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People analytics

Number of Employees and Gender Distribution

		FY21		FY22		FY23		FY24		FY25	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Permanent Contract ^a	MCB Ltd	1,426	1,482	1,520	1,506	1,617	1,531	1,768	1,572	2,108	1,727
	Local Subsidiaries ^b	125	157	135	161	138	170	152	162	133	130
	MCB Seychelles	153	35	152	37	161	35	161	38	183	35
	MCB Madagascar	81	68	105	89	125	92	151	98	178	123
	MCB Maldives	45	14	45	16	45	15	43	13	50	16
	MCB Group	1,830	1,756	1,957	1,809	2,086	1,843	2,275	1,883	2,652	2,031
Fixed Term Contract ^c	MCB Ltd	50	47	45	55	81	62	85	78	125	100
	Local Subsidiaries	3	2	4	2	8	7	5	17	5	12
	MCB Seychelles	1	5	1	5	0	4	3	5	3	5
	MCB Madagascar	0	0	0	0	0	0	5	5	1	0
	MCB Maldives	0	0	0	0	1	0	1	0	0	0
	MCB Group	54	54	50	62	90	73	99	105	134	117

Employee Hire Retention and Turnover Rate

	Hire rate	Retention rate	Turnover rate
MCB Ltd	17% (FY24: 10%)	96% (FY24: 93%)	7% (FY24: 6.5%)
Local Subsidiaries	20% (FY24: 9%)	71% (FY24: 91%)	27% (FY24: 11%)
MCB Madagascar	31% (FY24: 33%)	90% (FY24: 88%)	16% (FY24: 16%)
MCB Maldives	70% (FY24: 41%)	67% (FY24: 72%)	55% (FY24: 42%)
MCB Seychelles	18% (FY24: 14%)	96% (FY24: 88%)	10% (FY24: 11%)
MCB Group	19% (FY24: 12%)	94% (FY24: 92%)	9% (FY24: 8%)

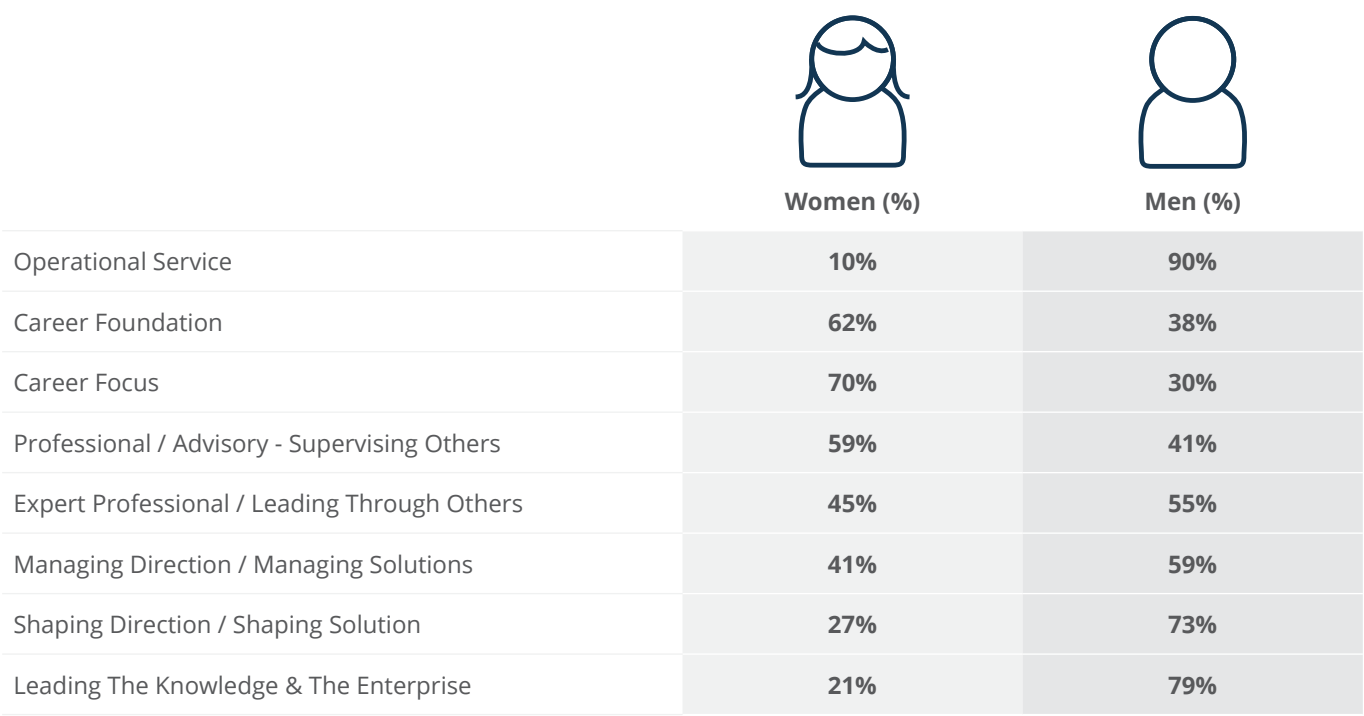
^a We define ‘permanent employees’ as the number of employees employed on a full-time basis for an undetermined period.

^b We define local subsidiaries as all other MCB entities, except for MCB Ltd, that are registered in Mauritius. Additionally, due to internal reorganisation at MCB Consulting, employees of MCB Consulting have transitioned to MCB Ltd.

^c We define ‘fixed-term employees’ as the number of employees employed on either a full-time or part-time basis, with a pre-determined work agreement varying from 1 year to more than 10 years.

Workforce diversity by job position (MCB Ltd)

In the graphic below, career levels from ‘Managing Direction/Managing Solutions’ to ‘Leading the Knowledge & The Enterprise’ reflect employees who occupy middle- to senior-management roles within MCB.







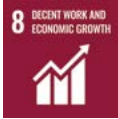


 Read more about our approach to gender equality and diversity, equity and inclusion on page 138.






MCB Forward Foundation project summary

A summary of the projects undertaken and financed by the MCB Forward Foundation is listed in the table below:

Sector	NGO Partner	Project Description	Number of Beneficiaries	Total amount per Project (Rs)	SDG
Dealing with Health Problems	Action For Integral Human Development (AIHD)	Professional Listening and Online Support	52 beneficiaries	339,564	
Educational Support and Training	Action for Economic and Social Development	Technical Training to Adolescents for Employability	30 adolescents	1.8 million	
	Blue Penny Museum	Education Tours	1,878 students	100,000	
	Flamboyant Education Centre	Building pathways: Recruitment of a social worker to support school collaboration and parents follow up	9 cases referred to social worker	150,000	
	MCB Rodrigues Scholarship	Tertiary studies for students in need from Rodrigues	9 students	1.4 million	
Environment and Sustainable Development	Seaweed Multipurpose Cooperative Society Ltd	Gracilaria salicornia Farming and Valorisation in Rodrigues Island Sustainable agriculture and fisheries, and food security	10	990,242	
	Rodrigues Turmeric Producers' Association	Value addition to landrace turmeric in Rodrigues	10	1.1 million	
	Shoals Rodrigues	Conservation of Corals	20	800,000	
Socio Economic Development as a means of Poverty Alleviation	Association Kinouete	Providing Rehabilitation and Reintegration Services to Inmates	250	1.7 million	
	Oasis Shelter	Personal Development for beneficiaries	11 carers	250,000	
	Mouvement Humanitaire Des Retraites De La MCB	Food distribution	21 regions of Mauritius & 2 regions from Rodrigues	500,000	
	Next-Level for Impactful and Valuable Organisations	"Storytelling at the intersection of ethnography, social justice and corporate investment"	NA	1.5 million	

Sector	NGO Partner	Project Description	Number of Beneficiaries	Total amount per Project (Rs)	SDG
Socio Economic Development as a means of Poverty Alleviation	Not A Number	Inspir Mwa – Resettlement Service-Petit Verger, Richelieu and Women Open Prison	80-90 beneficiaries (150 workshops across two prisons)	1.6 million	
	Terrain for Interactive Pedagogy Through Arts	Bridge the poverty gap in Mauritius by providing educational support to individuals	NA	242,641	
Socio Economic Development as a means of Poverty Alleviation via the Football Academy Beneficiaries	Football Programme	Promotion of Social Integration through sports, mentorship and education	513 Beneficiaries across Mauritius and Rodrigues	18.4 million	
	OpenMind			2.1 million	
	Special Education Needs Society and Fondation Cours Jeanne D'Arc			14.3 million	
	La Boutique Solidaire			306,950	
	MCB agro-ecological farm			4.6 million	

The Foundation also oversaw two projects funded by MCB Group (funds did not go through the MCBFF):

Sector	NGO Partner	Project Description	Number of Beneficiaries	Total amount per Project (USD)	SDG
Improving the health and well-being of communities	ADRA Madagascar	Provision of sustainable and equitable access to clean water, promoting proper sanitation and hygiene practices, and strengthening community-based management of water resources	9 communities	255,900	
					
					
Radio School Program	Community Aid Connect (Nigeria)	Providing foundational literacy and numeracy education through radio broadcasts	40,679 baseline learners enrolled	115,000	
					

IFRS S1 and S2: Content index

This content index is based on IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures).

Relevant information can be found in MCB Group Limited's 2025 Annual Report (AR) and 2025 Sustainability Report (SR).

Disclosure requirement	Location	Additional information
Governance		
Board oversight		IFRS S1 27(a) and IFRS S2 6(a)
Describe the governance body responsible for overseeing sustainability-related risks and opportunities, detailing their mandate and key oversight processes.	AR: pages 92-94 SR: pages 36-39	We continue to refine and enhance our governance and management oversight of sustainability and climate, environmental and social risks.
Management's role:		IFRS S1 27(b) and IFRS S2 6(b)
Describe management's role in governance processes for monitoring, managing, and overseeing sustainability and climate related risks and opportunities, detailing key roles and responsibilities, and the integration of formal procedures.	AR: pages 36-39 SR: pages 36&40	
Strategy		
Sustainability- and climate-related risks and opportunities		IFRS S1 31-31 and IFRS S2 10-12
Describe the sustainability- and climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects over the short, medium, and long term.	AR: pages 156-157 SR: page 49	
Business model and value chain		IFRS S1 32
Describe the current and anticipated effects of sustainability- and climate-related risks and opportunities on the entity's business model and value chain.	SR: pages 53-54 (high-level)	A climate scenario was incorporated into the Bank's stress testing exercise as part of the FY25 risk appetite setting process. We delivered on the first regulatory climate scenario analysis exercise launched by the Bank of Mauritius which covered climate-related physical and transition risks.
Strategy and decision-making		IFRS S1 33
Describe the effects of sustainability- and climate-related risks and opportunities on the entity's strategy and decision-making, including information about sustainability and transition plans.	SR: pages 43-45&53-54 (high-level)	The Bank is implementing an internally developed tool to assess the impact of climate-related transition risk on our wholesale portfolio, covering a mix of countries and sectors.

Disclosure requirement	Location	Additional information
Financial position, financial performance, and cash flows		IFRS S1 34-40 and IFRS S2 15-21
Describe the effects of sustainability- and climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability- and climate-related risks and opportunities have been factored into the entity's financial planning.	Omitted	Data not currently available, we are implementing processes that will enable future reporting.
Resilience		IFRS S1 41-42 and IFRS S2 22
Describe the resilience of the entity's strategy, business model, and finances to sustainability and climate-related changes, developments and uncertainties, taking into consideration the entity's identified sustainability- and climate-related risks and opportunities, and detailing the specific assessments or scenario analysis processes carried out.	SR: pages 53-54 (high-level)	A climate scenario was incorporated into the Bank's stress testing exercise as part of the FY25 risk appetite setting process. We delivered on the first regulatory climate scenario analysis exercise launched by the Bank of Mauritius which covered climate-related physical and transition risks.
Risk management		
Management processes		IFRS S1 43-44 and IFRS S2 25-26
Describe the processes and related policies the entity uses to identify, assess, prioritise, and monitor sustainability and climate-related risks and opportunities, including whether and how climate-related scenario analysis is applied, and the extent to which these processes are integrated into and inform the entity's overall risk management process.	SR: pages 41&49-54	
Metrics and targets		
Performance		IFRS S1 46-53 and IFRS S2 28-37
Describe the entity's performance in relation to its sustainability- and climate-related risks and opportunities, including progress towards any targets it has set, and any targets it is required to meet by law or regulation, as well as information required to clearly understand these metrics and targets, and the entity's sustainability and climate change performance.	SR: pages 100-105	We are relooking the targets for our direct operational footprint and implementing processes that will enable future monitoring and reporting on our upstream and downstream environmental and social impacts.

UNGC Principles: FY25 Communication on Progress

MCB Ltd became a participant to the UNGC in 2008. This document is our annual Communication on Progress to stakeholders, with our progress and commitment to integrating the UNGC Ten Principles across MCB Ltd detailed in our 2025 Sustainability Report.

Relevant information can be found throughout this report, as detailed below.

Human rights	
<ul style="list-style-type: none">• Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights• Principle 2: Make sure that they are not complicit in human rights abuses	
Our response	Read more:
<p>The Group ensures that human rights aspects are integrated throughout its value chain. We continuously engage with our key stakeholders at all levels, including employees, customers, suppliers and the communities we serve to mitigate any potential risk related to human rights.</p> <p>The application of the Equator Principles to project financing also contributes to upholding human rights. To ensure compliance with the Equator Principles, the Bank has established an Environmental and Social Risk Policy to guide its various teams and engage with customers, thereby being proactive in risk management.</p>	<ul style="list-style-type: none">• Risk management: page 49• Responsible finance that promote financial inclusion: page 73• Promoting responsible sourcing and local procurement: page 86• Mechanisms for managing employee complaints: page 143• Protecting human rights: page 174• Supporting our communities: page 147

Labour	
<ul style="list-style-type: none">• Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining• Principle 4: The elimination of all forms of forced and compulsory labour• Principle 5: The effective abolition of child labour• Principle 6: The elimination of discrimination in respect of employment and occupation	
Our response	Read more:
<p>We focus on fostering a positive workplace environment by promoting personal and professional growth and development. Child labour is prohibited in Mauritius and, in accordance with labour law the Bank does not employ persons below 18 years. Similarly, MCB has zero tolerance to forced and compulsory labour.</p> <p>Employees of the Bank are free to join the MCB Employees’ Association, which is the trade union operating as per the national regulations (Worker’s Rights Act 2019). MCB has also established a Grievance Policy to help employees engage with their hierarchical manager before soliciting the assistance of the Employees Association to solve any unsatisfactory matter.</p> <p>60% of the Bank’s employees were covered by collective bargaining agreements (excluding overseas subsidiaries) for the period 1 July 2024 to 30 June 2025.</p>	<ul style="list-style-type: none">• Shaping a strong, adaptive and inclusive culture: page 138• Fair compensation and benefits: page 142• Mechanisms for managing employee complaints: page 143• Occupational health and safety: page 144• Events to promote well-being, inclusion and a great place to work: page 144• Protecting human rights: page 174

Environment	
<ul style="list-style-type: none">• Principle 7: Businesses should support a precautionary approach to environmental challenges• Principle 8: Undertake initiatives to promote greater environmental responsibility• Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Our response	Read more:
<p>As a financial institution, MCB Group plays an important role in preserving natural capital wherever it operates by monitoring and managing its direct operational impacts and the indirect environmental impacts of its financing activities, integrating sustainability into products and services and encouraging clients and customers to adopt sustainable practices. We engage in long-term impact partnerships with local organisations across our home markets to address environmental challenges that go beyond our direct business activities.</p>	<ul style="list-style-type: none">• Integrating sustainability into our financial products and services: page 63• Managing our direct and indirect environmental impacts: page 100• Fostering a culture of environmental awareness: page 109• Our impact partnerships: page 117

Anti-corruption	
<ul style="list-style-type: none">• Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	
Our response	Read more:
<p>MCB has a zero-tolerance approach towards bribery and corruption.</p> <p>We are committed to conducting business ethically, responsibly and in compliance with all applicable legislation, regulations, adopted industry codes and standards, and adhering to all internal policies and sound corporate governance principles. We foster shared responsibility for business ethics and integrity, ensuring a workplace built on trust, transparency and continuous improvement.</p>	<ul style="list-style-type: none">• Responsible behaviour: page 160

GRI Content Index

MCB Group has reported the information cited in this GRI Content Index for the period 1 July 2024 to 30 June 2025 (FY25) with reference to the GRI Standards 2021.

Relevant information can be found in MCB Group's 2025 Annual Report (AR) and 2025 Sustainability Report (SR).

Disclosure requirement		Reference and response
The organisation and its reporting practices		
2-1	Organisational details	AR: page 21
2-2	Entities included in sustainability reporting	SR: page 10 (focusing on MCB Ltd and overseas banking subsidiaries)
2-3	Reporting period, frequency and contact point	SR: page 10
2-4	Restatements of information	There are no restatements of information for FY25.
2-5	External assurance	No external assurance obtained in FY25.
Activities and workers		
2-6	Activities, value chain and other business relationships	AR: pages 32-35
2-7	Employees	SR: page 131 (2-7-e not reported as not applicable)
2-8	Workers who are not employees	Omitted (the Group will provide detailed information when ready)
Governance		
2-9	Governance structure and composition	AR: pages 92-93; SR: pages 36-37
2-10	Nomination and selection of the highest governance body	AR: page 120
2-11	Chair of the highest governance body	AR: page 104
2-12	Highest governance body overseeing impact management	AR: pages 116; SR: pages 37-40
2-13	Delegation of responsibility for managing impacts	AR: pages 116; SR: pages 37-40
2-14	Highest governance body in sustainability reporting	SR: page 37
2-15	Conflicts of interest	AR: page 112
2-16	Communication of critical concerns	Critical concerns (if any) are channelled to internal stakeholders
2-17	Collective knowledge of the highest governance body	AR: page 104
2-18	Performance evaluation of the highest governance body	AR: page 123
2-19	Remuneration policies	AR: pages109-111 ; SR: pages 142-143
2-20	Process to determine remuneration	AR: pages 109-111; SR: pages 42&142
2-21	Annual total compensation ratio	Omitted (the Group will provide detailed information when ready)
Strategies, policies and practices		
2-22	Statement on sustainable development strategy	SR: pages 43-45
2-23	Policy commitments	SR: pages 163-164
2-24	Embedding policy commitments	SR: pages 163-164

Disclosure requirement		Reference and response
2-25	Processes to remediate negative impacts	SR: pages 163-164
2-26	Mechanisms for seeking advice and raising concerns	SR: pages 163-164
2-27	Compliance with laws and regulations	SR: pages 163-164
2-28	Membership associations	SR: page 12
Stakeholder engagement		
2-29	Approach to stakeholder engagement	AR: pages 34-35; SR: page 55-56
2-30	Collective bargaining agreements	SR: page 174 (60% of employees, excluding overseas subsidiaries)
Material topics		
2-31	Process to determine material topics	SR: pages 46-48
2-32	List of material topics	SR: pages 46-48
2-33	Management of material topics	SR: pages 46-48
Economic performance		
201-1	Direct economic value generated and distributed	SR: page 55
201-2	Financial risks and opportunities posed by climate change	Omitted (implementing processes to enable future reporting)
201-3	Defined benefit plan obligations and other retirement plans	Omitted (the Group will provide detailed information when ready)
201-4	Financial assistance received from any Government	Omitted (not applicable, no financial assistance received)
Market presence		
202-1	Entry level wage vs local minimum wage (by gender)	Omitted (the Group will provide detailed information when ready)
202-2	Senior management hired from the local community	Omitted (the Group will provide detailed information when ready)
Indirect economic impacts		
203-1	Infrastructure investments and services supported	Omitted (not material)
203-2	Significant indirect economic impacts	SR: pages 100
Procurement practices		
204-1	Proportion of spending on local suppliers	SR: page 86
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Omitted (implementing processes to enable future reporting)
205-2	Anti-corruption: communication and training	SR: page 166-167
205-3	Confirmed incidents of corruption and actions taken	SR: page 166-167
Anti-competitive behaviour		
206-1	Legal actions for anti-competitive/monopoly practices	SR: page 166-167

Disclosure requirement		Reference and response
Tax		
207-1	Approach to tax	SR: page 172
207-2	Tax governance, control, and risk management	SR: page 172
207-3	Stakeholder management of concerns related to tax	AR: pages 34-35
207-4	Country-by-country reporting	SR: page 172
Energy		
302-1	Energy consumption within the organisation	SR: page 101
302-2	Energy consumption outside of the organisation	Omitted (implementing processes to enable future reporting)
302-3	Energy intensity	SR: page 102
302-4	Reduction of energy consumption	SR: page 102
Water and effluents		
303-1	Interactions with water as a shared resource	Omitted (not material)
303-2	Management of water discharge-related impacts	Omitted (not material)
303-3	Water withdrawal	Omitted (not material)
303-4	Water discharge	Omitted (not material)
303-5	Water consumption	SR: page 103
Biodiversity – omitted, not material		
Emissions		
305-1	Direct (Scope 1) GHG emissions	SR: pages 101-102
305-2	Energy indirect (Scope 2) GHG emissions	SR: pages 101-102
305-3	Other indirect (Scope 3) GHG emissions	SR: pages 101-102
305-4	GHG emissions intensity	Omitted (implementing processes to enable future reporting)
305-5	Reduction of GHG emissions	SR: pages 101-102
305-6	Emissions of ozone-depleting substances (ODS)	Omitted (not material)
305-7	NOx, SOx and other significant air emissions	Omitted (not material)
Waste		
306-1	Waste generation and significant waste-related impacts	Omitted (not material)
306-2	Management of significant waste-related impacts	Omitted (not material)
306-3	Waste generated	SR: pages 103-105
306-4	Waste diverted from disposal	SR: pages 103-105
306-5	Waste directed to disposal	Omitted (not material)

Disclosure requirement		Reference and response
Employees		
401-1	New employee hires and employee turnover	SR: page 130
401-2	Benefits for full-time vs temporary or part-time employees	SR: pages 142-143
401-3	Parental leave	SR: page 143
Occupational health and safety (OHS)		
403-1	OHS management system	SR: page 144
403-2	Hazard/incident identification, risk assessment	SR: page 144
403-3	Occupational health services	SR: page 144
403-4	Worker participation and communication on OHS	SR: page 144
403-5	Worker training on OHS	Omitted (implementing processes to enable future reporting)
403-6	Promotion of worker health	SR: pages 144-145
403-7	Prevention/mitigation of OHS impacts	Omitted (not material)
403-8	Workers covered by an OHS management system	Omitted (implementing processes to enable future reporting)
403-9	Work-related injuries	SR: page 144
403-10	Work-related ill health	SR: page 144
Training and education		
404-1	Average hours of training per year per employee	SR: page 133
404-2	Employee upskilling and transition assistance programmes	SR: page 132-137
404-3	Employees receiving performance reviews (%)	SR: page 139
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	SR: pages 130-131 & 178-179
405-2	Ratio of basic salary and remuneration of women to men	Omitted (implementing processes to enable future reporting)
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Omitted (implementing processes to enable future reporting)
Freedom of association and collective bargaining		
407-1	Operations/suppliers at significant risk	The Group is a signatory of UNGC (pages 184-185)
Child labour		
408-1	Operations/suppliers at significant risk	The Group is a signatory of UNGC (pages 184-185)
Forced or compulsory labour		
409-1	Operations/suppliers at significant risk	The Group is a signatory of UNGC (pages 184-185)

Disclosure requirement		Reference and response
Local communities		
413-1	Operations with local community programmes	SR: page 147-155
413-2	Operations with significant impacts on local communities	Omitted (implementing processes to enable future reporting)
Public policy		
415-1	Political contributions	SR: page 164
Marketing and labelling		
417-1	Requirements for product/service information and labelling	SR: page 82 & 173
417-2	Incidents of non-compliance (labelling)	None in FY25
417-3	Incidents of non-compliance (marketing communications)	None in FY25
Customer privacy		
418-1	Substantiated complaints (customer privacy/customer data)	SR: pages 83-85 & 170-173



UNEP FI Principles for Responsible Banking: MCB Ltd Summary Report 2025

MCB Ltd became signatory to the UNEP FI Principles for Responsible Banking in September 2019. These Principles ensure that signatory banks align their business strategy with the SDGs and the Paris Agreement. Additionally, this framework will enable MCB Ltd respond to sustainable development challenges, seize emerging opportunities, and accompany its customers to contribute positively to the planet and society's well-being. This reporting and self-assessment document has been completed for the financial year 1 July 2024 to 30 June 2025.

Principle 1: Alignment	Principle 2: Impact & Target Setting	Principle 3: Clients & Customers
<p>MCB Group has redefined its purpose and is committed to using finance as a force for good in creating a sustainable and inclusive future for the Customers and Communities it serves.</p>	<p>The Bank’s most significant impact areas were identified in two segments: exposures for country risk ‘Mauritius’ and the regional/international exposures.</p> <p>Mauritius is the home market for MCB Ltd, and where MCB Ltd is headquartered. It was more relevant to start with the impact analysis in this segment.</p> <p><u>Significant impact areas and targets for Mauritius:</u></p> <ul style="list-style-type: none">Climate <p>Rs 10 billion credit line earmarked to finance projects by 2027 related to climate mitigation and adaptation in line with the Nationally Determined Contribution and climate change adaptation policy framework of Mauritius.</p> <p>Rs 7.2 billion has been disbursed from 2023 until 30 June 2025 with most financing directed to climate mitigation.</p> <p>The maturity of the market for climate adaptation is quite nascent. We are referring to the UNEPFI Climate Adaptation Target Setting guidance 2023 and the Practical Guidance for implementing Adaptation and Resilience for Banks - to improve and define a specific target for climate adaptation and identify opportunities for adaptation finance.</p> <ul style="list-style-type: none">Resources efficiency/Waste management <p>Engaging with at least 25 clients by 2026 to capture waste/ resources efficiency data in view of promoting a circular economy and supporting the Roadmap and Action Plan for a Circular Economy in Mauritius.</p> <p>There were several discussions with local stakeholders to understand the circularity landscape in Mauritius. The regulations are evolving, particularly in waste management and extended producer responsibility.</p> <p>An assessment by sector is being done to identify the relevant and material activities and clients in the domestic portfolio, with whom formal discussion will happen. This will lead to the identification of a material topic for action.</p> <p><u>Significant impact areas and targets for the International portfolio:</u></p> <p>An impact analysis was again done to identify the significant impact areas for cross-border financing activities because the initial assessment was no longer relevant. This is because the material countries have evolved in the banking portfolio. The results will be communicated in the next reporting cycle.</p>	<p>We are committed to supporting our clients in their sustainability and transition journeys and encouraging them to adopt sustainable practices.</p> <p>Following the publication of MCB Group Sustainable Finance Framework in October 2024, we organised awareness sessions for clients to present the possible green and social taxonomies. Additionally, there is continuous bilateral discussion with clients concerning our sustainable finance offering.</p>
<p>Links & references</p> <p><i>MCB Group Annual Report 2025:</i></p> <ul style="list-style-type: none">Corporate profile – pages 22-29 <p><i>MCB Ltd Annual Report 2025:</i></p> <ul style="list-style-type: none">Corporate profile – pages 22-31 <p><i>MCB Group Sustainability Report 2025:</i></p> <ul style="list-style-type: none">Strategy – pages 43-45Our sustainability materiality approach – pages 46-49Risk management – pages 50-55	<p>Links & references</p> <p><i>MCB Ltd Annual Report 2025:</i></p> <ul style="list-style-type: none">Business model – pages 73-74Portfolio composition – page 79 <p><i>MCB Group Sustainability Report 2025:</i></p> <ul style="list-style-type: none">Sustainability & finance – pages 4-5, 16-17	<p>Links & references</p> <p><i>MCB Group Sustainability Report 2025</i></p> <ul style="list-style-type: none">Sustainability & finance – pages 4-5, 16-17

Principle 4: Stakeholders	Principle 5: Governance & Culture	Principle 6: Transparency & Accountability
<p>The Bank continuously engages with its key stakeholders through various channels to understand their requirements and respond to their needs.</p> <p>A few key consultations and collaboration that helped in implementing the targets are listed:</p> <ul style="list-style-type: none">Internal discussion during the impact analysis process and implementation of the principlesInteraction with UNEPFI team for guidance on impact analysisWe also participated in discussion groups with national authorities and institutions on coastal risks, renewable energy, national green taxonomyWe participated in working groups and webinars provided by UNEP FI to discuss, learn and progress on the Principles for Responsible Banking implementation	<p>MCB Group's governance structure is composed of sub-committees and taskforce/working groups that oversee the sustainability agenda of the group.</p> <ul style="list-style-type: none">Remuneration, Corporate Governance, Ethics and Sustainability Committee (RCGESC)Corporate Sustainability Committee (CSC) - a sub-committee of the RCGESCSustainability Strategic Council (SSC)Sustainable Finance Taskforce <p>The implementation of the Principles for Responsible Banking is discussed at the Sustainable Finance Taskforce.</p> <p>Several sessions have been organised for the employees to raise awareness and promote knowledge sharing. This includes:</p> <ul style="list-style-type: none">Climate Fresk workshop for staff and clientsWorkshops for clients on climate adaptation in MauritiusSustainable Finance Framework for around 150 peopleCross-collaboration between different departments to achieve sustainability objectives <p>The Bank has also implemented remuneration-linked practices for the leadership.</p>	<p>More information about MCB Ltd's sustainability performance is available in the reports.</p> <p>The assurance of sustainability information was not undertaken for this year's disclosure.</p>
<p>Links & references</p> <p><i>MCB Group Sustainability Report 2025</i></p> <ul style="list-style-type: none">Our sustainability materiality approach – pages 46-49Stakeholder engagement – pages 56-57	<p>Links & references</p> <p><i>MCB Group Sustainability Report 2025</i></p> <ul style="list-style-type: none">Governance – pages 36-37Sustainable finance framework presentation – page 64Sustainability awareness – pages 109-110	<p>Links & references</p> <p><i>MCB Group Sustainability Report 2025</i></p> <p>Additional information pages 178-195</p>

List of Acronyms

Acronym	Definition
ADRA	Adventist Development and Relief Agency
AMFCE	Association Mauricienne des Femmes Chefs d'Entreprise
AML	Anti-Money Laundering
ATM	Automated Teller Machine
BU	Business Unit
CFT	Combating the Financing of Terrorism and Proliferation
CIB	Corporate Investment Banking
CIS	Cyber and Information Security
CO ₂ e	Carbon Dioxide Equivalent
CSAT	Customer Satisfaction Score
CSC	Corporate Sustainability Committee
CSO	Central Sustainability Office
CTRC	Cyber and Technology Risk Committee
CX	Customer Experience
DEI	Diversity, Equity and Inclusion
DPA	Data Protection Act
DPO	Data Protection Officer
ECC	Executive Credit Committee
ERGs	Employee Resource Groups
ESG	Environmental, Social and Governance
ESRM	Environmental and Social Risk Management
EUR	Euro
FAREI	Food and Agricultural Research and Extension Institute
FCRM	Financial Crime Risk Management
FI	Finance Initiative
FTE	Full Time Employees
FY25	Financial Year 2025
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Resources
IB Pro	Internet Banking Professional (platform)
ICAAP	Internal Capital Adequacy Assessment Process
ICMA	International Capital Market Association
IFC	International Finance Corporation
IFRS	International Financial Reporting Standards
IPCC	Intergovernmental Panel on Climate Change
I-RECs	International Renewable Energy Certificates
Kg	Kilogram
KYC	Know Your Customer
LCF3	Livelihoods Carbon Fund 3

Acronym	Definition
LEED ND	Leadership in Energy and Environmental Design for Neighbourhood Development
LIB	Lokal is Beautiful
LMA	Loan Market Association
m ³	Cubic metre
MCB	Mauritius Commercial Bank
MCB Group	Mauritius Commercial Bank Group Limited
MCB Ltd	Mauritius Commercial Bank Limited
MCBFF	MCB Forward Foundation
MGA	Malagasy Ariary
ML/TF/PF	Money Laundering/Terrorist Financing/Proliferation Financing
MSDG	Medium-Scale Distributed Generation
MUR	Mauritian Rupee
MVR	Maldivian Rufiyaa
MWF	Mauritian Wildlife Foundation
mwh	Megawatt hour
NGFS	Network for Greening the Financial System
NGO	Non-Governmental Organisation
NPS	Net Promoter Score
OTP	One Time Password
PB	Private Banking
PRB	Principles for Responsible Banking
PV	Photovoltaic
RCGESC	Remuneration, Corporate Governance, Ethics and Sustainability Committee
RMC	Risk Monitoring Committee
SASB	Sustainability Accounting Standards Board
SBN	Success Beyond Numbers
SBU	Strategic Business Unit
SCR	Seychelles Rupee
SDGs	Sustainable Development Goals
SFT	Sustainable Finance Taskforce
SSC	Sustainability Strategic Council
SWOW	Shared Ways of Working
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
UNEP FI	United Nations Environment Programme Finance Initiative
UNGC	United Nations Global Compact
VMCA	Voluntary Marine Conservation Area
YCFC	Your Card for Change



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