



# Governance Assessment Report

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#### Overview:

As part of the compliance requirement of the Corporate Governance Guidelines for Yemeni Banks issued by Central Bank of Yemen, Tadhamon Bank is required to disclose the extent to which it complies with the provisions of this Guidelines. Tadhamon Bank believes that applying a proper corporate governance framework and principles is essential to assist the Bank in achieving its goals with a high performance level in addition to improving its internal and external working environment, protecting stakeholders' interests and distributing roles and responsibilities in an ideal way.

Since the adoption of the Corporate Governance Manual of Tadhamon Bank In 2016, the Board of Directors continuously support and oversee the governance requirements in line with the Governance committee's vision and efforts of enlightening the corporate Governance framework.

During the last years, the Bank was keen to enhance the corporate governance framework by applying the corporate governance policies and procedures' manuals and adopting best practices.

This report enlightens the level of achieving governance rules, transparency and disclosure in line with the corporate governance requirements. Failure to comply with a requirement is not considered a breach of rules, but merely implies that the Board of Directors of the Bank has chosen a different approach.

(Dr) Muaadh Qasem  
Compliance Manager,  
Corporate Governance Coordinator,  
Tadhamon Bank



## Tadhamon Bank:

Tadhamon Bank is a Yemeni joint stock company , owned by diverse shareholders, offering a comprehensive range of financial products and services- including current accounts, savings, Islamic finance, microfinance programs, Tadhamon Pay Quick Remittances and credit cards. Starting with one main branch in Sana'a, Tadhamon Bank today is a leading Islamic bank covering all Yemeni governorates and districts with 52 branches and service points.

Tadhamon bank is considered the largest bank in in Yemen in financing both retail and corporate business. In terms of retail financing, the bank provides diverse financing such as murabaha, musharaka and ijarah by which the people can own a house, a car, a store and property and can buy furniture, building materials and any other things of their needs. Tadhamon Bank finances approximately 25% of Yemen's foreign trade and is the leading finance provider for corporate clients in Yemen. The bank plays a major rule in this regards as it has the largest market share of loans and financing up to 45.43% (YER 97 billion) among all Yemeni banks.

### 1-The procedures that the bank followed to comply with the provisions of the Corporate Governance guidelines are:

1-1: The bank has issued and circulated -to all bank employees- a guideline to regulate corporate governance requirements that sets out general framework issued by the Central Bank of Yemen.

2-1 : Governance, Nomination and Remuneration Committee - Audit Committee - Risk Committee were formed in line with approved governance guidelines. Their tasks and rules were defined accordingly.

3-1: Board committees were held regular meetings to follow up on their tasks and the recent developments.

1.4: The Compliance Manager& Corporate Governance Coordinator works to assess and monitor the application of governance requirements and prepare periodic reports. Disclosure assessment reports were issued as well.

1-5: The Corporate Governance Committee is taking the necessary measures that improve the corporate governance scheme in the bank in accordance with the best practices in banking sector.

1-6: Reports issued on disclosure requirement assessment.

### 2- The Board of Directors' Structure:

The Board of Directors of the Bank consists of nine members as follows:

1-2:Chairman of the Board of Directors

2-2: Deputy Chairman of the Board

3-2:Non-executive members.( 7)

4-2: Independent members.(2)



## Board of Directors



Mr. Abdulgabbar Hayel Saeed

Chairman



Mr. Shawqi Ahmed Hayel Saeed

Vice Chairman



Mr. Mohamed Abdo Saeed

Board Member



Mr. Dirhem Abdo Saeed Anam

Board Member



Mr. Mahfoudh Ali Mohammed  
Saeed

Board Member



Mr. Ahmed Musaed Ahmed Al-  
Gharasi

Board Member



Prof. Dawood Abdulmalek Yahya  
Al-Hidabi

Board Member



Dr. Abdo Ahmed Mohammed Al-  
Daqaf

Board Member



Mr. Abdulghani Mohammed  
Nasser Al-Sanabani

Board Member

### 3-Distribution and a brief biography of Board members:

#### 1-3: Distribution of the Board member in Committees:



	Members	Position	Act	Independence	Board Committees		
					Governance	Audit	Risk
1	Mr. AbdulGabbar Hayel Saeed	Chairman	Non-executive	Non-independent	-	-	-
2	Mr. Shawqi Ahmed Hayel Saeed	Vice Chairman	Non-executive	Non-independent	-	-	-
3	Mr. Mohammed Abdo Saeed	Board Member	Non-executive	Non-independent	-	-	chairman
4	Mr. Mahfoudh Ali Mohammed Saeed	Board Member	Non-executive	Non-independent	-	-	-
5	Mr. Dirhem Abdo Saeed	Board Member	Non-executive	Non-independent	Member	-	-
6	Prof.Dr.Dawood Abdulmalek Yahya AL-Hidabi	Board Member	Non-executive	Independent Member	chairman	-	Member
7	Mr. Ahmed MUSAED Ahmed Al-Gharasi	Board Member	Non-executive	Non-independent	-	Member	-
8	(DR.) Abdo Ahmed Mohamed Al_ Daqaf.	Board Member	Non-executive	Independent Member	Member	chairman	-
9	Mr. Abdulghani Mohammed Nasser Alsanabani	Board Member	Non-executive	Non-independent	-	-	-

2-3 Briefs of each Board Member's education and experience profile are depicted below:

**PERSONNEL  
INFORMATION:**

**MR. ABDULGABBAR HAYEL SAEED,  
BOD CHAIRMAN , BORN IN MAY 1946 IN YEMEN**

**Qualifications:**

Graduated from the Faculty of Economics and Political Science, Economics Department, Cairo University, June 1967.

**Experience:**

- Chairman of the BODs of HSA Group.
- Appointed head of Hodeidah Chamber of COMMERCE, 1977 - 1985. In addition to establishing and being, Head of the Yemeni Industrialists Association since it started in 1997.
- Chairman of Tadhamon BANK and TADHAMON CAPITAL Company, the Bank subsidiary in Bahrain.

**PERSONNEL  
INFORMATION:**

**MR. SHAWQI AHMED HAYEL SAEED  
VICE CHAIRMAN, BORN IN 1961 IN YEMEN**

**Qualifications:**

Bachelor degree – business MANAGEMENT AND ACCOUNTING , California State University USA 1984

**Experience:**

- Member of the BODs of HSA Group.
- 2015 up to present Chief Operating Officer (COO) of HSA Group .
- Member of the Board of Directors of Tadhamon Capital - Bahrain.
- Chairman of the Yemeni Industrialists Association



-Chairman of the Chamber of Commerce and Industry - Taiz

Previously appointed as CFO and then DGM of HSA Group (1990-2003)

**PERSONNEL  
INFORMATION:**

MR. MOHAMMAD ABDO SAEED

**MEMBER OF THE OWNERS REPRESENTATIVES COUNCIL OF HSA GROUP**

**Qualifications:**

BACHELOR OF LAW - ALEXANDRIA UNIVERSITY 1968

**Experience:**

-Member of the Board of Directors of HSA Group, and Chairman of Al-Tadhamon Real Estate Board of Directors (a subsidiary of the Bank)  
- He held many leadership positions in the HSA Group and was chosen as the President of the General Federation of Chambers of Commerce and Industry in Yemen, and he was a member of the Boards of many industrial and commercial companies and banks in Yemen.

**PERSONNEL  
INFORMATION:**

MR. MAHFOUDH ALI MOHAMMED SAEED

**MEMBER OF THE BODS, BORN IN 1952 IN YEMEN**

**Qualifications:**

Bachelor Degree in Engineering

**Experience:**

-Founder and managing Director of El-Saeed investment - industrial GM OF Ghee and Soap Company- Yemen- 1976-1977  
- Managing Director of HSA Group in Egypt.

**PERSONNEL  
INFORMATION:**

MR. DIRHEM ABDO SAEED

**MANAGING DIRECTOR OF HSA GROUP IN UK.**

**Qualifications:**

Master Business Administration, Oklahoma City University, USA, 1976.

**Experience:**

Member of the BODs, born in 1952 Yemen  
Chairman and Managing Director of Longulf Co.  
1985 - 1987, GM, Food Industries Co.  
1980 - 1984, GM, Yemen Company for Industry and Commerce  
Member of Tadhamon Bank (TIIB) BODS.  
Deputy chairman of Tadhamon Capital BODs - Bahrain

**PERSONNEL  
INFORMATION:**

MR.DAWOOD ABDULMALEK YAHYA AL-HIDABI - PROFESSOR. (DR.)

**MEMBER OF THE BODS, BORN IN 1955 IN YEMEN**

**QUALIFICATIONS:**

Master and PhD in Science Education, 1986, Stirling University the UK Professor of Science EDUCATION, Sanaa University since 1987.

**EXPERIENCE:**

The Founding President of the University of Science and Technology 1994-2007.  
Vice Chairman of the Board of Directors, Almawared Company SINCE 2007.  
The Chief Advisor of the Yemeni Business Club, Sanaa since 2002.  
The President of Yemeni Institute of DIRECTORS (PART of Yemeni Business Club) focusing on consultancy and training mainly ON governance and corporate



leadership, SINCE 2014, Sanaa.

Consultant with local and International organizations such as Private companies, the Yemeni Government, World Bank, UNICEF and others in areas such as strategic planning, Corporate and family business governance, quality and leadership programmes.

**PERSONNEL  
INFORMATION:**

**MR. ABDO AHMED MOHAMED AL\_ DAQAF. (DR.).  
MEMBER OF THE BODS, BORN IN 1965 IN YEMEN**

**Qualifications:**

PhD in Accounting Faculty of Commerce - Ismailia Suez Canal University - Egypt - 2004

**EXPERIENCE:**

-Chairman of Accounting Department at Faculty of administrative sciences - Taiz University from 13-Mar-2005 till 15th Oct. 2009.

-The Managing Director of Center for Graduate Studies in Engineering AND MANAGEMENT & IT and MANAGEMENT (CGS) at Taiz University since 15Th June 2010, up to date.

- President of Alsaeed University since 16th Nov 2013 till 18January 2017.

- MEMEBR OF YEMEN ASSOCIATION OF CERTIFIED PBLIC ACCOUNTANTS (YACPA)

- member of Tadhamon Bank BODs- Head of AUDITING COMMITTEE.

**PERSONNEL  
INFORMATION:**

**MR. AHMED MUSAED AHMED AL-GHARASI  
MEMBER OF THE BODS, BORN IN 1947 IN YEMEN**

**Experience**

Chairman of the Board of Directors of the Al-Gharasi Foundation for International Trade, which was established as a family business in the exile, then its activity moved to Yemen, which is the parent company of several other companies, including:

- Al-Grassi Poultry and Egg Farms Ltd.

- United Fish Export Company Ltd.

- The Yemeni Factory for the Production of Tissue Paper.

- Al-Grassi Factory for Juices and Soft Drinks / Haniyeh.

Ownership: (39,829) shares of (0.19%) as per the bank's records as of December 31, 2019.

Attendance: Attended (3) meetings of the bank's board of directors during the year 2019.

**PERSONNEL  
INFORMATION:**

**MR. ABDULGHANI MOHAMMED NASSER ALSANABANI  
Member of the BODs, born in 1977 in Yemen**

**Qualifications:**

Broke University Ontario, Canada

Bachelor degree in accounting and finance, 2001-2005.



**Experience:**

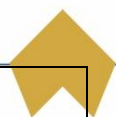
member of the board of directors of Alsanabani investment group, Sana'a, Yemen.  
Finance manager of Alsanabani investment group, from 2001-2007.  
Deputy general manager of Alsanabani Agri & poultry co. since 2011 up to date.  
chairman of the board of directors of Yemen Poultry Association since 2017 up to date.  
GM , Amman Agri-Resources Dmcc- Dubai, UAE.  
member of the central committee of tax appeal.



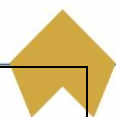
### 3- The Governance Requirements: and Recommendations:

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Bank Duties	Clause Number		Level of Compliance		Comments
			Fully Compliant	Partially Compliant	
Board of Directors	1	Associated Directors of the first affinity degree must not exceed two members.	<input checked="" type="checkbox"/>		
	2	The majority of the Board of Directors must be non-executive.	<input checked="" type="checkbox"/>		
	3	The number of independent board members should not be less than one third of the board members.		<input checked="" type="checkbox"/>	The board of directors decided to add a member with experience in the field of Islamic banking and Sharia supervision, so that the independents represent one third of the board members.
	4	The position of the chairman of the board of directors or the Chairman deputy must be separated from the position of the CEO, and there is no relationship between them until the second degree	<input checked="" type="checkbox"/>		
	5	It is required that the Chairman of the Board of Directors and the deputy be situated non-executive.	<input checked="" type="checkbox"/>		
	6	Periodic meetings must not be less than six a year.	<input checked="" type="checkbox"/>		
	7	Each member must disclose any potential conflict of interest in matters presented in front the Board of Directors.	<input checked="" type="checkbox"/>		
	8	The performance of the Board of Directors is evaluated periodically (at least once a year) through the Nomination and Remuneration Committee.	<input checked="" type="checkbox"/>		
	9	The Board of Directors must inform the shareholders in the meetings of the General Assembly that performance evaluation of the Board has been Carried out and inform them of the results.	<input checked="" type="checkbox"/>		
	10	The election of the Board of Directors by the General Assembly of shareholders was conducted transparently and in accordance with the laws in force.	<input checked="" type="checkbox"/>		



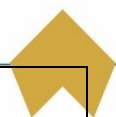
<b>BoD related Committees: Governance, Risk and Audit</b>	11	Members of all committees appointed for three years, renewable for a maximum of two periods.	<input checked="" type="checkbox"/>		
	12	Members should not be duplicated in more than two committees, and a person may be the head for only one committee, and his authority may not be delegated to another person.	<input checked="" type="checkbox"/>		
	13	The committees shall consist of non-executive members, provided that the number of members shall not be less than three in each committee.	<input checked="" type="checkbox"/>		
	14	The Governance Committee works to supervise monitoring the implementation of the governance system, review it, and propose any update or amendment when necessary, such as issuing new decisions or rules.	<input checked="" type="checkbox"/>		
	15	Nomination and appointment of a Governance Officer, preferably a Board Secretary or a Bank Compliance Officer.	<input checked="" type="checkbox"/>		
	16	The bank has put into surface conditions and criteria for appointing senior executive management officials, assessing their performance, and preparing a plan for their replacement.	<input checked="" type="checkbox"/>		
	17	Governance Committee ensures that there are approved policies for bonuses, compensation, salaries, and any other benefits for members of the Board of Directors and executives that are commensurate with their qualifications and experience.	<input checked="" type="checkbox"/>		
	18	Review the results of the internal audit reports / external auditor notes / central bank notes / and ensure that the necessary actions have been taken.	<input checked="" type="checkbox"/>		
	19	Reviewing the conditions required for membership of the Board of Directors and the CEO / General Manager to ensure compliance with the provisions of the laws, regulations in force and instructions issued by the Central Bank.	<input checked="" type="checkbox"/>		
	20	Setting the risk policy in line with the bank's ability to take risks and review the executive management performance in managing risk of credit, market, liquidity, operation, reputation and non-compliance risk.	<input checked="" type="checkbox"/>		
	21	Monitoring the extent of commitment of risk department with risk management standards issued by the Islamic Financial Services Council (IFSR) and Basel Committee.	<input checked="" type="checkbox"/>		



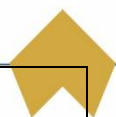
BoD related Committees: Governance, Risk and Audit	22	The risk committee holds periodic meetings with the risk management department to discuss and evaluate the risks to which the bank is exposed, the adequacy of methods of treatment and make recommendations.	<input checked="" type="checkbox"/>		
	23	Preparing a code of ethics that clarifies the framework of the risk department.	<input checked="" type="checkbox"/>		
	24	Monitoring information security violations and enabling the creation of information security controls.		<input checked="" type="checkbox"/>	The basic controls have been adopted by BoD and trials are still under proceeding
Management	25	The executive management implements the governance regulatory requirements with respect to the directives of the board of directors.	<input checked="" type="checkbox"/>		
	26	Preparing an organizational structure and developing it whenever necessary, and it is approved by the Board and determines duties, responsibilities and authorities, in addition to determining the direction of submitting reports related to operations	<input checked="" type="checkbox"/>		
	27	Carrying out appropriate procedures for identifying, measuring, evaluating and managing risks faced by the bank	<input checked="" type="checkbox"/>		
	28	Executing operations accurately in accordance with the policies and plans set by the Board of Directors and maintaining sound and sufficient records.	<input checked="" type="checkbox"/>		
	29	The management keeps an information system capable of issuing reports to the board of directors and internal auditing on important and fundamental issues.	<input checked="" type="checkbox"/>		
	30	Implement compliance and risk policies approved by the Board of Directors, monitor risks, provide support and advice to all employees, and periodically assess the extent of implementation.	<input checked="" type="checkbox"/>		
	31	Provide internal control systems to ensure the quality and transparency of financial data and information, and prepare bank financial statements and final accounts with all details and supporting evidence.	<input checked="" type="checkbox"/>		
	32	The CEO / General Manager is responsible for accurate of financial statements. He performs tasks accordingly and report to the Board of Directors.	<input checked="" type="checkbox"/>		
	33	The bank is committed to all relevant laws and instructions issued by the Central Bank, in addition to internal instructions applied in the bank.	<input checked="" type="checkbox"/>		Note: Some findings of the external auditor and CBY are still

					under correcting action
Management	34	The bank establishes procedures that enable employees to report in a confidential and timely manner the existence of concerns about the possibility of violations and in a manner that allows the investigation with complete independence	<input checked="" type="checkbox"/>		
	35	The external auditor evaluates the effectiveness of the internal controls performed by the bank management.		<input checked="" type="checkbox"/>	
	36	Submit proposals and recommendations aimed at improving the efficiency of the bank's internal control systems	<input checked="" type="checkbox"/>		
	37	Executive committees in the bank such as the committees (credit , liability, asset and treasury management) assist the risk management in carrying out its duties in accordance with the power of responsibility .	<input checked="" type="checkbox"/>		
	38	Disclosure on a regular basis, at specified times and without delay, of the annual financial statements and periodic reports on the website	<input checked="" type="checkbox"/>		
	39	Commitment in practicing all banking roles with the provisions and principles of Islamic Sharia and determining the level of compliance with the decisions and legal fatwas issued by the Sharia Supervisory Board in the bank, publish them among employees.	<input checked="" type="checkbox"/>		
	40	Obtaining the decision of the Sharia Supervisory Board on all contracts, agreements, transactions, policies, and products earlier to implementation.	<input checked="" type="checkbox"/>		
	41	Ensuring the adequacy and efficiency of the internal Shari'a controls	<input checked="" type="checkbox"/>		
	42	The internal auditors' reports include the Sharia compliance to ensure that the bank adheres in all its operations and contracts to the provisions and principles of Islamic Sharia.	<input checked="" type="checkbox"/>		
	43	Establishing an independent internal sharia audit function that may be part of the internal audit department, depending on the size of the bank.	<input checked="" type="checkbox"/>		
Management	44	The level of internal sharia audit in the organizational structure of Islamic banks must be sufficient to allow them to fulfill their responsibilities, so that they are not less than the internal audit department (if they are not within it).	<input checked="" type="checkbox"/>		

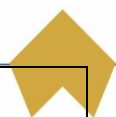
Management	45	The effectiveness of the internal controls assessment, as at the date of the financial statements, is conducted by the bank's executive management.		<input checked="" type="checkbox"/>	It is required to contract a third party to carry out the assessment process.
	46	The internal audit process is carried out according to the best practice and comprehensive professional audit programs supported by technical systems.	<input checked="" type="checkbox"/>		
	47	Monitoring the extent of compliance with the implementation of the banks corporate governance system	<input checked="" type="checkbox"/>		
	48	Receive and investigate all reports from bank employees on illegal or unethical practices.	<input checked="" type="checkbox"/>		
	49	Analyzing all risks, including credit risk, market risk, liquidity risk and operational risk.	<input checked="" type="checkbox"/>		
	50	The Bank appointed an external auditor who is taking in consideration the due diligence requirements and conducting review in accordance with professional auditing standards	<input checked="" type="checkbox"/>		
	51	Arranging regular meetings between the external auditor and the Audit Committee, as it is important and essential to enhance the independence of the external auditor		<input checked="" type="checkbox"/>	
	52	External audit's outcomes are being managed in due course effectively.	<input checked="" type="checkbox"/>		
	53	Financial disclosure is completed in accordance with International Financial Reporting Standards (IFRS), the relevant laws and other directions issued by the Central Bank of Yemen.	<input checked="" type="checkbox"/>		
	54	Disclosure of the annual financial statements and periodic reports are being published on the Bank's website on a regular basis.		<input checked="" type="checkbox"/>	There is a delay as a result of General Assembly meeting rescheduling.
55	The management disclose explanations on financial and non-financial information in a way that allows investors/shareholders to understand the results of the bank's operations and statements.	<input checked="" type="checkbox"/>			
56	The external auditor is responsible in front of the shareholders and owners , as well as the Board of Directors and the bank, for carrying out professional and due diligence in accordance with international auditing standards related to the profession for the integrity of the audit procedures in the bank.	<input checked="" type="checkbox"/>			



Management	57	The bank website pages including Information about each member of the board of directors such as qualifications, experiences, and membership in committees.	<input checked="" type="checkbox"/>		
	58	Evaluate the effectiveness of the board performance and members as well.	<input checked="" type="checkbox"/>		
	59	Members' resignations are disclosed during the year.	<input checked="" type="checkbox"/>		
	60	Providing information about risks to be used for disclosure and publication to the public.		<input checked="" type="checkbox"/>	
	61	Disclosure on main shareholders, whether a natural person or a legal person, who directly or indirectly owns 5% or more of the bank's shares .	<input checked="" type="checkbox"/>		
	62	Protecting the rights of shareholders and facilitating the exercise of their rights and contributes to providing effective communication channels and various means to communicate with all shareholders of the bank, ensuring that they are treated fairly, including minority shareholders, as well as helping to constantly urge them to participate in the ordinary and extraordinary general assembly meetings and submit proposals related to the bank's performance and development of its operations.			
	63	Discussing issues on the agenda of the General Assembly, directing inquiries to members of the Board of Directors and the external auditor, and obtaining feedback about them.		<input checked="" type="checkbox"/>	
	64	Each shareholder has the voting power according to the number of shares he owns so that he can vote for one candidate or divide it among a number of candidates without repeating while selecting the members of the board of directors.	<input checked="" type="checkbox"/>		
	65	Shareholders must be provided with the place and date of the general assembly meeting and its agenda in sufficient time and in accordance with the relevant laws in force.	<input checked="" type="checkbox"/>		
66	The shareholder has the right to nominate and elect members of the Board of Directors, inquire about their qualifications, experiences, rewards and	<input checked="" type="checkbox"/>			



Management		their abilities to perform work. Also has the right to defer to the Board of Directors regarding misconducts and get a feedback.			
	67	The bank shall provide the Central Bank with a copy of the general assembly minutes within a period not exceeding 15 days from the date of the meeting.	<input checked="" type="checkbox"/>		
	68	The bank must take into consideration other investors' rights and find out the best communication means in order to stop violations, if raised up.		<input checked="" type="checkbox"/>	Under Processing
	69	Ensure that policies are in place regarding cyber/information security.	<input checked="" type="checkbox"/>		
	70	Monitoring and Reporting regarding the shari'ah compliance.	<input checked="" type="checkbox"/>		
	71	To enable stakeholders to participate in the evaluation of the bank's governance system, the bank must provide them with sufficient information in due course.	<input checked="" type="checkbox"/>		
	72	Making available for all employees a better and safe job environment.	<input checked="" type="checkbox"/>		
	73	Working to fully meet the supervisory requirements .	<input checked="" type="checkbox"/>		
	74	Ensure that Shariah structure is proportionate with the size, complexity and business controls in Islamic banks.	<input checked="" type="checkbox"/>		
	75	Sharia Supervisory Board consisting of three Sharia scholars, whose specialization includes the jurisprudence of Islamic financial transactions, that it has sufficient and effective capacity, and has a clear mandate and responsibility to ensure the bank's commitment to the provisions and principles of Sharia.	<input checked="" type="checkbox"/>		
	76	Providing the Internal Sharia Review Department with sufficient and qualified employees to carry out the Sharia audit .	<input checked="" type="checkbox"/>		A team from internal audit has been trained well.
	77	Practicing all banking aspects in accordance with Shari'ah provisions and principles.	<input checked="" type="checkbox"/>		
	78	The Sharia Supervisory committee conducts activities in line with adopted policies and procedures.	<input checked="" type="checkbox"/>		
	79	Providing the Sharia Supervisory Board with all information in an accurate, sufficient and timely manner, which helps it in carrying out its tasks of ensuring that the bank adheres to the provisions of Islamic Sharia and forming an independent opinion in this regard.	<input checked="" type="checkbox"/>		
	80	Publish the decisions and fatwas issued by the bank on its website within a period not exceeding one year from the date of	<input checked="" type="checkbox"/>		



Additional Requirements		offering products and services or adopting the treatments and mechanisms on which those decisions and fatwas were issued			
	81	The external auditor must ensure that the procedures followed by bank in offering their new financial products or amending their current products include appropriate steps that comply with the provisions of Islamic Sharia.		<input checked="" type="checkbox"/>	
	82	Confirming the adequacy of the security , devices safety, surveillance cameras, and emergency exits by security officer's reports.	<input checked="" type="checkbox"/>		
	83	The bank is committed to social responsibility , making related programs to support various social projects and working to raise awareness	<input checked="" type="checkbox"/>		





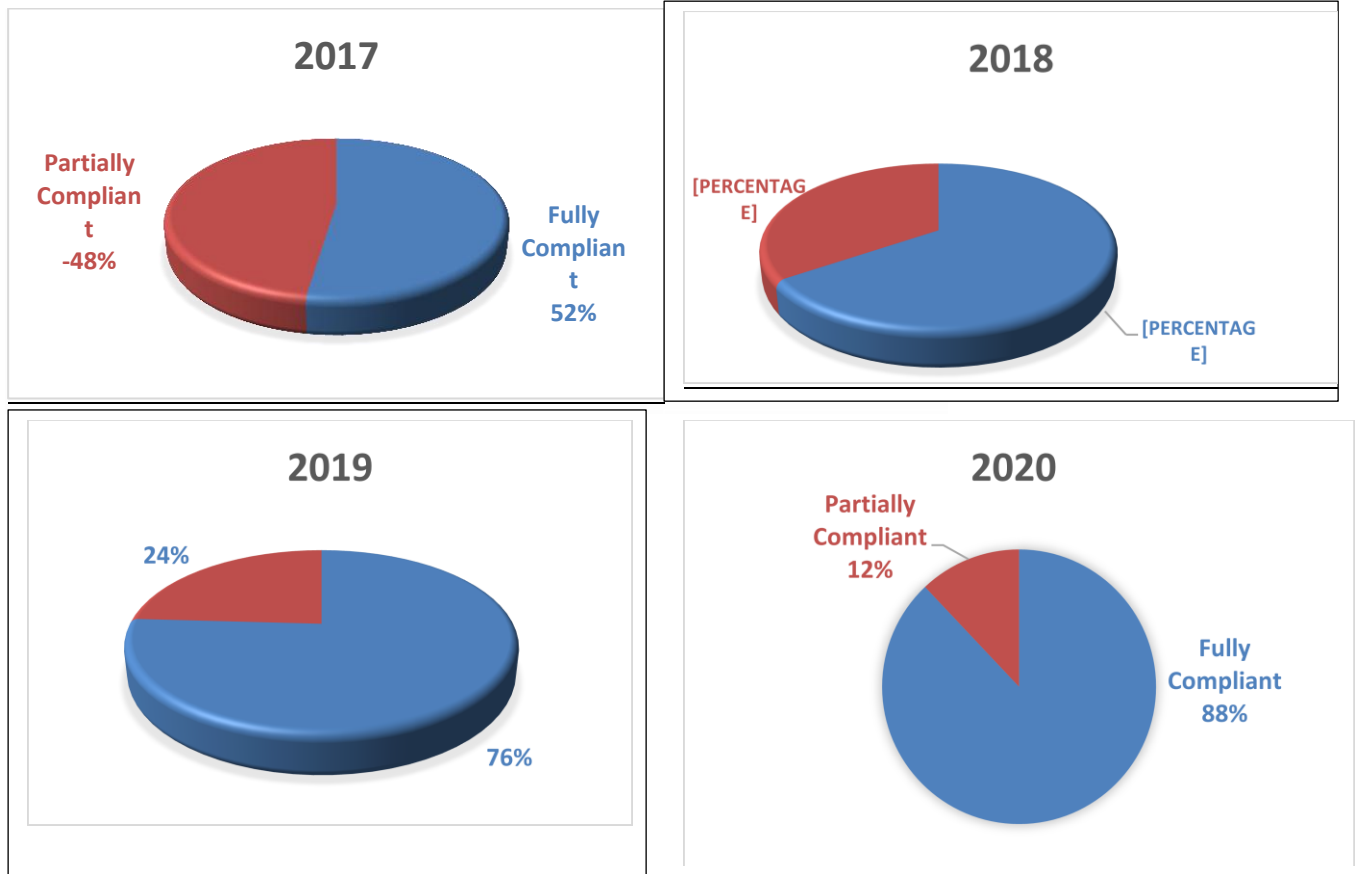
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**Finally:** Progress of the Governance Principle in Tadhamon Bank Compared to Previous years:

**Overall Evaluation:** The results of the assessment shown below refer to the bank's level of compliance to governance elements displays that there is a progression in the overall results compared to previous years.



This report has been approved by Governance Committee, Meeting No 2/2020, Dated July22,2020

**Tadhamon Bank**