

## NLB Group Sustainability and ESG Implementation 2022 results and roadmap

25th April 2023

Sustainability, Strategy and Business Development

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- 1. ESG landscape, expected trends in the next 5 years and importance for the NLB Group (Blaž Brodnjak, CEO)
- 2. NLB Group sustainability strategy & journey towards net-zero (Ivan Tomić, General Manager Strategy and Business Development)
- **3.** NLB Group 2022 key sustainability highlights & 2023 roadmap (Alenka Recelj Mercina, Head of Sustainability)

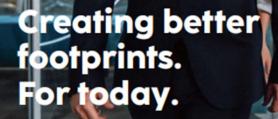


1. ESG landscape, expected trends in the next 5 years and importance for the NLB Group

(Blaž Brodnjak, CEO)







**B** Group

**NLB Group Annual Report 2022** 





programme **Principles for** 

UN

environment

finance initiative

**Responsible Banking** 

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# UN-Convened, Industry-led Net-Zero Banking Alliance

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finance

Creating

BETTER

FOOTPRINTS

## 2. NLB Group sustainability strategy & journey towards net-zero

(Ivan Tomić, General Manager Strategy and Business Development)





## Overview of NLB Group Sustainability Strategy

NLB Group actively contributes to a more balanced and inclusive economic and social system. Our sustainability roadmap encompasses decisive
approach, strategic pillars and comprehensive sustainability framework, supported with clear actions.

#### Meeting Stakeholders Needs and Expectations

- Investors
- Employees
- Private/individual clients
- Business clients
- Suppliers and contractual partners
- Regulatory authorities
- Local communities
- Professional associations

#### Environmental and Social Management System (ESMS)

- Part of a comprehensive risk management system within NLB Group (in accordance with MIGA and EBRD requirements)
- Improving NLB Group's environmental and social (E&S) risk management capacity
- Reducing credit and liability risks arising from environmental and social issues



Implementation of sustainability in NLB Group's business model

#### NLB Group Sustainability Framework

- Integrating ESG criteria into business decisions
- Demonstrate world-class governance and risk management
- Optimise the use of natural, human, and other resources
- Champion the transition to a low-carbon economy
- Contribute to society through CSR activities

#### **Net Zero Business Strategy**

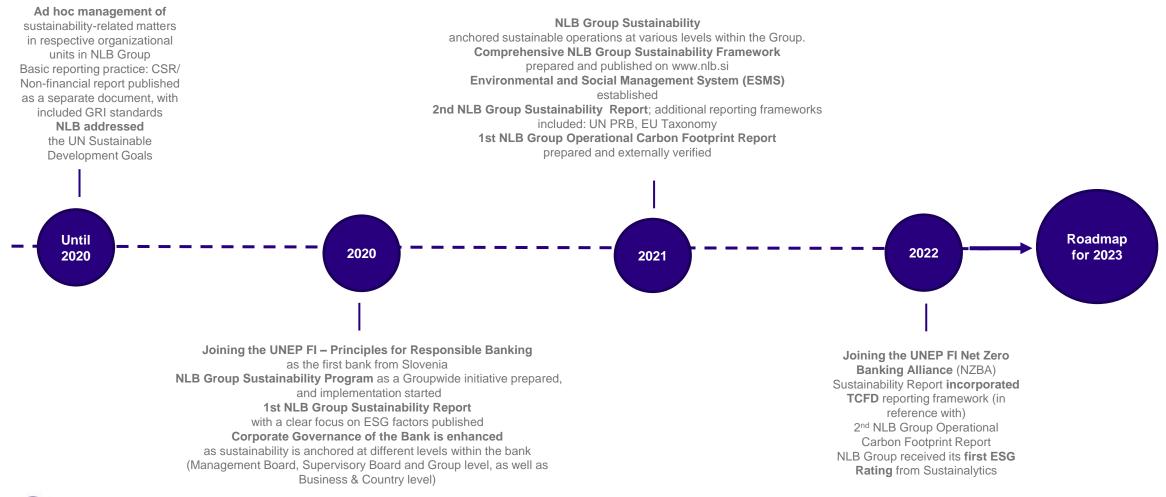
- Adhering to requirements of the UNEP FI Net Zero Banking Alliance (NZBA)
- Demonstrating commitment to a low-carbon economy and financing the green transition
- Transitioning all operational and attributable GHG emissions from NLB Group's lending and investment portfolios to align with pathways to netzero by 2050, or sooner

#### **Principles for Responsible Banking**

- As an UNEP FI member, fulfilling commitments of the UN PRB
- Aligning NLB Group's core strategy, decision-making, lending and investment with the UN Sustainable Development Goals

## NLB Group Sustainability Journey

 Our sustainability journey focuses on tackling environmental, social and governance considerations, aiming to one goal – empower all stakeholders for successful transition to low carbon, inclusive, just and sustainable future.





## Three Pillars of NLB Group Sustainability

 Within the Sustainability Framework three main pillars of sustainable development are defined which set the broader strategic agenda for implementing sustainable elements in the business model and operations group-wide.



#### **Sustainable Operations**

- Managing our direct environmental and social impacts while ensuring ethical and efficient operations.
- Measuring, managing and reporting our direct ESG impact in line with recognized international standards and initiatives.
- Implementing measures to reduce our environmental footprint.
- Ensuring inclusion of the ESG elements at all stages of the procurement life cycle.
- Responsibility to employees: capabilities development, talent retention and development, diversity & inclusion, health and safety.
- Responsibility to clients: responsible marketing, customer experience.





#### **Sustainable Finance**

- NLB Group net zero business strategy
- Integrating the ESG regulatory framework, relevant standards, and criteria into our business and investment decisions.
- Supporting UN Sustainable Development Goals through financing and investing activities, new products and services.
- Managing climate-related and environmental risks as well as searching for business opportunities emerging from transition to a low-carbon, more inclusive, and circular economy.
- Supporting clients in their own low-carbon business transformation and reorienting capital flows in direction of green transition.
- Treasury operations
- Green bond framework development
- ESG score & rating



#### **Contribution to Society**

- Active contribution towards wider socioeconomic development with a focus on the local communities where we operate.
- CSR activities (aligned with UN SDGs) in key areas:
  - Financial literacy and Inclusion
  - Humanitarian
  - · Cultural heritage
  - Sports
  - Entrepreneurship
  - Environmental protection etc.

## NLB Group Commitment to the UN Principles for Responsible Banking

- NLB Group is committed to align its business with the UN Principles for Responsible Banking and to transparently review and report on progress annually.
- Results of UN PRB implementation are listed below:



Principle 1: Alignment

- Joined the UN-convened Net Zero Banking Alliance
- Offered customers products with a sustainability financing component
- Strengthened sustainability governance with nominated ESG Coordinators, ESMS Officers and established the ESMS system





- Based on the NLB Group Impact analysis, first performed in 2021, impact areas along business lines were identified
- This was followed by analysis of NLB Group portfolio, materiality analysis and country needs. Based on this,
   NLB prioritized 3 key impact areas and announced 4 key targets



Principle 3: Clients & Customers

- Offered customers loans with a sustainable financing component at a lower interest rate than the bank's regular offer
- Active in providing sustainability financing to large infrastructure projects, such as wind farms, solar farms, biomass projects, and energy-efficient buildings



Principle 4: Stakeholders

- The NLB Group members regularly engage with all stakeholders to best meet the interests of both sides on a daily, monthly, and yearly basis
- We are committed to open and transparent communication with all key stakeholders on all relevant topics and we want to provide them with accurate information on actual data without delay





Principle 5: Governance & Culture

- NLB Group has a comprehensive governance structure in place that incorporates sustainable development
- The NLB Supervisory Board is responsible for overseeing sustainable operations
- Different collective decision-making and advisory bodies include sustainability issues in their decision making



Principle 6: Transparency & Accountability

- NLB Group continues to regularly disclose sustainability information based on the GRI, IFRS Sustainability Disclosure Standards and TCFD
- On an annual basis, the Bank publishes its NLB Group Sustainability Report on public platforms, at the same time as the NLB Group Annual Report

## NLB Group Commitment to the UN Principles for Responsible Banking

• NLB Group prioritized 3 key impact areas and announced 4 key targets.

#### Impact areas, publicly announced targets, and target achievements

#### Impact area Climate

#### Publicly announced target by 2030

By the year 2030, the volume of new sustainable corporate financing in the NLB Group will be at least 785 mio EUR.

#### 166.9 mio €

#### Target achivements in 2022

By year 2022 the NLB Group has implemented 166.9 million of new sustainable corporate financing.

#### Publicly announced target by 2030

By the year 2030, 75% of all electric energy used in the NLB Group will come from zero-carbon sources.

70% 75%

785

mio€

#### Target achivements in 2022

At the end of 2022 we are currently already approaching 70% of all electricity used by NLB Group purchased from zero carbon energy source, 100% in Slovenia and Serbia respectively.

#### Impact area Resource efficiency / security

#### Publicly announced target by 2030

43%

By the year 2025, the NLB Group will decrease the number of paper prints in its operations by 50% compared to the year 2019.

50%

#### Target achivements in 2022

By the year 2022 the NLG Group decreased the number of paper prints by 43% compared to 2019

#### Impact area Inclusive & healthy economies

#### Publicly announced target by 2030

By the year 2025, the share of active digital retail users in the NLB Group will be 55%.

40,1% 55%

#### Target achivements in 2022

Share of active digital retail users in NLB Group in 2022 is 40.1%<sup>4</sup>



<sup>4</sup> The target and progress data do not include NLB Komercijalna Banka Beograd and N banka as the target was set in 2021 before the merger of NLB Banka Beograd with Komercijalna banka Beograd in April 2022, now operated under NLB Komercijalna banka Beograd, and the acquisition of N banka in March 2022, which is planned to be merged with NLB d.d. in 2023. Consequently, target and progress data will be adjusted to include a comprehensive view on NLB Group.

## **ESG** Rating



We are proud that our efforts and our progress in the field of sustainability were confirmed by our first ESG rating. Sustainalytics rated NLB
with an ESG Risk Rating of 17.7 and a low risk of experiencing material financial impacts from ESG factors, which places NLB among the best
15 % banks assessed by the company

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#### **NLB's STRONGEST INDICATORS**

Areas	Indicators	
Product Governance	Responsible Marketing Policy	
Corporate Governance	Remuneration	
	Board/Management Quality & Integrity	
Data Privacy and Security	Data Privacy Program	
Human Capital	Diversity Programmes	
	Employee Training	
	Responsible Asset Management	
ESG Integration - Financials	Responsible Investment Programme	
	Sustainable Financial Initiatives	
Business Ethics	Whistleblower Programmes	
	Business Ethics Programme	

#### **KEY INDICATORS TO IMPROVE FOR NEXT RATING**

Areas	Indicators	
Product Governance	Responsible Product Offering	
Corporate	Board Structure	
Governance	Audit & Financial Reporting	
Data Privacy and Security	Data Privacy and Security Policy	
Human Capital	Gender Pay Equality Programme	
	Human Capital Development	
ESG Integration - Financials	Corporate Finance - ESG Integration	
	Credit & Loan Standards	
	Responsible Investment Policy	
Business Ethics	Bribery & Coruption Policy and Programmes	
	Compliance Programme	

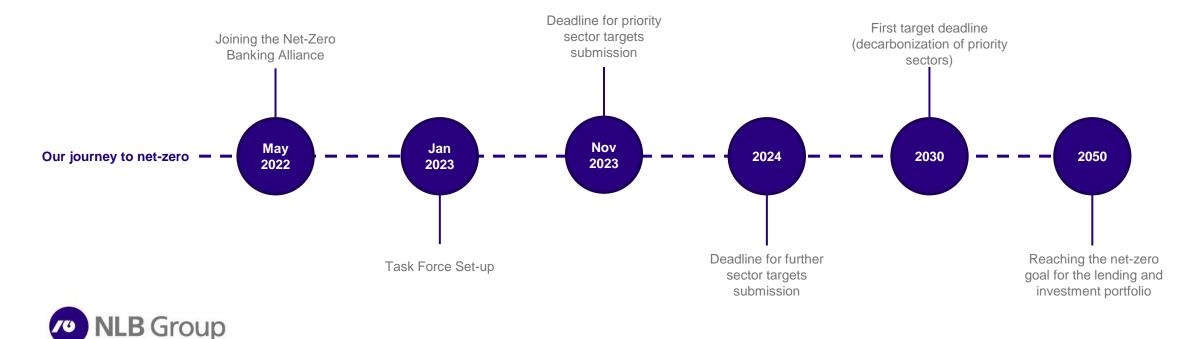


## Journey Towards Net Zero

In June 2022, NLB officially joined the Net-Zero Banking alliance, an industry-led, UN-convened alliance of banks worldwide, committed to aligning their lending and investment portfolio with net-zero emissions by 2050 or sooner, as set by the most ambitious targets of the Paris Climate Agreement.



- As a signatory of the UN Net-Zero Banking Alliance, NLB and NLB Group are committed to:
- Transitioning operational and attributable GHG emissions from their lending and investment portfolios to align with pathways to net-zero by 2050, or sooner
- Within 18 months of joining, setting 2030 targets (or sooner) and a 2050 target, with intermediary targets to be set every five years from 2030 onwards
- Setting the first 2030 targets, which will focus on priority sectors where the Bank can have the most significant impact, i.e. the most GHG-intensive sectors within their portfolios, with further sector targets to be set within 36 months
- Annually publishing absolute emissions and emissions intensity in line with best practice and, within a year of setting targets, disclosing progress against a board-level reviewed transition strategy setting out proposed actions and climate-related sectoral policies
- Taking a robust approach to the role of offsets in transition plans



## 3. NLB Group 2022 key sustainability highlights & 2023 roadmap

(Alenka Recelj Mercina, Head of Sustainability)





## NLB Group 2022 key sustainability highlights



#### **Sustainable Operations**

- Additional commitment to UNEP FI Net Zero Banking Alliance; and start of development of comprehensive NLB Group Net Zero Business Strategy by the end of 2023
- Carbon Footprint Measurement 2022: Scope 1 and Scope 2 all categories; Scope 3 partially (to be fully implemented for 2023 measurement) - 46 % reduction of operational carbon footprint
- 100% of all electricity from zero carbon energy source (in NLB and NLB Komercijalna banka), and 70% at NLB Group level
- Improved Employee Engagement; Top Employer award (8th year in the row)
- NLB Group Human Rights Policy
- 1<sup>st</sup> NLB Group Sustainability Day
- NLB Group Sustainability Commitee (5 sessions)
- Designated ESG Coordinators in each NLB Group entity
- Reporting: UNEP FI-PRB, EBRD, GRI; new in 2022: TCFD
- Share of women in management positions: 56%.



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#### **Sustainable Finance**

- 166.9 million EUR of sustainable corporate financing, 53 million EUR of green loans to private individuals
- New sustainability-related products were offered to clients for green transition: loan to increase energy efficiency of business buildings & loan for reducing carbon footprint; green partner loan for retail and legal entities
- EBRD program Women in Business in Montenegro
- Enhanced **Climate/ESG Risk Management** and continuation of implementation of ESG factors in lending process
- ESMS Environmental and Social Mananagement System in place to tackle ESG risk management challenges



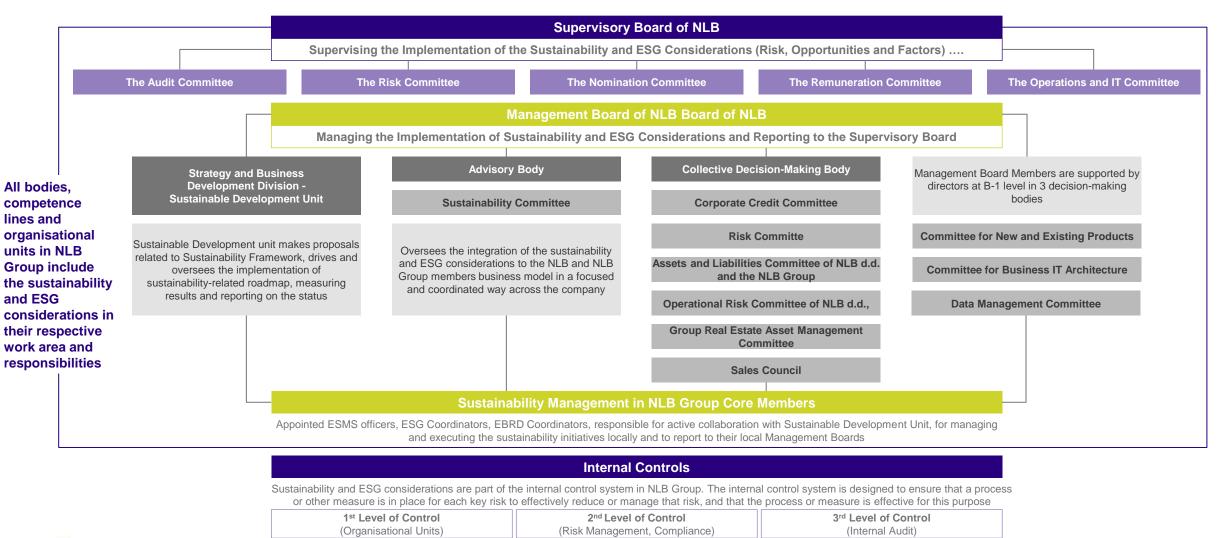
#### **Contribution to Society**

- +40% of all CSR activities were aligned with at least one of the UN SDG goals.
- Several initiatives to improve **digital and financial** education of clients, young and seniors.
- 2<sup>nd</sup> Regional Sustainability Project Frame of Help.

#### **NLB Group Sustainability Pillars** 8 Ş (R) Sustainable Sustainable Contribution to Operations Finance Society **UN Principles for Responsible Banking** 5m Alignment Stakeholders Import & Clients & Governance Transparency & target setting customers & culture accountability **UN Sustainable Development Goals** 00 Ensure access Promote sustained Ensure Ensure healthy Take urgen to offordable. sustainable inclusive, and lives and action to reliable. consumption sustainable combat promote and production well-being for economic growth. climate change all at all ages and modern full and productive and its impacts energy for all employment, and decent work for all

## Overview of NLB Group's Sustainability Related Governance

• The NLB Group has implemented a comprehensive sustainability-related governance framework (top-down and bottom-up)





## Remuneration and Integration of ESG Goals

• As part of the performance evaluation process, NLB Group places special attention on the achievement of climate-related and other ESG goals.

#### Key ESG areas

Members of the Management Board receive remuneration consisting of a fixed and a variable part of the salary. The annual performance evaluation process for NLB Management Board members is based on financial and nonfinancial goals; the latter include also ESG goals.

In 2022, part of the variable part of the salary of NLB Group's Management Boards' members was subject to performance assessment against goals in five key ESG areas:

- Sustainability corporate governance
- ESG risk management
- Transition & Sustainability Financing opportunities
- Operational environmental impact
- Contribution to society

#### **KPI** weights

In 2022, ESG goals were considered as part of annual performance evaluation, as follows:

NLB Management Board	Weights
NLB's CEO	10 %
Other members of NLB's Management Board	5-20%



## **Operational Carbon Footprint - GHG Emissions Reduction**

#### Operational carbon footprint calculation for NLB Group, 2019–2022

NLB Group	Baseline 2019	2020	2021	2022	2022/2021	2022/2019
Scope 1 [† CO2]	3,736	3,408	3,831	3,404	89%	91%
Scope 2 [† CO2]	29,340	32,000	29,741	12,611	42%	43%
Scope 3 [† CO2]	4,632	3,761	3,093	3,891	126%	84%
Scope 1-2 [t CO2]	33,077	35,408	33,572	16,015	48%	48%
Scope 1-2/emp. [t CO2/emp.]	3.761	4.082	3.983	1.899	48%	50%
Scope 1-3 [† CO2]	37,708	39,169	36,665	19,906	54%	53%
Scope 1-3/emp. [t CO2/emp.]	4.288	4.515	4.350	2.360	54%	55%
No. of employees	8,794	8,675	8,428	8,433	100%	96%

## In 2022, total Scope 1, 2 and 3 emissions of NLB Group accounted for 19,906 t CO2, which is 46% reduction compared to 2021.

- NLB Group followed the commitment to increase its positive operational environmental impact, and reducing the adverse ones.
- Included in the measurement: Scope 1, Scope 2, and Scope 3 (limited inclusion: paper and water use, waste, business travel, employeee commuting, and without Category 15 – financed emissions)
- Emissions from Scope 1 and 2 amounted to 16,015t CO2, 52% reduction from 2021.
- Main reason for significant reduction of CO2 emissions in 2022 was due to the fact that 100% electricity was purchased from zero-carbon sources in two largest and most material entities in NLB Group (parent bank NLB and NLB Komercijalna banka Beograd).
- Thus, the Group has increased the percentage of renewable electricity sourced for our operations to almost **70% at the Group level**, and it is approaching the target to reach 75% by 2030.

#### Notes:

(3) Note that Komercijalna Banka Beograd was included in reporting of GHG emissions also for 2019 and 2020, despite becoming part of NLB Group in 2021. However, GHG Protocol suggests recalculating baseline year in case of structural changes, therefore, data for Komercijalna Banka was included in this report.



<sup>(1)</sup> In 2022, accuracy adjustments were made due to revised energy consumption in one of the entities for 2019-2022, hence minor deviations in total Scope 1 to Scope 3 (2% for 2019 and 2020, and 0,1% for 2021) from the prior report. (2) In 2022 NLB acquired N Banka, whereas merger of both entities is planned in 2023. N Banka's carbon footprint has only been calculated for 2022 and not for prior years to provide baseline 2019 data. The reasons for this decision are data scarcity, and low impact of N Banka (due to size, employee number and facilities) to total carbon footprint emissions, which is estimated to less than 2% of data in baseline year.

## Key Energy Efficiency Measures

 To further optimize and reduce its operational environmental impact, NLB Group continues to implemented measures, which are subject to regular monitoring to follow their realization as well as with purpose of detecting new or adjusted measures to be imposed.

#### Implemented in 2022

- Investments in branch renovation are governed by energy efficiency principles including technical solutions/materials which are being applied (such as LED lighting, modern HAVC, thermal pumps, new windows, etc.).
- Where technically possible, empty spaces are heated solely to anti-freeze level.
- In office buildings ventilation / heating schedules were reduced and where technically possible accompanied by increase of waste air recovery percentage and reductions of air exchanges.
- The night lighting of branches and illuminated signs are being turned off (or are in progress) between 10 p.m. and 6 a.m., where technical possibilities allow such approach.
- Raising employee awareness on means and effects of proper ventilation and cooling/heating of premises.
- Heating in winter season and cooling during summer reduced to lower/higher temperatures accordingly.

#### Plan for 2023

- Continuation of activities related to successful installation of solar power plants on buildings (obtaining approvals are in progress).
- Increased activities for divestment of owned areas not required for regular operations (through sale and/or lease).
- Continuation of monitoring and further implementation of individual measures to reduce heating, ventilation and cooling of buildings.
- Space management activities related to implemented **work**from-home«.
- Reconstruction and refurbishment of main office buildings with aim of **increasing their energy efficiency**.





## Risk management framework in the area of ESG

- ESG risks do not represent a new risk category, but rather one of risk drivers of the existing types of risks. NLB Group integrates and manages them within the established risk management framework in the area of credit, liquidity, market and operational risk.
- The management of ESG risks follows ECB and EBA guidelines with tendency of their comprehensive integration into all relevant processes.
- The Group conducts materiality assessment, as part of its overall risk identification process, to determine the level of transitional and physical risk to which the Group's is exposed. The Group's exposure towards these risk is rather low.
- <u>Transition risk is assessed as more material than physical risk</u>. With implementation of Net zero strategy of NLB Group in 2023, it is expected that its impacts will gradually diminish.
- Based on industry segmentation of portfolio and corresponding emissions <u>the Group has a relatively</u> <u>low exposure to emission-intensive</u> <u>sectors.</u>
- In 2022, NLB Group was included into the ECB Climate Stress test exercise. The Group's overall results were within the range of average peer results. Results of internal climate stress tests showed no material impacts on the Group's capital and liquidity position.



- A Agriculture, Forestry and Fishing
- B Minning and Quarring
- C Manufacturing
- D Electricity, gas, steam and air conditioning supply
- E Watter supply, sewerage, waste managment and remedetion activities
- F Construction
- G Wholesale and retail trade, repair of motor vehicles and motorcycle
- H Transportation and storage
- Accomodation and food service activities
- J information and communication
- K Financial and insurance activities
- L Real estate activities
- M-S Other



## Environmental and Social Management System (ESMS)

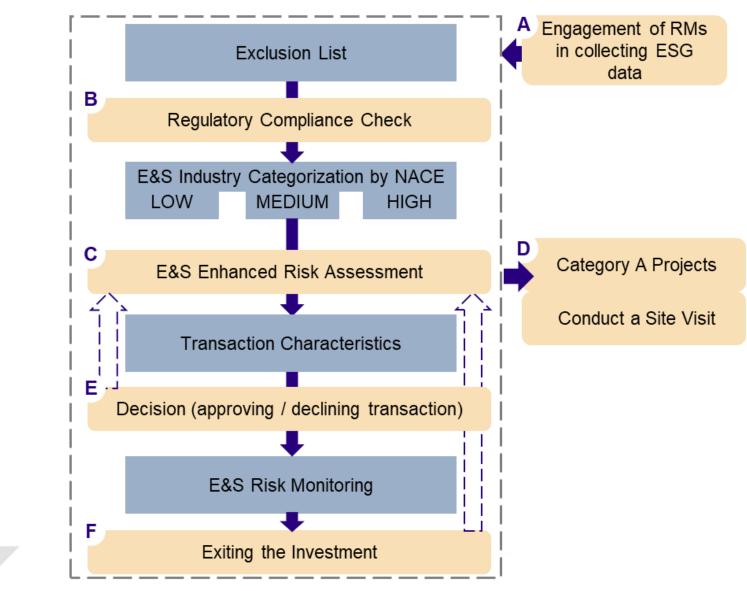
NLB Group put in place a clearly defined Environmental and Social Management System (ESMS) including an E&S Policy and E&S Methodology

Primary ESMS Process

Main Process Control Points / Gates



NLB Group-wide Environmental & Social Management System





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## Sustainable Finance

Since the introduction of the first green financing offer (NLB Green Housing Loan) in 2020, the Group continues to strengthen its sustainable finance proposition with sustainability-related financing for private individuals, micro, SME and large corporate clients

#### Corporate clients (Large, SME, Micro, crossborder)

- NLB Group generated new green loan volume in the amount of €166,9m in 2022
- NLB Group has supported clients with green loans for the purpose of financing wind farms, solar projects, biomass projects and energy efficient buildings, environmental friendly, sustainable agriculture, circular economy solutions
- Our efforts have resulted in several larger project financings, including residential real estate in Bosnia and Herzegovina and a large renewables projects in Serbia
- Several regional clients events were executed, aiming to increase knowledge and strengthen the awareness, as well as empowerment, of corporate clients



#### **Private individuals**

- NLB Group generated new green loan volume of over €53m in 2022
- NLB continued to support clients in green transition with already established green finance products and introduced:
  - NLB Green Housing Loan; and
  - NLB Green Partner Loan to finance the construction of turnkey solar power plants, power storage, environmentally friendly transport and heat pumps

#### New products for legal entities

NLB introduced in 2022 three new green loan offers for legal entities (Micro and SME):

- NLB Green partner loan to finance the construction of turnkey solar power plants
- NLB Green Loan for investments in the energy efficiency of business buildings
- NLB Green Loan for reducing the carbon footprint, that cover the area of energy efficiency, circular economy and sustainable agriculture

#### Asset management (funds)

**NLB Funds, asset management** (hereinafter: NLB Skladi) as a member of NLB Group, **offers two sub-funds** which promote environmental and social characteristics and adhere to Article 8 of Regulation SFDR ((EU) 2019/20881)):

- Sub-fund NLB Funds Equity Socially Responsible Global Advanced Markets promotes a combination of environmental and social characteristics provided that companies adhere to good governance practices. At the end of 2022, the fund managed a Net Asset Value in amount of €42.191.704
- Sub-fund NLB Funds Equity Environmental promotes a combination of environmental characteristics provided that companies adhere to good governance practices. At the end of 2022, the fund managed a Net Asset Value in amount of €6.957.077



## Our people - Key Highlights



#### Labor practices

- Initiatives to improve the Organisational Culture towards constructive behavioural styles: the values that are our indicators for the future are Growing people, Encourage entrepreneurship and Encouraging people. A leadership 360 feedback measurement and assessment, and individual development planning aimed towards improving organizational culture were implemented.
- In 2022 the Bank was once again recognised as a 'Top Employer' by the Dutch Top Employer Institute, demonstrating a high level of expertise and contribution in the areas from people strategy, leadership, digitalization, talent acquisition and development, performance management, sustainability, and a lot more.
- Complying with ILO standards, local legislation, collective agreements and policies, with a minimum of grievances and no lawsuits.
- To attract top talent throughout the region, the Group has identified the need to **develop the Employer Brand** actively. The Group has done internal and external surveys, interviews with stakeholders and multiple focus groups to identify the relevant employer value proposition.

#### Employee health and safety

- To **promote healthy habits**, the Group organised Health trainings focused on stress management, healthy habits, mental health, mindfulness, personal energy, and communication.
- We provide save and healthy jobs to employees through joint measures like regular training, with the risk assessment for individual groups of workplaces and measures to reduce the dangers that may occur in the workplace.
- All employees are covered by an occupational health and safety management system that has been audited/certified by an external party.
- In 2022, 36% of employees worked from home. For better work-life balance, the Group continuously enables employees, whose presence on the Group's premises is not essential to the business process, to work from home.

#### Diversity and inclusion, Gender Pay Gap

- In 2022, **The Policy on the Provision of Diversity** of the Management Body and Senior Management of NLB d.d. was adopted by the General Meeting of shareholders.
- The Diversity Policy sets the framework for the Bank's commitments to diversity in relation to representation on the Management Body, and senior management on certain aspects where specific goals and implementation of these goals related to <u>gender structure</u>, <u>age</u> <u>structure</u>, <u>professional competencies</u>, <u>skills and experience</u>, <u>continuity of composition of the</u> <u>management body and senior management</u>, <u>international experience</u>, <u>personal integrity</u>, <u>and</u> <u>geographical provenance are defined</u>.
- Most of the 2022 targets were met, except gender structure in Supervisory Board. Due to the resignation of two members the representation of women was lower than expected.
- **Unadjusted gender pay gap** has been identified in all group members. The main reason for the gender pay gap is in higher proportion of men on better paid positions and in higher proportion of women in lower paid position, compared to the overall gender structure in the bank. Initiatives to close the gap will go in the direction of raising awareness among employees to reduce the presence of unconscious bias.

#### Employee engagement

- Employee engagement in NLB Group has been measured since 2012. In 2022, the survey was completed by 73% of all employees, which is estimated to be above average in the current socio-economic climate of the Slovenian business environment.
- In 2022, we maintained a high level of employee engagement.
- · Employee engagement enhancement is one of the key priorities of management board.

#### Employee engagement in 2022





## NLB Group Sustainability Roadmap for 2023

 Our sustainability roadmap 2023 sets next milestones & targets for tackling environmental, social and governance considerations, and focuses on steps to achieving one most important goal – to empower all stakeholders for successful transition to low carbon, inclusive, just and sustainable future.



#### **Sustainable Operations in 2023**

- NLB Group will disclose all relevant ESG data.
- The focus will be on the analysis and implementation of the EU Corporate Sustainability Reporting Directive, as well as the upcoming EU Corporate Sustainability Due Diligence Directive.
- NLB Group will implement **Human Rights** Management System.
- All relevant internal acts will be upgraded for the inclusion of ESG criteria in the supply/value chain.
- Continuous reduction of operational **carbon footprint.**
- Maitaining high standards related to **employee** well-being.
- To raise the level of sustainability awareness among employees, the Bank will organize its 2<sup>nd</sup> NLB Group Sustainability Day





#### Sustainable Finance in 2023

- NLB Group will develop and implement the Net Zero Business Strategy in line with UN PRB & NZBA with the aim to set its lending and investment decarbonization targets.
- First targets related to reducing its footprint in carbon-intensive industries will be published.
- The NLB Group will finalize implementation of EBRD environmental and social performance requirements in its business model.
- The NLB Group will continue to support its clients in their green transition – fine tuning & expanding its sustainability-related products portfolio.



#### **Contribution to Society in 2023**

- Sponsorship and donations will continue to be based on supporting and following the UN Sustainable Development Goals.
- NLB Group will continue with its contributions to local communities.

environment programme finance initiative



## **Q & A**

For any further questions please refer to Investor Relations.

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