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Gender Equality

The concept

At MCB, we believe that gender equality is sine qua non for the sustainable prosperity of any organisation or state. Recognising that, globally, equity has been put on the back burner for too long, we have taken steps to address systemic inequities that may linger, despite our best intentions.

In adopting our Gender Equality Charter, we seek to integrate the well-being of all our employees with our long term goals, believing that a fulfilled workforce underpins success.

Our reports are peppered with portraits of women engaged in a wide palette of professions to celebrate their contribution to the economic life of Mauritius.

PRINCIPLE 1
Raise awareness and establish leadership commitment to gender equality and attempt to reduce unconscious bias at all levels and in every action.

PRINCIPLE 2
Aim to have a gender-balanced shortlist of candidates and selection panel in every recruitment exercise and treat all candidates fairly and without discrimination.

PRINCIPLE 3
Promote a safe workplace free from any form of violence, bullying or harassment on any ground, be it of age, gender, race, religion, or sexual orientation for both men and women.

PRINCIPLE 4
Ensure fair and equitable pay based on performance, with equal pay for equal work, irrespective of gender.

PRINCIPLE 5
Provide professional development and coaching to women employees to help them advance in Managerial and Leadership roles.

PRINCIPLE 6
Provide flexibility to employees to create a work schedule that balances work and personal life as well as cater for their personal commitments.

PRINCIPLE 7
Collaborate with external partners to empower women entrepreneurs through mentorship and networking opportunities to help support their business activities.

PRINCIPLE 8
Partner with NGOs to advocate for equality for women and girls in Mauritius and provide support to help them progress at different levels.

PRINCIPLE 9
Monitor gender diversity indicators and targets, and periodically report on implementation to the highest level in the company, board or shareholders and to all employees.
This Sustainability Report is complementary to the Annual Report of MCB Group Limited. It provides information relating to the Group’s sustainability vision - “Success Beyond Numbers”. It describes the contribution of the Group to promoting a sustainable local economy, preserving the country’s environmental and cultural heritage, and supporting individual and collective well-being. This report, developed in accordance with the GRI Sustainability Reporting Standards (Core option), provides a review of our 2021 sustainability performance for the period 1 July 2020 to 30 June 2021, unless otherwise stated.

In this report, MCB Group Limited (referred to as “MCB Group Ltd” or “Group”) is the holding company of MCB Group, which consists of banking and non-banking subsidiaries and associates. Our main subsidiary, The Mauritius Commercial Bank Limited (denoted as “MCB Ltd”, “MCB” or “Bank”), is the leading bank in Mauritius. Initiatives in this report cover largely the scope of the Bank, although some key performance indicators relate to the Group’s operations. This is clearly differentiated throughout the report.

For any questions regarding the content of this report, please send us an email on vanessa.dogerdespeville@mcb.mu.

Vanessa Doger de Spéville
Head of Communication and Corporate Sustainability

Our Core Values

Integrity
Honest and trustworthy at all times

Customer Care
Delivering unrivalled service

Teamwork
Working together towards a common goal

Innovation
Proactively seeking out new opportunities

Knowledge
Believing in lifelong learning

Excellence
Being the best we possibly can
From left to right:
Sattiavadee - Broker Clerk
Christel - Head of Faculty
Justine - Gardener
Divya - Telesales Executive
Cendrine - Zoo Keeper
OVERVIEW OF ORGANISATION

MCB Group at a glance

MCB Group Limited is an integrated regional financial services provider. It offers customised products and services to a wide range of clients through its local and foreign banking and non-banking subsidiaries and associates. The Group’s main subsidiary, The Mauritius Commercial Bank Limited, is a dynamic organisation with a rich heritage. It is the leading bank in Mauritius and an increasingly well-known regional player.

Legend
- Banking subsidiaries of the Group
- Representative Office of the Bank
- Group associate
- Banque Française Commerciale Océan Indien
- Group associate
- Société Générale Moçambique

While being headquartered in Mauritius, the Group has a robust presence in the Indian Ocean and sub-Saharan African regions.

Overview

Providers of capital

Retention to support growth

Employees

Customers

Shareholders

Rs 683.1 billion

Assets

Wealth created by MCB Group

Market Capitalisation

Net loans

Investment securities

Cash and cash equivalents

Other assets

MCB Group operating income* by cluster - Rs 22.4 billion

Banking

Non-banking financial

Other investments

* Figures shown are after elimination of intercompany transactions

Note: Figures are as at 30 June 2021

Table

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banking</td>
<td>Rs 850</td>
</tr>
<tr>
<td>Non-banking financial</td>
<td>Rs 20</td>
</tr>
<tr>
<td>Other investments</td>
<td>Rs 10</td>
</tr>
</tbody>
</table>

Note: Figures are as at 30 June 2021
### Overview of Organisation

#### Value created in 2021

<table>
<thead>
<tr>
<th>Shareholders</th>
<th>Market capitalisation</th>
<th>Earnings per share</th>
</tr>
</thead>
<tbody>
<tr>
<td>~22,000</td>
<td>Rs 65.4 billion</td>
<td>Rs 33.48</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Customers</th>
<th>Customer deposits</th>
<th>Customer loans</th>
</tr>
</thead>
<tbody>
<tr>
<td>~1,106,700</td>
<td>Rs 486 billion</td>
<td>Rs 288 billion</td>
</tr>
<tr>
<td>Branches/Kiosks</td>
<td>62</td>
<td>Point of Sale terminals</td>
</tr>
<tr>
<td>MCB Juice subscribers</td>
<td>~408,200</td>
<td>Internet Banking subscribers</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees</th>
<th>Employee retention rate</th>
<th>Employee hire rate</th>
<th>Investment on training</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,695</td>
<td>96%</td>
<td>9%</td>
<td>Rs 4.3 million</td>
</tr>
<tr>
<td>Women representation at middle and senior management</td>
<td>30%*</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Salaries and benefits paid to employees
Rs 4.6 billion

* Figures relate to MCB Ltd
Environment

- Electricity sourced from renewables: 25%*
- Debit and credit cards in polylactic acid: 46%

Residual carbon emissions in 2020:
- 15,016 tonnes $CO_2$-eq*

Coal trade finance: 0

Residual carbon emissions in 2019 that was offset in environmental and social projects:
- 17,345 tonnes $CO_2$-eq*

Communities

- Tax paid: Rs 1,586 million
- Procurement spend: Rs 2,180 million*

- Scholarships awarded to Mauritian students (since 1988): 33
- Scholarships awarded to Rodriguan students (since 2000): 36

Allocated to MCB Forward Foundation for environmental and social community projects:
- Rs 54.7 million

* Figures relate to MCB Ltd