Governance Report 2025

Chairman Message:

In the name of Allah, the Most Gracious, the Most Merciful,

Peace and blessings be upon the Messenger of Allah, his family, and companions.

Esteemed shareholders Greetings and best wishes to you all.

On behalf of myself and on behalf of the esteemed members of the Board of Directors, I am pleased to present to you the Governance Report for Qatar Islamic Insurance Group for the year 2025.

This report is presented within the framework of our commitment to enhancing levels of transparency and accountability within the group. It comprehensively addresses aspects of sound governance and ethical practices that guide our operations.

Our main objective is to promote sustainable growth and achieve sustainable value for our esteemed shareholders.

In conclusion, I would like to extend my utmost appreciation and gratitude to His Highness the Amir of the State, may Allah protect and preserve him, and to His Excellency the Prime Minister for their continuous support.

I would also like to express my sincere thanks to the Central Bank of Qatar, the Ministry of Commerce and Industry, the Qatar Financial Markets Authority, Edaa Company, and the Shariah Supervisory Board of the Group, as well as to our esteemed clients and shareholders. I appreciate the efforts and dedication of all employees, and I would like to extend my heartfelt thanks to all members of the Board and its affiliated committees for their significant efforts during the year 2025.

Peace, mercy, and blessings of Allah be upon you all.

Jamal Abdullah Al Jamal

Group’s Chairman

About Qatar Islamic Insurance Group:

Qatar Islamic Insurance Group (Q.P.S.C.) was established as a closed joint stock company in the State of Qatar on May 3, 1994 in accordance with the provisions of the Qatari Companies Law No. 11 of 1981 under Commercial Registration No. (16584). Then the group changed its legal status to become a joint stock company. Qatari public listed on December 12, 1999, and accordingly its shares were listed on the Qatar Stock Exchange. The company is governed by the Qatari

Commercial Companies Law No. 11 of 2015 and its amendments issued pursuant to Law No. 8 of 2021 and under the supervision and control of the Qatar Central Bank as one of the financial institutions in the country.

On 10/14/2018, the Extraordinary General Assembly approved changing the name of the group from “Qatari Islamic Insurance Company” to “Qatari Islamic Insurance Group”, for the purpose of practicing the activity of selling and managing real estate and establishing a real estate company owned 100% by the group.

The group operates mainly in the business of general insurance, takaful (people’s insurance) and health insurance in accordance with the provisions of Islamic Sharia. The group also invests the funds of shareholders and policyholders in real estate, stocks, and investment in associated companies.

Address:

The group's head office is in the group's building located on C Ring Road, Doha - Qatar, which is its legal domicile. According to the group’s articles of association, the Board of Directors may establish branches, offices or agencies in Qatar or abroad.

Purpose of establishing the group:

The Group operates primarily in the business of insurance and reinsurance, acting as an agency for the insurance account in accordance with the provisions of Islamic Sharia, and investing the capital and assets of the Group, without usury, in various fields of investment and on the basis of cooperative and mutual insurance and its principles. To achieve its objectives, the Group undertakes in particular the following activities:

- Fire insurance includes contracting insurance against damage resulting from fire, earthquakes, lightning, hurricanes, home explosions, damage caused by falling aircraft and other aerial vehicles, and other things that are considered customary and customary to fall within fire insurance.
- Accident insurance includes contracting insurance against damages resulting from personal accidents, work accidents, theft, breach of trust, embezzlement, rape, plunder, and against damage resulting from diseases, car accidents, travelers, civil liability insurance, and everything that is considered customary and usual within accident insurance.
- Land, sea and air insurance includes contracting insurance against damages that may occur to land, sea and air means of transport, including cargo or anything that can be insured related to various means of transport, goods, luggage and money. It also includes risks of commercial warehouses and any incidental risks and everything that is considered by law and custom within Land, sea and air insurance.
- Takaful insurance (the legal alternative to life insurance) includes Takaful insurance for individuals, families, groups, and everything that is legally and customarily considered Takaful insurance.
- Health insurance includes health insurance for individuals, families and groups.
- Working as an estimator and valuer of losses in the field of insurance.
- Working as an agent for Islamic insurance companies.

- Investing the group's assets, which consist of shareholders' assets and the insured's assets, in various fields and establishing various companies that help it achieve its goals.
- Buying, renting, exchanging, holding, selling, leasing and disposing of any of the Group's properties.
- Participating with bodies, companies or institutions that carry out work similar to its work or assisting it in achieving its objectives.
- Providing technical consultations in the field of insurance.

The group's obligations towards shareholders in all its activities:

In all its work, the group is committed to the following principles:

- Carrying out all of its business in the field of insurance on the basis of cooperative and mutual insurance and its Sharia principles, and in the field of investing the funds it has available and in any other field by means completely free of usury and of any legal prohibition and in accordance with the provisions of Islamic Sharia.
- Achieving the interest of the insured in a way that ensures their mutual cooperation in bearing the damages that befall any of them in the event of the occurrence of the risks insured against by the group by distributing the value of these damages to them according to the principles determined by the group's board of directors in accordance with the principles of cooperative insurance.
- Organizing the insurance operations undertaken by the group in a way that leads to the return of all or part of the surplus achieved in the insurance operations accounts to the insured in accordance with the rules set by the Board of Directors after the approval of the Sharia Supervisory Board. This surplus represents the value of the difference between the net subscriptions (total subscriptions deducted Including reinsurers' shares, agency fees, brokers' commissions, and technical allocations) in addition to the net returns from investing the insured's funds (the total returns from investing the insured's funds, deducted from the shareholders' share in it, "the Mudaraba share," and direct investment costs), and the net compensation that was paid or not paid to the insured. In the event that the risks insured by the group are realized (total compensation less the reinsurer's shares in those compensation), the Board of Directors shall develop a detailed policy for the ways and means of distributing the surplus, which shall be presented to the Shari'a Supervisory Board for approval annually.
- Investing the funds collected from the insured and the surpluses and adding the net returns of this investment for their benefit after deducting a percentage of these returns for the benefit of the shareholders in exchange for caring for and investing the aforementioned funds. The Sharia Supervisory Board determines the shareholders' share (the Mudarib share) in the returns on investments of the insured's funds at the end of each financial year.

Our message:

We provide innovative and comprehensive Takaful products and services at competitive prices and with high professionalism that satisfy our customers and provide them and their property with the highest levels of protection and guarantee.

Our vision:

To be the leading Takaful insurance company in Qatar and the region by enhancing our acquired reputation in the field of product innovation, maximizing the returns of policyholders and shareholders, and developing human resources.

Our values:

We pledge to implement our values that we are proud of and embrace, which are:

- Our constant loyalty and absolute concern is to the insurance policyholders and shareholders who own all of the group's insurance activities and assets.
- Our passion for innovation reflects our unwavering commitment to fulfilling the requirements and desires of our customers and maximizing the benefits and quality of our products and services.
- Because we are committed to caring for the interests of insurance policyholders and shareholders, we are extremely careful not to take any action in any of our areas of work that might expose those interests to the slightest degree of risk.
- Because continuous growth represents the driving force of the group, we always strive to raise our performance indicators in all aspects of our work.
- To respect our employees, create opportunities for them to advance within the group, and encourage them to improve the quality of their work and increase their productivity through incentive programs that are continuously improved.
- We must always work to spread awareness of cooperative insurance among members of society to enhance solidarity among them and encourage them to cooperate for the benefit of society as a whole.

Legislative environment:

Qatar Islamic Insurance Group is subject to several regulatory and legislative bodies, whose instructions and relevant legislation the group adheres to, including, but not limited to, the following:

- Qatar Central Bank
- Qatar Financial Markets Authority
- Ministry of Commerce and Industry
- All regulatory and legislative authorities, laws and regulations related to the nature of the group's operations and activities.
- The group is also committed to the provisions of Article (3) of Corporate Governance issued by the Qatar Financial Markets Authority and the Governance of Insurance Companies issued by the Qatar Central Bank, which are used as guidance in preparing this report.

Group capital structure:

The group's capital was set at 150 million Qatari riyals, divided into 150 million shares with a nominal value of 1 (Qatari riyal) per share.

The minimum ownership by a board member (membership guarantee shares) was set at 0.25% (a quarter of a percent) of the total capital, which is equivalent to 375,000 (three hundred and seventy-five thousand) shares only, according to the latest version of the group's bylaws.

It is also not permissible for any natural or legal person to own, directly or indirectly, more than 5% of the group's shares, and with prior approval from the Qatar Central Bank, the percentage may reach 10%, in accordance with the controls established by the Central Bank, and as shown in Table of direct contributions of the group's 10 largest shareholders, in addition to the companies indirectly owned by them

N.	Shareholder name	Number of Shares	Ownership percentage
1	JURADALE CAPITAL HOLDINGS LP	3,328,380	2.22%
2	Qatar Development Bank	3,000,000	2%
3	National Investment Privileges *	3,000,000	2%
4	Al Dur Al Safi Investment *	3,000,000	2%
5	8 Wadi Al-Sail Fund	3,000,000	2%
6	Wethaq for business development	3,000,000	2%
7	DOEDALE CAPITAL HOLDINGS LP	2,922,660	1.95%
8	ESKDALE CAPITAL HOLDINGS LP	2,903,060	1.94%
9	FENDERDALE CAPITAL HOLDINGS LP	2,901,120	1.93%
10	HODDERDALE CAPITAL HOLDINGS LP	2,890,470	1.93%
*	Al-Qatf Investment Group *	2‹625‹000	1.75 %

*** Indirect ownership of Wethaq Business Development Company**

External Auditor:

The group's external auditors for the financial year ending December 31, 2025, are Messrs. KPMG. (KPMG) The value of the fees charged for services provided during the year was 1,050,000 Qatari riyals, divided into 794,000 Qatari riyals for services related to the scope of the audit and 256,000 Qatari riyals for services outside the scope of the audit.

Board of Directors

Board composition:

The Group's Board of Directors is formed in accordance with the provisions of the Commercial Companies Law No. (11) of 2015 and its amendments No. (8) of 2021, and the Group's bylaws, in addition to the provisions of the Governance System for Companies and Legal Entities Listed on the Main Market issued by the Qatar Financial Markets Authority No. (5). of 2016, and the principles of governance in insurance companies issued by the Qatar Central Bank by Resolution No. (1) of 2016.

Based on the latest amendment to the composition of the Group's Board of Directors in accordance with the elections that took place on April 9, 2023, the Board of Directors in its current session (2023-2025) consists of 9 members representing an elite group of businessmen and personalities known for their competence and diverse experiences.

Note: The term of the current Board of Directors ends at the end of the fiscal year ending on 12/31/2025. According to Article (17) of the amended by laws of the group, if the term of the Board of Directors expires before the General Assembly ratifies the group's financial reports, the term of the Board shall extend to the date of the assembly's meeting. Ordinary general interest of the group.

Board responsibilities and duties:

The Board has the broadest powers to manage the affairs of the Group, develop its business strategies, future plans and policies, approve its work systems and the internal control system followed in it and work to develop it, as well as appoint the senior executive management and evaluate its performance, so that this is done through successive meetings of the Board and all its executive and oversight committees, each within its jurisdiction. Accordingly, The Board is responsible before the law, regulatory authorities, and all shareholders for achieving the group's objectives and adhering to the law, regulations, and instructions from the regulatory authorities to which the group is subject. The Board members are committed to being aware of all their responsibilities and duties (executive/supervisory) towards the group, its management, its shareholders, and stakeholders in accordance with what is approved by the Companies Law, the Group's bylaws, and the corporate governance systems issued by the Qatar Central Bank and the Qatar Financial Markets Authority.

Board meetings:

The Board of Directors holds at least six meetings during the year, and three months must not elapse without holding a meeting.

Responsibilities and duties of the Chairman of the Board:

The Chairman of the Board of Directors is the head of the group and represents it before others and before the judiciary. He is primarily responsible for the good management of the group in an effective and productive manner and for working to achieve the interests of the group, shareholders and other stakeholders. He must implement the decisions of the Board and adhere to its recommendations, and he may delegate other members of the Board of Directors. Or a member of the senior executive management in some of his powers for a specific period and subject. The Vice President also replaces the President in his absence.

Below are his most important responsibilities:

- Ensure that the Board discusses all key issues in an effective and timely manner.
- Approval of the agenda for its meeting, considering any issue raised by any member of the Board.
- Encouraging Board members to participate collectively and effectively in managing the Board's affairs, to ensure that the Board carries out its responsibilities in the interest of the group.
- Making all data, information, documents, documents and records pertaining to the group, the Board and its committees available to Board members.
- Finding actual communication channels for shareholders and working to convey their opinions to the Board.
- Allow non-executive Board members, in particular, to actively participate and encourage constructive relations between executive and non-executive Board members.
- Keeping members constantly informed regarding the implementation of the provisions of this system, and the Chairman may authorize the Audit Committee or others to do so.

1- **Jamal Abdullah Al-Jamal :** Chairman of Board of Directors

Representing: himself

Academic qualification: Bachelor of Accounting

Current positions:

- Chairman of the Board of Directors at Qatar Islamic Insurance Group.
- Member of the Board of Directors of the Medicare Group.
- Executive Vice President of Qatar International Islamic Bank.

Board members:

Below is a list of current Board members including their positions, whether they are independent or non-independent members and executive or non-executive members.

member name	Adjective	Independent / Is not independent	Executive/non-executive
Jamal Abdullah Ahmed Al-Jamal	Chairman	Independent	Non-executive
Abdulrahman Abduljalil Al-Abdulghani	Deputy Chairman	Non-independent	Non-executive

Tareeq Al-Haq Trading & Services Company Represented by: Mohammed Abdulkareem Abdullah Abdulrahman Al Meer	Board Member	Non-independent	Non-executive
Al-Baydakh Investment Company Represented by: Sheikh Nasser bin Abdulaziz bin Nasser Al Thani	Board Member	Non-independent	Non-executive
Thubair Investment Group Represented by: Sheikh Khalid bin Thani Bin Abdullah Al Thani	Board Member	Non-independent	Non-executive
Dar Al-Thuraya Investment Company Represented by: Sheikh Turki bin Khalid bin Thani Al Thani	Board Member	Non-independent	Non-executive
Medicare group Represented by: Sheikh Thani bin Abdullah bin Thani Al Thani	Board Member	Non-independent	Non-executive
Rashid Nasser Rashid Saree Al Kaabi	Board Member	Independent	Non-executive
Khaled Mohammed Asad Al-Emadi	Board Member	Independent	Non-executive

Mr. Walid Ibrahim Abu Arja performs the duties of Secretary of the Board of Directors, as well as Secretary of the Investment Committee and the Nominations, Remuneration and Incentives Committee. He also performs the duties of Investor Relations Officer for the Group and Secretary of the Sharia Supervisory Board.

Sharia Supervisory Board:

An independent body called the "Sharia Supervisory Board" will be established for the group, to carry out the task of supervising its activities in accordance with the provisions of Islamic Sharia. The Sharia Supervisory Board consists of three individuals appointed by the ordinary general assembly based on the recommendations of the Board of Directors, and the members of the body must be scholars. Experts specializing in the provisions of jurisprudence and Islamic law, as well as in the fields of public services and financial activities, are recommended for selection based on the availability of scientific, professional and legal standards in force locally and internationally. The members of the Commission are appointed for a period of three years, subject to renewal.

Given our specialization in providing Islamic insurance services, Sheikh Dr. Waleed Mohammed Hadi chairs the Sharia Supervisory Board, and Sheikh Dr. Abdulaziz Khalifa Al-Qassar and Sheikh Dr. Mohamed Ahmine participate in its membership.

These members were appointed by the Ordinary General Assembly of the Group and report directly to it to provide binding opinions and conduct oversight on everything related to the application of the provisions of Islamic Sharia.

1- **Sheikh/ Dr. Waleed Mohammed Hadi :** Chairman of the Sharia Supervisory Board
2- **Sheikh/ Dr. Mohamed Ahmine :** Member of the Sharia Supervisory Board
3- **Sheikh/ Dr. Abdulaziz Khalifa Al-Qassar :** Member of the Sharia Supervisory Board

Members' qualifications and experience:

The members of the Board of Directors have academic qualifications and extensive practical experience in administrative and financial affairs, which qualifies them to perform their duties in an effective manner that achieves the interests, goals and objectives of the group. Below is an overview of the CV, academic qualifications and current positions of the members.

2- **Abdulrahman Abduljalil Abdulghani Al Abdulghani :** Deputy Chairman of the Board

Representing: himself

Academic qualification: Bachelor of Science

Current positions:

- Vice Chairman of the Board of Directors of Qatar Islamic Insurance Group.
- Member of the Board of Directors of the Qatar Chamber of Commerce and Industry.
- Member of the Board of Directors of the Qatar Society for Rehabilitation of People with Special Needs.

3- **Mohammed Abdulkareem Abdullah Abdulrahman Al Meer :** Member of the Board of Directors

Representative of: Tareeq Al-Haq Trading & Services Company

Academic qualification: Bachelor of Commerce/Accounting Division

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.

4- **Rashid bin Nasser Saree Al Kaabi :** Member of the Board of Directors

Representing: himself

Academic qualification: Bachelor of Law

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.
- Chairman of the Board of Directors of Enma Holding.
- Vice Chairman of the Board of Directors of Qatar International Islamic Bank.

5- **Sheikh/ Turki bin Khaled bin Thani Al Thani :** Member of the Board of Directors

Representative of: Dar Al-Thuraya Investment Company

Academic qualification: Master of Business Administration

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.
- Member of the Board of Directors at Qatar International Islamic Bank.

6- **Sheikh / Thani bin Abdullah bin Thani Al Thani :** Member of the Board of Directors

Representative of: Medicare Group

Academic qualification: Master of Business Administration

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.
- Member of the Board of Directors at Qatar International Islamic Bank.

7- **Sheikh/ Khaled bin Thani Bin Abdullah Al Thani :** Member of the Board of Directors

Representative of: Thubair Investment Group

Academic qualification: Bachelor of Industrial Management

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.

• Chairman of the Board of Directors at Qatar International Islamic Bank.
• Vice Chairman of the Board of Directors at the Medical Care Group – Al Ahli Hospital.

8- **Sheikh/ Nasser bin Abdulaziz bin Nasser Al Thani :** Member of the Board of Directors

Representative of: Al-Baidakh Investment Company

Academic qualification: Bachelor of Business Administration

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.

9- **Khaled Mohammed Al-Emadi :** Member of the Board of Directors

Representing: himself

Academic qualification: Bachelor of management and Economic

Current positions:

- Member of the Board of Directors of Qatar Islamic Insurance Group.
- CEO of the Medical Care Group

Responsibilities and duties of Board members:

The Board of Directors must carry out its assigned duties in an acceptable manner and in good faith, and the decisions taken by the Board must be based on sufficient information from the executive management or from a reliable source. The Board of Directors must prepare a charter called the "Board of Directors Charter" that specifies the main functions and tasks of the Board, its responsibilities, the duties of the Chairman and members, their obligations, and the principles binding on them in accordance with the provisions of the Commercial Companies Law and the relevant laws and in accordance with the provisions of the Corporate Governance System issued by the Qatar Financial Markets Authority and the provisions of the Executive Instructions for Insurance. The principles of governance for insurance companies issued by the Qatar Central Bank, and the following are its most important responsibilities:

- Regularly attending the meetings of the Board and its committees and not withdrawing from the Board except when necessary and at the appropriate time.
- Upholding the interests of the group, shareholders and other stakeholders over private interests.
- Expressing an opinion on the group's strategic issues, its policy in implementing its projects, its employee accountability systems, its resources, basic appointments, and its work standards.

- Monitoring the group’s performance in achieving its goals and objectives, and reviewing reports on its performance, including annual, semi-annual, and quarterly reports.
- Supervising the development of procedural rules for governance and working to implement them optimally.
- Utilizing their diverse skills and experience with their diverse specializations and qualifications in managing the group in an effective and productive manner, and working to achieve the interests of the group, partners, shareholders and other stakeholders.
- Active participation in the group’s general assemblies and achieving the demands of its members in a balanced and fair manner.
- Disclosure of financial and commercial relationships and lawsuits that may negatively affect the performance of the tasks and functions assigned to them.
- Adopting the strategic plan and main objectives of the group and following up on their implementation.
- Develop, review and direct the group's comprehensive strategy, key business plans and risk management policy.
- Determine the group’s optimal capital structure, strategies and financial objectives, and approve the annual budget.
- Follow up on the Group's capital expenditures and purchase/sale of assets.
- Setting performance goals and following up on their implementation and the group’s overall performance.
- Evaluate and approve the group’s organizational structure on a systematic basis to ensure the appropriate distribution of tasks, functions and responsibilities, especially the internal control units.
- Adopting appropriate policies and procedures to implement the group's strategy and objectives.
- Approving the annual plan for training and education in the group, which includes introductory programs for the group, its activities, and its governance.
- Establishing regulations and procedures for internal control and following them up.
- Establish a complete disclosure system to achieve justice and equality and prevent conflicts of interest and exploitation of inside information.
- Ensuring the integrity of financial and accounting statements, including those related to preparing financial reports.
- Annual evaluation of the efficiency of the group’s internal control procedures.
- Approving appointments in senior executive management and planning the replacement of positions in management.
- Ensuring the implementation of appropriate control systems for risk management by predicting the risks that the group may face in general and disclosing them transparently.
- Establishing specific and explicit policies, standards and procedures that regulate Board of Directors membership and implement them after their approval in the General Assembly.
- Establish a written policy that regulates the relationship between stakeholders to protect them and their rights.

Prohibition of combining positions:

The group is committed to the rules prohibiting the combination of positions that are prohibited by law. To be nominated for membership in the Board of Directors, the candidate must submit a written declaration in which he acknowledges that he will not combine positions that are prohibited in accordance with the Commercial Companies Law and the Governance System. The application for candidacy for membership also includes the necessity of The candidate shall disclose the companies in which he holds a position as a member of the board of directors, in addition to clarifying his position in them and whether he is a president, vice president, managing director, or member, and whether he is represented in them in his personal capacity or in his capacity as a representative of a legal person. This obligation remains applicable to the members. The Board for the duration of their membership in the group.

The members of the Board of Directors are also obligated every year to submit an annual declaration not to combine positions that are prohibited according to the law and the provisions of the governance system. These declarations are kept by the Chairman of the Board of Directors with the Secretary of the Board of Directors.

The members of the Board of Directors are committed to prohibiting the combination of positions that are prohibited in their personal capacity or in their capacity as representatives of legal persons, as each member of the Board has ensured that none of the following factors apply to him:

- To be Chairman or Vice Chairman of the Board of Directors of more than two joint stock companies in the State of Qatar.
- To be a member of more than three boards of directors of joint stock companies based in the State of Qatar.
- To be a managing director in more than one joint stock company headquartered in the State of Qatar.
- To be a member of the board of directors of a joint stock company that practices the same activity as the group.
- To carry out any work or activity that competes with the group's work or harms its interests.

Conflict of interest:

The Board is obligated to disclose the transactions and deals that the Group concludes with any "related party" in which the latter has an interest that may conflict with the interest of the Group.

Members also ensure that any member who is a "related party" or is a party connected to a process, relationship, or deal concluded by the group does not attend the Board meetings in which that process, relationship, or deal is discussed, and his right to vote on the decisions the Board issues regarding it is prohibited. In all cases, the Board is keen to ensure that all relationships that the group establishes with others are in its interest, and that all deals it concludes are in accordance with market prices and on a purely commercial basis and must not include conditions to the contrary.

Board members, senior executive management and all insiders, their spouses and minor children are obligated to disclose the trading operations they carry out on the group's shares and all its other securities.

Quorum for Board meetings:

The Board meeting is not considered valid unless it is attended by the majority of members and provided that the Chairman of the Board of Directors or his deputy attends the meeting. The absent member (if any) may, upon a written request, authorize any other Board member to represent them in attendance and voting. A member of the Board of Directors cannot represent more than one member. If a member of the Board of Directors is absent from attending three consecutive meetings or four non-consecutive meetings without an excuse accepted by the Board, the member of the Board of Directors is considered to have resigned, and participation in the Board of Directors meeting can take place by any secure means of recognized modern technology that enables the participant to listen and participate actively. In Board agenda discussions and decision making.

Invitation to Board meetings:

The Board meets upon the invitation of the Chairman of the Board of Directors and based on what is stipulated in the Group's bylaws. The Chairman of the Board of Directors must summon the Board to a meeting whenever at least two of its members request this. An invitation shall be sent to each member, accompanied by the agenda, at least one week before the date specified for the meeting. Any member may request that one or more items be added to the agenda upon receipt of notice of the meeting and the proposed agenda.

Board decisions:

Without violating the provisions of the law in this regard, the Board must pass its decisions by a majority vote of the members of the Board of Directors (attendance and representatives). In the event of a tie, the president's side shall prevail.

Minutes are prepared for each meeting, including the names of those attending and absent, as well as the meeting discussions. The Chairman of the Board of Directors and the Secretary sign the minutes, and any member who does not agree with any decision taken by the Board may submit his/her objection in the minutes of the meeting.

The Board of Directors may, when necessary or urgent, issue some trading decisions provided that all Board members agree in writing to those decisions, provided that they are presented at the next meeting of the Board of Directors to be included in the minutes of the meeting.

Board Secretary:

The Board issues a decision to appoint the Secretary of the Board of Directors. Priority should be given to a person who holds a university degree in law or accounting from a recognized university or its equivalent, and who has at least three years of experience in dealing with the affairs of a listed company. The Secretary may, based on the approval of the Chairman of the Board of Directors, request assistance from any employee in the group to perform his duties. The duties of the Group

Secretary are assumed by Mr. Waleed Ibrahim Abu Arjah, in addition to his daily responsibilities as Secretary of the Investment Committee and the Nominations, Remuneration and Incentives Committee. and managing investor relations for the group.

Responsibilities and duties of the Board Secretary:

The Board of Directors determines the responsibilities and duties of the Secretary of the Board of Directors by adopting them within the group's policies and procedures, specifically in the group's governance and compliance regulations. The following are the most important responsibilities and duties of the Secretary of the Board of Directors:

- Recording minutes of Board meetings and specifying the names of present and absent members. and meeting discussions. Submitting members' objections to any decision taken by the Board, sending meeting invitations to Board members and participants (if any), attaching them to the agenda, and receiving members' requests to add one or more items to the agenda at Board of Directors meetings.
- Recording the decisions of the Board of Directors in the register prepared for this purpose, according to the date of their issuance.
- Recording the meetings held by the Board in a sequentially numbered register prepared for this purpose, arranging it according to the date held, and listing the names of present and absent members, the meeting discussions, and members' objections, if any.
- Maintain minutes of board meetings, decisions, reports, and all board records, correspondence, and writings in paper and electronic records.
- Enabling the Chairman of the Board of Directors and members to access all timely information, documents and data related to the group.
- Full coordination between the Chairman and the members, and between the members themselves, as well as between the Board of Directors and related parties and stakeholders of the group including shareholders, management and employees.
- Preserving the Board of Directors' approval of "not merging prohibited functions."

Number of Board meetings during the year:

nine (9) Board of Directors meetings were held during the fiscal year ending on December 31, 2025, and the time period between the dates of each of them did not exceed more than three months. The following is a summary of the Board meetings held during the year 2025:

N.	Meeting date	Number of members present	Number of absent members	comments
1	15-1-2025	9	0	There are no notes
2	19-2-2025	9	0	There are no notes
3	30-4-2025	8	1	There are no notes
4	12-5-2025	9	0	There are no notes

5	11-6-2025	8	1	His Excellency Sheikh Abdullah bin Khalid bin Thani Al Thani did not participate, as the discussion included a matter concerning His Excellency.
6	13-7-2025	9	0	There are no notes
7	31-7-2025	9	0	There are no notes
8	29-10-2025	9	0	There are no notes
9	16-12-2025	9	0	There are no notes

Board Committees:

Immediately upon its election in April 2023, the Board of Directors formed the committees stipulated in the governance system, and they are:

- Nominations, Remuneration and Incentives Committee.
- Audit and Risk Management Committee

The Board's decision included the formation of the above-mentioned committees and the nomination of a chairman and members for each committee, taking into account the following:

- Availability of the necessary experience that enables them to exercise the committee's powers in accordance with the governance system.
- Taking into account the controls for forming committees stipulated in the governance system.

- The Board also formed the Investment Committee for the purpose of developing investment strategies, plans and policies for the Group.

Each of the above-mentioned committees maintains its own charter that explains the objectives of each committee, the tasks and powers of the committee and its members. In all cases, the Board remains responsible for those committees and their work.

Waleed Ibrahim Abu Arjah : Secretary of the Board of Directors

Investor Relations Officer (IR) certified by the UK IR Society

Investment Committee:

It is one of the committees not stipulated in the governance system. It was formed for the purpose of developing investment strategies, plans and policies for the group, recommending to the Board to take important investment decisions, and following up on investment performance with the executive management on an ongoing basis. The committee's decisions are made by meeting or by circulation.

The Investment Committee consists of a Chairman, two members of the Board of Directors and the Group Chairman.

Abdulrahman Abduljalil Abdulghani Al Abdulghani : Chairman of the Investment Committee

Sheikh/ Turki bin Khaled bin Thani Al Thani : Member of the Investment Committee

Rashid bin Nasser Saree Al Kaabi : Member of the Investment Committee

Ali Ibrahim Abdulaziz Al-Abdalghani : Member of the Investment Committee

Waleed Ibrahim Abu Arjah : Secretary of the Committee

Nominations, Remuneration and Incentives Committee:

The Remuneration and Nominations Committee consists of a Chairman and two members of the Board of Directors, all of whom are non-executive (as shown in the position distribution table).

Sheikh/ Khaled bin Thani bin Abdullah Al Thani : Chairman of the Nominations, Remuneration and Incentives Committee.

Rashid bin Nasser Saree Al Kaabi: Member of the Nominations, Remuneration and Incentives Committee.

Sheikh / Thani bin Abdullah bin Thani Al Thani : Member of the Nominations, Remuneration and Incentives Committee.

Waleed Ibrahim Abu Arjah : Secretary of the Committee

The most important responsibilities and duties of the committee are the following:

- Developing the general foundations and criteria used by members of the General Assembly to choose the ideal member from among the candidates for membership in the Board of Directors.
- Nominating someone who seems suitable for membership in the Board of Directors when there is a vacancy.
- Develop a draft "employee succession plan" for the group's management.
- Nominating someone who seems suitable to fill any senior executive management position.
- Receiving applications for candidacy for membership in the Board of Directors.
- Submitting a list of candidates for board membership to the Board of Directors, including recommendations in this regard, and sending a copy thereof to the Qatar Financial Markets Authority and the Qatar Central Bank when necessary.
- Submitting an annual report to the Board of Directors that includes a comprehensive analysis of the Board's performance to identify weaknesses and strengths, in addition to submitting proposals in this regard.

- Establishing the foundations for the group's annual compensation, including the method for determining the compensation of the Chairman of the Board of Directors and all Board members.
- Establishing foundations for granting bonuses and incentives within the group, including issuing incentive shares to its employees.

The Nominations, Remuneration and Incentives Committee held six (6) meetings during the year 2025, and the committee meeting is not considered valid unless the majority of members are present. The committee discussed a number of essential points during its meetings, as described below:

N.	Meeting date	Number of members present	Number of absent members	Most important recommendations/decisions
1	14-1-2025	3	0	Discussion and evaluation of the work of the Board members for the year 2024, evaluation of the work of Secretary of the Board of Directors for the year 2024, discussion and adoption of the Charter of the Remuneration and Nominations Committee.
2	18-2-2025	3	0	Discussion and Recommendation to approve the disbursement of bonuses to the Board of Directors, the Executive Management, the Sharia Supervisory Board, the Secretary, and employees for the fiscal year 2024
3	11-6-2025	2	1	Study and approve the request of Thubeir Investment Group to change their representative on the Board of Directors from His Excellency Sheikh Abdullah bin Khalid bin Thani Al Thani to His Excellency Sheikh Dr. Khalid bin Thani bin Abdullah Al Thani and submit a recommendation to the Board of Directors in this regard. If the Board approves, the approval of the relevant regulatory authorities will be obtained.
4	18-9-2025	3	0	Discuss and submit a recommendation to the Board of Directors to adopt the wording of the announcement opening nominations for membership of the Board of Directors for the next three years (2026-2028), and then obtain the approval of the concerned authorities for publication, and submit a recommendation to the Board of Directors to approve booking a date for holding the General Assembly meeting for the fiscal year 2025, discuss and submit a

				recommendation to appoint the Chairman and members of the Sharia Supervisory Board for the next three years (2026-2028).
5	14-12-2025	3	0	The committee reviewed all applications for membership on the Group's Board of Directors and their compliance with the terms of membership in the Articles of Association, the bank's regulations, and the Qatar Financial Markets Authority. The committee recommended accepting all applications except one and submitted a recommendation to the Board of Directors in this regard.
6	21-12-2025	3	0	A candidate's complaint regarding the reconsideration of his candidacy application was studied and discussed, and the committee decided to reject the complaint, provided that the complainant is notified of the decision and that the Qatar Central Bank and the Qatar Financial Markets Authority are informed.

Audit and Risk Management Committee:

The Committee consists of a Chairman and two independent members of the Board of Directors, all of whom are non-executive (as shown in the position distribution table).

Khaled Mohammed Al-Emadi : Chairman of the Audit and Risk Management Committee

Rashid bin Nasser Saree Al Kaabi : Member of the Audit and Risk Management Committee

Sheikh/ Nasser bin Abdulaziz bin Nasser Al Thani : Member of the Audit and Risk Management Committee

Rami Muhammad Al-Agha : Secretary of the Committee

The most important responsibilities and duties of the committee are the following:

- Ensuring that the group adopts an internal control system and recommending it to the Board for its adoption, conducting periodic reviews of it and evaluating its efficiency.
- Establishing procedures for contracting and nominating external auditors, and ensuring their independence during their implementation of the audit process.
- Supervising the group's internal control work, following up on the work of the external auditor, coordinating between them, and ensuring their compliance with the implementation of the best international standards regarding the auditing process and preparing financial reports in accordance with the International Financial Reporting Standards, auditing standards, international auditing, and their requirements.

- Supervising and reviewing the accuracy and validity of the financial statements, annual and semi-annual reports, and quarterly reports.
- Consider, review and follow the reports and observations of the external auditor regarding the group's financial statements.
- Ensuring the accuracy of the data, financial statements and disclosed affairs presented to shareholders at the General Assembly.
- Coordination between the Board of Directors, senior executive management, and the group's internal audit department.
- Review financial systems, internal control, and risk management.
- Conducting investigations into financial control matters requested by the Board of Directors.
- Coordination between the group's internal audit unit and external auditors.
- Reviewing the group's financial and accounting policies and procedures and presenting opinions and proposals to the Board of Directors in this regard.
- Implementing the tasks of the Board of Directors regarding the group's internal control.
- Establish and regularly review the Group's policies regarding risk management, taking into account the nature of the Group's business, market changes, investment trends, and the Group's expansion plans.
- Supervising the risk management training programs prepared by the group.
- Preparing and submitting periodic reports on risks and their management within the group to the Board of Directors, at a time determined by the Board, including its proposals, and preparing reports on specific risks based on the orders of the Board of Directors or the Chairman of the Board.

The Audit and Risk Management Committee held (7) seven meetings during the year 2025, and the committee meeting is not considered valid except in the presence of the majority of members and provided that the Chairman of the Committee is present. The committee discussed a number of essential points during its meetings, as described below:

N.	Meeting date	Number of members present	Number of absent members	Most important recommendations/decisions
1	15-1-2025	3	0	The minutes of the Audit and Risk Committee meeting No. 8/2024 were approved. The meeting included a discussion of the Cyber Security Department's activity report for 2024, a review and approval of the BIA BCP test results and the 2024 non-IT BCP update, a review and approval of the updated risk registers for the Auto Claims and Auto Underwriting Department and the Call Center, a discussion of the Risk Management Framework Review Report and the Risk Management Annual Report, a discussion of the Compliance and Reporting Department's 2024 Annual Report and the Internal Audit

				Department's 2024 Activity Report. The committee expressed its satisfaction with the performance and approved the reports. The committee also approved the Internal Audit Plan for 2025 and discussed the price quotations for appointing the Group's external auditor, which the committee approved and submitted a recommendation to the Board of Directors.
2	19-2-2025	3	0	The minutes of the Audit and Risk Committee meeting No. 1/2025 were approved, and the financial statements for the year ended December 31, 2024 were discussed with the external auditor, and the extent of compliance with the corporate governance instructions issued by the Qatar Financial Markets Authority were reviewed. The committee recommended that the minutes be submitted to the Board of Directors for approval.
3	30-4-2025	3	0	The minutes of the Audit and Risk Committee meeting No. 1/2025 were approved, and the financial statements for the period ending March 31, 2025 were discussed. The committee expressed its satisfaction and recommended that they be submitted to the Board for approval. The request to assign the SOC (Secure Operations Center) to Ooredoo and the proposal to create a Data Protection Officer position and assign it to the Head of Cyber Security were reviewed. The committee expressed its satisfaction and recommended that it be presented to the Board of Directors for approval. The reports on capital adequacy, solvency position, risk report, ORSA (Inherent Risk Assessment and Solvency) report, FCR (Financial Position Report), actuarial valuation report, and the results of stress tests on the company's solvency and risk records were presented. The committee approved the reports and recommended that they be submitted to the Board of Directors for approval.
4	31-7-2025	3	0	Approval of the minutes of the Audit and Risk Committee meeting No. 3/2025, review and approval of the capital adequacy report and solvency position for the first and second quarters, review and approval of the risk report for the first and second quarters, review and approval of the actuarial valuation report for the second quarter, review and approval of the Sharia risk management policy and procedures to be presented to the Board of Directors for final approval, review and approval of the Group-wide fraud risk assessment for 2025, review and approval of the self-assessment of the anti-

				money laundering and counter-terrorism financing risk management framework for 2025, review and approval of departmental risk registers and follow-up of open risks, discussion and recommendation to submit the financial statements for the second quarter to the Board of Directors for approval, discussion and approval of the Internal Audit Department's report on the Group's internal control activities and the report on vehicle write-off and salvage sales, discussion of the Qatar Central Bank's report on anti-money laundering and counter-terrorism financing, and directing the executive management to study the report and develop the necessary corrective actions, and authorizing the Group Chairman to respond to them.
5	29-10-2025	3	0	Approval of the minutes of the Audit and Risk Committee Meeting No. 4/2025: Review of the Behavioral Risk Management Policy and Procedures, and submission of a recommendation to the Board of Directors for approval; Review of the updated Key Risk Report and Company Risk Register for 2025, and submission of a recommendation to the Board of Directors for approval; Review of the updated Quality Policy for 2025, and submission of a recommendation to the Board of Directors for approval; Review of the 2025 Environmental, Social, and Governance (ESG) Policy and Committee Charter, and submission of a recommendation to the Board of Directors for approval; Review of the updated procedural manuals with the necessary amendments to comply with the ESG oversight principles of the Qatar Central Bank, and submission of a recommendation to the Board of Directors for approval; Review of the updated documents related to the Risk Management Framework, and submission of a recommendation to the Board of Directors for approval; Review of the Cybersecurity Management Policy and Procedures Manual, and submission of a recommendation to the Board of Directors for approval; Discussion of the financial statements for the period ending September 30, 2025, and

				submission of a recommendation to the Board of Directors for approval; Discussion of the Qatar Central Bank's observations.
6	10-12-2025	2	1	The minutes of the Audit and Risk Committee meeting No. 5/2025 were approved. The Internal Audit Department's report for the second quarter was discussed and approved. The Human Resources Department's internal audit report was discussed, and the executive management recommended corrective action. The report on vehicle write-offs and salvage sales for the second and third quarters was discussed. The report on agreements and settlements with insurance support service providers for the first and second quarters was discussed, and the executive management recommended appropriate action with intermediaries who do not provide the group with account statements. The internal audit report on ISO 9001-2015 quality management standards was discussed, and the committee recommended necessary actions and improvements to the relevant procedures. The internal audit report of the General Insurance Department was discussed, and the executive management recommended corrective action. The external auditor's report on anti-money laundering and counter-terrorism financing was presented and discussed. The committee expressed satisfaction and emphasized the importance of continued periodic follow-up until all observations are fully addressed. The recommendation to the Board of Directors to approve amendments to the draft Anti-Money Laundering and Counter-Terrorism Financing Policies and Procedures Manual was discussed and approved. The capital adequacy and solvency position report was reviewed and approved. Risks and Actuarial Valuation Report as of September 30, 2025, Review and Approval of the Cybersecurity and Information Technology Risk Self-Assessment 2025, Review and Approval of the Stress Test Report for the Company’s Financial Solvency and Updated Department Risk Records, Approval to Hold a Training Session for Board Members Regarding

				an Introduction to Environmental, Social and Governance (ESG) Policies, Discussion of Amendments to the Audit and Risk Management Committee Charter and Submission of a Recommendation to the Board for Approval.
7	30-12-2025	3	0	The minutes of the Audit and Risk Committee meeting No. 6/2025 were approved. The Internal Audit Department's report for the third quarter of 2025 was discussed and approved. The Internal Audit Department's report on the Reinsurance Department's compliance with the internal control system was discussed, and senior management recommended corrective action. The Internal Audit Department's report on the Anti-Money Laundering and Counter-Terrorism Financing Department was discussed, and corrective action was recommended. The Internal Audit Department's report on agreements with supporting insurance service providers for the third quarter was discussed and approved. The Executive Management recommended preparing a list of outstanding balances and submitting it to the Board of Directors for appropriate action. It also recommended reconsidering dealings with non-cooperative intermediaries. The Committee was trained on Environmental, Social, and Governance (ESG) standards, and they agreed to present it to the Board members. The ESG objectives were reviewed and approved and presented to the Board of Directors for adoption. The updated and approved risk registers were reviewed and adopted. The annual Business Continuity Plan Test Report, the Business Impact Analysis Report, and the updated Business Continuity Plan were reviewed, and the members agreed to present them to the Board of Directors for adoption.

Senior Executive Management:

The senior executive management is represented by the group’s president, Mr. Ali Ibrahim Al-Abdulghani, in addition to a group of executive directors, consultants, administrators, legal officers, and other department heads responsible for managing the group, including:

Ali Ibrahim Al-Abdulghani : Group President

Zaki Khamis Akeilah : Director of Islamic Real Estate Investment Company

Naisamudheen Sadar Manzil Abdulkhader : Chief Technical Officer

Mohammed Abbas Al-Rayes : Group President advisor

Yasser Mohamed Alamly : Group Chief Financial Officer

Elyazeed Mergani : Acting Director of General Insurance

Karim Salih : Director of Life & Medical Insurance

Mohammed Abdulraoof Al-Rasheed : Director of Motor Insurance

Syed Pervez : Director of Reinsurance Department

Gamal Ibrahim El-Hadi : Director of General Claims

Rami Muhammad Al-Agha : Internal Audit Manager

Mohammed Sobhy : Compliance & Reporting Manager

Najeeb Haneefa : Director of Information Technology

Mohammad Ashraf Siddiqi : Director of Risk Management

Salih Fathalla : Acting Director of Administration & and HR

Mazen Nasser : Director of Marketing and Business Development

Mohamed Anfal : Head of Information Security

Ahmed Abdulraheem Abou Ahmed : Director of Legal Affairs

Qualifications and experience of senior executive management:

The senior executive management of Qatar Islamic Insurance Group is distinguished by the presence of comprehensive diversity in experience, skills, and academic and professional qualifications that enable it to manage the group’s business with high professionalism and craftsmanship, including various academic certificates ranging from accounting and investment background to internal control and risk management, in addition to long professional experience in the field of insurance and reinstatement. Insurance for more than 30 years. Which would help the group in developing and covering the strategic dimension required of management and approved by the Board of Directors or any of its committees; In addition, the administration is always looking to establish and activate the latest professional and technological development methods in implementing its short- and long-term goals. The diversity of professional qualifications and experiences helps management carry out its daily tasks efficiently and with high quality, and conduct the daily business of the group.

The administration also adopts a teamwork method to facilitate work, by forming internal committees to follow up on the operational and technical aspects and develop the business, whether operational or administrative. These committees are usually chaired by a member of the senior executive management, and their meetings are held periodically according to the nature and objectives of each committee.

Powers and responsibilities of senior executive management:

The senior executive management bears the responsibility of fully and directly developing and implementing the group's strategic plans, after their presentation and approval by the Board of Directors. It is also responsible for the group's operational and administrative work plans. Management must ensure that these strategies and plans are consistent with the group's general vision and objectives, so that the group can reach its goals and objectives efficiently and effectively.

The executive management is also responsible for implementing the decisions of the Board of Directors, and ensuring that they are implemented whether in its daily operations or in its future plans. Management must also inform the Board of developments and challenges that the group faces and provide its recommendations with the best means that the group can follow to confront those challenges and risks. Among the main objectives of executive management are, for example - but not limited to - the following:

- Proposing the group’s general budget, having it approved by the Board, and working to achieve it;
- Proposing operational and administrative policies and procedures and having them approved by the Board and ensuring their implementation within the group’s operations;
- Ensuring the submission of the recommendations and reports required by the Board or any of its committees.

In return, the Board of Directors grants the appropriate powers to the senior executive management so that it can carry out its tasks and responsibilities assigned to it effectively without obstacles or delays in operations. These powers include, but are not limited to, the powers of appointment and dismissal for all job positions therein, except for those directly responsible to the Board; The senior executive management must inform the Board of the senior key appointments for the sake of information and knowledge, but the responsibility for these appointments or dismissals remains with the senior executive management. The Board of Directors also grants financial powers to the executive management within the controls, powers matrix, and financial authority approved by the Board, including purchases and investment in operational assets.

Executive management work during the fiscal year ending December 31, 2025:

During the year 2025, the senior executive management carried out many actions and achievements in the field of strategic expansion in the local insurance market, in line with the Board's strategic vision for the group and its operational work. The following are, but not limited to, some of the management's achievements during the year:

- The group maintained its rating issued by the international rating agency AM. AM Best estimated the financial strength of the group at A- (Excellent) and its long-term credit rating of the issuer at A- (Excellent) in addition to its future outlook at (Stable) during the year 2025.

• The group won the "Takaful Company of the Year 2025" award at the twelfth edition of the Middle East Insurance Industry Awards, reflecting outstanding performance and competitiveness at the regional level.

The group's internal control environment:

Internal Control:

The Board of Directors determines the Group's internal control system, which includes internal control mechanisms, the duties and tasks of departments and branches of senior executive management, its regulations and procedures for responsibility, and awareness and education programs for employees about the importance of internal control.

The above-mentioned proposal also includes the group's risk management plan, which includes identifying the major risks facing the group that may affect it and how to confront those risks, especially those related to modern technology, and the group's ability to implement mechanisms for identifying risks in terms of their expected impact and likelihood of their occurrence and implementing precautionary measures. To avoid their occurrence or mitigate their impact to be acceptable to the group's capacity to accept risks (Risk Appetite).

Internal control departments

The group has a number of internal oversight and group control departments, as follows:

- Internal Audit Department
- Risk Management
- Compliance management and reporting
- Actuary

Internal Audit Department:

The Internal Audit Department carries out various audits on all the works and departments of the Executive and Administrative Group in accordance with the audit plan approved by the Audit Committee, and then issues internal audit reports periodically to the Committee.

The group's internal audit department also has a charter that defines its responsibilities and duties towards the group, which is reviewed periodically by the audit committee. The following are the most important responsibilities and tasks of the internal audit department:

- Evaluating the internal control systems in place in the group and the extent to which they achieve the desired objectives of senior management, while providing suggestions and recommendations that increase the efficiency of those systems.
- Evaluating the extent of commitment of all departments to implementing the internal control systems in place in the group, while providing the necessary recommendations to avoid the discovered weaknesses.
- Evaluating the efficiency of the group’s financial performance compared to previous years and compared to competing companies, in order to place the group’s senior management on the strengths and weaknesses of the group’s financial performance and how to address the weaknesses and take the necessary decisions regarding them.
- Carrying out all tasks assigned to the administration by the executive management with the knowledge and approval of the Audit Committee.

Risk Management:

The group has established an independent risk management unit that constantly works to identify and evaluate all risks - of all kinds - to which the group may be exposed, and then develop the necessary visions and recommendations to manage those risks, deal with them and avoid their effects. Periodic reports are submitted to the executive management and the risk committee emanating from the Board of Directors. Administration.

The group's risk department also has a charter that defines its responsibilities and duties towards the group, which is reviewed periodically by the risk management committee. The following are the most important responsibilities and tasks of the group's risk management:

- Assisting the Board of Directors, its committees and senior management in developing and maintaining the general risk management framework.
- Monitor, advise, examine and report all reasonably foreseeable, significant risks in a timely manner.
- Evaluating the expected probabilities and assumptions when facing a risk, in terms of its consequences and how long it will last.
- Submitting regular reports to the Board of Directors and senior management on the background of the group’s risks, from the historical aspect, the developments that have occurred to them, the problems it faces, and the appropriate steps to mitigate them in the future.

Compliance management and reporting:

The Group's Compliance and Reporting Department works - under appropriate organizational independence - to ensure the commitment of all executive group departments to implementing all laws and instructions to which the group's business is subject, and submits the necessary reports on the extent of the group's departments' compliance to both the Audit Committee and the Executive Management.

The Group's Compliance and Reporting Department also has a charter that defines its responsibilities and duties towards the Group, which is reviewed periodically by the Audit Committee. The following are the most important responsibilities and tasks of the Group's Compliance and Reporting Department:

- Monitoring the extent of the group's commitment to implementing its internal policies, and the extent of its external compliance with the laws, instructions and legislation of the Qatar Central Bank and the Qatar Financial Markets Authority, taking into account the Anti-Money Laundering and Terrorist Financing Law and the Qatar Central Bank's instructions for combating money laundering and the financing of terrorism.
- Ensure that operational business is conducted ethically, responsibly and reliably;
- Identify and effectively manage actual and potential conflicts of interest;
- Preventing financial crimes - as much as possible - in the group;
- Communicate to the Audit Committee and the Board of Directors on any material matters related to compliance or the AML/CFT process, including significant compliance risks faced by the Group, any significant compliance violations or investigations related to the AML/CFT process, fines or disciplinary actions. Made by the Qatar Central Bank or any other regulated government entity towards the Group or any of its employees;
- Provide advice and support to the Board of Directors and senior management on compliance and compliance matters;
- Training of group employees on compliance issues. Commitment to and around the anti-money laundering and countering the financing of terrorism process;
- Interacting with various governmental and regulatory agencies as needed in the group;
- Establishing the group's compliance follow-up policies, procedures and controls and taking appropriate steps to ensure their application and adherence to them.

Evaluation of the Group's executive management of the internal control framework over financial reports and statements:

The Board of Directors of Qatar Islamic Insurance Group is responsible for establishing and maintaining a framework for internal control over financial reporting and statements ("ICOFR") as required by the Qatar Financial Markets Authority, and the Group's internal control system is designed in a way that would provide reasonable assurance regarding the accuracy of reports. Finance and prepare the group's financial statements for external reporting purposes. The internal control framework also includes special disclosure controls and procedures designed to prevent material misstatements from occurring.

Financial reporting risks

The main risks in financial reporting are that the financial statements may not be presented fairly due to inadvertent or intentional errors or that the publication of the financial statements is not timely. Lack of fair presentation of financial statements arises when one or more financial statements or disclosures contain material errors (or omissions). Errors are considered material if, individually or in the aggregate, they could influence the economic decisions of users that may be taken based on the financial statements.

To limit these financial risks, the Group has established a framework for internal control over the accuracy of financial statements and reports with the aim of providing reasonable (but not absolute) assurance against material misstatements. We also evaluated the design, application and operational effectiveness of the internal control framework based on the criteria identified in the COSO (2013) Integrated Framework for Internal Control, which recommends the establishment of specific objectives to facilitate the design and assessment of the adequacy of the control system. As a result, the administration adopted the following objectives:

- Existence/occurrence – the existence of assets, liabilities, existing and actual occurrence of transactions;
- Completeness - All transactions are recorded and appear in the financial statements.
- Valuation/Measurement - Recording assets, liabilities and transactions in financial reports at the appropriate amounts;
- Rights, liabilities and ownership – rights and liabilities are appropriately recorded as assets and liabilities;
- Presentation and Disclosure - Classify, disclose and present financial reports appropriately.

However, any system of internal control, including a framework for internal control over financial statements and reporting, no matter how well designed and operated, can provide reasonable but not absolute assurance that the objectives of the system of internal control are achieved, and as such, controls may not prevent Detection, procedures or systems for all errors or fraudulent cases. Furthermore, the design of the control system must reflect the reality of resource constraints, and the expected benefits of controls must be considered relative to their costs.

Organizing the internal control system

Tasks involved in the internal control system over financial reporting

Controls within the system of internal control over financial statements and reports are implemented by all sectors, whether operational or administrative, involved in reviewing the reliability of the books and records on which the financial statements are based. As a result, the internal control system is implemented by a different number of employees in different sectors and departments within the group.

Controls to reduce the risk of material errors in financial reports

The internal control system for financial statements and reports consists of a large number of internal controls and procedures that aim to reduce to the minimum possible the risk of material errors occurring in financial reports. These controls are integrated into the operating process and include the following:

- Be ongoing or permanent in nature such as supervision through written policies and procedures or segregation of duties;
- Work on a periodic basis such as that carried out as part of the annual financial statement preparation process;
- Controls that are preventive or exploratory in nature;
- Controls that have a direct or indirect impact on the financial statements. Indirect impact on financial statements Enterprise-level controls and general IT controls such as the powers of the group's accounting system and the power of accounting influence in the group's accounting system, while the control with direct impact could be, for example, debt settlement, which directly impacts Balance sheet item.
- Control Systems and/or Manual Automated controls are control functions built into system operations such as application-enforced separation of work controls and checking the completeness and accuracy of inputs. Manual internal controls are those managed by an individual or group of individuals, such as the authority to approve transactions.

Measure the design, implementation and operating effectiveness of internal control

For the fiscal year 2025, the Group conducted a formal evaluation of the efficiency, soundness of the design, implementation and operating effectiveness of the system of internal control over financial reporting and statements, taking into account the following:

- The risk of material misstatement of items included in the financial statements, taking into account factors such as the materiality and detectability in the financial statements of the misstatement;
- Determined controllability to failure, taking into account factors such as degree of complexity, risk of management override, competence of employees, and level of human intervention in decision making.
- Collectively, these factors determine the nature, timing and extent of evidence required by management in order to evaluate whether the design, implementation and effectiveness of internal control are consistent with its design intent. Evidence itself is generated from procedures integrated within the day-to-day responsibilities of employees or from procedures performed specifically for the purposes of evaluating internal control. Information from other sources also forms an important component of the evaluation, as this evidence may interest management or may corroborate the results.
- The evaluation included an evaluation of the design, implementation and operating effectiveness of controls in various processes including cash and treasury, purchasing, underwriting, claims, reinsurance, general ledger and financial reporting, investments, human resources, payroll and risk management. The evaluation also included an evaluation of the design, implementation and operating effectiveness of controls. At the enterprise level, general information technology controls and disclosure controls.

The result of management's evaluation of internal control over financial statements and reports

As a result of evaluating the design, implementation and effectiveness of the operation of the internal control over financial statements and reports (ICOFR) system, management was not aware of the existence of any material weaknesses and concluded that the internal control system over financial statements and reports was designed, implemented and operated appropriately and effectively, as in 31 December 2025.

Group external control:

The group's external auditor (auditor) is appointed by the ordinary general assembly annually upon the recommendation of the Board of Directors and the Audit Committee. The group is keen to be one of the largest international audit offices, and that the same audit office does not continue for more than five consecutive years. The auditor External auditing and submitting external audit reports on a quarterly basis.

The Audit Committee reviews, considers, and evaluates the external auditors' offers technically and financially, which were submitted by the Internal Audit Department. It also sends to the Board of Directors a recommendation that includes the reasons for choosing one or more proposals to appoint the group's external auditor. Immediately, after the Board of Directors approves the recommendation, it will be included on the agenda of the Group's Ordinary General Assembly. The KPMG office has been appointed to carry out the work of auditing the Group's accounts for the financial year ending on December 31, 2025, based on the decision of the Ordinary General Assembly in 26 March 2025.

Risk Management:

The Group is very interested in implementing an integrated system of administrative systems to ensure the provision of an effective system for managing and estimating all risks associated with the Group's work, the proper management of which would achieve its goals and future plans.

The group's primary objective within the framework of risk management and financial management is to protect the group's shareholders from events that hinder the achievement of a set of financial operating objectives in a sustainable manner. Senior management is aware of the extreme importance of having effective and efficient risk management systems. The types of risks to which the group is exposed are divided into: the following:

- Market risk
- Information risks
- Operational risks
- Investment risks
- Insurance and reinsurance risks
- Credit risk
- Liquidity risk
- Currency risks

Market risk:

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate as a result of changes in market prices, whether these changes are caused by factors specific to a particular security or its issuer or factors affecting all securities listed on the market.

The group limits market risks by maintaining a diversified portfolio and constantly monitoring developments in global and local stock and bond markets. In addition, the group actively monitors the main factors that affect stock and bond market movements, including conducting an analysis of the operational and financial performance of investee companies.

Currency risk:

Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Qatari Riyal is effectively pegged to the US Dollar and therefore currency risk only occurs in relation to currencies other than the Qatari Riyal.

Therefore, the Group's exposure to foreign currency risks is limited because most transactions are carried out in Qatari riyals or US dollars.

Information risks:

Since the group relies in its work on the availability of an effective and growing information technology system, the risks associated with this aspect are monitored continuously so that all means of security, safety, support and support for that system are available, especially the availability of disaster management plans associated with the system.

Liquidity risk:

Liquidity risk is the risk represented by the difficulties that the group faces in obtaining funds to meet its obligations. Liquidity requirements are monitored on a daily/weekly/monthly basis, and the financial management ensures the provision of sufficient funds to meet any obligations when they arise. Among the most important procedures that ensure the provision of the necessary liquidity for the group is The group's policy in investing its funds is always based on keeping an appropriate percentage of the group's funds in the form of current or savings accounts or deposits with banks without investing them in real estate or stocks.

Investment risks:

The Board of Directors - through the Investment Committee - manages investment risks, as a result of which the investment asset allocation policy is developed and amended according to the change that occurs in investment standards and risks.

Operation risks:

This is the risk of loss that arises from system failure, human error, fraud, or from external events. In the event that controls fail to perform, operational risks may cause reputational risks, may have legal or legislative implications, or may lead to financial loss. The Group cannot expect to eliminate all operational risks, but by establishing a strict control system and by monitoring and treating potential risks, it can The Group is able to manage these risks. The Group also has detailed work manuals and job descriptions with effective separation of tasks, access controls, authorization and settlement procedures, methods for training and evaluating employees, etc., in addition to internal audit work.

Disclosure of the actions taken by the group regarding the implementation of the governance system:

The Group has implemented many decisions and procedures to comply with the governance system. The following are the most important procedures and decisions taken by the Group:

- Understand the requirements of the governance system and identify areas of improvement required to comply with it and its principles.
- Reviewing and updating governance applications and the extent of the group's commitment to those applications.
- Contracting with an expert house in the field of auditing and technical consulting for the purpose of preparing a report on the gaps for implementing an effective cybersecurity system, and developing some of the policies and procedures required under the governance system.
- The Board of Directors approved a large number of policies and procedures that were developed in accordance with the governance system.

Disclosure of the Group's compliance with laws, legislation and governance principles during the year:

No financial or administrative penalties or sanctions were imposed on the group during the fiscal year ending on December 31, 2025, whether by the Qatar Financial Markets Authority or by the Qatar Central Bank.

There are also no substantive lawsuits against the group during the fiscal year ending on December 31, 2025, and all lawsuits, whether by or against the group, are within the normal framework of insurance operations and relate to general and automobile insurance accidents.

The group also conducted a self-evaluation to measure the extent of its commitment to the governance system for companies and legal entities listed on the main market issued by

Resolution No. (5) of 2016 from the Qatar Financial Markets Authority. The result of the evaluation is the following:

N.	Article number	Compliant	Non-compliant	Reasons for non-compliance
1	Article (2)	✓		-
2	Article (3)	✓		-
3	Article (4)	✓		-
4	Article (5)	✓		-
5	Article (6)	✓		-
6	Article (7)	✓		-
7	Article (8)	✓		-
8	Article (9)	✓		-
9	Article (10)	✓		-
10	Article (11)	✓		-
11	Article (12)	✓		-
12	Article (13)	✓		-
13	Article (14)	✓		-
14	Article (15)	✓		-
15	Article (16)	✓		-
16	Article (17)	✓		-
17	Article (18)	✓		-
18	Article (19)	✓		-
19	Article (20)	✓		-
20	Article (21)	✓		-
21	Article (22)	✓		-
22	Article (23)	✓		-
23	Article (24)	✓		-
24	Article (25)	✓		-
25	Article (26)	✓		-
26	Article (27)	✓		-
27	Article (28)	✓		-
28	Article (29)	✓		-
29	Article (30)	✓		-

30	Article (31)	✓		-
31	Article (32)	✓		-
32	Article (33)	✓		-
33	Article (34)	✓		-
34	Article (35)	✓		-
35	Article (36)	✓		-
36	Article (37)	✓		-
37	Article (38)	✓		-
38	Article (39)	✓		-

Disclosure of ownership percentages of the group's shares to members of the Board of Directors:

N.	Name of stockholder	Number of Shares	Percentage of ownership of the group's total shares
1	Jamal Abdullah Ahmed Jassim Al-Jamal	-	-
2	Abdul Rahman Abdul Jalil Al Abdul Ghani	1،588،060	1.06 %
3	Tareeq Al-Haq Trading & Services	2,829,860	% 1.9
4	Al-Baydakh Investment Company	375،000	0.25 %
5	Thubair Investment Group	375،000	0.25 %
6	Dar Al-Thuraya Investment Company	375،000	0.25 %
7	Medicare Group	375،000	0.25 %
8	Rashid Nasser Rashid Saree Al Kaabi	-	-
9	Khaled Muhammad Asad Al-Emadi	-	-

Disclosure of the ownership percentages of the group's shares to the group's senior executive management:

According to the shareholders' statement at the end of 2025, five members of the senior executive management owned shares in the group, with a total of 202,050 shares, which represents (0.13%) of the total shares collected.

Disclosure of the amounts paid and the amounts remaining as credit balances with the group to support sports, cultural, social and charitable activities:

Pursuant to Law No. (13) of 2008, as amended by Law No. (8) of 2011, which stipulates the collection of an amount equivalent to (2.5%) of the group's net annual profits to support sports, cultural, social and charitable activities, the Group is committed to the provisions of this law, as we show in The table below is the value of the amounts paid and the amounts remaining as credit balances with the group:

the year	deserved amount	Amounts paid	The outstanding amounts
2024	0	3,592,418.00	3,592,418.00
2025	-	-	3,816,751

Disclosure of material events during the fiscal year ending December 31, 2025:

The group is committed to disclosing all material events that may interest stakeholders. The following is the most important information and events that were disclosed during the year 2025:

N.	Disclosure date	Disclosure
1	16/1/2025	Qatar Islamic Insurance Group announced its intention to disclose its financial statements for the year ending December 31, 2024, on February 16, 2025.
2	19/1/2025	Qatar Islamic Insurance Group announced a call for an investor conference call to discuss the 2024 annual financial results, to be held on 18/02/2025 at 12:30 pm, Doha time.
3	20/1/2025	Qatar Islamic Insurance Group announced the postponement of the Board of Directors meeting to disclose the financial statements for the year 2024 ending on 12/31/2024 to Wednesday, 2/19/2025 at 1:15 pm instead of Sunday, 2/16/2025.
4	22/1/2025	Qatar Islamic Insurance Group announced the postponement of the date of the Investor Relations Conference to disclose the financial results for

		the year ending 12/31/2024 to become Sunday, 2/23/2025 at 12:30 pm instead of Tuesday, 2/18/2025
5	19/2/2025	Qatar Islamic Insurance Group announced its annual financial results for the year ending December 31, 2024, reporting a net profit of QAR 143,696,714, compared to QAR 142,799,281 for the same period of the previous year. Earnings per share (EPS) reached QAR 0.96 for the year ending December 31, 2024, compared to QAR 0.95 for the same period of the previous year. The Board of Directors recommended a cash dividend of 50% of the nominal share value, amounting to QAR 0.50 per share, for the fiscal year 2024.
6	27/2/2025	Qatar Islamic Insurance Group announces that its Ordinary and Extraordinary General Assembly Meeting will be held on March 23, 2025, at 9:30 PM at the Group's headquarters. In the event of a lack of quorum, the meeting will be rescheduled for March 26, 2025, at 9:30 PM at the same time. Agenda for the Ordinary General Assembly Meeting: 1- Hearing, discussing, and approving the Board of Directors' report on the Group's activities and financial position for the fiscal year ending December 31, 2024. 2- Hearing and approving the Sharia Supervisory Board's report for the fiscal year ending December 31, 2024. 3- Hearing, discussing, and approving the External Auditor's report on the Group's balance sheet, the income and expenditure statement for policyholders, and the income statement for shareholders for the fiscal year ending December 31, 2024, as well as the report on internal controls for financial statements and compliance with governance principles. The meeting will also discuss related party transactions. 4- Discussion of the Group's balance sheet and profit and loss statement for the fiscal year ending December 31, 2024, and the Board of Directors' recommendation to distribute a 50% cash dividend of QAR 0.50 per share, and its approval. 5- Release of the Board of Directors from liability for the fiscal year ending December 31, 2024, and determination of their remuneration. 6- Discussion and approval of the 2024 Governance Report, including related party transactions. 7- Opening the floor for questions, inquiries, and topics not included in the agenda from shareholders. 8- Discussion and approval of the appointment of the external auditor for the fiscal year 2025, and determination of their fees. Agenda of the Extraordinary General Assembly Meeting: 1- Approval of the Board of Directors' recommendation to amend Article (6) of the Group's Articles of Association to read: "Non-Qatari investors are permitted to own up to 100% of the Group's shares," instead of: "The

		percentage of the Group's capital owned by non-Qatari investors is subject to the provisions of the laws and regulations in force in the State and the relevant instructions of the Qatar Central Bank." This amendment is contingent upon obtaining the approval of the esteemed Council of Ministers in accordance with the provisions of Article (7) of Law No. (1) of 2019, and subsequently obtaining the approval of the Qatar Central Bank. 2- Approval to authorize the Chairman of the Board and his Deputy, individually, to adopt the above amendments to the Group's Articles of Association, sign them, and notarize them with all relevant authorities.
7	23/3/2025	Qatar Islamic Insurance Group announced that, due to the lack of a quorum for the Ordinary and Extraordinary General Assembly meeting scheduled for March 23, 2025, the meeting will be postponed to the reserve date of March 26, 2025, at 9:30 PM at the Group's headquarters.
8	27/3/2025	Qatar Islamic Insurance Company announced the results of its Ordinary and Extraordinary General Assembly meeting held on March 26, 2025, where the following were approved: Results of the Second Ordinary General Assembly Meeting: 1- Approval of the Board of Directors' report on the Group's activities and financial position for the fiscal year ending in 2024. 2- Approval of the Sharia Supervisory Board's report for the fiscal year ending in 2024. 3- Approval of the External Auditor's report on the Group's balance sheet, the income and expenditure statement for policyholders, and the income statement for shareholders for the fiscal year ending December 31, 2024, as well as the report on internal controls for financial statements and compliance with governance principles. The meeting also discussed and approved transactions with related parties. 4- The Group's balance sheet, the income and expense statement for policyholders, and the income statement for shareholders for the fiscal year ending 2024 were approved. The Board of Directors' recommendation to distribute cash dividends to shareholders at a rate of 50% of the nominal share value (QAR 0.50 per share) for the fiscal year ending 2024 was also approved. 5- The discharge of the Board of Directors from liability and the determination of their remuneration for the fiscal year 2024 were approved (subject to the approval of the Qatar Central Bank). 6- The Governance Report for 2024, including related party transactions, was approved.

		7- Shareholders were given the opportunity to ask questions, raise inquiries, and discuss matters not included in the agenda. 8- The appointment of KPMG as the Group's auditor for the fiscal year 2025 was approved. Results of the Second Extraordinary General Assembly Meeting: 1- The Board of Directors' recommendation to amend Article (6) of the Group's Articles of Association was approved. The amendment reads: "Non-Qatari investors are permitted to own up to 100% of the Group's shares," instead of the previous text: "The percentage of Group capital owned by non-Qatari investors is subject to the provisions of the laws and regulations in force in the State and the relevant instructions of the Qatar Central Bank." This amendment is contingent upon obtaining the approval of the esteemed Council of Ministers in accordance with the provisions of Article (7) of Law No. (1) of 2019, and subsequently, the approval of the Qatar Central Bank. 2- The Chairman of the Board and his Deputy were authorized to individually adopt, sign, and notarize the above amendments to the Group's Articles of Association with all relevant authorities.
9	7/4/2025	Qatar Islamic Insurance Group announced a call for an investor conference call to discuss the financial results for the first quarter of 2025, on 01/05/2025 at 12:30 pm, Doha time.
10	7/4/2025	Qatar Islamic Insurance Group announced its intention to disclose its financial statements for the year ending March 31, 2025, on April 30, 2025.
11	30/4/2025	Qatar Islamic Insurance Group announced its financial results for the quarter ending March 31, 2025, reporting a net profit of QAR 44,118,425, compared to QAR 43,009,498 for the same period of the previous year. Earnings per share (EPS) for the first quarter ending March 31, 2025, were unchanged from the same period of the previous year.
12	12/6/2025	Qatar Islamic Insurance Group announced that AM Best has affirmed its credit rating at A- (Excellent) with a stable outlook.
13	26/6/2025	Qatar Islamic Insurance Group announced a call for an investor conference call to discuss the 2025 half-year financial results, to be held on 03/08/2025 at 12:30 PM, Doha time.
14	26/6/2025	Qatar Islamic Insurance Group announced its intention to disclose its financial statements for the year ending June 30, 2025, on July 31, 2025.

15	10/7/2025	Qatar Islamic Insurance Group announced that the Qatar Central Bank and the Qatar Financial Markets Authority have approved the change of Thubeir Investment Group's representative on the Board of Directors. His Excellency Sheikh Dr. Khalid bin Thani bin Abdullah Al Thani will replace His Excellency Sheikh Abdullah bin Khalid bin Thani Al Thani for the remainder of the current Board term, which ends at the end of the 2025 fiscal year.
16	29/7/2025	Qatar Islamic Insurance Group announces that it has obtained the approval of the esteemed Council of Ministers, the Qatar Central Bank and the Department of Corporate Affairs to amend Article (6) of the Group's Articles of Association to become "Non-Qatari investors are permitted to own up to 100% of the Group's capital".
17	31/7/2025	Qatar Islamic Insurance Group announced its semi-annual financial results for the period ending June 30, 2025, reporting a net profit of QAR 69,102,487, compared to a net profit of QAR 83,532,836 for the same period of the previous year. Earnings per share (EPS) for the semi-annual period ending June 30, 2025, were QAR 0.46, compared to EPS of QAR 0.56 for the same period of the previous year.
18	21/9/2025	Qatar Islamic Insurance Group announced its intention to disclose its financial statements for the year ending September 30, 2025, on October 29, 2025.
19	21/9/2025	Qatar Islamic Insurance Group announced a call for an investor conference call to discuss the financial results for the third quarter of 2025, on 02/11/2025 at 12:30 pm, Doha time.
	29/10/2025	Qatar Islamic Insurance Group announced its financial results for the quarter ending September 30, 2025, reporting a net profit of QAR 139,168,562, compared to QAR 122,100,978 for the same period of the previous year. Earnings per share (EPS) for the third quarter ending September 30, 2025, were QAR 0.93, compared to QAR 0.81 for the same period of the previous year.
	26/11/2025	The Board of Directors of Qatar Islamic Insurance Group announced the opening of nominations for membership on the Board of Directors for its upcoming new term from 2026 to 2028, starting from 27/11/2025 until 01:00 pm on 11/12/2025.
	11/12/2025	Qatar Islamic Insurance Group announced the closing of nominations for membership on the company's Board of Directors for the period from 2026-2028 on 11/12/2025 at 01:00 pm.

Evaluating the performance of the Board of Directors, committees and senior executive management:

Mechanism for evaluating the performance of Board of Directors members and their work in committees:

The Nominations, Remuneration and Incentives Committee.evaluated the members’ work for the year 2025 according to the following data:

- Percentage of member attendance at Board of Directors meetings
- Interacting and making proposals during Board of Directors meetings.
- The member’s attendance rate in the committee/committees to which he is affiliated.
- Interacting and making proposals during his work in the committee/committees to which he is affiliated.

Evaluation results of members’ performance and work in committees:

The evaluation result for all members was satisfactory and consistent with the expected objectives and strategies for the fiscal year ending December 31, 2025.

Mechanism for evaluating the performance of executive management:

The Board evaluated the performance of senior executive management by requesting a report from executive management that includes the following points:

- Comparing the results achieved for the year with the approved budget for the year 2025, explaining the reasons for achieving or not achieving (if any) the expected results of the budget.
- The most important works completed during the year.
- The group's growth rate over the past five years, explaining the factors and challenges that management faced and how it overcame them.

Evaluation results of senior management’s work:

The result of the evaluation of the work of senior management was satisfactory to the Board and consistent with the expected objectives and strategies for the fiscal year ending December 31, 2025.

Mechanism for evaluating the work of the Board Secretary:

The Board evaluated the performance of the Board Secretary through the Remuneration and Nominations Committee by evaluating the extent of the Secretary’s compliance with the duties and responsibilities specified for him in the Group’s Governance and Compliance Regulations (referred to previously in this report under the responsibilities and duties of the Board Secretary).

Evaluation results of the work of the Board Secretary:

The result of the evaluation of the work of the Board Secretary was satisfactory to the Board and consistent with the duties and responsibilities expected of him for the fiscal year ending on December 31, 2025.

Disclosure of the remuneration of members of the Board of Directors, the Sharia Supervisory Board and the senior executive management:

The Remuneration and Nominations Committee determines the remuneration of the Board members and the allowances for the sessions of its meetings and committees, in addition to the remuneration of the Sharia Supervisory Board and the senior executive management in accordance with the text of Article (119) of the Commercial Companies Law and the Group's bylaws. The Group is also committed to the internal regulations regarding evaluating the performance of its employees and determines the method of granting Their remuneration. Shareholders are informed of the remuneration recommended by the Board when presenting the clause of discharging the Board members and approving their remuneration at the group's ordinary general assembly, and they are included in the minutes of the group's general assembly meeting. The following is a table showing the value of Board of Directors' remuneration for the year 2025, which was approved by the Group's General Assembly at its meeting held on March 30, 2026 for the fiscal year ending on December 31, 2025:

N.	member name	Adjective	The equivalent is in Qatari riyals
1	Jamal Abdullah Ahmed Al-Jamal	Chairman	1,441,027
2	Abdulrahman Abduljalil Al Abdulghani	Chairman Deputy	720,514
3	Tareeq Al-Haq Trading & Services Represented by: Sheikh Mohammed bin Thani bin Abdullah Al Thani	Board Member	720,514
4	Al-Baidakh Investment represented by: Sheikh Nasser bin Abdulaziz bin Nasser Al-Thani	Board Member	720,514
5	Thubair Investment Group Represented by: His Excellency Sheikh Abdullah bin Khalid bin Thani Al Thani	Board Member	720,514
6	Dar Al-Thuraya Investment Represented by: Sheikh Turki bin Khaled bin Thani Al Thani	Board Member	720,514
7	Medicare Group Represented by: Sheikh Thani bin Abdullah bin Thani Al Thani	Board Member	720,514

8	Rashid Nasser Rashed Al Kaabi	Board Member	720,514
9	Khalid Mohamed Asad Al-Emadi	Board Member	720,514

The remuneration of the Sharia Supervisory Board and senior executive management is amounted to a total of 360,000 QAR To the Sharia Supervisory Board and the amount of 7,710,434 QAR. For senior executive management and executive directors for the fiscal year ending December 31, 2025.

Disclosure of allowances paid to board members for attending board meetings and meetings of its subcommittees:

member name	Board Meetings	Remuneration and Nomination Committee	Audit and Risk Committee	Investment Committee	Total Amount
Jamal Abdullah Ahmed Al-Jamal	4	-	-	-	12000
Abdulrahman Abduljalil Al Abdulghani	4	-	-	-	12000
Tareeq Al-Haq Trading & Services Represented by: Sheikh Mohammed bin Thani bin Abdullah Al Thani	4	-	-	-	12000
Al-Baidakh Investment represented by: Sheikh Nasser bin Abdulaziz bin Nasser Al-Thani	4	-	5	-	27000
Thubair Investment Group Represented by: His Excellency Sheikh Abdullah bin Khalid bin Thani Al Thani	2	1	-	-	9000
Dar Al-Thuraya Investment Represented by: Sheikh Turki bin Khaled bin Thani Al Thani	3	-	-	-	9000
Medicare Group Represented by: Sheikh	4	1	-	-	15000

Thani bin Abdullah bin Thani Al Thani					
Rashid Nasser Rashed Al Kaabi	4	1	7	-	35000
Khalid Mohamed Asad Al-Emadi	4	-	7	-	32000
				Total	163000

Conflicts of interest and related party dealings:

Since the Chairman, Vice Chairman, members of the Board of Directors, and the executive management and financial management staff of the Group represent those familiar with internal information that is not available to the public and that could have a positive or negative impact on the Group's share price on the Qatar Stock Exchange, the liaison officer who links the Group and the market is the investor relation officer - he supervises the verification of the group's permanent compliance with the instructions regulating insider trading issued by the Qatar Financial Markets Authority and the Qatar Stock Exchange.

The Board of Directors is committed to adhering to the controls and procedures for dealings with related parties - if any - in accordance with what is stipulated in the Group's articles of association and the Board of Directors' Charter, which ensure that the interests of the Group take precedence over personal interests, achieve justice among all the Group's shareholders, and ensure that no one informed of the information benefits at the expense of the rest of the shareholders. And stakeholders, with the concerned party not voting in any decision regarding dealing with it.

The Board is also committed to the principle of full transparency and disclosure in the event of transactions with any related party included in the group's annual report. All significant transactions with related parties have been disclosed in the notes to the financial statements.

Community development and advancement and environmental preservation:

Qatar Islamic Insurance Group believes in the societal role and duty that aims to develop and advance society, which prompts it to participate in a number of events and social activities when the appropriate opportunity exists. It is also worth noting that the group participates in a number of community donation campaigns in addition to paying all amounts. Due to the Sports, Cultural, Social and Charitable Activities Support Fund, some of them are shown in the table below:

M.	Activity Name	Amount
	Qatar Cancer Society	10,000
	Qatar Red Crescent Society	10,000
	Qatar Sports Federation for People with Special Needs	10,000
	Sports Activities Support Fund for 2024 to be paid in 2025	3,592,418

Disclosure of amounts spent on advertising:

- Advertising expenses for policyholders :

POLICYHOLDER ADVERTISEMENT EXP.	
Narration	**AMOUNT**
SOCIAL MEDIA MANAGMENT	125,050
NEWSPAPER	28,200
MARKETING CAMPAIGN & Qatar's Growth Engines	55,000
PRINT & GIFT	49,022
TOTAL	**257,272**

- Advertising expenses for shareholders:

SHAREHOLDER ADVERTISEMENT EXP.	
Narration	**AMOUNT**
FS - ADV	79,751
STICKER-QATAR NATIONAL DAY & COMPANY CAR	22,200
CONGRATULATING REFERE & CONDOLENCE	16,000
Participation for Sports Events & Activities	25,000
GIFT	1,055
TOTAL	**144,006**

Investor Relations Department:

The group is linked to direct and easy communication channels with a high degree of transparency with its shareholders and other parties with which it deals. Mr. Waleed Ibrahim Abu Arjah is responsible for investor relations, in addition to his responsibilities as secretary of the group's board of directors. He also supervises the communication channels with shareholders and stakeholders effectively so that He receives their opinions and complaints, whether through direct review or through postal correspondence received on the group's e-mail or even through the Investor Relations Conference, and informs the Board of Directors of them. The Group's Investor Relations Unit organizes communication with investors on a quarterly basis through the Investor Relations Conference available on the Group's website - the Investor Relations Department - which is the primary channel through which the Group receives requests from shareholders and analysts to obtain information, complaints and grievances towards the decisions and actions of officials and management. The senior executive in the group. The channels of communication between the group and stakeholders are represented by the following:

- The quarterly, semi-annual and final financial reports that are announced on time in local newspapers, the Qatar Stock Exchange website and the group’s website, as well as publishing press releases on the dates specified by the market for announcement.
- The annual report and periodic news issued by the group.
- The group’s website (www.qiic.com.qa), which is regularly updated with the group’s news, products, results and financial data.
- The group will hold a general assembly meeting for shareholders within four months of the end of the fiscal year. To this end, the group is committed to announcing the date and place of the general assembly electronically in addition to local newspapers.
- The group’s bylaws stipulate the right of shareholders to view the group’s budget and the report of the board of directors an appropriate period before the general assembly is held. They are also provided with comprehensive data, which is also mentioned in the annual report every year, about all the advantages and benefits that the members of the board of directors received during the financial year and other benefits. Important data.
- The articles of the group’s bylaws also regulate all the work of the “regular” and “extraordinary” general assembly of the group and the rights of all shareholders, including minority shareholders, to know the date of the assembly meeting at least twenty one days before the meeting date, in addition to organizing and technicalizing all the work of the “ordinary” general assembly. And “extraordinary” to fully guarantee shareholders’ rights.
- The group’s bylaws also explain how to determine the net surplus and net shareholders’ profits and how to distribute each of them in a way that ensures justice and the public interest for both policyholders and all shareholders.

The End