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## Independent practitioner's assurance report

To the Management of the Canadian Imperial Bank of Commerce

### Scope

We have been engaged by the Canadian Imperial Bank of Commerce ("CIBC") to perform a 'limited assurance engagement', as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on the select performance indicators detailed in the accompanying Schedule (collectively, the "Subject Matter") as at or for the year ended October 31, 2025 contained in CIBC's 2025 Sustainability Report and 2025 Sustainability Data Tables (the "Reports").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Reports, and accordingly, we do not express a conclusion on this information.

### Criteria applied by CIBC

In preparing the Subject Matter, CIBC applied internally developed criteria and guidance contained within the Global Reporting Initiative ("GRI") Sustainability Reporting Standards, as detailed in the accompanying Schedule (collectively, the "Criteria"). The internally developed Criteria was specifically designed for the preparation of the Reports. As a result, the Subject Matter may not be suitable for another purpose.

### CIBC's responsibilities

CIBC's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform our



engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### **Our independence and quality management**

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent, than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.



Our procedures included:

- ▶ Conducting interviews with relevant personnel to obtain an understanding of the process for collecting, collating and reporting on the Subject Matter;
- ▶ Undertaking analytical procedures, making inquiries of relevant personnel, comparing data to underlying source information on a limited sample basis, and reperformance of select calculations; and
- ▶ Checking the presentation and disclosure of the Subject Matter in the Reports.

We also performed such other procedures as we considered necessary in the circumstances.

### **Inherent limitations**

Non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

### **Conclusion**

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter as at or for the year ended October 31, 2025 detailed in the accompanying Schedule, is not prepared, in all material respects, in accordance with the Criteria.

*Ernst & Young LLP*

Chartered Professional Accountants  
Licensed Public Accountants

March 5, 2026  
Toronto, Canada

## Schedule

Our limited assurance engagement was performed on the following Subject Matter for the year ended October 31, 2025:

Performance Indicator	Criteria	Reported Value
Employee engagement score	Internally developed criteria, as described in the Reports <sup>1</sup>	84%
Community investment: Total contributions	Internally developed criteria, as described in the Reports <sup>2</sup>	\$144 million
Sustainable finance	Internally developed criteria, as described in CIBC's 2024 Sustainable Finance Methodology	\$45.0 billion

Our limited assurance engagement was performed on the following Subject Matter as at October 31, 2025:

Performance Indicator	Criteria	Reported Value
Percent of Board-approved executives that identify as women (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports, with reference to GRI Disclosure 405-1 <sup>4, 5, 6</sup>	38%
Percent of Board-approved executives that identify as people of colour (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports, with reference to GRI Disclosure 405-1 <sup>4, 5, 6, 7</sup>	25%
Percent of Board-approved executives that identify as members of the Black community (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports, with reference to GRI Disclosure 405-1 <sup>4, 5, 6, 8</sup>	2.6%
Percent of Board-approved executives that identify as members of the LGBTQ+ community (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports, with reference to GRI Disclosure 405-1 <sup>4, 5, 6, 9</sup>	3.3%
Percent of Board-approved executives that identify as Indigenous people (Canada)	Internally developed criteria, as described in the Reports, with reference to GRI Disclosure 405-1 <sup>4, 5, 6, 10</sup>	0.8%
Percent of the workforce that identify as members of the LGBTQ+ community (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports <sup>5, 9, 11</sup>	3.7%
Percent of the workforce that identify as Indigenous people (Canada)	Internally developed criteria, as described in the Reports <sup>5, 10, 11</sup>	2.3%
Percent of the workforce that identify as persons with disabilities (Canada + International) <sup>3</sup>	Internally developed criteria, as described in the Reports <sup>5, 11, 12</sup>	10%

<sup>1</sup> As disclosed in the Reports, CIBC measures overall employee engagement through the Annual Employee Survey, which ran from May 12, 2025, to May 26, 2025. CIBC's regular (full-time and part-time) working employees were eligible to participate. Temporary employees, contingent workers, retirees, and CIBC Caribbean were excluded. Over 42,000 employees completed the survey for an overall response rate of 90%. The employee engagement score for 2025 is determined by the average proportion of survey responses that agree or strongly agree with four questions based on willingness to recommend, job satisfaction, intention to stay, and pride in working at CIBC. The questions used in the Annual Employee Survey were selected in collaboration with Qualtrics and may differ from other organizations using Qualtrics to measure employee engagement.

<sup>2</sup> As disclosed in the Reports, community investment includes cash and in-kind contributions (including sponsorships), employee volunteerism time, management costs, and employee giving and fundraising (Team CIBC). Refer to the footnotes on page 95 of the 2025 Sustainability Report for further detail on the inclusions and exclusions of each component.

<sup>3</sup> As disclosed in the Reports, International includes Europe and Asia-Pacific.

<sup>4</sup> Other criteria included in GRI Disclosure 405-1, such as percentage of individuals within the organization's governance bodies by diversity category and percentage of employees per each employee category in each diversity category, are excluded from the scope of our engagement.

<sup>5</sup> As disclosed in the Reports, all data is based on self-identification voluntarily disclosed by employees as at October 31.

<sup>6</sup> As disclosed in the Reports, Board-approved executive roles include Vice-Presidents and above appointed to their role as of October 31 and excludes temporary employees, contingent workers, retirees, and CIBC Caribbean.

<sup>7</sup> As disclosed in the Reports, people of colour include those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons - other than Indigenous people - who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race / ethnicity question or selected 'Prefer not to answer'.

<sup>8</sup> As disclosed in the Reports, the share of leaders from the Black community also includes executives who have self-identified as Mixed Race and have reported at least one of their ethnicities as Black.

<sup>9</sup> As disclosed in the Reports, members of the LGBTQ+ community refers to those who self-identify as lesbian, gay, bisexual, asexual, queer, two spirit, trans man, trans woman, non-binary and other.

<sup>10</sup> As disclosed in the Reports, Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.

<sup>11</sup> As disclosed in the Reports, the workforce refers to CIBC's regular (full-time and part-time) employees, who are working or on paid leaves, as of October 31. Excludes temporary employees, contingent workers, retirees, employees on unpaid leaves, and CIBC Caribbean.

<sup>12</sup> As disclosed in the Reports, persons with disabilities are those who self-identify as having long-term, temporary or recurring physical, mental, sensory, psychological or learning differences.