

**ESG**

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Commercial International Bank  
(CIB)

4Q23

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**ABOUT CIB**

VISION

TO BE AT THE FOREFRONT OF CHANGE, BUILDING FOR THE FUTURE, AND TURNING ASPIRATIONS INTO REALITY

MISSION

TO TRANSFORM TRADITIONAL FINANCIAL SERVICES INTO SIMPLE AND ACCESSIBLE SOLUTIONS BY INVESTING IN PEOPLE, DATA AND DIGITALIZATION TO SERVE TOMORROW'S NEEDS TODAY



CORE VALUES

PUTTING OUR CUSTOMERS FIRST, WE LEAD THE MARKET WITH AGILITY AND INTEGRITY

Key Facts \*



208  
Branches



7,917  
Employees



EGP 56.0 bn  
Revenues



2+  
Million Clients

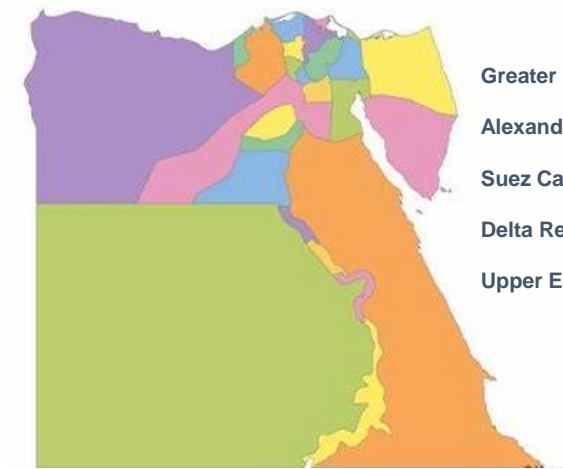


1,339  
ATMs



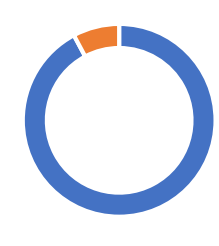
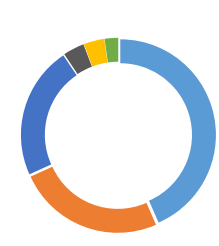
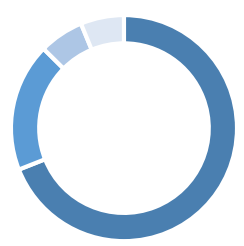
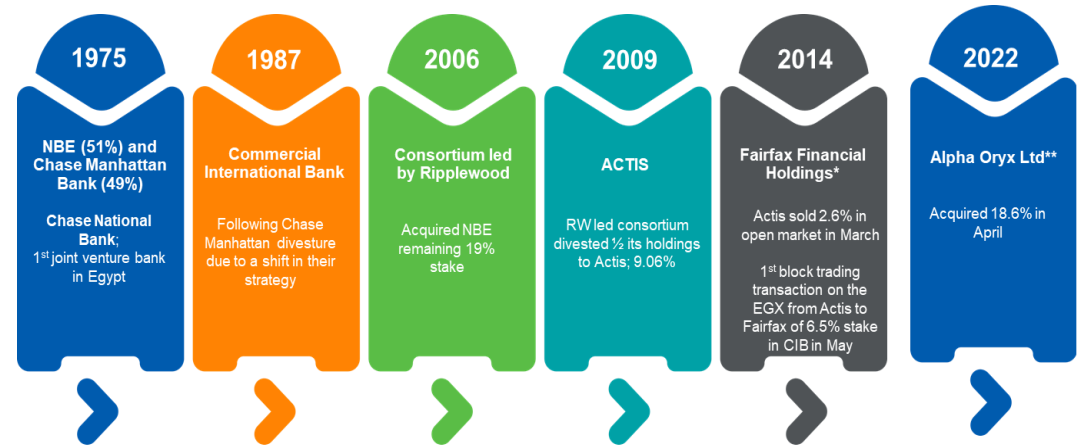
EGP 170.5  
Average Market Cap.

Branches and Units



- Greater Cairo: 124
- Alexandria Region: 31
- Suez Canal Region: 21
- Delta Region: 17
- Upper Egypt Region: 15

Ownership Structure



\* A subsidiary of ADQ

\*\* Several wholly owned subsidiaries of Fairfax Financial Holdings Ltd ("Fairfax")



Subsidiaries

CIB Kenya Limited

Commercial International Finance Company

Ownership: 100%

Ownership: 99.83%

CIB Kenya Limited is a Kenyan banking institution serving small and medium enterprises, large corporate clients and high net worth individuals. The Bank was established in 2017 by a group of Kenyan investors, and was granted a banking license by the CBK on June 20<sup>th</sup>, 2017 and began its operations on August 1<sup>st</sup>, 2017

Commercial International Finance Company (CIFC) was established in June 2022 offering mortgage and factoring facilities, with operations scheduled to start in 2Q23. CIFC is aiming to transform the complicated mortgage customer experience into a simple, fast and accessible one, through offering a streamlined process and providing flexible repayment plans. The company will offer a comprehensive mortgage finance suite introduced in phases: Ijara purchase, Ijara refinance, Murabaha, Musharaka, Portfolio Acquisition and Financing Usufruct. Additionally, the company will offer a full factoring product suite to cater for the increasing demand for alternative financial solutions. The solutions will consist of three categories: Export Factoring, Local Factoring and Import Factoring including buyer led reverse factoring programs.

Associates

Damietta Shipping and Marine Services

ACE

TCA Properties

Ownership: 49.95%

Ownership: 39.34%

Ownership: 37%

Damietta Shipping and Marine Services (DSMS) is a shareholding company, established in 1986 through a Public Offer. CIB acquired stake in the company during July 2018, and its stake reached 49.95% in October 2020. DSMS is a small sized company, with minimal operations in the form of marine services mainly containers repairs, renting fuel tanks and electricity generators

Established in October 1996 as a joint stock company, ACE has a long track record in the field of trading and maintenance of specialized information technology hardware. The company is well-positioned as the system integrator of choice for the government, major banks, and large institutions. ACE sources its original hardware products from recognized companies in the field, such as Sedco, Fujitsu, HP, and Cisco

TCA Properties is an SPV under Talaat Moustafa Group established through its subsidiary Alexandria Company for Real Estate Investment "AREI" and its parent company TMG for Real Estate Touristic Investment. The SPV will be specialized in real estate commercial business activities including the acquisition, leasing and selling of commercial real estate units, buildings and/or spaces , and will be managed by Alexandria Company for Projects Management

## TODAY

## TOMORROW

## Financial Performance

- ❑ Quality loan growth, with focus on increasing product penetration and SoW
- ❑ Deposit growth, particularly from households clients
- ❑ Transactional banking services

- ⊗ Upscaling CIB Kenya's operations to cement the bank's position as trade finance hub for Egypt & Africa
- ⊗ Focus on SMEs & underpenetrated retail banking segments with more efforts exerted to promote financial inclusion
- ⊗ Diversifying our lending portfolio towards sectors of the future

## Customer Centricity

- ❑ Adopting a customer-relationship model
- ❑ Offering bundled financial solutions and value-added services
- ❑ Undertaking several service quality initiatives to improve customer satisfaction

- ⊗ Deepen understanding of customer behavior through data analytics
- ⊗ Adding granularity to customer segments for a behavioral and lifestyle approach
- ⊗ Development of need-based bundled value propositions
- ⊗ Serving Non-Resident Egyptians with focus on the GCC region

## Operational Efficiency

- ❑ Centralization of operations
- ❑ Automation and process re-engineering
- ❑ Digital Adoption

- ⊗ Focus on operational efficiency, optimization, automation and productivity gains
- ⊗ Digitalizing the banking and branch experience and work towards relying on Robotics Process Automation (RPA) and operations centralization to increase efficiency and reduce the cost to serve
- ⊗ Enforcing advanced business continuity, and security management best practices including cyber security

## Responsible Banking

- ❑ Focus on learning and development
- ❑ Reduction in our ecological footprint
- ❑ Adoption of corporate governance best practices and solid CSR strategy

- ⊗ Implementing a social and environmental management system
- ⊗ Continue to advocate Responsible Banking through driving financial inclusion and literacy, women and youth empowerment and equality
- ⊗ Become Egypt's number 1 "Green Bank"
- ⊗ Development in human capital and alignment to accommodate with the digital transformation



2023

Best Bank in Trade Finance - MEED

Best Private Bank – Global Finance

Best Supply Chain Finance Bank in Africa 2023 – Global Finance

Best M&A Deal in MENA – EMEA Finance

Lifetime Achievement Award - African Banker

Best securitisation house in Africa – EMEA Finance

Best Trade Finance provider (Egypt) – Global Finance

Best Bank for Cash management (Egypt) – Global Finance

Best securitisation deal in Africa – EMEA Finance

Best Bank in Egypt – Euromoney

Transaction Banking Award – Global Finance

Best Payment Services in North Africa – EMEA Finance

Best Cash Management Services in North Africa – EMEA Finance

Best Trade Finance Services in North Africa – EMEA Finance

Best Bank for SMEs in Egypt – Euromoney

Best Bank for ESG in Egypt – Euromoney

Best Bank in Egypt 2023 – Global Finance

Best Service for Cash Management – Euromoney

Best Payment Services in Africa – EMEA Finance

Best ESG Report – Egyptian Exchange





**OUR APPROACH: TOWARDS VALUE CREATION**



CIB's System's Thinking approach empowered us to realize the connection between the ESG dimensions and our Business Growth

We have been focused on sustainability disclosures that are material to our financial performance, and that ensure impact and value creation. Our record testifies that sustainable finance has reinvigorated our systems to optimize risk management and revenue generation.



“As Egypt’s leading private sector bank, we are keenly aware of the role we play in steering the industry toward sustainable business strategies and disclosure practices.”

Hussein Abaza, CEO and Managing Director

“We are consistently addressing the dynamic evolution of our systems and business models to be tuned with sustainability-related trends that impact our bank’s capacity to consistently create value to our investors and stakeholders.”

Dalia Abdel Kader, Chief Sustainability Officer



International Standards and Guidelines

Logos and text for international standards and guidelines:
 

- UNEP FINANCE INITIATIVE: PRINCIPLES FOR RESPONSIBLE BANKING
- SASB: SUSTAINABILITY ACCOUNTING STANDARDS BOARD
- GRI: Global Reporting Initiative
- UN GLOBAL COMPACT: UN Global Compact
- UN environment programme finance initiative: Net-Zero Banking Alliance, Climate Target
- TCFD: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES, Climate Risk Management
- EQUATOR PRINCIPLES: E&S Risk Management
- UN environment programme finance initiative: Financial Health & Inclusion, Socioeconomic Targets
- THE GREEN BOND PRINCIPLES
- SUSTAINABLE DEVELOPMENT GOALS
- WOMEN'S PRINCIPLES: EMPOWERMENT, EQUALITY MEANS BUSINESS, UN WOMEN, UNITED NATIONS GLOBAL COMPACT

Recognition and Ratings

Logos and text for recognition and ratings:
 

- S&P/EGX ESG INDEX: The Egyptian Exchange, البورصة المصرية
- SUSTAINALYTICS: 19.8 Low Risk
- CDP: DISCLOSURE INSIGHT ACTION
- FTSE4Good
- Egyptian Gender Equity Seal: القدر المصري للمساواة بين الجنسين
- MSCI: A
- REFINITIV
- Bloomberg Gender-Equality Index 2023

**The integration of sustainability into CIB's core operation starts at the highest level with signoff from the bank's Board of Directors who are committed to advancing the bank's governance structures to ensure the integration of ESG into the bank's policies and culture**

## Board of Directors

The board of directors primarily focuses on setting the Bank's strategic objectives, overseeing the implementation of the Sustainable Finance Strategy and Policy, providing oversight of senior management, ensuring review of the Bank's economic, environmental, social and governance sustainability issues and initiatives, including climate risks, and securing the Bank's institutional reputation and long-term sustainability.

### Board Sustainability Committee

Acts on behalf of the Board in overseeing all sustainability-related efforts and supports the integration of environmental, social and governance (ESG) aspects across the Bank to generate value for all stakeholders. It approves CIB's sustainability frameworks, strategies, policies, and international affiliations and memberships.

### Sustainable Finance Steering Committee

A cross-functional committee that includes Board and Executive Management representation, with a mission to establish, guide, empower and monitor the Sustainable Finance department, in line with CIB's business needs and international best practices.

### Chief Sustainability Officer (CSO)

The CSO is responsible for the Sustainable Finance department, serves as a member of the SFSC, and contributes to the Bank's ESG governance bodies, including board committees. The CSO provides sustainability stewardship to help the Bank leverage the ESG imperative to sustain the Bank's value. The CSO's accountability includes conceiving and implementing the sustainable finance institutional pillars as well as ensuring the issuance of sustainability disclosures, and reconfigures the Bank's strategy to address climate change, circular economy and biodiversity.

### Sustainable Finance Department

Ensures the centrality of sustainability as a core business strategy, and provides a solid platform for the integration of sustainability, and environmental, social and governance (ESG) principles across the Bank's functions.

### Sustainability Strategic Network

A cross-functional, multi-stakeholder organizational structure that includes key representatives from across the Bank, linking functions and departments together. It ensures an inclusive and participatory approach to embed sustainability within CIB.

## Sustainable Finance Policy

CIB's Sustainable Finance Policy defines and sets comprehensive framework that translates the Bank's ESG commitments into achieving long-term value creation for all stakeholders and instilling a governance framework to monitor proper implementation. It was developed in alignment with national, regional, and international agreements, goals, and standards concerning sustainability (E&S Risk Management, Sustainable Finance, and Operational Footprint). CIB's Sustainable Finance Policy is applicable to all the Bank's departments, functions, and lines of business. It provides guidance to all internal stakeholders who are responsible for aligning with the requirements of this policy in their respective areas of responsibility.

## CIB Sustainable Finance Institutional Pillars

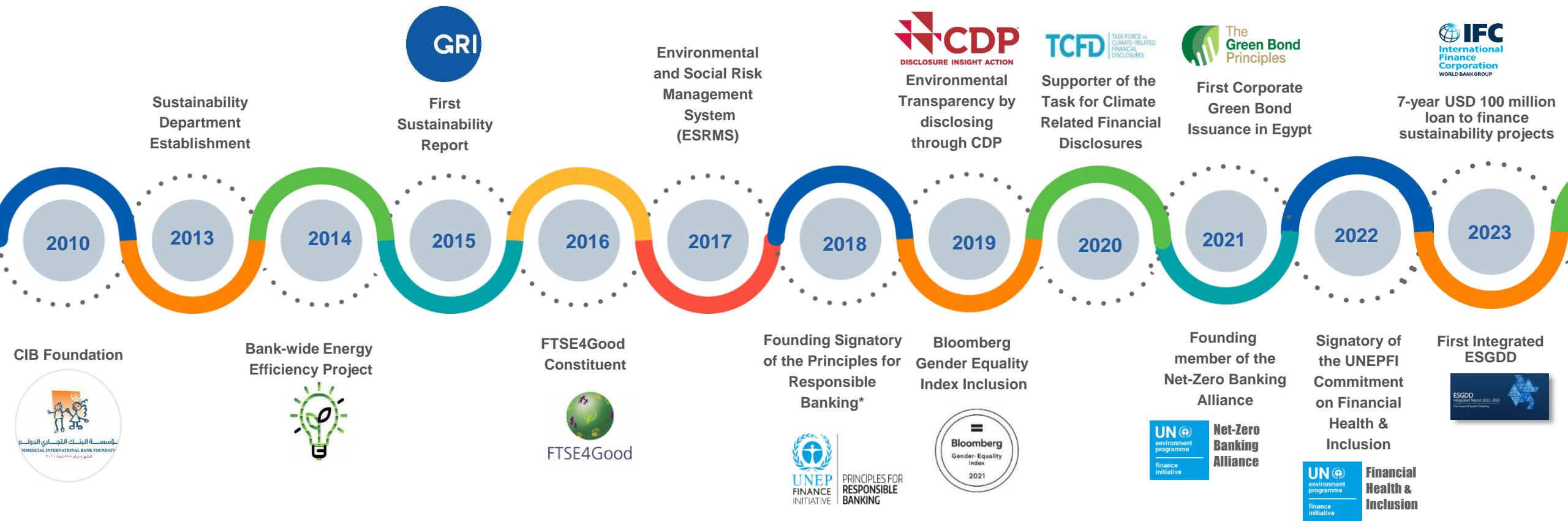


## CIB Sustainable Finance Policy

Published in 2021 and currently under update, CIB's [Sustainable Finance policy](#) embeds sustainability throughout its operations. It emphasizes ESG integration across business lines and adapts to emerging trends, serving as a dynamic foundation for the bank's commitment to sustainable finance.

## CIB Sustainable Finance Strategy

CIB's 2021 Sustainable Finance Strategy, based on six key pillars, aims to seamlessly integrate ESG principles into its operations. Focused on transforming Egypt's sustainability landscape and becoming a global leader in the field, it prioritizes risk management, revenue generation, reputation, and ecological footprint.



Over a decade ago, CIB recognized the business case of Sustainable Finance. Ever since, consistent efforts have been made to engage with and contribute to international standards and frameworks that have significantly shaped the evolution of our sustainability journey

CIB has been engaging and aligning with frameworks, disclosures and ratings & indices since 2015. The Bank has been a founding signatory of the UNEP FI PRB since 2019, the first supporter in Egypt of the TCFD in 2020 and a founding signatory of the NZBA since 2021.



## Social and Environmental Risk

Enhances CIB's risk management and factors previously unaccounted for Climate, Environmental & Social risks



## Portfolio Impact Assessment

Factors into CIB's sustainability strategy by enhancing the Bank's Portfolio



## ESG Reporting

Allows for transparent reporting on CIB's ESG measures



## ESG Ratings

Globally accepted ratings indicative of the Bank's sustainability considerations



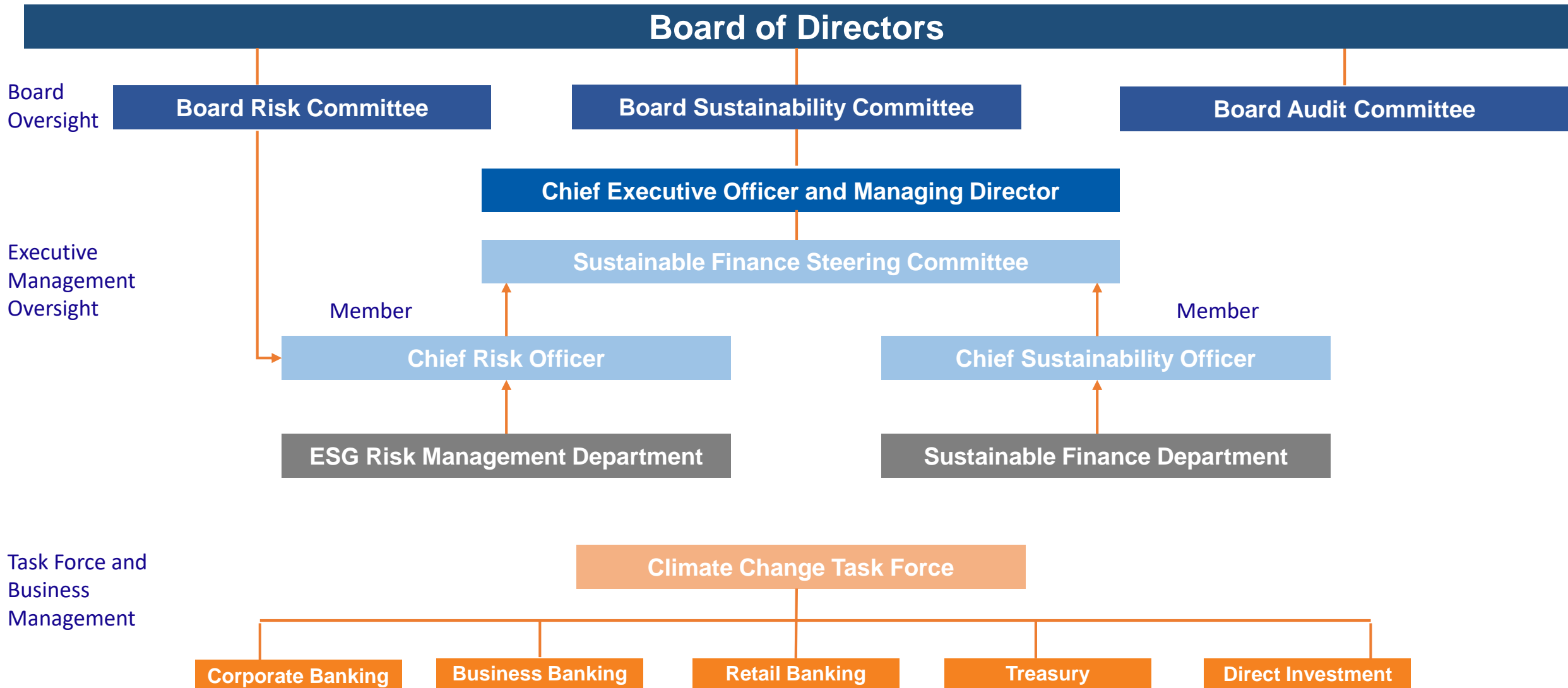
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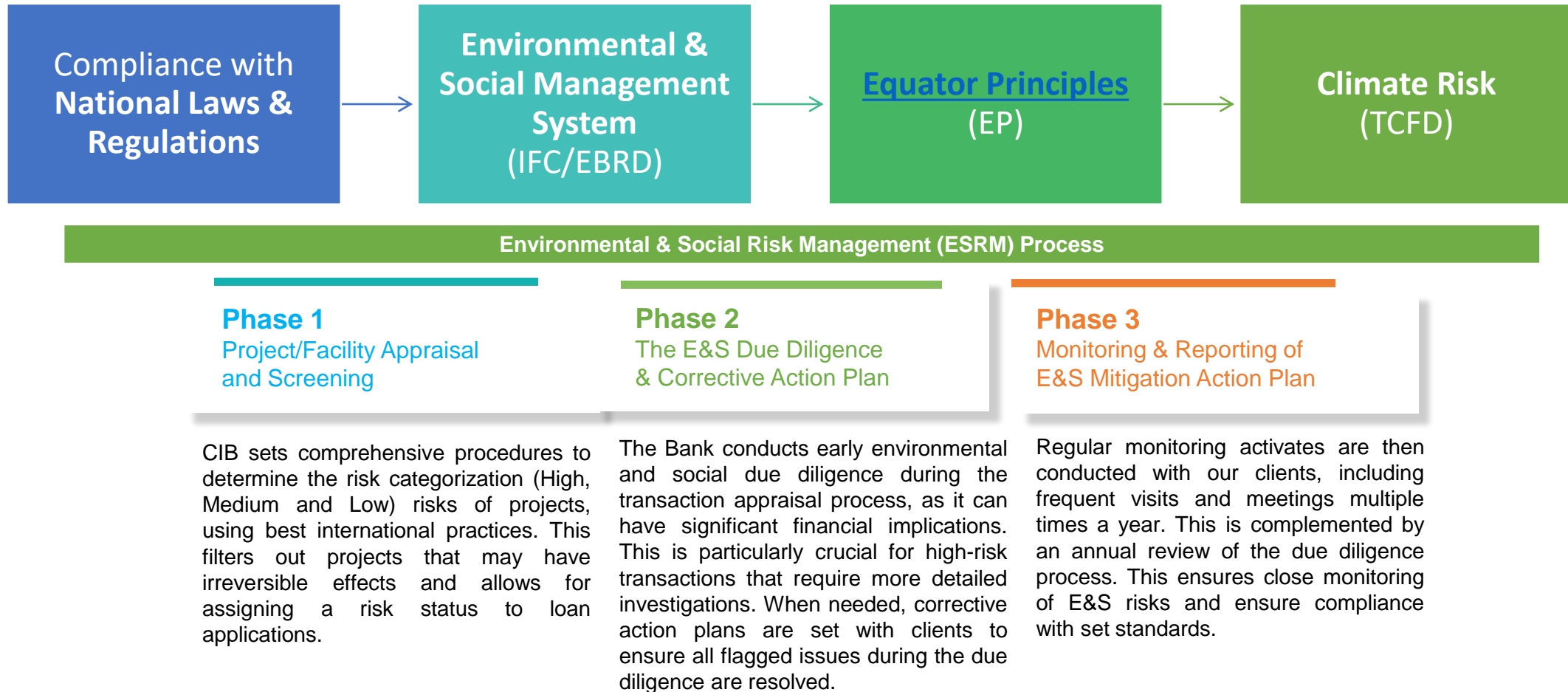
19.8  
Low Risk



Constituent



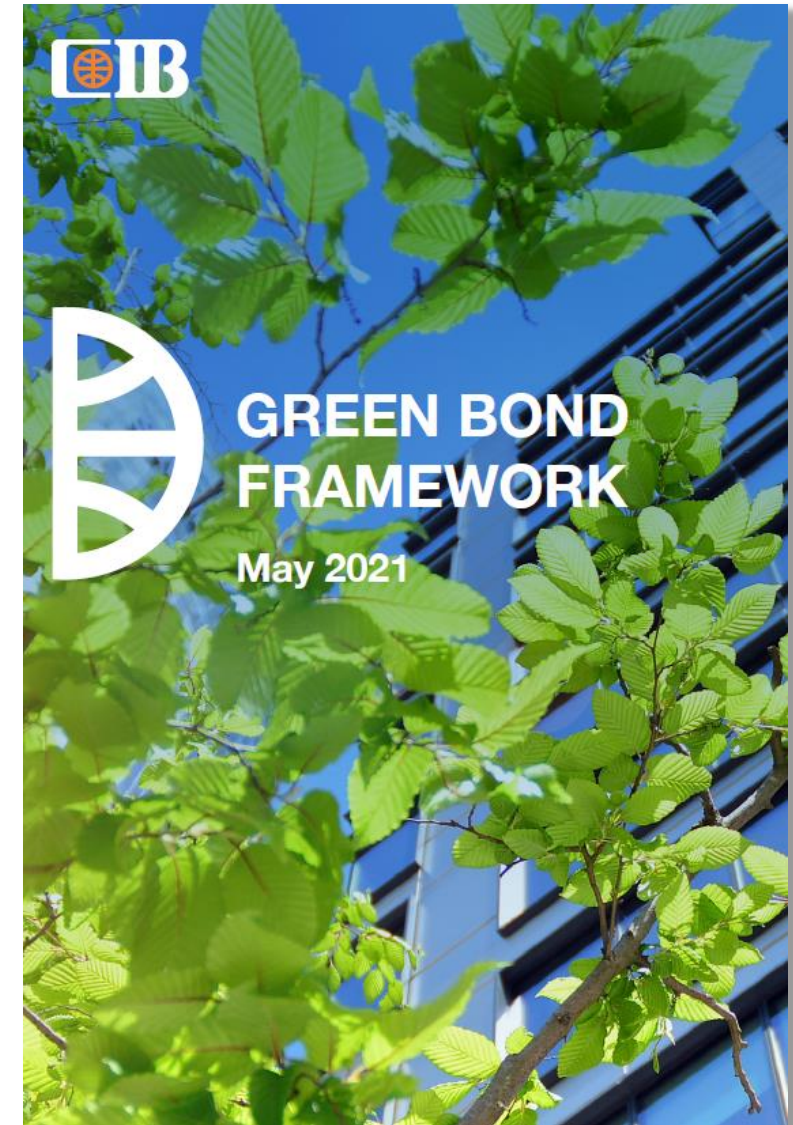
CIB has had a robust **Environmental and Social Risk Management System (ESRM)** in place since 2016, which positions the Bank as the leader in sustainable finance in the Egyptian market and provides clients with the necessary tools and products to aid their transition to a more responsibly profitable economic model.



In cooperation with IFC, CIB issued Egypt's first Green Bond with a total amount of \$100 Mn

### SDG Alignment:

CIB's Green Bond Framework is in alignment with ICMA's Green Bond Principles and addresses several UN SDGs that are relevant to CIB's strategy, namely:

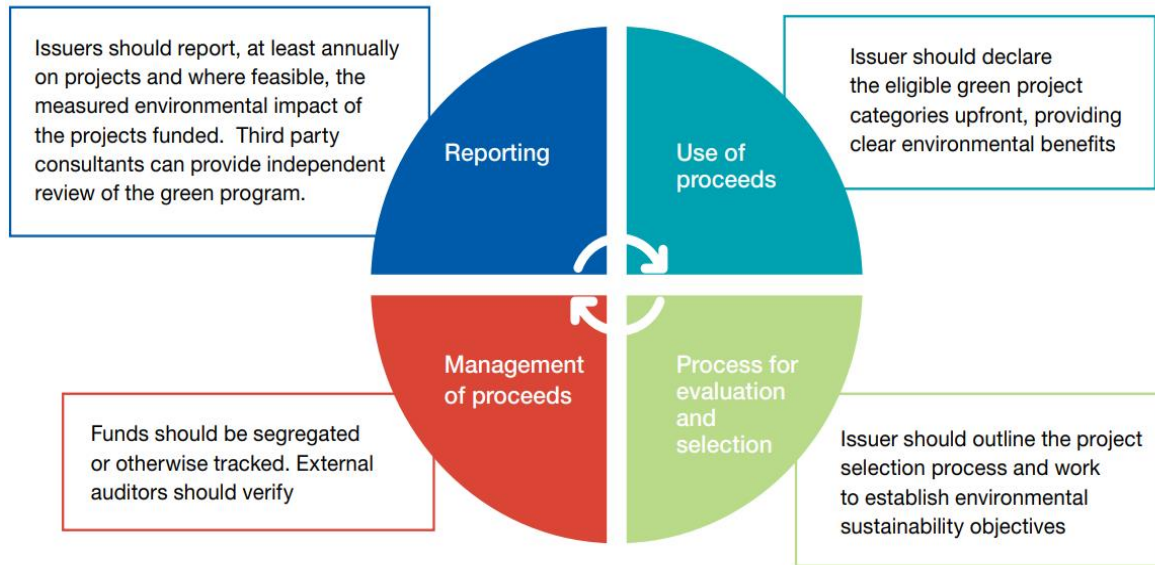




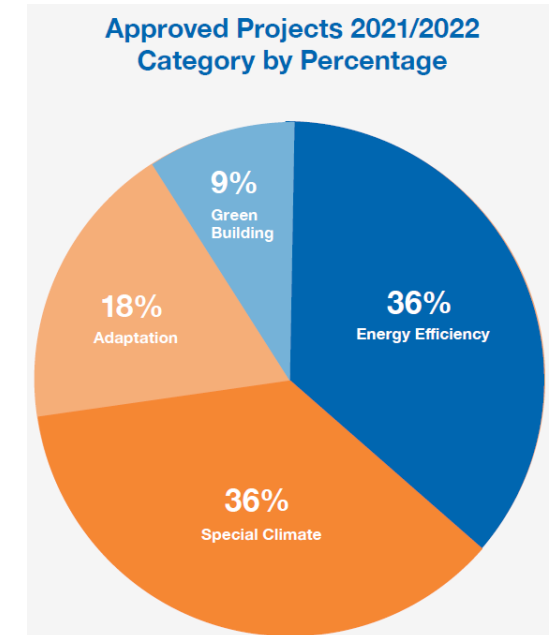
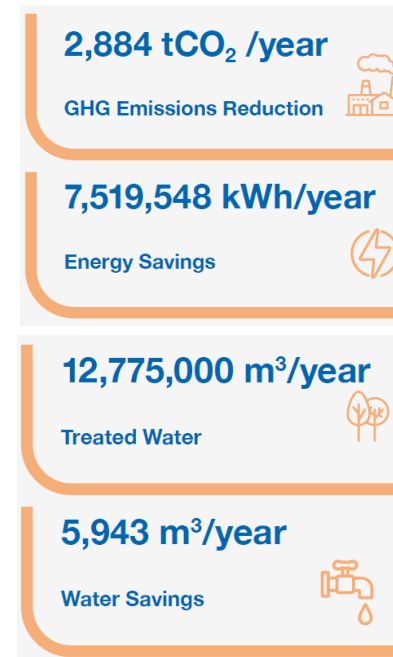
## CIB was awarded Best Green Bond in Africa in 2021 by EMEA Finance!

CIB is constantly seeking innovative sustainable solutions to battle climate change. Among our major achievements, CIB issued **Egypt's first ever green bond**, valued at **USD 100 million**.

In 2021, CIB has been actively investing in various corporate sustainable projects with environmental and social impacts under its Green Bond.



The CIB Green Bond invests heavily in various green activities, and the estimated positive environmental impact of these investments is detailed in their Green Bond Impact Report. Here are some of the key highlights:



Internal Capacity	External Capacity	Non-financial products Key accounts support	Portfolio results Success stories
<p><b>20+</b> Workshop with business units to support client/ beneficiary facing activities</p>	<p><b>276</b> Professionals attended CIB market awareness workshops on construction, food and beverages and textile sectors</p>	<p><b>23</b> CIB Clients supported to proactively assess opportunity for climate finance through walkthrough audits</p>	<p><b>18</b> CIB green bond portfolio transaction</p>
<p><b>80+</b> Transactions reviewed with RMs for bigger exposure to climate assets</p>	<p><b>30</b> Building professionals from CIB ecosystem (including CIB Internal resources) attended Edge expert training in Sep. 2022 and achieved Green Building expert certification Creating internal and external market capacity to accelerate the built-up environment transition</p>	<p><b>App. EGP. 460 million</b> of proactively identified financing opportunities Climate is good business</p>	<p><b>USD 126 million</b> of approved loans for energy efficiency and renewable energy</p>
<p><b>5</b> CIB priority sectors deep dive</p>		<p><b>App. 13,000 t_CO2e</b> saved per year from CIB “sustaining sectors” contributing to reducing CIB financed emission</p>	<p><b>USD 10.6 million</b> of approved loans for Green Building</p>
<p><b>3</b> Climate finance products</p>		<p><b>App. 66 GWh</b> Of energy savings identified for CIB key accounts contributing to country NDC sectors transition</p>	<p><b>Example of success stories supporting Egypt NDCs</b></p> <ul style="list-style-type: none"> <li>• New Giza: EDGE Advanced green building</li> <li>• SODIC: imminent green building certification</li> <li>• MUP: energy efficiency machinery replacement</li> </ul>

Climate Finance



ESG Financing Programs

Green Bond	Buffalo Fattening Program (BFP)	Environmental Compliance Office Project (ECO)	Environment Protection with KfW (Public Private Sector Project PPSI)
Egyptian Pollution Abatement Project (EPAP II)	Veterinary Service Program (VSP)	Agricultural Development Program (ADP)	

Financial Inclusion

Smart Wallet	Bedaya Account	Prepaid Cards
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Transition Finance is a key component of CIB's strategy to address climate mitigation and manage transition risk

### Environmental and Social Risk Management (ESRM) in the Risk Assessment Framework

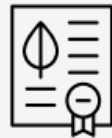


In line with the Bank's [Sustainable Finance Policy](#), CIB's ESRM framework integrates environmental and social credit risk assessment into its business processes. This occurs in a set of actions that are implemented concurrently with CIB's risk management procedures according to international best practices.

#### 2016

First Environmental and Social Risk Management System (ESRMS) launch in Egypt

### Communication our Commitments Towards Net Zero



We aspire to aligning our portfolios with the goals of the Paris Agreement and achieving our portfolio GHG reduction targets in line with the NZBA.

#### 2021

CIB becomes a founding signatory of the Net-Zero Banking Alliance (NZBA)

#### 2022

CIB publishes first NZBA Baseline Financed Emissions Report

### Reducing our Environmental Impact



We aim to reduce the GHG emissions associated with our operations and business activities by promoting resource efficiency and increasing the share of electricity generated from renewable sources.

#### 2021

CIB reaches a reduction of 46% from the 2018 baseline for its operational carbon emissions intensity per employee

### Supporting the Transition to a Low Carbon Economy



We work to help our clients transition to low-carbon solutions and operations through availing sustainable finance instruments and products.


#### 2021


CIB becomes Egypt's first private sector bank to issue a USD 100 million green bond.



#### 2022




CIB publishes its first Green Bond Impact Report

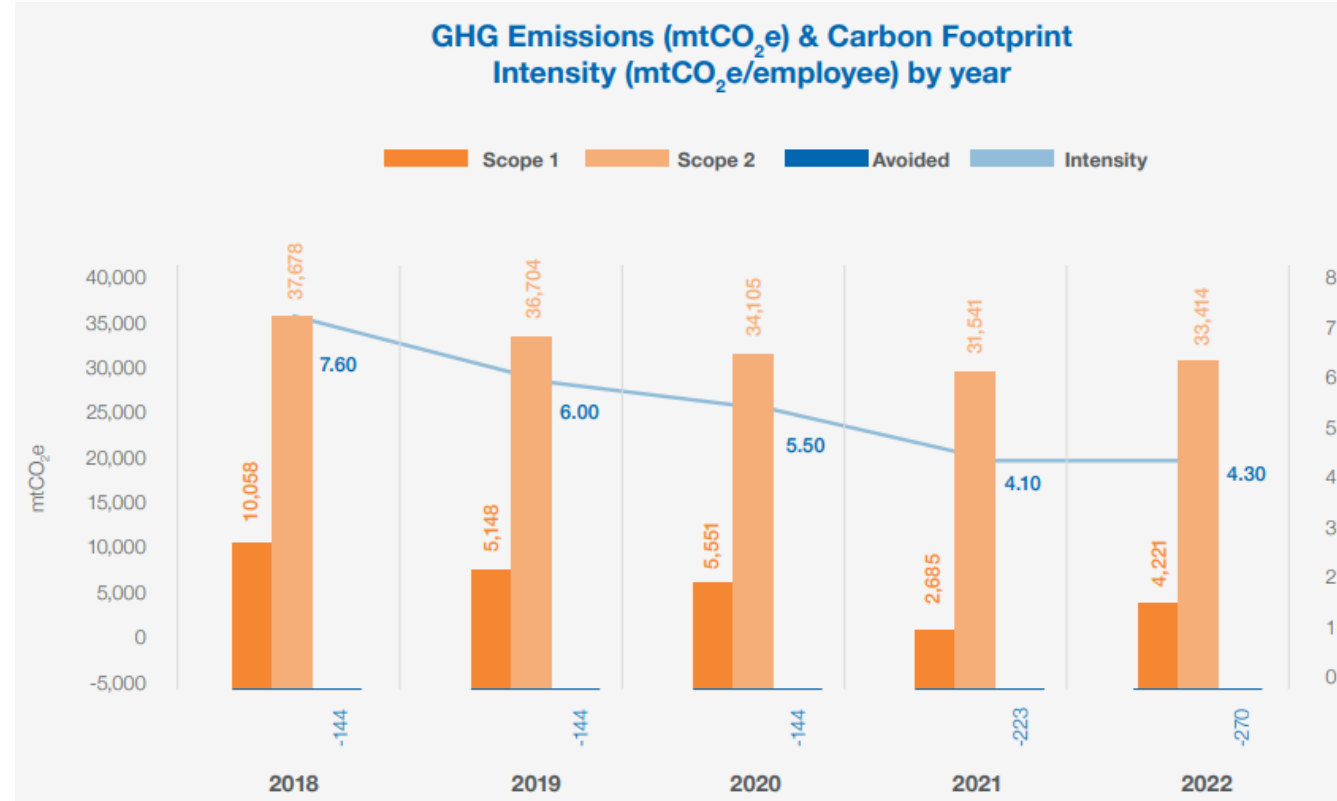
In 2023 CIB published another [NZBA Report](#), identifying the Bank’s main carbon intensive sectors, and setting two intermediate targets

 Building on its five-year journey of operational GHG reporting and management, CIB has conducted an assessment of the financed emissions of its corporate loans portfolio for 2021.

 CIB has set intermediate decarbonization targets for the **Power Generation and Commercial & Residential Real Estate** sectors, in accordance with the latest science-based methodologies for Climate Target Setting.

Sector	Scenario	Emissions Assessed	Metric	2021 Baseline	2030 Target	Target Coverage
 Power Generation	IEA NZE	Scope 1+2	tCO <sub>2</sub> e/ MWh (Intensity)	0.33	0.165 (-49%)	99.8%
 Commercial & Residential Real Estate	IEA NZE	Scope 1+2	tCO <sub>2</sub> e (Absolute)	8,366	4,685 (-44%)	100%

-  CIB has been reporting on, managing and continuously seeking opportunities to reduce its operational emissions since 2018
-  While CIB's carbon footprint intensity shrunk 43% since 2018, land footprint intensity rose 21%. This increase reflects broader assessment boundaries, new calculation methods, and branch expansions.
-  CIB's Scope 1 and 2 absolute carbon emissions have decreased by 42% when compared to the 2018 results, and the emissions intensity has also decreased by 43% in 2022.



## BEYOND FUNDING

We work with all stakeholders to promote sustainable and responsible practices in the financial sector



As a the sole signatory, in the MENA region, of the **Commitment on Financial Health & Inclusion** under the Principles for Responsible Banking (PRB) of the United Nations Finance Initiative (UNEP-FI), CIB publicly declares its commitment to support universal financial health and inclusion and foster a more financially inclusive banking sector:

### CIB's Commitment

# 50%

By 2025, increase the percentage of end users who are women micro-entrepreneurs who receive funding through Microfinance Institutions (MFIs), to **50%** from a baseline of 44% (FY2022 end).

### CIB's current financial inclusion-related measures

**#1**\_Expanding the use of digital financial services

**#2**\_Extending microfinance loans to under and unbanked segments of society through extending credit facilities to microfinance companies who act as intermediaries

**#3**\_Internal and external capacity building as a means of enhancing financial literacy

**#4**\_Building consumer trust in the banking sector and expanding financial literacy

**#5**\_Providing the access and use of financial services (banking and non-banking) for all segments of society, according to customers' needs



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The long-term strategy pillars of the division focus on identifying new customer segment journeys and corresponding existing pain points and barriers that need to be addressed to facilitate access to financial services

**Pillar 1: The Discovery Phase**  
*Marketing and Awareness Strategy*

**Pillar 2: The Onboarding**  
*Distribution and Acquisition Strategy*

**Pillar 3: Continuing Use Stage**

*Value Propositions: Products, Services, Partnerships, and Data Strategy*

CIB's Financial Inclusion product offerings are simple KYC products, tailored to best serve the unbanked/untapped segments, providing them with access to finance through easy hassle and free onboarding for certain products



The CIB Smart Wallet (SW) was launched in 2016 primarily to serve unbanked customers by providing a convenient, secure, and cost-effective way to make financial transactions through mobile devices. Through the wallet, customers can easily pay bills, recharge their mobile lines, transfer money to other wallet holders in Egypt, and deposit or withdraw funds from any ATM machine or any of CIB's authorized Banking Agent's outlets



Bedaya, the LCY account, was launched in November 2021, targeting individuals, entrepreneurs, micro enterprises with a special focus on housewives, youth, and freelance professionals. The account aims to include society's unbanked segments, eliminate entry barriers, and encourage the unbanked population to enter the banking sector through the simplification of the account-opening process.



Prepaid cards are only issued for Egyptians, without the need to open a bank account, using their valid national ID. Customers can easily withdraw from any ATM in Egypt and purchase from any in-store merchant and Egyptian e-commerce platforms using their cards. They are cheaper to issue and transact with versus other debit/credit cards.

### Financial Inclusion Initiatives

CIB participates in the national initiative Hayah Karima. The Bank's collaboration with the CBE, the Ministry of Planning, and other stakeholders extended to provide financial literacy and awareness programs, in addition to simple KYC financial services and products to underserved vulnerable communities in rural governorates.

CIB is actively participating in six annual CBE financial inclusion initiatives and has acquired New to Bank (NTB) customers as a result.

### Business Solutions Program

The Business Solutions program provides non-financial services to SMEs. CIB offers small and medium companies a package of non-financial services through partnership with key companies in different sectors (Marketing, Human Resources, Legal Advisory, E-Commerce, Trainings, etc.) to offer support and consultancy at discounted prices.

### Women in Business

CIB designed a special lending offering tailored for women-owned businesses to support women entrepreneurs.

CIB partnered with Visa in its "She's Next" initiative. This initiative's goal is to help women-led businesses gain access to and secure the required funding to thrive. The program offers unmatched resources and opportunities for women entrepreneurs through coaching and connecting them with like-minded peers and experts.

Our commitment extends beyond financial success, we are dedicated to fostering an environment that supports individuals in reaching their full potential. Our commitment also extends to promoting equality, inclusion, and diversity. We are keen to provide equal opportunities and treating employees with dignity and respect



CIB is recognized in the 2023 Bloomberg Gender Equality Index



الختم المصري للمساواة بين الجنسين

CIB was the first bank in Egypt to receive the EGES



CIB supports the UN Women Empowerment Principles



CIB Co-Chairing Egypt's Closing Gender Gap Accelerator

CIB has pioneered several internal and external initiatives related to women empowerment and diversity and inclusion

**“Helmek Yehemena” Program**  
4th Round



The program aims to encourage young female talents in the Upper Egypt and Delta regions to join the workforce through short training programs that enable them to discover and expand their untapped potential and equip them with the necessary knowledge and skills to become members of CIB.

**“Women in Tech” Program**  
4th Round



The aim of the program is to address the gender gap in the bank's technology departments and build up talented women to work in technology divisions such as IT, Security and Resilience Management, and Global Transaction and Digital Banking.

**“She is Back” Program**  
5th Round, 25+ Women Employees



She is Back helps mothers in their transition back to work after their maternity or unpaid leave. Women are informed of any external or internal changes that affect both the Bank and their own respective roles during their absence.

**Workplace Anti-Harassment Campaign**



In 2023, HR worked on an anti-harassment campaign to enhance CIB employees understanding of the workplace anti-harassment policy and to normalize the right to report inappropriate behaviors. As part of the initial awareness phase, CIB also implemented an e-learning module along with sending an awareness message to all employees.

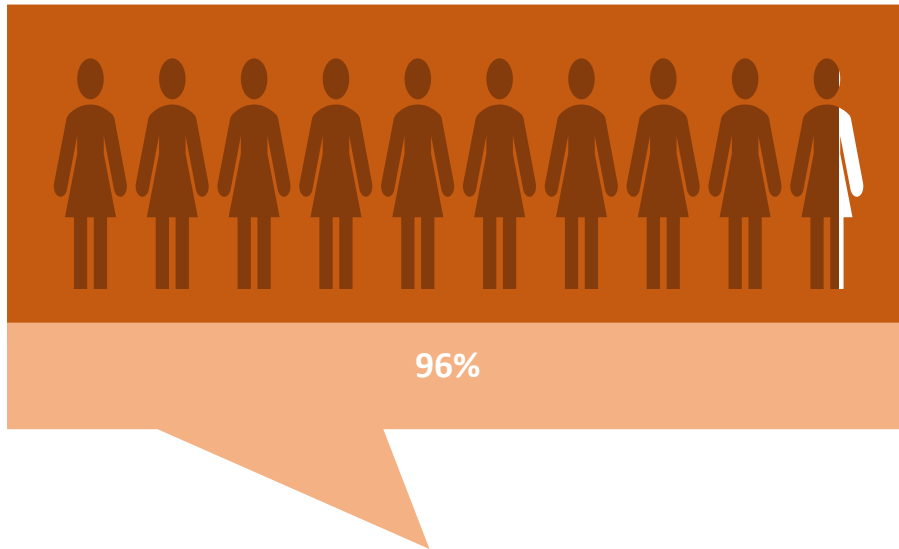
**Differently Abled Hiring “Better Together”**



In 2023, the bank organized “CIB Career Day” for Differently-Abled individuals in collaboration with the Ministries of Social Solidarity and Labor, and in alignment with the directives of the Central Bank of Egypt (CBE). This event provided meaningful opportunities in the fields of banking and finance. Over 1,000 differently-abled candidates participated in engaging sessions and workshops, equipping them with valuable business skills

The bank avails a set of developmental tracks for women, across various managerial levels.

Total Trained Females “including non- conventional trainings”



Special developmental tracks set for women



**CIB has a robust engagement strategy that supports the improvement of culture, and enriches productivity while providing sustainable performance**

**Employee Well-being & Mental health**

**3,183 Consumed Sessions\***

In 2023, CIB continued to upscale the mental health component by providing tailored bank-wide webinars covering various mental health topics along with the ongoing individual therapy sessions

**Employee Recognition Program**

**891+ Recognized Employees\***

The program’s aims at retaining top talents, increase motivation, boost employee productivity, and foster a positive working environment.

**“Life at CIB” Social Media Pages**

In 2023, CIB made significant strides in bolstering its employer brand presence on Social Media platforms, further solidifying its reputation as the employer of choice. Notable accomplishments include showcasing our commitment to Diversity, inclusion, and women’s empowerment initiatives. In addition to show case our active participation in career events and summits targeting diverse audiences and talent profiles.

**ESG Capacity Building**

**Sustainable Finance Specialized Training Programs**

**168 Employees Trained**

In-House training programs on sustainable finance targeting specific areas.

**Target Audience:**  
CCI, Risk, GCR, DI

**Sustainable Finance Certifications**

**9 Employees Certified**

Availed certificates about SCR Sustainability, Climate Risk, Sustainable Finance & ESG

**Target Audience:**  
Nominations from CCI, Risk

**Sustainable Finance Awareness Programs**

**128 Employees Certified**

Awareness program to equip attendees with knowledge about sustainable finance

**Target Audience:**  
Retail & COO

**CIB Academies**

**62 Employees Attended**

Awareness program to equip attendees with knowledge about sustainable finance Academies:

**Sustainability Capacity Building**

**690 Employees Completed**

eLearning contains 3 Modules which are Introduction to ESG, ESG Investing and Sustainable Finance offered to specific areas;

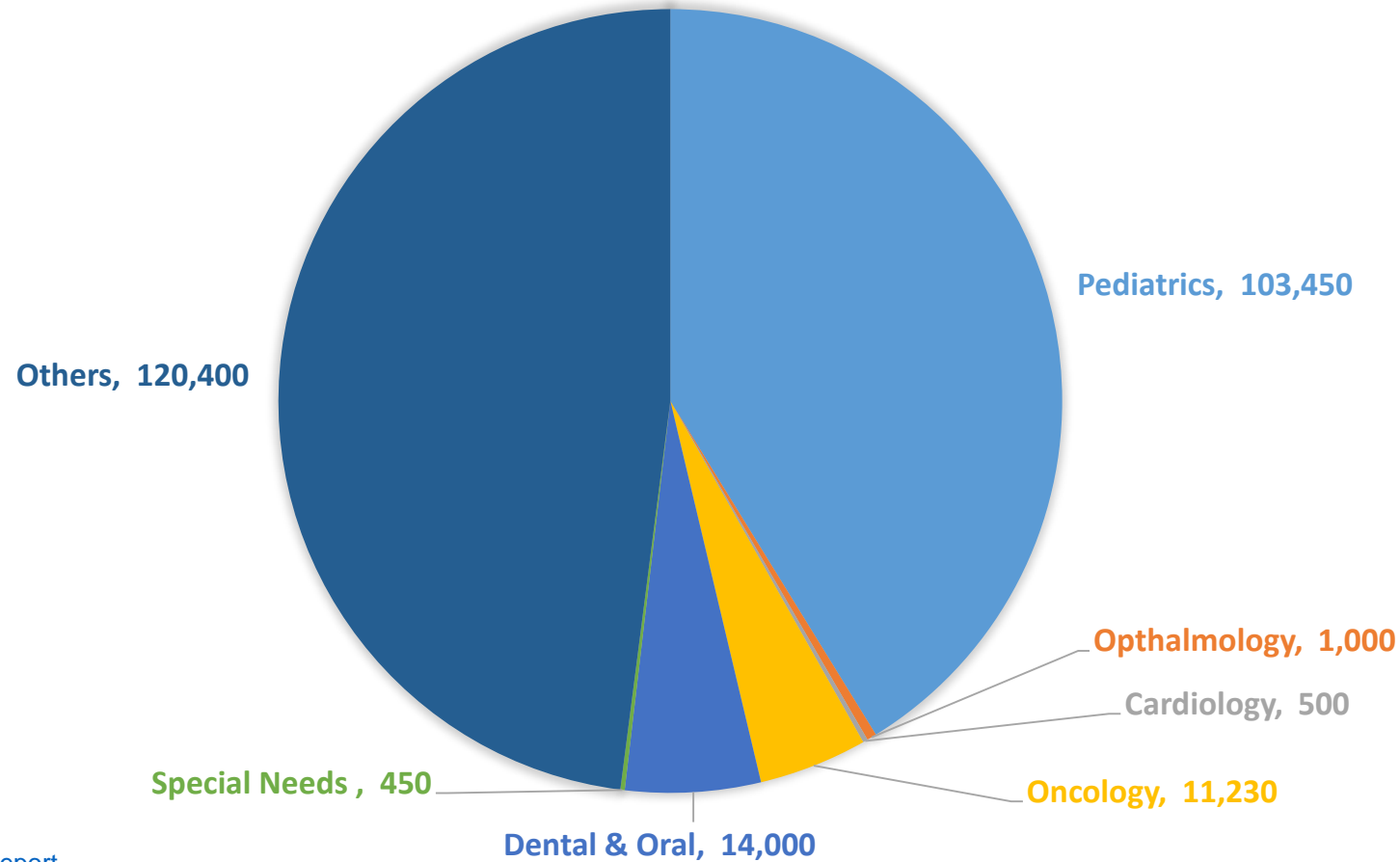
**Risk, Retail Banking, IB, CCI Strategic Planning, Data Analytics, Communication**

In 2010, CIB shareholders voted to establish **the CIB Foundation** and permanently endow it with **1.5%** of the Bank’s annual profits. The Foundation has built strategic partnerships with healthcare providers from the governmental, private, and non-governmental sectors to maximize its impact on underprivileged children throughout Egypt



مؤسسة البنك التجاري الدولي  
COMMERCIAL INTERNATIONAL BANK FOUNDATION  
المشيرة برقم ٥٨٨ لسنة ٢٠١٠

In 2023, the Foundation has impacted the lives of more than 250,000 beneficiaries in several areas



## Commitment to sound corporate governance practices continues to define CIB

### This commitment is supported by several mandates:

- Internal policies, risk controls, and manuals have been put in place to ensure that all business aspects are not only covered, but well-governed (including risk management, compliance, audit, remuneration, evaluation, succession planning, code of conduct, and budgeting)
- Segregation of the role of CEO and the non-executive chairperson
- Dedicated Corporate Governance team

### The Board's main responsibilities include:

- Setting the Bank's overall strategy and overseeing its execution
- Establishing internal control mechanisms
- Setting the Bank's risk appetite and regularly monitoring performance indicators against approved, defined appetite
- Approving IT Group strategy and review it periodically, especially with regards to the confidentiality of the Bank's information
- Ensuring that shareholders' interests are being catered to

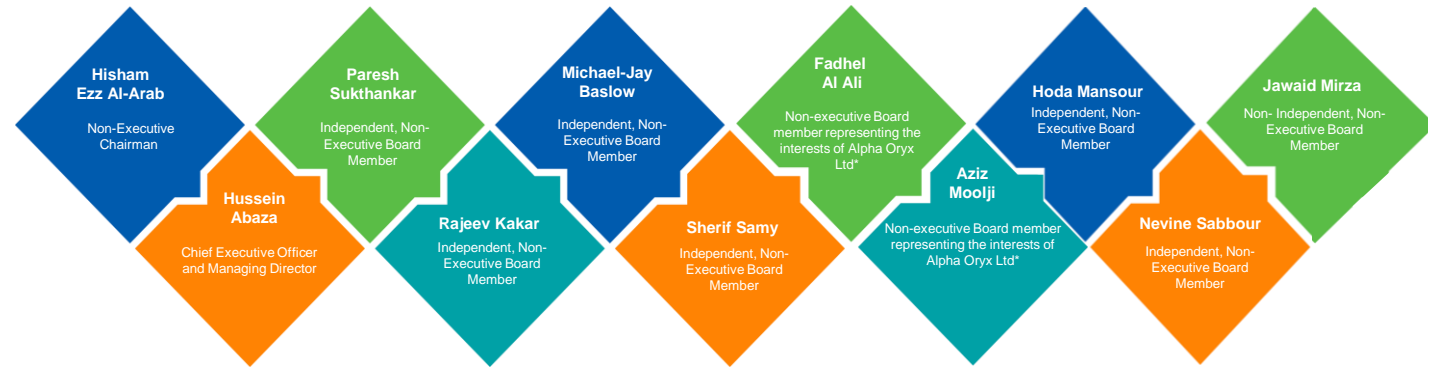
The Board carries on with its mandate to continuously improve the overall corporate governance framework by regularly reviewing and supervising the Bank's practices



**Board of Directors**

- The Board enjoys significant diversity, leadership, skills, operating experience and professionalism in a broad set of industries
- Complying with best international practices, an independent Lead Director is appointed
- The Board and its committees are governed by well-defined charters that sets out its responsibilities and composition requirements
- The Board is supported by internal and external auditors

CIB's Board consists of 11 members; 10 are non-executive, 7 are independent and 2 representing the interests of Alpha Oryx Ltd\*

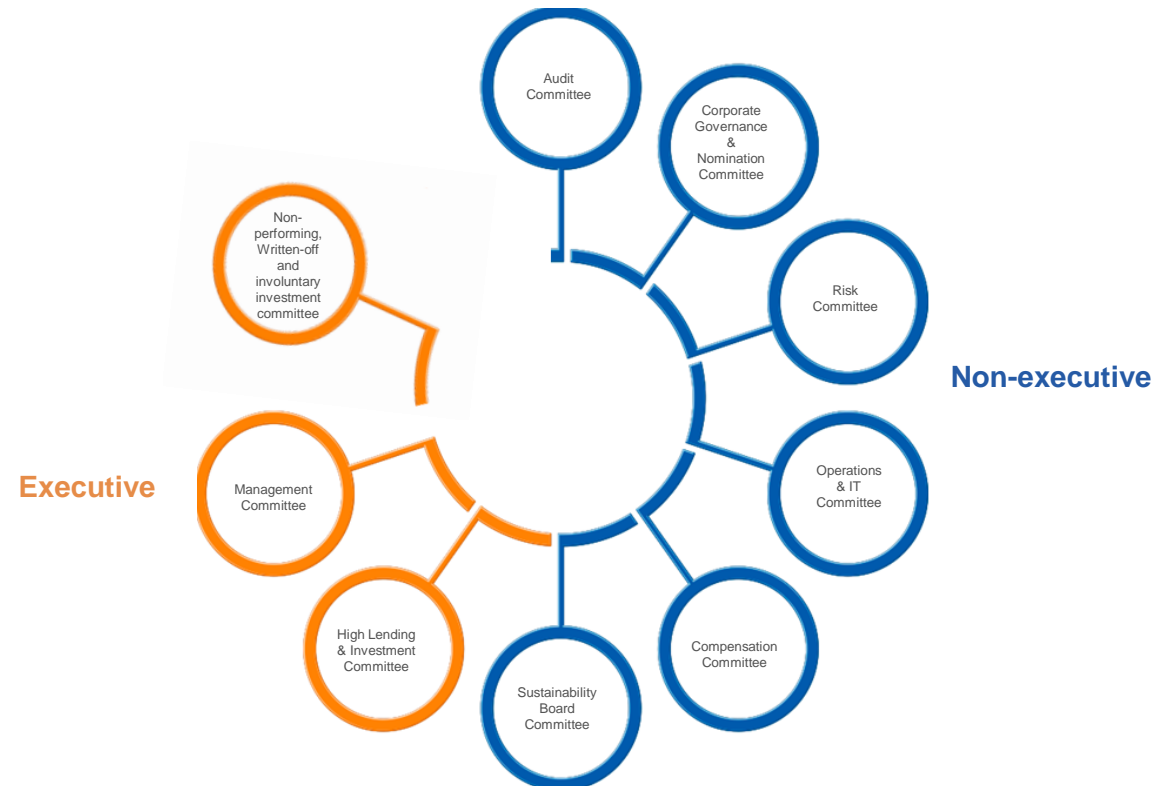


**Board Committees**

**9 committees**

assist in fulfilling the Board's responsibilities;

- The Board enjoys significant diversity, leadership, skills, operating experience and professionalism in a broad set of industries
- Complying with best international practices, an independent Lead Director is appointed
- The Board and its committees are governed by well-defined charters that sets out its responsibilities and composition requirements
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01

Pioneer in implementing international standards and best practices; established in 2010; ahead of all major players in the market

02

Set a unique model within the Egyptian financial sector in Business Continuity industry; since 2014, CIB was shortlisted for 16 global and regional Business Continuity excellence awards from 3 of the most reputed organizations in the BCM industry worldwide.

03

Award winner of “Middle East Most Effective Recovery 2016” by Business Continuity Institute-UK (BCI) & “Business Continuity Team of the Year 2015” from Disaster Recovery Institute International-USA (DRII)

04

Certified ISO22301 in Business Continuity since 2018 as the first Egyptian private bank to obtain this reputable accolade and the first bank in Egypt to be certified against the latest version of the standard.

### Initiatives

**CIB continues to invest in further improving its business continuity and recovery capabilities to ensure it provides sustainable and uninterrupted services to our customers**

- Progressive Disaster Recovery Planning
- Continuous Alternate Sites Enhancement
- Flexible Remote Working strategies (Work from Anywhere)
- Moving towards Resilience Management
- Critical Suppliers Management
- Automation and Performance Metrics Management

## CYBER AND INFORMATION SECURITY

01

Strong Security Governance & policies aligned with International Standards and Best Practices

02

Certified Payment Cards Industry – Data Security Standards (PCI-DSS) since 2017 And Certified ISO27001 in Information Security Management in 2020

Dedicated Information Security Compliance and Controls departments responsible for ensuring Bank maintains security posture status

03

Cyber Security Operations Center (SOC) for ongoing Monitoring and response for Security threats considered the first SOC operating with full in-house capabilities in the financial sector in Egypt, when launched in 2017

04

Commitment towards a safer operational and business environment that supports the organization and customers' benefits and well-being

### Initiatives

**CIB continues to invest in further improving its Cyber & Information Security capabilities to continuously protect its customers', shareholders and provide secure banking services and unique customer experience**

- Round the clock 24x7 Security Operations Center (SOC)
- Focus on Data Protection
- Incident response automation and efficiency
- Continuous Investment in security infrastructure, technologies, and workforce development

For more information, please visit our website; [www.cibeg.com](http://www.cibeg.com)

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Thank you