

Key ESG goals for the Bank

The Bank, having established social, environmental and ethical key values, has specified long-term goals in these areas. These goals are derived from the Bank's overall strategic plan. These goals would help the Bank and its customers transition to a low-carbon economy, through sustainable financing and investments, while managing environmental and climate risk and promoting Israel's climate goals.

Goals for 2030

Environment



Reduce the operating **carbon footprint** and emissions intensity by

40%

in 2030 compared to 2020 (the base year).

Reduce to zero the nostro portfolio **exposure** to coal mining and oil drilling sectors by 2030. Furthermore, the Bank would not take part in IPOs of assets that create exposure to such sectors.

The Bank would invest resources and would develop

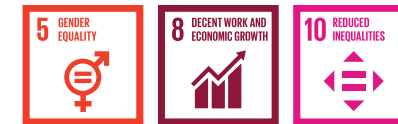
green financial products

to promote green and environmental projects.

The balance of financing and investments in projects that promote a green environment would amount to

NIS 10 billion

Social



Promote **diverse employment** by increasing recruitment of employees from under-employed demographics to

20%



Governance



Increase **female representation** on the Board of Directors to

30%

or higher by 2026