

TEACHERS MUTUAL BANK LIMITED

MARCH 2023

CREDENTIALS COUNT - 80 PERFORMANCE BENCHMARKS AND AWARDS IN A DECADE OF SOCIALLY RESPONSIBLE BANKING

Performance (55)

Our social responsibility performance is measured against the toughest standards worldwide and in Australia, and we are ranked amongst thousands of global companies, in sectors beyond finance. External, independent third-party measurement provides transparency and accountability and verifies and validates our systems and processes across thousands of data points, and metrics. Over time, external standards are continuously revised and strengthened so the bar is always rising, and performance is measured over multiple years.

<p>B Corp - a global leader in using business as a force for good (1)</p> <p>Certified B Corporation by B Lab</p>	<ul style="list-style-type: none"> • 2022 to 2025 (January) - A B Corp or Certified B Corporation with a score of 102.4 points.
<p>Certified Responsible Investment, wholesale (2)</p> <p>Responsible Investment Association Australasia (RIAA)</p>	<ul style="list-style-type: none"> • 2015 to 2022 - The Bank's \$1 billion Debt Issuance Programme (DIP) for wholesale investors is a Certified Responsible Investment by RIAA. • 2019 to 2022 - As of August 20 2019 all new Wholesale Short Term Deposits sold/issued by the Bank to any of the Bank's wholesale counterparties are Certified Responsible Investment. Short Term Deposit funding is comprised of: Negotiable Certificates of Deposit (NCDs), Wholesale term deposits, Wholesale overnight deposits (11am cash – at call).
<p>Certified Responsible Investment, retail mortgages and deposits (2)</p> <p>RIAA</p>	<ul style="list-style-type: none"> • 2019 to 2022 - As of December 1 2018, all new retail mortgage and deposit products sold by the Bank are certified as Responsible Investment by the RIAA. All retail deposits, mortgages and wholesale products we sell are certified by RIAA.
<p>Responsible Investment Leader (3)</p> <p>RIAA</p>	<ul style="list-style-type: none"> • 2022 - the only bank named a Responsible Investment Leader • 2021 - the only bank named a Responsible Investment Leader • 2021 - named for leading Responsible Investment practice within banking
<p>One of the World's Most Ethical Companies (10)</p> <p>Ethisphere Institute</p>	<ul style="list-style-type: none"> • 2023 - 1 of 4 banks named and the only Australian company, out of 135 • 2022 - 1 of 5 banks named and the only Australian company, out of 136 • 2021 - 1 of 5 banks named and the only Australian company, out of 135 • 2020 - 1 of 4 banks named and the only Australian company out of 131 • 2019 - 1 of 5 banks named and the only Australian company, out of 128 • 2018 - 1 of 4 banks named and the only Australian company, out of 135 • 2017 - 1 of 3 banks named and the only Australian company, out of 124 • 2016 - 1 of 4 banks named and 1 of 2 Australian companies, out of 131 • 2015 - 1 of 5 banks named and 1 of 2 Australian companies, out of 132 • 2014 - 1 of 5 banks named and 1 of 3 Australian companies, out of 144
<p>UN Sustainable Development Goals (2)</p> <p>2030 Agenda for Sustainable Development</p>	<ul style="list-style-type: none"> • 2022 - mapped 13 of the 17 Goals • 2021 - mapped 13 of the 17 Goals
<p>ASFI Momentum Tracker report 2021 and ASFI Progress report 2022 (2)</p> <p>Australian Sustainable Finance Initiative (ASFI)</p>	<ul style="list-style-type: none"> • 2022 - the only Financial company named as the case study for <i>Embedding sustainability into leadership</i> • 2021 - 1 of 30 case studies for <i>Embedding sustainability into leadership</i>

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Net zero and carbon neutral for direct emissions since 2013 (10)

The bank is net zero and carbon neutral for Scope 1 (vehicle fuel and natural gas) and Scope 2 (electricity) greenhouse gas emissions, 100% of remaining emissions are offset with Verified renewable energy credits.

- **2021** - Verification of net zero and carbon neutral statements by Point Advisory
- **2021** - Certificate of Climate Protection – Carbon offsets from South Pole
- **2019 to 2020** - Climate Conscious – Certified carbon offsets South Pole
- **2013 to 2018** - Climate Neutral Company South Pole

Fossil Free Certification (1)

Bank Green

- **2022** Financial institutions that are Fossil Free Certified have pledged not to finance new fossil fuel companies or projects

A Global Leader in Community Investment (9)

London Benchmarking Group (LBG) Framework and LBG Annual review 2018

- **2020** - 5% of NPBT (Net Profits Before Tax)
- **2019** - 7.1% of NPBT
- **2018** - 6.7% of NPBT
- **2017** - 6.86% of NPBT
- **2016** - 5.4% of NPBT
- **2015** - 4.73% of NPBT
- **2014** - 4.55% of NPBT
- **2013** - 4.10% of NPBT
- **2012** - 4.18% of NPBT

Top 40 Best Workplaces to Give Back (2)

Good Company

- **2022** - #12 out of 40
- **2021** - #13 out of 40

Employer of Choice for Gender Equality (EOCGE) citation (5)

Workplace Gender Equality Agency (WGEA)

- **2018** - 1 of 140 organisations named
- **2017** - 1 of 120 organisations named
- **2016** - 1 of 106 organisations named
- **2015** - 1 of 90 organisations named
- **2012** - 1 of 125 organisations named as Employee of Choice for Women (EOCFW) by EOWA

A Leader, International Corporate Responsibility Index (CRI) (3)

UK Business in the Community (BITC)

- **2014** - 91%
- **2013** - 90% Gold
- **2012** - 79% Bronze

A Leader in the Annual Review of the State of CSR in Australia and New Zealand (2)

Australian Centre for Corporate Social Responsibility

- **2015** - Listed in the CSR Top Ten Organisations.
- **2014** - CSR Innovation (93%). CSR Management (94%). Overall score (85%)

The Australian Climate Leadership Summit, November 2015 (1)

1 of 12 Australian companies to support the Australian Climate Leadership Summit

- **2015** - 1 of 12 companies

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Awards (25)

Awards are an additional recognition of our social responsibility credentials and performance. Awards measure our continued success and demonstrate to our members, stakeholders and peers the progress we make.

Green Bank of the Year (3) Finder Awards	<ul style="list-style-type: none"> • 2022 - Winner • 2021 - Finalist • 2020 - Finalist
Sustainability Leaders 2022 (1) Australian Financial Review	<ul style="list-style-type: none"> • 2022 Shortlisted
Best Bank in CSR/ESG (7) Australian Retail Banking Awards (formerly AB+F)	<ul style="list-style-type: none"> • 2020 - Winner, Most Innovative Green Initiative • 2018 - Finalist, Best Bank in CSR • 2017 - Finalist, Best Financial Institution in CSR • 2016 - Winner, Best Bank in Socially Responsible Performance (ESG) • 2015 - Winner • 2014 - Finalist • 2013 - Winner
Mutual Bank of the Year (1) Australian Retail Banking Awards (formerly AB+F)	<ul style="list-style-type: none"> • 2017 - Winner
Large Business Sustainability Leadership (2) Banksia Sustainability Awards	<ul style="list-style-type: none"> • 2016 - Finalist • 2014 - Finalist
Leadership Awards, Climate Alliance (2)	<ul style="list-style-type: none"> • 2016 - Winner, Innovator of the Year • 2014 - Joint Winner, Board Leadership of the Year
Australasian Employee Engagement Companies of the Year (1) 2016 ANZ Employee Engagement Awards	<ul style="list-style-type: none"> • 2016 - 1 of the Top 10
NSW Government Green Globes (3) Celebrating excellence, leadership and innovation in sustainability	<ul style="list-style-type: none"> • 2016 - Joint Winner, Climate Change Leadership • 2014 - Finalist, Climate Change Leadership • 2013 - Finalist, Business Sustainability
Best Career Development Programme (1) Australian Retail Banking Awards	<ul style="list-style-type: none"> • 2018 - Winner
FM Facilities Management Industry Awards for Excellence (1)	<ul style="list-style-type: none"> • 2016 - Finalist, Sustainability and Environmental impact
Sustainability Leadership Large Organisations, World Environment Day Award (2) United Nations Association of Australian (UNAA)	<ul style="list-style-type: none"> • 2014 - Winner • 2013 - Finalist
Customer Owned Banking Association (COBA) (1) Sustainability award	<ul style="list-style-type: none"> • 2012 - Winner, Sustainability Award

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Data is for Teachers Mutual Bank Ltd (TMBL), which has five divisions; Hiver Bank (launched in 2021) Teachers Mutual Bank, Firefighters Mutual Bank, Unibank and Health Professional Bank (launched February 2019). FMB merged with TMBL in November 2016 and Unibank merged in July 2015, so awards and benchmarks include those brands for the relevant period, typically over a Financial Year.

B Corp. B Corp are global leaders in using business as a force for good. B Corps meet high standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. B Corp Certification is a rigorous, verified performance assessment across 5 areas: Governance, Workers, Customers, Community, Environment, with a minimum score of 80 points, 300+ scored questions, multiple verification rounds, a series of interviews and data provision. <https://www.bcorporation.net/en-us/find-a-b-corp/company/teachers-mutual-bank-limited>

RIAA. Wholesale DIP, Short Term Deposits and the Retail mortgages and deposits have been certified by RIAA according to the strict operational and disclosure practices required under the Responsible Investment Certification Program. See responsibleinvestment.org for details. The Responsible Investment Certification Program does not constitute financial product advice. Neither the Certificate Symbol nor RIAA recommends to any person that any financial product is a suitable investment or that returns are guaranteed. Appropriate professional advice should be sought prior to making an investment decision. RIAA does not hold an Australian Financial Services Licence. www.responsibleinvestment.org

RIAA Responsible Investment Leaders achieve a score of 15 out of 20 or above on RIAA's Responsible Investment Scorecard as captured and assessed for the Responsible Investment Benchmark Report 2021 and 2022. RIAA's Scorecard consists of 15 questions, covering four key pillars. <https://responsibleinvestment.org/resources/benchmark-report/>

The EOCGE 2015 citation is designed to encourage, recognise and promote e active commitment to achieving gender equality in Australian workplaces. The EOCGE citation commenced in 2014, replacing the predecessor citation, the EOWA Employer of Choice for Women. The citation is strategically aligned with the Workplace Gender Equality Act 2012 (Act). The EOCGE citation is a voluntary leading practice recognition program that is separate to compliance with the Act. www.wgea.gov.au
The Ethisphere institute is a global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust, and business success. The World's Most Ethical Companies assessment process includes more than 200 questions on culture, environmental and social practices, ethics and compliance activities, governance, diversity, and initiatives that support a strong value chain. The process serves as an operating framework to capture and codify the leading practices of organizations across industries and around the globe.

2021's Australia's Best Workplaces to Give Back, Good Company 2021 Archives - Best Place to give back. <https://www.bestplacetogiveback.com.au/>

Fossil Free Certification Financial institutions that are Fossil Free Certified have pledged not to finance new fossil fuel companies or projects, and the majority already do not do so. Fossil Free Certification is the simplest, most straightforward way to signal to customers, professionals in the banking sector, and the general public that a sustainability-conscious financial institution is truly putting its money where its mouth is. <https://bank.green/>

The LBG is the global standard for measuring and benchmarking corporate community investment. The LBG model provides a comprehensive and consistent set of measures to determine an organisation's contribution to the community, including cash, time, in-kind donations, and management costs. www.lbg-australia.com/
Teachers Mutual Bank Limited has been certified for various levels by South Pole a leading provider of global sustainability financing solutions and services. www.southpole.com

The CR Index was a robust tool to help companies systematically measure, manage and integrate responsible business practice. Developed in consultation with business leaders the first CR Index survey was launched in 2002, and has since been replaced with a newer measurement. www.bitc.org.uk

The Australian Centre for Corporate Social Responsibility (ACCSR) was a pioneer in corporate social responsibility in Australia and a leader in stakeholderbased methodologies to address sustainability risk management. www.accdr.com.au

The Australian Climate Leadership Summit, on 5 November 2015, brought together major Australian businesses, representatives from government, investors and NGOs to announce significant climate commitments. The Summit is an initiative of the Carbon Disclosure Project (CDP) www.cdp.net <http://www.climate-leadership.org/media-release-20151105>

The Australian Retail Banking Awards (formerly the Australian Banking & Finance Awards AB+F) are the only awards dedicated exclusively to achievement within the retail banking industry. The AB+F award recognises companies who demonstrate environmental protection, respect for human rights, the continuing improvement of working employment and relations conditions, social commitment, responsibility attitudes with suppliers and customers and transparency and effectiveness of corporate governance. In 2017 the category was changed to 'Best Financial Institution in Corporate Social Responsibility' (CSR), and in 2018 to 'Best bank in CSR'. www.australianbankingfinance.com www.australianretailbankingawards.com.au

Finder Green awards recognise Australia's greenest industry leaders. <https://www.finder.com.au/finder-green-awards>

ASFI The ASFI roadmap, launched in November 2020, comprising 80 organisations spanning insurers, major banks, superannuation funds, civil society, and academia, made 37 recommendations. <https://www.asfi.org.au/tracker-1> and Progress Tracker — ASFI

Sustainability Leaders 2022 by the Australian Financial Review. The Australian Financial Review 'Sustainability Leaders' The Australian Financial Review Sustainability Leaders list is based on assessment of each entrant's nominated sustainability innovation – whether it is an initiative, product, service or strategy. Innovations are then assessed using Boston Consulting Group proprietary Sustainable Business Model Innovation (SBM-I) methodology.

The Banksia Foundation. Large Business Sustainability Leadership award recognises a large business that has demonstrated leadership by fully integrating sustainable principles and practices into operational business activities, reducing the organisation's footprint and adding value to society. banksiafdn.com

Climate Alliance Limited is a not-for-profit, membership based company that engages with business leaders and communicates the opportunities and risks of climate change. The Climate Alliance Business Leadership Awards recognise Australian business leaders and organisations that have demonstrated leadership by addressing the opportunities or risks presented by climate change. www.climatealliance.org.au

The 2016 ANZ Employee Engagement Awards & Conference in association with Reward Gateway announced its 2016 Top 10 ANZ Employee Engagement Companies of the Year. www.ee-awards.com

The NSW Government's Green Globe Awards are the leading environment awards, recognising environmental excellence, leadership and innovation in NSW. www.environment.nsw.gov.au/greenglobes

The RFI award celebrates the institution that offers the best career development opportunities. The entrant must address the following criteria in their nomination: Participation and completion rates. Measures of how the programme increases innovation and improves the work capacity within the organisation, furthers participants' careers and develops leadership skills. How does the organisational culture support and value the training and learning? Show how the training and learning forms an integral part of the organisation's strategic planning. Describe the use of networks, partnerships and supply chains to facilitate training and learning, where applicable. Provide evidence of the development and use of e-learning. www.australianretailbankingawards.com.au

The FM Industry Awards for Excellence are presented by the Facility Management Association of Australia. Each year they recognise leadership and innovation in the management, operation and maintenance of Australia's built environment across 8 categories. www.fma.com

Sustainability Leadership, large organisations. Each year, in support of UNEP World Environment Day (June 5), the United Nations Association of Australia (UNAA) recognises innovative and outstanding environmental programs and initiatives from across Australia and the important work of Australian environmental leaders through its World Environment Day Awards. www.unaavictoria.org.au/awards-programs/world-environment-day-awards