

# CEO message

Over the past year, we continued to demonstrate that CIBC is a relationship-oriented bank built for a modern world, and that sustainability lies at the heart of our purpose as we help make your ambitions a reality.



We believe that banks play a unique and vital role in enabling a more secure, equitable and sustainable future. That's a responsibility we act on every day, right across our team. We do this through our interactions with clients to understand their sustainability ambitions and help make them real, and through our commitment to help create economic opportunities for all, both inside our bank and across the economy. For CIBC, delivering on our ESG strategy by accelerating climate action, creating access to opportunities, and building integrity and trust often requires innovative thinking and challenging the traditional ways of doing things, and our team is up for the challenge.

In 2022, we continued to increase our lending and capital markets activities to businesses focused on sustainable development. Our bank mobilized \$35.9 billion in sustainable finance activities, and we're on track to mobilize \$300 billion in sustainable finance by 2030.<sup>(1)</sup> Behind these dollars are the ambitions and innovations that are reshaping the future, including a lending facility for the largest solar farm in Canada with over 1.3 million solar panels, and a syndicated credit facility for The First Nations Finance Authority, a First Nations owned and operated non-profit committed to building safe, healthy and prosperous communities. Our team is there as these initiatives take shape, with advice and expertise to help make them possible.

As we enable long-term change, we are also establishing near-term targets to measure our progress and drive action. As part of our ambition to achieve net-zero greenhouse gas emissions from our operational and financing activities by 2050, we established interim targets for the reduction in emissions intensity from our oil and gas and power generation portfolios by 2030, and we're working closely with clients in these sectors to achieve these targets.

We are also focused on creating access to opportunities for all, inside and outside our bank.

As part of our Total Rewards offering, we made compensation investments in 2022 that directly impacted over 25,000 employees. Included in these investments was a \$20 minimum hourly wage this year in Canada and the U.S., and a commitment to raising our minimum hourly wage to \$25 for Canada and the U.S. by the end of 2025. In addition, we've focused on opportunities for those in underrepresented communities through targeted talent development efforts. In 2022, we increased representation for people of colour in Board-approved executive roles to 24%,<sup>†</sup> progress on a longer journey towards ensuring that our bank fully represents the communities we serve.

A new Social Impact Alliance between the CIBC Foundation and Microsoft launched in 2022, aiming to close the digital skills gap through investment in education and employment opportunities in technology for communities currently underrepresented in the field.

Recognizing the vital role banks play in funding the ambitions of entrepreneurs, we introduced new products and programs for underserved communities in banking - including a banking program launched last year designed specifically for Black-owned businesses, and a \$2 million contribution to the Black Opportunity Fund for non-repayable loans to entrepreneurs from the Black community. We also continued to focus on creating shared economic prosperity through affordable housing initiatives, including providing US\$129 million in annual loans in the U.S. toward the acquisition and preservation of affordable housing.<sup>(2)</sup> These and other programs contribute to a more

inclusive economy, helping to ensure that everyone has the opportunity to achieve their ambitions.

As part of our commitment to building integrity and trust in a digital era, we continued to focus on innovation, technology, talent, and the underlying processes and systems in place to improve how we operate and interact with stakeholders.

For example, our Data Ethics Impact and Risk Assessment processes were further developed in 2022, ensuring that as we harness the power of technology to deliver more value for our clients, we do so in a transparent manner about how data is used. To deepen client relationships and trust, we made investments to improve our digital capabilities to enhance the value of advice we provide and elevate our clients' experience with us. We also partnered with MX Technologies Inc. to enhance secure data with third-party fintech applications for our clients.

In reflecting on the conversations I had with stakeholders this year, the importance of contributing to a more secure, equitable and sustainable future is clear. For our bank, we're committed to continuing to activate our resources to create positive change for our clients, team, communities and the planet.

I'm proud of the difference our team made in 2022, and I firmly believe that we've only seen the beginning of a very powerful opportunity to shape the kind of future we all want. We're committed to furthering that momentum in the years to come.

**Victor G. Dodig**  
President and Chief Executive Officer, CIBC

<sup>†</sup> Our Independent Assurance and Verification Statements can be found on our [website](#).

(1) Refer to footnotes in 1.3 2022 ESG Scorecard for more information.

(2) The U.S. Community Reinvestment Act (CRA) requires that U.S. banks meet the needs of their communities including low-and-moderate income peoples and low-and-moderate income areas. This is accomplished through community development activities including support for affordable housing, community services for low-and-moderate income peoples, small business assistance and revitalization of disinvested areas.