

Our Annual Reporting Framework 2021

BANKING WITH PURPOSE

Banking with purpose - our bank is a force for good. Social responsibility drives everything we do - our business practices, our people and our products. It's built-in, not bolted on. We always act for people, for community and for society and enforce this with 82 targets and KPIs that measure and track our performance.

1. Strive for international leadership in socially responsible banking.
2. Benchmark to global standards on reporting, transparency and verification.
3. Map our Social Responsibility targets to the UN Sustainable Development goals.
4. Strengthen our governance, policies and operations to ensure that the bank is run for people, planet and profit.
5. Enforce strict responsible and ethical investment criteria to our total balance sheet and lending and investment policies.
6. Set socially responsible products as the standard for our members and investors.
7. Ensure our values of Advocacy, Sustainability and Passion are embedded and remain core to the organisation's people and culture.
8. Foster partnerships and advocate for transformational change to achieve sustainable finance solutions.
9. Advance fossil fuel free banking.

| OUR PEOPLE | | OUR COMMUNITY | | OUR SOCIETY | |
|---|-------------------------|--|---------------------|---|-----------------------|
| Professional growth | Inclusion and Wellbeing | Member growth and satisfaction | Investing in impact | Responsible operations | Sustaining our planet |
| We understand that success and excellent member service relies on people who act with values. We seek to create diverse, nurturing, and positive environments for our people to grow. | | We put members first and act in their best interests. We support our members and the communities in which they live to create positive impact. We align their money with their values. | | We ensure that the impact of our operations sustains the planet. We invest our members' money responsibly and ethically, and provide socially responsible products as standard. | |
| 21 Targets and KPIs | | 27 Targets and KPIs | | 25 Targets and KPIs | |
| 82 targets and KPIs for Teachers Mutual Bank Limited | | | | | |

**TEACHERS MUTUAL
BANK LIMITED**

