

I&M GROUP PLC

EXTRACT OF THE SUSTAINABILITY POLICY

1. INTRODUCTION

I&M Group Plc has put in place a Group Sustainability policy affirming the Group's and its subsidiaries' commitment to integrate and embed sustainability in its strategic framework, designing products & services, business operations, and relationships with internal and external stakeholders. This Policy addresses the Group's approach to Sustainability and management of sustainability risks and opportunities.

2. PURPOSE

This sustainability policy aims to affirm I&M Group's and its subsidiaries' commitment to integrate and embed sustainability in its strategic framework, designing products & services, business operations, and relationships with internal and external stakeholders. This Policy addresses the Group's approach to Sustainability and management of sustainability risks and opportunities.

3. SCOPE

This policy shall apply to all I&M Group areas of the operations, including lending, investments, corporate practices and procurement.

4. OBJECTIVES

- 4.1 Environmental Sustainability – Develop a strategy to manage risks and opportunities related to climate change, improve resource efficiency, increase 'green' investments and implement policies to avoid direct and indirect negative impact.
- 4.2 Social Responsibility – Promote financial inclusion, Invest in community development project and foster an inclusive, equitable, and safe environment for our stakeholders.
- 4.3 Governance - Uphold the highest standards of integrity and ethical behavior and regular engagement with stakeholders.

5. APPROACH TO SUSTAINABILITY

- 5.1 The Group shall embed sustainability initiatives as part of its overall Corporate strategy
- 5.2 The Group's aspiration is to positively impact over 50 million lives by 2030. This will be done by focusing on 3 key pillars set out below as part of its Sustainability Action Plan.
- 5.3 The Sustainability Action Plan shall be supplemented with detailed initiatives each of which shall be measured and monitored against pre-defined impact metrics.
- 5.4 The Board shall be responsible and accountable to the shareholders, regulators and other stakeholders.
- 5.5 The Group's Sustainability framework encompasses the adoption of the following standards, frameworks and reporting frameworks: The UN Sustainable Development Goals (SDGs), United Nations Global Compact (UNGC), IFRS Climate Disclosure Taxonomy (IFRS S2), IFRS Sustainability Disclosure Taxonomy (IFRS S2), Global Reporting Initiative (GRI), Taskforce for Nature-related Financial Disclosures (TNFD) and IFC Performance Standards.

Policy approved by the Board of Directors.