51
Credit loss on new balances during the year	10	-	-	-	-	10	11
Expected credit loss reversal- Paid balances	(26)	-	-	-	-	(26)	(4)
	38	-	-	-	-	38	58
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
Changes due to adjustments	7,672	-	-	-	-	7,672	-
Adjustment due to exchange rates fluctuations	12	-	-	-	-	12	(4)
Balance at the End of the Year	7,722	-	-	-	-	7,722	54

8. Financial Assets at Fair Value through Profit or Loss	As of December 31,	
This item consists of the following:	2025	2024
	JD	JD
Quoted shares in local active markets	167,983	145,550
Unquoted shares in local active markets *	221,678	209,648
	389,661	355,198

9. Financial Assets at Fair Value through Other Comprehensive Income	As of December 31,	
This item consists of the following:	2025	2024
	JD	JD
Quoted shares in local active markets	7,354,369	4,781,747
Unquoted shares in local active markets*	4,823,017	2,246,774
Quoted shares in foreign active markets	8,790,453	6,799,654
Unquoted shares in foreign active markets*	65,827,812	90,122,007
Total of equity instruments	86,795,651	103,950,182
Government bonds	77,966,288	146,606,532
Total of debt instruments	77,966,288	146,606,532
Total	164,761,939	250,556,714

- Total cash dividends from financial assets at fair value through other comprehensive income amounted to JD 756,945 for the year ended December 31, 2025 (JD 568,139 for the year ended December 31, 2024).

*The fair value calculations related to the unquoted investments was based on the following:

- The market multiples and discounted cash flows methods which is considered one of level three methods according to the requirements of International Financial Reporting Standard No. (13).
- The observable market inputs.

Total Distribution of Debt Instruments within Financial Assets at Fair Value through Comprehensive Income by Internal Credit Rating Categories for the Bank:	As of December 31, 2025				As of December 31, 2024			
Item	Stage 1 Individual Level	Stage 2 Individual Level	Stage 3	Total				Total
	JD	JD	JD	JD				JD
Credit Rating Categories based on Internal Bank System:								
1	77,966,288	-	-	77,966,288				146,606,532
2	-	-	-	-				-
3	-	-	-	-				-
4	-	-	-	-				-
5	-	-	-	-				-
6	-	-	-	-				-
7	-	-	-	-				-
8	-	-	-	-				-
9	-	-	-	-				-
10	-	-	-	-				-
Total	77,966,288	-	-	77,966,288				146,606,532

Movement on Debt Instruments within Financial Assets at Fair Value through Comprehensive Income during the Year:					
	As of December 31, 2025				As of December 31, 2024
Item	Stage 1 Individual Level	Stage 2 Individual Level	Stage 3	Total	Total
	JD	JD	JD	JD	JD
Fair Value at the Beginning of the Year	146,606,532	-	-	146,606,532	144,192,002
New Investments during the Year	2,810,288	-	-	2,810,288	12,017,042
Investments Due during the Year	(71,450,532)	-	-	(71,450,532)	(9,602,512)
	77,966,288	-	-	77,966,288	146,606,532
Transferred to Stage 1	-	-	-	-	-
Transferred to Stage 2	-	-	-	-	-
Transferred to Stage 3	-	-	-	-	-
Changes Resulting from Adjustments	-	-	-	-	-
Total Balance at the End of the Year	77,966,288	-	-	77,966,288	146,606,532

Credit Loss Allowance Calculation for Debt Instruments within Financial Assets at Fair Value through Comprehensive Income:					
	As of December 31, 2025				As of December 31, 2024
Item	Stage 1 Individual Level	Stage 2 Individual Level	Stage 3	Total	Total
	JD	JD	JD	JD	JD
Beginning of the Year	-	-	-	-	-
Impairment Loss on New Investments	-	-	-	-	-
Recovered from Impairment Loss on Due Investments	-	-	-	-	-
Transferred to Stage 1	-	-	-	-	-
Transferred to Stage 2	-	-	-	-	-
Transferred to Stage 3	-	-	-	-	-
Changes Resulting from Adjustments	-	-	-	-	-
Adjustments due to Exchange Rate Changes	-	-	-	-	-
Total Balance at the End of the Year	-	-	-	-	-

The Credit Loss Allowance above is not included in the Consolidated Statement of Financial Position because the book value of investments in bonds at fair value through comprehensive income represents their fair value.

10. Direct Credit Facilities at amortized cost	December 31,	
This item consists of the following:	2025	2024
	JD	JD
Individual (Retail Customers):	552,651,722	548,806,740
Overdraft accounts	37,062,896	25,359,314
Loans and bills*	469,101,823	481,642,523
Credit cards	46,487,003	41,804,903
Real estate loans	224,133,151	229,784,378
Corporate:	658,783,746	685,796,875
Large corporate	471,518,552	456,521,740
Overdraft accounts	44,332,792	50,516,340
Loans and bills*	427,185,760	406,005,400
SMEs	187,265,194	229,275,135
Overdraft accounts	34,383,256	41,213,639
Loans and bills*	152,881,937	188,061,496
Government and public sector	306,838,273	222,633,454
Total	1,742,406,892	1,687,021,447
Less: expected credit loss provision	(157,425,757)	(170,038,654)
Less: Interest in suspense	(13,337,136)	(18,208,582)
Net Direct Credit Facilities at amortized cost	1,571,643,999	1,498,774,211

* Net of interest and commission received in advance amounting to JD 22,314,494 as of December 31, 2025 (JD 18,139,627 as of December 31, 2024).

- Stage 3 credit facilities amounted to JD 161,320,510 representing 9.3% of the direct credit facilities balance as of December 31, 2025 (JD 163,422,800 representing 9.7% as of December 31, 2024).
- Stage 3 credit facilities after deducting the suspended interest amounted to JD 148,196,921 representing 8.6% of direct credit facilities after deducting the suspended interest as of December 31, 2025 (JD 145,234,281 representing 8.7% as of December 31, 2024).
- There are no credit facilities granted to and guaranteed by the Jordanian Government as of December 31,2025 (JD 349,968 representing 0.02% as of December 31,2024). Moreover, credit faciclities granted to the public sector in Palestine amounted to JD 86,418,032 as of December 31,2025 (JD 69,554,742 as of December 31, 2024).

Total direct credit facilities credit stages distribution was as follows:	As of December 31, 2025						
	Stage One		Stage Two		Stage Three		Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	685,829,584	523,891,138	159,731,860	154,146,065	163,422,800	1,687,021,447	1,687,021,447
New facilities during the year	188,212,611	109,215,686	7,392,120	18,233,299	4,204,258	327,257,974	327,257,974
Facilities settled	(90,020,772)	(62,426,133)	(6,550,390)	(13,948,218)	(12,708,134)	(185,653,647)	(185,653,647)
	784,021,423	570,680,691	160,573,590	158,431,146	154,918,924	1,828,625,774	1,828,625,774
Transferred to Stage One	53,877,701	11,551,073	(53,623,845)	(11,529,160)	(275,769)	-	-
Transferred to Stage Two	(36,150,357)	(49,101,513)	36,432,210	49,847,988	(1,028,328)	-	-
Transferred to Stage Three	(8,041,502)	(7,724,851)	(17,369,022)	(18,108,999)	51,244,374	-	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	(661,669)	(754,313)	(3,333,829)	(1,770,034)	(1,492,998)	(8,012,843)	(8,012,843)
Changes due to adjustments	(24,236,107)	(29,241,942)	15,239,453	(536,073)	69,516	(38,705,153)	(38,705,153)
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(42,310,306)	(42,310,306)	(42,310,306)
Adjustment due to exchange rates fluctuations	1,776,604	57,437	765,914	14,368	195,097	2,809,420	2,809,420
Balance at the End of the Year	770,586,093	495,466,582	138,684,471	176,349,236	161,320,510	1,742,406,892	1,742,406,892

- The movement the total expected credit loss allowance on a collective basis was as follows:	As of December 31, 2025					
	Stage One		Stage Two			
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total
	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	11,610,078	1,903,980	6,182,675	21,307,601	129,034,320	170,038,654
Credit loss on new balances during the year	314,575	493,921	140,220	3,342,532	7,417,214	11,708,462
Expected credit loss reversal of matured facilities	(422,425)	(309,892)	(60,001)	(1,856,352)	(9,942,168)	(12,590,838)
	11,502,228	2,088,009	6,262,894	22,793,781	126,509,366	169,156,278
Transferred to Stage One	396,910	189,541	(358,309)	(187,308)	(40,834)	-
Transferred to Stage Two	(101,072)	(178,161)	316,533	454,361	(491,661)	-
Transferred to Stage Three	(8,466)	(37,043)	(1,822,069)	(360,016)	2,227,594	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	(288,538)	(144,033)	220,007	464,876	19,769,705	20,022,017
Changes due to the adjustments	73,658	(110,724)	637,154	333,900	(3,269)	930,719
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(33,705,261)	(33,705,261)
Adjustment due to exchange rates fluctuations	45,129	1,294	42,486	8,304	924,791	1,022,004
Balance at the End of the Year	11,619,849	1,808,883	5,298,696	23,507,898	115,190,431	157,425,757

Total direct credit facilities credit stages distribution was as follows:	As of December 31, 2025					
	Stage One		Stage Two		Stage Three	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level		
	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	685,829,584	523,891,138	159,731,860	154,146,065	163,422,800	1,687,021,447
New facilities during the year	188,212,611	109,215,686	7,392,120	18,233,299	4,204,258	327,257,974
Facilities settled	(90,020,772)	(62,426,133)	(6,550,390)	(13,948,218)	(12,708,134)	(185,653,647)
	784,021,423	570,680,691	160,573,590	158,431,146	154,918,924	1,828,625,774
Transferred to Stage One	53,877,701	11,551,073	(53,623,845)	(11,529,160)	(275,769)	-
Transferred to Stage Two	(36,150,357)	(49,101,513)	36,432,210	49,847,988	(1,028,328)	-
Transferred to Stage Three	(8,041,502)	(7,724,851)	(17,369,022)	(18,108,999)	51,244,374	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	(661,669)	(754,313)	(3,333,829)	(1,770,034)	(1,492,998)	(8,012,843)
Changes due to adjustments	(24,236,107)	(29,241,942)	15,239,453	(536,073)	69,516	(38,705,153)
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(42,310,306)	(42,310,306)
Adjustment due to exchange rates fluctuations	1,776,604	57,437	765,914	14,368	195,097	2,809,420
Balance at the End of the Year	770,586,093	495,466,582	138,684,471	176,349,236	161,320,510	1,742,406,892

- The movement the total expected credit loss allowance on a collective basis was as follows:	As of December 31, 2025					
	Stage One		Stage Two			
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total
	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	11,610,078	1,903,980	6,182,675	21,307,601	129,034,320	170,038,654
Credit loss on new balances during the year	314,575	493,921	140,220	3,342,532	7,417,214	11,708,462
Expected credit loss reversal of matured facilities	(422,425)	(309,892)	(60,001)	(1,856,352)	(9,942,168)	(12,590,838)
	11,502,228	2,088,009	6,262,894	22,793,781	126,509,366	169,156,278
Transferred to Stage One	396,910	189,541	(358,309)	(187,308)	(40,834)	-
Transferred to Stage Two	(101,072)	(178,161)	316,533	454,361	(491,661)	-
Transferred to Stage Three	(8,466)	(37,043)	(1,822,069)	(360,016)	2,227,594	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	(288,538)	(144,033)	220,007	464,876	19,769,705	20,022,017
Changes due to the adjustments	73,658	(110,724)	637,154	333,900	(3,269)	930,719
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(33,705,261)	(33,705,261)
Adjustment due to exchange rates fluctuations	45,129	1,294	42,486	8,304	924,791	1,022,004
Balance at the End of the Year	11,619,849	1,808,883	5,298,696	23,507,898	115,190,431	157,425,757

Total direct credit facilities credit stages distribution was as follows:	As of December 31, 2024					
	Stage One		Stage Two			
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total
	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	713,742,596	635,712,518	41,843,994	59,568,216	150,296,318	1,601,163,642
New facilities during the year	144,644,941	94,627,148	4,467,645	5,367,124	6,105,071	255,211,929
Facilities settled	(76,753,975)	(71,699,841)	(13,570,078)	(2,702,446)	(11,315,268)	(176,041,608)
	781,633,562	658,639,825	32,741,561	62,232,894	145,086,121	1,680,333,963
Transferred to Stage One	5,176,596	18,904,772	(5,130,260)	(18,250,129)	(700,979)	-
Transferred to Stage Two	(114,482,483)	(120,770,770)	116,691,924	121,433,370	(2,872,041)	-
Transferred to Stage Three	(5,602,023)	(5,825,967)	(3,758,375)	(8,279,336)	23,465,701	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	1,241,096	(1,265,030)	22,924,630	(2,299,238)	(374,120)	20,227,338
Changes due to adjustments	18,314,850	(25,784,381)	(3,734,532)	(691,380)	(306,033)	(12,201,476)
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(1,053,553)	(1,053,553)
Adjustment due to exchange rates fluctuations	(452,014)	(7,311)	(3,088)	(116)	177,704	(284,825)
Balance at the End of the Year	685,829,584	523,891,138	159,731,860	154,146,065	163,422,800	1,687,021,447

- The movement the total expected credit loss allowance on a collective basis was as follows:	As of December 31, 2024					
	Stage One		Stage Two		Stage Three	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level		
	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	16,859,326	5,401,063	8,443,104	4,663,379	116,877,817	152,244,689
Credit loss on new balances during the year	419,013	718,896	145,901	7,788,358	9,887,720	18,959,888
Expected credit loss reversal of matured facilities	(4,128,191)	(346,424)	(6,794,192)	(3,392,214)	(7,319,631)	(21,980,652)
	13,150,148	5,773,535	1,794,813	9,059,523	119,445,906	149,223,925
Transferred to Stage One	208,861	644,940	(163,771)	(198,754)	(491,276)	-
Transferred to Stage Two	(1,033,670)	(3,965,457)	2,263,415	4,362,288	(1,626,576)	-
Transferred to Stage Three	(14,760)	(39,328)	(797,521)	(179,625)	1,031,234	-
Effect on the allowance at the end of the year as a result of classification changes between the three stages during the year	(196,562)	(599,064)	1,018,522	7,903,243	11,306,604	19,432,743
Changes due to the adjustments	(503,088)	89,452	2,067,248	360,990	(88,771)	1,925,831
Written-off Balances and transferred off the consolidated statements of financial position	-	-	-	-	(503,981)	(503,981)
Adjustment due to exchange rates fluctuations	(851)	(98)	(31)	(64)	(38,820)	(39,864)
Balance at the End of the Year	11,610,078	1,903,980	6,182,675	21,307,601	129,034,320	170,038,654

Expected credit loss allowance against credit facilities	As of December 31, 2025					
			Corporates			
The following is the movement on the expected credit loss allowance againts direct credit facilities:	Individual (Retail Customers)	Real Estate Loans	Large Corporate	SMEs	Government and Public sector	Total
	JD	JD	JD	JD	JD	JD
Balance – Beginning of the year	79,238,687	11,442,586	44,199,743	33,278,534	1,879,104	170,038,654
Impairment loss of new facilities during the year	7,984,512	1,192,430	463,341	2,068,179	-	11,708,462
Reversed from impairment loss on settled balances	(4,406,433)	(5,736,472)	(880,688)	(1,567,245)	-	(12,590,838)
	82,816,766	6,898,544	43,782,396	33,779,468	1,879,104	169,156,278
Effect on the provision at the end of the year as a result of classification changes between the three stages during the year	12,937,651	1,337,818	473,814	5,272,734	-	20,022,017
Changes due to the adjustments	100,198	121,413	293,990	165,414	249,704	930,719
Written-off or transferred to off balance sheet items	(15,223,555)	(620,269)	(8,696,493)	(9,164,944)	-	(33,705,261)
Adjustment due to exchange rates fluctuations	394,749	78,217	184,081	364,957	-	1,022,004
Balance at the End of the Year	81,025,809	7,815,723	36,037,788	30,417,629	2,128,808	157,425,757
Distributed as follow:						
Allowance on individual level	894,077	2,290,515	35,996,783	30,305,729	2,128,808	71,615,912
Allowance on collective level	80,131,732	5,525,208	41,005	111,900	-	85,809,845
Balance at the End of the Year	81,025,809	7,815,723	36,037,788	30,417,629	2,128,808	157,425,757

	As of December 31, 2024					
		Corporates				
	Individual (Retail Customers)	Real Estate Loans	Large Corporate	SMEs	Government and Public sector	Total
	JD	JD	JD	JD	JD	JD
Balance – Beginning of the year	57,755,481	9,125,152	45,878,846	38,337,910	1,147,300	152,244,689
Impairment loss of new facilities during the year	12,418,819	2,374,186	2,058,139	2,108,744	-	18,959,888
Reversed from impairment loss on settled balances	(5,549,323)	(1,112,486)	(4,987,960)	(10,060,208)	(270,675)	(21,980,652)
	64,624,977	10,386,852	42,949,025	30,386,446	876,625	149,223,925
Effect on the provision at the end of the year as a result of classification changes between the three stages during the year	14,332,202	1,008,670	329,205	2,760,187	1,002,479	19,432,743
Changes due to the adjustments	382,944	47,203	1,183,348	312,336	-	1,925,831
Written-off or transferred to off balance sheet items	(95,385)	-	(232,237)	(176,359)	-	(503,981)
Adjustment due to exchange rates fluctuations	(6,051)	(139)	(29,598)	(4,076)	-	(39,864)
Balance at the End of the Year	79,238,687	11,442,586	44,199,743	33,278,534	1,879,104	170,038,654
Distributed as follow:						
Allowance on individual level	934,252	1,683,521	44,130,972	32,979,397	1,879,104	81,607,246
Allowance on collective level	78,304,435	9,759,065	68,771	299,137	-	88,431,408
Balance at the End of the Year	79,238,687	11,442,586	44,199,743	33,278,534	1,879,104	170,038,654

The following are the details for each business segment :

A) Individual Portfolio (Retail)	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
Credit risk rating based on the Bank's internal credit rating system:	JD	JD	JD	JD	JD	JD	JD
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
v	-	-	-	-	-	-	-
4	156,060	-	-	-	-	156,060	120,609
5	4,334,805	-	-	-	-	4,334,805	2,172,628
6	252,888	-	-	-	-	252,888	73,390
7	-	-	-	-	-	-	-
8	-	-	-	-	21,537	21,537	-
9	-	-	-	-	-	-	-
10	-	-	-	-	1,559,566	1,559,566	1,664,317
Unclassified	0	344,490,448	-	136,653,721	65,182,697	546,326,866	544,775,796
Total	4,743,753	344,490,448	-	136,653,721	66,763,800	552,651,722	548,806,740

Related Facilities Movement Disclosure:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two				
	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	2,334,236	360,542,907	32,391	122,368,991	63,528,215	548,806,740	543,613,039
New facilities during the year	1,976,827	84,188,898	-	17,324,534	2,719,877	106,210,136	83,936,539
Facilities setteled	(94,369)	(48,495,744)	-	(11,931,747)	(2,740,945)	(63,262,805)	(56,121,794)
	4,216,694	396,236,061	32,391	127,761,778	63,507,147	591,754,071	571,427,784
Transferred to Stage One	247,758	7,939,859	-	(7,917,946)	(269,671)	-	-
Transferred to Stage Two	-	(31,265,179)	-	31,834,515	(569,336)	-	-
Transferred to Stage Three	-	(6,470,809)	(32,391)	(13,198,543)	19,701,743	-	-
The as a result of a change in classification between the three stages during the year	-	(686,873)	-	(1,741,237)	299,582	(2,128,528)	(2,440,465)
Changes due to the adjustments	279,301	(21,278,740)	-	(85,077)	-	(21,084,516)	(19,978,496)
Written-off or transferred to off balance sheet items	-	-	-	-	(15,908,158)	(15,908,158)	(197,548)
Adjustments due to changes in exchange rates	-	16,129	-	231	2,493	18,853	(4,535)
Total Balance at the End of the Year	4,743,753	344,490,448	-	136,653,721	66,763,800	552,651,722	548,806,740

Expected credit loss allowance movement:

Item	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two				
	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	1,032	1,751,919	379	20,785,741	56,699,616	79,238,687	57,755,481
Impairment Loss of new balances during the year	609	467,769	-	3,329,990	4,186,144	7,984,512	12,418,819
Recoveries from impairment loss on facilities due	(350)	(297,927)	-	(1,783,784)	(2,324,372)	(4,406,433)	(5,549,323)
	1,291	1,921,761	379	22,331,947	58,561,388	82,816,766	64,624,977
Transferred to Stage One	37,163	154,951	-	(152,718)	(39,396)	-	-
Transferred to Stage Two	-	(144,949)	-	395,988	(251,039)	-	-
Transferred to Stage Three	-	(35,082)	(379)	(283,444)	318,905	-	-
The as a result of a change in classification between the three stages during the year	(36,064)	(115,890)	-	199,636	12,889,969	12,937,651	14,332,202
Changes due to the adjustments	(114)	(110,980)	-	211,292	-	100,198	382,944
Written-off or transferred to off balance sheet items	-	-	-	-	(15,223,555)	(15,223,555)	(95,385)
Adjustments due to changes in exchange rates	-	361	-	136	394,252	394,749	(6,051)
Total Balance at the End of the Year	2,276	1,670,172	-	22,702,837	56,650,524	81,025,809	79,238,687

B) Real Estate Loan Portfolio	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
Credit risk rating categories based on the Bank's internal credit rating system:	JD	JD	JD	JD	JD	JD	JD
1	-	-	-	-	-	-	-
2	14,034	-	-	-	-	14,034	10,722
3	9,050	-	-	-	-	9,050	19,628
4	124,443	-	-	-	-	124,443	2,665,741
5	3,312,597	-	858,849	-	-	4,171,446	6,647,561
6	12,018,728	-	70,842	-	-	12,089,570	6,584,129
7	-	-	64,412	-	-	64,412	75,564
8	-	-	-	-	2,703,001	2,703,001	2,699,197
9	-	-	-	-	884,375	884,375	-
10	-	-	-	-	907,071	907,071	1,155,390
Unclassified	-	149,661,220	-	39,569,792	13,934,737	203,165,749	209,926,446
Total	15,478,852	149,661,220	994,103	39,569,792	18,429,184	224,133,151	229,784,378

Related facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	14,121,086	162,222,220	1,882,259	31,630,780	19,928,033	229,784,378	234,448,839
New facilities during the year	3,488,252	24,406,292	-	908,765	170,740	28,974,049	23,460,618
Facilities setteled	(2,032,849)	(13,681,910)	(29,957)	(2,016,468)	(7,253,132)	(25,014,316)	(21,098,975)
	15,576,489	172,946,602	1,852,302	30,523,077	12,845,641	233,744,111	236,810,482
Transferred to Stage One	9,282	3,585,341	(9,282)	(3,585,341)	-	-	-
Transferred to Stage Two	(193,479)	(17,693,882)	193,479	17,871,021	(177,139)	-	-
Transferred to Stage Three	(596,658)	(1,254,042)	(812,653)	(4,790,038)	7,453,391	-	-
The effect as a result of a change in classification between the three stages during the year	(1,070)	(55,381)	(67,956)	(12,068)	(385,076)	(521,551)	(661,384)
Changes due to the adjustments	675,970	(7,908,726)	(167,266)	(450,996)	897	(7,850,121)	(6,353,285)
Written-off or transferred to off balance sheet items	-	-	-	-	(1,310,307)	(1,310,307)	-
Adjustments due to changes in exchange rates	8,318	41,308	5,479	14,137	1,777	71,019	(11,435)
Total Balance at the End of the Year	15,478,852	149,661,220	994,103	39,569,792	18,429,184	224,133,151	229,784,378

Expected credit loss allowance movement:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	26,142	148,249	24,848	518,901	10,724,446	11,442,586	9,125,152
Impairment Loss of new balances during the year	6,164	25,428	-	12,542	1,148,296	1,192,430	2,374,186
Recoveries from impairment loss on facilities due	(8,569)	(11,776)	(648)	(72,568)	(5,642,911)	(5,736,472)	(1,112,486)
	23,737	161,901	24,200	458,875	6,229,831	6,898,544	10,386,852
Transferred to Stage One	425	34,584	(425)	(34,584)	-	-	-
Transferred to Stage Two	(729)	(32,767)	729	57,928	(25,161)	-	-
Transferred to Stage Three	(181)	(1,961)	(11,316)	(73,619)	87,077	-	-
The as a result of a change in classification between the three stages during the year	(48)	(28,141)	(343)	264,922	1,101,428	1,337,818	1,008,670
Changes due to the adjustments	3,362	1,982	(6,551)	122,608	12	121,413	47,203
Written-off or transferred to off balance sheet items	-	-	-	-	(620,269)	(620,269)	-
Adjustments due to changes in exchange rates	212	933	250	8,168	68,654	78,217	(139)
Total Balance at the End of the Year	26,778	136,531	6,544	804,298	6,841,572	7,815,723	11,442,586

C) Large corporates portfolio:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Item	JD	JD	JD	JD	JD	JD	JD
Credit risk rating categories based on the Bank's internal credit rating system:							
1	-	-	-	-	-	-	-
2	1,217,382	-	-	-	-	1,217,382	77,477
3	6,923,671	-	-	-	-	6,923,671	24,113,607
4	191,644,917	-	11,484,319	-	-	203,129,236	171,560,162
5	146,866,050	-	2,891,922	-	-	149,757,972	144,071,929
6	69,651,981	-	5,583,284	-	-	75,235,265	77,081,309
7	-	-	8,367,222	-	-	8,367,222	3,018,507
8	-	-	-	-	89,506	89,506	160,784
9	-	-	-	-	1,492,970	1,492,970	1,649,061
10	-	-	-	-	24,574,149	24,574,149	33,876,237
Unclassified	-	690,747	-	-	40,432	731,179	912,667
Total	416,304,001	690,747	28,326,747	-	26,197,057	471,518,552	456,521,740

Related facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	360,710,388	837,969	59,212,603	-	35,760,780	456,521,740	360,784,681
New facilities during the year	68,664,037	74,793	7,388,788		296,810	76,424,428	101,919,088
Facilities setteled	(20,843,381)	(68,189)	(1,017,282)		(292,708)	(22,221,560)	(17,412,907)
	408,531,044	844,573	65,584,109	-	35,764,882	510,724,608	445,290,862
Transferred to Stage One	50,677,555	-	(50,677,555)	-	-	-	-
Transferred to Stage Two	(15,011,978)	-	15,208,276	-	(196,298)	-	-
Transferred to Stage Three	(1,334,618)	-	(185,077)	-	1,519,695	-	-
The effect as a result of a change in classification between the three stages during the year	18,727	-	(501,632)	-	(26,265)	(509,170)	6,257,660
Changes due to the adjustments	(27,273,719)	(153,826)	(1,327,299)	-	68,120	(28,686,724)	5,815,740
Written-off or transferred to off balance sheet items	-	-	-	-	(11,113,111)	(11,113,111)	(585,649)
Adjustments due to changes in exchange rates	696,990	-	225,925	-	180,034	1,102,949	(256,873)
Total Balance at the End of the Year	416,304,001	690,747	28,326,747	-	26,197,057	471,518,552	456,521,740

Expected credit loss allowance movement:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	11,111,629	2,691	2,107,735	-	30,977,688	44,199,743	45,878,846
Impairment Loss of new balances during the year	275,372	260	140,184	-	47,525	463,341	2,058,139
Recoveries from impairment loss on facilities due	(301,830)	(129)	(27,375)	-	(551,354)	(880,688)	(4,987,960)
	11,085,171	2,822	2,220,544	-	30,473,859	43,782,396	42,949,025
Transferred to Stage One	290,542	-	(290,542)	-	-	-	-
Transferred to Stage Two	(38,540)	-	228,671	-	(190,131)	-	-
Transferred to Stage Three	(940)	-	(8,480)	-	9,420	-	-
The effect as a result of a change in classification between the three stages during the year	(217,838)	-	(49,524)	-	741,176	473,814	329,205
Changes due to the adjustments	38,972	(2,133)	260,432	-	(3,281)	293,990	1,183,348
Written-off or transferred to off balance sheet items	-	-	-	-	(8,696,493)	(8,696,493)	(232,237)
Adjustments due to changes in exchange rates	17,591	-	17,395	-	149,095	184,081	(29,598)
Total Balance at the End of the Year	11,174,958	689	2,378,496	-	22,483,645	36,037,788	44,199,743

D) SME's portfolio:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Credit risk rating categories based on the Bank's internal credit rating system:							
1	-	-	-	-	-	-	-
2	320,889	-	-	-	-	320,889	729,813
3	3,041,344	-	-	-	-	3,041,344	4,204,042
4	29,427,569	-	100,783	-	-	29,528,352	48,562,838
5	59,161,203	-	6,191,773	-	-	65,352,976	70,120,192
6	21,688,241	-	8,540,169	-	-	30,228,410	44,026,566
7	-	-	8,112,864	-	-	8,112,864	16,991,576
8	-	-	-	-	10,239,255	10,239,255	1,946,842
9	-	-	-	-	5,411,586	5,411,586	5,623,100
10	-	-	-	-	34,071,917	34,071,917	36,140,687
Unclassified	-	624,167	-	125,723	207,711	957,601	929,479
Total	113,639,246	624,167	22,945,589	125,723	49,930,469	187,265,194	229,275,135

Related facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	155,585,162	288,042	29,049,865	146,294	44,205,772	229,275,135	232,871,999
New facilities during the year	7,457,226	545,703	3,332	-	1,015,163	9,021,424	41,168,384
Facilities setteled	(27,765,433)	(180,290)	(5,503,151)	(3)	(2,528,769)	(35,977,646)	(53,001,847)
	135,276,955	653,455	23,550,046	146,291	42,692,166	202,318,913	221,038,536
Transferred to Stage One	2,943,106	25,873	(2,937,008)	(25,873)	(6,098)	-	-
Transferred to Stage Two	(20,944,900)	(142,452)	21,030,455	142,452	(85,555)	-	-
Transferred to Stage Three	(6,110,226)	-	(16,338,901)	(120,418)	22,569,545	-	-
The effect as a result of a change in classification between the three stages during the year	(679,326)	(12,059)	(2,764,241)	(16,729)	(1,381,239)	(4,853,594)	204,372
Changes due to the adjustments	2,082,341	99,350	(129,272)	-	499	2,052,918	8,314,565
Written-off or transferred to off balance sheet items	-	-	-	-	(13,869,642)	(13,869,642)	(270,356)
Adjustments due to changes in exchange rates	1,071,296	-	534,510	-	10,793	1,616,599	(11,982)
Total Balance at the End of the Year	113,639,246	624,167	22,945,589	125,723	49,930,469	187,265,194	229,275,135

Expected credit loss allowance movement:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	471,275	1,121	2,170,609	2,959	30,632,570	33,278,534	38,337,910
Impairment Loss of new balances during the year	32,430	464	36	-	2,035,249	2,068,179	2,108,744
Recoveries from impairment loss on facilities due	(111,676)	(60)	(31,978)	-	(1,423,531)	(1,567,245)	(10,060,208)
	392,029	1,525	2,138,667	2,959	31,244,288	33,779,468	30,386,446
Transferred to Stage One	68,780	6	(67,342)	(6)	(1,438)	-	-
Transferred to Stage Two	(61,803)	(445)	87,133	445	(25,330)	-	-
Transferred to Stage Three	(7,345)	-	(1,801,894)	(2,953)	1,812,192	-	-
The effect as a result of a change in classification between the three stages during the year	(34,588)	(2)	269,874	318	5,037,132	5,272,734	2,760,187
Changes due to the adjustments	31,438	407	133,569	-	-	165,414	312,336
Written-off or transferred to off balance sheet items	-	-	-	-	(9,164,944)	(9,164,944)	(176,359)
Adjustments due to changes in exchange rates	27,326	-	24,841	-	312,790	364,957	(4,076)
Total Balance at the End of the Year	415,837	1,491	784,848	763	29,214,690	30,417,629	33,278,534

E) Government and the Public Sector portfolio :	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Item	JD	JD	JD	JD	JD	JD	JD
Credit risk rating categories based on the Bank's internal credit rating system:							
1	170,790,241	-	-	-	-	170,790,241	153,078,712
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	49,630,000	-	86,418,032	-	-	136,048,032	69,554,742
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-
Unclassified	-	-	-	-	-	-	-
Total	220,420,241	-	86,418,032	-	-	306,838,273	222,633,454

Credit facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	153,078,712	-	69,554,742	-	-	222,633,454	229,445,084
New facilities during the year	106,626,269	-	-	-	-	106,626,269	4,727,300
Facilities setteled	(39,284,740)	-	-	-	-	(39,284,740)	(28,406,085)
	220,420,241	-	69,554,742	-	-	289,974,983	205,766,299
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect as a result of a change in classification between the three stages during the year	-	-	-	-	-	-	16,867,155
Changes due to the adjustments	-	-	16,863,290	-	-	16,863,290	-
Written-off or transferred to off balance sheet items	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	220,420,241	-	86,418,032	-	-	306,838,273	222,633,454

Expected credit loss allowance movement:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	-	-	1,879,104	-	-	1,879,104	1,147,300
Impairment Loss of new balances during the year	-	-	-	-	-	-	-
Recoveries from impairment loss on facilities due	-	-	-	-	-	-	(270,675)
	-	-	1,879,104	-	-	1,879,104	876,625
Transferred to Stage One	-	-	-	-	-	-	-
Transferred to Stage Two	-	-	-	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect as a result of a change in classification between the three stages during the year	-	-	-	-	-	-	1,002,479
Changes due to the adjustments	-	-	249,704	-	-	249,704	-
Written-off or transferred to off balance sheet items	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	-	-	2,128,808	-	-	2,128,808	1,879,104

Interest in Suspense:	As of December 31, 2025				
		Corporates			
The following is the movement on the interest in suspense:	Individual (Retail Customers)	Real Estate Loans	Large Corporate Customers	SMEs	Total
	JD	JD	JD	JD	JD
Balance at the Beginning of the Year	3,073,537	3,555,756	4,072,827	7,506,462	18,208,582
Add: Interest suspended during the year	586,301	276,394	932,957	2,280,384	4,076,036
Less: Interest in suspense reversed to revenues	(52,688)	(166,664)	(25,450)	(171,075)	(415,877)
Translation differences	3,787	1,548	50,560	39,984	95,879
Written off or transferred to off balance sheet items	(697,806)	(793,027)	(2,421,855)	(4,714,796)	(8,627,484)
Balance at the End of the Year	2,913,131	2,874,007	2,609,039	4,940,959	13,337,136

	As of December 31, 2024				
		Corporates			
	Individual (Retail Customers)	Real Estate Loans	Large Corporate Customers	SMEs	Total
	JD	JD	JD	JD	JD
Balance at the Beginning of the Year	2,700,170	2,787,959	3,870,605	6,689,141	16,047,875
Add: Interest suspended during the year	665,203	820,867	650,672	1,427,547	3,564,289
Less: Interest in suspense reversed to revenues	(189,067)	(52,629)	(48,330)	(511,979)	(802,005)
Translation differences	(604)	(441)	(46,708)	(4,250)	(52,003)
Written off or transferred to off balance sheet items	(102,165)	-	(353,412)	(93,997)	(549,574)
Balance at the End of the Year	3,073,537	3,555,756	4,072,827	7,506,462	18,208,582

Direct credit facilities are distributed in accordance with geographical distribution and economic sectors as following:				
	Inside the Kingdom	Outside the Kingdom	Total As of December 31,	
			2025	2024
	JD	JD	JD	JD
Financial	1,593,271	7,090,000	8,683,271	8,399,785
Industrial	103,365,186	22,868,561	126,233,747	161,696,308
Trading	263,855,847	89,730,096	353,585,943	334,992,905
Real estate	205,752,017	18,381,134	224,133,151	229,784,378
Constructions	20,389,076	18,296,509	38,685,585	35,908,158
Agriculture	9,419,170	6,873,335	16,292,505	14,682,000
Tourism, restaurants and public facilities	63,962,968	43,173,573	107,136,541	119,857,153
Shares	10,711,508	-	10,711,508	11,912,891
Individuals	446,878,778	103,227,590	550,106,368	547,154,415
Government and public sector	220,420,241	86,418,032	306,838,273	222,633,454
Total	1,346,348,062	396,058,830	1,742,406,892	1,687,021,447

11. Financial Assets at Amortized Cost - Net	December 31,	
This item consists of the following:	2025	2024
Quoted Financial Assets	JD	JD
Governmental bonds and bills guaranteed by the Government	120,217,633	117,240,001
Corporates and banks bonds and debentures	10,657,868	12,187,903
Foreign governmental bonds	-	15,493,710
Total financial assets quoted in the market	130,875,501	144,921,614
Unquoted Financial Assets		
Corporate bonds and debentures	21,270,000	21,270,000
Foreign governmental bonds	94,857	-
Total financial assets unquoted in the market	21,364,857	21,270,000
Total Financial Assets at Amortized Cost	152,240,358	166,191,614
Less: Allowance for expected credit loss	(335,724)	(331,345)
Net financial assets at amortized cost	151,904,634	165,860,269

Analysis of bonds and bills:	December 31,	
	2025	2024
	JD	JD
Financial assets with fixed-interest rate	152,240,358	166,191,614
Financial assets with floating interest rate	-	-
	152,240,358	166,191,614

-Distribution of financial assets at amortized cost according to the Bank's internal credit rating categories as of December 31, 2025 and 2024 was as follows:

Item	As of December 31, 2025										As of December 31, 2024										
	Stage One			Stage Two			Stage Three			Total	Stage One			Stage Two			Stage Three			Total
	Individual Level	Collective Level	Total	Individual Level	Collective Level	Total	Individual Level	Collective Level	Total		Individual Level	Collective Level	Total	Individual Level	Collective Level	Total	Individual Level	Collective Level	Total	
1	120,312,490	-	120,312,490	-	-	-	-	-	-	120,312,490	117,240,000	-	117,240,000	-	-	-	-	-	-	117,240,000
2	-	-	-	-	-	-	-	-	-	-	709,205	-	709,205	-	-	-	-	-	-	709,205
3	-	-	-	-	-	-	-	-	-	-	709,437	-	709,437	-	-	-	-	-	-	709,437
4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	18,456,868	-	18,456,868	-	-	-	-	-	-	18,456,868	30,733,173	-	30,733,173	-	-	-	-	-	-	30,733,173
6	13,471,000	-	13,471,000	-	-	-	-	-	-	13,471,000	13,471,000	-	13,471,000	-	-	-	-	-	-	13,471,000
7	-	-	-	-	-	-	-	-	-	-	3,328,799	-	3,328,799	-	-	-	-	-	-	3,328,799
8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	152,240,358	-	152,240,358	-	-	-	-	-	-	152,240,358	166,191,614	-	166,191,614	-	-	-	-	-	-	166,191,614

Financial assets at amortized cost credit stages distribution was as follows:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	
Item	Individual Level	Collective Level	Individual Level	Collective Level			Total
	JD	JD	JD	JD	JD	JD	JD
Balance – Beginning of the year	162,862,815	-	3,328,799	-	-	166,191,614	164,361,770
New investment during the year	8,055,574	-	-	-	-	8,055,574	42,931,630
Matured investments	(18,541,999)	-	(3,328,799)	-	-	(21,870,798)	(40,753,916)
	152,376,390	-	-	-	-	152,376,390	166,539,484
Transferred to stage one	-	-	-	-	-	-	-
Transferred to stage two	-	-	-	-	-	-	-
Transferred to stage three	-	-	-	-	-	-	-
The effect of changes in classification between the three stages during the period	-	-	-	-	-	-	-
Changes due to adjustments	(136,032)	-	-	-	-	(136,032)	(347,870)
Balance – End of the year	152,240,358	-	-	-	-	152,240,358	166,191,614

The movement on the expected credit loss provision was as follows:					
Item	As of December 31, 2025				As of December 31, 2024
	Stage One	Stage Two	Stage Three	Total	Total
Balance – Beginning of the year	305,958	25,387	-	331,345	235,121
Credit loss on investments balances during the year	22,502	-	-	22,502	55,151
Expected credit loss reversal on matured investments	(33,568)	(25,387)	-	(58,955)	(27,192)
	294,892	-	-	294,892	263,080
Transferred to stage one	-	-	-	-	-
Transferred to stage two	-	-	-	-	-
Transferred to stage three	-	-	-	-	-
The effect of changes in classification between the three stages during the year	-	-	-	-	-
Changes due to adjustments	40,832	-	-	40,832	68,265
Balance – End of the year	335,724	-	-	335,724	331,345

The maturities of financial assets at amortized cost are as follows:							
	Up to 1 Month	1 Month and Up to 3 Months	3 Months and Up to 6 Months	6 Months and Up to 1 Year	1 Year and Up to 3 Years	Over 3 Years	Total
	JD	JD	JD	JD	JD	JD	JD
December 31, 2025	2,836,451	21,292,868	1,999,886	2,083,000	82,762,194	41,265,959	**152,240,358**
December 31, 2024	709,205	709,437	18,329,710	2,112,637	115,371,316	28,959,309	166,191,614

12. Property and Equipment – Net

The details of this item are as follows:	Lands	Buildings	Equipment Furniture and Fixtures	Vehicles	Computers	Decorations and Improvements	Total
For the year ended December 31, 2025	JD	JD	JD	JD	JD	JD	JD
Cost:							
Balance - Beginning of the year	5,885,380	20,651,296	30,193,906	1,144,305	20,025,654	30,422,365	108,322,906
Additions	-	86,655	1,697,412	215,710	1,700,246	3,335,748	7,035,771
Disposals	(1,229,455)	(1,557,332)	(212,636)	-	(1,230,764)	(804,393)	(5,034,580)
Foreign currencies differences	1,167	30,749	48,019	1,643	118,065	8,149	207,792
Balance - End of the year	4,657,092	19,211,368	31,726,701	1,361,658	20,613,201	32,961,869	110,531,889
Accumulated depreciation:							
Balance - Beginning of the year	-	8,006,886	22,905,726	1,015,760	12,842,720	24,994,245	69,765,337
Depreciations for the year	-	224,661	1,364,587	63,561	1,903,335	1,802,721	5,358,865
(Disposals)	-	(378,927)	(241,050)	-	(1,157,112)	(786,725)	(2,563,814)
Foreign currencies differences	-	4,298	11,362	474	17,448	4,578	38,160
Balance - End of the year	-	7,856,918	24,040,625	1,079,795	13,606,391	26,014,819	72,598,548
Net book value of property and equipment	4,657,092	11,354,450	7,686,076	281,863	7,006,810	6,947,050	37,933,341
Payments on acquisition of property and equipment*	-	-	1,598,402	4,416	217,692	4,171,710	5,992,220
Right of use of assets**	-	-	-	-	-	-	23,206,699
Net Property and Equipment at End of the Year	4,657,092	11,354,450	9,284,478	286,279	7,224,502	11,118,760	67,132,260
For the year ended December 31, 2024							
Cost:							
Balance - Beginning of the year	4,656,314	19,451,093	29,670,390	1,141,483	17,447,133	29,738,785	102,105,198
Additions	1,229,455	1,209,452	723,982	3,129	3,183,110	847,875	7,197,003
Disposals	-	-	(192,859)	-	(587,560)	(162,092)	(942,511)
Foreign currencies differences	(389)	(9,249)	(7,607)	(307)	(17,029)	(2,203)	(36,784)
Balance - End of the year	5,885,380	20,651,296	30,193,906	1,144,305	20,025,654	30,422,365	108,322,906
Accumulated depreciation:							
Balance - Beginning of the year	-	7,734,731	21,546,044	968,544	11,670,497	23,351,314	65,271,130
Depreciations for the year	-	273,393	1,538,320	47,325	1,748,946	1,758,778	5,366,762
(Disposals)	-	-	(176,231)	-	(573,722)	(114,502)	(864,455)
Foreign currencies differences	-	(1,238)	(2,407)	(109)	(3,001)	(1,345)	(8,100)
Balance - End of the year	-	8,006,886	22,905,726	1,015,760	12,842,720	24,994,245	69,765,337
Net book value of property and equipment	5,885,380	12,644,410	7,288,180	128,545	7,182,934	5,428,120	38,557,569
Payments on acquisition of property and equipment*	-	78,234	261,719	211,413	764,367	264,669	1,580,402
Right of use of assets**	-	-	-	-	-	-	20,883,357
Net Property and Equipment at End of the Year	5,885,380	12,722,644	7,549,899	339,958	7,947,301	5,692,789	61,021,328

* The financial obligations relating to the acquisition of property and equipment amounted to JD 5,851,711 for the year 2025, and will be settled in accordance with the contractual conditions on the purchase of these assets.
- Fully depreciated property and equipment cost amounted to JD 45,061,066 for the year 2024 (JD 42,486,118 for the year 2024).

** This item represents the effect application of IFRS (16), as follows:	December 31,	
	2025	2024
	JD	JD
Balance - Beginning of the year	20,883,357	21,146,283
Additions	7,996,642	4,286,871
(Disposals)	(156,415)	(81,158)
(Depreciation) for the year	(5,516,979)	(4,467,653)
Foreign currencies differences	94	(986)
Balance - End of the year	23,206,699	20,883,357

13. Intangible Assets – Net	December 31,	
This item consists of computer software's amortized at an annual rate ranging from 15% to 20%, the details are as follows:	2025	2024
	JD	JD
Balance at the Beginning of the Year	8,627,153	7,397,514
Additions during the year	1,524,801	2,841,359
Amortization for the year	(1,791,387)	(1,610,006)
Foreign currencies differences	9,869	(1,714)
Balance at the End of the Year	8,370,436	8,627,153

14. Other Assets	December 31,	
This item consists of the following:	2025	2024
	JD	JD
Accrued interest and commission income	11,807,551	11,641,936
Prepaid expenses	4,238,707	3,319,845
Assets seized by the Bank in repayment of non-performing debts*	78,867,594	74,077,931
Clearing cheques	4,344,360	2,636,026
Advanced payments on the acquisition of land and real estates	3,619,015	2,694,074
Paid guarantee	299,023	227,911
Prepaid tax expenses	3,341,785	2,934,480
Financial derivatives – Note (39)	-	35,726
Accounts receivables and other debit balances	10,989,045	6,878,827
	117,507,080	104,446,756

*The following is the movement on the assets seized by the Bank in repayment of non-performing debts:	Seized Assets	
	2025	2024
	JD	JD
Balance at the Beginning of the Year	83,639,083	82,312,612
Additions	8,385,307	5,612,157
Disposals	(3,859,695)	(4,285,686)
End of the year balance	88,164,695	83,639,083
Impairment provision of assets seized by the Bank**	(9,297,101)	(9,561,152)
Balance at the End of the Year	78,867,594	74,077,931

* The Central Bank of Jordan regulations require a disposal of these assets during a maximum period of two years from the date of foreclose. In exceptional cases, the Central Bank may extend this period to maximum two consecutive years.

**As of the beginning of the year 2015, a gradual provision was calculated for the expropriated real estate against debts that hadbeen expropriated for a period of time more than 4 years based on the Central Bank of Jordan Circular No. 10/1/4076 dated March 27, 2014 and No. 10/1/2510 dated February 14, 2017. noting that the Central Bank of Jordan has issued Circular No. 10/1/13967 on October 25, 2018, approving the extension of the circular. No. 10/1/16607 dated December 17, 2017, in which confirmed the deferred of calculating the allowance until the end of the year 2019, In accordance with the circular of the Central Bank of Jordan NO. 10/3/16234 dated October 10, 2022, the gradual provision for the seized assets was suspended, provided that the allocated provisions for the expropriated real estate in violation of the provisions of the Banking Law are maintained, and only the allocated provision is released against any of the violating real estate that are disposed of.

** The movement on Impairment provision of assets seized by the bank is as follows:

	December 31,	
	2025	2024
	JD	JD
Opening balance	9,561,152	9,528,870
Recovered from the reserve during the year	(264,051)	32,282
Ending balance	9,297,101	9,561,152

15. Banks and Financial Institutions' Deposits	December 31, 2025			December 31, 2024		
This item consists of the following:	Inside The kingdom	Outside The kingdom	Total	Inside The kingdom	Outside The kingdom	Total
	JD	JD	JD	JD	JD	JD
Current and demand accounts	-	6,003,718	6,003,718	-	7,679,465	7,679,465
Deposits maturing within 3 months	-	23,080,579	23,080,579	-	34,396,639	34,396,639
Deposits maturing within 3-6 months	-	-	-	-	260,000	260,000
Deposits maturing within 6-9 months	-	-	-	-	-	-
Deposits maturing within 9-12 months	-	-	-	-	-	-
Deposits maturing within more than a year	-	-	-	-	-	-
Total	-	29,084,297	29,084,297	-	42,336,104	42,336,104

16. Customer Deposits	December 31, 2025				
Details of this item are as follows:	Individuals	Corporations	SME's	Government and Public sector	Total
Description	JD	JD	JD	JD	JD
Current and demand accounts	293,757,201	71,247,357	162,026,586	7,499,860	534,531,004
Saving deposits	826,869,326	463,726	2,423,883	10,079	829,767,014
Term deposits	708,842,380	111,920,368	46,716,823	13,857,005	881,336,576
Certificates of deposits	139,795,680	-	496,473	-	140,292,153
Total	1,969,264,587	183,631,451	211,663,765	21,366,944	2,385,926,747
	December 31, 2024				
	Individuals	Corporations	SME's	Government and Public sector	Total
Description	JD	JD	JD	JD	JD
Current and demand accounts	329,794,430	45,602,693	145,072,184	6,557,462	527,026,769
Saving deposits	812,311,933	5,469	1,774,559	11,457	814,103,418
Term deposits	609,253,983	103,152,935	30,616,941	16,740,471	759,764,330
Certificates of deposits	149,934,329	-	544,849	-	150,479,178
Total	1,901,294,675	148,761,097	178,008,533	23,309,390	2,251,373,695

* The Government of Jordan and the public sector deposits inside the Kingdom amounted JD 10,790,052 equivalent to 0.45% of total deposits as of December 31, 2025 (JD 16,311,683 equivalent to 0.72% of total deposits as of December 31, 2024).
* Non-interest-bearing deposits amounted to JD 684,190,207 equivalent to 28.68% of total deposits as of December 31, 2025 (JD 675,284,676 equivalent to 31.50% of total deposits as of December 31, 2024).
* Restricted deposits amounted to JD 16,672,653 equivalent to 0.70% of total deposits as of December 31, 2025 (JD 21,189,006 equivalent to 0.94% of total deposits as of December 31, 2024).
*Dormant deposits amounted to JD 65,905,094 as of December 31, 2025 (JD 58,228,677 as of December 31, 2024).

17. Cash Margins

The details of this item are as follows:

	December 31, 2025	December 31, 2024
	JD	JD
Cash margins against direct credit facilities	115,859,992	129,691,320
Cash margins against indirect credit facilities	30,922,561	70,095,042
	146,782,553	199,786,362

18. Sundry Provisions

The details of this item are as follows:

	Beginning Balance	Provision Created During the Year	Provision Used During the Year	Foreign Currencies Differences	Ending Balance
December 31, 2025	JD	JD	JD	JD	JD
Provision for end-of-service indemnity	4,624,546	712,417	(1,901,845)	-	3,435,118
Provision for lawsuits raised against the Bank	444,200	1,650,748	(1,624,670)	-	470,278
Sundry provisions	463,530	(2,132)	-	3,619	465,017
	5,532,276	2,361,033	(3,526,515)	3,619	4,370,413
December 31, 2024					
Provision for end-of-service indemnity	4,182,879	676,825	(234,407)	(751)	4,624,546
Provision for lawsuits raised against the Bank	293,464	156,627	(5,891)	-	444,200
Sundry provisions	2,670,849	1,716	(2,208,960)	(75)	463,530
	7,147,192	835,168	(2,449,258)	(826)	5,532,276

19. Income Tax

A. Income tax provision:	2025	2024
The movement on the income tax provision was as follows:	JD	JD
Balance at the Beginning of the Year	19,138,825	19,247,420
Income tax paid	(18,833,959)	(21,503,870)
Accrued Income tax Income tax previous years	15,517,406 (648,691)	21,395,275 -
Balance at the end of the year	15,173,581	19,138,825

Income tax presented in the consolidated statement of profit or loss represents the following:	2025	2024
Income tax on current year's profit	15,517,406	21,395,275
Prior years income tax	(648,691)	-
Deferred tax assets for the year	(2,535,991)	(6,994,526)
Amortization of deferred tax assets	3,391,917	5,338,721
	15,724,641	19,739,470

- The Legal income tax rate in Jordan is 38% for banks, noting that the legal income tax rate in Palestine in which the bank has investments and branches is 15%, and in Iraq 15% and in Syria (a subsidiary company) 25% and subsidiaries in Jordan 28%.
- A final settlement has been reached with Income and Sales Tax Department in Jordan until the end of 2020. However, for the years 2021 and 2022, no final agreement has been reached, and they are under objection with the Tax Court. The bank has also submitted self-assessment statements for the years 2023 and 2024 and has paid the amounts due according to the law, with no final settlement reached with the Income and Sales Tax Department for those years yet. In the opinion of management, legal advisors, and tax advisors, the bank will not incur any obligations beyond the provisions made in the Consolidated Financial Statements.
- A final settlement has been reached with both the Income Tax Department and the Value Added Tax Department regarding the bank's business results in Palestine until the end of 2023. In the opinion of management and the tax advisor, the provisions booked in the Consolidated Financial Statements are sufficient to pay its tax obligations.
- A final settlement has been reached with the Income and Sales Tax Department in Jordan regarding Excel Financial Investments Company (a subsidiary) until the end of 2024, except for the years 2021 and 2023. The company has submitted a self-assessment statement for the year 2022 and 2024 and paid the taxes, which have not yet been reviewed by the Tax Department. In the opinion of the company's management and tax advisor, the provisions booked in the Consolidated Financial Statements are sufficient to settle the tax liabilities.
- Jordan Leasing Company (a subsidiary) has reached a final settlement with the Income and Sales Tax Department until the end of 2022. Additionally, it has submitted self-assessment statements for the years 2023 and 2024, paid the declared taxes, which have not yet been reviewed by the Income and Sales Tax Department. In the opinion of management and the tax advisor, the provisions booked in the Consolidated Financial Statements are sufficient to settle the tax liabilities.
- The tax due on the bank, its subsidiaries, and foreign branches has been accounted for in the Consolidated Financial Statements for the year ending December 31, 2025. In the opinion of management and the tax advisor, these provisions are sufficient to meet the tax obligations as of that date.

The following is a summary of the reconciliation between accounting profit and taxable profit:	2025	2024
	JD	JD
Accounting income	60,227,670	55,027,021
Income untaxable	(41,780,829)	(42,342,375)
undetectable tax expenses	37,675,286	51,847,460
Taxable profit	56,122,127	64,532,106
Income tax rate	27.6%	33.2%
Income tax accrued on the profits for the year	15,517,406	21,395,275

b. Deferred Tax Assets:

The details for this item are as follows:	Beginning Balance	Amounts released	December 31, 2025 Additions	Year-end balance	Deferred Tax	December 31, 2024 Deferred Tax
Accounts included	JD	JD	JD	JD	JD	JD
Deferred Tax Assets						
Additional provision	15,789,860	-	2,671,020	18,460,880	6,183,815	5,405,469
Provision for non-performing loans	2,315,631	93,223	-	2,222,408	717,469	750,398
Provision for end-of-service indemnity	4,441,591	1,776,663	557,044	3,221,972	944,580	1,291,213
Interest in suspense	573,719	177,476	-	396,243	113,198	162,892
Provision for lawsuits raised against Bank	444,200	1,624,670	1,650,748	470,278	150,625	143,937
Provision for seized assets	9,561,152	264,051	-	9,297,101	3,287,258	3,387,597
Impairment for assets available for sale	62,831	-	-	62,831	23,876	23,876
Seized assets valuation	837,287	-	-	837,287	318,169	318,169
Expected credit loss provision	37,588,650	3,262,001	770,720	35,097,369	11,336,686	12,357,407
Other allocations	3,621,267	2,208,960	2,230,539	3,642,846	1,196,640	1,287,284
	75,236,188	9,407,044	7,880,071	73,709,215	24,272,316	25,128,242

c. Deferred Tax Liabilities:

Fair value reserve	1,316,677	265,684	1,178,210	2,229,203	243,390	229,911

The movement on the deferred tax assets and liabilities accounts is as follows:	Deferred tax assets		Deferred tax liabilities	
	2025	2024	2025	2024
	JD	JD	JD	JD
Balance -Beginning of year	25,128,242	23,472,437	229,911	471,683
Addition during the year	2,535,991	6,994,526	113,389	8,242
Amortized during the year	(3,391,917)	(5,338,721)	(99,910)	(250,014)
Balance -end of year	24,272,316	25,128,242	243,390	229,911

* The rate used in calculating the deferred taxes is the effective unified rate in the country where the Bank is located.

20. Borrowed Funds		Number of Installments				
The details of this item are as follows:	Amount	In Total	The Remaining	Periodic Installments Maturity	Collaterals	Price of Borrowing Interest
December 31, 2025	JD					
Borrowing from Central Banks*	16,139,485	120-11	113-2	Monthly	Treasury Bonds and bills	Zero -1%
Borrowing from Foreign Banks	7,147,805	2	1	Semi Annual	None	4,79%
Lease liabilities **	23,685,819	1171	533	Annual	None	Average 5,64%
Total	46,973,108					
December 31, 2024	JD					
Borrowing from Central Banks*	18,998,947	6-120	4-120	Monthly	Treasury Bonds and bills	Zero -1%
Lease liabilities **	20,823,821	1115	537	Annual	None	Average 6,48%
Total	39,822,768					

* The above balances has been re-financed to the Bank's customers classified under small and medium seized entities and corporates with an interest rate ranging from 2% - 6.83%

- This balance is borrowed at a fixed interest rate, and there is no borrowing at floating interest rates, zero interest borrowings related to loans issued by the Central Bank of Jordan to confront Covid – 19 pandemic amounted to JD 949,730 as of December 31, 2025 (JD 3,434,381 as of December 31,2024).

** Lease liabilities – Against right of use of assets – leased:	December 31, 2025	December 31, 2024
Maturity analysis - undiscounted contractual cash flows	JD	JD
Less than one year	6,412,287	5,200,480
Year to five years	17,260,491	15,675,180
More than five years	5,274,406	5,302,527
Total undiscounted lease liabilities	28,947,184	26,178,187
Discounted lease liabilities included in the consolidated statement of financial position	23,685,819	20,823,821
Within one year	5,146,761	3,548,432
More than one year	18,539,058	17,275,389

21. Other Liabilities	December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Accrued interest payable	13,064,382	14,894,390
Deferred cheques	8,163,027	7,131,898
Temporary deposits	10,365,313	10,052,288
Dividends payable	3,472,002	3,201,826
Deposits on safe boxes	208,818	185,508
Margins against sold real estate	400,240	340,932
Financial derivatives - Note (39)	1,693,762	-
Expected credit loss provision against indirect credit facilities **	8,586,292	10,334,067
Other liabilities*	51,167,430	8,337,541
	97,121,266	54,478,450

* The details of other liabilities are as follows:	December 31,	
	2025	2024
	JD	JD
Social security deposits	351,184	406,581
Income tax deposits	564,621	554,578
Accrued expenses	10,015,759	6,309,850
Inward transfers	743,210	200,415
Outward transfers	38,912,168	-
Board of Directors' remuneration	55,000	55,000
Other credit balances	525,488	811,117
	51,167,430	8,337,541

** Indirect credit facilities credit stages distribution was as follows:	As of December 31, 2025						As of December 31, 2024					
	Stage One		Stage Two		Stage Three		Total	Stage One		Stage Two		Stage Three	Total
Item	Individual	Collective	Individual	Collective	Individual	Collective		Individual	Collective	Individual	Collective	Individual	
	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balance at the Beginning of the Year	557,229,242	78,270,132	16,365,884	16,265,757	11,299,487	679,430,502	579,107,926	557,229,242	78,270,132	16,365,884	16,265,757	11,299,487	679,430,502
New exposures during the year	192,897,504	14,336,872	13,833,677	525,636	9,167	221,602,856	201,861,027	192,897,504	14,336,872	13,833,677	525,636	9,167	221,602,856
Accrued exposures	(121,617,697)	(8,538,707)	(1,646,518)	(1,663,943)	(226,771)	(133,693,636)	(75,039,128)	(121,617,697)	(8,538,707)	(1,646,518)	(1,663,943)	(226,771)	(133,693,636)
	628,509,049	84,068,297	**28,553,043**	**15,127,450**	**11,081,883**	**767,339,722**	**705,929,825**	628,509,049	84,068,297	**28,553,043**	**15,127,450**	**11,081,883**	**767,339,722**
Transferred to stage one	8,976,925	7,339,089	(8,935,425)	(7,339,089)	(41,500)	-	-	8,976,925	7,339,089	(8,935,425)	(7,339,089)	(41,500)	-
Transferred to stage two	(6,490,182)	(1,541,470)	6,490,182	1,541,470	-	-	-	(6,490,182)	(1,541,470)	6,490,182	1,541,470	-	-
Transferred to stage three	(1,652,245)	(431,794)	(1,022,437)	**(357,897)**	**3,464,373**	-	-	(1,652,245)	(431,794)	(1,022,437)	**(357,897)**	**3,464,373**	-
Effect of changes in classification between the three stages during the year	47,404	352,277	433,385	(50,980)	(2,732,941)	(1,950,855)	(2,399,659)	47,404	352,277	433,385	(50,980)	(2,732,941)	(1,950,855)
Changes due to the adjusments	(3,511,247)	2,401,288	(901,394)	(252,075)	-	(2,263,428)	(23,349,461)	(3,511,247)	2,401,288	(901,394)	(252,075)	-	(2,263,428)
Adjustments due to exchange rates fluctuations	1,107,461	-	127,663	-	19,688	1,254,812	(750,203)	1,107,461	-	127,663	-	19,688	1,254,812
Balance at the End of the Year	626,987,165	92,187,687	24,745,017	8,668,879	11,791,503	764,380,251	679,430,502	626,987,165	92,187,687	24,745,017	8,668,879	11,791,503	764,380,251

- Total expected credit loss provision movement against indirect credit facilities was as follows:	Aa of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual	Collective	Individual	Collective			
Balance at the Beginning of the Year	626,343	40,227	296,487	53,816	9,317,195	10,334,068	8,682,263
Credit loss on new exposures during the year	208,487	10,702	53,656	2,286	35,773	310,904	2,098,788
Impairment loss over accrued exposures	(122,430)	(6,821)	(31,473)	(7,050)	(1,878,302)	(2,046,076)	(441,678)
	712,400	44,108	318,670	49,052	7,474,666	8,598,896	10,357,373
Transferred to stage one	118,560	10,043	(85,091)	(10,043)	(33,469)	-	-
Transferred to stage two	(13,488)	(1,145)	13,488	1,145	-	-	-
Transferred to stage three	(1,104)	(270)	(122,840)	(2,396)	126,610	-	-
Effect on the provision at the end of the year as a result of classification changes between the three stages during the year	(93,375)	(7,045)	27,586	9,217	(112,701)	(176,318)	271,970
Changes due to the adjustments	(23,511)	(2,435)	171,132	284	(70)	145,400	(290,963)
Adjustments due to exchange rates fluctuations	5,123	-	1,813	-	11,378	18,314	(4,313)
Balance at the End of the Year	704,605	43,256	324,758	47,259	7,466,414	8,586,292	10,334,067

Indirect credit facilities distribution was as follows:							
A) Letter of credit	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two				
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
Credit risk rating based on the Bank's internal credit rating system:	JD	JD	JD	JD	JD	JD	JD
1	-	-	-	-	-	-	-
2	12,337	-	-	-	-	12,337	-
3	12,629,929	-	-	-	-	12,629,929	1,142,114
4	41,714,883	-	-	-	-	41,714,883	52,525,794
5	7,532,083	-	1,274,496	-	-	8,806,579	4,882,401
6	11,315,190	-	117,944	-	-	11,433,134	2,712,550
7	-	-	8,599,437	-	-	8,599,437	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-
Total	73,204,422	-	9,991,877	-	-	83,196,299	61,262,859

Indirect facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	59,868,999	-	1,393,860	-	-	61,262,859	34,682,106
New facilities during the year	52,215,900	-	9,782,496	-	-	61,998,396	7,204,228
Facilities paid	(53,729,885)	-	(372,747)	-	-	(54,102,632)	1,514,609
	58,355,014	-	10,803,609	-	-	69,158,623	43,400,943
Transferred to Stage One	1,021,112	-	(1,021,112)	-	-	-	-
Transferred to Stage Two	(566,798)	-	566,798	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect on the provision at the end of the year as a result of changes in classification between the three stages during the year	(640,090)	-	(357,418)	-	-	(997,508)	399,291
Changes due to the adjustments	15,035,184	-	-	-	-	15,035,184	17,462,625
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	73,204,422	-	9,991,877	-		83,196,299	61,262,859

Impairment provision movement diclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	40,953	-	8,229	-	-	49,182	45,716
Loss on new balances during the year	55,978	-	46,677	-	-	102,655	14,476
Recoveries from impairment on facilities due	(27,177)	-	(1,541)	-	-	(28,718)	(18,462)
	69,754	-	53,365	-	-	123,119	41,730
Transferred to Stage One	6,688	-	(6,688)	-	-	-	-
Transferred to Stage Two	(1,757)	-	1,757	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect as a result of the reclassification between the three stages during the year	(5,871)	-	3,915	-	-	(1,956)	5,243
Changes due to the adjustments	1,899	-	-	-	-	1,899	2,209
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	70,713	-	52,349	-	-	123,062	49,182

B) Acceptances	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two				
Item	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
Credit risk rating based on the Bank's internal credit rating system:	JD	JD	JD	JD	JD	JD	JD
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	126,344	-	-	-	-	126,344	1,340,719
4	78,902,871	-	-	-	-	78,902,871	158,015,052
5	18,332,074	-	-	-	-	18,332,074	6,810,803
6	-	-	-	-	-	-	3,217,530
7	-	-	60,457	-	-	60,457	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-
Total	97,361,289	-	60,457	-	-	97,421,746	169,384,104

Indirect facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two				
	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
	JD	JD	JD	JD	JD	JD	JD
Balance at the Beginning of the year	168,157,357	-	1,226,747	-	-	169,384,104	91,452,791
New facilities during the year	22,302,713	-	-	-	-	22,302,713	81,584,515
Facilities setteled	(11,158,795)	-	-	-	-	(11,158,795)	(15,669,714)
	179,301,275	-	1,226,747	-	-	180,528,022	157,367,592
Transferred to Stage One	1,226,747	-	(1,226,747)	-	-	-	-
Transferred to Stage Two	(27,581)	-	27,581	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect as a result of reclassification between the three stages during the year	1,434,295	-	32,876	-	-	1,467,171	(470,304)
Changes due to the adjustments	(84,573,447)	-	-	-	-	(84,573,447)	12,486,816
Written off facilities	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	97,361,289	-	60,457	-	-	97,421,746	169,384,104

Impairment provision movement diclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the Beginning of the year	117,456	-	8,222	-	-	125,678	96,410
Impairment Loss of new balances during the year	23,026	-	-	-	-	23,026	79,065
Recoveries from impairment loss on facilities due	(27,029)	-	-	-	-	(27,029)	(47,848)
	113,453	-	8,222	-	-	121,675	127,627
Transferred to Stage One	8,222	-	(8,222)	-	-	-	-
Transferred to Stage Two	(211)	-	211	-	-	-	-
Transferred to Stage Three	-	-	-	-	-	-	-
The effect as a result of reclassification between the three stages during the year	(4,075)	-	2,573	-	-	(1,502)	6,371
Changes due to the adjustments	(29,326)	-	-	-	-	(29,326)	(8,320)
Adjustments due to changes in exchange rates	-	-	-	-	-	-	-
Total Balance at the End of the Year	88,063	-	2,784	-	-	90,847	125,678

C) Letters of guarantee	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two				
	Individual Level	Collective Level	Individual Level	Collective Level	Stage Three	Total	Total
Item	JD	JD	JD	JD	JD	JD	JD
Credit risk rating based on the Bank's internal credit rating system:							
1	-	-	-	-	-	-	-
2	2,053,388	-	-	-	-	2,053,388	300,570
3	13,409,840	-	-	-	-	13,409,840	8,511,404
4	23,119,094	-	6,000	-	-	23,125,094	16,660,091
5	39,644,291	-	29,066	-	-	39,673,357	32,146,650
6	12,364,798	-	1,189,246	-	-	13,554,044	14,118,218
7	-	-	797,457	-	-	797,457	1,511,492
8	-	-	-	-	140,928	140,928	59
9	-	-	-	-	63,119	63,119	163
10	-	-	-	-	11,578,289	11,578,289	11,299,265
Unclassified	-	-	-	-	-	-	-
Total	90,591,411	-	2,021,769	-	11,782,336	104,395,516	84,547,912

Indirect facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	69,635,342	-	3,613,083	-	11,299,487	84,547,912	85,547,480
New facilities during the Year	25,798,294	-	51,088	-	-	25,849,382	13,748,553
Facilities setteled	(4,520,086)	-	(181,085)	-	(226,771)	(4,927,942)	(10,172,492)
	90,913,550	-	3,483,086	-	11,072,716	105,469,352	89,123,541
Transferred to Stage One	2,251,414	-	(2,209,914)	-	(41,500)	-	-
Transferred to Stage Two	(1,447,793)	-	1,447,793	-	-	-	-
Transferred to Stage Three	(306,621)	-	(730,160)	-	1,036,781	-	-
The effect as a result of reclassification between the three stages during the year	139,030	-	11,186	-	(305,349)	(155,133)	(1,058,312)
Changes due to the adjustments	(1,843,604)	-	(75,319)	-	-	(1,918,923)	(2,806,382)
Written of facilities	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	885,435	-	95,097	-	19,688	1,000,220	(710,935)
Total balance at the end of the year	90,591,411	-	2,021,769	-	11,782,336	104,395,516	84,547,912

Impairment provision movement diclosure:	As of December 31, 2025						As of December 31, 2024
Item	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the beginning of the year	195,508	-	175,551	-	9,317,195	9,688,254	7,856,792
Impairment Loss of new balances during the year	35,472	-	400	-	35,773	71,645	1,906,125
Recoveries from impairment loss on facilities due	(10,289)	-	(3,399)	-	(1,878,302)	(1,891,990)	(291,522)
	220,691	-	172,552	-	7,474,666	7,867,909	9,471,395
Transferred to Stage One	72,019	-	(38,550)	-	(33,469)	-	-
Transferred to Stage Two	(3,329)	-	3,329	-	-	-	-
Transferred to Stage Three	(570)	-	(118,594)	-	119,164	-	-
The effect as a result of reclassification between the three stages during the year	(57,606)	-	9,348	-	(105,255)	(153,513)	234,161
Changes due to the adjustments	(32,903)	-	54,171	-	(70)	21,198	(13,020)
Written of facilities	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	3,627	-	1,502	-	11,378	16,507	(4,282)
Total balance at the end of the year	201,929	-	83,758	-	7,466,414	7,752,101	9,688,254

D) Unutilized facilities limits	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Item	JD	JD	JD	JD	JD	JD	JD
Credit risk rating based on the Bank's internal credit rating system:							
1	-	-	-	-	-	-	5,138
2	10,074,160	-	-	-	-	10,074,160	335,660
3	67,682,529	-	-	-	-	67,682,529	46,730,302
4	178,863,477	-	3,977,615	-	-	182,841,092	113,296,771
5	82,251,144	-	1,720,671	-	-	83,971,815	76,178,618
6	26,958,733	-	5,083,933	-	-	32,042,666	29,046,552
7	-	-	1,888,695	-	-	1,888,695	4,106,697
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	9,167	9,167	-
Unclassified	-	92,187,687	-	8,668,879	-	100,856,566	94,535,889
Total	365,830,043	92,187,687	12,670,914	8,668,879	9,167	479,366,690	364,235,627

Unutilized facilities movement disclosure:	As of December 31, 2025						As of December 31, 2024
	Stage One		Stage Two		Stage Three	Total	Total
Item	Individual Level	Collective Level	Individual Level	Collective Level			
	JD	JD	JD	JD	JD	JD	JD
Balance at the Beginning of the year	259,567,544	78,270,132	10,132,194	16,265,757	-	364,235,627	367,425,549
New facilities during the year	92,580,597	14,336,872	4,000,093	525,636	9,167	111,452,365	99,323,731
Facilities paid	(52,208,931)	(8,538,707)	(1,092,686)	(1,663,943)	-	(63,504,267)	(50,711,531)
	299,939,210	84,068,297	13,039,601	15,127,450	9,167	412,183,725	416,037,749
Transferred to Stage One	4,477,652	7,339,089	(4,477,652)	(7,339,089)	-	-	-
Transferred to Stage Two	(4,448,010)	(1,541,470)	4,448,010	1,541,470	-	-	-
Transferred to Stage Three	(1,345,624)	(431,794)	(292,277)	(357,897)	2,427,592	-	-
The effect as a result of reclassification between the three stages during the year	(885,831)	352,277	746,741	(50,980)	(2,427,592)	(2,265,385)	(1,270,334)
Changes due to the adjustments	67,870,620	2,401,288	(826,075)	(252,075)	-	69,193,758	(50,492,520)
Written off facilities	-	-	-	-	-	-	-
Adjustments due to changes in exchange rates	222,026	-	32,566	-	-	254,592	(39,268)
Total Balance at the End of the Year	365,830,043	92,187,687	12,670,914	8,668,879	9,167	479,366,690	364,235,627

Impairment provision movement disclosure:	As of December 31, 2025				As of December 31, 2024			
	Stage One		Stage Two		Stage Three			
Item	Individual Level	Collective Level	Individual Level	Collective Level		Total	Total	
	JD	JD	JD	JD	JD	JD	JD	
Balance at the Beginning of the year	272,425	40,227	104,485	53,816	-	470,953	683,345	
Impairment Loss of new balances during the year	94,011	10,702	6,579	2,286	-	113,578	117,122	
Recoveries from impairment loss on investments due	(57,935)	(6,821)	(26,533)	(7,050)	-	(98,339)	(83,846)	
	308,501	44,108	84,531	49,052	-	486,192	716,621	
Transferred to Stage One	31,631	10,043	(31,631)	(10,043)	-	-	-	
Transferred to Stage Two	(8,191)	(1,145)	8,191	1,145	-	-	-	
Transferred to Stage Three	(534)	(270)	(4,246)	(2,396)	7,446	-	-	
The effect as a result of reclassification between the three stages during the year	(25,823)	(7,045)	11,750	9,217	(7,446)	(19,347)	26,195	
Changes due to the adjustments	36,819	(2,435)	116,961	284	-	151,629	(271,832)	
Written off facilities	-	-	-	-	-	-	-	
Adjustments due to changes in exchange rates	1,497	-	311	-	-	1,808	(31)	
Total Balance at the End of the Year	343,900	43,256	185,867	47,259	-	620,282	470,953	

22. Paid Up Capital

The authorized capital of the Bank is JD 200 million as of December 31, 2025 and 2024.

The authorized capital of the Bank is JD 200 million by year end, divided into 200 million shares at a par value of JD 1 each.

23. Reserves

- Statutory Reserve
  The amount accumulated in this account is transferred at 10% from the annual net income before tax during the year and previous years according to the Banks Law and Companies Law. This reserve cannot be distributed to shareholders.

- Voluntary Reserve
  The amounts accumulated in this account are transferred at 10% from the annual net income before taxes during the previous years. This reserve will be used for the purposes approved by the Board of Directors. Moreover, the General Assembly of Shareholders has the right to capitalize or distribute the whole reserve or part thereof as dividends.

- General Banking Risks Reserve
  This item represents the general banking risks reserve in line with the instructions of the Central Bank of Jordan. The balance of the general bank risk reserve has been transferred to retained earnings as of January 1, 2018, based on Central Bank of Jordan Circular No. 1359/1/10 dated January 25, 2018 and Central Bank Instructions No. 13/2018 dated June 6, 2018 and other regulatory authorities.

- Special Reserve
  This reserve represents the periodic fluctuation reserve calculated according to the instructions of the Palestinian Monetary Authority concerning the Bank's branches operating in Palestine.

The restricted reserves are as follows:	Amount	Restriction Nature of
Reserve	JD	
Statutory reserve	128,482,054	Banking and corporate law
General banking risks reserve	4,102,021	Regulatory authorities
Special reserve	5,849,743	Regulatory authorities

24. Foreign Currency Translation Differences

This item represents the differences resulting from the translation of net investment in foreign subsidiary upon consolidating the financial statements.

The movement on this item during the year is as follows:	2025	2024
	JD	JD
Balance at the Beginning of the Year	(9,420,102)	(9,562,080)
Changes in the translation of net investment during the year*	195,989	141,978
Balance at the End of the Year	(9,224,113)	(9,420,102)

25. Fair Value Reserve		
The details of this item are as follows:	2025	2024
	JD	JD
Balance - Beginnings of the Year	37,056,092	31,794,224
Unrealized (losses) gains – Equity instruments	(19,663,547)	7,787,119
Unrealized gains (losses) – debt instruments	1,462,016	(2,730,384)
Expected credit loss – debt instruments		
Debt instruments at fair value through comprehensive income transferred to profit or loss as a result of sale	(204,176)	(36,638)
Deferred Tax Liabilities	(13,479)	241,771
Balance at the End of the Year*	18,636,906	37,056,092

* Net after deferred tax which amounted to JD 243,390 for the year 2025 (JD 229,911 for the year 2024).

26. Retained Earnings		
The details of this item are as follows:	2025	2024
	JD	JD
beginning balance	168,169,427	174,847,102
Dividends distributed to shareholders	(36,000,000)	(36,000,000)
Profit for the year	44,005,639	35,017,177
Transferred (to) reserves	(6,092,971)	(5,547,880)
Foreign currency translation differences	(46,535)	(146,972)
Balance at the End of the Year	170,035,560	168,169,427

- Retained earnings include an amount of JD 24,272,316 restricted against deferred tax assets as of December 31, 2025 (JD 25,128,242 as of December 31, 2024).
- -Retained earnings include an amount of JD 227,598 as of December 31, 2025, which represents the effect of early adoption of IFRS (9). These restricted amounts cannot be utilized unless realized as instructed by Jordan Securities Exchange Commission. Also retained earnings include an amount of JD 813,437 as of December 31, 2025 that cannot be utilized by distribution or any purpose unless there is a formal approval from Central Bank of Jordan resulting from the application of Central Bank of Jordan circular No. 10/1/1359 dated January 25, 2018.

27. Declared Dividends

The Bank's Board of Directors recommended in its meeting held in January 29 2026 the distribution of 18% of the Bank's capital as cash dividends to the shareholders, this is subject to the General Assembly and Central Bank of Jordan approvals.

28. Interest Income	For the Year Ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Direct Credit Facilities at amortized cost:		
Individual (retail customers):	50,325,124	52,274,910
Overdraft accounts	1,850,825	1,305,596
Loans and discounted bills	42,537,719	45,507,623
Credit cards	5,936,580	5,461,691
Real estate loans	16,787,654	17,691,053
Corporate Entities:	46,437,983	43,032,876
Large corporate customers:	30,993,768	26,776,281
Overdraft accounts	3,213,262	3,035,227
Loans and discounted bills	27,780,506	23,741,054
SMEs:	15,444,215	16,256,595
Overdraft accounts	2,032,249	2,389,019
Loans and discounted bills	13,411,966	13,867,576
Government and Public Sector	21,518,338	19,215,487
Other items:		
Balances with central banks	28,158,047	34,611,339
Balances and deposits with banks and financial institutions	8,019,020	10,078,931
Financial assets at amortized cost	9,300,909	9,331,324
Financial assets at fair value through comprehensive income	7,096,490	10,827,681
Total	187,643,565	197,063,601

29. Interest Expense	For the Year Ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Banks and financial institution deposits	1,424,183	1,403,295
Customers' deposits:		
Current and demand deposits	95,684	2,290
Saving accounts	2,925,536	2,577,114
Time and notice deposits	38,017,408	41,763,612
Certificates of deposit	8,132,270	9,288,005
Borrowed funds	221,497	92,828
Cash margins	3,706,354	3,718,125
Deposits insurance fees	2,700,611	2,281,002
Interest on lease liabilities	1,539,188	1,290,770
	58,762,731	62,417,041

30. Net – Commission Income	For the Year Ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Commission Income:		
Direct credit facilities commission	3,286,102	3,918,073
Indirect credit facilities commission	5,325,470	4,637,753
Other commission	42,812,554	19,167,278
Total	51,424,126	27,723,104
Less: Commission Expense	2,624,937	2,015,072
Net Commission Income	48,799,189	25,708,032

31.Foreign Currencies Income	For the Year Ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
From trading / dealing	(757,451)	282,810
From revaluation	5,794,837	4,617,674
	5,037,386	4,900,484

32.Gain from Financial Assets at Fair Value Through Profit or Loss				
The details of this item are as follows:	Realized Gain	Unrealized Gain	Shares Dividends	Total
During the Year 2025	JD	JD	JD	JD
Local shares	-	34,463	18,080	52,543
	-	34,463	18,080	52,543
During the Year 2024				
Local shares	-	4,401	4,450	8,851
	-	4,401	4,450	8,851

33. Other Income	For the Year Ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Revenues recovered from prior years	554,011	528,741
Gain from the sale of assets seized by the Bank	1,317,514	208,625
Revenue from telephone, post, and swift	660,395	389,779
Rent income received from the Bank's real estate	182,210	222,248
Gain from the sale of property and equipment	26,102	91,950
Interest in suspense reversed to revenue	415,877	802,005
Other revenue	2,895,658	2,175,537
	6,051,767	4,418,885

34. Employees Expenses	For the year ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Salaries, bonuses, and employees' benefits	40,567,396	33,382,288
Bank's contribution to social security	2,969,967	2,677,219
Bank's contribution to provident fund	2,109,358	2,041,530
Medical expenses	1,819,613	1,513,600
Staff training expenses	334,639	589,225
Transportation and travel expenses	1,546,257	968,217
Life insurance	326,658	251,760
	49,673,888	41,423,839

35. Other Expenses	For the year ended December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Rent	477,247	175,064
Printing and stationery	727,379	724,255
Telephone, post and swift	3,208,957	2,483,418
Maintenance, repairs, and cleaning	10,309,822	9,327,116
Fees, taxes, and licenses	4,883,651	4,851,936
Advertisements and subscriptions	13,621,493	12,153,826
Insurance expenses	6,185,839	5,474,338
Electricity and heating	819,045	769,024
Donations	1,732,211	864,019
Hospitality	379,248	395,383
Professional, consultancy and legal fees	2,658,012	2,466,497
Board of Directors members remunerations	55,000	55,000
Miscellaneous	1,242,389	1,415,616
	46,300,293	41,155,492

36. Financial Assets Expected Credit Losses Expenses	For the year ended December 31,	
The details on this item are as follows:	2025	2024
	JD	JD
Balances central banks	657,319	361,807
Balances at banks and financial institutions	(3,310)	31,315
Deposits at banks and financial institutions	7,656	7
Direct credit facilities at amortized cost	20,070,360	18,337,810
Financial assets at amortized cost	4,379	96,224
Off statement of financial position items	(1,766,090)	1,656,117
	18,970,314	20,483,280

37.Earnings Per Share from Profit for the Year	December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Profit for the year (Bank's shareholders)	44,005,639	35,017,177
Weighted average number of shares *	200,000,000	200,000,000
Net income for the year/share (Bank's shareholders)		
	JD/FILLS	JD/FILLS
Basic and diluted	0.22	0.180

*The average price of their shares is calculated from the average return, based on the number of authorized shares for the years ending on December 31, 2025, and 2024 in accordance with the requirements of International Accounting Standard No. 33.

38.Cash and Cash Equivalents	December 31,	
The details of this item are as follows:	2025	2024
	JD	JD
Cash and balances with Central Banks maturing within 3 months	906,257,654	761,604,005
Add: Balances with banks and other financial institutions maturing within 3 months	235,521,581	268,207,452
Less: Banks and financial institutions' deposits maturing within 3 months	(29,084,297)	(42,076,104)
Restricted balances	(132,671,983)	(122,095,358)
	980,022,955	865,639,995

39.Financial Derivatives				Nominal Value Maturities		
The details of financial derivatives at year-end are as follows:	Positive Fair Value	Negative Fair Value	Total Nominal Value	Within 3 Months	From 3 To 12 Months	Total
December 31, 2025	JD	JD	JD	JD	JD	JD
Foreign currencies forward contracts	11,725	(1,705,487)	57,267,480	57,083,600	183,880	57,267,480
Total	11,725	(1,705,487)	57,267,480	57,083,600	183,880	57,267,480
December 31, 2024	JD	JD	JD	JD	JD	JD
Foreign currencies forward contracts	35,726	-	63,205,374	55,079,470	8,125,904	63,205,374
Total	35,726	-	63,205,374	55,079,470	8,125,904	63,205,374

Nominal value indicates the value of transactions at year-end and does not relate to market risk or credit risk.

40. Related parties Transactions

Within its normal activities, the Bank entered into transactions with its major shareholders, members of the Board of Directors, executive management and the associate Company at the commercial rates of interest and commission. Moreover, all loans and advances with related parties are performing, and no provision for probable credit losses has been taken thereon.

The following are summaries of balances and transactions with related parties:	Related party					Total	
						December 31,	
	Subsidiaries*	Board of Directors Members	Executives Management	Staff Provident Fund	Other Parties	2025	2024
Consolidated Statement of Financial Position Items:	JD	JD	JD	JD	JD	JD	JD
Assets:							
Investments	45,627,636	-	-	-	-	45,627,636	45,627,636
Credit Facilities	-	1,085,592	583,429	-	1,764,712	3,433,733	3,075,411
Current accounts and Deposits	11	-	-	-	-	11	10
Cash Margins	2,989,404	-	-	-	-	2,989,404	3,982,000
Liabilities:							
Customer Deposits and Margins	10,195,144	775,304	4,944,485	316,726	14,511,848	30,743,507	38,520,921
Bank Deposits	7,390,056	-	-	-	-	7,390,056	7,798,232
Borrowed funds	2,815,914	-	-	-	-	2,815,914	2,989,024
Off-consolidated balance sheet items							
Letters of guarantee	464,000	-	50,000	-	78,215	592,215	576,550
Acceptances and credits	-	-	-	-	-	-	-

	Total	
	for the Year Ended December 31,	
	2025	2024
Consolidated Statement of Profit or Loss Items:	JD	JD
Credit interest and commission	196,367	184,937
Debit interest and commission	2,133,701	3,010,396

Interest rates:

- Credit interest rates against facilities in JD range from 1 % (minimum price represent interest rate against cash margin amounted to 100%) to 11.25%.
- No credit interests in foreign currency.
- Debit interest rates for JD range from 0.0025% to 5.50 %.
- Debit interest rates for foreign currency range from 2.67% to 3.45%.

* Balances and transacations with subsidiary companies are excluded from the consolidated financial statements, but presented for clarification purposes only.

- Investment in subsisidary - Syria is shown at cost, noting that the bank has hedged against the impairment of this investment in its records.
- Related parties number that have been granted facilities is 34 customers as of December 31, 2025.

Bank's Executive Management Salaries and Remunerations Summary is as follows:	for the Year Ended December 31,	
	2025	2024
	JD	JD
Salaries and executive benefits	3,646,251	3,306,532
Transportation and board secretary	18,000	18,000
Board of directors membership, transportation and bonuses	634,238	658,076
Total	4,298,489	3,982,608

25. 1 Risk Management

First: Qualitative Disclosures

The Bank continuously develops the risk management structure to ensure effective management of all of its operations, the efficiency of the risk management process, and proper application of the regulatory controls across all of the Bank's operations (Execution).

* The Bank has created a risk management committee emanated from the Board of Directors, which in its turn works to ensure the existence of an effective internal control system and to verify its good performance. The Board also approves risk management policies in general and defines their framework.

***Risk management department takes the responsibility of managing different types of risks from which:**

Preparing the policies and approve on it from the board of directors.

Analysing all the risk types (credit, market, liquidity, operations, information security....)

Develop measurement and control methodologies for each type of risk.

Provide the Board of Directors and upper management with statements and information on measuring risks in the bank in a qualitative and quantitative manner.

* The Bank has applied a set of automatic systems to measure and control risks such as capital adequacy ratios, liquidity risk and ratios (LCR / NSFR), operational risks, operational production, and market risks.

Credit Risk:

Credit risks arise from the possibility of the inability and/or unwillingness of the borrower or the third party to fulfil its obligations at the agreed times. These risks include items within the financial statements such as loans and bonds, and items outside the financial statements such as guarantees and/or documentary credits, which leads to financial losses to the bank.

In this context, the Bank is strengthening the institutional frameworks that govern credit management through the following:

1. A set of independent specialized departments to manage credit risks are as follows:

- Corporate Credit Department.
- Small and Medium Credit Department (SME's).
- Retail Credit Department.
- Internal branches Credit Departments.
- Credit Portfolio Risk Department: Primarily focuses on maintaining credit quality across all segments (Large Corporate, Corporate, SMEs, and Retail). It monitors Key Risk Indicators (KRIs) through studies and reports on portfolio performance and provisions, providing necessary recommendations. This department prepares periodic reports covering:
  - The credit concentrations of the portfolio at the level of economic activity.
  - Credit concentrations of the portfolio at the product level.
  - Reports on default rates, coverage ratios, and their comparison with the performance of the banking sector.
  - Reports on the performance of credit portfolios by portfolio (Corporate, government, SME and individuals) and a comparison of growth rates with the performance of the banking sector.
  - Applying International Financial Reporting Standard IFRS9 through the reports and scenarios necessary to comply with the application of the standard at the beginning of the year 2018.

-The implementation of Application scorecard model based on a set of client-specific criteria to assess the risk of individual customers which contributes to the credit decision.
-The implementation of the Customer Risk Rating System (Risk Rating Systems) is performed by classifying customers into ten levels according to obligor risk rating (economic sector, management, financial status, experience, etc.)

2. Separation between the different business development departments and credit risk departments.

3. Set of approved policies and procedures that determine the basis for defining, measuring, and managing this type of risks.

4. Determining credit concentrations at the level of credit type, economic sector, geographical distribution and credit portfolios... etc. The credit risk department, each within its competence, monitors these concentrations.

5. System of authorization and relationship management:
Bank of Jordan adopts a system of authorization that includes a mechanism for granting, delegating, supervising, and managing the relationship for different credit activities.

6. Determine risk mitigation methods:

- The Bank follows a different methods to mitigate the credit risks which represents in the following:
- Provide an appropriate structure for credit, consistent with its purpose and for its repayment.
- Ensure the completion of all control aspects on the use of credit and sources of repayment
- Fulfilment of appropriate guarantees in order to hedge against any risks in this regard.
- Studying and evaluating credit transactions by credit departments.
- Periodic assessment of guarantees according to the nature, quality and degree of guarantee risks enhancing it and ensure its coverage for the credit granted up to date by credit departments.
- Specialized committees for the credit approval.

7. Credit execution departments which include monitoring credit execution, in addition to a unit concerned with documentation, completing legal audits, and implementation.

8. Implementation of an electronic system to manage credit (CCM + Credit Lens).

9. Specialized departments to follow up the collection of receivables and bad debts.

10. Risk Management Committee at the management level to review credit, investment and risk policies and strategies.

11. Determine the tasks of the different credit departments in terms of the mechanism and periodicity of monitoring and extracted statements and the mechanism of escalation to senior management and the board of directors.

12. Economic fluctuations analysis in changes in the structure and quality of the credit portfolio.

13. Preparation of Reports for Country and Counterparty Limits

14. Preparation of Reports on Economic Capital

15. Preparation and Conducting Stress Tests (Stress Testing) and (ICAAP)

16. Credit Oversight Reports:
Credit departments, within their respective jurisdictions, undertake the monitoring and evaluation of all credit operations through a set of supervisory reports.

Daily Monitoring:
Credit overages, overdue unrenewed limits, overdue accounts and others.

Quality Control and Portfolio Distribution Monitoring

-Credit Risk Classification, economic sectors, credit types, collateral, concentrations, trends in the quality of credit assets, and more.

-Credit Exposure Monitoring (Total Exposure) at the customer level, geographical, credit type, economic sector, maturity date, type of collateral, and other relevant factors.

And these reports are submitted on a periodic basis to the Risk Management Committee, a subcommittee of the Board of Directors. As for daily operations, they are promptly submitted to the General Manager when needed.

17. Early Warning Signals (EWS):
The Early Warning Signals (EWS) account contains indicators of potential risks or weaknesses requiring closer monitoring, supervision, or stronger management attention. EWS points, if left unaddressed, may decrease the likelihood of repayment, categorizing them as non-performing and suspicious accounts (B&D). Credit departments conduct examinations, evaluations, and studies on early warning indicators. Coordination with business development departments determines whether these indicators significantly impact a client's business, its sustainability, and its ability to fulfill commitments to the bank. In case of alignment with the Business Development Department that there is no significant impact, these accounts are added to the Green Accounts list, referring to clients showing early warning signals without being presented to the Early Warning Indicators Committee.

Operational Risks:
Operational risk is defined as the risk of loss resulting from failure or inadequacy of internal processes, people or systems, or from an external event which includes legal risks where the operational risk department was established since 2003 as it was filled with the qualified human resources and automatic systems since that date it is managerially related to the risk management.

The Bank manages the operational risks within the following principles:

1. Preparing an operational risk policy and adopting it by the Board of Directors to apply it on the ground, which included the principles for defining, measuring, and monitoring risks, in addition to the level of acceptance of this type of risk.
2. Implementing an automatic system to manage operational risks (CAREWEB).
3. Updating risk profile files so that they include all types of operational risks and control procedures that limit them, and the periodicity of examining them to ensure their efficiency and continuity of work at the level of each of the Bank's units. Reports are submitted to the Risk Management Committee to approve these files.
4. The Internal Audit Department is responsible for evaluating the validity of monthly self-assessment checks for the various units of the Bank, classifying these units within the approved classification criteria in this regard, and including them in the internal audit report. And provide the audit committee with it firstly. A report is prepared showing the results of the self-assessment, the results of the internal audit assessment for all the Bank's units and submitting it to the Audit Committee on a quarterly basis.
5. Continuous assessment of operational risk profiles.
6. Applying the methodology of self-assessment of risks and control procedures (CRSA) as a tool for managing operational risks and evaluating them continuously to identify new risks in addition to ensuring the efficiency of the work of control measures to reduce these risks and updating these files firstly to reflect the actual reality of the work environment.
7. Building a database of operational errors, analyzing them, and submitting periodic reports.

8. Applying classification standards and evaluating the bank's units within international principles and standards according to the control environment.
9. Building, defining, and monitoring key risk indicators at the bank level and submitting reports to the concerned bank units on the results of these indicators to be followed up by them and applying corrective measures to address risks before they occur.
10. Preparing and conducting stress testing for operational risks.
11. Providing the Relevant Department with periodic reports (monthly and quarterly) that reflect the reality of the control environment for the various units of the Bank.
12. Evaluate work procedures and policies and ensure that control gaps in control procedures are identified and corrected.
13. Training and educating the Bank's employees on operational risks and how to manage them to improve the control environment in the Bank.
14. The enterprise risk file has been updated in coordination with the Internal Audit Department to identify the risks that the facility may be exposed to and negatively affect the achievement of the enterprise's objectives, strategy and profits. Any modifications to the enterprise's risk profile are presented to the Risk Management Committee to be approved by them. It manages the internal audit on an annual base to evaluate the control procedures of the facility and present the results of the examinations to the Audit Committee and the Risk Management Committee.

Liquidity and market risk

Liquidity Risk:

These are the risks that arise from the possibility of the bank's inability to provide the necessary financing to perform its obligations on their due dates or to finance its activities without incurring high costs or incurring losses. Liquidity risks are divided into:

Funding Liquidity Risk:

It is the risk of the bank's inability to convert assets into cash - such as collecting receivables - or obtain financing to pay off obligations.

Market Liquidity Risks:

It is the risk of not being able to sell the asset in the market or selling it with incurring a large financial loss as a result of weak liquidity or demand in the market.

Market Risks

These are the risks of exposure of positions inside and outside the financial position to losses as a result of fluctuating prices and rates of return in the market, and the risks that arise from banking risks resulting from all types of investments / investments and investment aspects of the bank. Market risks include the following :

- Interest rate risks
- Exchange rate risks (Deals in foreign currencies)
- Financial securities pricing risks.
- Products risks.

Market risk arises from:

- Changes that may occur in the political and economic conditions in the market.
- Interest rate fluctuations.
- Fluctuations in the prices of future financial instruments, buying and selling.
- Gaps in the maturity of assets, liabilities, and re-pricing.
- Possession of uncovered positions

The basic tools used in measuring and managing market risks are the following:

- Basis Point Value
- Value at Risk
- Stress Testing

The bank manages market and liquidity risks within the following information:

- A set of policies and procedures approved by the Board of Directors that determine the basis for defining the measurement, monitoring, follow-up and management of market and liquidity risks.
- Implementing an Asset and Liabilities Management System to measure liquidity risk and interest rates.
- Preparing a liquidity crisis management plan that includes:
  - Specialized procedures for liquidity crisis management.
  - A specialized committee to manage the liquidity crisis.
  - Liquidity Contingency Plan.
- Develop tools for measuring, managing and monitoring market and liquidity risks through:
  - Liquidity risk report according to maturity scale.
  - Monitoring the limits and quality of the investment portfolio.
  - Monitoring the process of applying the Liquidity Coverage Ratio (LCR) and Net Stable Funding ratio (NSFR) and its compliance with the minimum limits.
  - Monitoring legal and cash liquidity, which is maintaining a sufficient amount of liquid assets (monetary and semi-liquid assets) to meet liabilities.
  - Stress Testing.
  - Conducting periodic studies on developments in the global and local markets.
  - Monitoring investment tools and studying their compatibility with the investment limits set in the investment policy and the permissible stop-loss limits.
  - Studying investment limits and recommending amending them in line with the developments and conditions of the global and local markets and the risks surrounding them, and diversifying investment in order to achieve the best returns with the lowest possible risks.
  - Studying investment concentrations on an instrument basis.
  - Studying the credit rating of local and international banks according to the financial situation, the extent of its vulnerability to economic crises, and the extent of global spread.
  - Preparing a report on investment portfolios, exposure level, compliance with established limits and reporting any overages to the appropriate authority.
  - Monitor interest rate changes at the local and international markets level.
  - Monitoring the sensitivity of investment tools to changes in interest rates at the level of each investment performance.
  - Monitoring concentrations at market/instrument level and geographical distribution.
  - Submitting periodic reports to the ALCO and the Risk Management and Compliance Committee / Board of Directors.

Information Security

These are the risks that arise from threatening the bank's private information in terms of confidentiality, integrity and availability. The information security and protection unit was established to provide protection for information, users and assets alike by providing policies and procedures that ensure the continuity of achieving protection and through the use of means and requirements that detect, examine and develop the work environment to be more safe.

In order to enhance information security and protection, the Bank manages information security and protection risks within the following principles:

1- Reviewing and updating information security policies in line with international standards.

2 - Compliance with PCI-DSS requirements.

3 - Adherence to information security standards in accordance with ISO 27001 system.

4- periodic review of system and servers through specific applications.

5- Reviewing and monitoring powers and distributing them in accordance with policies, nature of work, job title, and approved approvals.

6 - Perform periodic checks on systems and review security vulnerabilities.

7- Reviewing the work continuity plan, crisis management and evacuation plan, and preparing studies showing the current situation.

8 - Continuing to conduct follow-up and periodic evaluation specialized in aspects of physical security.

9- Training and educating the bank's employees on the risks of information security and protection and how to deal with this issue through giving training courses and awareness brochures.

10- Submitting reports to the Risk Management Committee of the Board of Directors on a regular basis to keep abreast of business and developments.

11- Work to meet the requirements of SWIFT-CSP.

12- Preparing a guide to the governance of information management and its associated technology and publishing it on the bank's website.

13-Work on implementing the framework for the governance and management of information and the associated technology COBIT 2019

Compliance Risks

Compliance risks are defined as the risks that arise from the bank's possible compliance with applicable laws, legislation, and instructions, professional and ethical banking laws and regulations issued by local and international regulatory authorities, including the bank's internal policies.

Bank of Jordan believes that compliance with regulations, standards, and instructions is one of the most important foundations and factors for the success of financial institutions. It provides them with protection from statutory penalties and preserves their reputation and credibility. It realizes the impact of this in preserving the interests of shareholders, depositors, and stakeholders. Bank of Jordan considers compliance as an institutional culture and responsibility that is comprehensive and multifaceted, and it is the responsibility of all parties in the bank, starting from the Board of Directors and executive management, and ending with all employees, each according to his powers and tasks entrusted for him.

Based on this, the Bank of Jordan established the Compliance Department as an independent department affiliated to the Compliance Committee emanating from the Board of Directors, where the department submits its periodic reports to the Compliance Committee on topics related to all business axes described within the units that fall within the organizational structure of the department, and this department has been provided with qualified and trained human cadres and systems The necessary mechanism for it to achieve its objectives and to grant the department's employees and the powers that enable them to perform their duties with complete independence and to allocate the necessary budgets for them. Compliance officers are appointed in all of the bank's subsidiaries and foreign branches, and they are followed up and supervised on their work through the Compliance Department in the General Administration.

It should be noted that all activities of the Compliance Department are subject to ongoing audit and review by the Internal Audit Department as an independent function, the Internal Audit Department submits its reports to the Audit Committee formed by the Board of Directors.

Compliance risk is managed within the following scenarios:

- **Risks of non-compliance with instructions, laws and regulations**
  - These risks are managed by the Compliance Unit as an independent unit affiliated to the Compliance Department and manage compliance risks at the bank level according to the following principles:
  - Preparing and developing a compliance policy at the level of the Banking Group and having it approved by the Bank's Board of Directors, circulating it to all employees of the Bank and reviewing it periodically.
  - Applying an automated system for managing compliance risks based on the risk based approach.
  - Providing advice and advice to the Board of Directors and to the rest of the executive departments in the Bank regarding the proper application of instructions and laws (including internal laws and policies).
  - Preparing the Compliance Monitoring Program to provide management with reasonable assurance that key compliance risks are being appropriately managed by the relevant authorities.
  - Communicate changes related to the instructions to achieve common goals and share them with the business sector in a timely manner.
  - The Compliance Department is the point of contact with the regulatory authorities and is responsible for assisting senior management in maintaining good relations with the regulatory authorities.
  - Helping promote a culture of compliance by acting in the role of advice, guidance and clarification of laws.
  - Providing training and awareness to management and employees regarding compliance requirements on an ongoing basis and developing training programs according to developments.
  - Coordinating with other oversight functions such as the internal audit department and risk departments and coordinating the work carried out by these functions.

- **Risks of money laundering and terrorist financing**
  - These risks are managed through the Anti-Money Laundering and Terrorist Financing Operations Unit, as an independent unit and administratively affiliated to the Compliance Department. The unit manages the risks of money laundering and terrorist financing operations at the group level within the following bases:
  - A policy to combat money laundering and terrorist financing at the Group Policy AML level approved by the Bank's Board of Directors and circulated to all employees of the Bank of all their job duties and all their administrative levels.
  - Appointing a Money Laundering Reporting Officer MLRO who independently handles the reporting process to the Financial Intelligence Unit (FIU) about any suspicion related to money laundering, terrorist financing or tax evasion, and appointing a deputy for him.
  - Implementing a program to identify customers (KYC) in line with the requirements of various regulatory authorities and applying customer due diligence procedures based on the risk-based approach so that enhanced customer due diligence is carried out for customers of natural and legal people who are classified as high-risk customers. According to the bank's approved methodology for classifying the risks of money laundering and terrorist financing. These procedures include the prohibition of dealing with any of the names on the international ban lists, the most important of which are the Security Council resolutions, as well as the prohibition of opening anonymous accounts or digital accounts or dealing with fictious banks.
  - Adopt procedures that help the bank to identify the real beneficiary owner and the ultimate beneficiary owner when establishing the relationship and / or when conducting any financial transaction for the benefit of any customer through the bank.
  - Adopt procedures for continuous follow-up and monitoring of financial movements and customer activities carried out through the Bank's various channels on an ongoing basis in accordance with the Risk Based Approach "RBA" to detect any suspicious activity that falls under the suspicion of money laundering, terrorist financing or tax evasion, and Notify about it immediately in accordance with the laws and instructions in force that apply to the bank according to the judicial sector in which the bank carries out business.
  - It is the responsibility of the Compliance Department to study the products before they are offered, as well as to evaluate the delivery channels before making them available to the bank's customers, and to assess the risks of exploiting them for money laundering and terrorism financing operations, and to set mitigating controls and develop control procedures.
  - Allocate channels for the bank's employees to report any suspicion that falls within the framework of money laundering, terrorist financing, or tax evasion, encourage them to report, and provide them with protection based on the bank's policy of early warning, Whistleblowing Policy.
  - Develop deterrent measures for any default or non-compliance with the requirements of the Bank's program to combat money laundering and CFP financing, and document this within the Code of Conduct.
  - Conducting a periodic assessment of money laundering and terrorist financing risks faced by the bank at the level of the banking group, Self-Risk Assessment, taking into account customer risks - product risks - service delivery channels risks - risks of external branches, as well as the results of the National Risk Assessment process.
  - Establishing procedures for dealing with foreign banks, including taking due diligence measures according to the degree of risk, evaluating compliance programs and anti-money laundering and terrorist financing programs in these banks, obtaining the approval of the Director General before any dealings, and following up the bank's dealings with these banks on an ongoing basis.
  - Establishing a continuous training program that includes all the Bank's employees at all levels of management, including the Bank's Board of Directors, and developing this program on an ongoing basis.
  - Documentation and record-keeping according to the instructions of the supervisory authorities in the judicial sectors in which the bank carries out business in accordance with the bank's procedures and mechanisms designated for this purpose.
  - Conducting an independent audit by the Internal Audit Department and submitting the results and recommendations to the Audit Committee of the Board of Directors.

- **Foreign Account Tax Compliance Act FATCA**

Subsequently, Jordan has entered into an agreement with the United States of America and the government (partner countries in the agreement) regarding cooperation in order to facilitate the implementation of the Foreign Account Tax Compliance Act (FATCA) and Jordan adopting the government approach IGA model 2
As part of Bank of Jordan's compliance program, members of Bank of Jordan Group completed registration procedures with the US Treasury Department - Internal Revenue Service (IRS) as a participating foreign financial institution (PFFI), as part of efforts to comply with the requirements of the US Foreign Account Tax Compliance Act issued in 2010. (FATCA).

The Financial and Tax Verification Unit / FATCA unit takes the necessary measures to meet the requirements of the Foreign Account Tax Compliance Act for American Clients (FATCA) for all members of Bank of Jordan Group, according to the methodology and agreement signed with the Government of the United States of America IGA model 2, where Bank of Jordan / Jordan is The lead of the group and thus be responsible for the disclosure process for the entire group "except for the Bank of Jordan / Bahrain, which is subject to the methodology and agreement of the "IGA model 1".

Based on the FATCA compliance policy approved by the Board of Directors, which is reviewed periodically, the compliance program has been developed within the following main axes:

- Due Diligence and Documentation axis
- Reporting axis
- Certificate axis
- Withholding according to the agreement requirements axis

- **Risks of fraud and corruption**

Based on the caution of the bank's management to enhance the principles of integrity, integrity and teamwork, a special department was established to deal with fraud and corruption risks under the umbrella of the Compliance Department. The department was provided with human resources that have high skills and competencies.

The fraud risk management program at Bank of Jordan is based on the following principles:
- Adopting a unified policy to combat fraud and corruption at the level of the Aden Bank Group and its approval by the Bank's Board of Directors.
- Provide the necessary systems and powers for the Compliance Department that enable it to manage this type of risk and work on its continuous development.
- Adopting a KYE employee recognition policy that includes verifying people nominated for jobs in the bank in terms of integrity and the absence of negative indicators related to their behavior and continuing to verify the bank employees after appointment by employing mechanisms to verify the absence of negative indicators related to their behavior and performance.
- Adopting mechanisms to verify suppliers before dealing and after contracting.
- Adopt a policy to manage conflicts of interest and put in place mechanisms and work procedures to avoid any conflict of interests and monitor compliance with them on an ongoing basis.
- Adopting a Code of Conduct and circulating it to all employees and educating them on its most important principles on an ongoing basis.
- Provide a channel for reporting "Whistleblowing" about any breaches or suspicions and make this channel available to all stakeholders including employees / customers / shareholders / suppliers around the clock and make it available on the bank's official website.
- Setting specific paths for escalation with regard to employee violations according to the data of each case (Compliance Department / Human Resources Department / Internal Audit Department / Audit Committee - Board of Directors).
- Adopting an early warning policy by which the bank guarantees protection for whistleblowers and enables them to confidentially report any information related to the existence of violations or breaches.
- Adopting the principle of transparency so that the Central Bank of Jordan and the concerned authorities are informed of any verified cases that have been dealt with.

Managing and handling customer complaints:
The Bank of Jordan attaches special importance to dealing with customers with fairness and transparency, and this is clearly reflected in the daily business practiced by the bank, starting with product approval, offering and pricing, drafting contracts and forms, as well as advertisements and promotional campaigns. Dealing with customers with fairness and transparency No. 56/2012 issued by the Central Bank of Jordan on 10/31/2012.and the internal procedures instructions for handling customer complaints of financial and banking service providers No. 1/2017 dated 28/7/2017. Administratively affiliated to the Compliance Department as a supervisory department is an indication of the importance that the bank attaches to its dealings with customers with fairness and transparency, as the Bank of Jordan believes that customer complaints are possible to be a very important tool for monitoring any violations in the bank's general policies and procedures and a means for development by receiving complaints, analyzing them, finding out their causes, and addressing any defect that may have caused the customer's complaint. Focusing on the role of customer complaints in improving the quality of service provided to customers through coordination between the unit Customer complaints and the daily service quality unit for the purposes of handling customer complaints.

Customer complaints are managed and handled according to the following:
- Preparing, developing, and approving a policy for dealing with customer complaints by the Bank's Board of Directors, circulating it to all employees of the Bank, and reviewing it periodically.
- Preparing a policy for dealing with customers fairly and transparently, developing and approving it by the Bank's Board of Directors, circulating it to all employees of the Bank, and reviewing it periodically.
- Providing various communication channels to receive customer complaints 24 hours a day, seven days a week.
- Preparing a mechanism for managing and handling customer complaints, approving them and reviewing them periodically.
- Providing automated systems within the CX system to manage and follow-up customer complaints.
- Complaints received from the Bank's customers, its subsidiaries and external branches are dealt with by finding out their causes, addressing them and ensuring that they are not repeated, within a time frame specified by the banking operational service level agreements that specify the time frame for handling complaints and in a manner that guarantees independence and impartiality.
- Keeping records of customer complaints, including recording calls and keeping them in accordance with the time frames required by the instructions.
- Submit periodic reports to the Board of Directors regarding customer complaints and the measures taken to deal with them
- Providing the Central Bank of Jordan with quarterly reports that include statistical data on the nature and type of complaints submitted to the Bank.

- **Managing the risks of compliance with international sanctions programs**

Proceeding from the bank's faith in its role in the local and global economic system, the bank seeks to comply with the resolutions issued by the United Nations Security Council and ratified by the Hashemite Kingdom of Jordan related to terrorist lists and preventing the proliferation of weapons of mass destruction. It is also complying with any resolutions issued by international committees ratified by the Kingdom of Jordan. The Hashemite States, as well as the countries in which the bank carries out business, and the penalties and restrictions imposed by the countries in which the Bank of Jordan has dealings with correspondent banks subject to their jurisdiction and within the limits of dealing with the correspondent bank.

Bank of Jordan has established an independent function within the organizational structure of the Compliance Department, which is responsible for verifying the implementation of the bank's compliance program with international sanctions, following up on international developments in this regard, and reflecting them within the requirements of the international sanctions compliance program.

Bank of Jordan implements a program to comply with international sanctions at the banking group level, which includes the following:
A policy to comply with international sanctions at the group level, the Sanction Compliance Group Policy approved by the Bank's Board of Directors, which has been circulated to all employees of the Bank with different job duties and at all administrative levels in general. The Bank has followed a Zero Tolerance Approach with any form of Non-compliance with the financial penalties imposed by the international committees, which were previously referred to.

- According to the mentioned policy, Bank of Jordan is committed to the following:
  - The bank refuses to deal with any persons or entities listed in accordance with the resolutions issued by the Security Council.
  - Immediate freezing of the assets of any government, body, individual or institution within the sanctions lists issued by the decisions of the sanctions committees of the Security Council and informing the technical committee.
  - Not passing any currency to and from countries with which dealing is prohibited and in accordance with the sanctions programs imposed on these countries.ü
  - Not passing any transactions related to specific types of economic and commercial activities within a country subject to sanctions within the limits binding on the bank in this regard.
  - Compliance with the sanctions issued by the Office of Foreign Assets Control OFAC of the US Treasury within the limits binding on the bank in this regard.
  - Compliance with the sanctions issued by the European Union within the limits binding on the bank in this regard.
  - Employing automated systems that provide a database that includes all the global lists of persons and entities that are prohibited to deal with, and that have been updated on a daily basis.
- Verifying that none of the potential customers has been listed as Customer Onboarding before establishing the relationship and activating the account through "Integration work" of the global lists with the approved bank systems for opening accounts from various channels so that the name of the customer and the real beneficiary (partner / authorize) agent/guardian/guardian) is automatically verified.
- Verifying on an ongoing basis that any of the bank's existing pre-existing clients were not included in the lists after opening the account during the relationship, and this is done through the implementation of periodic automated surveys according to the degree of risk RBA.
- The automated system issues Alert alerts in the event of any similarity between the name of any of the bank's potential or current customers, individuals or legal persons, or the name of any authorized person under the agency, or the registration certificate within the basic files associated with the account, with the name of a listed person, so that the necessary investigation process is conducted by before the compliance department.

√ Clear work procedures that clearly indicate the procedures to be followed in the event that it is found that any of the clients has become included in the lists in terms of escalation and reporting procedures.
√ Verifying the parties to any financial transaction before executing it.
√ Adopting Online Safe Watch, which is a system directly linked to the Swift system, which directly scans all fields of the Swift message, and verifies that no party is included in the fields of the message before issuing or receiving it, which ensures that no financial transactions are passed through banks The message contains no name listed.
√ Periodically updated circulars at the level of the banking group that include the names of countries with high risks under Security Council resolutions and international sanctions programs, for the purpose of taking enhanced due diligence measures before executing any transaction to which one of these countries is a party.
√ A continuous examination process to verify the compliance of all Bank employees with the requirements of the international sanctions compliance program within the compliance verification programs conducted by the Compliance Department on a regular basis.
√ Internal audit programs to independently verify the adequacy of the measures taken to meet the requirements of the International Sanctions Compliance Program and that the Compliance Department plays the required role in this regard.
√ Continuous training programs that include training courses and awareness brochures for employees at all levels of management, including the Bank's Board of Directors, and the continuous development of these programs.

Disclosures related to the implementation of International Financial Reporting Standard No. (9) as adopted by the Central Bank of Jordan

First: Qualitative disclosures

On July 24, 2014, the International Accounting Standards Committee issued the final version of International Financial Reporting Standard (9) related to financial instruments and provisions, and this standard replaced International Accounting Standard No. (39), and the standard includes the following:

- Initial recognition and measurement for financial instruments.
- Expected credit losses provisions
- Hedge accounting

This standard came in response to the results of the lessons taken from the global financial crisis, as it became clear that one of the reasons for the extension of the crisis was the delay in recognizing debt losses, as losses were recognized when they were realised. Non-payment by the borrower.

This standard introduces radical amendments to the methods used in calculating provisions in banks, as the current concept of setting provisions is based on monitoring actual provisions for losses incurred as a result of bad debts, while the new standard is based on setting provisions based on future expectations of credit exposures. It is called an expected credit loss.

The Bank of Jordan, in cooperation with Moody's, carried out the implementation of International Financial Reporting Standard No. 9, where the historical data of the Bank of Jordan Group was employed in measuring expected credit losses weighted by the impact of economic scenarios.

The Central Bank of Jordan instructions as well as the Bank's business Model, risk departments (risk framework) and supervisory departments were all taken into consideration when forming Bank of Jordan IFRS (9) methodology. The Bank's management ensured that the methodology emulate the Bank's business model and apply the best practices, quantitative methods and statistical models to produce the components of the expected credit loss formula in:

Expected Credit Loss = Probability of Default x Exposure at Default x Loss Given Default

IFRS (9) Scope of Implementation as adopted by the Central Bank of Jordan:

Bank of Jordan IFRS (9) methodology catered for applying the standard on group level (foreign branches) and its subsidiaries and in line with the host country laws and regulations. The model of Expected Credit Loss calculation covers the following:

- Loans and credit facilities (direct and indirect).
- Debt instruments carried at amortized cost.
- Financial guarantees (as per the standards requirements).
- Credit claims on banks and financial institutions (excluding current accounts used to cover the bank operations such as remittances, Letters of Guarantee and Letters of Credit) which falls within a short period of time (days).

The following are the main information and definitions used by the Bank to implement this standard:

1. Default: The occurrence of 90 days or more past due where such event indicates the obligor inability to meet the contractual obligations in full with the Bank.

2. Probability of Default PD: Probability of Default represent the risk of the customer's inability to meet its obligations toward the bank.

Determination of PD for Corporate and SME Portfolios: through mapping the obligors ratings generated by the internal risk rating system with it's equivalent Probability of Default at this level of risk, taking into account that each risk rate reflects a certain level of risk and weighted by the portfolios historical default events (Corporates and SMEs).

Determination of PD for Retail Portfolio: these PDs were established based on the historical data of the portfolio at the account level for determining Observed Default Rates where credit assessment using score cards for customers and economic scenarios are taken into consideration.

3. Exposure at Default: represent the borrower outstanding indebtedness toward the bank when default takes place.

The calculation of exposure at default were carried out in line with the historical utilization for the credit facilities and according to its nature (direct, indirect, revolving and\or amortizing) thus the basis for calculating the exposure at default was set based on the facility nature and utilization rates.

4. Loss Given Default: represent the bank loss resulted from non-performing credit loss impairment, in other terms (1- Recovery Ratio).

At the level of corporate and SME portfolios: The Bank determine LGDs for credit instruments under Corporate and SME portfolios through using Moody's RiskCalc the LGD model, the model depends on the availability of several input such as obligor PD, business sector in addition to credit facility nature (revolving, amortizing) and takes into consideration the availability of tangible collaterals (secured or unsecured) and the collateral type and value. In addition to the above, the risk calculation LGD model avails LGD results according to credit maturity and its stage (12 months LGDs and the lifetime LGDs) accompanied with recovery ratios for each credit instrument.

At the level of the collective portfolio: the rate of loss given default was applied at the product level based on studies that relied on the recovery rate of the bank's customers, taking into consideration the corresponding collateral against the facilities. Retail products were categorized into four groups (housing loans, personal loans, Auto loans, and revolving loans including credit cards).These groups share similar credit risk characteristics in terms of product type, collateral coverage, interest rate and maturity.

Zero LGDs was assigned for 100% cash collateralized facilities (dominated in the same currency) and for facilities availed for the Government of Jordan and, or backed by the Government of Jordan (regardless of credit facilities currency).

Calculating the Expected Credit Loss ECL for Time Deposits Held with Other Banks:

Using the Banks Risk Calculation model, the probability of default and default due to default has been reached. Through Banks Risk Calculation, the called Expected Default Frequency EDF is produced, which is equivalent to the probability of default for the banks with which deposits are held. The risk of default in the inputs of the Risk Calculation LGD model Loss due to default and then the balance is calculated at default on the assumption of the entire deposit value without any modification to the possibility of default as the deposits can be subject to the calculation of the possibility of default for a period of time adjustment and expected losses are calculated using statistical methods .

Calculating the Expected Credit Loss ECL for Bonds:

The largest share of the bond portfolio is bonds guaranteed by the Government of Jordan and are not subject to the expected credit loss.

The calculation of the expected credit loss for bonds are as follows:

The PDs calculated by using Banks Risk Calculation model to cater for banks bonds while PDs for corporate bonds generated by mapping the Internal Risk Rate for the subject companies with the equivalent PDs. LGDs determination by using the Risk Calculation LGD model (same as other assets subject to ECL). Bond value at reporting date represent EAD. Once the ECL formula components defined, the Bank executes the calculations to define the ECL for bonds using statistical models.

At the beginning of 2025, the calculation of provisions for watchlist and non-performing exposure was implemented, based on the Central Bank of Jordan's Instructions No. 8/2024 which closely align in methodology with IFRS (9).

Internal Credit Risk Rating:

Bank of Jordan applies an internal risk rating system to classify the risks of corporate and small and medium-sized companies (SMEs) on a scale of 1-10, so each degree reflects the risk of default, thus identifying the possibility of the customer's failure through its risk rating.

The customer risk rating process includes the study and analysis of the customer's quantitative data so that the financial performance of the client is evaluated, the financial performance of the client, the business activity and its relationship with the Bank as well as industry risks.

The risk rating table consists of 10 grades, each of which internally reflects the degree of risk associated with the customer. The higher the level of the customer's risk, the greater the risk of default. Consequently, more control is imposed on the client's account and more stringent procedures are followed. The grades from 1 to 6 generally reflect relatively acceptable risks (hence credit is included in the first stage), Grade 7 reflects a significant increase in the degree of risk to the client (therefore included in the second stage/watchlist), finally grades 8-10 reflects the customer's entry in the default case, accordingly to be classified within stage as a non-performing classification.

Calculating Obligors Risk Rating and the Expected Credit Loss on Individual Basis:
The customer credit evaluation system is relied on by giving a score to each customer through the results of the application scorecard and behavioural scorecard, which depends mainly on the basic data of the customer, the product granted, and the customer's performance in terms of commitment to repayment in the loans granted, the possibility of default is determined Depending on the historical default rates (Observed Default Rate) at the level of the accounts so that the Vintage PD curve is built and the curve is modified taking into account the credit evaluation of customers in addition to the economic scenarios, accordingly the expected credit losses are calculated at the level of the account and according to the probability of default and the specified percentage of loss when default the nature of the facilities and the credit age are considered.

IFRS (9) as Adopted by the Central Bank of Jordan Implementation Governance:
Bank of Jordan IFRS (9) methodology covers the Governance procedures followed in applying the standard which summarize the roles and responsibilities for all parties involved in implementation works in addition to data checking mechanisms applied in checking the data used in the standard implementation.

Governance procedures covers audit role and the validation of expected credit loss adequacy allocated by the Bank. In addition to the above Audit is also responsible for conducting periodic review to ensure data accuracy used in applying the standard in order to meet the regulator requirements. Furthermore, Audit are in charge of monitoring involved units and evaluate the standard implementation by generating periodic reports to the board who in turn approve the results and role responsible for applying effective monitoring through defining committees and unit roles in the Bank to unit roles in the Bank to provide the proper infrastructure and ensure work integration between these units ensure work integration between these units.

Changes in Credit Risk and Determinants Followed by the Bank's in Calculation of Expected Credit Loss:
Adopting the Internal Credit Rating System adopted by the Bank of Jordan in addition to the decisions of the Credit Committee. For the purpose of determining a significant change in the classification of a customer's risk rating, by comparing the customer current staging with the previous year customer staging (December data as a base for each year) where a decrease in customer's rating by two full grades is customer risk increase indicator or (due appearance) for 30 days or more, which requires the transfer of the customer from Stage 1 to Stage 2 while a decline in customer rating (two notches) indicates a substantial change in the credit type.

For the purpose of transfer of credit claims between the stages, the following controls have been set:
1. Adoption of a standard (30-day due period) since the inception of the application as an indication of an increase in credit risk.
2. If there is a maturity of more than 30 days and up to 89 days at the account level, all the facilities granted to the customer are classified as Stage 2.
3. For retail portfolio If there is a maturity of more than 30 days and up to 89 days at the account level, or if there is a significant change in the probability of default, all facilities granted to the customer within the same product will be classified as Stage 2.
4. Client classified under watch list, all it's products granted shall remain within Stage 2 until the mandatory Cure Period (per Instruction 8/2024) is completed and performance is regularized, In the case of a customer's commitment and the transfer of its classification to a regular transaction, the customer is treated according to the base number of days due only.
5. If the classified client is not performing all the products granted to him remain within Stage 3, until the mandatory Cure Period (per Instruction 8/2024) is completed. If the account is settled, the client is transferred to Stage 2, the classification of the customer will be under watch list transferred from non performing and the client will stay under this classification until point 3 is met.

Applying Macroeconomic Scenarios on the Expected Credit Loss (ECL) Results:
The ECL result is a weighted average of 3 scenarios (40% of baseline scenario + 30% of downside scenario + 30% of upside scenario) on the final result of the expected credit loss at the facility/instrument level and the expected credit loss is the result of the maturity of each facility and the stage at which the customer is classified (Stage 1, Stage2 & Stage3).

Several factors were used to predict the expected future events and to use more than one scenario (basic, negative and positive). These factors were summarized in the adoption of the impact of change in GNP, the performance of the financial market (for the corporate portfolio and SMEs) and the change in the consumer price index, Domestic demand and borrowing, the real estate price index and the unemployment rate (for the individual portfolio) are indicators after studying their correlation with default rates according to historical data.

As a result of the war on Gaza and the resulting developments, the Bank has taken a series of measures and precautions since the beginning of the war, in addition to developing scenarios for stress situations. Some adjustments have been made to the expected credit loss calculation by modifying the weights assigned to economic scenarios for exposures in the West Bank or Gaza. A weight of 40% for the downturn scenario and 60% for the baseline scenario was adopted in the West Bank, while 100% was adopted for the downturn scenario for exposures in Gaza. In addition to raising the classification levels for accounts that the bank deemed to be high-risk within the West Bank and Gaza Strip.

Employing the impact of economic scenarios in calculating the expected credit loss:

Corporates and SMEs Portfolio	The most statistically relevant model is one that includes the performance of the financial market Equity and GDP as independent variables having an impact on credit quality (dependent variable). Whenever one of these variables changes, it will affect the quality of credit (negatively or positively) . Based on the results of the statistical test (t-statistics), the economic variables (the performance of the financial market and the GDP) were adopted as they were considered the most appropriate to determine the change in the credit quality of the customer.
Collective Portfolio	The economic indicators adopted in the calculation of the credit loss are the Consumer Price Index (CPI) and the Stock Prices Proxies Index (SPI) as an indicator that reflects the position of the labor market.These indicators were selected after studying the extent of their correlation with default rates according to historical data.
Bonds	The propability of default PD and the loss given default: financial data were entered for the Banks bonds purchased as this process produces Expected Default Frequency which is equivalent to the probability of default.Then LGD is generated after that exposure at default EAD is calculated assuming the full bond value. The expected ECL loss is calculated using statistcal calculation model.
Jordan Leasing Company	- EAD for Leasing Loan is calculated based on (Net Investment + unutilized portion of limit for stage1 and 2. -LGD (loss given default) for Wholesale is calculated using RiskCalc system taking into consideration the value of collateral/real estate for Wholesale Portfolio. -LGD for Retail was applied on Product level. -Linking customers propability of default (PD) with point in time propability of default (PIT PD) to be subject to economic scenarios. Accordingly, the expected credit loss results have been produced at customer's level by classifying them within the Wholesale or individval portfolios.
Excel for Financial invesmnet	- EAD is calculated on the gross limits although the utilization is tied to the deposit of shares (it is not possible to utilize without a contribution from the customer). -. Calculation of the LGD according to the value of the stock guarantee received by the company (the market value) and according to the system calculation - Giving customers in the portfolio a risk score of (5). -Linking the customer's portfolio propability of default with the point in time propability of default PIT PD to be subject to the economic scenarios and will therefore produce the expected credit loss at the client and portfolio levels.
Bank's Deposits	Calculating the probability of default and the loss given default LGD for the production of Expected Default Frequency EDF, which is equivalent to the probability of default for the banks whose deposits are held. The LGD is then generated and then EAD is calculated assuming the full deposit value then ECL is calculated using the statistical calculation model.

Second: Quantitative Disclosures:
(41/A) Credit Risk

Exposure to credit risk (net of expected credit losses provisions and interest in suspense and before collateral held or other mitigation factors):		
Consolidated Statement of Financial Position items	2025	2024
	JD	JD
Balances at central banks	753,191,531	658,785,218
Balances at banks and financial institutions	235,420,790	268,105,036
Deposits at banks and financial institutions	1,403,798	467,946
Financial assets through other comprehensive income – debt instruments at fair value	77,966,288	146,606,532
Credit facilities:	1,571,643,999	1,498,774,211
Individuals (retail customers)	468,712,782	466,494,516
Real estate loans	213,443,421	214,786,036
Corporates	584,778,331	596,739,309
Large corporate customers	432,871,725	408,249,170
SMEs	151,906,606	188,490,139
Government and public sector	304,709,465	220,754,350
Financial assets at amortized cost (Bonds & Treasury Bills)	151,904,634	165,860,269
	2,791,531,040	2,738,599,212
consolidated off statement of financial position		
Letters of guarantee	96,643,415	74,859,658
Letters of credit	83,073,237	61,213,677
Acceptances	97,330,899	169,258,426
Un-utilized direct and indirect facilities limits	478,746,408	363,764,674
Total	3,547,324,999	3,407,695,647

Distribution of collaterals fair value against total credit exposures:		December 31, 2025							
		Fair value of collaterals						Net Exposure after Collaterals	Expected Credit Loss (ECL)
Item	Total Exposure Value	Cash Collaterals	Quoted Stocks	Accepted Letter of Guaranteed	Real Estate	Cars and Mechanics	Others	Total Value of Collaterals	
	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balances with central banks	754,505,261	-	-	-	-	-	-	754,505,261	1,313,730
Balances with banks and financial institutions	235,521,581	-	-	-	-	-	-	235,521,581	100,791
Deposits with banks and financial institutions	1,411,520	-	-	-	-	-	-	1,411,520	7,722
Credit facilities at amortized cost:									
Individuals	549,738,591	34,032,407	-	-	5,666,136	77,147,922	-	116,846,465	432,892,126	81,025,809
Real estate loans	221,259,144	68,818	-	-	202,498,904	6,493	-	202,574,215	18,684,929	7,815,723
Corporate:									
Large corporate customers	468,909,513	18,773,835	10,534,769	-	39,358,634	3,417,220	-	72,084,458	396,825,055	36,037,788
SMEs	182,324,235	20,644,210	252,839	-	63,605,792	8,843,164	-	93,346,005	88,978,230	30,417,629
Government and Public Sector	306,838,273	-	-	-	-	-	-	-	306,838,273	2,128,808
Bonds and Treasury Bills:									
Within financial assets at amortized cost	152,240,358	-	-	-	-	-	-	-	152,240,358	335,724
Within financial assets at fair value through comprehensive income - debt	77,966,288	-	-	-	-	-	-	-	77,966,288	-
Total	2,950,714,764	73,519,270	10,787,608	-	311,129,466	89,414,799	-	484,851,143	2,465,863,621	159,183,724
Financial Guarantees	104,395,516	2,379,039	11,091	-	6,570,778	458,242	-	9,419,150	94,976,366	7,752,101
Letters of Credit and acceptances	180,618,045	7,032,255	-	-	104,928	-	-	7,137,183	173,480,862	213,909
Other Liabilities	479,366,690	-	-	-	-	-	-	-	479,366,690	620,282
Total	3,715,095,015	82,930,564	10,798,699	-	317,805,172	89,873,041	-	501,407,476	3,21,687,539	167,770,016

Table below illustrates credit exposures distributution according to the risk grades:							
	December 31, 2025						
Credit risk Rating Based on the Bank's internal risk Rating System:	Category Classification according to Instructions (47/2009)	Total Exposure	Expected Credit Losses (ECL)	Probability of Default (PD)	Classifications by External Classification Institutions	Exposure at Default (EAD)	Average Loss given Default (LGD)%
		JD	JD			JD	
1	Performing	927,193,603	14,616	0% - 4.5%	Aaa	909,081,379	12.560%
2	Performing	114,959,258	89,488	0.01% - 18.13%	Aa1 - Aa3	105,447,099	37.14%
3	Performing	127,025,448	258,948	0.03% - 26.14%	A1 - A3	199,569,206	30.12%
4	Performing	572,209,917	5,026,012	0.08% - 18.61%	Baa1 - Baa3	550,611,913	47.99%
5	Performing	573,951,109	6,825,895	0.01% - 38.98%	Ba1 - Ba3	557,833,959	43.51%
6	Performing	439,326,678	4,301,926	0.02% - 30.87%	B1 - B3	457,290,143	32.71%
7	Performing	27,668,395	3,103,779	0.12% - 40%	Caa1 - Caa3	26,970,901	47.33%
Unclassified	Performing	772,672,384	25,407,296	0% - 100%	-	601,796,800	66.67%
Non - Performing exposure							
8	Non-performing	13,029,953	2,592,021	100%	Default	13,029,702	75.28%
Unclassified	Non-performing	12,122,851	4,439,619	100%	Default	12,122,851	63.48%
9	Non-performing	7,680,204	4,014,370	100%	Default	7,679,222	70.23%
Unclassified	Non-performing	12,135,372	8,220,108	100%	Default	12,135,372	65.46%
10	Non-performing	64,811,992	55,642,603	100%	Default	64,489,380	72.47%
Unclassified	Non-performing	50,307,851	47,833,335	100%	Default	50,307,696	67.51%
Total		3,715,095,015	167,770,016			3,568,365,623	

December 31, 2024							
Credit risk Rating Based on the Bank's internal risk Rating System:	Category Classification according to Instructions (47/2009)	Total Exposure	Expected Credit Losses (ECL)	Probability of Default (PD)	Classifications by External Classification Institutions	Exposure at Default (EAD)	Average Loss given Default (LGD)%
		JD	JD			JD	
1	Performing	927,432,123	10,656	0% - 4.5%	Aaa	929,927,405	5.00%
2	Performing	16,799,275	25,473	0.01% - 4.5%	Aa1 - Aa3	16,173,915	33.46%
3	Performing	122,498,139	177,520	0.02% - 0.56%	A1 - A3	100,790,012	30.83%
4	Performing	586,752,024	231,490	0.07% - 1.01%	Baa1 - Baa3	522,611,076	49.16%
5	Performing	532,020,269	2,217,915	0.22% - 2.42%	Ba1 - Ba3	516,737,647	47.24%
6	Performing	445,437,176	3,641,967	0.66% - 5.73%	B1 - B3	439,676,088	59.48%
7	Performing	29,012,572	13,415,240	1.69% - 43.38%	Caa1 - Caa3	28,623,943	52.62%
Unclassified	Performing	772,573,092	23,305,624	0% - 100%	-	605,464,276	65.27%
Non - Performing exposure							
8	Non-performing	4,789,145	1,337,818	100%	Default	4,788,891	82.47%
Unclassified	Non-performing	5,404,522	2,265,654	100%	Default	5,404,522	66.35%
9	Non-performing	7,175,930	4,562,425	100%	Default	7,175,611	83.88%
Unclassified	Non-performing	7,530,978	4,835,728	100%	Default	7,530,978	66.54%
10	Non-performing	72,060,582	67,314,817	100%	Default	71,732,199	79.34%
Unclassified	Non-performing	59,670,589	58,118,442	100%	Default	59,651,019	67.41%
Total		3,589,156,416	181,460,769			3,316,287,582	

- Exposure includes direct credit facilities, balances and deposit with banks and financial institutions, Treasury bonds and any assets with credit exposures.

Distribution of collaterals fair value against total credit exposures:

Item	December 31, 2024									
	Total Exposure Value	Fair value of collaterals								
		Cash Collaterals	Quoted Stocks	Accepted Letter of Guaranteed	Real Estate	Cars and Mechanics	Others	Total Value of Collaterals	Net Exposure after Collaterals	Expected Credit Loss (ECL)
	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balances with central banks	659,439,451	-	-	-	-	-	-	-	659,439,451	654,233
Balances with banks and financial institutions	268,207,452	-	-	-	-	-	-	-	268,207,452	102,416
Deposits with banks and financial institutions	468,000	-	-	-	-	-	-	-	468,000	54
Credit facilities at amortized cost:										
Individuals	545,733,203	39,444,383	-	-	10,088,635	53,183,194	-	102,716,212	443,016,991	79,238,687
Real estate loans	226,228,622	310,213	-	-	196,572,781	26,006	-	196,909,000	29,319,622	11,442,586
Corporate:				-						
Large corporate customers	452,448,913	16,844,704	10,752,354	-	30,941,919	3,767,657	-	62,306,634	390,142,279	44,199,743
SMEs	221,768,673	17,079,206	351,526	-	80,889,356	7,758,239	-	106,078,327	115,690,346	33,278,534
Government and Public Sector	222,633,454	-	-	-	-	-	-	-	222,633,454	1,879,104
Bonds and Treasury Bills:										
Within financial assets at amortized cost	166,191,614	-	-	-	-	-	-	-	166,191,614	331,345
Within financial assets at fair value through comprehensive income - debt	146,606,532	-	-	-	-	-	-	-	146,606,532	-
Total	2,909,725,914	73,678,506	11,103,880	-	318,492,691	64,735,096	-	468,010,173	2,441,715,741	171,126,702
Financial Guarantees	84,547,912	2,474,962	11,165		6,505,397	45,488	-	9,037,012	75,510,900	9,688,254
Letters of Credit and acceptances	230,646,963	5,504	-		122,631	-	-	128,135	230,518,828	174,860
Other Liabilities	364,235,627	-	-		-	-	-	-	364,235,627	470,953
Total	3,589,156,416	76,158,972	11,115,045	-	325,120,719	64,780,584	-	477,175,320	3,111,981,096	181,460,769

Exposures classified under stage 3:

Item	December 31, 2025									
	Total Exposure Value	Fair value of collaterals								
		Cash Collaterals	Quoted Stocks	Accepted Letter of Guarantees	Real Estate	Cars and Mechanics	Others	Total Value of Collaterals	Net Exposure after Collaterals	Expected Credit Loss (ECL)
	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Direct credit facilities at amortized cost:										
Individual (retail customers)	63,850,669	316,123	-	-	220,683	12,113,540	-	12,650,346	51,200,323	56,650,524
Real estate Loans	15,555,177	-	-	-	12,464,833	6,493	-	12,471,326	3,083,851	6,841,572
Corporate:	-	-	-	-	-	-	-	-	-	-
Large corporate customers	23,801,233	25,448	-	-	1,562,797	43,863	-	1,632,108	22,169,125	22,483,645
SMEs	44,989,510	329,970	-	-	18,936,809	2,918,831	-	22,185,610	22,803,900	29,214,690
Government and Public Sector	-	-	-	-	-	-	-	-	-	-
Total	148,196,589	671,541	-	-	33,185,122	15,082,727	-	48,939,390	99,257,199	115,190,431
Financial Guarantees	11,782,336	70	-	-	23,585	12,049	-	35,704	11,746,632	7,466,414
Total	159,978,925	671,611	-	-	33,208,707	15,094,776	-	48,975,094	111,003,831	122,656,845

Exposures classified under stage 3:											
						December 31, 2024					
						Fair value of collaterals					
Item	Total Exposure Value	Cash Collaterals	Quoted Stocks	Real Estate	Cars and Mechanics	Others	Total Value of Collaterals	Net Exposure after Collaterals	Accepted Letter of Guarantees	Expected Credit Loss (ECL)
	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Direct credit facilities at amortized cost:										
Individual (retail customers)	60,454,678	189,822	-	4,837,134	167,718	-	5,194,674	55,260,004	-	56,699,616
Real estate Loans	16,372,277	-	-	5,134,214	-	-	5,134,214	11,238,063	-	10,724,446
Corporate:										
Large corporate customers	31,708,016	22,049	-	1,541,777	21,784	-	1,585,610	30,122,406	-	30,977,688
SMEs	36,699,310	364,159	-	10,685,930	2,156,568	-	13,206,657	23,492,653	-	30,632,570
Government and Public Sector	-	-	-	-	-	-	-	-	-	-
Total	145,234,281	576,030	-	22,199,055	2,346,070	-	25,121,155	120,113,126	-	129,034,320
Financial Guarantees	11,299,487	82		162,915	11,129	-	174,126	11,125,361		9,317,195
Total	156,533,768	576,112	-	22,361,970	2,357,199	-	25,295,281	131,238,487	-	138,351,515

1.Rescheduled Loans

The total value of credit facilities rescheduled during the year ended December 31, 2025 amounted to JOD 1,915,269. Such facilities continue to be classified as non-performing exposures and remain subject to the applicable probationary period .

In addition, credit facilities amounting to JOD 88,550 were rescheduled and consequently reclassified from non-performing exposures to watchlist exposures during the year ended December 31, 2025.

2. Restructured Loans

The total value of debts restructured due to financial difficulties amounted to JOD 59,021,588 during the year ended December 31, 2025.

3. Bonds, Debentures and Treasury Bills

The schedule below shows the distribution of bonds, debentures and bills according to the international agencies' classification:

Rating Grade	Rating Agency	Classification	Included within Financial Assets at Fair Value through Other Comprehensive Income	Within Financial Assets at Amortized Cost	Total
			JD	JD	JD
Foreign Bank Bonds	Fitch	AA -	-	-	-
Foreign Bank Bonds	Fitch	A +	-	-	-
Foreign Bank Bonds	Fitch	BB +	-	10,657,868	10,657,868
Jordanian Government Bonds and bills	Fitch	BB-	77,966,288	120,217,633	198,183,921
Foreign Government Bonds	Fitch	B-	-	-	-
Foreign Government Treasury Bills	Fitch	NR	-	-	-
Unrated Bonds	Fitch	NR	-	21,364,857	21,364,857
Total			77,966,288	152,240,358	230,206,646

4. Concentration in credit exposure according to geographical distribution was as follows:

A. Gross Distribution Exposures Based on Geographic Areas:	December 31, 2025								December 31, 2024
	Inside the Kingdom	Other Middle East Countries	Europe	Asia	Africa	America	Other Countries	Total	Total
Item	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balances at central banks	547,654,009	205,537,522	-	-	-	-	-	753,191,531	658,785,218
Balances at banks and financial institutions	88,449,606	34,437,099	60,612,071	2,735,112	-	49,186,902	-	235,420,790	268,105,036
Deposits at banks and financial institutions	-	1,403,798	-	-	-	-	-	1,403,798	467,946
Direct credit facilities	1,214,965,979	349,589,503	7,088,517	-	-	-	-	1,571,643,999	1,498,774,211
Bonds and Treasury Bills:									-
Within financial assets at amortized cost	125,140,372	26,764,262	-	-	-	-	-	151,904,634	165,860,269
Within financial assets at fair value through comprehensive income - fair value	77,966,288	-	-	-	-	-	-	77,966,288	146,606,532
Total/Current year	2,054,176,254	617,732,184	67,700,588	2,735,112	-	49,186,902	-	2,791,531,040	2,738,599,212
Financial Guarantees	60,718,001	16,455,932	18,892,121	15,456	-	561,905	-	96,643,415	74,859,658
Letters of Credit	35,835,247	47,237,990	-	-	-	-	-	83,073,237	61,213,677
Acceptances	73,897,614	23,433,285	-	-	-	-	-	97,330,899	169,258,426
Un-utilized balances	300,099,216	156,093,121	18,317,623	3,527,830	708,618	-	-	478,746,408	363,764,674
Total	2,524,726,332	860,952,512	104,910,332	6,278,398	708,618	49,748,807	-	3,547,324,999	3,407,695,647

B. Exposure Distribution According to Stages Classification as Per IFRS (9) as adopted by the Central Bank of Jordan:	December 31, 2025						December 31, 2024
	Stage One		Stage two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Item	JD	JD	JD	JD	JD	JD	JD
Inside Jordan	1,827,700,073	561,644,834	20,415,489	80,336,880	34,629,056	2,524,726,332	2,526,842,008
Other middle east countries	546,004,809	24,157,296	206,947,218	81,126,078	2,717,111	860,952,512	837,779,095
Europe	104,910,332	-	-	-	-	104,910,332	25,456,927
Asia	6,278,398	-	-	-	-	6,278,398	2,646,355
Africa	708,618	-	-	-	-	708,618	4,866,235
America	49,748,807	-	-	-	-	49,748,807	10,105,027
Other Countries	-	-	-	-	-	-	-
Total	2,535,351,037	585,802,130	227,362,707	161,462,958	37,346,167	3,547,324,999	3,407,695,647

5. Concentration in credit exposure according to the economic sector as follows:

A. Gross distribution exposures based on financial instruments:	December 31, 2025										As of December 2024
	Financial	Industrial	Trading	Real Estate	Agriculture	Touristic Hotels Restaurants Public Facilities	Stock	Individuals	Government and Public Sector	Total	Total
Item	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD	JD
Balances with central banks	753,191,531	-	-	-	-	-	-	-	-	753,191,531	658,785,218
Balances with banks and financial institutions	235,420,790	-	-	-	-	-	-	-	-	235,420,790	268,105,036
Deposits with banks and financial institutions	1,403,798	-	-	-	-	-	-	-	-	1,403,798	467,946
Direct credit facilities	8,681,002	111,482,279	316,925,216	239,283,227	13,812,029	99,993,391	10,706,988	466,050,402	304,709,465	1,571,643,999	1,498,774,211
Bonds and Treasury Bills:											
Within financial assets at amortized cost	10,654,259	18,124,388	2,813,498	-	-	-	-	-	120,312,489	151,904,634	165,860,269
Financial assets at fair value through other comprehensive income	-	-	-	-	-	-	-	-	77,966,288	77,966,288	146,606,532
Total current year	1,009,351,380	129,606,667	319,738,714	239,283,227	13,812,029	99,993,391	10,706,988	466,050,402	502,988,242	2,791,531,040	2,738,599,212
Financial Guarantees	35,436,550	5,779,028	26,191,755	16,464,116	130,813	11,073,886	-	1,567,267	-	96,643,415	74,859,658
Letters of Credit	9,153,536	49,458,084	13,055,144	152,579	-	11,253,894	-	-	-	83,073,237	61,213,677
Acceptances	1,419	30,325,275	61,355,406	-	5,648,799	-	-	-	-	97,330,899	169,258,426
Un-utilized balances	93,576,102	86,928,653	149,546,349	13,857,280	3,080,544	25,401,840	1,536,610	101,753,744	3,065,286	478,746,408	363,764,674
Gross Total	1,147,518,987	302,097,707	569,887,368	269,757,202	22,672,185	147,723,011	12,243,598	569,371,413	506,053,528	3,547,324,999	3,407,695,647

B. Exposure Distribution According to Stages Classification as Per IFRS (9) as adopted by the Central Bank of Jordan:	As of December 2025						As of December 2024
	Stage One		Stage Two		Stage Three	Total	Total
	Individual Level	Collective Level	Individual Level	Collective Level			
Item	JD	JD	JD	JD	JD	JD	JD
Financial	1,067,614,044	-	79,867,526	-	37,417	1,147,518,987	991,482,722
Industrial	289,291,199	-	11,312,049	-	1,494,459	302,097,707	321,180,127
Trade	537,593,843	-	17,376,765	-	14,916,760	569,887,368	598,081,967
Real estates	63,945,206	149,666,630	7,870,498	38,765,496	9,509,372	269,757,202	261,139,773
Agriculture	16,544,709	-	5,369,255	-	758,221	22,672,185	18,452,415
Tourism, restaurants and public facilities	124,921,434	1,412,115	18,100,489	-	3,288,973	147,723,011	141,445,533
Stocks	12,243,598	-	-	-	-	12,243,598	13,603,154
Individuals	4,497,986	434,723,385	111,615	122,697,462	7,340,965	569,371,413	560,383,781
Government and Public Sector	418,699,018	-	87,354,510	-	-	506,053,528	501,926,175
Total	2,535,351,037	585,802,130	227,362,707	161,462,958	37,346,167	3,547,324,999	3,407,695,647

6. Re-classified credit exposures

A. Total re-classified credit exposure:	December 31, 2025					
	Stage Two		Stage Three		Total reclassified exposures	Percentage of Reclassified Exposures
	Total Exposure Value	Reclassified exposures	Total Exposure Value	Reclassified exposures		
Item	JD	JD	JD	JD	JD	
Cash and balances at central banks	70,974,138	-	-	-	-	0.00%
Balances at banks and financial institutions	-	-	100,131	-	-	0.00%
Deposits at banks and financial institutions	-	-	-	-	-	0.00%
Financial assets through comprehensive income - debt instruments	-	-	-	-	-	0.00%
Direct credit facilities at amortized cost	315,033,707	(19,454,691)	161,320,510	48,447,279	28,992,588	6.09%
Bonds and Treasury Bills within financial assets at amortized cost	-	-	-	-	-	0.00%
Total	386,007,845	(19,454,691)	161,420,641	48,447,279	28,992,588	5.30%
Letters of guarantees	2,021,769	(1,481,095)	11,782,336	689,932	(791,163)	-5.73%
Letters of credit	9,991,877	(811,732)	-	-	(811,732)	-8.12%
Acceptances	60,457	(1,166,290)	-	-	(1,166,290)	-1929.12%
Un-utilized balances	21,339,793	(5,781,674)	9,167	-	(5,781,674)	-27.08%
Gross total	419,421,741	(28,695,482)	173,212,144	49,137,211	20,441,729	3.45%

B. Expected credit loss against reclassified exposures:	December 31, 2025							
	Reclassified exposures			Expected credit loss for reclassified exposures				
				Stage Two		Stage Three		
	Gross Reclassified Exposure from Stage Two	Gross Reclassified Exposure from Stage Three	Gross Reclassified Eexposure	Individual Level	Collective Level	Individual Level	Collective Level	Total
Item	JD	JD	JD	JD	JD	JD	JD	JD
Cash and balances at central banks	-	-	-	1,204,250	-	-	-	1,204,250
Balances at banks and financial institutions	-	-	-	-	-	85,211	-	85,211
Deposits at banks and financial institutions	-	-	-	-	-	-	-	-
Financial assets through comprehensive income - debt instruments	-	-	-	-	-	-	-	-
Direct credit facilities at amortized cost	(1,271,925)	21,464,804	20,192,879	5,298,696	23,507,898	115,190,431	-	143,997,025
Bonds and Treasury Bills within financial assets at amortized cost	-	-	-	-	-	-	-	-
Total	(1,271,925)	21,464,804	20,192,879	6,502,946	23,507,898	115,275,642	-	145,286,486
Letters of guarantees	(144,467)	(19,560)	(164,027)	83,758	-	7,466,414	-	7,550,172
Letters of credit	(1,016)	-	(1,016)	52,349	-	-	-	52,349
Acceptances	(5,438)	-	(5,438)	2,784	-	-	-	2,784
Un-utilized balances	(18,013)	-	(18,013)	185,867	47,259	-	-	233,126
Gross total	(1,440,859)	21,445,244	20,004,385	6,827,704	23,555,157	122,742,056	-	153,124,917

6. Re-classified credit exposures

A. Total re-classified credit exposure:	December 31, 2024					
	Stage Two		Stage Three			
	Total Exposure Value	Reclassified exposures	Total Exposure Value	Reclassified exposures	Total reclassified exposures	Percentage of Reclassified Exposures
Item	JD	JD	JD	JD	JD	
Cash and balances at central banks	64,138,899	64,138,899	-	-	64,138,899	100.00%
Balances at banks and financial institutions	-	-	97,978	-	-	0.00%
Deposits at banks and financial institutions	-	-	-	-	-	0.00%
Financial assets through comprehensive income - debt instruments	-	-	-	-	-	0.00%
Direct credit facilities at amortized cost	313,877,925	223,332,586	163,422,800	19,518,561	242,851,147	50.88%
Bonds and Treasury Bills within financial assets at amortized cost	3,328,799	-	-	-	-	0.00%
Total	381,345,623	287,471,485	163,520,778	19,518,561	306,990,046	56.34%
Letters of guarantees	3,613,083	1,096,880	11,299,487	253,938	1,350,818	9.06%
Letters of credit	1,393,860	982,826	-	-	982,826	70.51%
Acceptances	1,226,747	1,226,747	-	-	1,226,747	100.00%
Un-utilized balances	26,397,951	11,926,728	-	-	11,926,728	45.18%
Gross total	413,977,264	302,704,666	174,820,265	19,772,499	322,477,165	54.77%

B. Expected credit loss against reclassified exposures:	December 31, 2024							
	Reclassified exposures			Expected credit loss for reclassified exposures				
				Stage Two		Stage Three		
	Gross Reclassified Exposure from Stage Two	Gross Reclassified Exposure from Stage Three	Gross Reclassified Eexposure	Individual Level	Collective Level	Individual Level	Collective Level	Total
Item	JD	JD	JD	JD	JD	JD	JD	JD
Cash and balances at central banks	573,396	-	573,396	573,396	-	-	-	573,396
Balances at banks and financial institutions	-	-	-	-	-	83,369	-	83,369
Deposits at banks and financial institutions	-	-	-	-	-	-	-	-
Financial assets through comprehensive income - debt instruments	-	-	-	-	-	-	-	-
Direct credit facilities at amortized cost	14,207,797	10,219,986	24,427,783	6,182,675	21,307,601	129,034,320	-	156,524,596
Bonds and Treasury Bills within financial assets at amortized cost	-	-	-	25,387	-	-	-	25,387
Total	14,781,193	10,219,986	25,001,179	6,781,458	21,307,601	129,117,689	-	157,206,748
Letters of guarantees	(3,834)	241,050	237,216	175,551	-	9,317,195	-	9,492,746
Letters of credit	6,510	-	6,510	8,229	-	-	-	8,229
Acceptances	8,222	-	8,222	8,222	-	-	-	8,222
Un-utilized balances	51,209	-	51,209	104,485	53,816	-	-	158,301
Gross total	14,843,300	10,461,036	25,304,336	7,077,945	21,361,417	138,434,884	-	166,874,246

41/B Market Risks:

Qualitative Disclosure:

These risks arise from the fluctuations in the fair values or the future cash flows of financial instruments due to the changes in market prices such as (interest rate, currency exchange rate, and shares prices). Moreover, market risks arise from the existence of open positions in interest rates, currency exchange rates, and investments in shares. These risks are monitored according to specific policies and procedures through special committees and associated work centres and include the following:

- Interest rate risks.
- Currency exchange rate risks.
- Fluctuation in share prices risks.
- Market risks: are the risks of exposure of the positions on and off the Bank's Consolidated Statement of Financial Position to losses as a result of price fluctuations in the market. This includes the risks arising from the volatility of interest rates and stock prices of investment portfolios, both for the purpose of trading or exchange.

Market risks arise from:

- Changes that may occur in the political and economic conditions in markets.
- Fluctuations in interest rates.
- Fluctuations in the prices of financial instruments held for future buying and selling.
- Foreign currency fluctuations.
- Gaps in maturities of assets and liabilities and interest rate re-pricing.
- Creation of uncovered positions.

Interest Rate Risks

Interest rate risks arise from the probable impact of changes in interest rates on the value of other financial assets. The Bank is exposed to the risk of interest rates due to a mismatch or a gap in the amounts of assets and liabilities, according to the various time limits or review of interest rates in a certain period. Moreover, the Bank manages these risks through reviewing the interest rates on assets and liabilities based on the risk management strategy undertaken by the Asset and Liability Management Committee. The Bank follows a policy of hedging all financial assets and financial liabilities whenever the need arises. Hedging is against anticipated future risks.

The Bank has developed analysis scenarios to measure the sensitivity of interest rate risk in addition to providing a system for controlling the difference in the history of re-pricing. This ensures control, reduces risk, and takes into account acceptable risk and balancing maturities of assets with liabilities, as well as the gaps and benefits of hedging their prices.

Foreign Currency Risks

Foreign currency risks are the risks arising from changes in the values of financial instruments as a result of fluctuations in the prices of foreign currencies.

The Bank's investment policy includes a set of controls that limit this type of risk monitored by a market risk unit such as follows:

- Exceeding limits is not allowed, and any currency excess is settled immediately.
- Any dealer should close the position immediately when the loss reaches the allowed maximum limit.

The Treasury and Investment Department analyses and controls open positions daily. It closes the positions in case of excesses of ceiling, loss limits or heightened risks due to market fluctuations.

The following is the net foreign currency positions at the Bank:	December 31,	
	2025	2024
Currency Type	JD	JD
USD	(135,664,055)	(4,372,767)
GBP	25,405	18,857
Euro	(4,013,785)	344,888
JPY	390	577
Other currencies	117,060,725	(53,305,567)
	(22,591,320)	(57,314,012)

Share Prices Risks

Share prices risks result from the changes in the fair values of investments in shares. The Bank manages these risks through diversifying investments across various geographical areas and economic sectors. Most of the shares investments held by the Bank are listed in Amman Stock Exchange.

Market Risk Management

The Bank follows financial and investment policies for risk management within a specified strategy. Moreover, the Bank has an Asset and Liability Management Committee that supervises, and controls risks and performs the optimal strategic distribution of assets and liabilities both on and off the Consolidated Statement of Financial Position. Moreover, a market risk unit was established, staffed with qualified human resources, and equipped with electronic systems. These risk management procedures include the following:

- Preparation and implementation of an investment policy approved by the Board of Directors and the Central Bank of Jordan.
- Preparation and application of a market risk management policy approved by the Board of Directors including the criteria for the definition, measurement, and monitoring of this type of risk.
- Implementation of (Reuters) Application to monitor continuity risk in the global capital market, cash markets and currency exchange.
- Preparation of a mechanism for management of ceilings of local and foreign investments.
- Development of market risk measurement, management, and monitoring tools through:
  - Key risk indicators (KRIs).
  - RAG status (Red/Amber/Green).
  - Value at risk (VAR).
  - Basis point analysis.
  - Stress testing.
  - Defining stop loss limit.
  - Preparation of investment concentration reports (geographical distribution, economic sector, currency, tool, etc.).
  - Controlling investment ceilings.
  - Controlling investment operations (based on financial positions, local and international stocks and bonds).
- Preparation of periodic reports, to be presented to GALCO committee and Risk Management Committee /Board of Directors

Quantitative Disclosures:

1. Interest Rate Risks		December 31, 2025	
Currency	Increase in Interest Rate (%)	Sensitivity of Interest Revenue Analysis (Profits and Losses)	Sensitivity of Equity
		JD	JD
USD	2%	(2,713,281)	-
GBP	2%	508	-
Euro	2%	(80,276)	-
JPY	2%	8	-
Other Currencies	2%	2,341,215	-
Currency	Decrease in Interest Rate (%)	Sensitivity of Interest Revenue Analysis (Profits and Losses)	Sensitivity of Equity Analysis
		JD	JD
USD	2%	2,713,281	-
GBP	2%	(508)	-
Euro	2%	80,276	-
JPY	2%	(8)	-
Other Currencies	2%	(2,341,215)	-

		December 31, 2024	
Currency	Increase in Interest Rate (%)	Sensitivity of Interest Revenue Analysis (Profits and Losses)	Sensitivity of Equity
		JD	JD
USD	2%	(87,455)	-
GBP	2%	377	-
Euro	2%	6,898	-
JPY	2%	12	-
Other Currencies	2%	(1,066,111)	-
Currency	Decrease in Interest Rate (%)	Sensitivity of Interest Revenue Analysis (Profits and Losses)	Sensitivity of Equity Analysis
		JD	JD
USD	2%	87,455	-
GBP	2%	(377)	-
Euro	2%	(6,898)	-
JPY	2%	(12)	-
Other Currencies	2%	1,066,111	-

2. Foreign Currency Risks		57.333 mm	
Currency	Increase in Currency Exchange Rate (%)	Effect on Profits or Losses	Effect on Equity
		JD	JD
USD	5%	(6,783,203)	-
GBP	5%	1,270	-
Euro	5%	(200,689)	-
JPY	5%	20	-
Other Currencies	5%	5,853,036	-

		December 31, 2024	
Currency	Increase in Currency Exchange Rate (%)	Effect on Profits or Losses	Effect on Equity
		JD	JD
USD	5%	(218,638)	-
GBP	5%	943	-
Euro	5%	17,244	-
JPY	5%	29	-
Other Currencies	5%	(2,665,278)	-

3. Fluctuation in Share Prices Risks		December 31, 2025	
Indicator	Increase in Index	Effect on Profits or Losses	Effect on Equity
		JD	JD
Amman Stock Exchange	5%	8,399	367,719
Palestine Stock Exchange	5%	-	439,523

		December 31, 2024	
Indicator	Increase in Index	Effect on Profits or Losses	Effect on Equity
		JD	JD
Amman Stock Exchange	5%	7,277	239,087
Palestine Stock Exchange	5%	-	339,983

4. Concentration of Foreign Currency Risk	December 31, 2025					
Currency	USD	GBP	Euro	JPY	Other	Total
Item	JD	JD	JD	JD	JD	JD
Assets:						
Cash and balances at Central Banks	88,078,762	977,976	6,374,788	271	237,097,613	332,529,410
Balances at banks and financial institutions	172,286,574	6,666,081	10,286,795	26,539	14,647,522	203,913,511
Financial assets through comprehensive income	51,432,545	-	-	-	40,664	51,473,209
Direct credit facilities at amortized cost	289,360,964	-	4,935,624	-	186,220,353	480,516,941
Financial assets at amortized cost	68,976,172	-	-	-	94,854	69,071,026
Other assets	9,302,095	6,527	-	5,388	24,410,616	33,724,626
Total assets	679,437,112	7,650,584	21,597,207	32,198	462,511,622	1,171,228,723
Liabilities:						
Banks and financial institutions' deposits	598,553	21,050	484,880	-	22,144,636	23,249,119
Customers' deposits	520,881,108	7,407,048	24,787,456	27,390	280,114,860	833,217,862
Cash margins	32,186,617	151,816	278,181	4,418	13,113,514	45,734,546
Other liabilities	261,434,889	45,265	60,475	-	30,077,887	291,618,516
Total Liabilities	815,101,167	7,625,179	25,610,992	31,808	345,450,897	1,193,820,043
Net concentration in the consolidated statement of financial position for the year 2025	(135,664,055)	25,405	(4,013,785)	390	117,060,725	(22,591,320)
Commitments and contingent liabilities off balance sheet for the year 2025	202,881,146	-	10,040,278	88,357	8,475,774	221,485,555
	December 31, 2024					
	USD	GBP	Euro	JPY	Other	Total
Item	JD	JD	JD	JD	JD	JD
Total assets	639,614,449	7,302,713	16,005,229	191,011	425,637,171	1,088,750,573
Total Liabilities	643,987,216	7,283,856	15,660,341	190,434	478,942,738	1,146,064,585
Net concentration in the consolidated statement of financial position for the year 2023	(4,372,767)	18,857	344,888	577	(53,305,567)	(57,314,012)
Commitments and contingent liabilities off balance sheet for the year 2024	243,895,541	-	3,174,102	4,701,298	3,692,670	255,463,611

5. Interest Re-pricing Gap Classification is based on periods of interest re-pricing or maturity								
Year 2025	Less Than 1 Month	From 1 to 3 Months	From 3 to 6 Months	From 6 Months to 1 Year	From 1 to 3 Years	More Than 3 Years	Items Without Interests	Total
Assets	JD	JD	JD	JD	JD	JD	JD	JD
Cash and balances with Central Banks	469,726,316	-	-	-	-	10,635,000	435,217,608	915,578,924
Balances and deposit with banks and financial institutions	154,954,721	2,245,765	703,932	699,866	-	-	78,220,304	236,824,588
Financial assets at fair value	19,166,909	-	30,094,200	-	18,503,129	10,202,050	87,185,312	165,151,600
Direct credit facilities at amortized cost	60,605,179	255,889,370	187,967,718	162,103,070	335,896,445	569,182,217	-	1,571,643,999
Financial assets at amortized cost	94,854	10,635,000	15,490,597	2,083,000	82,667,337	40,933,846	-	151,904,634
Property and equipment – Net	-	-	-	-	-	-	67,132,260	67,132,260
Intangible assets	-	-	-	-	-	-	8,370,436	8,370,436
Deferred tax assets	-	-	-	-	-	-	24,272,316	24,272,316
Other assets	-	-	-	-	-	-	117,507,080	117,507,080
Total Assets	704,547,979	268,770,135	234,256,447	164,885,936	437,066,911	630,953,113	817,905,316	3,258,385,837
Liabilities								
Banks and financial institutions' deposits	24,412,877	-	-	-	-	-	4,671,420	29,084,297
Customers' deposits	811,439,244	326,815,393	237,643,796	177,544,042	171,143,153	-	661,341,119	2,385,926,747
Cash margins	19,381,129	4,363,812	11,211,868	19,791,460	32,714,702	4,307,919	55,011,663	146,782,553
Sundry provisions	-	-	-	-	-	-	4,370,413	4,370,413
Income tax provision	-	-	-	-	-	-	15,173,581	15,173,581
Borrowed funds	1,808,375	1,683,646	9,787,170	5,056,898	16,622,060	11,065,229	949,730	46,973,108
Deferred tax liabilities	-	-	-	-	-	-	243,390	243,390
Other liabilities	-	-	-	-	-	-	97,121,266	97,121,266
Total liabilities	857,041,625	332,862,851	258,642,834	202,392,400	220,479,915	15,373,148	838,882,582	2,725,675,355
Interest Re-pricing Gap	(152,493,646)	(64,092,715)	(24,386,387)	(37,506,464)	216,586,996	615,579,965	(20,977,267)	532,710,482
Year 2024								
Total Assets	663,321,598	295,278,216	143,209,616	201,990,847	607,957,091	518,871,748	724,298,509	3,154,927,625
Total liabilities	735,583,135	338,664,490	229,378,870	209,012,507	202,042,792	16,501,038	881,515,559	2,612,698,391
Interest Re-pricing Gap	(72,261,537)	(43,386,274)	(86,169,254)	(7,021,660)	405,914,299	502,370,710	(157,217,050)	542,229,234

Liquidity Risk

First: this table summarizes the (undiscounted) liabilities on the remaining period for contractual maturities at the date of consolidated financial statements:

December 31, 2025	Within 1 Month	From 1 to 3 Months	From 3 to 6 Months	From 6 Months to 1 Year	From 1 to 3 Years	Over 3 Years	Without Maturity	Total
Liabilities	JD	JD	JD	JD	JD	JD	JD	JD
Banks and financial institutions' deposits	24,412,877	-	-	-	-	-	4,671,420	29,084,297
Customers' deposits	833,017,908	545,612,851	347,135,464	263,277,754	396,171,538	-	711,232	2,385,926,747
Cash margins	19,508,819	4,719,081	11,330,725	19,791,460	89,366,257	-	2,066,211	146,782,553
Borrowed funds	1,914,976	1,882,195	9,951,504	5,238,630	16,863,325	11,122,478	-	46,973,108
Sundry provisions	-	-	-	-	-	-	4,370,413	4,370,413
Income tax provision	3,030,077	1,315,258	-	8,767,101	-	-	2,061,145	15,173,581
Deferred tax liabilities	-	-	-	-	-	-	243,390	243,390
Other liabilities	4,873,831	3,605,358	3,409,761	3,484,663	7,666,571	8,808,944	65,272,138	97,121,266
Total liabilities	886,758,488	557,134,743	371,827,454	300,559,608	510,067,691	19,931,422	79,395,949	2,725,675,355
Total Assets (According to expected maturity)	887,480,293	270,040,958	233,365,623	165,531,794	511,705,219	643,237,898	547,024,052	3,258,385,837

December 31, 2024	Within 1 Month	From 1 to 3 Months	From 3 to 6 Months	From 6 Months to 1 Year	From 1 to 3 Years	Over 3 Years	Without Maturity	Total
Liabilities	JD	JD	JD	JD	JD	JD	JD	JD
Banks and financial institutions' deposits	34,572,063	-	-	260,000	-	-	7,504,041	42,336,104
Customers' deposits	797,828,157	477,434,052	316,993,230	269,169,369	389,948,887	-	-	2,251,373,695
Cash margins	21,755,807	6,526,053	16,171,059	50,612,697	104,720,746	-	-	199,786,362
Borrowed funds	1,417,389	1,949,779	3,032,415	4,811,508	15,817,713	12,793,964	-	39,822,768
Sundry provisions	-	-	-	-	-	-	5,532,276	5,532,276
Income tax provision	4,435,859	-	10,649,600	1,992,221	-	-	2,061,145	19,138,825
Deferred tax liabilities	-	-	-	-	-	-	229,911	229,911
Other liabilities	5,470,859	3,647,375	3,388,752	3,770,829	7,467,778	87,861	30,644,996	54,478,450
Total liabilities	865,480,134	489,557,259	350,235,056	330,616,624	517,955,124	12,881,825	45,972,369	2,612,698,391
Total Assets (According to expected maturity)	779,740,798	296,653,796	143,870,425	200,035,669	570,019,209	640,479,857	524,127,871	3,154,927,625

Second. This table summarizes the financial derivatives maturities on the remaining period of contractual maturity from the date of the consolidated financial statements.

Financial derivatives/liabilities which have been totally reconciled include:

Trading Derivatives	December 31, 2025			December 31, 2024		
Currency Derivatives:	Up to 3 Months JD	from 3 Months to One Year JD	Total JD	Up to 3 Months JD	from 3 Months to One Year JD	Total JD
Outflow	(57,083,600)	(183,880)	(57,267,480)	(55,079,470)	(8,125,904)	(63,205,374)
Inflow	55,466,944	106,774	55,573,718	55,131,793	8,109,307	63,241,100
Total	(1,616,656)	(77,106)	(1,693,762)	52,323	(16,597)	35,726

Third liquidity ratio

Average liquidity coverage ratio is 335.9% as of December 31, 2025, (449.2% as of December 31, 2024), and the liquidity coverage ratio was 602.6% as of December 31, 2025 (407% as of December 31, 2024)

Forth Net stable funding ratio

The net stable funding ratio is 166.66% as of December 31, 2025 (152.69% as of December 31, 2024)

Off-consolidated statement of financial position Items:	As of December 2025			
	Up to 1 Year JD	1 to 5 Years JD	Over 5 Years JD	Total JD
Letters of credit and acceptances	180,618,045	-	-	180,618,045
Un-utilized balances	479,366,690	-	-	479,366,690
Letters of guarantee	103,911,834	483,682	-	104,395,516
Operational lease contracts	5,146,761	14,159,998	4,379,059	23,685,819
Capital commitments	5,851,711	-	-	5,851,711
Total	774,895,041	14,643,680	4,379,059	793,917,781

	As of December 2024			
	Up to 1 Year JD	1 to 5 Years JD	Over 5 Years JD	Total JD
Letters of credit and acceptances	230,274,216	372,747	-	230,646,963
Un-utilized balances	364,235,627	-	-	364,235,627
Letters of guarantee	82,198,086	2,349,826	-	84,547,912
Operational lease contracts	3,561,454	11,961,386	5,300,981	20,823,821
Capital commitments	332,087	-	-	332,087
Total	680,601,470	14,683,959	5,300,981	700,586,410

42. Bank's Business Segments

1. 1. Information about the Bank's business segments:

- The Bank is organized for management purposes where segments are measured in accordance to reports used by its Chief Executive Officer and main decision-makers through the following main segments:
- Retail Banking (individual): includes following up on individual customers' deposits, granting them loans, debt, credit cards, and other services.
- Corporate Banking: includes following up on deposits, credit facilities, and other banking services pertinent to corporate customers.
- Treasury: includes providing trading and treasury services and management of the Bank's funds.
- Financial Brokerage Services: includes buying and selling shares services for customers' portfolios on their behalf, custody of investments, financial consulting, custody services, and initial public offerings management.

Below is Information about Bank business segments distributed according to the activities :	Individual (Retail Customers)	Corporation	Treasury	Financial Brokerage	Other	Total	
						2025	2024
	JD	JD	JD	JD	JD	JD	JD
Total Revenue	90,318,145	62,051,697	36,713,058	314,872	535,606	189,933,378	170,401,503
Expected credit loss allowance	(12,014,070)	(6,289,983)	(666,041)	(220)	-	(18,970,314)	(20,483,280)
Segments operations results	78,304,075	55,761,714	36,047,017	314,652	535,606	170,963,064	149,918,223
Other expenses	(66,707,514)	(26,828,116)	(7,298,400)	(204,976)	(9,699,388)	(110,738,394)	(94,891,202)
Profit before tax	11,596,561	28,933,598	28,748,617	109,676	(9,163,782)	60,224,670	55,027,021
Income tax	(1,382,935)	(5,788,988)	(8,211,814)	(84,037)	(256,867)	(15,724,641)	(19,739,470)
Net profit for the Year	10,213,626	23,144,610	20,536,803	25,639	(9,420,649)	44,500,029	35,287,551
Other information							
Capital Expenditures	810,417	1,123,969	-	-	9,513,203	11,447,589	8,267,991
Depreciation and amortization	8,986,460	1,561,945	342,231	15,157	1,761,438	12,667,231	11,444,421
Total Assets	716,296,293	975,286,541	1,462,022,546	2,929,916	101,850,541	3,258,385,837	3,154,927,625
Total Liabilities	2,039,523,167	526,961,276	69,473,692	832,265	88,884,955	2,725,675,355	2,612,698,391

2. Information about geographical distribution

This disclosure represents the geographical distribution for Bank's business. The Bank performs its main business activities in Jordan which represents the local business and performs international activities through its branches in Palestine and its subsidiaries business through its branches in Palestine and its subsidiary companies.

Following is the distribution of Revenues, Assets and Capital Expenditure according the geographical sector:	In the country		Overseas		Total	
	2025	2024	2025	2024	2025	2024
	JD	JD	JD	JD	JD	JD
Total Revenue	183,396,176	189,551,848	67,924,870	45,281,769	251,321,046	234,833,617
Total Assets	2,274,821,379	2,257,123,284	983,564,458	897,804,341	3,258,385,837	3,154,927,625
Capital expenditures	4,564,446	5,122,110	6,883,143	3,145,881	11,447,589	8,267,991

43. Analysis of Assets and Liabilities Maturities:

The table below shows assets and liabilities analysis according to the expected recovery or settlement period:

	December 31, 2025		
	Up to 1 Year	Over 1 Year	Total
	JD	JD	JD
Assets			
Cash on hand and balances at Central Banks	904,943,924	10,635,000	915,578,924
Balances at banks and financial institutions	235,420,790	-	235,420,790
Deposits at banks and financial institutions	1,403,798	-	1,403,798
Financial assets at fair value through profit or loss	389,661	-	389,661
Financial assets at fair value through comprehensive income	136,056,760	28,705,179	164,761,939
Direct credit facilities at amortized cost	666,565,337	905,078,662	1,571,643,999
Financial assets at amortized cost	26,220,451	125,684,183	151,904,634
Property and equipment – Net	-	67,132,260	67,132,260
Intangible assets	-	8,370,436	8,370,436
Deferred tax assets	-	24,272,316	24,272,316
Other Assets	32,666,987	84,840,093	117,507,080
Total Assets	2,003,667,708	1,254,718,129	3,258,385,837
Liabilities			
Banks and financial institutions' deposits	29,084,297	-	29,084,297
Customers' deposits	1,989,755,209	396,171,538	2,385,926,747
Cash margins	57,416,296	89,366,257	146,782,553
Sundry provisions	-	4,370,413	4,370,413
Income tax provision	13,112,435	2,061,146	15,173,581
Borrowed funds	18,987,305	27,985,803	46,973,108
Deferred tax liabilities	-	243,390	243,390
Other liabilities	80,645,750	16,475,516	97,121,266
Total Liabilities	2,189,001,292	536,674,063	2,725,675,355
Net	(185,333,584)	718,044,066	532,710,482

	December 31, 2024		
	Up to 1 Year	Over 1 Year	Total
	JD	JD	JD
Assets			
Cash on hand and balances at Central Banks	760,949,772	10,635,000	771,584,772
Balances at banks and financial institutions	268,105,036	-	268,105,036
Deposits at banks and financial institutions	467,946	-	467,946
Financial assets at fair value through profit or loss	355,198	-	355,198
Financial assets at fair value through comprehensive income	62,979,523	187,577,191	250,556,714
Direct credit facilities at amortized cost	624,509,540	874,264,671	1,498,774,211
Financial assets at amortized cost	7,558,110	158,302,159	165,860,269
Property and equipment – Net	-	61,021,328	61,021,328
Intangible assets	-	8,627,153	8,627,153
Deferred tax assets	-	25,128,242	25,128,242
Other Assets	27,583,206	76,863,550	104,446,756
Total Assets	1,752,508,331	1,402,419,294	3,154,927,625
Liabilities			
Banks and financial institutions' deposits	42,336,104	-	42,336,104
Customers' deposits	1,861,424,808	389,948,887	2,251,373,695
Cash margins	95,065,616	104,720,746	199,786,362
Sundry provisions	-	5,532,276	5,532,276
Income tax provision	17,077,680	2,061,145	19,138,825
Borrowed funds	11,211,091	28,611,677	39,822,768
Deferred tax liabilities	-	229,911	229,911
Other liabilities	49,497,025	4,981,425	54,478,450
Total Liabilities	2,076,612,324	536,086,067	2,612,698,391
Net	(324,103,993)	866,333,227	542,229,234

44. Fair Value Hierarchy

A. The Fair Value of Financial Assets and Financial Liabilities of the Bank Specified at Fair Value on an Ongoing Basis:
Some financial assets and liabilities of the Bank are evaluated at fair value at the end of each fiscal period, the following table shows the information about how to determine the fair value of these financial assets and liabilities (evaluation methods and inputs used).

Financial Assets/Financial Liabilities	Fair Value		The Level of Fair Value	Evaluation Method and Inputs Used	Important Intangible Inputs	Fair Value and the Important Intangible Inputs
	December 31, 2025	December 31, 2024				
Financial Assets at Fair Value	JD	JD				
Financial Assets at Fair Value Through Income Statement						
Quoted Shares	167,983	145,550	Level One	Stated Rates in financial markets	Not applicable	Not applicable
Unquoted Shares	221,678	209,648	Level Two	Financial Statements issued by companies	Not applicable	Not applicable
Total	389,661	355,198				
Financial Assets at Fair Value through Comprehensive Income						
Quoted Shares	16,144,822	11,581,400	Level One	Stated Rates in financial markets	Applicable	Not applicable
Unquoted Shares	5,293,888	2,668,299	Level Two	Financial Statements issued by companies or observable market input	Applicable	Applicable
Unquoted Shares	65,356,941	89,700,483	Level Three	Evaluation methods using inputs that are not dependent on available market information	Applicable	Applicable
Quoted debt	77,966,288	146,606,532	Level One	Stated Rates in financial markets	Applicable	Applicable
Total	164,761,939	250,556,714				
Forward foreign currency contracts	-	35,726	Level One	Stated Rates in financial markets	Not applicable	Not applicable
Total Financial Assets at Fair Value	165,151,600	250,947,638				
Financial Liabilities at Fair Value:						
Forward foreign currency contracts	1,693,762	-	Level One	Stated Rates in financial markets	Not applicable	Not applicable
Total	1,693,762	-				

There were no transfers between level 1 and level 2 during the year of 2025.
market multiplies and discontinued cash flows methods were used to evaluate the bank's investment in foreign shares that do not have available market price classified within level three, by comparing them with the results of similar companies operating in the same field as the investee company.

B . The Fair Value of Financial Assets and Financial Liabilities of the Bank Non-Specific Fair Value on an Ongoing Basis:

Except as detailed in the table below, we believe that the carrying amount of financial assets and liabilities shown in the consolidated financial statements of the Bank approximate their fair value, because the Bank management believes that the carrying value of the items is equivalent to the fair value, and this is due to either its short-term maturity or having interest rates that have been repriced during the year.

	December 31, 2025		December 31, 2024		The Level of
	Book Value	Fair Value	Book Value	Fair Value	Fair Value
	JD	JD	JD	JD	JD
Financial Assets of Non-Specified Fair Value					
Balances at central banks	754,505,261	754,579,293	659,439,451	659,493,105	Level Two
Balances at banks and financial institutions	235,521,581	235,607,688	268,207,452	268,505,692	Level Two
Deposits at banks and financial institutions	1,411,520	1,446,664	468,000	491,456	Level Two
Loans, bills and other	1,528,882,999	1,535,971,983	1,470,076,728	1,475,318,967	Level Two
Financial assets at amortized cost	152,240,358	153,427,761	166,191,614	168,574,470	Level Two
Total Financial Assets of non-specified Fair Value	2,672,561,719	2,681,033,389	2,564,383,245	2,572,383,690	
Financial Liabilities of Non-Specified Fair Value					
Deposits at banks and financial institutions	29,084,297	29,141,585	42,336,104	42,402,500	Level Two
Customers' deposits	2,385,926,747	2,398,899,043	2,251,373,695	2,266,193,418	Level Two
Cash margins	146,782,553	146,802,778	199,786,362	199,801,245	Level Two
Total Financial Liabilities of Non-Specified Fair Value	2,561,793,597	2,574,843,406	2,493,496,161	2,508,397,163	

The fair value for the financial assets and liabilities that are in level 2 and level 3 were determined in accordance to agreed pricing models, which reflect the credit risk of the parties dealing with it.

(C) Non-Financial Assets and Liabilities not Measured at Fair Value but its in fair Value disclosed in the Consolidated Financial Statements:

	December 31, 2025		December 31, 2024		The Level of
	Book Value	Fair Value	Book Value	Fair Value	Fair Value
	JD	JD	JD	JD	JD
Other assets	88,164,695	134,169,570	83,639,082	129,576,242	Level Two
	88,164,695	134,169,570	83,639,082	129,576,242	

The above items set out the fair value of non-financial assets that are determined on the basis of prices of similar instruments in an inactive market.

45. Capital Management and liquidity

Capital Components:

- Paid-Up Capital:

The paid-up capital of Bank of Jordan consists of (200) million ordinary shares at a nominal value of JD 1 per share. The Bank maintains capital, statutory reserves, and retained earnings to meet the growth in its operations and the requirements of local and regional expansion.

- Regulatory Capital:

Regulatory capital is considered a control tool according to the requirements of regulatory authorities and Basel (III) for the purposes of achieving control over the adequacy of capital, the ratio of regulatory capital to risky, weighted assets and market risk. Regulatory capital according to Basel (III) consists of:

- Ordinary shares, retained earnings, accumulated comprehensive income items, declared reserves, minority interest and profit after tax and expected distributions and regulatory adjustments.

- Regulatory Authorities Requirements:

The instructions of the regulatory authorities require that the minimum capital be (100) million dinars, as well as the capital adequacy ratio not less than 12% according to the instructions of the Central Bank of Jordan, and for the purposes of classifying the bank within the first category, the capital adequacy ratio must not be less than 14%, and in the event that the bank is classified within D-SIBS banks, the capital adequacy ratio must not be less than (14% + the capital required from the locally important banks according to the category to which the bank belongs), and the fair shareholder rights ratio should not be less CET1 to assets inside and outside the balance sheet (financial leverage) should not be less than 4%.

- Achieving the Objectives of Capital Management:

The Bank's management aims at achieving the capital management objectives through developing the Bank's activities, achieving a surplus in operating profits and revenues, and optimally investing available funds. All of this is geared towards reaching the targeted growth in owners' equity, reflected in the increase in the legal reserves by (10%) and retained earnings by (20%).

The regulatory capital adequacy ratios according to the standard approach are as follows:

Primary Capital Items for Ordinary Shareholders (CET 1):	In Thousands JD 2025	In Thousands JD 2024
Paid-up capital	200,000	200,000
Statutory reserve	128,482	122,432
Voluntary reserve	199	109
Other reserves	5,850	5,850
Fair value reserve	18,637	37,056
Retained earnings	132,995	131,128
Non-controlling interest in the capital of subsidiaries	3,593	4,612
Less: Regulatory capital adjustments	(41,867)	(43,175)
Total Primary Capital Ordinary Shareholder (CET 1)	447,889	458,012
Additional Capital Items		
Stage one provision balance against debt instruments not exceeding 1.25 % of the total risk weighted assets	5,207	5,244
General banking risk reserve	4,102	4,102
Total additional capital	9,309	9,346
Total regulatory capital	457,198	467,358
Total risk weighted assets	2,383,509	2,337,147
Capital adequacy ratio (%)	19,18%	20,00%
Primary capital for ordinary shareholders (CET 1) %	18,79%	19,60%
Capital adequacy Tier 1 (%)	18,79%	19,60%

46 Commitments and Contingent Liabilities	As of December 31,	
a. Contingent Liabilities:	2025	2024
	JD	JD
Letters of credit include	83,196,299	61,262,859
Acceptances	97,421,746	169,384,104
Letters of guarantee:		
Payment	28,572,595	30,780,699
Performance	58,297,883	36,350,093
Other	17,525,038	17,417,120
Un-utilized direct and indirect credit facilities limits	479,366,690	364,235,627
Total	764,380,251	679,430,502

Expected credit loss provision based on IFRS (9) requirements on the off – balance sheet items (unfunded) amounted to JD 8,586,292 for the year ended December 31, 2025 (JD 10,334,067 for the year ended December 31, 2024).

b. Contractual Obligations:	As of December 31, 2025	2024
	JD	JD
Contracts for purchasing of property and equipment*	5,851,711	332,087
Contracts for operating and financing lease**	23,685,819	20,823,821
Total	29,537,530	21,155,908

* These commitments mature in less than 1 year.
** These commitments mature between 1 year to 10 years.

C. Lawsuits against the Bank

The Bank is a defendant in lawsuits demanding cancellation of the Bank's claims against others, lifting of real estate mortgages, compensation for damages, and suspension of cheques. These lawsuits amounted to JD 7,023,999 as of December 31, 2025 (JD 5,698,484 for prior year). In the opinion of the management and legal counsel, no material financial liabilities are likely to be incurred as a result of these lawsuits in excess of provision recorded which amounted to JD 918,126 as of December 31, 2025 (JD 892,048 for prior year). Nothing that, amounts that will probably be paid by the Bank as a result of dismissal or amicable settlement of these lawsuits will be taken to the consolidated Statement of Profit or Loss or against the recorded provision when paid.

Additional Information as Required by the Jordan Securities Commission 2025

Names and Brief Résumés of the Board of Directors and Executive Managers

Major Shareholders' Equity

Board of Directors' Equity

Executive Managers' Equity

Addresses of Bank of Jordan Branches

Organizational Structure

Additional Information as Required by the Jordan Securities Commission 2025

A. Chairman's Letter

B. Board of Directors Report

1. a- Description of Main Activities:

The Bank provides a comprehensive range of banking products and services. These include accepting all types of deposits (demand, savings, and time deposits), and issuing certificates of deposit, letters of credit, as well as letters of guarantee to all clients in the various economic sectors locally and abroad. The Bank also provides financial leasing services and custody services.

1. b- Location of Branches and Number of Employees:

The Bank has (80) branches and (1) exchange offices in Jordan, in addition to (19) branches and one office in Palestine, one branch in Bahrain and 4 branches in Iraq. The address of each branch and office is listed at the end of the report under the section "Addresses of Bank of Jordan branches".

The total number of the Bank's employees has reached (1,963). The table below illustrates the number of employees in each branch and office.

Branch	No. of Employees	Branch	No. of Employees	Branch	No. of Employees	Branch	No. of Employees
Head Office	676	Al Qweismeh	8	Al Ruseifa	5	Mobile Branch	3
Regional Management	149	Mecca St.	8	"Al Madina Al Monawara St./Tla'a Al Ali"	6	Ramallah	23
Al Shmeisani	13	University of Jordan	4	Abu Alanda	6	Hebron	17
Amman/ Downtown	3	Thirty St./Irbid	2	Khalda	8	Jenin	11
Karak	6	Al Nuzha	6	City Mall	13	Nablus	17
Irbid	11	Al Hassan Industrial city	5	Um Uthaina	7	Gaza	15
Al Hussun St.	6	Al Gardens	9	Al Rabiyeh	5	Al Ram/Jerusalem	7
Eidoun St./Irbid	6	"Al Madina Al Monawara St."	5	Abdoun	8	Al Eizaryeh/Jerusalem	7
Ma'an	5	Aqaba	8	Al Hurrieh St./Mogablain	5	Industrial Area/Ramallah	8
Rumtha	7	Al Bayader	7	Al Rawnaq	6	Bethlehem	9
Al Turrah	3	Industrial Area/Al Bayader	4	Sport City	6	Tulkarm	8
Salt	7	Al Mafraq	8	Taj Mall	8	Qabatiya	9
Jerash	6	North Azraq	6	Abu Nsair	7	Rafidia	6
Al Mahatta	5	Jabal Al Weibdeh	5	North Hashmi	4	Al Naser	11
Marka	9	Deir Abi Saeed	5	Sahab	6	Al Eersal	7
Ajloun	8	Sweileh	7	Al Abdali Mall	8	"Al Braid Suburb/ Jerusalem"	6
Jabal Al Hussein	6	Al Fuheis	5	Madaba	7	Al Tirah	7
Al Khalidi	4	Tareq	5	First Circle	6	Al-Khader	7
Al Jubaiha	7	Zarqa Free Zone	6	Al Hurrieh Mall	10	Salfit	7
Commercial Market	5	Marj Al Hamam	6	Dahyet El Nakheel	4	Albasaten District/Jenin	8
Airport	3	Dahyet Al Yasmeen	7	Medical City St.	5	Bahrain	7
Hakama St./Irbid	6	Zarqa	6	Dahyet Al-Ameer Rashid	4	Baghdad	16
Radio and Television St.	7	Al Jeezah	4	Dahyet Al-Rasheed	6	Erbil	13
Faisal St./Zarqa	6	Al Sweifieh	5	Hay Al-Zaytouna	4	Mansour	10
New Zarqa	6	Al Wehdat	5	Dabouq	2	Basra	14
North Shuneh	5	Al Jabal Al Shamali	5	Dabouq/Al Hijaz Street	6	Regional Management-Iraq	52
Kufranjah	3	Durret Khalda	7	Souq Bab Al Madinah Mall	9		

1. c- Capital Investment Volume:

The Capital investment amounted to JD 12,972,390 at the end of 2025 compared to JD 11,109,350 at the end of 2024.

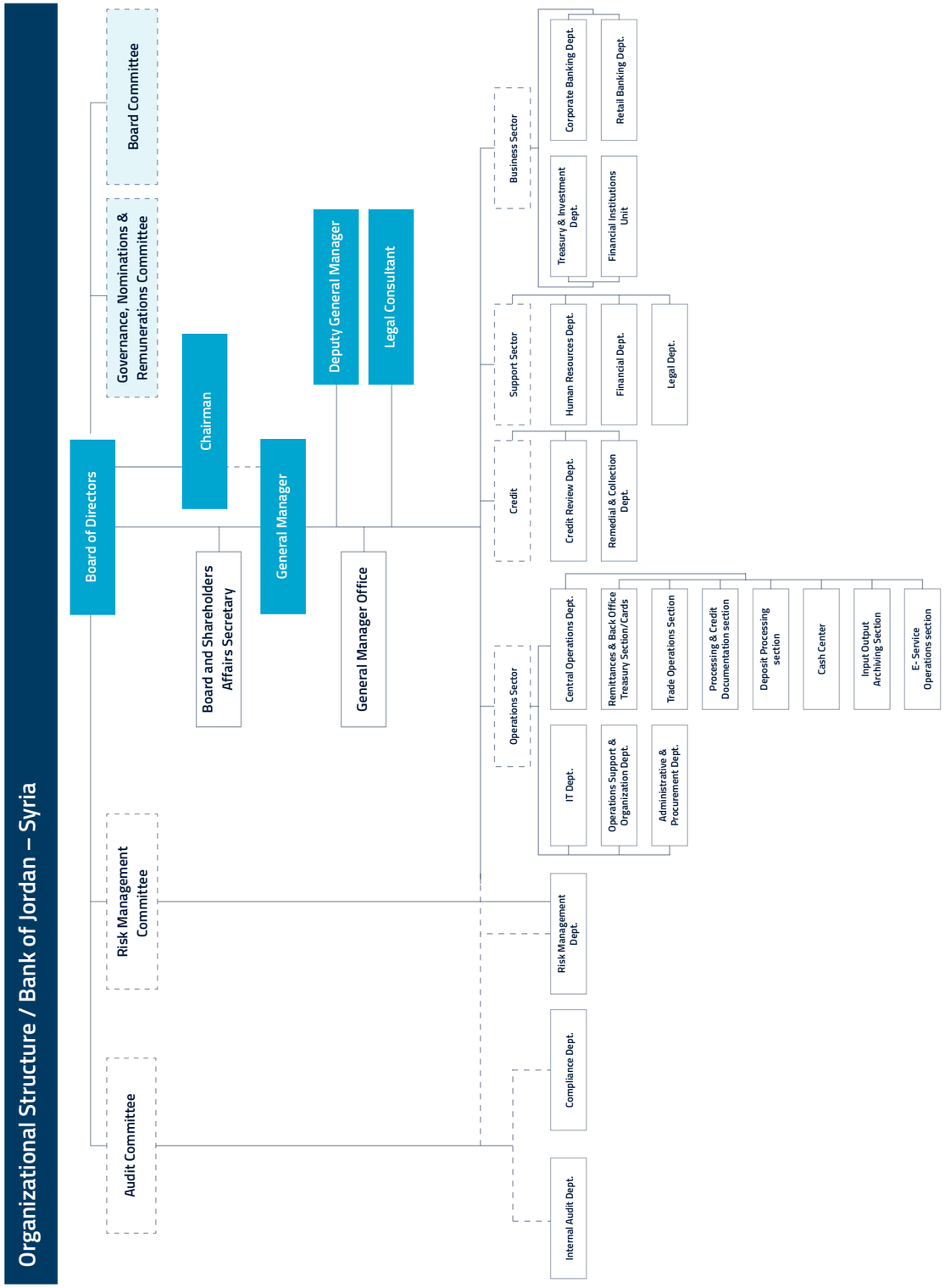
2. Subsidiaries:

a. Bank of Jordan - Syria / Syrian Arab Republic

Name of Company	Bank of Jordan - Syria
Type of Company	Joint Stock Company Syria
Date of Association	28/5/2008
Core Business	All Banking Operations
Paid up Capital	SYP 15,000,000,000
Bank's Ownership Percentage	49%
Address	Sabaa Bahrat Square – Baghdad St. – Damascus P.O. Box 8058 Damascus – Syria Tel.: 00963-11-22900000 Fax: 00963-11-2315368
Number of Employees	232 employees
Projects Owned by the Bank and their Capitals	There are no projects owned

Branch Location and Number of Employees

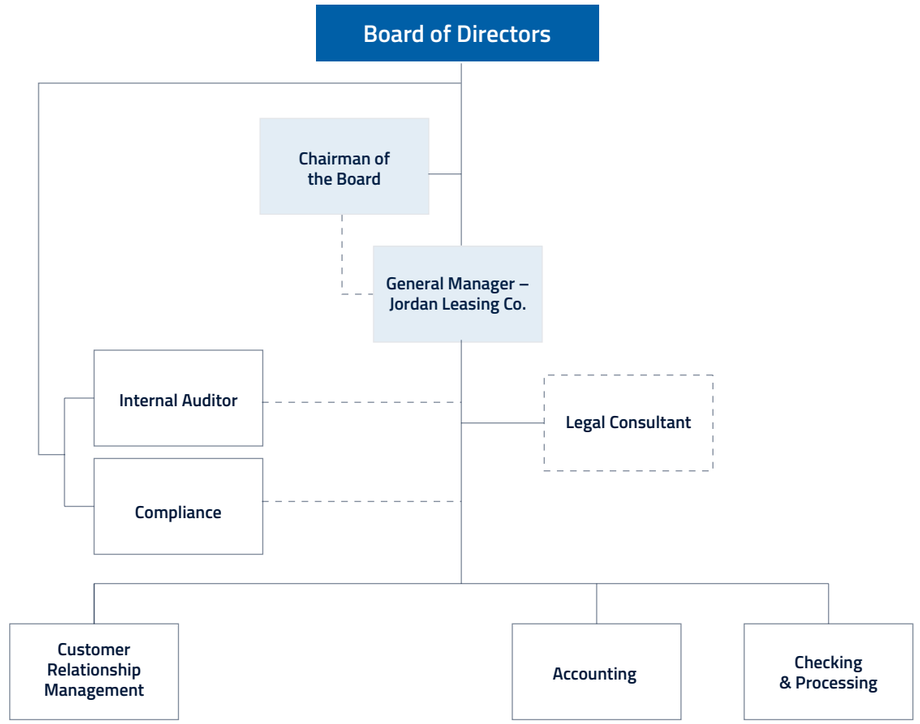
Branch	Address	Tel.	Fax	P.O. Box	Number of Employees
Baghdad St. Branch	Damascus - Sabaa Bahrat Square	00963-11-22900100	00963-11-2317730	P.O. Box 8058 Damascus, Syria	10
Abu Rumaneh Branch	Damascus – Abu Rumaneh- Arab League Square	00963-11-3354500	00963-11-3354506 / 507	P.O. Box 8058 Damascus, Syria	7
Abaseen Branch	Damascus - Abaseen Square	00963-11-4438261	00963-11-4438267	P.O. Box 8058 Damascus, Syria	7
Jarmana Branch	Damascus Suburban – Jarmana – Al Raees Square	00963-11-5694845	00963-11-5694869	P.O. Box 8058 Damascus, Syria	7
Harasta Branch (Temporarily closed)	Damascus Suburban – Harasta	00963-11-5376711	00963-11-5376717	P.O. Box 8058 Damascus, Syria	None
Al Faisal St. Branch / Aleppo	Aleppo – Al Malek Faisal St.	00963-21-2228075	00963-21-2228071	P.O. Box 8058 Aleppo, Syria	7
Homs Branch	Homs – Square 94 – Abou Tammam St.	00963-12-2220603	00963-12-2222305	P.O. Box 3058 Homs, Syria	6
Lattakia Branch	Lattakia - Al-Korneish Al-Gharbee St.	00963-17-2557623	00963-41-2556768	P.O. Box 58 Lattakia, Syria	10
Tartous Branch	Tartous – Al Thawra St.	00963-18-2313733	00963-18-2313793	P.O. Box 8058 Damascus, Syria	8
Al-Swaidaa Branch	Swaidaa – Qanawat St.	00963-16-324188	00963-16-324288	P.O. Box 88 Swaidaa, Syria	4
Adra branch	Industrial City - Administrative Sector - Management and Banking	00963-11-5850206	00963-11-5850216	P.O Box 8058 Damascus, Syria	4



b. Jordan Leasing Company - Limited Private Shareholding Company/ Hashemite Kingdom of Jordan

Name of Company	Jordan Leasing Company
Type of Company	Limited Private Shareholding Company
Date of Association	24/10/2011
Core Business	Financial Leasing
Paid-up Capital	JD 20,000,000
Bank's Ownership Percentage	100%
Address	Amman - Mecca St. - Al-Husseini Complex - Bldg. No.164 P.O. Box 2140 Amman 11181 Jordan Tel.: +962 6 5542697 Fax: +962 6 5542698
Number of Employees	5 employees
Branches	None
Projects Owned by Company and their Capitals	There are no projects owned

Organizational Structure / Jordan Leasing Company



C. Excel for Financial Investments Company - Limited Private Shareholding Company / Hashemite Kingdom of Jordan

Name of Company	Excel for Financial Investments Company
Type of Company	Limited Private Shareholding Company
Date of Association	23/3/2006
Core Business	Brokerage services (Buying and Selling Securities)
Paid-up Capital	JD 3,500,000
Bank's Ownership Percentage	100%
Address	Amman - Mecca St. - Al-Husseini Complex - Bldg. No. 164 P.O. Box 942453 – Amman 11194 – Jordan Tel.: +962 6 5519309 +962 6 5516809 Fax: +962 6 5519567
Number of Employees	7 employees
Branches	None
Projects Owned by Company and their Capitals	There are no projects owned

Organizational Structure / Excel for Financial Investments Company

3.a - Names and Resumes of Board of Directors:

Mr. Shaker Tawfiq Fakhouri
Chairman of the Board/Dedicated

Date of Birth: 14/11/1969 **Date of Membership:** 14/6/2001
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
– M.A. in Business Administration and Professional Accounting from Canisius College, Buffalo/ USA, 1995.
– B.A. in Economics from the University of Southern California/ USA, 1990.

Professional Experience:
- Chairman of the Board of Bank of Jordan, as of August 2007 to date.
- Chairman of the Board of Bank of Jordan - Syria from July 2015 until August 2019.
- Chairman & CEO of Bank of Jordan, as of August 2007 until January 2017.
- CEO of Bank of Jordan, as of August 2003 until January 2017.
- Deputy General Manager of Bank of Jordan, from December 1996 until August 2003.
- Executive Assistant to the Chief Executive Officer of Bank of Jordan, from January 1995 until December 1996.
- Attended several advanced banking and leadership seminars and courses, including:
  - The "Comprehensive Banking Operations" training program at Bank of Jordan branches, from February 1991 until January 1993.
  - A specialized credit training course at the Headquarters of Manufacturers/ Hanover Bank, USA, from September 1990 until February 1991.

Other Current Board Memberships:
- Chairman of the Board of Directors of Excel for Financial Investments Co.
- Member of the Board of Trustees – King Abdullah II Center for Excellence.

Mr. Walid Tawfiq Fakhouri
Vice Chairman

Date of Birth: 12/2/1972 **Date of Membership:** 18/4/2017
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
– M.A. in Business Administration from City University/ UK, 2000.
– B.A. in Science Marketing from Western International University/ UK, 1992.

Professional Experience:
- Chairman of the Board of Al-Tawfiq Investment House/ Jordan, as of 2007.
- Board member of Bank of Jordan from 17/02/2005 until 14/06/2015.
- Chairman of Petroeuropa/ Spain, as of 2014.
- Chief Executive Officer of JABA Inversiones Inmobiliarias / Spain, as of 2014.
- Chairman of the Board of the Arab Islamic Bank/ Palestine, from 2001 until 04/2016.
- Vice Chairman of Al-Ekbal Investment Company from 2009 until 08/2017.
- Vice Chairman of Excel for Financial Investments Company, from 23/03/2006 until 15/10/2014 and from 19/11/2014 until 18/04/2016.
- Member of the Executive Committee of the Islamic Corporation for Development of the Private Sector - Islamic Development Bank/ Jeddah, from 9/2009 until 2013.
- Assistant Chief Executive Officer of Bank of Jordan, from 9/2003 until 4/2004.
- Managing Director of Arab Islamic Bank/ Palestine, from 9/1999 until 6/2001.
- Assistant Chief Executive Officer of Bank of Jordan, from 4/1999 until 9/1999.
- Executive Manager of Bank of Jordan, from 7/1995 until 4/1999.

Other Current Board Memberships:
- Board Member of Advanced Inhalation Rituals Midco Limited Company.

Former Board Memberships:
- The International Tobacco and Cigarettes Company.
- Zahrat Al Urdon Real Estate & Hotels Investments Company.
- Trust International Transport Company.
- Board Member of Jordan Express Tourist Transportation Company (JETT).
- Al-Yarmouk Insurance Company.
- Arab Union International Insurance Company.
- Industrial Development Bank.
- Al-Ekbal Printing and Packaging Company.
- Board member of Al-Ekbal Investment Company.

Professional Experience Gained Through Work in Private Business:
– A total of 17 years of experience in financial and investment services, including 10 years in the field of Islamic financial and investment services.

Dr. Yanal Mawloud Zakaria
Board Member/ Representative of
Al Eqbal for General Investments Co.

Date of Birth: 13/12 /1956 **Date of Membership:** 22/10/2008
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
– B.A. in Literature/ Philosophy and Social Studies from Beirut Arab University/ Lebanon, 1986.
– B.Sc. in Medicine and Surgery from Alexandria University/ Egypt, 1987.

Mr. Husam Rashed Manna'
Board Member/ Representative of
Al Yamama for General Investments Co.
Cayman Islands

Date of Birth: 6/9/1963 **Date of Membership:** 30/7/2015
Nature of Membership: Non-Executive/ Non-independent

Educational Background:
-Master of Business Administration (MBA) from California State University, Chico 1989.
-Bachelor of Science, Business Administration from California State University, Chico 1987.

Professional Experience:
- Portfolio Manager/ Private business, as of 5/2004 to date.
- Chief Commercial officer of Shams Ma'an Power Generation Co. from 10/2015 until 9/2017.
- Chief Executive Officer of Aqaba Manufacturing & Refining Vegetable Oils CO. (AMRV), from 5/2011 until 5/2013.
- Member of the Auditing Committee of Al Janoub Filter Manufacturing Company (AJFM), from 5/2008 until 10/2010.
- Portfolio Manager at Arab Banking Corporation/ Investment Department, from 3/2002 until 4/2004.
- Corporate Head/ Manager at Arab Banking Corporation/ Credit Facilities Department, from 9/2000 until 2/2002.
- Senior International Credit Officer/ Supervisor at Arab Bank Plc./ Credit Facilities Division – Int'l Branches & Assoc. Co.'s, from 7/1994 until 5/2000.
- Credit Officer/ Section Head at Arab Bank Plc. – Mahatta Branch/ Credit Facilities Dept., from 6/1991 until 6/1994.
- Account Executive at Metropolitan Life - San Francisco/ California, USA, from 6/1989 until 6/1990.

Former Board Memberships:
- Member of the Board of Directors of Al Janoub Filter Manufacturing Company (AJFM) from 5/2008 until 10/2010.
- Member of the Board of Directors of Real Estate Investment Compound Company from 3/2002 until 4/2004.

Mr. Walid Mohammad Al-Jamal
Board Member/ Representative of
Al Pharaenah Int'l for Industrial
Investments Co.

Date of Birth: 9/4/1971 **Date of Membership:** 12/1/2017
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
- Master of Business Administration in Professional Accounting, from Canisius College, Buffalo/ USA, 1995.
- B.A. in Accounting from the University of Jordan/ Jordan, 1992.

Professional Experience:
- CEO of Jordan Decapolis Properties Company, as of 9/2014 to date.
- Director of Finance and Administration, First Jordan Investment Company, from 2011 until 2013.
- Deputy CEO for Finance and Administration/ MGC/ Saudi Arabia, from 2007 until 2011.
- Financial Controller and HR Director, Dar Al-Dawa Group, from 2001 until 2007.

Other Current Board Memberships:
- Chairman of the Board of Directors of Jordan Dubai Properties for Land Development Company.
- Chairman of the Board of Directors of Jordan Eye for Tourist Resorts Company.
- Chairman of the Board of Directors of Jordan Dubai for Specialized Tourist Resorts Company.
- Chairman of the Board of Directors of Aman Jordan Decapolis for Tourism Investments Company.
- Chairman of the Board of Directors of South Dead Sea Development for Specialized Resorts Company.
- Chairman of the Board of Directors of Ahyaa Amman for Hotel Investments Company.
- Chairman of the Board of Directors of Ahyaa Al Asimah for Tourist Investments Company.
- Chairman of the Board of Directors of Ahyaa Al Asimah for Real Estate Investments Company.
- Chairman of the Board of Directors of Ahyaa Al Asimah for Specialized Investments Company.
- Chairman of the Board of Directors of Eagle Group International Investment.
- Vice Chairman of the Board of Directors of Jordan Decapolis Properties Company.
- Chairman of the Board of Directors of Ahyaa Amman Real Estate Development Company.
- Chairman of the Board of Directors of Al Rashad Industrial Investments Company.
- Board Member of Al Daman Al-Mumayaz Tourism Investments Company.
- Board Member of Ma'in Hot Springs Resort Company.
- Board member of Medgulf for Insurance.

Al Sharifa Lama Fawaz Zaben Al Own
Board Member / Representative of Al
Louloua for General Investments / Cayman
Islands as of 27/3/2025

Date of Birth: 21/8/1979 **Date of Membership:** 27/3/2025
Nature of Membership: Non-Executive/Non-Independent

Educational Background:
- Master of Business Administration (MBA) with a Concentration in International Trade & Finance, Institute of Diplomacy, 2003.
- Bachelor of Arts: double major political Science & International Relations / Boston University – 2002.

Professional Experience:
- Chief Executive Officer, Oasis 500, from 2018 to date.
- Head of Investment and Acceleration, Oasis 500, from 2015 to 2017.
- Finance and Investment Director, Nuqul Group, from 2012 to 2015.
- Executive – Investment Management, PanBuck, from 2010 to 2012.
- Head of Equity Investments, Awraq, Cairo Amman Bank, from 2005 to 2010.
- Investment Associate, Arab Banking Corporation, from 2003 to 2005.
- Analyst, MIC, from 2001 to 2003.

Mr. Fawaz Yousef Ghanem
Board Member / Representative of Al Tawfiq Investment House – Jordan as of 20/7/2025

Date of Birth: 14/10/1972 **Date of Membership:** 30/6/2025
Nature of Membership: Non-Executive/Non-Independent

Educational Background:
- Master of Business Administration (MBA), Finance, Leonard N. Stern School of Business, New York University, United States, 1999.
- Bachelor of Science in Chemical Engineering, Tufts University, United States, 1994.
- General Certificate of Education, University of Cambridge, United Kingdom, 1990.

Professional Experience:
- Chairman and Chief Executive Officer, Ithmar for Investment and Financial Consulting, from 30/01/2007 to date.
- Deputy Chief Executive Officer, Amwal Invest, from 2005 to 2007.
- Deputy Chief Executive Officer, Corporate Finance Department at Al-Thiqa Jordanian Investments Company (Jordan Invest), from 2003 to 2005.
- Director of Mergers & Acquisitions (M&A), UBS Warburg, from 1999 to 2003.
- Sales Chemical Engineer, Arabian Chemical Company, from 1995 to 1997.

Current Board Memberships:
- Chairman of the Board, Ithmar for Investment and Financial Consulting.
- Member of the Board, Jordan French Insurance Company.
- Member of the Board, Al-Kasih Food Production Company.
- Member of the Board, Public Investment Company.
- Member of the Board, Ithmar Saudi for Financial Consulting Co. (Kingdom of Saudi Arabia).

Previous Board Memberships:
- Member of the Board of Trustees, Welfare Association.
- Member of the Board, National Electric Power Company.
- Member of the Board of Trustees, King Hussein Cancer Foundation.
- Member of the Board, Insurance Regulatory Commission.
- Member of the Board, Rasmala Equity Fund (Palestine).
- Member of the Board, Jordan Wood Industries Company.
- Member of the Board, Islamic Finance House Company.

Mr. "Mohammad Sa-ed" Ishaq Jarallah
Board Member

Date of Birth: 16/02/1953 **Date of Membership:** 18/10/2020
Nature of Membership: Non-Executive- Independent

Educational Background:
B.A. in Accounting & English from the University of Jordan, 1977.

Professional Experience:
- CEO of Jarallah Enterprise (FZE) / UAE as of 2016 to date.
- EVP & Head of Credit Restructuring at First Gulf Bank / Abu Dhabi / UAE, from 2011 until 2015.
- SVP & Country Manager at Arab Bank / Abu Dhabi / UAE, from 2006 until 2011.
- Area Manager at Arab Bank / Abu Dhabi / UAE, from 2002 until 2006.
- Branch Manager at Arab Bank / Abu Dhabi / UAE, from 1999 until 2002.
- Worked in several positions with Citibank / Bahrain, Jordan, UAE, from 10/1976 until 9/1999.
- Attended many training courses specialized in banking, including:
  - Specialized training course in negotiations and rescheduling of troubled facilities at London Business School of Economy in 2012.

Former Board Memberships:
- Member of the Board of Oman Arab Bank.
- Member of the Board of AB Capital / UAE.
- Member of the Board of Arab Company for Shared Services / UAE.
- Member of the Board of Arab Gulf Technology / UAE.

Mr. Yousef Jan Shamoun
Board Member

Date of Birth: 23/11/1979 **Date of Membership:** 19/4/2021
Nature of Membership: Non-Executive - Independent

Educational Background:
– MBA with a focus on Finance and Entrepreneurship from Georgetown University, 2006.
– B.A. in Mechanical Engineering from McGill University, 2002.

Professional Experience:
- Co-founder & CEO at ZenHR Co. as of 1/2017 to date.
- Co-founder & Board Member at Jawaker Co. as of 10/2008 to date.
- Co-founder & CEO at Akhtaboot Co. as of 6/2007 to date.
- Certified SaaStr Annual / San Francisco / USA.
- Certified Elevating Finance, Operations/ Wharton School of Business/ USA.
- Certified EO Growth Forum/ London Business School/ UK.
- Certified Georgetown Leadership Seminar (GLS)/ Georgetown University/ USA
- Certified Endeavor Leadership Program/ Stanford University / USA.
- Certified Bank Rotation/ Bank of Jordan.

Other Current Board Memberships:
- ZenHR Co. as of 1/2017 to date.
- Akhtaboot Co. as of 6/2007 to date.

Former Board Memberships
- Entrepreneurs Organization (EO) Jordan chapter as of 09/2016 to 09/2020.
- Jawaker Co. from 10/2008 until 9/2021.

Mr. Samir Said Murad
Board Member as of 27/3/2025

Date of Birth: 12/11/1957 **Date of Appointment:** 27/3/2025
Nature of Membership: Non-Executive - Independent

Educational Background:
- Bachelor's Degree – Management of Electrical Engineering New England / United Kingdom, 1982.

Professional Experience:
- Chairman of the Board of Directors – Electricity Distribution Company until April 2025.
- President /Said Murad & Sons Company for Trade and Investment
- Ministry of Labor of the Hashemite Kingdom of Jordan 28-07-2010
- Ministry of Labor of the Hashemite Kingdom of Jordan 14 -11-2011
- Ministry of Labor of the Hashemite Kingdom of Jordan 14-06-2018
- Senator – Member of the Jordanian Senate 27-09-2016
- Chairman of the Electricity Distribution Company from 17-11-2019 until 6-12-2020
- Member of the Board Directors of the Integrated Fitness and Sports Solution Company from 2013 until 2018.
- Member of the Board of Directors / Capital Bank of Jordan from 31-8-2009 until 28-07-2010.
- Representative of the Jordanian Capital Bank and Chairman of the Board of Directors of Societe General Bank from 14-02-2022 until 15-08-2022.
- Member of the Board of Directors of Societe General Bank from 24-08-2020 until 13-04-2022.
- Member of Board of Directors of Nuqul Group Company from 2012 until 2016.
- Chairman of the Board of Director – Jordan Post Office 2015-2016
- Vice Chairman of the Board of Directors – Med gulf Insurance Company from 2015 until 2019
- Member of the Boards of Directors of Non-Profit Organizations: Education for Employment, Injaz:
  - Young Presidents Organization (YPO)
  - Jordanian Boy Scouts and Guides Association
  - National Committee for Human Resource Development
  - Jordan Strategy Forum
  - Generations for Peace
  - Baptism Site Development Zone

Other Current Board Memberships:
- Member of the Board of Bank of Jordan - Jordan
- Member of the Board of Directors of Zara Investment Holding
- Vice Chairman – Mediterranean & Gulf

Ms. Hala "Muhammad Ali" Siraj
Board Member as of 27/3/2025

Date of Birth: 01/07/1991 **Date of Membership:** 27/3/2025
Nature of Membership: Non-Executive/Independent

Educational Background:
- Bachelor of Arts in Economics & Political Science, Yale University, United States, 2013

Professional Experience:
- Co-Founder and Managing Partner, FENA Holding, from 12/2023 to date.
- Managing Director, Delivery Hero (TALABAT), from 1/12/2019 until 30/09/2023.
- Sr. Operations and Logistics Manager, Uber, from 2017 to 2019.
- Private Equity Associate, Waha Capital, from 2014 until 2017.

Other Current Board Memberships:
- Board Member, Amman Stock Exchange.

Mr. "Emad Adeen" Jihad Al- Massri
Board Member until 27/3/2025

Date of Birth: 14/3/1976 **Date of Membership:** 19/4/2021
Nature of Membership: Non-Executive - Independent

Educational Background:
– MBA in Accounting and Finance from the Hashemite University, 2007.
– B.A. in Accounting from An-Najah National University, 1998.

Professional Experience:
- Chief Executive Officer at Zahran Operation and Maintenance Co. /Riyadh/ KSA, as of 9/2018 to date.
- Group Chief Financial Officer at Zahran Holding Co./ Riyadh/ KSA, from 2016-2018.
- Group Financial Controller at Zahran Holding Co./ Riyadh/ KSA, from 2012-2016.
- Treasury Manager at Zahran Holding Co./ Riyadh/ KSA, from 2011-2012.
- Finance Manager at Zahran Operation and Maintenance Co./ Riyadh/ KSA, from 2009-2011.
- Head of Treasury Department at Zahran Holding Co./ Riyadh/ KSA, from 2008-2009.
- Financial Controller at Arab Bank Plc./ Amman/ Jordan, from 2005-2008.
- Senior Relationship Officer at Arab Bank Plc./ Amman/ Jordan from 1998-2005.

Mr. Haitham Mohammed Samih Barakat
Board Member / Representative of Al Louloua for General Investments (Cayman Islands) until 27/3/2025

Date of Birth: 1/5/1960 **Date of Membership:** 30/7/2015
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
– B.Sc. in Electrical Engineering from the Portland State University/ USA, 1984.

Professional Experience:
- Founder and partner of the Advanced Electrical Engineering Company/ Qatar, as of 2001 to date.
- CEO of Kuwait Electrical Poles & Lighting Industries Company WLL (KEPLIC)/ Kuwait, as of 1999 to date.
- General Manager of the Advanced Engineering Group/ Jordan, from 2007 until March 2018.
- Founder and CEO of the Qatar Electromechanical Company/ Qatar, from 1998 until September 2017.
- Deputy Chief Executive Officer of the National Industries Company/ Jordan, from 1/2004 until 7/2004.
- Founder and CEO of Faddan Electromechanical Contracting Company/ Jordan, from 1994 until 1997.
- Deputy Chief Executive Officer of Faddan for Trading and Contracting Company/ Kuwait, from 1984 until 1990.

Former Board Memberships:
- Board Member of the Arab Islamic Bank/ Palestine.
- Board Member of Al-Saqr Insurance Company.
- Founding Member of the Clean Energy Company/ Jordan.
- Board Member of the United Cable Industries Company/ Jordan.

Professional Experience Acquired from Private Business:
– Over 30 years of experience in Jordan, the Gulf, and the USA including founding and managing various engineering companies in several countries.

Other Professional Experience:
- Experience in project management and development.

Mr. "Shadi Ramzi" Abd Al-Salam Al-Majali
Board Member/ Representative of Al-Tawfiq Investment House - Jordan until 20/5/2025

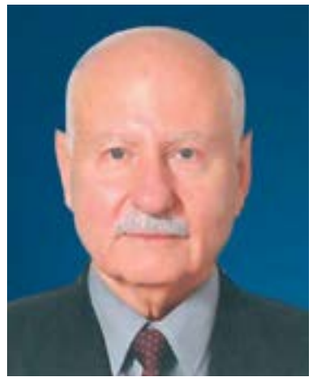
Date of Birth: 6/7/1962 **Date of Membership:** 7/3/2009
Nature of Membership: Non-Executive/ Non-Independent

Educational Background:
– M.Sc. in Software Engineering (Computer Science/ Systems Analysis) from George Washington University, Washington D.C./ USA, 1985.
– B.Sc. in Mathematics & Military Sciences from The Citadel USA – The Military College of South Carolina/ USA, 1983.

Professional Experience:
- CEO of New Vision for Electronics as of 3/2015 until 10/2019.
– CEO of King Abdullah II Design and Development Bureau, from 7/2010 until 5/2014.
– CEO of Aqaba Development Corporation, from 1/2010 until 7/2010.
– Chief Executive Officer of Saraya Aqaba, from 2/2007 until 12/2009.
– Revenues and Customs Commissioner in Aqaba Special Economic Zone Authority (ASEZA), from 1/2004 until 2/2007.
– Gulf Area Manager of Qatar for the Middle East Contracting Company, from 9/2002 until 12/2003.
– Tala Bay CEO, from 10/2000 until 9/2002.
– Chief Executive Officer of Trans Jordan for Communications Services Company, from 5/1997 until 9/2000.
– Chief Executive Officer of Al-Nisr for Advanced Telecommunications Company, from 2/1997 until 11/2003.
– Vast military experience, serving in the military, from 1985 until 1996.

Other Current Board Memberships:
- Chairman of Jordan Investment Trust, as of October 2017.

Former Board Memberships:
- Chairman of the board of the King Abdullah II Design & Development Bureau (KADDB) from 12/2010 until 5/2014.
- Member of the Board of Injaz from 2016 until 2018.
- Member of the Board of Trustees - Mutah University from 2009 until 2018.
- Member of the Board of Jordan Investment Trust, as of July 2014 until October 2017.
- Member of the Board of Trustees - The Royal Tank Museum.
- Member of the Board of Trustees - Jordan University for Science and Technology (JUST).
- Member of the Board of Aqaba Water Company, from 1/2010 until 8/2010.
- Member of the Board of the Aqaba port and Containers Company, from 1/2010 until 8/2010.
- Member of the Board of Directors of Aqaba Airports Company, from 1/2010 until 8/2010.
- Member of the Board of Trustees - Applied Sciences University, from 1/2006 until 10/2009.
- ASEZA Commissioner, from 1/2004 until 2/2007.
- Member of the Board of Jordan Electricity Distribution Company, from 6/2006 until 3/2007.
- Member of the Board of Aqaba International School, from 6/2006 until 2/2007.
- Member of the Board of the Yemeni Payphone Company, from 9/1998 until 9/2000.
- Member of the Board of the Middle East Defense and Security Agency, from 8/1997 until 11/2003.
- Vice Chairman of the King Abdullah Special Operation Training Center (KASOTC), from 12/2010 until 2/2013.
- Member of Greater Amman Municipality Council, from 8/2010 until 8/2013.
- Member of the Board of Social Security Investment Fund, From 4/2017 until 4/2023.
- Chairman of Daman Company for Investments and Agricultural Industries as of September 2020-7/2024.
- Chairman of the Jordanian Oil Terminals Company as of July 2019-7/2024.



Mr. Walid Rafiq Anabtawi
Board Member until 27/3/2025

Date of Birth: 30/3/1944 **Date of Membership:** 17/4/2017
Nature of Membership: Non-Executive/ Independent

Educational Background:
- B.A. in Accounting, from Alexandria University/ Egypt, 1968.

Professional Experience:
- Assistant General Manager - Investment and Branches Management/ Bank of Jordan/ Jordan, from Apr 2004 until Oct 2005.
- Assistant General Manager/ Bank of Jordan/ Jordan - Organization, Operations, and Automation Management, from Oct 2001 until Jun 2003.
- Executive Manager/ Bank of Jordan/ Jordan - Organization, Operations, and Automation Management, from Jan 1992 until Oct 2001.
- Manager of Internal Audit/ Bank of Jordan/ Jordan, from Mar 1990 until Jan 1992.
- Department Head Assistant – Banks Supervision Department – Central Bank of Jordan/ Jordan, from Jul 1986 until Mar 1990.
- Senior Assistant Manager – Internal Audit Department/ Arab National Bank – Saudi Arabia, from Feb 1983 until Jun 1986.
- Supervisor/ Banking Supervision Department, Central Bank of Jordan/ Jordan, from Jul 1976 until Feb 1983.
- Division Assistant Head/ Arab Bank/ Amman Branch/ Jordan, from May 1969 until Jul 1976.
- Accountant – Accounting Department/ Royal Jordanian/ Jordan, from Oct 1968 until May 1969.
- Took part in and helped organize over 50 training workshops inside and outside Jordan.

Other professional Experience:
Extensive administrative experience in leading financial institutions including:
- Developing work procedures and control measures to ensure competence and effectiveness.
- Supervising the development and application of E-banking systems.
- Diverse experience in internal audit and internal control systems.

b- Names and Resumes of Senior Executive Managers

Mr. Saleh Rajab Hammad
Chief Executive Officer

Date of Birth: 27/7/1962 **Date of Appointment:** 27/7/2015

Educational Background:
– B.Sc. in Computer Science from University of Jordan, 1985.

Professional Experience:
- Chief Executive Officer as of 22/03/2018 to date.
- Acting Chief Executive Officer/CEO from 13/1/2017 until 21/03/2018.
- AGM/ Chief Risk Officer, and Board Secretary, at Bank of Jordan from 27/7/2015 until 12/1/2017.
- AGM/ Chief Risk Officer, and Board Secretary at Bank of Jordan, from 12/2014 until 5/2015.
- Executive Manager/ Compliance and Risk Department, and Board Secretary, at Bank of Jordan, from 1/2009 until 12/2014.
- Manager of the Compliance Risk Department at Bank of Jordan, from 12/1994 until 12/2008.
- Long-standing experience in auditing, operations, and Information Security.
- Attended several courses on risk management and the Basel requirements organized in Jordan and abroad.
- Holds several professional certificates including CCO, and CORE certificates.

Other Current Board Memberships:
- Chairman of the Bank of Jordan – Syria.
- Chairman of the Jordan Leasing Company.
- Vice Chairman of Excel for Financial Investments Company.
- Board Member of Al-Hussain Fund for Excellence.
- Board Member of the Middle East Company for Insurance.

Mr. Osama Samih Sukkari
Legal Advisor

Date of Birth: 27/4/1955 **Date of Appointment as a Legal Advisor:** 28/4/2015

Educational Background:
– B.A. in Law from Beirut Arab University/ Lebanon, 1977.

Professional Experience:
- Legal Advisor of Bank of Jordan as of April 2015 to date.
- Legal Advisor & Head of legal Department, Bank of Jordan as of April 1994 to April 2015.
- Extensive experience in legal consultations and lawsuits, as of 1981.

Former Board Memberships:
- Vice Chairman of the Board of Directors of Jordan Leasing Company.
- Member of the Insurance Council of the Social Security Corporation.
- Board Member of Excel for Financial Investments Company.
- Board Member of Al-Mowahadah for Transportation Company.
- Board Member of the National Industries Company.
- Board Member of Al-Takamolyeh Investments Company.
- Board Member of Al-Shamikha for Real Estate Investments Company.
- Board Member of Pharma International Company, where this membership is now associated with the owning company (Axantia Company - UAE).
- Board Member of Bank of Jordan – Syria.
- Board Member of Axantia Company- UAE

Mr. Nader Mohammad Sarhan
Assistant General Manager / Chief Risk Officer/Board Secretary

Date of Birth: 7/10/1967 **Date of Appointment:** 2/4/2017

Educational Background:
- M.A. in Accounting from the Arab Academy for Banking and Financial Sciences, Jordan (2002)
- B.A. in Accounting from Mansoura University, Egypt (1990)

Professional Experience:
- Assistant General Manager/Chief Risk Officer, Bank of Jordan, as of 1/3/2023 to date
- Executive Manager/Chief Risk Officer, Bank of Jordan, as of 26/9/2019 until 1/3/2023
- Executive Manager/Chief Risk Officer, Bank of Jordan, from 24/4/2019 until 25/9/2019
- FATCA Responsible Officer as of 7/2017 until 30/11/2020
- Executive Manager/Chief Risk Officer, Bank of Jordan, from 24/4/2017 until 23/4/2019 (Acting)
- Board Secretary as of 18/4/2017 to date
- Executive Manager, Credit Review Management, Bank of Jordan, from 2 /4/2017 until 23/4/2017
- Executive Manager, Credit Review Management, Bank of Jordan, from 15/12/2014 until 28/1/2017
- Manager, Credit Department (Corporate, Commercial, Branches Abroad), Bank of Jordan, from 21/4/2013 until 14/12/2014 (Acting)
- Manager, Credit Department (Corporate and Branches Abroad), Bank of Jordan, from 27/4/2009 until 20/4/2013
- Manager, Corporate Credit Risk Department, Bank of Jordan, from 28/10/2007 until 26/4/2009
- Manager, Specialized Finance, Housing Bank for Trade and Finance, from 7/9/2003 until 28/10/2007
- Head of Corporate Accounts, Jordan Commercial Bank, from 13/10/2002 until 6/9/2003
- Commercial Credit Officer, Housing Bank, from 28/5/1998 until 12/10/2002
- Loan Officer in the Housing Bank, from 3/5/1992 until 27/5/1998
- Certified Corporate Secretaries from International Finance Corporation (IFC), 2020
- Certified Board of Directors Program from International Finance Corporation (IFC), 2018

Other Current Board Memberships:
- Board Member of Bank of Jordan -Syria

Mr. Khaled Sobhi Awad
Executive Manager / IT Management

Date of Birth: 25/5/1977 **Date of Appointment:** 30/12/2021

Educational Background:
- Bachelor of Electrical Engineering, from the University of Jordan, 2000.

Professional Experience:
- Executive Manager / IT Management at Bank of Jordan, as of 30/12/2021 to date.
- Technology Specialist and Digital Financial Services Consultant at IFC /World Bank Group, from 8/2020 until 12/ 2021.
- Founder Managing Director at Minttechs Solutions, from 6/2019 until 7/2020.
- Executive Manager, Head of information and communication technology at Invest Bank, from 10/2011 until 6/2019.
- Global Channels Development Manager at Arab Bank plc, from 8/2010 until 10/2011.
- Senior Systems Manager, Assistant Vice President (AVP) at National Commercial Bank (NCB) from 3/2006 until 8/2010.
- Senior Team Leader at ONEWORLD Software Solutions from 9/1999 until 4/2006.

Ms. Lana Fayez Al-Barrishi
Executive Manager/
Compliance Department.

Date of Birth: : 30/7/1980 **Date of Appointment:** 29/11/2015

Educational Background:
- B.A. in Business Administration /University of Jordan/Jordan, 2002.

Professional Experience:
- Executive Manager/ Compliance Department/ Bank of Jordan, as of September 2020 to date.
- FATCA Responsible Officer / Bank of Jordan as of 12/2020 to date.
- Manager / Compliance Department/Bank of Jordan, as of November 2015 until August 2020.
- Manager / Compliance Department/Bank of Jordan, from January 2015 until September 2015.
- Manager /Compliance and Operational Risk Department /Bank of Jordan, from June 2014 until December 2014.
- Officer/ Corporate Governance / Bank of Jordan.
- Head of the Anti-Money Laundering and Combating Financing Terrorism Unit/Bank of Jordan, from 2011 until June 2014.
- Officer/the Anti-Money Laundering and Terror Financing Unit/Cairo-Amman Bank, from 2006 until 2011.
- Customer Service Officer/Cairo Amman Bank, from 2002 until 2006.
- Certified Anti – Money Laundering specialist CAMS.
- Certified Anti- Corruption Manager CACM.
- ICA certified from International Compliance Association.
- Board of Directors Certified program, 2019 from International Finance Corporation (IFC).
- Certified corporate secretaries, 2022 from International from International Finance - Corporation (IFC)/Jordan institute of directors.
- Certified Compliance Manager (CCM), 2023 from Global Compliance Institute

Mr. Yousef Mousa Abu Humaid
Executive Manager/ Chief Operating Officers

Date of Birth: 15/1/1980 **Date of Appointment:** 4/10/2015

Educational Background:
- M.A. in Accounting / Arab Academy for Management Banking and Financial Sciences/Jordan, 2004.
- B.A. in Accounting/ Bethlehem University/ Palestine, 2002.

Professional Experience:
- Executive Manager/Chief Operating Officer/ Bank of Jordan as of 22/5/2022 to date.
- Executive Manager/ Central Operations Management/ Bank of Jordan as of 15/3/2021until 21/5/2022.
- Manager /Central Operations Management/ Bank of Jordan as of 11/ 2019 to date.
- Manager / Organization Dept. / Bank of Jordan from 10/ 2015 until 11/ 2019.
- Manager / Organization Dept. / Bank of Jordan from 3/ 2013 until 7/ 2015.
- Unit Manager Operations Engineering Department/ Central Operations Dept. /Bank of Jordan, from 1/ 2009 until 3/2013.
- Unit Head Operations Engineering Department/ Central Operations Dept. /Bank of Jordan, from 7/ 2005 until 12/2008.
- Deposit Officer / Customer Service/ Bank of Jordan, from 5/ 2004 until 7/2005.
- Accounting Officer/ Bank of Jordan, from 3/ 2003 until 5/2004.

Mr. Saif Khader Issa
CEO /Bank of Jordan - Palestine

Date of Birth: 4/9/1982 **Date of Appointment:** 8/1/2023

Educational Background:
- M.A. in Business Administration/Birzeit University, 2008.
- B.A. in Accounting An-Najah University, 2004.

Professional Experience:
- CEO / Bank of Jordan - Country Palestine as of 8/1/2023 to date.
- Head of CIB at the Arab Bank - Palestine from 2/2022 until 7/1/2023.
- Manager the Central Region -CIB at the Arab Bank - Palestine from 1/2019 until 2/2022.
- North District Manager CIB" at the Arab Bank - Palestine, from 2/2017 until 12/2018.
- Credit Review Manager at the Arab Bank - Palestine from 11/2010 until 2/2017.
- Assistant Manager-Corporate Credit Analyst at the Arab Bank - Palestine from 6/2007 until 10/2010.
- Corporate Customer Relationship Officer at the Arab Bank - Palestine from 10/2005 until 6/2007.
- Under Training Employee at the Arab Bank - Palestine from 10/2004 until 10/2005.

Other Current Board Memberships:
- Member of the Board of the Association of Banks in Palestinian.
- Member of the Board of Al-Shamal International Industrial Co. and a member of the company's Board of Directors

Mr. Hani Hasan Mansi
Executive Manager / Financial Management

Date of Birth: 30/6/1981 **Date of Appointment:** 1/2/2015

Educational Background:
- Bachelor's Degree in Accounting – Applied Science University, 2005, Amman, Jordan.

Professional Experience:
- Executive Manager – Financial Management – Bank of Jordan as of March 2023 to date.
- Manager – Financial Control Management – Bank of Jordan from March 2016 to February 2023.
- Acting Manager – Financial Control Department – Bank of Jordan, Amman, Jordan from February 2015 to February 2016.
- Manager – External Audit Division – Deloitte & Touche M.E, Amman, Jordan from June 2012 to 2014.
- Assistant Manager – External Audit Division – Deloitte & Touche M.E, Amman, Jordan from December 2011 to May 2012.
- Supervisor – External Audit Division – Deloitte & Touche M.E, Amman, Jordan, from December 2010 to November 2011.
- Senior 2 – External Audit Division – Deloitte & Touche M.E, Amman, Jordan, from June 2010 to November 2010.
- Senior 1 Auditor – External Audit Division – Deloitte & Touche M.E, Amman, Jordan from June 2009 to May 2010.
- Acting Senior Auditor – External Audit Division – Deloitte & Touche M.E, Amman, Jordan from June 2008 to May 2009.
- Semi Senior Auditor – External Audit Division – Deloitte & Touche M.E, Amman, Jordan from June 2007 to May 2008.
- Junior level –- External Audit Division – Deloitte & Touche M.E, Amman, Jordan from December 2005 to May 2007.

Other Professional Experience:
- Financial Consultant – Binladin Holding Company, Jeddah, Saudi Arabia from 2014 to 2015.

Other Current Board Memberships:
- Board Member of Jordan Leasing Company.
- Board Member of Excel for Financial Investments Company.

Mr. Anas Ghaleb Tuffaha
Executive Manager – Retail Banking as of 14/5/2025

Date of Birth: 18/07/1984 **Date of Appointment:** 19/7/2020

Educational Background:
– Bachelor's in accounting from Hashemite University / Jordan, 2006.
-He holds an advanced certificate in global financial markets from Yale University in the United States of America in 2020.
- He obtained the International Certificate in Wealth and Investment Management (ICWIM) in 2019
- Holds the Advanced Certificate in Securities and Investment (CISI).2015

Professional Experience:
- Executive Manager / Retail Banking at Bank of Jordan as of 14/5/2025 to date.
- Executive Manager / Retail Banking (acting) at Bank of Jordan from 14/12/2023 until 13/5/2025.
-Segments Development Manager / Retail Banking Department at Bank of Jordan from 19/7/2020 until 13/12/2023.
- Assistant Vice President / Relationship Management-Mashreq Gold & Wealth Management at Mashreq Bank, UAE , from 2017 until 2019.
- Senior Client Relationship Manager in DIB Aayan Wealth Management Department and acting unit head at Dubai Islamic Bank, from 2007 until 2017.
- customer service employee at Standard Chartered Bank, from 2006 until 2007.

Mr. Ayman Ahmad Al Oqaily
Manager/ Treasury & Investment Department BOJ Group (Acting)

Date of Birth: 9/12/1984 **Date of Appointment:** 16/9/2007

Educational Background:
- B.A. in Finance and Banking/ Al Albayt University - Jordan, 2006.

Professional Experience:
- Manager/ Treasury Department BOJ Group (Acting) at Bank of Jordan as of 29/6/2021 to date.
- Head of the Money Market and FX unit/ Treasury and Investment Department, at Bank of Jordan, from 1/12/2017 until 28/6/2021.
- Senior Dealer / Treasury and Investment Department, at Bank of Jordan, from 26/10/2015 until 30/11/2017.
- Employee of several positions at the Treasury and Investment Department at Bank of Jordan, from 16/9/2007 until 31/8/2015.
- Teller at Abu Sheikha Exchange Company, from 1/12/2006 until 16/9/2007.

Mr. Michel Marwan Arcouche
CEO / Bank of Jordan, Iraq Branch

Date of Birth: 23/06/1980 **Date of Appointment:** 13/05/2024

Educational Background:
- Master's Degree in Business Administration – Imperial College London, 2006.
- Bachelor's Degree in Computer Science – American University of Beirut, 2002.

Professional Experience:
- CEO – Bank of Jordan, Iraq Branch as of May 2024 to date.
- Managing Partner – Diorite Business Advisors from 2022 to October 2023.
- Head of Corporate Banking – Bank Audi, Iraq from 2014 to 2022.
- Senior Corporate Relationship Manager – Banque SBA Paris from 2014 to 2014.
- Senior Corporate Relationship Manager – Bank Audi, Syria from 2007 to 2013.
- Senior Consultant – BDO Jawad Habib company from 2006 to 2007.

Ms. Rasha Michel Ishaq
Executive Manager / Enterprise Managemen tDepartment as of 14/5/2025

Date of Birth: 4/9/1983 **Date of Appointment:** 4/9/2022

Educational Background:
- -Bachelor of Computer Information Systems, from Amman Private University 2005
- Digital Transformation Strategy- Executive Program, UC Berkeley 2017

Professional Experience:
- Executive Manager / Enterprise Projects Management Department at Bank of Jordan from14/5/2025 to date.
- Manager of the Enterprise Project Management Department at Bank of Jordan from 7/17/2024 until 13/5/2025.
- Manager of the Project Management Department at Jordan Bank from 9/4/2022 until 7/16/2024.
- Manager of the Project Delivery Department at Jordan Capital Bank from 4/2019 until 8/2022.
- Project Manager at ProgressSoft Company from 4/2018 until 4/2019.
- Senior Manager / Corporate Programs and Projects Management Department at Al-Ahli Bank from 6/2011 until 10/2017.
- Program Director assistant/Project Coordinator at eSense Software Company from 10/2007 until 6/2011.
- Project Coordinator at the Ministry of Digital Economy from February 2007 to October 2007.

Mrs. Suha bint Al Hussein bin Muhammad Abu Al Faraj
CEO / Bank of Jordan, Saudi Arabia Branch

Date of Birth: 12/6/1966 **Date of Appointment:** 1/8/2024

Educational Background:
-Bachelor's Degree in Commerce, Accounting Department – Cairo University, 1988.

Professional Experience:
- CEO – Bank of Jordan, Saudi Arabia Branch, as of August 2024 to date.
- CEO – Banque Misr from January 2022 to February 2024.
- CEO – Field Communication Company from January 2013 to January 2022.
- Regional Manager – International Operations Management – Saudi British Bank from May 2011 to September 2012.
- Regional Manager – International Operations Management – Samba Financial Group from March 2001 to December 2010.
- Product Support Relationship Manager – Saudi Hollandi Bank from March 1997 to March 2001.
- Marketing Consultant – Alexandria Real Estate Investment Company from October 1996 to February 1997.
- Manager of Ladies Branch – National Commercial Bank from March 1995 to July 1996.
- Manager of the Ladies Branch – Riyad Bank from February 1993 to February 1995.
- Worked at the Saudi Cairo Bank in several different positions from March 1989 to January 1993.

Other Current Board Memberships:
- Member of the Board of Directors of Sahm Al Mostaqbal Company (Lugmety)
- Member of the Board of Directors of Tarfa Al Ebdah Company (Blink)

Mr. Samer Mohammad Ahmad
Manager /Internal Audit Department (Acting) as of 13/2/2025

Date of Birth: 26/4/1977 **Date of Appointment:** 1/11/2015

Educational Background:
- B.A. in accounting from Jerash Private University, 1999.

Professional Experience:
- Manager of Internal Audit Department (Acting) at Bank of Jordan as 13/2/2025, to date.
- Head of Operations and Support Departments Audit Unit at Bank of Jordan from 3/5/2023, until 30/4/2025.
- Senior Auditor / Internal Audit Department at Bank of Jordan from 29/8/2012, until 2/5/2023.
- Auditor – Internal Audit Department at Bank of Jordan from 1/1/2009, until 28/8/2012.
- Branches Inspector – Palestine / Internal Audit Department at Bank of Jordan from 2/8/2004, until 31/8/2009.
- Deposits Officer / Customer Service – Retail Banking Services Department at Bank of Jordan from 19/2/2000, until 1/8/2004.

Mr. Yousef Ali Sabtes
Executive Manager / Human Resources Department as of 11/5/2025

Date of Birth: /10/1966 **Date of Appointment:** 11/5/2025

Educational Background:
- B.A. degree in business administration, from the University of La Verne, California, USA, 1990.

Professional Experience:
- Executive Manager – Human Resources Department at Bank of Jordan as of May 11, 2025, to date.
- Group Manager of Human Resources and Shared Services at Capital Bank from 23/2/2023, until 30/4/2024.
- Manager of Strategic Human Resources Planning at Arab Bank from 22/11/2007, until 31/1/2019.
- Acting Manager of Human Resources Department at Arab Bank during the period from 18/8/2017 until 21/4/2018.
- Head of Human Resources at Nokia Networks from 10/2004 until 10/ 2007.
- Human Resources Development Manager at Pechiney Group from 2/2002 until 9/2004.
- Senior Human Resources Manager at Consolidated Contractors Company (CCC) from 3/1991 until 2/2002.

Mr. Isam Basem Samara
Chief Marketing Officer/ Marketing and Branding Department as of 13/8/2025

Date of Birth: 06/12/1978 **Date of Appointment:** 13/8/2025

Educational Background:
- Master of Business Administration (MBA), Northeastern University, United States, 2005.
- Bachelor of Science in Political Science, Northeastern University, United States, 2001.

Professional Experience:
- Chief Marketing Officer – Marketing and Branding Department, Bank of Jordan, as of 13/08/2025 to date.
- Senior Executive Director – Marketing and Corporate Communication, Bank Al Etihad, from 09/2023 to 12/08/2025.
- Executive Director – Marketing and Corporate Communication department, American University of Iraq, from 03/2023 to 09/2023.
- Executive Director – Marketing and Corporate Communication, Capital Bank Group, from 01/2019 to 02/2023.
- Senior Head of Marketing, Ayla Oasis Company, from 01/2014 to 12/2018.
- VP Head of Marketing, Arab Bank, from 07/2011 to 07/2014.
- Marketing Manager, Saraya Development Group, from 05/2007 to 07/2011.
- Head of Marketing Department, Nuqul Group, from 05/2005 to 05/2007.
- Assistant Marketing & Sales Manager, Pacific Network, from 09/2001 to 04/2005.

Mr. Khaldoon Mohammad Al-Qammaz
Executive Manager – Group Chief Strategy and Transformation Officer Acting as of 9/10/2025

Date of Birth: 8/4/1986 **Date of Appointment:** 1/10/2024

Educational Background:
- PhD in Business Administration, World Islamic Science & Education University, 2022.
- Master of Business Administration (MBA), Al-Balqa Applied University, 2011.
- Bachelor's in Computer Software Engineering, Al-Balqa Applied University, 2008.

Professional Experience:
- Acting Executive Manager – Group Chief Strategy and Transformation Officer, Bank of Jordan, as of 9/10/2025 to date.
- Group Head of Retail Transformation and Strategies. Bank of Jordan, from 2024 to 2025.
- Innovation, Fintech, Digital Transformation, and Business Development Director, Confidential, from January 2024 until September 2024.
- Head of Consumer Banking, Digital Transformation, Business Growth, and Change Management, Egyptian Arab Land Bank, from 2023 to 2024.
- Assistant Vice President of Global Contact Center and Global Customer Retention, Ahli Bank, from 2018 to 2023.
- Customer Service Representative, Capital Bank, from 2008 to 2010.

Mr. Mutasem Maher Al-Dweik
AGM / Corporate & Institutional Banking (CIB) until 31/7/2025

Date of Birth: 15/5/1973 **Date of Appointment:** 20/11/2022

Educational Background:
– B.Sc. in Mathematics from the American University of Beirut, 1998.

Professional Experience:
- AGM - Corporate & Institutional Banking (CIB) / Bank of Jordan, as of 20/11/2022 to date.
- Manager of the Corporate Sector and Institutional Clients Department at Standard Chartered Bank / Abu Dhabi - UAE, from May 2015 until June 2016.
- Manager of the Corporate Sector and Institutional Clients Department at Standard Chartered Bank / Doha - Qatar, from October 2012 until May 2015.
- Manager of Customer Solutions Department in the Middle East, North Africa, and Pakistan at Standard Chartered Bank / Dubai - UAE, from June 2011 until October 2012.
- Manager of the Local Companies Sector Department and Customer Coverage at Standard Chartered Bank / Dubai - UAE, from September 2006 until June 2011.
- Team Leader / Corporate Department at Doha Bank - Qatar, from October 2002 until September 2006.
- Customer Relationship Manager / Corporate Department at Doha Bank - Qatar, from January 2000 until October 2002.
- Manager of Personal and Commercial Loans Department at Doha Bank - Qatar from September 1998 until December 1999.

Mr. Salam Salameh Gamoah
CEO - Bahrain Branch until 31/7/2025

Date of Birth: 5/4/1965 **Date of Appointment:** 27/4/2014

Educational Background:
- Master's degree of Business Administration (MBA) - Finance, from Louisiana Tech University, USA, 1993.
- Bachelor's degree of Business Management, from Louisiana Tech University, USA, 1991.

Professional Experience:
- CEO at Bank of Jordan / Bahrain Branch as of January 2018 to date.
- Executive Vice President at Bank of Jordan / Foreign Branches, from 4/2014 until 12/2017.
- Senior Vice President - Head of Global and Regional Client Coverage at Arab Bank PLC – Jordan from 8/2007 until 6/2011.
- Vice President - Head of Contracting & Real Estate Finance, Corporate & Institutional Banking at Arab Bank PLC, Wholesale Banking Unit – Bahrain, as well as other posts in the Business Development Department from 9/1997 until 8/2007.
- Country Credit Officer, International Credit Facilities Division at Arab Bank PLC – Jordan from 7/1993 until 8/1997.

Other Professional Experiences:
- Attended many advanced banking and leadership courses specialized in developing international banking and credit and risk management with prestigious educational institutions, such as IIR Middle East, Euro Money Training, and Citibank School of Banking.

Mr. Yousef Musa Abu Zaid
Manager / Internal Audit Department until 27/2/2025

Date of Birth: 21/6/1978 **Date of Appointment:** 6/1/2020

Educational Background:
– CIA Certified Internal Auditor.
– Master of Accounting from the University of Arab Academy for banking and finance – science in 2007.
– B.A. in Business Administration from Al-Nileen University in 2001.
– Diploma in Financial Management from Amman Training College (ATC) in 1999

Professional Experience:
- Manager/ Internal Audit Department, Bank of Jordan until 27/2/2025.
- Manager /Credit Process Development Department at Bank of Jordan from 6/1/2020 until 20/6/2023.
- Head of the Credit Review Unit, Foreign Branches and Subsidiary Management at the Housing Bank from 3/ 2007 until 12/2019.
- Corporate Relationship Manager and Credit Analyst, Corporate Banking Services at the Arab Bank from 1999 until 3/ 2007.

Eng. Raed Qutaiba Abu Qura
Chief Strategic Transformation Officer until 8/10/2025

Date of Birth: 17/7/1979 **Date of Appointment:** 9/7/2023

Educational Background:
- B.Sc. in - Electrical Engineering – Jordan University of Science and Technology, 2003.
- Program Diploma in Innovation Management – International Business Management Institute, Berlin, Germany, 2020.
- Postgraduate Certificate in Artificial Intelligence and Machine Learning – The University of Texas at Austin, 2021.

Professional Experience:
- Chief Strategy and Transformation Officer – Bank of Jordan, until 8/10/2025.
- Executive Manager – Special Projects – Bank of Jordan from July 2023 until April 2024.
- VP of Digital Delivery and Customer Transformation – Avertra Corp from May 2022 until July 2023.
- VP of Transformation & Project Management – Cairo Amman Bank from June 2021 until May 2022.
- Head META Chief Vertical Solutions, Architect & Software Operations Leader – Honeywell Company, Dubai from September 2020 to May 2021.
- Senior Director of Enterprise Agile & Digital Transformation – Honeywell Company, Dubai from June 2016 to September 2020.
- Development and Portfolio Manager, Organizational Program Management Maturity Leader – Honeywell Company, Australia from April 2010 to June 2016.
- Operations Manager – INS Telecoms & Control Systems Company, Dubai from January 2008 to March 2010.

Other Current Board Memberships:
- Board Member of Excel for Financial Investments Company

Ms. Nagia Ibrahim Al-Tellawi
Manager Human Resources Department (Acting) until 10/5/2025

Date of Birth: 15/9/1979 **Date of Appointment:** 19/5/2024

Educational Background:
– B.A. in Economics, University of Jordan- Jordan, 2002.

Professional Experience:
- Manager of Human Resources Department (Acting) at Bank of Jordan, as of 28/10/2024 to date.
- HR Transformation Manager at Bank of Jordan, from 5/2024 until 27/10/2024.
- HR Manager at FINCA Impact Finance company, from 9/2022 until 5/2024.
- Human Resources Consultant at Seven circles Company, from 6/2018 until 1/2020.
- HR and Operations Manager at the World Bank -ISSF, from 1/2018 until 1/2020.
- Human Resources Manager at Microfund for Women (MFW) company from 11/2014 until 5/2018.
- HR Manager -at Edgo Management Group company from 12/2012 until 10/2014.
- Human Resources and Administration Manager at EFG HERMES company from 5/2010 until 10/2012.
- Head of Human Resources and Administration / Awraq Investment A Subsidiary of Cairo Amman Bank from 8/2005 until 5/2010.
- Human Resources Sr. Officer at ABC Bank Investments/A Subsidiary of ABC Bank from 1/2004 until 8/2005.
- Human Recourse Assistant at Standard Chartered Bank from 7/2002 until 1/2004.

4. Shareholders who own 1% or more of the Bank's shares (2025 & 2024):

Name	Nationality	No. of Shares 2025	Percentage 2025	No. of Shares 2024	Percentage 2024	The Ultimate Beneficiary of Shares 2025	No. of Shares Mortgaged 2025	Percentage Shares Mortgaged 2025	Mortgage Lenders 2025
Mr. Michelle Fayiq Al- Sayegh	Jordanian	3,528,054	1.764%	3,528,054	1.764%	Himself	3,062,785	%86.81	Jordan Commercial Bank/ Main branch , Capital Bank Head office
Mr. Shaker Tawfiq Fakhouri	Jordanian	5,517,409	2.758%	5,517,409	2.758%	Himself	-	-	-
Mr. Graeme Allah bin Raddad Al-Zahrani	Saudi Arabia	8,033,561	4.016 %	8,033,561	4.016 %	Himself	-	-	-
Libyan Foreign Bank	Libyan	9,090,909	4.545 %	9,090,909	4.545 %	The capital is fully owned by the central bank of Libya	-	-	-
Mrs. Awatef Mohammed Almasri	Jordanian	9,520,171	4.759 %	9,520,171	4.759%	Herself	-	-	-
ALARRAKKA FOR GENERAL INVESTMENTS	Cayman Islands	12,231,424	%6.115	12,231,424	%6.115	- Mrs. Nimet Deeb Kamel Al-Aljam - Mr. Shaker Tawfiq Shaker Fakhouri - Mr. Samer Tawfiq Shaker Fakhouri - Mr. Walid Tawfiq Shaker Fakhouri - Mrs. Amal Tawfiq Shaker Fakhouri - Mrs. Iqbal Tawfiq Shaker Fakhouri	-	-	-
AL EQBAL FOR GENERAL INVESTMENTS	Cayman Islands	16,000,000	%8	16,000,000	%8	- Mrs. Nimet Deeb Kamel Al-Aljam - Mr. Shaker Tawfiq Shaker Fakhouri - Mr. Samer Tawfiq Shaker Fakhouri - Mr. Walid Tawfiq Shaker Fakhouri - Mrs. Amal Tawfiq Shaker Fakhouri - Mrs. Iqbal Tawfiq Shaker Fakhouri	-	-	-
ALYAMAMA FOR GENERAL INVESTMENTS	Cayman Islands	17,371,178	%8.685	17,371,178	%8.685	- Mrs. Nimet Deeb Kamel Al-Aljam - Mr. Shaker Tawfiq Shaker Fakhouri - Mr. Samer Tawfiq Shaker Fakhouri - Mr. Walid Tawfiq Shaker Fakhouri - Mrs. Amal Tawfiq Shaker Fakhouri - Mrs. Iqbal Tawfiq Shaker Fakhouri	-	-	-
AL LOLOUA FOR GENERAL INVESTMENTS	Cayman Islands	18,000,000	%9	18,000,000	%9	- Mrs. Nimet Deeb Kamel Al-Aljam - Mr. Shaker Tawfiq Shaker Fakhouri - Mr. Samer Tawfiq Shaker Fakhouri - Mr. Walid Tawfiq Shaker Fakhouri - Mrs. Amal Tawfiq Shaker Fakhouri - Mrs. Iqbal Tawfiq Shaker Fakhouri			
ARAB GULF FOR GENERAL INVESTMENTS	Cayman Islands	18,000,000	%9	18,000,000	%9	- Mrs. Nimet Deeb Kamel Al-Aljam - Mr. Shaker Tawfiq Shaker Fakhouri - Mr. Samer Tawfiq Shaker Fakhouri - Mr. Walid Tawfiq Shaker Fakhouri - Mrs. Amal Tawfiq Shaker Fakhouri - Mrs. Iqbal Tawfiq Shaker Fakhouri	12,150,000		
Al Pharaenah Int'l for Industrial Investments Co.	Jordanian	19,765,863	%9.882	19,765,863	%9.882	Mrs Dima bint Ghaith bin Rashad Pharaon Mrs Hala bint Abdelrahman bin Pharaon Mr. Wael bin Ghaith bin Rashad Pharaon			

5. Competitive Position of the Bank and its Market Share:

Mentioned within the Bank's achievements in 2025 (page 24).

6. Degree of dependence on specific suppliers or major clients locally or abroad.

No.	Resource Name	Dealing Percentage of Total Purchases
1	Al-Nisr Al-Arabi Insurance	11%

7. The Bank does not have any governmental protection, or any privileges, nor do any of its products or services, as stated by laws and regulations or others.

- The Bank has not obtained any patents or concession rights.

8. There are no decisions issued by the government or international organizations or any other entity that would have any material effect on the Bank's operations, products, or competitive capabilities.

- The Bank adheres to all laws, regulations, and international standards that are related to its business.
- International Quality Standards do not apply to the Bank.

9. A- An Organizational Structure of the Bank and its Subsidiaries:

- Bank of Jordan Organizational Structure can be found on the last page, number (300).
- Bank of Jordan – Syria Organizational Structure can be found on (page 217).
- Jordan Leasing Company Organizational Structure can be found on (page 218).
- Excel for Financial Investments Company Organizational Structure can be found on (page 219).

B. . Number of Employees and Educational Qualifications:

Academic Qualification	No. of Employees/ Bank of Jordan	No. of Employees/ Bank of Jordan Syria	No. of Employees/ Jordan Leasing Company	No. of Employees/ Excel for Financial Investments Company
PhD	3	-	-	-
Master's Degree	113	10	2	-
Higher Diploma	5	-	-	-
Bachelor's Degree	1,610	164	2	6
Diploma	142	29	1	-
General Secondary Education	30	17	-	-
Pre-Secondary Education	60	12	-	1
Total	1,963	232	5	7

C. Details of training programs in 2025 at the level of Bank of Jordan Group:

Description	No. of Courses	No. of Participants
In-house Courses (organized by the Bank's Training Department)	100	6875
External Courses	190	764
Total	290	7,621

Areas of training at the level of Bank of Jordan Group:		
Topic	No. of Courses	No. of Participants
Banking	57	2,534
Risks	21	1,396
Compliance	49	2,380
Administrative	16	735
Marketing and selling skills	2	68
Professional certificates	28	44
Auditing and finance	7	20
Computerization	30	55
Other	80	389
Total	**290**	**7,621**

10. Description of Risks:

Mentioned within the corporate governance on (page 290). These risks include:

Credit Risk:
This risk arises from the probable inability and/or lack of desire of the borrower or third party to fulfill its obligations in a timely manner. These risks include on-consolidated financial statements items such as loans and bonds, and off-consolidated financial statements items such as guarantees and/or documentary credits causing financial losses to the Bank.

Operational Risk:
This risk arises from the inefficiency or failure of internal operations, employees, or systems or may stem from external events including legal risks.

Liquidity Risk:
Represents the Bank's inability to make the necessary funding available to meet its obligations on their maturity dates or to finance its activities without incurring high costs or losses. Moreover, liquidity risks are divided into two types:

- **Funding Liquidity Risk**

This risk represents the Bank's inability to change assets into cash – such as the collection of receivables – or to obtain funding to meet its obligations.

- **Market Liquidity Risk**

This risk represents the Bank's inability to sell the asset in the market or selling the asset at a huge financial loss due to weak liquidity or demand in the market.

Market risks:
These risks represent the exposure of the positions on and off the Bank's Consolidated Statement of Financial Position to losses as a result of price fluctuations in the market. This includes the risks arising from the volatility of interest rates and stock prices of investment portfolios, both for the purpose of trading or exchange and include the following:

- **Interest rate risks**
- **Currency exchange rate risks (Dealing with Foreign Currency)**
- **Fluctuation in share price risks**
- **Goods Risks**

Market risks arise from:

- **Changes that may occur in the political and economic conditions in the markets.**
- **Fluctuations in interest rates.**
- **Fluctuations in the prices of financial instruments, held for future buying and selling.**
- **Gaps in the maturities of assets and liabilities and interest rate re-pricing.**
- **Holding of uncovered positions.**

Interest Rate Risk:
This risk arises from the probable impact of changes in interest rates on the value of other financial assets. The Bank is exposed to the interest rates due to a mismatch or a gap in the amounts of assets and liabilities, according to the various time limits or review of interest rates in a certain period.

Foreign Currency Risks:
These risks arise from changes in the values of financial instruments as a result of fluctuations in the prices of foreign currencies using good policy to manage its foreign currency positions.

Share Price Risks:
These risks result from the changes in the fair values of investments in shares.

Information Security Risk:
Defined as any potential threat that may lead to failure in confidentiality, availability, and integration of the Bank's information.

Compliance Risk:
This arises from the probable failure of the Bank to comply with (violate/transgress) the prevailing laws, regulations, instructions, banking laws and code of ethics issued by the international and local regulatory bodies, including the Bank's internal policies.

11. Bank Achievements in 2025:

Mentioned in the Board of Directors' Report under a separate section (page 22), supported with figures and a description of the Bank's main events in 2025.

12. There is no financial impact of non-recurring operations during 2025 and no intervention in the Bank's main activities.

13. Realized Profits/Losses, Dividends, Bank Shareholders' Equity, and the Closing Price of Shares (2021-2025):

Financial Indicators for the past five years (2021-2025)									In JD (Thousand)
Fiscal Year	Bank Shareholders' Equity	Non-Controllers' Interest	Net Profit Before Tax	Cash Dividends Distributed		Proposed Cash Dividends Distribution		Distribution of Bonus Shares	Closing Price of Share (JD)
				Amount	%	Amount	%		
2021	473,407	12,658	51,894	24,000	12%	36,000	18%	-	2.07
2022	529,192	13,152	60,932	36,000	18%	36,000	18%	-	2.16
2023	524,034	13,676	65,360	36,000	18%	36,000	18%	-	2.30
2024	528,298	13,930	55,027	36,000	18%	36,000	18%	-	2.19
2025	518,082	14,629	60,225	36,000	18%	36,000	18%	-	2.66

14. Analysis of Bank's Financial Position and Business Results for the Year 2025:

Mentioned in the Board of Directors' Report, under a separate section (page 38). Below are the main financial ratios:

No.	Financial Ratios	2025	2024
1	**Return on Average Bank Shareholders' Equity**	8.4%	6.7%
2	**Return on Capital**	22.2%	17.6%
3	**Return on Average Assets**	1.4%	1.1%
4	**Profitability per Employee (After tax)**	(JD) 22,543	(JD) 16,307
5	**Interest Income to Average Assets**	5.9%	6.4%
6	**Interest Expense to Average Assets**	1.8%	2.0%
7	**Interest Margin to Average Assets**	4%	4.3%
8	**Coverage Ratio of Net Non-Performing Facilities**	77.3%	89.84%
9	**Non-Performing Loans (after deducting interest in suspense) to Total Credit Facilities**	8.6%	8.7%

15. The Bank's Future Plans

The Bank's strategic future plans, projects, and the Board of Directors' projections, are all mentioned within Bank of Jordan's Goals for 2026, listed under a separate section (page 47).

16. Auditors' Remuneration (for Bank of Jordan and its Subsidiaries):

Statement	Auditors' Remuneration (JD)
Bank of Jordan	229,116
Bank of Jordan – Syria	25,248
Excel For Financial Investments Company	6,412
Jordan Leasing Company	4,656
Total	**265,432**

17. Statement of the Number of Financial Securities Issued by the Bank:

A. Number of Shares Owned by Members of the Board of Directors and/or their Relatives

Name	Status	Nationality	No. of Shares 2025	No. of Shares 2024
Mr. Shaker Tawfiq Fakhouri	Chairman Of the Board/ Dedicated	Jordanian	5,517,409	5,517,409
Salma Shaker Fakhouri	Daughter	Jordanian	23,827	15,018
Tamara Shaker Fakhouri	Daughter	Jordanian	23,827	15,018
Tawfiq Shaker Fakhouri	Son	Jordanian	600,205	372,000
Mr. Walid Tawfiq Fakhouri	Vice Chairman of the Board	Jordanian	168,648	168,648
Mrs. Shatha Abdel-Majid Al-Dabbas	Wife	Jordanian	368	368
Ahmad Walid Fakhouri	Son	Jordanian	48,606	36,786
Al Eqbal for General Investments	Board member	Jordanian	16,000,000	16,000,000
Dr. YanalMawloud Zakaria	Representative of the Company Jordanian	Jordanian	46,736	46,736
Mrs. Dana Kayd Sagha	Wife	Jordanian	1,342,000	1,342,000
Al Yamama For General Investments / Cayman Islands	Board member	Jordanian	17,371,178	17,371,178
Mr. Husam Rashed Manna'	Representative of the Company	Jordanian	6,447	6,447
Al Pharaenah Int'l for Industrial Investments Co.	Board Member	Jordanian	19,765,863	19,765,863
Mr. Walid Mohammad Al-Jamal	Representative of the Company	Jordanian	-	-
Al Louloua For General Investments / Cayman Islands	Board Member	Jordanian	18,000,000	18,000,000
Al-Sharifa Lama Fawaz Al-Own	Board Member & Representative (as of 27/03/2025)	Jordanian	5,000	-
Al-Tawfiq Investment House – Jordan	Board Member	Jordanian	134,859	134,859
Mr. Fawaz Yousef Ghanem	Board Member & Representative (as of 20/07/2025)	Jordanian	-	-
Mr. "Mohammad Saed" Ishaq Hanafi Jarallah	Board Member	Jordanian	5,000	5,000
Mr. Yousef Jan Shamoun	Board Member	Jordanian	220,000	220,000
H.E. Mr. Samir Saeed Murad	Board Member (as of 27/03/2025)	Jordanian	5,000	-
Ms. Hala "Muhammad Ali" Siraj	Board Member (as of 27/03/2025)	Jordanian	5,000	-
Mr. Imad Al-Din Jihad Al-Masri	Board Member (until 27/03/2025)	Jordanian	5,000	5,000
Mr. Haitham Mohammad Barakat	Board Member & Representative (until 27/03/2025)	Jordanian	164,941	34,898
Mr. Shadi Ramzi Al-Majali	Board Member & Representative (until 20/05/2025	Jordanian	800	22,800
Mr. Walid Rafiq Anabtawi	Board Member (until 27/03/2025))	Jordanian	72,500	70,000

B. Number of Shares Owned by the Executive Managers and/or their Relatives:

Name	Position	Nationality	No. of Shares	
			2025	2024
Mr. Saleh Rajab Hammad	Chief Executive Officer	Jordanian	42,079	42,079
Mr. Osama Samih Sukri	Legal Advisor	Jordanian	210,950	210,950
Mrs. Najwa Mohammad Manko	Wife	Jordanian	178,971	178,971
Mr. Nader Mohammad Sarhan	Assistant GM / Chief Risk Officer	Jordanian	35,500	35,500
Mrs. Nidaa Hassan Abu Zahra	Daughter	Jordanian	650	650
Shaker Nader Sarhan	Son	Jordanian	5,000	5,000
Mr. Khaled Sobhi Awad	Executive Manager / IT	Jordanian	-	-
Ms. Lana Fayez Al-Barishi	Executive Manager / Compliance Department	Jordanian	-	-
Mr. Yousef Mousa Abu Humaid	Executive Manager / Chief Operating Officer	Jordanian	-	-
Mrs. Mai Abdulrahman Juaiteem	Wife	Jordanian	273	273
Mr. Saif Khader Issa	CEO / BOJ Palestine	Palestinian	-	-
Mr. Hani Hassan Mansi	Executive Manager / Finance Management	Jordanian	-	-
Mr. Anas Ghaleb Tafaha	Executive Manager / Retail (Banking)	Jordanian	-	-
Mr. Ayman Ahmad Al-Aqili	Manager Treasury / BOJ Group Dept .(Acting)	Jordanian	-	-
Mr. Michel Marwan Arkoush	CEO / BOJ Iraq	Syrian	-	-
Ms. Rasha Michel Ishaq	Executive Manager / Enterprise Projects Management Department	Jordanian	-	-
Ms. Suha bint Hussein Abu Al-Faraj	CEO / BOJ Saudi	Saudi	-	-
Mr. Samer Mohammad Ahmad	Manager Internal Audit Department (Acting) as of 13/02/2025	Jordanian	-	-
Mr. Yousef Ali Sabtis	Executive Manager / Human Resources Department as of 11/05/2025	Jordanian	-	-
Mr. Isam Basem Samara	Chief Marketing Officer/ Marketing and Branding Department as of 13/8/2025	Jordanian	-	-
Mr. Khaldoun Mohammad Al-Qamaz	Chief Strategy and Transformation Officer (Acting) as of 9/10/2025	Jordanian	-	-
Mr. Moatasem Maher Al-Dweik	Assistant General Manager / Corporate & Financial Institutions Sector (CIB) until 31/07/2025	Jordanian	-	-
Mr. Salam Salameh Al-Qamouh	Chief Executive Officer – Bahrain Branch until 31/07/2025	Jordanian	-	-
Eng. Raed Qutaiba Abu Qura	Executive Manager / Strategy and Transformation Department until 08/10/2025	Jordanian	-	-
Mr. Yousef Mousa Abu Zaid	Manager of Internal Audit Department until 27/02/2025	Jordanian	-	-
Ms. Najieh Ibrahim Al-Talawi	Manager of Human Resources Department (Acting) until 10/05/2025	Jordanian	-	-

C. Companies Controlled by the Chairman, Board Members, the Executive Managers and/or their Relatives, and the Number of Shares held by those companies in Bank of Jordan for the Years 2025 and 2024:

Name	Position	Company	Equity Share in Bank of Jordan	
			2025	2024
Mr. Shaker Tawfiq Fakhouri	Chairman of the Board/ Dedicated	Shaker Fakhouri & Associates Co.	-	-
Mr. "Shadi Ramzi" Abd Al-Salam Al-Majali	Board Member until 20/5/2025	Apollo Trading Industrial Co.	-	-
		Jordan Investment Trust	-	7,000
		El-Ettjahat for Commercial Investment	-	-
		Daman Company for Investments and Agricultural Industries	-	-
Mr. Osama Samih Sukkari	Legal Advisor	Osama Sukkari & Associates / Attorneys at Law	-	-

There are no companies controlled by other Board Members and/or their relatives nor by the Executive Managers and/or their relatives.

18. The Benefits and Remuneration of the Board Chairman, Board Members, and Executive Managers:

A. Benefits and Remuneration of the Chairman and Board Members for the Year 2025:

Name	Position	Annual Transport Allowance And attend Committees	Allowance membership	Annual Remuneration	Annual Expenses Travel	Total
Mr. Shaker Tawfiq Fakhouri	Chairman of the Board / Dedicated	44,640	43,749.6	5,000	-	93,389.6
Mr. Walid Tawfiq Fakhouri	Vice Chairman of the Board	19,560	24,999.6	5,000	-	49,559.6
Dr. Yanal Mawloud Zakaria	Board Member / Representative of Al Eqbal for General Investments	34,380	24,999.6	5,000	-	64,379.6
Mr. Husam Rashed Manna'	Board Member / Representative of Al Yamama for General Investments Co. / Cayman Islands	35,520	24,999.6	5,000	-	65,519.6
Mr. Walid Mohammad Al-Jamal	Board Member / Representative of Al Pharaenah Int'l for Industrial Investments Co.	15,000	24,999.6	5,000	-	44,999.6
AL Sharifa Lama Fawaz Zaben Al Own	Board Member / Representative of Al Louloua for General Investments / Cayman Islands	10,800	18,749.7	-	-	29,549.7
Mr. Fawaz Yousef Ghanem	Board Member / Representative of Al-Tawfiq Investment House – Jordan	7,320	12,499.8	-	-	19,819.8
Mr. "Mohammad Sa-ed" Ishaq Jarallah	Board Member	37,230	24,999.6	5000	3,824.944	71,054.54
Mr. Yousef Jan Shamoun	Board Member	22,980	24,999.6	5000	-	52,979.6
His Excellency Mr. Samir Said Murad	Board Member	15,360	18,749.7	-	-	34,109.7
Ms. Hala "Muhammad Ali" Siraj	Board Member	15,930	18,749.7	-	-	34,679.7
Mr. "Emad Adeen" Al-Massri	Board Member until 27/03/2025	3,060	6,249.9	5000	-	14,309.9
Mr. Haitham Mohammed Samih Barakat	Board Member / Representative of Al Louloua for General Investments until 27/03/2025	5,910	6,249.9	5000	-	17,159.9
Mr. "Shadi Ramzi" Abd Al-Salam Al-Majali	Board Member / Representative of Al-Tawfiq Investment House until 27/3/2025	10,890	9,677.3	5000	-	25,567.3
Mr. Walid Rafiq Anabtawi	Board Member until 27/3/2025	5,910	6,249.9	5000	-	17,159.9
Total		284,490	290,923.1	55,000	3,824.944	634,238.044

B. Benefits and Remuneration of the Executive Managers for the Year 2025:

Name	Position	Annual Salary	Annual Remuneration	Annual Allowance for Transportation & Assuming Board Secretary Position	Other Benefits (Housing Allowance, School, Phone)	Total Annual Benefits
Mr. Saleh Rajab Hammad	Chief Executive Officer	458,082	-	-	-	458,082
Mr. Osama Samih Sukkari	Legal Advisor	271,514	45,839	-	-	317,353
Mr. Nader Mohammad Sarhan	AGM / Chief Risk Officer Board Secretary	150,144	38,290	18,000	-	206,434
Mr. Khaled Sobhi Awad	Executive Manager / IT Management	141,129	35,480	-	-	176,609
Ms. Lana Fayez Al-Barrishi	Executive Manager / Compliance Department	95,596	12,912	-	-	108,508
Mr. Yousef Mousa Abu Humaid	Executive Manager / Chief Operating Officer	108,918	17,570	-	-	126,488
Mr. Saif Khader Issa	CEO /Bank of Jordan - Palestine	134,331	15,000	-	-	149,331
Mr. Hani Hasan Mansi	Executive Manager / Financial Management	99,408	16,399	-	-	115,807
Mr. Anas Ghaleb Tuffaha	Executive Manager – Retail Banking (Acting)	86,056	12,251	-	-	98,307
Mr. Ayman Ahmad Al Oqaily	Manager / Treasury Department/Boj Group (Acting)	37,770	11,325	-	-	49,095
Mr. Michel Marwan Arcouche	CEO/Bank of Jordan, Iraq Branch	262,340	30,111	-	-	292,451
Ms. Rasha Michel Salameh Ishaq	Executive Manager / Enterprise Project Management	72,058	8,244	-	-	80,302
Mrs. Suha bint Hussein Abu Al Faraj	CEO / Bank of Jordan, Saudi Arabia Branch	709,127	-	-	-	709,127
Mr. Samer Mohammad Al-Ahmad	Acting Head of Internal Audit as of 13/02/2025	26,361	4,805	-	-	31,166
Mr. Yousef Ali Sabtis	Executive Manager / HR as of 11/05/2025	94,136	-	-	-	94,136
Mr. Isam Bassem Samara	Executive Manager / Marketing as of 13/08/2025	48,172	-	-	-	48,172
Mr. Khaldoun Mohammad Al-Qamaz	Executive Manager / Strategy & Transformation (Acting)	64,000	-	-	-	64,000
Mr. Moatasem Maher Al-Dweik	Assistant GM / CIB until 31/07/2025	137,595	-	-	-	137,595
Ms. Najieh Ibrahim Al-Talawi	Head of HR (Acting) until 10/05/2025	42,284	-	-	-	42,284
Mr. Yousef Mousa Abu Zaid	Head of Internal Audit until 27/02/2025	9,235	-	-	-	9,235
Eng. Raed Qutaiba Abu Qura	Executive Manager / Strategy & Transformation until 08/10/2025	84,596	14,600	-	-	99,196
Mr. Salam Salameh Qamouh	CEO – Bahrain Branch until 31/07/2025	159,987	-	5,259	111,614	276,860
Total		3,292,839	262,826	23,259	111,614	3,690,538

19. Summary of the Recruitment and Talent Acquisition Policy

The recruitment and talent acquisition policy aims to organize the process of attracting the best talents with the highest capabilities, experiences, and qualified individuals, both externally and internally, to follow clear work methods and procedures to ensure the continuity of attracting the best talents in a clear and effective manner, ensuring transparency in appointment, and applying the principle of equal opportunities free of personal considerations and conflicts of interest. Taking into account the technical and behavioral competencies of candidates to fill existing vacancies and according to the work need, as well as the skills and institutional culture that the candidate possesses to complete the work requirements. In turn, this makes the Bank a preferred employer (Employer of Choice) and enhances the Bank's image and reputation as the best institution to work for (Employment Branding). To ensure that the bank's human resource needs are met, that long and short-term strategic goals are met, and that the bank's vision in providing products and services, as well as comprehensive financial solutions, are achieved.

20. Summary of Performance Management Policies and Annual Bonuses

The philosophy of performance management, annual increases and bonuses at Bank of Jordan is based on an assessment of the employee's performance, the level of skills they possess, identifying strengths weaknesses as well as setting development plans to raise the productivity level of their employees. It's also important to link annual evaluations to the bank's overall performance, so that employees at all levels are motivated to improve the bank's overall efficiency and productivity, as well as to motivate each employee in their own department to improve their productivity and the bank's overall efficiency and productivity. The following are the most important goals of these operations:

Aligning individual and organizational goals: Individual and organizational goals are aligned with the bank's strategic vision.
Building a culture centered on increasing performance: The goal of this process is to objectively distinguish between different levels of performance in order to create a culture based on human resource management based on performance and productivity.
Strengthening the correlation between performance and rewards: This system supports rewarding individuals based on the results of their individual performance and linking them directly with the performance results of the bank as a whole.

21. Donations, Grants, and Contributions to the Local Community:

The Bank's donations and support of activities related to the protection of the environment and the local community stood at JD 1.7 Million, as detailed below:

Entity/ Donation Sector	Amount (JD)
Association of Banks (ABJ) initiative to support health & Education Sectors	1,352,204.7
Relief umbrella / Gaza	70,424
Joint Council for Solid Waste Management	58,155
Tkiyet Um Ali – Feeding Program & Winter Campaign for Gaza Children	42,980
Al-Aman Fund for the Future of Orphans Association	22,500
Queen Rania Foundation for Education and Development / Children's Museum	20,833.3
Medical Aid for Palestinians	20,000
Education support	20,703
Environmental activities support	2,500
Support for sports activities and people with disabilities	20,300
Support for charitable activities	74,696
Support for medical activities	20,000
Support for other entities	8,000
Total	**1,733,296**

22. Contracts, Projects and Commitments Signed Between the Bank and its Subsidiaries, Affiliates, Chairman, Board Members, the Chief Executive Officer, Employees in the Bank or their Relatives:

No contracts have been signed between the Bank and any of its subsidiaries or affiliates or with the Board Chairman or Chief Executive Officer or board members or with any bank employee or their relatives. This is with the exception of the normal banking transactions - disclosed in note No. (40) on the financial statements - to which commercial interest and commission rates apply.

23. Contribution of the Bank to Environmental Protection and to Serving the Local Community

a. The Bank's Contribution to Serving the Environment:

Bank of Jordan continues its long-standing approach to supporting environmental initiatives, driven by its commitment to helping address environmental challenges and climate change, while promoting sustainability principles and safeguarding natural resources. The Bank is keen to apply best practices in managing its environmental impact through the efficient use of resources, proper waste management, and the adoption of environmentally friendly systems and behaviors, in addition to supporting initiatives and projects with sustainable impact.

In this context, during 2025 the Bank supported a number of environmental initiatives. Most notably, it provided Silver Sponsorship for the "Green Caravan" program in cooperation with the Arab Group for the Protection of Nature, an initiative the Bank has supported for the eleventh consecutive year. Volunteers from Bank of Jordan participated in planting 500 fruit-bearing trees in areas at risk of desertification in the Al-Jizah region, with the aim of expanding green spaces and protecting Jordan's plant wealth.

The Bank also supported the implementation of the "Cultivating Awareness" environmental education program in schools, in cooperation with the Arab Group for the Protection of Nature. In addition, it provided support to the Joint Service Council for Solid Waste Management in the governorates of Hebron and Bethlehem in Palestine, with the goal of reducing environmental pollution and improving public health conditions for the local community.

b. The Bank's Contribution to Serving the Local Community:

Bank of Jordan continued to play its leading role in serving the local community by adopting and supporting a wide range of social and humanitarian initiatives and programs aligned with the Sustainable Development Goals, contributing to tangible social impact and sustainable added value within the framework of corporate social responsibility.

In this context, during 2025 the Bank focused on supporting humanitarian initiatives throughout the holy month of Ramadan. It provided support to the Royal Jordanian Air Force Command/Women's Club for the distribution of food parcels to underprivileged families. The Bank also supported several charitable associations in distributing food aid to families in need and to orphans across various regions of the Kingdom. In addition, the Bank participated in organizing a number of charitable iftar gatherings in cooperation with Haya Cultural Center, the Children's Museum Jordan, Tkiyet Um Ali, and Aloun Humanitarian Club.

Within the same framework, Bank of Jordan sponsored the "Gratitude" program broadcast on Bliss FM during Ramadan. The support was allocated to cover urgent needs for four widowed mothers who are the sole providers for their families, including home renovations and improvements to their living conditions.

The Bank also continued its strategic partnerships with national institutions, renewing its annual partnership with Tkiyet Um Ali under the Family Sponsorship Program, and renewing its sponsorship of the operational expenses of one house within SOS Children's Villages in both Jordan and Palestine, with the aim of providing a safe and stable environment for children deprived of family care.

As part of its support for the healthcare sector, the Bank in 2025 contributed to a number of health-related programs. These included covering the cost of medications provided free of charge to patients in cooperation with the Jordan Medical Aid for Palestinians Society, supporting palliative care services for patients with chronic and life-threatening illnesses, contributing to the "Jordan Without Drugs" campaign, and providing support to the Palestine International Institue for medical and humanitarian programs dedicated to the Gaza Strip. The Bank also participated in national initiatives aimed at supporting the health and education sectors in Jordan.

In addition, the Bank sponsored the Eighth Conference of the Health Care Accreditation Council, with the objective of strengthening partnerships focused on improving the quality of healthcare services and enhancing patient safety standards in Jordan.

In the area of supporting persons with disabilities and sports, Bank of Jordan remained committed to backing initiatives aimed at empowering these groups and promoting their integration into society. This was carried out in cooperation with the Jordanian Solidarity Association for the Deaf and the Arab Pioneers Rehabilitation Institute, in addition to supporting sports activities that promote community health and encourage young Jordanian talent.

In Palestine as well, the Bank had launched in 2024 a comprehensive relief umbrella program to support the humanitarian situation in the Gaza Strip, with a budget exceeding one million dollars. The program targeted several key priority areas based on an assessment of the most urgent needs in the sector. Its implemented components included providing medications for cancer patients, supporting the sustainability of bakeries and the supply of flour, distributing hot meals in areas threatened by famine, and sponsoring orphans in partnership with SOS Children's Villages.

In 2025, Bank of Jordan continued expanding the program to cover additional areas. These included launching a winter campaign to provide coats and blankets for children in Gaza in cooperation with Tkiyet Um Ali. The Bank also partnered with Think Palestine and signed a tripartite agreement with the Foundation and the Palestinian Ministry of Education to provide alternative education for children aged 5–7. This initiative aimed to create a suitable learning environment and offer essential remedial curricula, enabling students to obtain certification for the grades they missed during periods of interrupted schooling.

Furthermore, the Bank contributed to meeting the Palestinian Ministry of Education's needs for tablet devices to enable high school (Tawjihi) students to sit for their examinations electronically.

24. Handling Customer Complaints

It is great importance to Bank of Jordan to treat customers fairly and transparently. This is evident in the Bank's daily business practices, from product approval and pricing to drafting contracts and forms, advertisements, and promotional campaigns. Establishment Customer Complaints Handling Unit within Compliance Department as a control department underscores this commitment.

Bank of Jordan believes that customer complaints are a valuable tool for monitoring any violations of the Bank's general policies and procedures and a means for improvement and development. Customer complaints are received, analyzed, investigated for root causes, and any faults are duly addressed. They play an important role in improving service quality through daily coordination between Customer Complaints Unit and the Service Quality Unit for the purposes of handling customer complaints.

The Bank manages and handles customer complaints according to the following principles:

- Policy of dealing with customers fairly and transparently, and policy of dealing with customer complaints for Bank of Jordan Group, are approved by the Board of Directors.
- Procedures for managing and handling customer complaints are approved and circulated to all bank employees.
- Different communication channels are provided to receive customer complaints:
  - Direct call at 0096265692572 or the toll-free number 080022335 available 24/7
  - Email: complainthandling@bankofjordan.com.jo
  - Dedicated complaints telephone at the Bank's branches
  - Personal visit to Head Office
  - Fax: 0096265600918
- Allocating a path within CRM System for submitting and automatically dealing with customer complaints, increasing the speed and efficiency of the process.
- Within system, an SLA (Service Level Agreement) feature escalates complaints in case of delays in response from any Bank unit, ensuring customer concerns are addressed within a specific timeframe.
- Reviewing and evaluating to determine validity, intensity, classification, and impact.
- Periodic statements are provided Compliance Committee/Board of Directors and senior management. These statements summarize complaints according to risk level, intensity, classification, and measures taken to reduce future recurrence.
- Central Bank of Jordan receives periodic (quarterly) statistics on complaints received by the unit.

The following is a statistic of complaints received from customers during 2025 through various channels, categorized by nature and type, based on the internal procedures instructions for dealing with customer complaints of financial and banking service providers issued by Central Bank of Jordan No. (1/2017) dated 28/8/2017.

Total customer complaints received during the year 2025

Item/ Complaint Type Nature of the Item	Interest Rates/ Returns	Credit Inquiry	Accounts	Transfers	Electronic Services	Contracts/ Terms of Dealing	Commissions/ Fees	Payment Cards	Work Environment	Product Marketing / Disclosures	Fraud/ Scams	Professional Conduct	Total
Number of complaints	25	9	49	6	53	111	63	86	32	10	11	158	613
Valid customer complaint (number)	3	6	10	2	13	12	14	26	7	0	0	29	122
Complaint requiring customer financial education	88%	33%	80%	67%	75%	89%	78%	70%	78%	100%	100%	82%	80%

- Complaints that, upon analysis, show that a customer doesn't has the right as lack of awareness of product terms and conditions, failure to read Bank notices, or a general lack of understanding of banking.

- **Based on the results of the customer complaints analysis, Bank of Jordan is taking measures to raise awareness of customers, including:**

- Clearly communicating the terms and conditions for products, services, and campaigns.
- Preparing clear and easy-to-understand forms and contracts written in simple language.
- Creating awareness leaflets and promoting them on social media.
- Sending SMS messages to customers to raise awareness.
- Announcing interest and commission rates on the Bank's website.

These complaints have been dealt with within the following framework:

- Set Ref. No to be provide to customers with for follow up.
- Studying, analyzing, and responding to complaints within the specified timeframe, considering the severity and nature of the complaint.
- Recommending the proposed procedures to reduce the recurrence of these complaints in the future, as follows:
  - Modify procedures, if necessary.
  - Take disciplinary action against negligent employees.
  - Rehabilitate and training employees in procedures, products, communication skills with customers, etc.
  - Develop the Bank's various sites to better receive customers and improve services provided to them.

C. Annual Financial Statements - 2025

The Bank's annual financial statements, audited by the Bank's auditors Deloitte & Touche (M.E.) and a comparison with the previous year (2024), can be found in the second part of the report (Page 49).

D. Report of the Bank's Auditors

The report from the Bank's auditors, Deloitte & Touche (M.E.) , which includes the Bank's annual financial statements, reveals that the audit process was conducted in accordance with international auditing standards. It can be found at the beginning of the 2025 annual financial statements (Page 51).

E. Acknowledgment

As per paragraph (E)/ Article (4) of Disclosure and Accounting Standards Instructions issued by the Jordan Securities Commission Board of Commissioners:

1. The Board of Directors of Bank of Jordan acknowledges, in accordance with its knowledge and belief, that there are no material matters that may affect the continuity of the Bank's operations during the financial year 2026.
2. The Board of Directors of Bank of Jordan acknowledges its responsibility for the preparation of the financial statements for 2025 and that the Bank has an effective control system.
3. The Chairman of the Board, Chief Executive Officer and the Financial Control Manager acknowledge that the information and data mentioned in the Bank of Jordan 2025 Annual Report are true, accurate and complete.
4. The Board of Directors acknowledge that they do not obtain in person or any of those related to them financial or in-kind benefits or rewards for the year 2025 other than those disclosed in Section No.18/A.

Corporate Governance

Corporate Governance Report:

Based on Bank of Jordan's firm belief that sound corporate governance practices are the foundation for ensuring fairness and transparency in dealings with all stakeholders and related parties, and in line with the Bank's strategic vision, the Bank places strong emphasis on adopting and implementing robust governance practices. These practices are aligned with the legislation governing banking operations, the regulations and instructions issued by the Central Bank of Jordan, and internationally recognized best practices, including the Basel Committee's recommendations on corporate governance for banks in Jordan. The Bank also complies with the regulatory requirements and supervisory instructions in the countries where it operates. The Board of Directors is committed to applying the Corporate Governance Manual in a manner consistent with the Jordanian banking environment and the legal and regulatory frameworks governing the Bank's activities. The Bank also publishes its governance report on its website (bankofjordan.com), ensuring that it is accessible to the public.

First Pillar: Board of Directors

Chairman of the Board

The Board of Directors elects a Chairman from among its members, ensuring a clear separation between the roles of Chairman of the Board and Chief Executive Officer. It is also required that the Chairman has no familial relationship with the CEO up to the third degree.

Board of Directors

While day-to-day management responsibilities rest with the executive management, the Board of Directors is responsible for setting strategic policies and directions to achieve the Bank's objectives in a way that serves the interests of the Bank, its shareholders, and its clients, and in compliance with applicable laws and regulations.

The Board of Directors of Bank of Jordan consists of 11 non-executive members, including 4 independent members, representing 36% of the Board. Board members are elected by the General Assembly for a term of four years. Board members possess the experience and qualifications necessary to contribute independently and effectively to Board discussions. Their suitability has been assessed in line with the Board membership suitability policy and the requirements of the corporate governance instructions under review. The Chairman is elected by the Board members.

In this context, during 2025, the Board of Directors held (10) meetings. Each meeting followed a defined agenda, and all discussions and decisions were formally documented in official minutes prepared by the Board Secretary.

Board of Directors Members Names:

Name	Position	Type of Membership	No. of Attendances	Outstanding Loan Balance Granted to the Member (JOD)
Mr. Shaker Tawfiq Shaker Fakhouri	Chairman of the Board	Non-Executive / Non-Independent	10	1,038,454
Mr. Walid Tawfiq Shaker Fakhouri	Vice Chairman of the Board	Non-Executive / Non-Independent	10	None
Dr. Yanal Mawloud AbdelKader Zakaria Representative of Al Eqbal for General Investments	Member	Non-Executive / Non-Independent	10	None
Mr. Husam Rashed Rashad Manna' Representative of Al Yamama for General Investments	Member	Non-Executive / Non-Independent	10	23,544
Mr. Walid Mohammad Jamil Al-Jamal Representative of Al Pharaenah Int'l for Industrial Investments Co.	Member	Non-Executive / Non-Independent	10	None
Al Sharifa Lama Fawaz Al Own Representative of Al Louloua for General Investments/As of 27/3/2025	Member	Non-Executive / Non-Independent	8	6,368
Mr. Fawaz Yousef Ibrahim Ghanem Representative of Al Tawfiq Investment House/ As of 20/7/2025	Member	Non-Executive / Independent	5	10,974
Mr. "Mohammad Sa-ed" Ishaq Jarallah Board Member	Member	Non-Executive / Independent	10	None
Mr. Yousef Jan Joseph Shamoun Board Member	Member	Non-Executive / Non-Independent	10	1,514
His Excellency Mr. Samir Said AbdelMuti Murad Board Member as of 27/3/2025	Member	Non-Executive / Independent	8	None
Ms. Hala "Muhammad Ali" Siraj Board Member as of 27/3/2025	Member	Non-Executive / Independent	8	4,737
Mr. "Emad Aldeen" Jihad Jawdat Al-Masri Board Member until 27/3/2025	Member	Non-Executive / Independent	2	None
Mr. Haitham Mohammad Sameeh AbdelRahman Barakat Representative of Al Louloua for General Investments until 27/3/2025	Member	Non-Executive / Non-Independent	2	None
Mr. "Shadi Ramzi" AbdelSalam Atallah Al-Majali Representative of Al Tawfiq Investment House until 20/5/2025	Member	Non-Executive / Independent	4	None
Mr. Walid Rafeeq Ragheb Anabtawi Board Member until 27/3/2025	Member	Non-Executive / Independent	2	None

The Board of Directors of Bank of Jordan was elected by the Bank's General Assembly at its meeting No. (64), held on 27/03/2025.

Board memberships held by the members in public shareholding companies:

Name	Memberships on the boards of public shareholding companies
Mr. Shaker Tawfiq Shaker Fakhouri Chairman of the Board	None
Mr. Walid Tawfiq Shaker Fakhouri Vice Chairman of the Board	None
Dr. Yanal Mawloud AbdelKader Zakaria Representative of Al Eqbal for General Investments	None
Al Sharifa Lama Fawaz Zaben Al Own Representative of Al Louloua for General Investments/As of 27/3/2025	None
Mr. Husam Rashed Rashad Manna' Representative of Al Yamama for General Investments	None
Mr. Yousef Jan Joseph Shamoun Board Member	None
Mr. Walid Mohammad Jamil Al-Jamal Representative of Al Pharaenah Int'l for Industrial Investments Co.	Vice Chairman of the Board of Jordan Decapolis Properties
Mr. "Mohammad Sa-ed" Ishaq Jarallah Board Member	None
His Excellency Mr. Samir Said AbdelMuti Murad Board Member as of 27/3/2025	Board Member of Zara Investment Holding Vice Chairman of the Board of Medgulf Insurance
Ms. Hala "Muhammad Ali" Siraj Board Member as of 27/3/2025	Board Member of Amman Stock Exchange
Mr. Fawaz Yousef Ibrahim Ghanem Representative of Al Tawfiq Investment House/ As of 20/7/2025	Board Member of General Investment Company
Mr. Walid Rafeeq Ragheb Anabtawi Board Member until 27/3/2025	None
Mr. "Emad Aldeen" Jihad Jawdat Al-Masri Board Member until 27/3/2025	None
Mr. Haitham Mohammad Sameeh AbdelRahman Barakat Representative of Al Louloua for General Investments until 27/3/2025	None
Mr. "Shadi Ramzi" AbdelSalam Atallah Al-Majali Representative of Al Tawfiq Investment House until 20/5/2025	Chairman of the Board of InvestJo

Name of the Bank's Governance Liaison Officer

Governance Liaison Officer / Ms. Lana Fayez Yahya Al-Breishi / Executive Manager of the Compliance Department

Board Committees

In accordance with the Corporate Governance Manual, the Board of Directors of Bank of Jordan has established seven committees to support it in fulfilling its responsibilities. These are: the Audit Committee, the Corporate Governance and Strategy Committee, the Nomination and Remuneration Committee, the Risk Management Committee, the Facilities Committee, the Compliance Committee, and the IT Governance Committee.

Audit Committee

The Audit Committee is composed of three members of the Board, with the majority of its members—including the Committee Chairman—being independent members. All members of the Committee hold academic qualifications and possess appropriate professional experience in accounting, finance, or other relevant disciplines related to the Bank's operations.

Names of the Audit Committee members, along with their qualifications and financial and accounting experience:

The Audit Committee is composed of the following members:	No. of Meetings Attended	Qualifications	Experience
His Excellency Mr. Samir Said AbdelMuti Murad Board Member as of 27/3/2025 (Committee Chairman) Independent	5	- Bachelor's Degree – Management of Electrical Engineering, New England / United Kingdom, 1982	▪ Chairman of the Board of Directors – Electricity Distribution Company until April 2025. ▪ President /Said Murad & Sons Company for Trade and Investment ▪ Ministry of Labor of the Hashemite Kingdom of Jordan 28-07-2010 ▪ Ministry of Labor of the Hashemite Kingdom of Jordan 14-11-2011 ▪ Ministry of Labor of the Hashemite Kingdom of Jordan 14-06-2018 ▪ Senator – Member of the Jordanian Senate 27-09-2016 ▪ Chairman of the Electricity Distribution Company from 17-11-2019 until 6-12-2020 ▪ Member of the Board Directors of the Integrated Fitness and Sports Solution Company from 2013 until 2018. Member of the Board of Directors / Capital Bank of Jordan from 31-8-2009 until 28-07-2010. ▪ Representative of the Jordanian Capital Bank and Chairman of the Board of Directors of Societe General Bank from 14-02-2022 until 15-08-2022. ▪ Member of the Board of Directors of Societe General Bank from 24-08-2020 until 13-04-2022. ▪ Member of Board of Directors of Nuqul Group Company from 2012 until 2016. ▪ Member of the Board of Director – Jordan Post Office 2015-2016 ▪ Vice Chairman of the Board of Directors – Med gulf Insurance Company from 2015 until 2019 ▪ Member of the Boards of Directors of Non-Profit Organizations: Education for Employment, Injaz: ▪ Young Presidents Organization (YPO) ▪ Jordanian Boy Scouts and Guides Association ▪ National Committee for Human Resource Development ▪ Jordan Strategy Forum ▪ Generations for Peace ▪ Baptism Site Development Zone
Mr. Walid Mohammad Jamil Al-Jamal As of 27/3/2025 Member/Non-Independent	5	- Master of Business Administration in Professional Accounting, from Canisius College, Buffalo/USA, 1995. - B.A. in Accounting from the university of Jordan / Jordan, 1992.	▪ CEO of Jordan Decapolis Properties Company, as of 9-2014 to date. ▪ Director of Finance and Administration, First Jordan Investment Company, from 2011 until 2013. ▪ Deputy CEO for Finance and Administration/MGC/ Saudi Arabia, from 2007 until 2011. ▪ Financial Controller and HR Director, Dar Al-Dawa Group, from 2011 until 2007
Mr. Yousef Jan Shamoun Member/Independent	8	- MBA with a focus on Finance and Entrepreneurship from Georgetown University, 2006. - B.A. in Mechanical Engineering from McGill University, 2002.	▪ Co-founder & CEO at ZenHR Co. as of 1/2017 to date. ▪ Co-founder & Board Member at Jawaker Co. as of 10/2008 to date. ▪ Co-founder & CEO at Akhtaboot Co. as of 6/2007 to date. ▪ Certified SaaStr annual / San Francisco / USA. ▪ Certified Elevating Finance, Operations / Wharton School of Business / USA. ▪ Certified EO Growth Forum / London Business School / UK. ▪ Certified Georgetown Leadership Seminar (GLS) / Georgetown University / USA ▪ Certified Endeavor Leadership Program / Stanford University / USA. ▪ Certified Bank Rotation / Bank of Jordan.
Mr. Nader Mohammad Khalil Sarhan Assistant General Manager Risk Management Division Board Secretary	8		
Mr. Walid Rafeeq Ragheb Anabtawi Member/Independent until 27/3/2025	3	- Bachelor's Degree in Accounting, Alexandria University, Arab Republic of Egypt 1968	▪ Assistant General Manager / Bank of Jordan, Investment and Branches Division, Hashemite Kingdom of Jordan from April 2004 until October 2005 ▪ Assistant General Manager / Bank of Jordan, Organization, Operations and Automation Division, Hashemite Kingdom of Jordan from October 2001 until June 2003 ▪ Executive Director / Bank of Jordan, Organization, Operations and Automation Division, Hashemite Kingdom of Jordan from January 1992 until October 2001 ▪ Director of Internal Audit Department / Bank of Jordan, Hashemite Kingdom of Jordan from March 1990 until January 1992 ▪ Assistant Head of Division – Banking Supervision Department, Central Bank of Jordan, Hashemite Kingdom of Jordan from July 1986 until March 1990 ▪ Senior Assistant Manager – Internal Audit Department, National Arab Bank, Kingdom of Saudi Arabia from February 1983 until June 1986 ▪ Supervisor – Banking Supervision Department, Central Bank of Jordan, Hashemite Kingdom of Jordan from July 1976 until February 1983 ▪ Assistant Head of Section / Arab Bank, Amman Branch, Hashemite Kingdom of Jordan from May 1969 until July 1976 ▪ Accountant – Accounting Department, Royal Jordanian Airlines, Hashemite Kingdom of Jordan from October 1968 until May 1969 ▪ Participated in and organized more than fifty training courses and workshops, both within Jordan and abroad.

- The Committee held (8) meetings during the year 2025.
- In general, the responsibilities of the Audit Committee do not replace those of the Board of Directors or the executive management with respect to overseeing the adequacy of the Bank's internal control and internal audit systems.
- The Audit Committee also met with the external auditor (4) times during 2025.

- Corporate Governance and Strategy Committee

The Corporate Governance and Strategy Committee is composed of the Chairman of the Board and two independent members. The Committee is responsible for guiding and overseeing the preparation of the Corporate Governance Manual, updating it, and monitoring its implementation.

The Corporate Governance and Strategy Committee is composed of the following members:	Capacity	No. of Meetings Attended
Mr. Shaker Tawfiq Shaker Fakhouri	Committee Chairman / (Non-Independent)	2
Mr. Yousef Jan Joseph Shamoun	Member / Independent	2
Ms. Hala "Muhammad Ali" Siraj	Member / Independent as of 27/3/2025	2
Mr. Nader Mohammad Khalil Sarhan	Board Secretary / Committee Secretary	2
Mr. Walid Rafeeq Ragheb Anabtawi	Member / Independent until 27/3/2025	-
The Committee held two meetings during 2025.		

- Risk Management Committee

The Risk Management Committee is composed of at least three members, with the majority, including the Committee Chairman, being independent members. The Committee is responsible for overseeing and managing all categories of risks facing the Bank.

The Risk Management Committee is composed of the following members:	Capacity	No. of Meetings Attended
Mr. “Mohammad Sa-ed” Ishaq Hanfi Jarallah	Committee Chairman / Independent	5
Mr. Shaker Tawfiq Shaker Fakhouri	Member / Non-Independent	5
Mr. Samir Said AbdelMuti Murad	Member / Independent as of 27/3/2025	3
Mr. Nader Mohammad Khalil Sarhan Assistant General Manager Risk Management Division	Board Secretary / Committee Secretary	5
Mr. Walid Rafeeq Ragheb Anabtawi	Committee Chairman / Independent until 27/3/2025	2

- The Committee held five meetings during 2025.

The Committee is composed of the following members:	Executive Committee until 20/02/2025 (4 meetings)	Credit Facilities, Investment and Banking Committee until 27/02/2025, and until 08/05/2025 (7 meetings)	Facilities Committee from 15/05/2025 to 31/12/2025 (25 meetings)	
Mr. Shaker Tawfiq Shaker Fakhouri / Committee Chairman – Non-Independent	4	7	24	35
Mr. Walid Tawfiq Shaker Fakhouri / Member – Non-Independent	-	-	12	12
Dr. Yanal Mawloud AbdelKader Zakaria / Member – Non-Independent	4	7	25	36
Mr. Husam Rashed Rashad Manna’ / Member – Non-Independent	4	7	25	36
Mr. “Mohammad Sa-ed” Ishaq Jarallah / Member - Independent	4	7	25	36
Mr. Nader Mohammad Khalil Sarhan / Assistant General Manager / Risk Management Division	4	7	25	36
Mr. Haitham Mohammad Sameeh AbdelRahman Barakat / Member – Non-Independent Until 27/3/2025	4	-	-	4
Mr. “Shadi Ramzi” AbdelSalam Atallah Al-Majali / Member – Non-Independent Until 20/5/2025	4	7	1	12

- The Committee held (36) meetings during 2025.

- Nomination and Remuneration Committee

The Nomination and Remuneration Committee is composed of three members of the Board of Directors.

The Nomination and Remuneration Committee is composed of the following members:	Capacity	No. of Meetings Attended
Mr. Yousef Jan Joseph Shamoun	Committee Chairman / Independent	10
Mr. Shaker Tawfiq Shaker Fakhouri	Member / Non-Independent	10
Ms. Hala "Muhammad Ali" Siraj	Member / Independent as of 27/3/2025	8
Mr. Nader Mohammad Khalil Sarhan Assistant General Manager Risk Management Division	Board Secretary / Committee Secretary	10
Mr. Walid Rafeeq Ragheb Anabtawi	Member / Independent until 27/3/2025	2

- The Committee held (10) meetings during 2025.

IT Governance Committee

The IT Governance Committee is composed of four members of the Board of Directors and includes individuals with experience or expertise in information technology.

The IT Governance Committee is composed of the following members:	Capacity	No. of Meetings Attended
Mr. Fawaz Yousef Ibrahim Ghanem	Committee Chairman / Non-Independent as of 20/07/2025	2
Mr. Shaker Tawfiq Shaker Fakhouri	Member / Non-Independent	2
Mr. Yousef Jan Joseph Shamoun	Member / Independent	2
Ms. Hala "Muhammad Ali" Siraj	Member / Independent	2
Mr. Nader Mohammad Khalil Sarhan Executive Manager / Risk Management Division	Board Secretary / Committee Secretary	2
Mr. "Shadi Ramzi" AbdelSalam Atallah Al-Majali	Committee Chairman until 20/5/2025	
Mr. Walid Rafeeq Ragheb Anabtawi	Member / Independent until 27/3/2025	

- The Committee held two meetings during 2025.

Compliance Committee:

The Compliance Committee is composed of three members of the Board of Directors and meets periodically as deemed appropriate.

The Compliance Committee is composed of the following members:	Capacity	No. of Meetings Attended
Dr. Yanal Mawloud AbdelKader Zakaria	Committee Chairman / Non-Independent as of 27/3/2025	3
Mr. Samir Said AbdelMuti Murad	Member / Non-Independent as of 27/3/2025	3
Mr. Shaker Tawfiq Shaker Fakhouri	Member (Non-Independent)	4
Mr. Nader Mohammad Khalil Sarhan Executive Manager / Risk Management Division	Board Secretary / Committee Secretary	4
Mr. Walid Rafeeq Ragheb Anabtawi	Member (Independent) until 27/3/2025	1
Mr. "Mohammad Sa-ed" Ishaq Hanafi Jarallah	Committee Chairman / Independent until 27/3/2025	1

- The Committee held (4) meetings during 2025.

Board Secretariat

The importance of meeting minutes for the Bank, its shareholders, and regulatory authorities lies in the fact that they serve as the permanent record of the Board's activities and the decisions taken by it and by its committees throughout the Bank's history. Accordingly, and given the importance of the role performed by the Board Secretary, Mr. Nader Mohammad Khalil Sarhan, Executive Director / Risk Management Division, has been appointed as Secretary to the Board of Directors. The duties and responsibilities of the Board Secretariat are defined in the Bank's Corporate Governance Manual.

Senior Executive Management

Members of the senior executive management, including the General Manager, meet the "fit and proper" requirements in accordance with the provisions of the Bank's Corporate Governance Manual. The names and positions of the senior executive management are as follows:

Number	Name	Position
1	Mr. Saleh Rajab Alyyan Hammad	Chief Executive Officer
2	Mr. Osama Samih Amin Sukkari	Legal Advisor/ Head of Legal Department
3	Mr. Nader Mohammad Khalil Sarhan	Assistant General Manager / Risk Management Division
4	Mr. Khaled Subhi Khamis Awad	Executive Manager / IT Systems Management
5	Ms. Lana Fayez Yehya Al-Barrishi	Executive Manager / Compliance Department
6	Mr. Yousef Mousa Yousef Abu Humaid	Executive Manager / Central Operations Management
7	Mr. Saif Khader Muhammad Issa	CEO /Bank of Jordan - Palestine
8	Mr. Hani Hasan Mahmoud Mansi	Executive Manager / Financial Management
9	Mr. Anas Ghaleb Mustafa Tuffaha	Executive Manager / Retail Banking
10	Mr. Ayman Ahmad AbdelKareem Al Oqaily	Manager Treasury / BOJ Group Dept .(Acting)
11	Mr. Michel Marwan Arcouche	CEO/Bank of Jordan - Iraq Branch
12	Mrs. Rasha Michel Salameh Ishaq	Executive Manager /Enterprise Projects Management Department
13	Mrs. Suha bint Hussein bin Mohammed Ali Abu Al Faraj	CEO / Bank of Jordan - Saudi Arabia Branch
14	Mr. Samer Mohammed Omar Ahmed	Manager Internal Audit Department (Acting) as of 13/02/2025
15	Mr. Yousef Ali Yousef Sabits	Executive Manager / Human Resources Department as of 11/05/2025
16	Mr. Isam Basem Nasri Samara	Chief Marketing Officer/ Marketing and Branding Department as of 13/08/2025
17	Mr. Khaldoun Mohammed Falah Al-Qammaz	Chief Strategy and Transformation Officer (Acting) / Strategy and Transformation Department as of 09/10/2025
18	Mr. Motasem Maher Mahmoud Dweik	Assistant General Manager / Corporate and Financial Institutions Management until 31/07/2025
19	Mrs. Najieh Ibrahim Shafiq Al-Talawi	Human Resources Manager (Acting) until 10/05/2025
20	Mr. Yousef Mousa Radwan Abu Zaid	Internal Audit Department Manager until 27/02/2025
21	Eng. Raed Qutaiba Abdul Latif Abu Qoura	Executive Manager / Strategy and Transformation Department until 08/10/2025
22	Mr. Salam Salameh Yousef Gammoh	CEO - Bahrain Branch until 31/07/2025

Conflict of Interest
The Board of Directors confirmed, within the Bank's Corporate Governance Manual, that each Board member must define their relationship with the Bank and its nature, avoid conflicts of interest, comply with the Code of Professional Conduct in this regard, and disclose this in writing on an annual basis or whenever required. The Board has also approved the Related Party Transactions and Conflict of Interest Management Policy for Bank of Jordan Group to prevent conflicts of interest.

Second Pillar: Planning and Policy Setting

The Board of Directors undertakes its responsibilities in setting the Bank's overall strategy and strategic direction, defining the general objectives of the executive management, and overseeing the achievement of those objectives.

Third Pillar: Control Environment

The Board of Directors carries out its responsibilities based on an overall internal control framework, with the objective of ensuring the following:

- Efficiency and effectiveness of operations
- Reliability of financial reporting
- Compliance with applicable laws and regulations
- The Board confirms the existence of a comprehensive internal control framework with the necessary attributes to enable it to perform its duties and take appropriate actions within the following framework:

1- Internal Audit:

The Bank recognizes that having an effective internal audit function plays a key role in strengthening internal control systems and the overall framework for managing risks associated with its various activities. The Internal Audit Department carries out its duties based on the following:

- Establishing an Internal Audit Charter and obtaining Board approval, based on the recommendation of the Audit Committee, ensuring that it defines the Department's duties, responsibilities, powers, and methodology.
- Preparing an annual audit plan approved by the Audit Committee, covering all of the Bank's activities, including those of other control functions and outsourced activities, based on their level of risk, and obtaining approval from the Audit Committee.
- Verifying the adequacy and effectiveness of internal control systems for the Bank's activities and those of its subsidiaries, ensuring compliance, and reviewing and documenting any changes made to these systems.
- Staffing the Internal Audit Department with employees who possess appropriate academic qualifications and practical experience to audit all activities and operations, including qualified personnel capable of assessing IT and information-related risks, while ensuring staff rotation across the Bank's activities at least every three years.
- Submitting internal audit reports to the Chairman of the Audit Committee, with a copy provided to the General Manager.
- Reviewing compliance with the Corporate Governance Manual and related policies and charters on an annual basis, preparing a detailed report, and submitting it to the Audit Committee, with a copy to the Corporate Governance Committee.
- Reviewing the accuracy and completeness of stress testing processes in line with the methodology approved by the Board.
- Ensuring the accuracy of the procedures followed for the Internal Capital Adequacy Assessment Process (ICAAP).
- Auditing financial and administrative matters to ensure that key information is accurate, reliable, and provided in a timely manner.
- Following up on violations and observations noted in reports issued by regulatory authorities and the external auditor, ensuring that they are addressed and that appropriate controls are in place to prevent recurrence.
- Ensuring the existence of procedures for receiving, processing, and retaining customer complaints, as well as issues related to accounting systems, internal control, and audit processes, and reporting on them periodically.
- Maintaining audit reports and working papers for periods consistent with applicable laws and regulations, in an organized and secure manner, and ensuring their availability for review by regulatory authorities and the external auditor.
- Reviewing reporting processes within the Bank to ensure that key information related to financial, administrative, and operational matters is accurate, reliable, and timely.
- Ensuring compliance with the Bank's internal policies, international standards and procedures, and applicable laws and regulations.
- Conducting at least one annual review to ensure that all transactions with related parties are carried out in accordance with applicable laws, the Bank's internal policies, and approved procedures, and submitting related reports and recommendations to the Audit Committee. The Audit Committee shall notify the Central Bank immediately upon identifying any breach in this regard.
- The performance of the Head of Internal Audit is evaluated by the Audit Committee, while the performance of Internal Audit staff is evaluated by the Head of Internal Audit, in line with the performance evaluation policy approved by the Board.

2- External Audit:

The external auditor represents an additional level of oversight over the reliability of the financial data generated by the Bank's accounting and information systems, particularly in expressing a clear and explicit opinion on whether such data fairly reflects the Bank's actual financial position over a given period. In its dealings with external audit firms, the Board of Directors takes into consideration the Bank's interests as well as the professionalism of the firms it engages with and ensures regular auditor rotation based on its experience with those firms.

3- Risk Management:

Bank of Jordan has given special attention to the requirements of Basel III as a framework for strengthening and enhancing its ability to improve the control environment and address various types of risks. Practical steps have been taken to implement these requirements, including the establishment of specialized units for managing different types of risks (credit, operational, and market risks), supported by qualified human resources and appropriate systems.

In this context, the Bank has strengthened the frameworks governing credit risk management through the establishment of dedicated units (Corporate Credit Department, SME Credit Department, Retail Credit Department, Palestine Branch Credit Department, and Credit Portfolio Risk Department), in addition to updating and developing risk management policies and procedures to maintain the quality of the credit portfolio. The Bank has also implemented an automated system for calculating capital adequacy (Revalues System).

With regard to operational risk, the Bank has been applying the CARE web system since 2003 to manage operational risk. A Risk Profile has been developed for each of the Bank's units, along with the establishment of a database for operational errors. As for market risk, a dedicated unit has been established to manage all types of market risks and has been staffed with qualified personnel.

Risk management operates within the following framework:

The Risk Management function submits reports to the Board through the Risk Management Committee, with a copy to the General Manager. These reports include information on the Bank's overall risk profile across all activities compared to the approved Risk Appetite, along with follow-up on and treatment of negative deviations. The executive management may also request additional reports from the Risk Management function as needed.

The Risk Management function is responsible for the following:

- Reviewing the Risk Management Framework prior to its approval by the Board of Directors.
- Preparing risk policy/policies covering all of the Bank's operations, setting clear measures and limits for each type of risk, ensuring that all employees—according to their level—are fully aware of them, and reviewing them periodically, subject to Board approval.
- Studying and analyzing all types of risks, including credit risk, market risk, liquidity risk, and operational risk.
- Developing methodologies for identifying, measuring, analyzing, evaluating, and monitoring each type of risk.
- Recommending risk limits, exposures, and approvals to the Risk Management Committee, and reporting and recording exceptions to risk management policies.
- Providing the Board and senior executive management with information on risk measurement and the Bank's actual Risk Profile compared to the approved Risk Appetite and following up on and addressing any negative deviations.
- The Board regularly reviews both qualitative and quantitative risk indicators within the Bank.
- Adopting tools that support effective risk management, including:
- Self-assessment of risks and the establishment of risk indicators.
- Building a historical database of losses, identifying their sources, and classifying them by type of risk.
- Providing the necessary infrastructure and appropriate systems to support risk management.
- The Bank's committees, such as credit committees, Asset and Liability Management/Treasury Committee, and operational risk committees, support the Risk Management function in carrying out its duties within their defined authorities.
- Including information on risk management in the Bank's annual report, covering its structure, operations, and developments.
- Providing risk-related information for disclosure purposes.
- Preparing a comprehensive Risk Appetite document for the Bank and obtaining Board approval.
- Preparing the Internal Capital Adequacy Assessment Process document, reviewing it periodically, and ensuring its implementation, so that it is comprehensive, effective, and capable of identifying all risks the Bank may face, taking into account the Bank's strategic plan and capital plan, subject to Board approval.
- Preparing a Business Continuity Plan and obtaining Board approval, with periodic testing.
- Ensuring, prior to introducing any new product, service, process, or system, that it aligns with the Bank's strategy, that all associated risks—including operational risks—have been identified, and that the necessary controls and procedures or amendments are in place in line with the Bank's risk appetite.
- Implementing the risk management strategy and continuously developing policies and procedures for managing all types of risks.
- Ensuring the integration of risk measurement mechanisms with the management information systems in use.
- Monitoring compliance of the Bank's executive departments with the approved risk limits.

4– Compliance

As part of strengthening the Bank's adherence and alignment with regulatory requirements, a Compliance Department has been established and entrusted with overseeing compliance with laws, regulations, legislation, standards, international requirements, ethical practices issued by various regulatory authorities, as well as the Bank's internal policies. The Department has been supported with qualified staff and appropriate systems. From a compliance management perspective, all laws, regulations, and instructions governing the Bank's operations have been identified, and employees have been educated and made aware of the concept of compliance through circulars and training programs. The Bank has also updated its Anti-Money Laundering and Counter-Terrorism Financing policy in line with AML/CFT Instructions No. (14/2018) dated 26/06/2018.

An independent unit has also been established to handle financial crime matters, including monitoring suspected cases of fraud and forgery. This unit includes the Foreign Account Tax Compliance (FATCA) unit. Customer complaints are handled through a dedicated unit within the Compliance Department responsible for managing and addressing such complaints.

The general framework of the Compliance function includes the following:

a. Preparing a compliance policy to ensure the Bank's adherence to all relevant legislation and ensuring that all employees, according to their administrative level, are fully aware of it, subject to Board approval.
b. Developing an effective methodology to ensure compliance with all applicable laws, regulations, and related guidelines, with executive management responsible for documenting and circulating the duties, powers, and responsibilities of the Compliance function within the Bank.
c. Preparing periodic reports that include an assessment of compliance risks, violations, areas of deficiency, and corrective actions taken, and submitting them to the Compliance Committee, with copies to the General Manager.
d. Preparing an annual compliance plan and obtaining approval from the Compliance Committee.
e. Monitoring the compliance of all administrative levels within the Bank with regulatory requirements, applicable legislation, and international standards, including the recommendations of the Financial Action Task Force (FATF).

5- Financial Reporting:

The Bank's executive management is responsible for the following:

- Preparing financial reports in accordance with International Accounting Standards.
- Submitting these reports to the Board of Directors at each of its regular meetings.
- Publishing its financial statements on a quarterly basis.
- Providing shareholders with the full financial statements and business reports on an annual basis.

6- Code of Professional Conduct:

The Bank has a Code of Professional Conduct approved by the Board of Directors and circulated to all employees. Training programs are also conducted on these principles, and the Compliance Department is responsible for monitoring adherence to them.

Fourth Pillar: Relationship with Shareholders

The law guarantees each shareholder the right to vote at General Assembly meetings and to discuss the items on the agenda of both ordinary and extraordinary meetings. Shareholders also have the right to propose additional items to the agenda of the ordinary General Assembly, provided that such proposals are supported by shareholders representing at least 10% of the shares present at the meeting. To strengthen this relationship, the Board of Directors uses all appropriate means to encourage shareholders, particularly minority shareholders, to attend the annual General Assembly meeting and to vote either in person or by proxy in their absence. The Board also ensures that shareholders are provided with:

- A copy of the annual report sent to their mailing addresses
- The invitation to the General Assembly meeting and its agenda
- All relevant information and materials addressed to shareholders

In addition, each shareholder has the right to review the shareholders' register with respect to their holdings. The Board also ensures that dividends are distributed fairly among shareholders in proportion to their shareholdings.

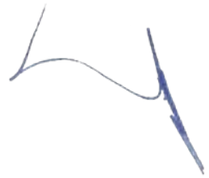
Fifth Pillar: Transparency and Disclosure

Corporate Governance at Bank of Jordan encompasses principles of integrity, honesty, objectivity, accountability for decisions taken by relevant parties, as well as transparency, disclosure, and openness toward the community. The Bank is committed to publicly disclosing all reliable information in a timely manner to enable users to accurately assess its financial position, performance, activities, risks, and risk management practices. Disclosure ensures the required level of transparency through the accuracy and completeness of both qualitative and quantitative information provided at the appropriate time.

Accordingly, the annual report includes disclosure of all required information to the relevant regulatory authorities, in addition to publishing the Bank's Corporate Governance Manual and the extent of compliance with it.

In line with the Instructions on Fair and Transparent Treatment of Customers No. (56/2012) dated 31/10/2010, a dedicated unit has been established to manage and handle customer complaints. This unit is staffed with qualified personnel, supported by appropriate systems, and equipped with all necessary channels to receive complaints, and it operates under the Compliance Department.

Shaker Tawfiq Fakhouri
Chairman of the Board



Corporate Governance Guide

Corporate Governance Guide

Subject	Page
Part I: Introduction	268
Definitions	268
Vision and Mission	270
Our Core Values	270
The Bank's Approach to Corporate Governance	270
Scope of Corporate Governance	271
Part II: Component One: Board of Directors and Committees	272
General Principles and Terms	272
Board of Directors Membership Requirements	272
Board of Directors Composition	273
Chairman of the Board of Directors	273
Responsibilities of the Board of Directors	274
Bank of Jordan Group	277
Board Committees	277
Audit Committee	278
Nomination and Remuneration Committee	280
Risk Management Committee	281
Governance and Corporate Strategy Committee	282
Executive Committee	283
IT Governance Committee	283
Compliance Committee	284
Board of Directors Meetings	284
Secretary of the Board of Directors	285
Conflict of Interest and Related Party Transactions	285
Part III: Component Two: Senior Executive Management	286
Suitability Conditions of Senior Executive Management	286
Appointment of the Bank CEO	287
Senior Executive Management Responsibilities	287
Part IV: Component Three: Planning and Policymaking	288
Part V: Component Four: Regulatory Environment	289
Internal Audit	289
External Audit	290
Risk Management	290
Compliance	291
Financial Reports	291
Professional Conduct	291
Part VI: Component Five: Investor Relations	292
Part VII: Component Six: Transparency and Disclosure	293
Part VIII: Component Seven: Guide Review and Development	294

Part I: Introduction

Our strategic vision for the Bank of Jordan, our strategic mission aligned with this vision, and our slogan "Tafawaq" (Excel) steering our journey, can only be achieved through sound governance. Governance must comply with the legislation governing the business of banks in Jordan, Central Bank instructions and international best practices. We have committed ourselves to be the leading bank in Jordan and in the markets where we operate. We excel in meeting the banking needs and expectations of all stakeholders, including shareholders, depositors, customers, employees of the bank, and all regulatory authorities. We continue developing and improving our services for them, building strong ties and exemplary relationships.

Bank of Jordan committed itself to working diligently to be the strongest and closest partner to its various stakeholders. It strives to always remain their bank of choice. The bank meets their needs and responds to their expectations by working with transparency and disclosure of all the rules of its banking components. Through a range of advanced financial and banking services and solutions, the bank provides stakeholders with added value that contributes to achieving their hopes and ambitions for a more successful future.

We uphold the rules of corporate governance, to work and deal transparently and fairly. With the spirit of a qualified and motivated team, we maximize the value of institutional work. We build upon it with a sophisticated vision, capable of exploring the future. We use institutional work mechanisms that depend on sensing and studying risk, sensing and modifying flaws, and constantly reviewing performance to achieve our accomplishments and aspirations.

The ceiling we have set for our banking work is very high. We are working to build solid relationships based on openness, transparency, accountability and constant communication with the relevant authorities, benefiting from the best international standards, and highly sophisticated and objective banking literature and knowledge.

The Board of Directors is committed to applying the requirements contained in the guide in accordance with the laws and legislative frameworks governing the bank's business. The bank will review, develop and amend this guide from time to time, and whenever necessary, to keep up with changes in its needs and expectations and changes in the banking market.

1. Definitions:

Corporate Governance	The system by which the bank is directed and managed, which aims to define and achieve the bank's corporate objectives. It is how the bank manages its operations securely, protects the interests of depositors, adheres to the due responsibility towards shareholders and other stakeholders, and regulates its compliance with the internal legislation and policies of the bank.
Suitability	Meet specific requirements related to honesty, integrity, reputation, competence and qualifications consistent with the requirements of this guide in persons nominated for membership of the Bank's Board of Directors and senior executive management.
Consultancy	The company whose occupant has a contract or agreement to provide temporary consulting services, or under an annual contract.
Board	Board of Directors
Stakeholders	Any party of interest in the bank, such as shareholders, employees, creditors, customers or relevant regulatory authorities.
Major Shareholder	A person who directly or indirectly owns (5%) or more of the bank's capital.

Independent Member	A member of the Bank's Board of Directors who is not a major shareholder, nor under their control, who has financial or banking qualifications or experience, and meets the following conditions: According to Article (5e) (Corporate Governance Instructions for Bank No. 2/2023 dated 14/2/2023). - To be a natural person - Has not been employed by the bank, or any of its subsidiaries, or hired as a consultant to the bank, or any of its subsidiaries, during the three years preceding his nomination. - Not related up to the second degree to any other member of the Board, or the boards of directors/ administrative boards of the bank's subsidiaries, or to a major shareholder of the bank. - Not related up to the second degree to any member of the bank's senior executive management (other than the CEO), or the senior executive management of any of the bank's subsidiaries - Not to be a partner or employee of the bank's external auditor, and not to have been a partner or employee during the three years preceding his nomination. - Not to be a major shareholder in the bank or an affiliate of a major shareholder in the bank, or his contribution combined with the contribution of an affiliate constitutes the sum of a major shareholder's contribution, or a major shareholder in any of the bank's subsidiaries, or a major shareholder in the Group that owns the bank. - Has not served as a member of the Board of Directors or Administrative Board of the bank or any of its subsidiaries, for more than eight years combined for the aforementioned memberships. If any member loses his independence pursuant to this clause, after the member undergoes a cooling-off period of at least (4) years, in the presence of sufficient justifications, the bank may apply to the Central Bank for a no-objection to consider him an independent member. - The person, his spouse, any of his first-degree relatives or any company of which he is a member of the board of directors, an owner or a major shareholder thereof, or a member of senior executive management thereof, shall not have obtained credit from the bank that exceeds (5%) of the bank's regulatory capital. Nor may he be a guarantor of credit from the bank whose value exceeds the same percentage. The Central Bank may consider some cases related to nominated persons who have memberships in public shareholding companies.
Senior Executive Management	Includes the Bank's CEO or Regional Director, Deputy Chief Executive Officer or Deputy Regional Manager, Assistant Chief Executive Officer or Assistant Regional Manager, Chief Financial Officer, Operations Manager, Facilities Manager, Treasury Manager (Investment), Director of Volume Management, Internal Audit Manager, Compliance Manager, in addition to any bank employee of the same position level with executive authority parallel to any of the powers of any of those mentioned, and/or is functionally directly related to the CEO.
External Auditor	Include the audit office, its partners, and members of the audit team.
Audit Office	The office through which the audit team practices its profession and is registered with the Companies Control Department at the Ministry of Industry, Trade and Supply as a civil company to practice the profession, in accordance with legislation.
Audit Partner	The authorized partner in the audit office is responsible for the audit function and for the report issued on behalf of the audit office. He has the experience, academic qualifications, and professional certification that qualify him to sign the audit report.
Audit Team	Team members who perform audit procedures under supervision of the Audit Partner. This does not include team members of additional services outside the scope of audit services.
Effective Interest	Control over at least (10%) of the capital of a legal person.
Control	The direct or indirect capacity to influence effectively the actions or decisions of another person.

2. Vision and Mission

2.1. Vision
To be a pioneering bank in Jordan and in all the markets in which we operate. A bank that excels in meeting the financial and banking needs and expectations of our customers; and continues to develop and improve customer services and forge strong relationships.

2.2. Mission
We work diligently to be the strongest and closest partner to our customers, so that we always remain their bank of choice. We meet their needs and respond to their expectations, through a range of advanced financial and banking services and solutions. We provide customers with added value that contributes to achieving their hopes and ambitions for a more successful future.

We treat and deal with transparency, fairness and team spirit, with a qualified and motivated team. We maximize the value of our organization and work together as a positive and effective model that contributes to the development and progress of society.

3. Our Core Values

3.1. Integrity
Execute all transactions impartially and objectively within the legal frameworks to achieve the bank's objectives.

3.2. Transparency
Exchange information and knowledge with full disclosure, and simplify procedures while maintaining the highest degree of professionalism.

3.3. Innovation
The ongoing pursuit of learning and support of useful innovations. Benefit from global expertise to innovate local pioneering solutions based on high-level expertise, while welcoming positive change.

3.4. Teamwork
Work as a team, in an institutional manner at all levels to achieve the bank's objectives efficiently and effectively.

3.5. Belonging
Deal with the highest level of loyalty towards the bank, its employees and customers.

3.6. Leadership
Develop talents and create leadership capabilities, to find effective business solutions, aimed at best meeting the needs of our customers.

3.7. Community Service
Achieve success in our business, and care for the wellbeing of our employees and the communities in which we operate. Through our culture, ideas and teamwork, we seek to reinforce our distinctive values in our engagement with members of our community.

4. The Bank's Approach to Corporate Governance
The bank is aware and recognizes the importance of corporate governance, as it strengthens the relationship between bank shareholders, the Board, executive management and stakeholders (depositors, customers and supervisory authorities). Moreover, good corporate governance enables the bank to contribute to the successful development of the Jordanian banking system, in addition to determining the direction and performance of the bank. On one hand, it reinforces the accountability of executive management by the Board, while on the other hand, it ensures the accountability of the Board by shareholders and stakeholders.

4.1. Concept of Governance
Governance is defined as the system through which institutions are managed and controlled. It is a set of relationships between the management of the institution, the Board, shareholders and stakeholders. It defines the mechanism through which the institution's objectives are defined, and how to monitor their achievement. Therefore, sound corporate governance is a way to improve and develop operational efficiency and build a better reputation, and presents a sound system of internal management and rule of law. In addition, governance is a tool to enhance transparency and accountability.

4.2. Basic Principles

Corporate governance is based on the following basic principles:

4.2.1. Fair Treatment

Fairness in the treatment of all stakeholders, especially shareholders, depositors, customers and employees of the bank, in addition to the regulatory authorities, until the entire Jordanian society.

4.2.2. Transparency

Disclosure of adequate information about the bank's activities, in a manner that enables stakeholders to evaluate the bank's position and financial performance, while adhering to the transparency and disclosure requirements of regulatory authorities. The bank discloses information through the optimal use of appropriate media, without placing the bank's strategic interests in any jeopardy.

4.2.3. Responsibility

The Board has a fiduciary responsibility towards shareholders, in the Board's role of protecting and enhancing shareholder value. Meanwhile, the Board plays a role in ensuring that the bank meets its obligations and responsibilities towards all stakeholders.

4.2.4. Accountability

The Board, through its responsibilities and powers, is held accountable by shareholders. The bank's executive management, through the responsibilities and powers explicitly delegated to it, is held accountable to the Board. The existence of a two-way accountability system leads to increased efficiency in performance.

4.2.5. Control

This is done by providing an effective internal monitoring and control system to achieve the bank's objectives, in terms of adequate reporting, compliance with laws, protection of the bank's assets and resources, and management of risks to which the bank may be exposed.

4.2.6. Ethical environment

The bank assumes its responsibility to uphold ethical and behavioral standards, to the Jordanian community and other relevant parties. The board is responsible for setting these standards at different administrative levels.

5. Scope of Corporate Governance

The purpose of corporate governance is to provide advanced governance systems, and fair and transparent practices, that ensure independent oversight of the bank's compliance with policies and risk reduction. Corporate governance aims to protect shareholders' and depositors' rights in line with the requirements of various regulatory authorities.

Accordingly, the corporate governance system is ruled by the following:

5.1. Legislation and instructions regulating the business of banks in Jordan, which are as follows:

- Companies Law and pursuant regulations.
- Banking Law, Regulations and Instructions.
- Jordan Securities Commission Law and instructions.
- Amman Financial Market Law and Regulations.
- Corporate Governance Instructions No. (2/2023) dated 14/2/2023, issued by the Central Bank of Jordan.
- Jordan Commercial Law

5.2. International Financial Reporting Standards (IFRS).

The bank remains open to suggestions, and to benefitting from developments in this field in all aspects of its work.

Accordingly, the bank decided to address the issue of corporate governance in the guide within components and parts.

Part II: Component One (Board of Directors and Committees)

1. General Principles and Terms:

- The Board is responsible for the protection and development of shareholders' rights on the long term. In order to carry out this role, the Board is fully responsible for corporate governance. This includes the bank's strategic direction, defining the overall objectives of the executive management and overseeing the achievement of these objectives.
- The Board assumes all responsibilities related to the bank's operations and financial soundness, ensuring that the requirements of the Central Bank of Jordan and the interests of shareholders, depositors, creditors, employees and other stakeholders are met. The Board is also responsible to ensure that the bank's management is carried out in a prudent manner, in accordance with laws and instructions, the bank's internal policies.
- The Board reinforces that each Board member upholds the principle of commitment towards the bank and all its shareholders, not towards a specific shareholder.
- The Board draws the bank's strategic objectives, in addition to monitoring its executive management, which is responsible for running daily operations. The Board approves the internal monitoring and control systems, and ensures their effectiveness. The Board oversees the bank's compliance with the strategic plan, policies and procedures approved or required by the laws and instructions, in addition to ensuring that all the Bank's risks have been properly managed.
- The members of the Board and its committees can communicate directly with the executive management and the Secretary of the Board, and facilitate their performance of entrusted tasks. They may not influence the decisions of senior executive management, except through deliberations that take place in the meetings of the Board or its committees.
- If a Board member is a representative of the government, a public official institution or a public legal person, and the member could not attend for reasons beyond his control, such as sickness or being out of the country, the entity represented by the member may appoint a replacement representative. The bank must be informed within a sufficient period through coordination with the Secretary of the Board, to obtain the prior no-objection of the Central Bank of Jordan.
- We emphasize the necessity for none of the members of the Board to influence the decisions of the Board or its committees.
- The Central Bank shall have the right to:
- Appoint a third party to evaluate the bank's governance at the bank's expense.
- Invite members of the Audit Committee, the Director of Internal Audit, members of the Compliance Committee or the Director of Compliance Department to discuss any matters related to their work.
- Summon any candidate for a senior executive management position, for a personal interview before appointment. It is also entitled to summon any nominated member of the Board for an interview if deemed necessary.
- To designate a higher number of independent members in the composition of the Board when it deems necessary.
- To consider any member as non-independent according to certain facts, despite the application of all membership conditions contained in the guide.
- Object to the nomination of any person for membership of the Bank's Board, if he was found not to meet any membership conditions mentioned in the guide.
- Meet with the bank's auditor and, if necessary, coordinate with him to review work documents related to the bank's audit.

2. Board of Directors Membership Requirements:

Persons in the position of Chairman and members of the Board must meet the following membership requirements (suitability):

Although managing the daily business is the responsibility of senior executive management, however, the Board is responsible for drawing up strategic policies to achieve the goals and objectives that achieve the interest of the Bank, and its shareholders and customers, in accordance with respective laws and instructions. Thus, the Bank has decided that each member of the Board should have the qualifications and experience that are required by laws and regulations, and/or any amendments to those laws that require such qualifications and experience:

- Holds no less than five thousand bank shares throughout the term of his membership.
- Not convicted of a crime or any misdemeanor in a moral crime such as bribery, embezzlement, theft, forgery, abuse of trust, false testimony, perjury or any other crime that violates public morality, or he must be without civil capacity or bankruptcy unless rehabilitated.
- Is at least twenty-five years old.
- Not a member of the board of directors of any other bank in Jordan, nor its Chief Executive Officer, regional manager or employee therein, unless the other bank is affiliated with the bank.
- Not a lawyer, legal advisor or auditor in the bank.
- Not an advisor to any other bank inside Jordan.
- Not related in any way, including kinship up to the third degree, with the Bank's CEO, and to the first degree with any other member of the senior executive management.
- Holds a university bachelor's degree as a minimum, in economics, finance, accounting, business administration or a similar discipline. The Nomination and Remuneration Committee may consider adding other specializations if combined with bank-related experience.
- Not an employee in government or an official public institution, unless he is its representative.

- Not a member of the boards of directors of more than five public shareholding companies in Jordan, in his personal capacity, or as a representative of a legal person.
- To have experience in the field of banking, finance or similar fields no less than five years.
- Obtain prior no-objection from the Central Bank on any Board member's nomination, or assignment of a representative for a legal member of the Board.
- The bank is obliged to inform the Central Bank of any material information that affects the suitability of any Board members, and the suitability of a legal person's representative.

3. Board of Directors Composition:

The composition of the Board is governed by the following rules:

3.1. The number of members of the Board will be (11) members, elected by the General Assembly of Bank of Jordan, in accordance with legislation.

3.2. The membership term of Board members is four years.

3.3. The Chairman and Vice-Chairman of the Board are chosen by the Board at its first meeting.

3.4. The Chairman or Board member may not combine his position with any executive position, or any position under which he participates in the daily operation of the bank, or an advisory position in the bank.

3.5. The bank shall ensure that there are diverse and complementary skills and expertise among Board members, so that they provide a wide range of insights and perspectives, that suit the size of the bank or banking group, and the nature of its activity and strategy.

3.6. Female representation must be taken into account in the Board and senior executive management.

3.7. There shall be no less than four independent members on the Board.

The Board may raise the issue of increasing the members of the Board to the General Assembly of Shareholders, if there are due justifications and circumstances.

The Board may appoint a consultant, if deemed necessary, and with clear and specific justification. This must be within a scope of duties consistent with the nature of the consultant's work, and not include supervisory or executive responsibilities in any way. It must be done within a specific timeframe, without obstructing the Board supervisory task of the bank's work, to be consistent with the duties contained in legislation, including the Banking Law, provided that the Central Bank's non-objection to this appointment is obtained.

4. Chairman of the Board of Directors:

4.1. Chairman of the Board (Chairman) and the CEO positions must be distinctly separate.

4.2. Chairman of the Board shall not be related to the CEO, up to the third degree.

4.3. Duties and responsibilities of the Chairman of the Board shall be assigned under written instructions approved by the Board. They shall not conflict with the laws and instructions governing the bank's business.

4.4. Duties of the Chairman of the Board:

- Fulfill the Board members' needs for ongoing learning and development. Make sure that new members attend an Orientation Program that takes into account their banking experience. The program shall contain, at a minimum, the following topics:
  - Bank's organizational structure, corporate governance, charter, code of conduct.
  - Corporate objectives, the bank's strategic plan and approved policies.
  - Bank's financial status.
  - Bank's risk structure and risk management framework.
- Invite the Central Bank to attend the meetings of the General Assembly in due time, to nominate a representative.
- Provide the Central Bank with the General Assembly's minutes of meeting (MoM), no more than five days after the date of approval of the Controller General of Companies, or his representative on the MoM.
- Ensure that the Central Bank is informed of any material information that may adversely affect the suitability of a Board member, or that of a legal person's representative.
- Inform the Central Bank of any material information that may adversely affect the suitability of a member of senior executive management.
- Any other tasks assigned to him by the Board, not conflicting with the laws and instructions governing the bank's business.
- Establish a constructive relationship between the Board and the bank's executive management.
- During Board meetings, create a culture that fosters constructive criticism, open discussions and voting on issues where there are differing perspectives among members.
- Ensure that Board members and shareholders receive sufficient information in a timely manner.
- Ensure that the Bank upholds high corporate governance standards.

- Make sure that all Board members receive and sign previous meeting's MoM, and receive the meeting agenda in due time prior to the Board meeting, by the Board's Secretary. The meeting agenda shall include sufficient information about the topics that will be discussed during the meeting.
- Ensure that there is a charter that describes and organizes the work of the Board.
- Discuss key strategic issues extensively during Board meetings.
- Ensure that each Board member is provided, upon election, with the relevant banking laws, and the Central Bank instructions related to the Board's functions. In addition, each member is given a handbook explaining the rights, responsibilities and duties of Board members, as well as the tasks and duties of the Board's Secretary.
- Ensure that each Board member is provided with sufficient information about the bank's business upon appointment and upon request.
- With the assistance of the Bank's Legal Counsel / Director of the Legal Department and the Bank's Secretary, inform new Board members of the Board's tasks, particularly the legal and regulatory requirements to clarify the tasks, authorities and other matters related to the Board membership. These include the membership term, meeting schedules, duties of the Board committees, remuneration, and the possibility of obtaining independent and specialized technical advice when necessary.

The position of Chairman of the Board, in addition to the conditions that must be met, shall take into account the following conditions for those who are members of the Board:

1. Shall be at least twenty-five years of age.
2. Shall not be a member of the board of directors of any other bank within the Kingdom, a general manager, a regional manager, or an employee thereof, unless the other bank is affiliated with the Bank.
3. Shall not be a lawyer, legal advisor, or auditor of the Bank, or an advisor to any other bank within the Kingdom.
4. Shall hold a bachelor's degree at minimum in economics, finance, accounting, business administration, or any similar discipline.The Nomination and Remuneration Committee may consider other disciplines (including law and information technology) if combined with sufficient experience related to banking activities or associated activities in accordance with paragraph (4/d) of these instructions.
5. Shall not be an employee of the government or any official public institution unless he is a representative of the same.
6. Shall have at least five years of experience in banking, finance, economics, or other fields relevant to banking-related activities.
7. Shall not have any relationship, including kinship up to the third degree, with the General Manager of the Bank, or kinship of the first degree with any other member of the senior executive management team.

5. Responsibilities of the Board of Directors:

5.1. Supervise senior executive management and follow-up on its performance, and ensure the soundness of the bank's financial condition and solvency. It shall adopt appropriate policies and procedures to oversee and monitor the performance of the bank.

5.2. Define the strategic objectives of the bank, direct senior executive management to prepare a strategy to achieve these objectives, and adopt this strategy with its congruent action plans.

5.3. Ensure that comprehensive policies, plans and procedures are developed for all bank activities, and they meet the relevant legislation. Make sure that they have been circulated at all administrative levels and are reviewed regularly.

5.4. Define the bank's corporate values and draw clear lines of responsibility and accountability for all the bank's activities. In addition, it shall establish a culture among the bank's executives of high ethical standards, integrity and professional conduct.

5.5. The Board shall assume responsibility for the integrity of all bank operations, including its financial position, and for the fulfillment of the requirements of the Central Bank and other regulatory bodies in relation to its business. It shall take care of stakeholders' interests and ensure that the bank is managed in accordance with its internal policies and regulations, and that the bank's activities, including those outsourced, are effectively supervised continuously.

5.6. Appoint, dismiss and accept the resignations of the CEO, the Director of Audit, the Director of Risk Management and the Compliance Officer, based on the recommendation of the relevant committee. The Central Bank may summon any bank executive to verify the reasons for resignation or termination of services.

5.7. The Board shall determine the banking operations that require its approval. However, in doing so, it shall seek to limit the scope of operations so as to maintain its supervisory role. The Board shall not grant executive powers, including the power to extend credit, to an individual Board member, including the Chairman.

5.8. Approve and annually review the bank's internal monitoring and control systems. Make sure that the internal and external auditors review the structure of these systems at least once a year. The Board shall include the bank's annual report to confirm the adequacy of these systems.

5.9. Ensure the independence of the external auditor at all times.

5.10. Approve and oversee the implementation of a risk management strategy, that identifies the acceptable risk appetite levels, and ensures that the bank not exposed to high risks. The Board shall be aware of the bank's operating environment and associated risks. It shall make sure that the bank has risk management tools and infrastructure in place, capable of identifying, measuring, controlling and monitoring all types of risks faced by the bank.

5.11. Ensure that there are adequate and reliable Management Information Systems (MIS) in place, covering all the bank's activities.

5.12. Ensure that the bank's credit policy measures the quality of corporate governance for customers from public shareholding companies, so that customer risks are assessed for strengths and weaknesses based on their corporate governance practices.

5.13. The Board shall develop a policy for the bank's responsibility towards environmental conservation and social protection (Environmental and Social Policy), which shall be disclosed in the bank annual report and/or within the sustainability report, along with the initiatives pursued, which shall include at a minimum:
- Social initiatives in environmental conservation, health and education.
- Social initiatives to fight poverty and unemployment.
- Promote financing to SMEs.
- Participate in initiatives that add economic value to the community.

5.14. The Board shall take adequate measures to ensure a clear separation of powers between major shareholders and the executive management, to strengthen sound corporate governance. It must develop appropriate mechanisms to limit the influence of major shareholders, and the senior executive management must derive its authority from the Board. For example, but not limited to:
- None of the shareholders who have an influential interest may hold a position in the bank's senior executive management.
- Senior executive management shall derive its authority solely from the Board, and work within the framework of authorities granted to it by the Board.

5.15. Approve the overall organizational structure of the bank. Note that the approval of the structure that displays the administrative hierarchy is the task of the executive management, as stipulated in Article 9D (Corporate Governance Instructions for Bank No. 2/2023 dated 14/2/2023)

5.16. The board of directors of a bank operating within a banking group shall abide by the following:
- Approve the strategies and policies of the group and its subsidiaries and approve the administrative structures of these companies. Approve the corporate governance guide at the group level in a manner consistent with these instructions, to be applied to the entire group. Ensure that the subsidiaries' policies are in line with these instructions, taking into account the instructions of the central banks or regulatory authorities of the countries in which the subsidiaries are located.
- Being privy to the structure of the group, especially those with complex structures; by knowing the links and relationships between units and parent companies. Awareness of the adequacy of corporate governance within the group, and alignment with the corporate governance strategies and policies of the parent company, as well as the instructions issued by the Central Bank or other relevant regulatory authorities at a later stage. In the event of a conflict, the prior approval of the Central Bank must be taken to address this.

5.17. Adopt clear boundaries of responsibility, accountability and commitment at all levels, and adhere to them at all administrative bank levels.

5.18. Approve the Internal Audit Charter, outlining the tasks, authorities and responsibilities of the Audit Department and circulate it within the bank based on the recommendation of the Audit Committee.

5.19. Verify that the Internal Audit Department is subject to the direct supervision of the Audit Committee, and that it submits its reports directly to the Chairman of the Audit Committee and a copy thereof to the CEO.

5.20. Ensure and reinforce the independence of internal auditors, providing them an appropriate position in the bank's career ladder. Ensure that they are qualified to carry out their duties, including the right to access all records and information, and contact any employee within the bank, so that they can perform the tasks entrusted to them and prepare reports without any external interference.

5.21. Ensure that the risk department conducts stress tests periodically to measure the bank's ability to withstand shocks and confront high risks; approve the assumptions and scenarios used, discuss the results of the tests, and approve the measures to be taken based on these results.

5.22. Approve an internal evaluation methodology for the bank's capital adequacy. This methodology shall be comprehensive, effective and capable of identifying all the risks that the bank may face. It also takes into account the bank's strategic and capital plans. Upon the recommendation of the Risk Committee. This methodology shall be reviewed annually, verifying its application, and ensuring that the bank maintains sufficient capital to mitigate the risks it may face.

5.23. Prior to approving any expansion of the bank's activities, the Board shall consider the risks incurred by the bank, and the capabilities and qualifications of the Risk Management employees.

5.24. Ensure the independence of the bank's Risk Management Department by reporting to the Risk Management Committee, and granting the department the necessary powers to enable it to obtain information from other departments and cooperate with other committees to carry out its tasks.

5.25. Approve the Bank Risk Appetite document, upon the recommendation of the Risk Committee.

5.26. Ensure that the Compliance Department is independent; that it is always provided with an adequate number of trained staff; and approve its tasks and responsibilities.

5.27. Approve a policy ensuring the bank's compliance with all relevant laws and regulations; revise said policy annually and ensure its implementation thereof.

5.28. Approve a policy that governs conflicts of interest in all its forms, including those arising from the bank's association with companies within the banking group. Adopt the necessary procedures to ensure the sufficiency of internal controls and oversight, to monitor compliance with this policy and prevent violations thereof.

5.29. Approve the suitability policy of the members of the Board, and review it annually as needed. The policy includes the minimum standards, requirements and conditions that must be met by the nominated and appointed member, and setting adequate procedures and systems to ensure that all members achieve and continue to meet the suitability criteria.

5.30. Approve the suitability policy of the members of senior executive management, and review it from time to time. The policy includes the minimum standards, requirements and conditions that must be met by a member of senior executive management, and setting adequate procedures and systems to ensure that all members achieve and continue to meet the suitability criteria. The bank must provide the Central Bank with a copy of the said policy.

5.31. Approve and annually review the succession plans of the bank's senior executive management.

5.32. The Board will adopt a system to measure the performance of the bank's executives who are not members of the Board nor the CEO by setting key performance indicators (KPIs) that vary according to the nature of the department's work and measure progress towards achieving their goals. The system shall include the following, as a minimum:
- Give appropriate weighting to measure compliance performance with the frameworks set by the Risk Management and Compliance Departments, and the application of internal controls and regulatory requirements.
- Performance measurement shall not rely solely on total income or profit, i.e. the need to take into account other elements to measure the performance of executives, such as risks associated with core operations; the achievement of each department's annual goals and plans; and customer satisfaction where applicable.

5.33. The Board shall establish procedures for determining the remuneration of its members, based on the evaluation system it has approved.

5.34. The Board shall take the necessary measures to enhance the effectiveness of internal audit by:
- Giving the necessary importance to the audit process and consolidating it in the bank.
- Follow-up on the correction of audit observations.

5.35. The Board is responsible for the fulfillment of the requirements of the Central Bank and other regulatory bodies in relation to its business. It shall take care of stakeholders' interests and ensure that the bank is managed in accordance with its internal policies and regulations, and that the bank's activities, including those outsourced, are effectively supervised continuously.

5.36. When risk tolerance levels are surpassed, the Board shall verify that these infringements are addressed, and hold concerned senior executive management accountable.

5.37. All members, whether in the role of Chairman or member of the Board, must sign a declaration as per Form No. 1 of the instructions. The declaration shall be kept at the bank, and a copy thereof shall be sent to the Central Bank, attached with the member's CV, academic and experience certificates, non-conviction certificate, and a copy of the civil status card (passport for non-Jordanians).

5.38. The Board shall take due diligence measures at the bank in any of the matters related to the bank's business, and base decisions on sound principles, in order to ensure that its duties and responsibilities are carried out with the highest levels of professionalism.

5.39. Each Board member shall:
- Be familiar with the applicable laws, regulations and principles pertaining to the banking business, and the bank's operational environment, and keeping abreast of developments therein, as well as external developments related to its business, including requirements for appointment in senior executive management positions.
- Attend board and committee meetings as required, as well as the General Assembly meetings.
- Not to disclose the bank's confidential information or use such information for their own benefit or for the benefit of others.
- Give priority to the bank's interest in all dealings with any other company in which they have a personal interest; avoid exploiting the bank's business opportunities for their own benefit. Conflict of interest must be avoided. If it may arise, the conflict of interest must be disclosed to the Board in detail, and the member must make sure not to attend or participate in the decisions made at the meeting in which such said subject may arise. Such disclosure shall be recorded in the Board MoM.
- Devote sufficient time to carry out his duties as a board member. The Nomination and Remuneration Committee shall determine a clear methodology to verify this, including (for example) the extent to which he is associated with other boards

of directors/bodies/forums etc.

5.40. The Board shall ensure that there is a system for evaluating its work and that of its committees and members, which shall include, at a minimum, the following:
- KPIs that may be extracted from strategic plans and objectives to be used to measure the performance of the Board and its committees.
- Communication between the Board and shareholders, and the regularity of this communication.
- Periodic meetings between the Board and senior executive management.
- Attendance and effective participation of the member in Board and committee meetings, in comparison with the performance of other members. Feedback is also collected from the concerned member to improve the evaluation process.
- The extent to which the member develops his knowledge in the banking business through his participation in training programs.

5.41. Ensure that the financial reward policy shall comprise the following components:
- To be prepared to attract and retain executives that have the necessary competencies, skills and expertise, in addition to motivating them and improving their performance.
- Be designed to ensure that they are not used in a way that affects the solvency and reputation of the bank.
- Takes into account risks, liquidity and profit status and timing.
- The bonus award component should not only be based on the performance of the current year, it shall also consider performance in the medium and long term (3-5) years.
- To express the bank's objectives, values and strategy.
- Defines in what form remuneration shall be provided, whether as fees, salaries, allowances, bonuses, stock options or any other benefits.
- It includes the possibility of postponing the payment of a reasonable fraction of remuneration. The percentage and period of postponement are determined based on the nature, risks and activities of the work of the executive.
- Financial rewards may not be granted to executives of supervisory departments (Risk Management, Audit, Compliance, etc.) based on the results of the work of the departments they monitor.

5.42. Notify the Central Bank of Jordan at least thirty days prior to date of the General Assembly meeting of the Bank's desire to nominate the external auditors for election or reelection by the General Assembly.

6. Bank of Jordan Group:

The Board of Directors of Bank of Jordan is responsible for approving the strategies and policies of the Group and its subsidiaries, approving the management structures of these companies, and verifying the existence of adequate governance standards for the group. It must ensure that there are appropriate governance policies and mechanisms for the structure, activity and risks of the group and its entity, and evaluate these policies periodically (annually) to suit the geographical expansion. It must ensure that each subsidiary complies with the requirements of the bank's corporate governance and amends them in accordance with the laws governing the company's business. In the event of a conflict between these instructions and instructions of the regulatory authorities in the countries where these companies are located, the Board of Bank of Jordan must be notified in order to obtain the approval of the Central Bank of Jordan to address this.

7. Board Committees:

The Board has the authority to delegate some of its duties and responsibilities to committees formed from the Board. This raises the Board's effectiveness by making use of members' specific skills in supervising important issues such as auditing, risk, etc., in accordance with the laws and instructions governing the bank's business. However, the presence of these committees and delegation of authorities, does not exempt the Board from bearing direct responsibility for all the bank's matters.

Committees shall convene separately and submit periodic reports to the Board. Committees are formed by a Board resolution and a charter is adopted for each committee, which includes the following as a minimum:
- Objectives for committee formation.
- Competence of the committee.
- Names of the committee members.
- Committee tasks.
- Regularity of the meeting/ committee duration.
- Quorum for the committee meeting.
- Reports to be submitted.
- Designate a secretary for each committee and define his duties, including recording all deliberations, proposals, objections and reservations, and the proper voting method on the committee's draft resolutions.

It is prohibited for any member of the Board to be the Chairman of more than one of the committees "(Audit / Governance and Corporate Strategies/Risks/Nomination and Remuneration/Compliance Committee) and is prohibited from being the Chairman of more than two committees of all Board committees. Furthermore, it is prohibited to delegate any of the stipulated authorities of any of the Board committees to any other authority. It is also prohibited to form a committee with any executive authorities except the Facilities Committee.

The following are the committees formed from the Board, in accordance with the relevant corporate governance instructions issued by the Central Bank. The Board may form other specialized committees when needed to deal with specific data, taking into account to disclose the names of the committee members, and a summary of the committees' tasks and responsibilities in the bank's annual report:

7.1. Audit Committee

7.1.1. Composition of the Committee:

Subject to the provisions of the Banking Law and based on the corporate governance instructions of banks, the Audit Committee shall be composed to include three Board members.The majority of the committee members, including the Committee Chairman, must be independent members, The Committee Chairman must not serve as the chairman of any other committee emanating from the Board, and the committee must not include the Chairman of the Board among its members. The committee may not include the Chairman of the Board. All committee members must possess academic qualifications and appropriate practical experience in accounting, finance or any of the specializations or similar fields related to the bank's business. The Committee Chairman shall not be the Chairman of the Board or the chairman of any other Board committee.

The Board approves to grant the Audit Committee the authority to obtain any information from the executive management, in addition to the right to summon any executive officer or member of the Board to attend its meetings.

7.1.2. Tasks of the Committee:

The committee's responsibilities shall include:

7.1.2.1. Review amendments to accounting policies and apply compliance with international accounting standards and principles.

7.1.2.2. Review the bank's internal control systems.

7.1.2.3. Review accounting matters that have significant impact on the bank's financial statements.

7.1.2.4. Monitor the scope, comprehensiveness, adequacy and outcomes of the bank's internal audit.

7.1.2.5. Monitor the scope, comprehensiveness, adequacy, outcomes and objectivity of the external auditor performing an audit of the bank's business.

7.1.2.6. Verify the rotation of audit the bank's various activities among internal audit employees every three years at the most. No executive tasks shall be assigned to internal audit personnel. In the event of an inability to achieve this in certain areas, the committee's approval is taken on the justifications for non-compliance, especially in specialized cases such as information technology and cybersecurity audits.

7.1.2.7. Ensure the accuracy, integrity and compliance of accounting and control procedures.

7.1.2.8. Ensure that the Internal Audit Department follows up on violations and observations contained in the reports of the regulatory authority and the external auditor. Make sure that that they are addressed, and that appropriate controls are in place in executive management to prevent their recurrence.

7.1.2.9. Review the financial reports and statements before presenting them to the Board, especially those related to the instructions of the Central Bank (adequacy of bad debt reserve).

7.1.2.10. Approve the audit plan prepared by the Internal Audit Department, provided that it contains the bank's activities, including the activities of other control departments, and outsourced activities, based on their degree of risk.

7.1.2.11. Study and approve any matter submitted to the committee by the bank's Board, or any matter that the committee deems necessary to discuss or express an opinion on.

7.1.2.12. Regularly meet with the external auditor, the Internal Audit Manager, and the Compliance Manager, at least once per year without the attendance of any member of the senior executive management.

7.1.2.13. Ensure that public policies are in place to ensure compliance with official laws and instructions.

7.1.2.14. Ensure that there is a general framework of professional conduct in the bank.

7.1.2.15. Ensure the existence of an integrated general framework for internal control and work to develop it as soon as needed.

7.1.2.16. Review reports on breaches (non-compliance with laws, regulations and instructions, anti-trust) and develop procedures to avoid them.

7.1.2.17. Recommending to the Board the appointment, termination, remuneration, and evaluation of the objectivity of the external auditor as well as his independence, taking into account any other work assigned to him outside the scope of the audit.

7.1.2.18. Ensure that no conflict of interest may arise as a result of the bank's execution of deals, contracts or projects with related parties.

7.1.2.19. Review the dealings of related parties with the bank and present recommendations to the Board prior to concluding them.

7.1.2.20. Verify the availability of qualified personnel in the Internal Audit Department, and let them undergo specialized training

programs, including in corporate governance.

7.1.2.21. Ensure the Audit Department reviews compliance with the Corporate Governance Guide annually.

7.1.2.22. Ensure the Audit Department reviews the validity and comprehensiveness of stress testing in accordance with the methodology approved by the Board.

7.1.2.23. Ensure the Audit Department reviews the accuracy of the procedures followed for the bank's Internal Capital Adequacy Assessment (ICAAP) process.

7.1.2.24. Review quarterly reports on the effectiveness of internal control in all the bank's activities.

7.1.2.25. Approve the review process of the Internal Audit Charter and procedures.

7.1.2.26. Evaluate the performance of the Director of the Internal Audit Department, and determine his remuneration, in line with the performance appraisal policy approved by the Board.

7.1.2.27. Direct supervision of the Audit Department with regard to the approval of raises and bonuses, and any adjustments to the salary scale.

7.1.2.28. Review and monitor the procedures enabling any employee to confidentially report any error in financial reports or any other matters. It shall also ensure that there are arrangements for independent investigation in place and follow up on the results of such investigation and address them objectively.

7.1.2.29. Verify the independence of the external auditor on an annual basis.

7.1.2.30. Ensure that the Internal Audit Department conducts an audit at least once a year to ensure that all the bank's dealings with related parties have been carried out in accordance with the applicable laws and regulations, the bank's internal policies and approved procedures. It should study the recommendations of the Audit Department in this regard. The Audit Committee shall notify the Central Bank immediately of any violations to applicable laws and internal policies thereof.

7.1.2.31. Any other task assigned to the committee by the Board, that does not conflict with the applicable laws and regulations of the bank's business.

7.1.2.32. Verify that the Internal Audit Department is abiding by the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors, including performing an independent external assessment of the internal audit practice at least once every 5 years, and provide a copy thereof to the Central Bank.

7.1.2.33. The committee shall approve the Internal Audit Charter prepared by the Internal Audit Department. Charter must include the tasks, authorities and methodology of the Internal Audit Department, and recommend its approval by the Board.

7.1.2.34. Ensure that the Internal Audit Department verifies that necessary procedures are in place to receive, address and maintain the bank's customer complaints; observations related to the accounting system; internal control; and audits; and submit periodic reports thereon.

7.1.2.35. Ensure that the Internal Audit Department keeps audit reports and work documents, for a period determined by the relevant legislation, in an orderly and secure manner. Documents must be ready for viewing by regulatory authorities and the external auditor.

7.1.2.36. Ensure that all the bank's activities, including those outsourced, are audited – in accordance with the risk-based approach.

7.1.2.37. Ensure regular rotation of the external auditor every seven years at the most, provided that the external auditor is not changed during the contract period, except after obtaining the approval of the Central Bank and based on fundamental reasons.

7.1.2.38. The Audit Committee shall verify the independence of the external auditor during the contracted period, at all times, in a manner that ensures that there is no conflict of interest between the bank and the external auditor. The Board shall confirm this, and verify that the external auditor's contract terms include the following, as a minimum:

- The external auditor may not be a member of the bank's Board or the Board of Directors/Administrative Board of any of the bank's subsidiaries.
- During the audit assignment, the external auditor may not work permanently in any technical, administrative or advisory work for the bank or any of its subsidiaries.
- The external auditor may not be a partner of any member of the Board/Administrative Board senior executive management of the bank or any of its subsidiaries.
- There shall be no relationship up to the second degree between the Responsible Partner or any member of the audit team with any member of the Board, Administrative Board or senior executive management of the bank or any of its subsidiaries.
- The external auditor may not own, trade or speculate in the shares of the bank or any of its subsidiaries, whether directly or indirectly.
- The external auditor may not combine the audit of the bank's accounts with any additional services outside the scope of the audit services assigned to the audit office.

7.1.2.39. The Audit Committee shall verify the qualifications and effectiveness of the external auditor and ensure that the letter of engagement clearly includes the scope of the audit, fees, contract period and any other conditions in proportion to the nature of the bank, the size of its business, the complexity of its operations and its risks.

In general, the responsibility of the Audit Committee does not replace the responsibilities of the Board or the senior executive management with regard to monitoring the adequacy of its control and internal monitoring systems.

The Audit Committee's work may not be merged with the work of any other committee.

7.2. Nomination and Remuneration Committee

7.2.1. Composition of the Committee:

The Nomination and Remuneration Committee shall consist of at least three members, with the majority of the members of the committee, including the Committee Chairman, being independent members.

7.2.2. Tasks of the Committee:

The committee shall be entrusted with the following tasks, in a manner that does not contravene with the applicable laws and regulations pertaining to the election of Board members:

7.2.2.1. Verify the suitability of Board members to the conditions of membership included in Clause (2) of the first component (Board of Directors), in addition to the terms of the suitability policy of Board members, periodically upon election/appointment/on an annual basis. Evaluate and identify the persons qualified for Board membership, while considering the capabilities and qualifications of the nominated persons. In the event of a member being re-nominated, the number of times he attends, and the effectiveness of his participation in Board meetings is also taken into consideration.

7.2.2.2. Notify any person (including the representative of the legal person) applying to run for membership of the Board in writing, of the Board's decision containing the non-applicability.

7.2.2.3. Obtain the Central Bank's non-objection to the nomination of any Board member before the date of the Bank General Assembly meeting, for a sufficient period of not less than one month, and informing those who wish to run of the need for the Central Bank's nomination.

7.2.2.4. Determine the requirements necessary to ensure the independence of the member and verify this on an annual basis, upon appointment, or when any developments arise that require it. It shall include the following conditions as a minimum:

- To be a natural person
- Not have been employed at the bank or any of its subsidiaries, or been hired as a consultant to the bank or any of its subsidiaries, during the three years preceding his nomination.
- Not related to the second degree to a member of the bank's Board, or Boards of Directors/Administrative Board of the bank's subsidiaries or to a major shareholder of the bank.
- Not related to the second degree to a member of senior executive management of the bank (other than the CEO) or any of its subsidiaries.
- Not be a partner or employee of the bank's external auditor, and not to have been a partner or employee during the three years preceding his nomination.
- Not be a major shareholder, or an affiliate of a major shareholder in the bank. Nor may his contribution, combined with the affiliate's contribution amount to that of a major shareholder in the bank, its subsidiaries, or the Group.
- Has not served as a member of the Board of Directors or Administrative Board of the bank or any of its subsidiaries, for more than eight years combined for the aforementioned memberships. If any member loses his independence pursuant to this clause, after the member undergoes a cooling-off period of at least (4) years, in the presence of sufficient justifications, the bank may apply to the Central Bank for a no-objection to consider him an independent member.
- The person, his spouse, any of his first-degree relatives or any company of which he is a member of the board of directors, an owner or a major shareholder thereof, or a member of senior executive management thereof, shall not have obtained credit from the bank that exceeds (5%) of the bank's regulatory capital. Nor may he be a guarantor of credit from the bank whose value exceeds the same percentage. The Central Bank may consider some cases related to nominated persons who have memberships in public shareholding companies.

7.2.2.5. Verify the suitability of members of senior executive management to the membership conditions included in Clause (1) Suitability conditions of membership, from the second component (Senior Executive Management) in addition to the Policy of Suitability Conditions for Members of Senior Executive Management.

7.2.2.6. Evaluate candidates for senior executive management positions, and nominate those qualified to join the executive management to the Board.

7.2.2.7. Develop an evaluation system for the work of the Board, committees and members, which includes the following, as a minimum:

- Determine the role of the Board in achieving the objectives in a measurable manner.
- Identify the key performance indicators of the Chairman (KPIs) that can be extracted from the strategic plans and objectives and use them to measure the performance of the Board.
- Communication between the Board and shareholders, and communication regularity.
- Periodic meetings of the Board with the senior executive management.
- The role and effective participation of the member in Board and committee meetings.
- Compare the performance of the member with that of other members.
- Obtain the member's feedback, to improve the evaluation process.
- Ensure that Board members attend workshops or seminars on banking topics, including corporate governance, risk management,

and the latest developments in banking.

7.2.2.8. Develop a system for evaluating the CEO's performance on an annual basis, and approve it by the Board. KPIs shall be developed, and the performance evaluation criteria for the CEO shall include, at the least, both the financial and administrative performance of the bank compared to the magnitude of risk, and the extent to which it achieves the bank's medium- and long-term plans and strategies. Weights are set for each item of evaluation, and the committee shall inform the Central Bank of the evaluation's outcomes.

7.2.2.9. Recommend remuneration (monthly salary and other benefits) to the Bank CEO.

7.2.2.10. Ensure that the summary of the bank's remuneration policy is disclosed in the bank's annual report, specifically the remuneration of the Board members separately and the highest salaries paid during the year to the senior executive management of non-Board members.

7.2.2.11. Ensure to meet the bank's needs for qualifications and expertise in senior executive management.

7.2.2.12. Approve and ensure the application of the bank's HR and training policies.

7.2.2.13. Develop a performance evaluation and financial reward policy for the bank's executives. The policy, which is annually reviewed, shall include the mechanism for determining salaries, bonuses and privileges of the CEO and executive managers. The committee may not delegate this task to executive management, and shall obtain the Board's approval on the policy.

7.2.2.14. Ensure that there is a succession plan for senior executive management.

7.2.2.15. Provide background information and summaries on some important topics concerning the bank to Board members, upon request, and ensure that they are constantly informed of the latest topics related to banking.

7.2.2.16. Ensure that Board members attend workshops or seminars on banking topics, especially risk management, corporate governance and the latest banking developments.

7.2.2.17. Approve the annual raises and remuneration of the bank's executives.

7.2.2.18. Approve the basis and data of performance evaluation and outcomes for senior executive managers.

7.2.2.19. Approve job evaluations that exceed the authorities of the Human Resources Committee.

7.2.2.20. Set procedures for determining Board member renumeration, based on the approved evaluation system.

7.2.2.21. Outline a clear methodology to verify the extent of the member's association with the membership of other boards of directors/ forum bodies etc.

7.2.2.22. The Nomination and Remuneration Committee annually evaluates the work of the Board as a whole, and the work of Board committees and members. Board members (except for Nomination and Remuneration Committee members) evaluate the performance of the Nomination and Remuneration Committee and its members. The committee shall inform the Central Bank of the outcomes of this evaluation.

7.2.2.23. Obtain the approval of the Board upon appointment, acceptance, resignation or termination of the services of any member of the senior executive management.

7.2.2.24. Any other tasks assigned to the committee by the Board in a manner that does not conflict with the laws and instructions governing the bank's business.

7.2.2.25. Female representation must be taken into account in the Board and senior executive management.

7.2.2.26. Verify that any major shareholder of the bank is not related, in any way, including kinship up to the third degree with the CEO, and to the first degree with any other member of the senior executive management, at the beginning and at all times.

7.3. Risk Management Committee

7.3.1. Composition of the Committee:
The Risk Management Committee shall consist of at least three members. The majority of committee members, including the Committee Chairman, shall be independent members.

The committee may form smaller committees, along with members of the executive management, which will submit their reports to the Risk Management Committee.

7.3.2. Tasks of the Committee:
The committee's responsibilities include:

7.3.2.1. Review the risk management policies and strategies, for the bank's work in all categories, including but not limited to (credit risk, market risk, operational risk, liquidity risk, credit concentration risk, interest rate risk, etc.) before submission to the Board for approval.

7.3.2.2. Ensure that policies and tools are in place to identify, measure, analyze, assess and monitor risks, reviewed once a year at least, to verify their effectiveness and amend if necessary.

7.3.2.3. Determine risk mitigation methods and mechanisms in line with relevant regulatory requirements, in order to reduce risk impact on the soundness and strength of the bank's financial position.

7.3.2.4. Review the internal capital adequacy assessment process (ICAAP) in terms of its comprehensiveness, effectiveness and ability to identify all risks that the bank may be exposed to, taking into account the bank's strategic objectives and capital plan. The committee shall review the process periodically (on an annual basis), check its application, and verify that the bank maintains adequate capital to cover all risks, before submission to the Board for approval.

7.3.2.5. Discuss and approve the results of stress tests on a semi-annual basis as a minimum to measure the bank's ability to withstand shocks and face high risks in accordance with the approved hypotheses and scenarios and recommend to the Board for approval.

7.3.2.6. Discuss and approve hypotheses and scenarios for stress tests on an annual basis and recommending to the Board for approval.

7.3.2.7. Ensure that the bank has a comprehensive risk management strategy that includes the type and level of risk acceptable for all the bank's activities.

7.3.2.8. The bank's senior executive management is responsible for implementing the above-mentioned policies, strategies and methods under the supervision of the Risk Management Committee.

7.3.2.9. Obtain proposals from the bank's senior executive management on the structure and development process of the Risk Department, so that the committee reviews the proposals and makes any amendments to them, for submission to the Board for approval.

7.3.2.10. The Risk Management Committee is responsible to keep up with rapid developments and increasing complexities of risk management within the bank; and to submit periodic reports thereon to the Board.

7.3.2.11. Verify that there is no discrepancy between the actual risk taken by the bank and the risk appetite level approved by the Board.

7.3.2.12. Discuss and approve risk management reports submitted to it periodically (quarterly).

7.3.2.13. Obtain all information about any matter that falls within its tasks.

7.3.2.14. Approve the outcomes of the ICAAP process, and recommend them to the Board.

7.3.2.15. Evaluate the performance of the Director of the Risk Management Department and determine his remuneration in line with the performance appraisal policy approved by the Board, after consulting with the CEO.

7.3.2.16. Approve the raises and bonuses of Risk Department executives and employees, and any adjustments to the salary scale.

7.3.2.17. Create suitable conditions for identifying risks with significant impact, and any of the bank's activities that may expose it to risks beyond the risk tolerance level. Report thereon to the Board and follow up on their handling.

7.3.2.18. Verify whether the Risk Department procedures are effective, and assess the extent to which the executive management adheres to approved policies and procedures.

7.3.2.19. Provide the Board with periodic reports on the risks to which the bank is exposed, including breaches of acceptable risk levels and procedures for addressing them; and assess the extent to which the executive management adheres to approved policies and procedures.

7.3.2.20. Verify the availability of a risk management system that ensures the accuracy and completeness of the data used to identify, measure and monitor the risks and losses resulting from them and retain the necessary capital to meet them.

7.3.2.21. Verify that there are means that facilitate risk management, including, but not limited to:

- Self-assessment of risks and development of risk indicators.
- Preparing a historical database of losses, and identifying the sources of those losses and classifying them according to the type of risk.
- Availability of necessary equipment, appropriate automated systems and quantitative means.

7.3.2.22. Verify the availability of sufficient resources and number of qualified personnel in the Risk Management Department, and let them undergo specialized training programs.

7.3.2.23. The committee shall meet at least once every three months, and whenever the need arises.

7.3.2.24. Any other tasks assigned to the committee by the Board in a manner that does not conflict with the laws and instructions governing the bank's business.

7.4. Corporate Governance and Strategy Committee

7.4.1. Composition of the Committee:
The Corporate Governance and Strategy Committee consists of at least three members, including the Chairman of the Board, with the majority of its members being independent members.

7.4.2. Tasks of the Committee:
The Corporate Governance and Strategy Committee shall undertake the following tasks:

- Supervise the preparation and review of the bank's Corporate Governance Guide according to the laws and regulations governing the bank's business, and have it approved by the Board.
- Establish procedures to verify and comply with the provisions contained in the guide.
- Follow up on developments in this regard.
- Annual review of the guide and ensure its widest circulation.
- Ensure that the Internal Audit Department reviews and evaluates the degree of compliance with corporate governance and related

policies and charters on an annual basis; by reviewing the Internal Audit Department's report in this regard.

- Review and supervise all elements related to the bank's strategy and recommend its approval.
- Ensure that public policies are in place to implement strategies effectively.
- Approve strategies, action plans and performance of all divisions and departments and any amendments to them.
- Approve the feasibility study of the internal and external branching process, and submit to the Board.
- Any other tasks assigned to the committee by the Board in a manner that does not conflict with the laws and instructions governing the bank's business.
- Verify the correction of the observations contained in the report of the Internal Audit Department – or any other relevant party regarding the bank's compliance with the Corporate Governance Guide.
- Immediately inform the Central Bank of any violations of the provisions and requirements of these instructions.
- Provide the Central Bank with a letter signed by all committee members, confirming the guide's conformity with Governance Instructions 2/2023, within two months from the date of any subsequent amendment to the Corporate Governance Instructions.

7.5. Executive Committee

7.5.1. Composition of the Committee

The Executive Committee shall consist of a minimum of five members, and one of its members may be independent, provided that none of its members shall be in the Audit Committee. The committee shall consider facilities that exceed the authority level of the top committee in executive management.

- The quorum at meetings of the committee shall be four members. Decisions shall be taken by a majority vote of its members, regardless of the number of attendees.
- The members of the committee attend its meetings and vote on its decisions in person, and in the event that it is not possible to attend in person, the member can express his point of view through video or phone and has the right to vote and sign the MoM, provided that this is duly documented.

7.5.2. Tasks of the Committee

- Approve credit transactions that exceed the powers of the Executive Management Committees.
- Approve decisions to schedule receivables, settlements, rescheduling and exemptions.
- Approve decisions to sell real estate owned by the bank.
- Approve investment transactions that exceed the powers of the executive management.
- Approve bids and purchases that exceed the powers of the executive management committees.
- Make the appropriate decision regarding the facilities recommended for approval by the Executive Management Committee.
- Set upper limits for the powers entrusted to this committee related to granting, modifying, renewing, structuring or scheduling credit facilities, so that there are clear powers for the Board in particular.
- To submit to the Board periodically the details of the facilities approved by it.
- Any other tasks assigned to the committee by the Board in a manner that does not conflict with the laws and instructions governing the bank's business.

7.6. IT Governance Committee

7.6.1. Composition of the Committee:

The IT Governance Committee consists of three Board members, and preferably includes members with experience or knowledge in IT strategy. The committee may solicit external experts, when necessary, in coordination with the Board at the bank's expense. This shall be done to cover areas of incompetence, while promoting objective opinion. The committee may invite any of the bank's executives to attend its meetings to seek their opinion, including those concerned with external audit.

7.6.2. Tasks of the Committee:

7.6.2.1. Adoption of IT strategic objectives and appropriate organizational structures.
7.6.2.2. Adoption of the general framework for the management, control and control of IT resources and projects.
7.6.2.3. Adoption of the matrix of main objectives and objectives of information and associated technology.
7.6.2.4. Adoption of a matrix of responsibilities.
7.6.2.5. Ensure that an overall IT risk management framework is in place that is consistent and integrated with the overall risk management framework.
7.6.2.6. Approve the budget of IT resources and projects in line with the strategic objectives of the bank.
7.6.2.7. General supervision and access to the progress of IT processes, resources and projects.
7.6.2.8. Access to IT audit reports.
7.6.2.9. Recommend to the Board to take the necessary action to correct any deviations.

7.7. Compliance Committee

7.7.1. Composition of the Committee:

The Compliance Committee consists of at least three Board members, including an independent member. The committee meets at least once every three months and whenever the need arises.

7.7.2. Tasks of the Committee

7.7.2.1. Ensure that the Bank Compliance Policy and related procedures are in place, which creates a compliance position capable of performing duties effectively. The committee conducts an assessment of the bank's effective management of compliance risks at least once a year.
7.7.2.2. Review compliance policies before submitting them to the Board for approval, (Anti-Money Laundering and Combating the Financing of Terrorism (AML/CFT) Policy/FATCA Requirements Policy/Anti-Fraud and Forgery Policy/Fair and Transparent Customer Treatment Policy/Code of Conduct/Conflict of Interest Policy).
7.7.2.3. Identify methods and mechanisms to mitigate compliance risks in line with regulatory requirements, to reduce the impact of such risks on the soundness and strength of the bank's financial position.
7.7.2.4. Review the preventive measures taken in dealing with suspicious or fraudulent activities.
7.7.2.5. Approve the annual plan and periodic reports prepared by the Compliance Department, which include assessing the risks of non-compliance, violations, deficiencies and corrective actions taken.
7.7.2.6. Monitor and evaluate the degree of efficiency and effectiveness in the bank's management of compliance risks.
7.7.2.7. Obtain proposals on the structure of the compliance department and its development process from the bank's senior executive management. The committee reviews and amends the proposals, then submits them to the Board for approval.
7.7.2.8. Obtain all information on any matter related to its duties.
7.7.2.9. Evaluate the performance of the Director of Compliance Department, and determine his bonus, in line with the performance appraisal policy approved by the Board, after consulting with the CEO.
7.7.2.10. Approve raises or bonuses of Compliance Department executives, and any adjustments to the salary scale, in accordance with the management evaluation and financial reward policy, approved by the Nomination Committee.
7.7.2.11. Moral support to the Compliance Department, by promoting a positive attitude and spirit of the bank's compliance principles.
7.7.2.12. Any other tasks assigned to the committee by the Board, in a manner that does not conflict with the laws and instructions governing the bank's business.
7.7.2.13. Oversee the implementation of the bank's compliance policy, and ensure that the bank's executive management resolves all compliance issues in a timely and effective manner.
7.7.2.14. Supervise and control the work of the Compliance Department. Ensure that appropriate mechanisms are in place to monitor the compliance of all levels of management in the bank with all regulatory requirements, laws and international standards, including the recommendations of the Financial Action Task Force (FATF).
7.7.2.15. Verify the availability of qualified personnel in the Compliance Department, and let them undergo specialized training programs.

8. Board of Directors Meetings:

The Board shall meet at the written invitation of its Chairman, or Vice-Chairman in the event of his absence. Board meetings may also be held upon a written request submitted to the Chairman by at least one quarter of its members, indicating the reasons for holding the meeting.

- Members may attend Board or committee meetings via any videoconferencing means, provided that the Chairman of the Board / Chairman of the Committee and the Secretary approve the MoM and its quorum.
- Quorum for committee meetings is (3) members, including the Committee Chairman. It is not permissible to nominate an alternative member in the committee meeting to replace an absent original member.
- Quorum for Board meetings is the attendance of more than half of the Board members.
- The Board shall hold its meetings in the Bank General Administration Building; or at the place designated by the Chairman, if meeting at the General Administration is not possible.
- The Board shall meet not less than six times a year, with a period of not more than two months between meetings.
- The Chairman shall preside over all Board meetings, and shall be represented by the Vice-Chairman in his absence. In the event of both their absence, the attendees shall choose from among them a chairman for that meeting.
- Board decisions shall be issued by an absolute majority of the members present. In the event of a tie in the number of votes, the vote of the Chairman or his representative shall be weighted.
- It is forbidden to vote by proxy or correspondence in Board meetings.
- The deliberations and decisions of the Board shall be recorded in the MoM and entered in the bank's register. MoM shall include the names of the members present and the names of committee members at each meeting, and all the instructions issued by the Board and its committees. If a member opposes, he shall note this above his signature.
- All MoM shall be signed by the Chairman and Board members present at the meetings.
- Senior executive management shall, well before the Board meeting, provide adequate and accurate information to Board members about the items on the agenda, to be verified by the Chairman.

9. Secretary of the Board of Directors:

The MoM are highly important for the bank, shareholders and supervisory authorities, as they shape a permanent record of the work carried out by the Board, and the decisions taken by the Board and committees, throughout the bank's history. It is also considered the legal proof of actions taken by the Board or committees, and of the events that took place during meetings, preventing any discrepancies.

Accordingly, due to the significant role of a Board Secretary, the Board is responsible to appoint the Secretary of the Board, terminate his services and determine his remuneration, ensuring that he has the experience and knowledge necessary to carry out the tasks entrusted to him.

The responsibilities of the Secretary of the Board shall include:

- Arrange, prepare and set Board meetings, in coordination with the Chairman.
- Attend all Board meetings and record all deliberations with accuracy. Ensure that MoM clearly reflects all items raised during the meetings, decisions taken, and any other matters discussed. An accurate record of any voting process that took place during these meetings must be included, noting opposition or abstention.
- Attach or reference any documents referred to during meetings.
- Provide and disseminate information within the Board, committees and executive management.
- Maintain permanent written documentation or electronic records of the Board's deliberations.
- Ensure that Board members follow the procedures approved by the Board.
- Receive and analyze shareholders' complaints and suggestions; investigate their validity and present them to the Board at its next meeting, for a decision to be made.
- Notify and follow up on the implementation of Board decisions. Follow up on the discussion of any topics that were postponed in the previous meeting.
- Preparation for the General Assembly Meeting.
- Cooperation with Board committees.
- Provide the Central Bank with declarations of conformity, to be signed by Board members.
- Ensure that Board members sign the MoM and Board resolutions.
- Provide the Central Bank with information related to members of other boards of directors and related committees inside and outside Jordan, according to the attached forms (4/1, 4/2, 4/3, 4/4) of any changes semi-annually, and when the change occurs.
- Provide the Central Bank with a letter signed by all Governance Committee members confirming the guide's conformity with Corporate Governance Instructions 2/2023, within two months from the date of any subsequent amendment to the Corporate Governance Instructions.
- Take the necessary measures to ensure that the draft resolutions to be issued by the Board comply with the applicable laws and regulations, including those issued by the Central Bank.

10. Conflict of Interest and Related Party Transactions:

The Board shall adopt a policy governing conflicts of interest in all its forms, including those arising from the Bank's association with: Companies within the banking group. The Board shall adopt the necessary procedures to ensure the adequacy of internal controls to monitor compliance with this policy and prevent violations thereof. The policy should minimally include the following:

- Avoid activities that create any sort of conflict between the interests of the bank, executives and members of its administration.
- Immediate disclosure, upon confirming any matter that has or will arise from a conflict between the interests of the bank, executives and members of its administration, in any way whatsoever.
- Non-disclosure by the Board member of the bank's confidential information or exploit it for his or others' personal gain. The representative of a legal person shall not disclose any confidential information circulated during Board and committee meetings to anyone, including any executive of said legal person.
- Placing the bank's interests first, in all transactions with another company in which the Board member has a personal interest, not exploiting the bank's business opportunities for personal gain. Conflict of interest must be avoided, and disclosure to the Board in detail if any conflict of interest exists, and said member shall refrain from attending or participating in the decision taken at the meeting in which such subject is deliberated. This disclosure shall be recorded in the MoM of the Board or committees.
- Examples of cases that give rise to a conflict of interest, provided that they include the conflict that arises between the interests of the Board member and those of the bank; or between the interests of administrative members and those of the bank; or between the interests of an executive management member and those of the bank; or between the interest of any of the companies within the banking group or affiliated with the bank and those of the bank.
- Defining the bank's related parties, in accordance with the applicable laws and regulations, and setting the conditions of transactions with those parties. Ensuring that the related party does not obtain preferential terms to those applied to other customers, who are non-related to the bank, including all the bank's dealings with any of the companies within the BOJ banking group.
- Determine the nature of transactions with related parties to include all types of transactions, not only limited to credit facilities.
- Procedures followed by the bank when identifying cases of non-compliance with the above policy.

- Each member of the Board shall specify his association with the bank and the nature of his relationship. He must avoid conflicts of interest and abide by the Code of Conduct and the mechanism of conflict of interest and related party transactions. He shall disclose in writing on an annual basis, or upon occurrence, whether he, his spouse or relative up to the third degree, has a personal interest in any transaction or contract to which the bank is a party, or if any of them has an influential interest in a company associated with said company. The member must not participate in any meeting in which such dealing or contracting is discussed. Each member must take into account the Policy of Conflict of Interest and Related Party Transactions.
- The Board shall adopt controls for the circulation of information between various departments, preventing exploitation for personal benefit.
- The Board shall ensure that senior executive management employs high integrity in the conduct of its work and avoids conflicts of interest.
- The bank's supervisory departments shall ensure that transactions with stakeholders have been carried out in accordance with the approved policy and procedures. The Audit Committee shall review and monitor all transactions of the concerned parties and inform the Board of these transactions.
- The Board shall adopt a professional Code of Conduct to ensure that the bank conducts its business with high integrity, including at a minimum, cases that may give rise to conflicts of interest. The Board must ensure the Code's circulation to all administrative levels of the bank.
- An examination is conducted at least once a year by the Audit Department, to ensure that all transactions with the bank's related parties have been carried out in accordance with the applicable laws and regulations, the bank's internal policies and approved procedures. Reports and recommendations in this regard shall be submitted to the Audit Committee. The Audit Committee immediately informs the Central Bank, if it confirms a violation of any of the applicable laws and regulations and relevant internal policies.

Part III: Component Two (Senior Executive Management)

The Board supervises the executive management, while the senior executive management is responsible for the bank's day-to-day business.
Accordingly, the Board of Directors shall:

1. **Approve the appointment/transfer/promotion/assignment or accept the resignation or termination of the services of any of the members of senior management, noting that the conditions for nomination for senior executive management based on the recommendation of the Nomination and Remuneration Committee, are as follows:**

1.1. Suitability Conditions of Senior Executive Management

- Not be a member of the board of directors of any other bank within Jordan, unless the other bank is affiliated with the bank.
- To be available to manage the bank's business full-time.
- Holds a university bachelor's degree as a minimum, in economics, finance, accounting, business administration or a similar discipline.
- Must have work experience in the field of banking business (mostly in the job area for which he is nominated), or related experience, of not less than five years, except for the position of CEO or Regional Director. These positions require experience in the field of banking business of not less than ten years.
- Not be a major shareholder. Not related to the Chairman, Board members or any major bank shareholder, in any way, including kinship up to the third degree in the case of the CEO, and first degree in the case of any other member of the senior executive management.

1.2. Other requirements:

- Obtain from the member nominated for appointment, his CV attached with academic and experience documents and certificates, certificates od good conduct (non-conviction certificate, copy of the civil status card or passport for non-Jordanians).
- The candidate signs the executive management declaration, and provides the Central Bank with a copy of Declaration No. 2 attached to the CV.
- Obtain a no-objection from the Central Bank of Jordan before appointment (and upon promotion/transfer/temporary assignment of a senior executive management member) accompanied by the Board's no-objection, and the Nomination Committee's recommendation, and the approved general organizational structure. The Central Bank has the right to summon any person nominated for a position in senior executive management of any bank for a personal interview with him prior to the appointment. The Central Bank may, in cases deemed necessary, summon any member/candidate on the board of directors of any bank and any member/candidate from the administrative board for an interview.

- Obtain a no-objection from the Central Bank on the resignation or termination of the services of any of the CEO/Regional Director/ Director of Internal Audit/Director of Risk Management/Compliance Manager. The Central Bank has the right to summon any executive in the bank to verify reasons for the resignation or termination of services.
- The bank shall provide the Central Bank with information related to senior executive management members, of the bank or its subsidiaries, as per the approved forms, in case of any changes.

2. Appointment of the Bank CEO, in accordance with the following:

- Meet the suitability conditions for senior executive management listed above in Clause (1).
- The CEO must have integrity, competence and banking experience.
- Obtain the prior approval of the Central Bank of Jordan for his appointment.
- The Chairman, Board members and the bank's main shareholders may not be related to the CEO closer than the fourth degree.
- The CEO shall work on the following:
  - Achieve internal control over the bank's workflow, and its compliance with the applicable laws, regulations and instructions.
  - Provide the Board with a periodic report on the bank's status. Ensure that the bank's business is proceeding in accordance with the policy set by the Board, and recommend to it any proposals it deems necessary to develop the bank's business.
  - Develop the strategic direction of the bank.
  - Implement the bank's strategies and policies.
  - Implement the decisions of the Board.
  - Provide guidance for the implementation of short- and long-term action plans.
  - Communicate the bank's vision, mission and strategy to employees.
  - Inform the Board of all important aspects of the bank's operations.
  - Manage the day-to-day operations of the bank.
  - Provide the Central Bank with the information and data it requests.
  - Approve a detailed task description for each organizational unit (except for supervisory departments, where approval must be obtained through the relevant committee). Ensure that all bank employees review the task description pertaining to their area of specialization.

3. Responsibilities of Senior Executive Management:

3.1. Implement and manage the bank's activities in accordance with the strategies/policies approved by the Board. Implement and manage risk management regulations, processes and controls necessary to manage the various types of risk which the bank is exposed to, ensuring that the Board-approved risk tolerance levels are not exceeded. Comply with all applicable legislation and internal policies of the bank.

3.2. Ensure that comprehensive work procedures are in place for all the bank's activities, and are consistent with relevant applicable laws and regulations and strategies/policies approved by the Board. These procedures must be approved by the CEO or Regional Director of the foreign bank branch (except for the supervisory departments where they must be approved by the relevant committee). In addition, ensure that said procedures are applied.

3.3. Prepare the financial statements and final accounts and approve them by the Board after presenting them to the Audit Committee.

3.4. Prepare the general organizational structure of the bank and approve it by the Board. Prepare the sub-organizational structures for all units operating in the bank, and approve them by the CEO or the Regional Director, with the exception of the sub-organizational structures of the supervisory departments of local banks, which are approved by the Board based on the recommendation of (the relevant committee/administration). These structures must indicate the administrative hierarchy and reflect the lines of responsibility and authority in a detailed and clear manner. The general organizational structure must include, at a minimum, the following:

- The Board and its committees.
- Executive management and its committees.
- Units that are not involved in executive work such as credit review staff and the Middle Office
- Subsidiaries and foreign branches.

3.5. Prepare an annual budget and approve it by the Board, and submit periodic performance reports to the Board showing deviation in actual performance from the estimated.

3.6. Develop appropriate internal control and control policies and apply them after approval by the Board.

3.7. Carry out responsibilities in accordance with the powers delegated.

3.8. Achieve the effectiveness of internal control systems, and submit at least an annual report to the Board on the application and effectiveness of the systems.

3.9. Develop procedures to assess capital adequacy and submit periodic reports to the Board.

3.10. Provide external and internal regulatory authorities such as regulatory authorities, internal audits, external audits and any other relevant authorities, at the time specified by those authorities, with the required information and disclosures necessary for them to carry out their tasks optimally.

3.11. Include in the annual report indicating the responsibility of the executive management for providing internal control and control systems that ensure the quality and transparency of published financial information and statements.

3.12. Draft the Bank Code of Conduct, approve it by the Board, and circulate it at all administrative levels of the bank, to include at a minimum:

- Executives may not exploit any internal information in the bank for their personal benefit.
- Rules and procedures governing dealings with relevant parties.
- Cases that give rise to a conflict of interest.

3.13. Develop the skills and professional behavior of the bank's employees to comply with the latest developments and technologies.

3.14. Prepare succession plans for the bank's senior executive management, including the qualifications and requirements to be met by the occupants of these positions, approving them by the Board, and reviewing this plan at least once a year.

3.15. Any other tasks entrusted to the executive management by the Board in a manner that does not conflict with the laws and instructions governing the bank's business.

3.16. Not to carry out any practices that would affect the independence and objectivity of the control departments, as the cooperation of these departments with the various units of the bank and the executive management is essential to fulfill their tasks, and they must inform the senior executive management of any important issues that require immediate action to address them if they are identified by any of those departments, and this does not prevent those departments from informing the competent committee about these issues.

Part IV: Component Three (Planning and Policymaking)

1. Planning:

The issue of drawing up the bank's general strategy is one of the core tasks of the Board of Directors, which requires a clear understanding of the basics of the banking sector and its main success factors. This is done through participation in the preparation of the strategic plan, annual work plan and estimated budgets.

The following are the most important elements of planning that must considered:

- Ensure that there is a planning mechanism, appropriate action plans are available, are implemented, and their results monitored.
- Measuring the extent to which the bank achieves its goals and objectives.
- Identify the strengths, weaknesses, opportunities and challenges facing the bank.
- Ensure that the Bank's systems are developed in a way that can measure the extent to which the bank achieves its goals and objectives.
- Ensure the presence of a qualified administrative team and sources of funds at the bank, including capital, in a manner that ensures the achievement of the set goals and objectives.
- Approve policies that support the bank's goals and objectives.

2. Policies:

The Board of Directors is considered the primary responsible for managing the bank's risks, which requires ensuring that the process of developing and monitoring policies and instructions is maintained at an acceptable level for credit, market, liquidity, and operations risks in order to achieve a reasonable return for shareholders without compromising banking safety issues.

Part V: Component Four (Regulatory Environment)

The Board of Directors carries out its responsibilities by relying on a general internal control framework with the aim of verifying the following:
- Effectiveness and efficiency of operations.
- Credibility of financial reports.
- Compliance with laws and instructions in force.

The following are the basic principles of the general framework of internal control systems are as follows:

1. The executive management is committed to providing a regulatory environment in the bank that is reflected in the existence of an organizational structure that clearly shows the lines of communication and responsibilities.
2. Executive management is responsible for identifying and assessing risks through documented risk policies and an independent management body for risk management.
3. Provide oversight controls and segregation of tasks.
4. Provides procedures to ensure that information reaches decision makers in a timely manner, including the contingency plan.
5. The independence of risk management, compliance and internal audit departments.
6. The Board shall ensure that the annual report of the bank includes a report on the adequacy of the internal control systems and oversight systems for financial reporting, so that the report includes the following:
   - Executive management's responsibility for establishing internal control and oversight systems for financial reporting at the bank and maintaining those systems.
   - The framework that the executive management used to evaluate the effectiveness of internal control and oversight systems.
   - The external auditor's report stating his opinion on the executive management's evaluation of the effectiveness of internal control systems.
   - Disclosing any weaknesses in the internal control and oversight systems that have a fundamental value (any fundamental weakness is a point or group of clear weaknesses that result in the possibility of not being able to prevent or detect an incorrect statement that has a fundamental impact).
7. The executive management is entrusted with establishing procedures that enable employees to confidentially report concerns about possible irregularities in a timely manner that allows these concerns to be independently investigated and the implementation of these procedures is monitored by the Audit Committee.

8. Internal Audit

The bank recognizes that the presence of an effective Internal Audit Department contributes fundamentally to strengthening the internal control systems and the general framework for managing risks related to the bank's various activities. The Internal Audit Department carries out its tasks within the following data:

- Develop an Internal Audit Charter and approve it by the Board, based on the recommendation of the Audit Committee. The charter will include the functions, responsibilities, authorities and work methodology of the Audit Department.
- Prepare an annual audit plan approved by the Audit Committee. The plan covers all the bank's activities, including other regulatory departments and outsourced activities, based on the degree of risk of those activities, as approved by the Audit Committee.
- Verify the adequacy and compliance of activities with internal control systems of the bank and its subsidiaries. Review and document any amendments made to the structure of these systems.
- Provide the Internal Audit Department with employees with appropriate and sufficient academic qualifications and practical experience to audit all activities and operations; including qualified staff to assess information risks and associated technology. The employees rotate through the bank's activities every three years at the most.
- The Internal Audit Department shall submit its reports to the Audit Committee Chairman, and a copy thereof to the CEO.
- Review compliance with the Corporate Governance Guide, and related policies and charters on an annual basis. Prepare a detailed report thereon and submit it to the Audit Committee, with a copy to the Corporate Governance Committee.
- Review the validity and comprehensiveness of stress testing in accordance with the methodology approved by the Board.
- Ensure the accuracy of the bank's ICAAP procedures.
- Audit administrative financial matters so as to ensure that the main information about administrative financial matters is timely, accurate and reliable.
- Follow up on violations and observations contained in the reports of the regulatory authorities and the external auditor. Ensure that corrections are taking place, and that executive management has appropriate controls to prevent their recurrence.
- Ensure the availability of the necessary procedures for receiving, processing, and maintaining the bank's customer complaints and observations related to the accounting system, internal control, and audits, and submitting periodic reports thereon.
- Maintain audit reports and papers, for a period consistent with applicable relevant legislation, in an orderly and secure manner, to be ready for review by regulatory authorities and the external auditor.
- Review the bank's reporting processes with the aim of ensuring that key information on financial, administrative and operational matters is accurate, reliable and timely.

- Ensure compliance with the bank's internal policies, international standards and procedures, and relevant laws and instructions.
- Conduct an examination at least once a year to ensure that all transactions with parties related to the bank have been carried out in accordance with the applicable legislation, the bank's internal policies and approved procedures. Submit its reports and recommendations thereon to the Audit Committee. The Audit Committee shall inform the Central Bank immediately upon verification of any violation of any of the applicable legislation and relevant internal policies.
- The Audit Committee evaluates the performance of the Director of the Audit Department. The performance appraisal of the Internal Audit Department's staff is conducted by the Director of Internal Audit. These appraisals are done in accordance with the Performance Appraisal Policy approved by the Board.

9. External Audit

The external auditor represents another level of control over the credibility of the financial statements issued by the bank's accounting and information systems. He is relied upon to express a clear and frank opinion on the fairness of these statements and how they reflect the reality on the ground for the given period. In dealing with external audit offices, the Board shall take into account the bank's best interest, the professionalism of the audit offices, the regular rotation of the audit, and its experiences with the audit offices; and in line with the following:

- The bank shall prepare an external audit policy and approve it by the Board, to be amended whenever necessary, and shall include, as a minimum, the following:
  - Mechanism of nomination and assignment of the audit office.
  - The mechanism for determining the fees of the audit office.
  - Periodic change of audit office and teams.
  - The requirements for the independence of the external auditor are stipulated in paragraph (D) of this article as a minimum.
  - The tasks of the audit office and team.
  - Relationship of the Audit Committee with the audit office and team.
  - Additional services outside the scope of audit services that may be assigned to the audit office.
- Selection criteria for the audit firm and the partner responsible for the audit.
- Sign an Engagement Letter with the external auditor to audit the bank's business covering matters under his responsibility, in line with the requirements of International Auditing Standards.
- The external auditor shall provide the Audit Committee with a copy of his audit report, and shall also meet with the Audit Committee without the presence of the Executive Management at least once a year.
- Provide the Central Bank with copies of any reports submitted by the external auditor to the bank, within the framework of the audit mission for which it was appointed.
- Obtain the approval of the Audit Committee before agreeing with the external auditor to provide any other services outside the scope of the audit mission and in accordance with the applicable Law of Practicing the Auditing Profession, and related instructions, provided that these services are disclosed.
- Regular rotation of the external auditor between the audit offices and their subsidiaries, affiliates or related companies in any way every seven years at the most, from the date of election, provided that the external auditor is not changed during the contracting period except after obtaining the approval of the Central Bank and based on fundamental reasons.
- The past audit office may not be re-elected before the lapse of at least three years from the date of its last election at the bank.

10. Risk Management

Banking operations are inevitably tied to exposure of various types of risks. Understanding, managing and addressing various risks is part of building good institutional governance. Whereby, risk management is the calculated tolerance of risks in order to achieve returns, i.e. alignment between risks and returns.

The following is the general framework for risk management:

- The Bank Risk Department shall submit reports to the Board through the Risk Management Committee, with a copy to the CEO, which includes information on the Risk Profile of actual risks for all the bank's activities compared to the Risk Appetite document, and follow-up to address negative deviations. Executive management is permitted to request special reports, as needed, from the Bank Risk Department.
- The Risk Department has the following responsibilities:
  - Review the Risk Management Framework of the bank prior to its approval by the Board.
  - Prepare a risk policy(s) that covers all the bank's operations and sets a clear scale and limits for each type of risk. Ensure that all employees, each according to his administrative level, are fully informed and aware of them and review them periodically, and that the risk policy(s) are approved by the Board.
  - Study and analyze all risks including credit, market, liquidity and operational risks.
  - Develop methodologies to identify, measure, analyze, evaluate and monitor each type of risk.
  - Recommend to the Risk Management Committee risk ceilings and the bank's risk exposures, approvals, reporting and recording exceptions to the Risk Management Policy.

- Provide the Board and senior executive management with information on the measurement of risks and Risk Profile of actual risks for all the bank's activities compared to the Risk Appetite document, and follow up and address negative deviations in the bank.
- The Board reviews the bank's qualitative and quantitative risk statistics on a regular basis.
- Adopt methods that assist in risk management, including:
  1. Self-assessment of risks and development of risk indicators.
  2. Prepare a historical database of losses, identify the sources of those losses and classify them according to type of risk.
  3. Provide necessary equipment and appropriate automated systems for risk management at the bank.
- Bank committees such as the Credit or Asset and Liabilities Management/Treasury and Operating Risk Management Committees shall assist the Risk Department in carrying out its tasks, within the specific powers of these committees.
- Include in the bank's annual report, information on risk management about its structure, nature of operations and developments.
- Provide risk information to the bank, to be used for disclosure purposes.
- Prepare a comprehensive Risk Appetite document for all risk types, and approve it by the Board.
- Prepare, periodically review and verify the bank's ICAAP document. Make sure it is comprehensive, effective, and capable of identifying all risks that the bank may be exposed to, taking into account the bank's strategic plan and capital plan, to be approved by the Board.
- Prepare, and periodically review, the business continuity plan and approve it by the Board.
- Before introducing any new product/service/process/system, ensure that it is consistent with the bank's strategy, that all its related risks have been identified, including operational risks. Ensure that new controls and procedures, or amendments thereon, have been made in a manner consistent with the bank's risk tolerance levels.
- Implement a risk management strategy, as well as develop policies and business procedures to manage all types of risks.
- Verify the integration of risk measurement mechanisms with the management information systems used.
- Monitor that the bank's executive departments abide by the risk tolerance levels.

4. Compliance

The Board shall form an independent Compliance Department and provide it with trained personnel and adequate remuneration. In addition, the Board shall approve and monitor the compliance policy and the tasks of the Compliance Department in line with the respective instructions of the Central Bank, to include at a minimum the following:

The general framework for the work of the Compliance Department is as follows:

4.1. Prepare a compliance policy to ensure the bank's compliance with all relevant legislation and ensure that all employees, each according to their administrative level, are fully aware of it, and that this policy is approved by the Board.

4.2. Develop an effective methodology to ensure the bank's compliance with all applicable laws and regulations and any relevant guidelines and manuals. The executive management shall document and disseminate the functions, powers and responsibilities of the Compliance Department within the bank.

4.3. —Prepare periodic reports that assess the risks of non-compliance, violations, deficiencies and corrective actions taken, and submit them to the Compliance Committee and copies thereof to the CEO.

4.4. Prepare an annual compliance plan and approve it by the Compliance Committee.

4.5. Monitor the compliance of all levels of bank management with all regulatory requirements, applicable legislation and international standards, including the recommendations of FATF.

5. Financial Reports:

The bank's executive management undertakes the following:

5.1. Prepare financial reports in accordance with International Accounting Standards.

5.2. Submit these reports to the members of the Board at each of its periodic meetings.

5.3. Publish its financial statements every three months.

5.4. Send complete financial and business reports to shareholders annually.

6. Professional Conduct:

6.1. —According to the Code of Conduct, every bank employee should avoid any situations that may create a conflict of interest.

6.2. Each Board member shall abide by the following:

- Carry out his duties with all honesty, integrity and seriousness.
- Carry out his work in a transparent manner in order to avoid any conflict of interest, whether such conflict exists or may arise; or if this may affect his work and tasks, or impact his judgment.
- Compliance with the provisions of laws, regulations, instructions and directives governing the bank's business.
- Maintain the confidentiality of information and data that the member has access to by virtue of his work, and not exploit such information, whether directly or indirectly, for his personal gains.

- Not to issue any statements to the press or media, unless authorized to do so by the Board.

- Notify the Board immediately when any of the following occurs:
  - Any changes to the number of Bank of Jordan's shares owned by, or under the control of the member.
  - Any membership in the board of directors of any public shareholding company and any changes thereon (in the event of such conflict, appropriate measures must be taken to disclose such conflict immediately to the Board, without involving the member when discussing this matter).
- Compliance with the resolutions issued by the Board, even if his opinion opposes the Board decision issued in accordance with established procedures.

Part VI: Component Five (Investor Relations):

The Board will use the most effective and efficient methods of communication with the bank's shareholders and will do its best to identify issues of concern to shareholders and protect their interests within the prevailing legal framework, and the Board will regularly study, evaluate and analyze economic, political, social and legal issues that may affect the bank's business and the interests of its shareholders with the help of specialized expertise and advice.

The Board will also work to enhance and develop the concept of transparency in corporate governance, as any shareholder, after giving sufficient notice, will have the right to request information about the bank, and the request will not be rejected unless there is something that will harm the bank's interests or requires the disclosure of confidential information that may not be revealed according to the applicable laws and legislation.

In addition, each shareholder's rights related to the share will be duly and legally established, specifically the right to obtain a share of the profits to be distributed, the right to attend meetings of the General Assembly of Shareholders, participate in its deliberations, vote on its decisions, elect members of the Board and the auditor, distribute profits, and the right to dispose of shares and transfer their ownership within applicable legal controls.

Accordingly, in order to strengthen this relationship, we affirm the following:

1. The Board shall, by all appropriate means, encourage shareholders, especially small shareholders, to attend the annual meeting of the General Assembly and vote either in person or by proxy in case of their absence.
2. Provide shareholders with the following:
   - A copy of the annual report at their postal addresses.
   - Invitation to the General Assembly meeting and its agenda.
   - All information and information materials directed to shareholders in general.
3. The Board shall ensure that the chairman of Audit, Nomination, Remuneration and Risk Committees and any other committees emanating from the Board attend the annual meeting of the General Assembly.
4. Representatives of the external auditors attend the annual meeting of the General Assembly to answer questions related to the audit and the auditors' report.
5. Vote on each topic raised during the annual meeting of the General Assembly.
6. Elect candidates for membership of the Board from the Nomination and Remuneration Committee who meet the qualifications and conditions at the end of the Board's term during the annual meeting of the General Assembly.
7. Elect the external auditor and determine his fees, or authorize the Board to determine the fees.
8. Document all the proceedings of the sessions and reports on the issues discussed during the annual General Assembly Meeting, including the results of the voting and the questions posed by the shareholders and the answers of the administrative body to them.
9. Each shareholder has the right to access the register of shareholders in relation to their contribution.
10. Distribute dividends fairly to shareholders in proportion to the number of shares owned by each of them.
11. After the end of the annual General Assembly Meeting, a report is prepared to inform the shareholders about the observations made during it and the results, including the results of the vote, the questions raised by the shareholders and the responses of the executive management thereto.

Part VII: Component Six (Transparency and Disclosure)

Bank of Jordan's corporate governance contains dimensions related to integrity; acting with righteousness, honesty and objectivity; accountability for the decisions taken by parties related to the bank; and transparency, disclosure and openness towards to the society.

Transparency, disclosure and openness are important elements of Bank of Jordan's good corporate governance.

The bank is concerned with public disclosure of all reliable information provided in a timely manner, to help users of this information to accurately assess the bank's financial position, achievements, activities and risks and manage these risks. Whereas disclosure alone gives the required transparency that is available in the information, with accuracy and completeness in terms of quality and quantity that is provided in a timely manner.

The purpose of disclosure is to assess the bank's ability to achieve strategic objectives and to determine the financial position, results of the bank's business and cash flows.

Scope of disclosure for example, but not limited to:

- International Financial Reporting Standards (IFRS).
- Local legislation and laws, namely:
  - Companies Law
  - Jordan Securities Commission Law
  - The Banking Law and respective Central Bank instructions
  - Income Tax Law

General Framework for Transparency and Disclosure

1. The Board shall ensure that executive management's disclosure is in line with Central Bank instructions, and issued under the applicable Banking Law. Furthermore, executive management shall be made aware of changes in international financial reporting practices and the scope of transparency required by financial institutions. The executive management reports on developments to the Board and provides recommendations on ways to enhance the bank's reporting practices, over and beyond the Central Bank's requirements in this regard.
2. Under the supervision of the Board, the executive management provides quality information about its activities to the Central Bank, shareholders, depositors, other banks, and the public at large, with a focus on issues of concern to shareholders. The bank shall disclose all such information periodically and make it publicly available.
3. The Board shall affirm, within its annual report, its responsibility towards the accuracy and adequacy of the bank's financial statements, and the information contained in its annual report.
4. The Board maintains lines of communication with the Central Bank, stakeholders, shareholders, General Assembly meetings, other banks, and the public at large, through the following:
   - Providing comprehensive, objective and up-to-date information about the bank, its financial position, performance and activities through the Investor Relations Unit staffed by qualified staff, capable of providing such information.
   - The annual report, which is issued after the end of the fiscal year.
   - Quarterly reports containing quarterly financial information in addition to the Board's report on the bank's investments and financial position during the year.
   - Periodic meetings of the General Assembly.
   - Provide a periodic summary by executive management to shareholders, financial market analysts and financial sector reporters; in particular by the Chairman of the Board, the CEO or the Chief Financial Officer (CFO).
   - Provide information contained in the bank's annual report or quarterly reports, or in lectures provided by executive management, through the function of the Investor Relations Unit and on the bank's website in an updated form, in both Arabic and English.
5. Allocating part of the bank's website to clarify the rights of shareholders; and encourage them to attend and vote in the meetings of the General Assembly, as well as publish documents related to meetings, including the full text of the invitation and minutes of meetings.
6. The executive management, under the supervision of the Board, includes within the bank's annual report and quarterly reports, a disclosure from the bank's executive management called (MD&A) "Management Discussion and Analysis" to allow investors to understand the results of current and future operations, and the financial position of the bank, including the potential impact of known trends, incidents and uncertainties. The Board undertakes to commit that all explanations contained in this disclosure are valid, complete, fair, balanced and understandable and based on the bank's published financial statements.
7. As part of the bank's commitment to transparency and full disclosure, it shall include in the annual report in particular the following:
   - Information of interest to stakeholders in terms of the bank's commitment to the application of the guide.
   - Information about each member of the Board: his qualifications and experience, the value of his bank share capital, whether he is independent or not, his membership in Board committees, the date of his appointment to the Board, any memberships in other boards of directors, the remuneration and salaries he received from the bank, and loans granted by the Bank.

It is supplemented by an acknowledgment from the member that he did not receive any gains through his work in the bank, and did not disclose them, whether financial or non-financial, personal or for anyone related to him, over the past year.

   - A summary of the functions and responsibilities of the Board committees, and any powers delegated by the Board to those committees.
   - The number of times the Board and its committees meet, and the number of times each member attends these meetings.
   - A summary of the bank's remuneration policy with disclosure of all forms of remuneration to each Board member separately, and all forms of remuneration granted to each senior executive management member separately.
   - Information about the Risk Management Department, including its structure, nature of operations and developments.
   - The names of Board and senior executive management members who resigned during the year.
8. Names of shareholders who own (1%) or more of the bank's capital, specifying the Ultimate Beneficial Owners of these contributions or any part thereof, and clarifying whether any of these contributions are pledged in whole or in part.
9. A summary of the organizational structure of the bank.
10. The Board testifies to the adequacy of internal control systems.
11. The Board shall ensure that financial and non-financial information of interest to stakeholders is circulated.
12. The Board shall ensure that the bank's annual report and quarterly reports include disclosures that allow current or potential shareholders to review the results of the bank's operations and financial position.
13. The bank shall provide the Central Bank with the number of shares pledged by the bank's shareholders who own 1% or more of the bank's capital, and the guarantor of these shares.
14. The bank shall provide the Central Bank with information related to members of the Board, committees and executive management, as per the forms attached to the instructions, in the event of any changes.
15. The bank shall provide the Central Bank with information related to the members of the boards of directors, administrative boards and senior executive management of its subsidiaries inside and outside Jordan, as per the forms attached to the instructions, in the event of any changes.

Part VIII: Component Seven (Guide Review and Development)

The Corporate Governance Guide will be reviewed and developed in accordance with the laws, legislations, regulations and instructions governing the bank's business, and according to the following principles:

- The guide is reviewed and amended on an annual basis, to suit the nature of the work.
- Keeping abreast of relevant changes and developments (attending seminars and conferences, new instructions from the regulatory authorities, etc.).
- Observations and recommendations of evaluation outcomes, and guide application.
- Feedback or suggestions from shareholders, customers, Board members, senior executive management, etc.

Addresses of Bank of Jordan Branch Network

Addresses of Bank of Jordan Branches
Jordan Branch Network

Head Office – Al Shmeisani
bankofjordan.com
Tel.: 5609200 Fax: 5696291 P.O.Box 2140 Amman 11181 Jordan

Amman Area

Al Shmeisani - Main Branch
Tel.: 5609200 Fax: 5696092 P.O.Box 2140 Amman 11181 Jordan

Amman – Downtown Branch
Tel.: 4624340 Fax: 4657431 P.O.Box 2140 Amman 11181 Jordan

Commercial Market Branch
Tel.: 4617005 Fax: 4624498 P.O.Box 2140 Amman 11181 Jordan

Al Mahatta Branch
Tel.: 4616212 Fax: 4651728 P.O.Box 2140 Amman 11181 Jordan

First Circle Branch
Tel.: 4653915 Fax: 4653914 P.O.Box 2140 Amman 11181 Jordan

Al Khalidi Branch
Tel.: 4680026 Fax: 4680028 P.O.Box 2140 Amman 11181 Jordan

Jabal Al Hussein Branch
Tel.: 4655808 Fax: 4653403 P.O.Box 2140 Amman 11181 Jordan

Al Gardens Branch
Tel.: 5696810 Fax: 5688416 P.O.Box 2140 Amman 11181 Jordan

Al Madina Al Monawara St. Branch
Tel.: 5514864 Fax: 5514938 P.O.Box 2140 Amman 11181 Jordan

Jabal Al Weibdeh Branch
Tel.: 4646981 Fax: 4615605 P.O.Box 2140 Amman 11181 Jordan

Tareq Branch
Tel.: 5061758 Fax: 5053908 P.O.Box 2140 Amman 11181 Jordan

Marka Branch
Tel.: 4891980 Fax: 4894341 P.O.Box 2140 Amman 11181 Jordan

Al Qweismeh Branch
Tel.: 4765237 Fax: 4745301 P.O.Box 2140 Amman 11181 Jordan

Abu Alanda Branch
Tel.: 4166385 Fax: 4162697 P.O.Box 2140 Amman 11181 Jordan

Al Bayader Branch
Tel.: 5812780 Fax: 5815391 P.O.Box 2140 Amman 11181 Jordan

Industrial Area – Al Bayader Branch
Tel.: 5852969 Fax: 5813642 P.O.Box 2140 Amman 11181 Jordan

Sweileh Branch
Tel.: 5356895 Fax: 5342318 P.O.Box 2140 Amman 11181 Jordan

Al Fuheis Branch
Tel.: 4720833 Fax: 4720831 P.O.Box 2140 Amman 11181 Jordan

Abu Nsair Branch
Tel.: 5235573 Fax: 5249080 P.O.Box 2140 Amman 11181 Jordan

Jabal Al Nuzha Branch
Tel.: 4649026 Fax: 4645934 P.O.Box 2140 Amman 11181 Jordan

Dahyet Al Yasmeen Branch
Tel.: 4387574 Fax: 4391242 P.O.Box 2140 Amman 11181 Jordan

Marj Al Hamam Branch
Tel.: 5712825 Fax: 5713569 P.O.Box 2140 Amman 11181 Jordan

Al Sweifieh Branch
Tel.: 5866714 Fax: 5861237 P.O.Box 2140 Amman 11181 Jordan

Al Wehdat Branch
Tel.: 4735717 Fax: 4778982 P.O.Box 2140 Amman 11181 Jordan

Mecca St. Branch
Tel.: 5542609 Fax: 5542389 P.O.Box 2140 Amman 11181 Jordan

Khalda Branch
Tel.: 5534706 Fax: 5534593 P.O.Box 2140 Amman 11181 Jordan

Al Jubaiha Branch
Tel.: 5347937 Fax: 5354739 P.O.Box 2140 Amman 11181 Jordan

University of Jordan Branch
Tel.: 5355971 Fax: 5355974 P.O.Box 2140 Amman 11181 Jordan

City Mall Branch
Tel.: 5829970 Fax: 5857684 P.O.Box 2140 Amman 11181 Jordan

Al Rabiyeh Branch
Tel.: 5520746 Fax: 5521653 P.O.Box 2140 Amman 11181 Jordan

Abdoun Branch
Tel.: 5929871 Fax: 5929872 P.O.Box 2140 Amman 11181 Jordan

Al Rawnaq Branch
Tel.: 5829216 Fax: 5829042 P.O.Box 2140 Amman 11181 Jordan

Al Hurrieh St.- Mogablain Branch
Tel.: 4203289 Fax: 4203376 P.O.Box 2140 Amman 11181 Jordan

Sport City Branch
Tel.: 5159271 Fax: 5159304 P.O.Box 2140 Amman 11181 Jordan

Taj Mall Branch
Tel.: 5930485 Fax: 5930517 P.O.Box 2140 Amman 11181 Jordan

North Hashmi Branch
Tel.: 5051591 Fax: 5051648 P.O.Box 2140 Amman 11181 Jordan

Durret Khalda Branch
Tel.: 5510948 Fax: 5511416 P.O.Box 2140 Amman 11181 Jordan

Al Madina Al Monawara - Tla'a Al Ali Branch
Tel.: 5513129 Fax: 5513029 P.O.Box 2140 Amman 11181 Jordan

Sahab Branch
Tel.: 4025704 Fax: 4025693 P.O.Box 2140 Amman 11181 Jordan

Al Abdali Mall Branch
Tel.: 4011425 Fax: 4011424 P.O.Box 2140 Amman 11181 Jordan

Um Uthaina Branch
Tel.: 5543950 Fax: 5560258 P.O.Box 2140 Amman 11181 Jordan

Al Hurrieh Mall Branch
Tel.: 5609220 Fax: 4202104 P.O.Box 2140 Amman 11181 Jordan

Dahyet El Nakheel Branch
Tel.: 4791112 Fax: 5737128 P.O.Box 2140 Amman 11181 Jordan

Radio and Television St. Branch
Tel.: 5600904 Fax: 4380683 P.O.Box 2140 Amman 11181 Jordan

Medical City St. Branch
Tel.: 5600910 Fax: 5412471 P.O.Box 2140 Amman 11181 Jordan

Hay Al-Zaytouna Branch
Tel.: 5600907 Fax: 5349825 P.O.Box 2140 Amman 11181 Jordan

Al-Ameer Rashid District Branch
Tel.: 5600925 Fax: 5825726 P.O.Box 2140 Amman 11181 Jordan

Dahyet Al-Rasheed Branch
Tel.: 5600917 Fax: 5162557 P.O.Box 2140 Amman 11181 Jordan

Dabouq Branch
Tel: 5600928 Fax: 5411587 P.O Box 2140 Amman 11181 Jordan

Dabouq Al Hijaz Street Branch
Tel: 5600902 Fax: 5411585 P.O. Box 2140 Amman 11181 Jordan

Central Jordan

Salt Branch
Tel.: 05-3554925 Fax: 05-3554902 P.O.Box 2140 Amman 11181 Jordan

Zarqa Branch
Tel.: 05-3935740 Fax: 05-3984741 P.O.Box 2140 Amman 11181 Jordan

Faisal St. Branch – Zarqa
Tel.: 05-3932481 Fax: 05-3936728 P.O.Box 2140 Amman 11181 Jordan

New Zarqa Branch
Tel.: 05-3862582 Fax: 05-3862583 P.O.Box 2140 Amman 11181 Jordan

Zarqa Free Zone Branch
Tel.: 05-3826192 Fax: 05-3826194 P.O.Box 2140 Amman 11181 Jordan

Al Ruseifa Branch
Tel.: 05-3746912 Fax: 05-3746913 P.O.Box 2140 Amman 11181 Jordan

Airport Branch
Tel.: 4451310 Fax: 4451156 P.O.Box 2140 Amman 11181 Jordan

Al Jeezah Branch
Tel.: 4460180 Fax: 4460133 P.O.Box 2140 Amman 11181 Jordan

Madaba Branch
Tel.: 05-3245080 Fax: 05-3244723 P.O.Box 2140 Amman 11181 Jordan

Al Jabal Al Shamali Branch
Tel.: 05-3744043Fax: 05-3744029 P.O.Box 2140 Amman 11181 Jordan

North Azraq Branch
Tel.: 05-3834310 Fax: 05-3834307 P.O.Box 2140 Amman 11181 Jordan

Souq Bab Al Madinah Mall
Tel.: 05/3850674 Fax: 05/3850675 P.O. Box 2140 Amman 11181 Jordan

North Jordan

Irbid Branch
Tel.: 02-7279704 Fax: 02-7276760 P.O.Box 2140 Amman 11181 Jordan

Al Hussun St. Branch
Tel.: 02-7270495 Fax: 02-7270496 P.O.Box 2140 Amman 11181 Jordan

Eidoun St. Branch
Tel.: 02-7258707 Fax: 02-7276504 P.O.Box 2140 Amman 11181 Jordan

Thirty St. Branch
Tel.: 02-7260120 Fax: 02-7248772 P.O.Box 2140 Amman 11181 Jordan

Hakama St. Branch
Tel.: 02-7408039 Fax: 02-7406375 P.O.Box 2140 Amman 11181 Jordan

Deir Abi Saeed Branch
Tel.: 02-5621619 Fax: 02-6521350 P.O.Box 2140 Amman 11181 Jordan

Al Hassan Industrial City Branch
Tel.: 06-7395396 Fax: 02-7395445 P.O.Box 2140 Amman 11181 Jordan

Rumtha Branch
Tel.: 02-7382535 Fax: 02-7381388 P.O.Box 2140 Amman 11181 Jordan

Al Turrah Branch
Tel.: 02-7360011 Fax: 02-7360200 P.O.Box 2140 Amman 11181 Jordan

Ajloun Branch
Tel.: 02-6420842 Fax: 02-6420841 P.O.Box 2140 Amman 11181 Jordan

Kufranjah Branch
Tel.: 02-6454350 Fax: 02-6454053 P.O.Box 2140 Amman 11181 Jordan

Jerash Branch
Tel.: 02-6352034 Fax: 02-6351433 P.O.Box 2140 Amman 11181 Jordan

Al Mafraq Branch
Tel.: 02-6230390 Fax: 02-6233316 P.O.Box 2140 Amman 11181 Jordan

North Shuneh Branch
Tel.: 02-6587588 Fax: 02-6587377 P.O.Box 2140 Amman 11181 Jordan

South Jordan

Karak Branch
Tel.: 03-2354107 Fax: 03-2353451 P.O.Box 2140 Amman 11181 Jordan

Ma'an Branch
Tel.: 03-2131590 Fax: 03-2131855 P.O.Box 2140 Amman 11181 Jordan

Aqaba Branch
Tel.: 03-2016542 Fax: 03-2014733 P.O.Box 2140 Amman 11181 Jordan

Exchange Offices

King Hussein Bridge - Arab Departures Office
Tel.: 05-5609200/ Ext. 59900 Fax: 05-3581147

Palestine Branch Network

Regional Management
Tel.: +97022411466 Fax: +970 22952705 P.O.Box 1328

Ramallah Branch
Tel.: +970 22411475 Fax: +970 22958684 P.O.Box 1328

Nablus Branch
Tel.: +970 92381120 Fax: +970 92381129 P.O.Box 1328

Jenin Branch
Tel.: +970 42505403 Fax: +970 42505402 P.O.Box 1328

Jenin Municipality Office
Tel.: +970 42505234 Fax: +970 42505231 P.O.Box 1328

Qabatiya Branch
Tel.: +970 42512482 Fax: +970 42512483 P.O.Box 1328

Gaza Branch
Tel.: +970 82865281 Fax: +970 82824341 P.O.Box 1328

Al Naser Branch
Tel.: +970 82857230 Fax: +97082859258 P.O.Box 1328

Hebron Branch
Tel.: +970 22224351 Fax: +970 22224350 P.O.Box 1328

Al Ram Branch
Tel.: +970 22343840 Fax: +970 22343842 P.O.Box 1328

Al Eizaryeh Branch
Tel.: +970 22790243 Fax: +970 22790245 P.O.Box 1328

Industrial Area Branch/ Ramallah
Tel.: +970 22963785 Fax: +970 22963788 P.O.Box 1328

Tulkarm Branch
Tel.: +970 92687881 Fax: +970 92687884 P.O.Box 1328

Bethlehem Branch
Tel.: +970 22749940 Fax: +970 22749941 P.O.Box 1328

Rafidia Branch
Tel.: +970 92343647 Fax: +970 92343747 P.O.Box 1328

Al Eersal Branch
Tel.: +970 22976315 Fax: +970 22976320 P.O.Box 1328

Albraid Suburb / Jerusalem Branch
Tel.: +970 22347482 Fax: +970 22347484 P.O.Box 1328

Al Tirah / Ramallah Branch
Tel.: +97022956211 Fax: +970 22956232 P.O.Box 1328

Al-Khader Branch
Tel: +970 22727430 Fax: +970 22727427 P.O Box 1328

Salfit branch
Tel: +97092523807 Fax: +970 92523811 P.O Box 1328

Jenin Branch - Al-Basatin Neighborhood
Tel.: 04-2471144 Fax: 04-2471147 P.O. Box 1328

Bahrain Branch

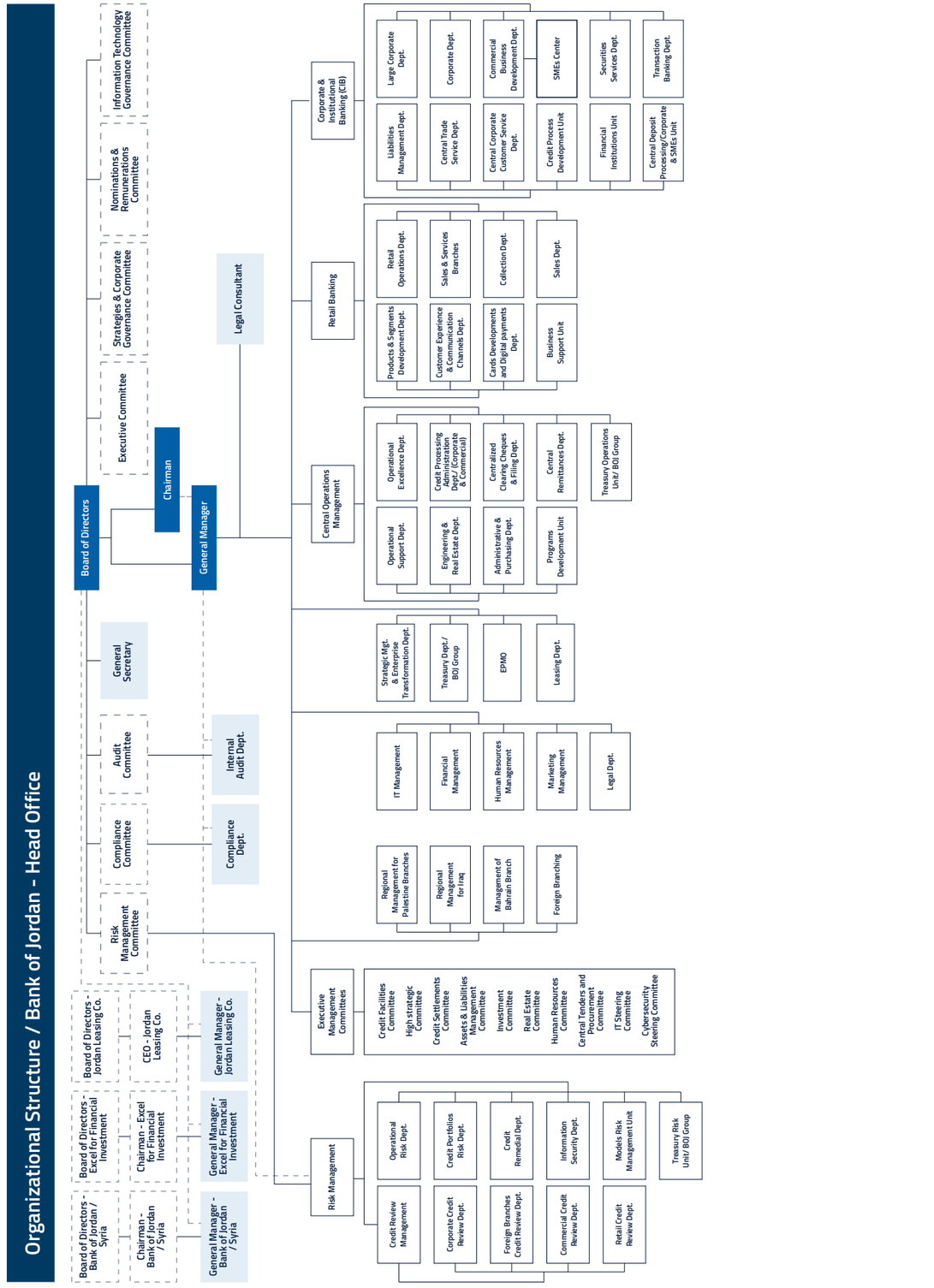
Bahrain Financial Harbour/ West Tower
Tel.: +97316676767 P.O.Box 60676 Manama - Bahrain

Iraq Branch

Regional Management
Tel.: +96478354188880 P.O Box 3154 Baghdad, Iraq

Baghdad Branch
Tel: +96478354188818 P.o.Box3154 Baghdad-Iraq

Erbil Branch
Siwa Street – Boulevard C-12
Tel: 00964 783 541 8891

Mansour Branch – Baghdad
Karkh Area – 14 Ramadan Street
Tel: 00964 783 541 8892

Basra Branch
Manawi Basha Area – 40 Street
Building No. 11/267
Tel: 00964 783 541 8890