

Annual report on remuneration

The financial entitlements of the members of Board and the chairpersons and members of the committees affiliated to the Board of Directors during 2020:

Entitlements including rewards and attendance and transport allowances of the board members and members of the committees during the period from 1/1/2020 till 31/12/2020

name	Status	Rewards	Attendance Allowance	Transport allowance	Total
Dr. Heba Leheta	Non-executive board member and shareholder	100000	2750	79250	182000
Abir Wael Leheta	Chairman & CEO (incumbent)	1800000	2750	94250	1897000
Dr. Amr Kais El-Rai	Independent Board Member	75000	750	35250	111000
Hassan Atta	Independent Board Member	75000	750	35250	111000
Dr. Mohga Abdel Rahman Badran	Independent Board Member	75000	500	13500	89000
Mr. Khaled Gamal	Investment Committee member	0	0	10000	10000
Samer El Waziry	Independent Board Member	25000	2000	74000	101000
Mohamed Khodeir	Independent Board Member	25000	1750	67250	94000
Mohamed Okasha	Independent Board Member	25000	2000	69000	96000
Ahmed Sayed Khalil	Representing NIB	0	250	6750	7000
Ahmed Ismail	Non Executive Member representing NIB	0	250	114250	114500
Mohamed Niazy	Non Executive Member representing NIB	0	250	80750	81000
Mohamed Hassan Youssef	Non Executive Member representing NIB	0	0	13500	13500
Ameer Sherif	Nomination & Compensation Committee Member	0	0	5000	5000
Mohamed Ashraf Omar	Non-executive Board Member and shareholder	100000	2500	92500	195000
National Investment Bank		200000	5000	0	205000
Total		2500000	21500	790500	3312000