

## Principles for Responsible Banking

### Reporting and Self-Assessment

| Reporting and Self-Assessment Requirements   | High-level summary of bank's response (limited assurance required for responses to highlighted items)   | Reference(s)/ Link(s) to bank's full response/ relevant information |
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| <p><b>Principle 1: Alignment</b><br/>  <b>We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.</b></p> <p>1.1 <i>Describe</i> (high-level) your bank's business model, including the main customer segments served, types of products and services provided, the main sectors and types of activities, and where relevant the technologies financed across the main geographies in which your bank has operations or provides products and services.</p> | <p>Republic Financial Holdings Limited (RFHL) is the registered owner of all the Banks and Financial Subsidiaries in Republic Group:</p> <ul style="list-style-type: none"> <li>• Republic Bank Limited: <ul style="list-style-type: none"> <li>- London Street Project Company</li> <li>- Republic Investments Limited</li> <li>- Republic Trustee Services Limited</li> <li>- Republic Caribbean Investments Limited</li> <li>- Atlantic Financial Limited</li> <li>- Republic Technology Holdings Limited</li> <li>- Financial Limited</li> </ul> </li> <li>• Republic Bank Trinidad and Tobago (Barbados) Limited: <ul style="list-style-type: none"> <li>- Republic Bank (Cayman) Limited</li> <li>- Cayman National Corporation</li> </ul> </li> <li>• Republic Bank (EC) Limited: <ul style="list-style-type: none"> <li>- Republic Bank (Anguilla) Limited</li> <li>- Republic Bank (St. Maarten) N.V.</li> <li>- Countries serviced: Anguilla, St. Maarten, Dominica, St. Kitts/Nevis, St. Lucia, St. Vincent and the Grenadines</li> </ul> </li> <li>• Republic Bank (Suriname) Holding Limited: <ul style="list-style-type: none"> <li>- Republic Bank (Suriname) N.V.</li> </ul> </li> <li>• Republic Bank (Barbados) Limited</li> <li>• Republic Bank (Grenada) Limited</li> <li>• Republic Bank (Ghana) Plc.</li> <li>• Republic Bank (Guyana) Limited</li> </ul> | <p>RFHL Annual Report 2021 (Pg. 4-9)</p>                            |

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|  | <ul style="list-style-type: none"> <li>• Republic Bank (BVI) Limited</li> <li>• Products and Services Summary: <ul style="list-style-type: none"> <li>- Consumer Banking</li> <li>- Corporate Banking</li> <li>- Investment Banking</li> <li>- Wealth Management</li> <li>- Insurance</li> </ul> </li> <li>• Technologies Financed: <ul style="list-style-type: none"> <li>- Energy</li> <li>- Renewable Energy</li> <li>- Tourism</li> <li>- Agriculture</li> <li>- Manufacturing</li> <li>- Financial Services</li> <li>- Others</li> </ul> </li> </ul>   |   |
| <p>1.2 <i>Describe</i> how your bank has aligned and/or is planning to align its strategy to be consistent with and contribute to society's goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and relevant national and regional frameworks.</p> | <p>RHFL is moving towards applying ESG (Environmental, Social, Governance) as the strategic and operational imperative of the Group to manage risk, increase opportunity, augment our moral compass and fulfil all our multi-lateral commitments such as UNEPFI's PRB and NZBA.</p> <p>Summary of the Group specific alignment:</p> <ol style="list-style-type: none"> <li>1. <b>ESG/Sustainable Finance Strategy</b> – RFHL is working towards mainstreaming ESG (Environmental, Social and Governance) pillars throughout all operations. In RFHL's sustainable financing strategy, which is aligned with the ESG Strategy, the Group is focusing on Socio-environmental Risk Management, Responsible Investment, Small, Medium and Micro Enterprises support and Sustainable Financial Products.</li> </ol> <p>The ESG strategy is aligned as follows:</p> <ol style="list-style-type: none"> <li>a) <b>Environment</b> – RFHL is currently formalizing its framework for sustainable financing as a means of</li> </ol> | <ul style="list-style-type: none"> <li>• RFHL Annual Report (Pg. 4-9)</li> <li>• RFHL Strategic Plan 2021-2023</li> </ul> |

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|  | <p>influencing our clients and external stakeholders to also infuse sustainability inclusive of Climate Action within their own operations. Internally, ESG is a strategic and operational target, therefore all internal operations are being assessed via a materiality framework in order to systematically mainstream ESG.</p> <p>b) <b>Social</b> – RFHL, through its Group Marketing and Communications and HR Department, has several SDG aligned programmes to improve the quality of life among our internal and external stakeholders. RFHL is moving to formalize a DEI (Diversity, Equity and Inclusion) Strategy. Each subsidiary and territory within the RFHL group has selected specific SDGs to focus corporate assistance through our “Power to Make a Difference” Programme and other philanthropic initiatives. The Goals will also be used to further refine our existing retail and credit portfolios These will all be engaged under the ESG framework. SDG Goals 13 (Climate Action) and 17 (Partnerships for the Goals) are Group wide overarching Goals.</p> <p>c) <b>Governance</b> - RFHL is looking at the strategic elements of Governance within the organization to ensure for sound risk management and effective and transparent decision-making. Through the ESG lens, the Group is addressing Corporate Governance, Stakeholders Responsibilities, DEI, Anti-Corruption and Accountability, Risk Management, Data Security and Technology and Innovation.</p> <p>2. <b>SDG Alignment</b> - RFHL’s ESG strategy incorporates the Sustainable Development Goals (SDGs) where applicable. All Group Marketing and Communication projects, funding and</p> |  |
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|  | <p>partnerships are assessed under an SDG matrix and data management and evaluation techniques are applied . All territories and subsidiaries have adopted specific SDGs which reflect the need within their respective countries and the Group has adopted Goals 13 and 17 and overarching Goals.</p> <p>3. <b>Climate Strategy</b> – RFHL recognizes and accepts its role as a stimulator and facilitator of Climate Change adaptation within our sphere of influence. We have allocated USD200million towards climate financing and through our ESG strategy, we will apply systematic tools to foster climate responsibility among our stakeholders. The Bank is also signatory to the UNEPFI’s Principles of Responsible Banking (PRB) and Net Zero Banking Alliance (NZBA). We are developing a comprehensive and practical climate policy and strategy for all our operations which considers the commitments at the national, regional and international levels.</p> |  |
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**Principle 2: Impact and Target Setting**

**We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.**

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| <p>2.1 Impact Analysis:<br/><i>Show</i> that your bank has identified the areas in which it has its most significant (potential) positive and negative impact through an impact analysis that fulfills the following elements:</p> <p>a) <u>Scope</u>: The bank's core business areas, products/services across the main geographies that the bank operates in have been as described under 1.1. have been considered in the scope of the analysis.</p> <p>b) <u>Scale of Exposure</u>: In identifying its areas of most significant impact the bank has considered where its core business/its major activities lie in terms of industries, technologies and geographies.</p> <p>c) <u>Context &amp; Relevance</u>: Your</p> | <p>a) <b>Scope</b>: In 2022, RFHL formalized its Group Sustainability Unit with the specific functions of spearheading, implementing and monitoring the RFHL's Group strategy for ESG and its international obligations. In July 2022, the Bank commissioned an ESG Scan for all products and services across all geographic locations to determine our most significant impacts and to provide an ESG Materiality Assessment to inform our ESG and Climate strategies.<br/>RFHL will then carry out our first assessment using UNEPFI's Portfolio Impact Analysis Tool.</p> <p>b) <b>Scale of Exposure</b>:<br/>It is expected that these areas may change over time as RFHL's ESG strategy matures, however thus far, these are the areas identified as having significant impacts and opportunities for improvement:</p> <ul style="list-style-type: none"> <li>- <u>Retail Banking</u> - The intent is to implement more accessible and inclusive products, use technology and digitization to augment ESG strategy and develop lending portfolios to encourage fulfilment of the SDGs.</li> <li>- <u>Commercial Banking</u> – Looking at concessional methods to fulfil PRB, focusing on ESG strength and</li> </ul> | <ul style="list-style-type: none"> <li>• RFHL Annual Report (Pg. 4-9)</li> <li>• RFHL Strategic Plan 2021-2023</li> </ul> |

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| <p>bank has taken into account the most relevant challenges and priorities related to sustainable development in the countries/regions in which it operates.</p> <p>d) <u>Scale and intensity/salience of impact:</u> In identifying its areas of most significant impact, the bank has considered the scale and intensity/salience of the (potential) social, economic and environmental impacts resulting from the bank's activities and provision of products and services.</p> <p>(your bank should have engaged with relevant stakeholders to help inform your analysis under elements c) and d))</p> <p>Show that building on this analysis, the bank has</p> <ul style="list-style-type: none"> <li>• Identified and disclosed its areas of most significant (potential) positive and negative impact</li> <li>• Identified strategic business opportunities in relation to the increase of positive impacts /</li> </ul> | <p>compliance among our SMME stakeholders.</p> <ul style="list-style-type: none"> <li>- <u>Corporate Banking</u> – Encouraging new and existing clients to engage in our USD 200million Sustainable Financing, flexible terms to support sustainable businesses and projects and focus on building capacity in floundering activities such as agriculture.</li> <li>- <u>Investment Banking</u> – Focusing on ways to foster SDG priorities with National Development Plans when considering government type funding</li> <li>- <u>Group Communications and Marketing</u> – Changing operations to mirror ESG priorities.</li> <li>- <u>Human Resources</u> – Applying DEI as a strategy for encouraging a more motivated and competitive workforce.</li> </ul> <p>These will be further explained in subsequent sections.</p> <p>c) <b>Context &amp; Relevance:</b><br/>In this first instance, RFHL has taken into account the most relevant challenges and priorities relating to sustainable development in our geographic spheres of influence by strategically assigning country specific SDG priorities.</p> <p>The ESG/Sustainability Strategy will also be relevant and indicative of variances among the Group.</p> <p>d) <b>Scale and Intensity/Salience of Impact:</b> The Bank will report on this in our 2023 disclosure.</p> |  |
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| <p>reduction of negative impacts</p>   | <p>RFHL conducted preliminary desktop impact analyses for SDG alignment in 2021 to help determine priority areas for all business functions.</p> |  |
| <p>Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Impact Analysis.</p> |  |  |
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| <p>2.2 Target Setting</p> <p><i>Show</i> that the bank has set and published a minimum of two <b>Specific, Measurable</b> (can be qualitative or quantitative), <b>Achievable, Relevant and Time-bound</b> (SMART) targets, which address at least two of the identified “areas of most significant impact”, resulting from the bank’s activities and provision of products and services.</p> <p><i>Show</i> that these targets are linked to and drive alignment with and greater contribution to appropriate Sustainable Development Goals, the goals of the Paris Agreement, and other relevant international, national or regional frameworks. The bank should have identified a baseline (assessed against a particular year) and have set targets against this baseline.</p> <p><i>Show</i> that the bank has analysed and acknowledged significant (potential) negative impacts of the set targets on other dimensions of the SDG/climate change/society’s goals and that it has set out relevant actions to mitigate those as far as feasible to maximize the</p> | <p>RFHL has set inaugural targets which are aligned with our activities, products and services. These targets are linked to the Sustainable Development Goals, our operating countries’ commitments under the Paris Agreement and the relevant international, regional and national frameworks.</p> <p>The Bank is currently establishing our ESG baseline so that we can improve upon these initial goals in the upcoming years.</p> <p>The following are our current targets:</p> <p><b>1. ESG (Environmental, Social, Governance)</b></p> <ul style="list-style-type: none"> <li>- By 2025, to mainstream ESG as the Group’s strategy for doing business</li> <li>- By 2023 – to staff a fully functional Sustainability/ESG Department</li> <li>- End of 2023 – RFHL’s first stand alone Sustainability Report to be published</li> <li>- By 2024 to be fully utilizing IFRS’s International Sustainability Standards to frame our ESG disclosures</li> </ul> <p><b>2. Climate:</b></p> <ul style="list-style-type: none"> <li>- By 2025 lend, invest or arrange USD \$200 million to reduce the impacts of climate change and help develop resilient, climate adaptive infrastructure across all territories. Under this facility we intend to fund: <ul style="list-style-type: none"> <li>- Low carbon generation and renewable energy projects</li> <li>- Energy efficiency projects</li> <li>- Climate and energy resilient options</li> <li>- Clean fuel substitutes</li> <li>- Sustainable Land Management and Agriculture</li> <li>- Waste management and Circular Economy options</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• RFHL Annual Report (Pg. 4-9)</li> <li>• RFHL Strategic Plan 2021-2023</li> </ul> |
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| <p>net positive impact of the set targets.</p> | <ul style="list-style-type: none"> <li>- Water efficiency and waste water treatment</li> <li>- Circular economy manufacturing and packaging</li> <li>- Sustainable transportation</li> <li>- Sustainable real estate and construction</li> <li>- Pollution control</li> <li>- Carbon capture and emission reduction opportunities</li> <li>- Others</li> </ul> <ul style="list-style-type: none"> <li>- By 2050 we are committed to achieving Net Zero greenhouse gas emissions in our internal and external operations</li> <li>- By 2023 - Increase Renewable Energy lending &amp; manage credit exposure to negative impact clients within PRB/IFC/IDB targets</li> </ul> <p>Other commitments include:</p> <ul style="list-style-type: none"> <li>o By 2023 - Launch 1-2 new products or services in support of the selected SDGs; review credit policies and bank procurement / operational / maintenance practices to support the selected SDGs</li> <li>o Construction of all new properties in accordance with LEED certification</li> <li>o To offer electric vehicles as part of benefit packages</li> </ul> <p><b>3. Diversity, Equity and Inclusion (DEI)</b></p> <p>RFHL is developing a DEI strategy which will be pegged to our ESG Strategy. The Group will set practices and initiatives to identify and promote equal opportunities to the diverse groups in our workforce.</p> |  |
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|   | <p>Our DEI focus includes the following objectives:</p> <ul style="list-style-type: none"> <li>○ To encourage and foster a collective inclusive mindset</li> <li>○ Promote cultural change towards gender equity</li> <li>○ Ensuring that RFHL’s leadership embodies and influences DEI</li> <li>○ Create opportunities to attract the best talent incorporating DEI</li> </ul> <p>RFHL DEI’s targets are as follows:</p> <ul style="list-style-type: none"> <li>○ 2022-2023 – to review and improve policies, procedures and systems to support DEI</li> <li>○ 2025 – to have at least 30% of our governing boards comprised of female directors and aspire to achieve a goal of gender parity in the long-term.</li> </ul>  |   |
| <p>Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Target Setting.</p>   |   |   |
| <p>2.3 Plans for Target Implementation and Monitoring</p> <p><i>Show that your bank has defined actions and milestones to meet the set targets.</i></p> <p><i>Show that your bank has put in place the means to measure and monitor progress against the set targets. Definitions of key performance indicators, any changes in these definitions, and any rebasing of baselines should be transparent.</i></p> | <p>RFHL recognises that in order to achieve our targets and include new and more aggressive ones, we must commit to strategically and operationally integrating ESG as our way of doing business.</p> <ul style="list-style-type: none"> <li>✓ <b>ESG</b> - In 2021 we committed to setting up an Office of Sustainability to manage this ESG process and in 2022 this Office was formalized and is currently pursuing our ESG agenda. Regarding our targets the following are the ways in which we have defined our actions to meet our climate and DEI targets and to monitor progress thus far:</li> <li>✓ <b>Climate</b> – The Office of Sustainability is preparing a Group wide ESG Policy and Framework, intended to serve as the ESG Manual/Reference Document for</li> </ul> | <ul style="list-style-type: none"> <li>● RFHL Annual Report (Pg. 4-9)</li> <li>● RFHL Strategic Plan 2021-2023</li> </ul> |

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|   | <p>the entire Group. This document will list all systems, procedures and operating systems to fulfil RFHL's ESG mandate. Inclusive in this ESG Framework are the steps to achieve our climate targets nationally and internationally.</p> <p>The Office of Sustainability is also setting up a RFHL Group Sustainability Council – which will foster faster and more accurate information sharing and communication regarding ESG/Climate activities among the Group. This Council has a Terms of Reference and Key Performance Indicators (KPIs) to assist in meeting our targets.</p> <p>✓ <b>Diversity, Equity and Inclusion (DEI)</b></p> <p>In 2021 RFHL convened a high level committee to guide its DEI strategy and implementation plan. The aim is to mainstream practices and initiatives to identify and provide equality in opportunities to the diverse groups within our staff complement. The Bank aims to create a culture that drives innovation, sustainability, growth and competitiveness.</p> <p>In 2022-2023 – the following is targeted:</p> <ul style="list-style-type: none"> <li>✓ Convening of DEI Operational Team</li> <li>✓ Development of DEI Manual and Procedures</li> <li>✓ Execution of DEI Communication Plan</li> </ul> |  |
| <p>Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Plans for Target Implementation and Monitoring.</p> |  |  |
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| <p>2.4 Progress on Implementing Targets</p> <p><u>For each target separately:</u></p> <p><i>Show that your bank has implemented the actions it had previously defined to meet the set target.</i></p> <p><i>Or explain why actions could not be implemented / needed to be changed and how your bank is adapting its plan to meet its set target.</i></p> <p><i>Report on your bank’s progress over the last 12 months (up to 18 months in your first reporting after becoming a signatory) towards achieving each of the set targets and the impact your progress resulted in. (where feasible and appropriate, banks should include quantitative disclosures)</i></p> | <p>1. <b>ESG</b> – In 2022, RFHL hired a Group Sustainability Officer, who was tasked with formalizing the Group’s ESG Department and Strategy. The Group also is engaging in a Group-wide ESG scan to determine RFHL’s ESG baseline and Materiality Assessment. Other qualitative progress is as follows:</p> <ul style="list-style-type: none"> <li>○ RFHL is the major funder for the Caribbean ESG Conference to be held in Trinidad in November 22. This is the second year.</li> <li>○ All territories have reviewed and selected specific ESG/SDG areas of focus. Plans being created to implement and monitor metrics.</li> <li>○ Cross functional committees to be set up to monitor progress against metrics</li> </ul> <p>2. <b>Climate</b> – RFHL will be reporting actual percentage changes in our 2023 report as our baseline is still being ascertained. Our climate focused funding is currently being utilized and to date approximately we have reached 18% of our target, with plans for more aggressive means of attracting more clients. Internal assessments to achieve Net Zero are being engaged such as our Group carbon footprint and ESG materiality assessment.</p> <p>3. <b>DEI</b> – High level and operational level DEI committees have been constituted and consultant engaged to drive forward</p> | <ul style="list-style-type: none"> <li>● RFHL Annual Report (Pg. 4-9)</li> <li>● RFHL Strategic Plan 2021-2023</li> </ul> |
| <p>Please provide your bank’s conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing Targets</p>  |   |   |
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**Principle 3: Clients and Customers**

**We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.**

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| <p>3.1 <i>Provide an overview</i> of the policies and practices your bank has in place and/or is planning to put in place to promote responsible relationships with its customers. This should include high-level information on any programmes and actions implemented (and/or planned), their scale and, where possible, the results thereof.</p> | <p>The work in progress ESG Framework will flesh these out in more detail:</p> <ol style="list-style-type: none"> <li>ESG Policy and Framework – This policy and framework will guide RFHL regarding all aspects of ESG throughout the Group inclusive of topics such as: <ul style="list-style-type: none"> <li>Social and environmental risk policy and management system</li> <li>Corporate assistance/giving in relation to ESG guidance</li> <li>Exclusion list on activities and operations not considered feasible for financing.</li> </ul> </li> </ol>  | <ul style="list-style-type: none"> <li>RFHL Annual Report (Pg. 4-9)</li> <li>RFHL Strategic Plan 2021-2023</li> </ul> |
| <p>3.2 <i>Describe</i> how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. This should include information on actions planned/implemented, products and services developed, and, where possible, the impacts achieved.</p>       | <p>The following are expected to be augmented or implemented within 2022-2024:</p> <ol style="list-style-type: none"> <li>2022 Caribbean ESG/Sustainable Finance Conference – This event aims to bring together RFHL's stakeholders to raise awareness and encourage dialogue and action regarding ESG/Sustainable issues specific to the countries in which RFHL operates</li> <li>Customer outreach regarding the reasons for automation and digitalization.</li> <li>Engaging clients in accessing funds for our USD 200million Climate Financing</li> <li>Setting client and stakeholder Goals and Targets for each territory and subsidiary in relation to their selected SDGs and in light of post-covid priorities</li> <li>Aligning all CSR and Philanthropic activities with our ESG and SDG strategy.</li> </ol> | <ul style="list-style-type: none"> <li>RFHL Annual Report (Pg. 4-9)</li> <li>RFHL Strategic Plan 2021-2023</li> </ul> |

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|  | 6. Exploring initiatives to target or Small, Medium and Micro Enterprises (SMMEs) |  |
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**Principle 4: Stakeholders**

**We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society’s goals.**

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| <p>4.1 <i>Describe</i> which stakeholders (or groups/types of stakeholders) your bank has consulted, engaged, collaborated or partnered with for the purpose of implementing these Principles and improving your bank’s impacts. This should include a high-level overview of how your bank has identified relevant stakeholders and what issues were addressed/results achieved.</p> | <p>A more comprehensive list will be included in the next reporting cycle, but below is general summary of the type of stakeholder:</p> <ul style="list-style-type: none"> <li>• Counterparts within the PRB and NZBA and other relevant multilateral organizations such as the UNDP, IDB and others</li> <li>• RFHL has a socially focused Power to Make a Difference Programme, in which we partner with various levels of Government, Diplomatic Missions, Corporate Clients, Members of Academia, International Funding Agencies/NGOs/CBOs, Multilateral Institutions, Regional Bodies such as CARICOM and the CDB and our project partners</li> </ul> |   |



**Principle 5: Governance & Culture**

**We will implement our commitment to these Principles through effective governance and a culture of responsible banking**

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| <p>5.1 <i>Describe</i> the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts and support effective implementation of the Principles.</p> | <ul style="list-style-type: none"> <li>• RFHL has formalized an Office of Sustainability in which the PRB resides. The Office is currently headed by the Group Sustainability Officer who reports to the Group General Counsel/Corporate Secretary who in turn reports to the President.</li> <li>• RFHL is also constituting a Group Sustainability Council which will be a multi-level group wide representation to facilitate effective ESG mainstreaming.</li> </ul> |   |

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|  | <ul style="list-style-type: none"> <li>The Office of Sustainability is finalizing staffing arrangements</li> </ul>  |  |
| <p>5.2 <i>Describe</i> the initiatives and measures your bank has implemented or is planning to implement to foster a culture of responsible banking among its employees. This should include a high-level overview of capacity building, inclusion in remuneration structures and performance management and leadership communication, amongst others.</p>                            | <p>RFHL has embarked on a series of Human Resources focused initiatives from 2021-23. These include:</p> <ul style="list-style-type: none"> <li>DEI policy and procedures to be developed and implemented</li> <li>Establishment of clearly defined roles and responsibilities to achieve ESG mandate</li> <li>Creation of training opportunities to foster ESG mainstreaming</li> <li>Identify and nurture internal talent through our Management Trainee Programme</li> <li>Best Practice HR alignment throughout the Group</li> </ul>  | <p>RFHL’s Strategic Plan 2021-2023</p> |
| <p>5.3 Governance Structure for Implementation of the Principles</p> <p><i>Show</i> that your bank has a governance structure in place for the implementation of the PRB, including:</p> <p>a) target-setting and actions to achieve targets set</p> <p>b) remedial action in the event of targets or milestones not being achieved or unexpected negative impacts being detected.</p> | <ul style="list-style-type: none"> <li>Recommendations have been made for ESG oversight via a focused Board ESG Committee.</li> <li>ESG is being led from the Group General Counsel’s Office</li> <li>RFHL has also formalized a specialized Group Sustainability Unit, which is tasked with developing the ESG framework for the Group inclusive of target setting and remedial action options for non-conformance of the PRB.</li> <li>A proposal for a Group Sustainability Council is being developed at part of the ESG Strategy to enable cohesion and communication throughout the Group.</li> </ul> |  |
| <p>Please provide your bank’s conclusion/ statement if it has fulfilled the requirements regarding Governance Structure for Implementation of the Principles.</p>  |   |  |
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### Principle 6: Transparency & Accountability

**We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society's goals.**

| Reporting and Self-Assessment Requirements   | High-level summary of bank's response (limited assurance required for responses to highlighted items)   | Reference(s)/ Link(s) to bank's full response/ relevant information   |
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| <p><b>1.1 Progress on Implementing the Principles</b></p> <p><i>Show that your bank has progressed on implementing the six Principles over the last 12 months (up to 18 months in your first reporting after becoming a signatory) in addition to the setting and implementation of targets in minimum two areas (see 2.1-2.4).</i></p> <p><i>Show that your bank has considered existing and emerging international/regional good practices relevant for the implementation of the six Principles for Responsible Banking. Based on this, it has defined priorities and ambitions to align with good practice.</i></p> <p><i>Show that your bank has implemented/is working on implementing changes in existing practices to reflect and be in line with existing and emerging international/regional</i></p> | <p>RFHL joined the PRB in October 2020 and in April 2021, the Bank became a signatory to the Net Zero Banking Alliance.</p> <p>In 2021 the Bank also published its ESG, Climate and DEI targets in its 2021 Annual Report.</p> <p>The Bank also published its alignment of Country specific SDGs</p> <p>In 2022 the Bank constituted its Office of Sustainability to manage its ESG strategy inclusive of its commitments under PRB, NZBA, SDGs and DEI.</p> <p>Through the Office of Sustainability the Bank is developing its ESG framework in alignment with international/regional best practice.</p> <p>The Bank has already implemented the following in addition to the Office of Sustainability:</p> <ol style="list-style-type: none"> <li>1. Climate Financing Fund</li> <li>2. Formalizing strategic partnerships such as the Green Climate Fund</li> <li>3. Engagement with relevant stakeholders such as Governments, regional bodies such as CARICOM and the CDB and multilateral entities such as the IDB and UNEPFI among others</li> <li>4. Alignment of CSR with ESG and SDGs</li> <li>5. Advancing our DEI policy</li> </ol> | <ul style="list-style-type: none"> <li>• RFHL Annual Report (Pg. 4-9)</li> <li>• RFHL Strategic Plan 2021-2023</li> </ul> |

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| good practices and has made progress on its implementation of these Principles.  |  |  |
| Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking |  |  |
|  |  |  |

#### Annex: Definitions

- a. **Impact:** An impact is commonly understood as being a change in outcome for a stakeholder. In the context of these Principles this means (aligned with GRI definition) the effect a bank has on people/the society, the economy and the environment and with that on sustainable development. Impacts may be positive or negative, direct or indirect, actual or potential, intended or unintended, short-term or long-term.
- b. **Significant Impact:** Impact that in terms of scale and/or intensity/salience results in a particularly strong/relevant change in outcome for a stakeholder. In the context of these Principles, the concept of *significant* impact is used to ensure banks focus where their actions/business (can) matter most for people, economy and environment and to provide a reasonable and practical threshold for what issues need to be considered/included, similar to the concept of “materiality”.