2024

SUSTAINABLE DEVELOPMENT IMPACT DISCLOSURE (SDID): EQUITY BANK (KENYA) LTD

EQUITY

EXECUTIVE SUMMARY

Equity Bank ("EBKL" or the "Bank"), founded in Kenya in 1984, operates over 200 branches nationwide. It offers a range of financial services, including borrowing, insuring, investing, moving, and saving. Leveraging the Impact Disclosure Guidance, EBKL, a subsidiary of Equity Group Holding Plc, or "Equity Group" has created a Sustainable Development Impact Disclosure ("SDID") to showcase its development impact intentions in Kenya, where the majority of Equity Group's revenue is generated. In alignment with its "Africa Recovery and Resilience Plan" and "Tri-engine" business model, EBKL intends to promote financial inclusion in the markets where it operates, increase sustainable financing activity, drive productivity, stimulate trade, catalyze entrepreneurship, accelerate digital transformation, and support employment and community engagement.

EBKL's business strategy and growth intentions are expected to contribute to UN Sustainable Development Goals

("SDGs") #1, #2, #3, #4, #5, #7, #8, #9, #10, #15, and #17.

INTRODUCTION

EBKL, headquartered in Nairobi, Kenya, is a financial services provider which was founded in Kenya in 1984 as a building society and later converted to a Bank. The Bank operates with a strong commitment to transforming lives and economies across Africa. With over 200 branches across Kenya, the Bank serves a diverse clientele that includes individuals, small and medium enterprises ("SMEs"), and large corporations. Equity Bank offers a comprehensive range of products and services, such as personal and business accounts, loans, insurance, investment services, and mobile banking solutions. The Bank provides specialized services like trade finance and treasury management to meet the needs of business clients.

The Bank's broader business strategy is outlined in its "Africa Recovery and Resilience Plan," which seeks to finance and connect East African Community value chains to global supply chains. This initiative targets financial and digital inclusivity for 100 million customers, aims to create 50 million jobs, and plans to increase private sector lending by approximately 2% of regional gross domestic product ("GDP"). Through this holistic approach, the Bank emphasizes collaboration and ecosystem-centric strategies to achieve social and economic transformation across the African continent.

Central to this strategy is also Equity Bank's Tri-Engine Model, a comprehensive framework designed to maximize self-sustaining impact and optimize outputs across Equity Bank's value chain. The model integrates three core components: the Commercial Engine, which delivers integrated financial services and non-financial products; the Social Engine, which leverages the Group's infrastructure to deliver social impact through interventions in education, agriculture, energy, health, and financial inclusion; and the Sustainability Engine, which focuses on sustainable finance, operations, and governance to provide transformative solutions while ensuring environmental stewardship.

Through these strategic pillars and the Tri-Engine business model, Equity Bank is committed to addressing sustainability challenges and driving change across the communities it serves.

PURPOSE

The purpose of this report is to present Equity Bank's Sustainable Development Impact Disclosure ("SDID"), drafted in alignment with the principles outlined in the Impact Disclosure Guidance published by the Impact Disclosure Taskforce in October 2024. This taskforce is a working group composed of major capital markets participants and industry stakeholders, and the guidance is available on the International Capital Market Association's website ("ICMA").

The SDID articulates Equity Bank's strategic intentions to address key development gaps in Kenya, by aligning its business operations with the United Nations Sustainable Development Goals ("SDGs"). Through transparent impact measurement, target setting, and disclosure of positive and negative impacts, this report provides a comprehensive framework for monitoring progress on Equity Bank's impact intentions. It underscores the Bank's commitment to mobilizing private sector capital, fostering accountability, and driving systemic transformation in line with its "Africa Recovery and Resilience Plan" and "Tri-engine" business model.

This forward-looking disclosure seeks to bridge sustainability goals with actionable business strategies, positioning Equity Bank as a catalyst for sustainable development and impactful growth. The SDID also establishes a framework for ongoing monitoring and reporting, which Equity Bank intends to use to report on metrics annually, contributing to relevant UN SDGs[1].

DEVELOPMENT OUTPUTS AND OUTCOMES

This section highlights Equity Bank's impact intentions, consistent with its strategy, to generate incremental positive impact in Kenya through its products, services, and business operations. The table below outlines (1) how Equity Bank's business strategy is anticipated to contribute to specific SDGs and (2) the actions taken by Equity Bank to achieve its intended impacts, the "theory of change" that explains how its actions are expected to address SDG gaps in Kenya, as well as the metrics and targets used to monitor and report its performance against its impact intentions.

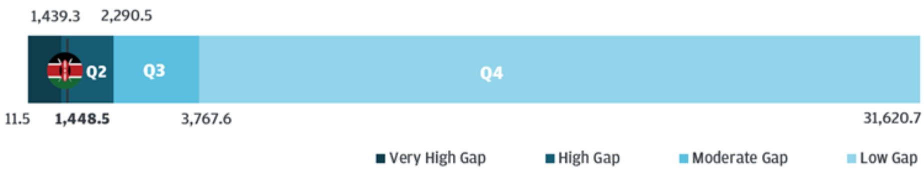
1. Intended Impacts of Business Strategy

Business Strategy	Impact Intention	SDG Contribution
Products & Services	Impact Intention #1: Drive higher productivity and value-added output in the food and agriculture sector	2 ZERO HUNGER
	Impact Intention #2: Bolster the manufacturing and industrials sector	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Impact Intention #3: Stimulate intra-continental trade and position Kenya to capitalize on increased export activity	17 PARTNERSHIPS FOR THE GOALS
	Impact Intention #4: Catalyze entrepreneurship and support micro-, small- and medium-sized enterprises	8 DECENT WORK AND ECONOMIC GROWTH
	Impact Intention #5: Promote social and environmental transformation through the Equity Group Foundation ("EGF")	1 NO POVERTY; 2 ZERO HUNGER; 3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 7 AFFORDABLE AND CLEAN ENERGY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES; 15 LIFE ON LAND
	Impact Intention #6: Accelerate wealth transformation through a digitally-enabled economy	8 DECENT WORK AND ECONOMIC GROWTH

[1] Equity Bank may update its SDID from time to time and at its discretion, to reflect new market developments, including changes to the Impact Disclosure Guidance and to relevant environmental and social taxonomies and standards, with the aim of adapting to, and aligning with, best market practices.

Business Operations	Impact Intention #7: Promote job creation and upskill employees	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH

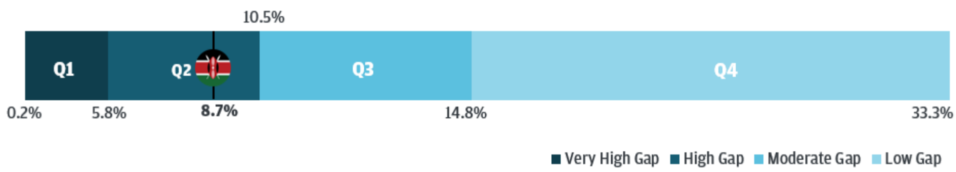
2. **Metrics Selection, Incremental Target Setting and Theory of Change underpinning SDG contribution**

Impact Intention #1: Drive higher productivity and value-added output in the food and agriculture sector	
SDG Contribution and Gap Assessment 2 ZERO HUNGER	**Target 2.3:** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment
	 The cereal yield in Kenya is 1,448.5 kg per hectare. This statistic falls in the second quartile of the distribution of other peer countries.
Actions to achieve intended impacts	To enhance productivity and promote value-added output in the food and agriculture sectors, Equity Bank aims to increase its food and agriculture loan portfolio to 30% of its total loan book by 2030, up from 14% in 2024. This will be achieved through several initiatives: • Promoting mechanization and facilitating access to original equipment manufacturers to ensure fit-for-purpose asset finance and working capital financing schemes; • Collaborating with partners in development finance institutions to access de-risking tools such as risk guarantees; • Connecting value chains through activities like outgrower financing schemes and trade and investment missions.
Theory of change (how action is expected to address SDG gap)	In Kenya, food insecurity and malnutrition are pressing challenges due to limited agricultural productivity and resource constraints. To address this, Equity Bank aims to expand its food and agriculture loan book to comprise 30% of its total loan portfolio by 2030. The Bank's strategy focuses on increasing agricultural productivity without expanding land use or intensifying resource consumption. To achieve this strategy, Equity Bank is promoting mechanization and facilitating access to original equipment manufacturers, ensuring that Kenyan farmers have the necessary tools for efficient production. Additionally, the bank is investing in capacity-building programs for smallholder farmers, providing financial literacy and agronomical training to empower them with sustainable farming skills. Research from the United States Department of Agriculture ("USDA") supports this approach, indicating that enhancing total factor productivity ("TFP") can effectively boost yields, reduce poverty, improve food security, decrease land use, and prevent biodiversity loss. By focusing on TFP growth, Equity Bank aims to generate higher incomes for farmers and strengthen rural economies in Kenya.[3]

Metric	Metric source	Unit of Measure	Baseline		Target	
			Value	Year	Value	Year
Food and agriculture sectors proportion of total loan book	Equity Bank six pillar strategy	% of total loan book	14.0	2024	30.0	2030
			Metric calculation methodology		**Target Rationale**	

[2] Source: World Bank. Data retrieved from World Development Indicators, Cereal yield (kg per hectare), as of January 20, 2025 (n=132).
[3] Source: U.S. Department of Agriculture, "Sustainable Agricultural Productivity Growth: What, Why, and How."

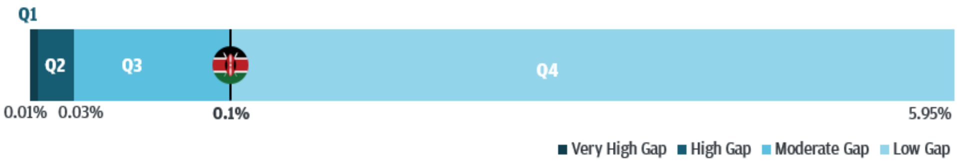
<table>
<tr><td></td><td></td><td></td><td colspan="2">The metric is based on outstanding agriculture loan book in Bank records against the total loan book as of Dec. 2024.</td><td colspan="2">Agriculture, the backbone of Kenya's economy, contributes 30% to the country's GDP, which informs the target (30%) set out in our ARRP.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Food and agriculture sectors proportion of total loan book</td><td rowspan="4">Equity Bank six pillar strategy</td><td rowspan="4">Shs, billion</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>69.5</td><td>2024</td><td>433.0</td><td>2030</td></tr>
<tr><th colspan="2">Metric calculation methodology</th><th colspan="2">Target Rationale</th></tr>
<tr><td colspan="2">The metric is based on outstanding agriculture loan book in the Bank records as of Oct 2024.</td><td colspan="2">Based on ARRP targets for pillar 1a, the 30% target contribution of Agriculture loan book to the total loan book projection by year 2030 informs this metric.</td></tr>
</table>

<table>
<tr><th colspan="7">Impact Intention #2: Bolster the manufacturing and industrials sector</th></tr>
<tr><td rowspan="3">SDG Contribution and Gap Assessment
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</td><td colspan="6">Target 9.2: Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</td></tr>
<tr><td colspan="6">Indicator 9.2.1: Manufacturing value added as a proportion of GDP (%)[4]</td></tr>
<tr><td colspan="6">

The manufacturing value added as a proportion of GDP in Kenya is 8.7%. This statistic falls in the second quartile of the distribution of other peer countries.</td></tr>
<tr><td>Actions to achieve intended impacts</td><td colspan="6">To bolster the manufacturing and industrials sector, Equity Bank aims to increase the proportion of manufacturing loans to comprise 15.0% of the total loan book by 2030, from a baseline of 5.8% in 2023, and to pursue initiatives including:
• Participating in industry and government-private sector collaborations to drive an enabling operating environment, including the green industrialization committee and the livestock transformation committee;
• Pursuing trade and investment missions in the region to crowd in interest and investment in Kenya; and
• Increasing Equity Bank's manufacturing portfolio to Shs 216.6 billion by 2030 from Shs 28.4 billion.</td></tr>
<tr><td>Theory of change (how action is expected to address SDG gap)</td><td colspan="6">Equity Bank is committed to advancing Kenya's Vision 2030 by strengthening the manufacturing and industrial sectors, which are pivotal for the country's transformation into a newly industrializing, middle-income nation.[5] Key manufacturing sectors, such as food and beverage processing, textiles and apparel, chemicals, and construction materials, are essential to this transformation. Research[6] highlights that a significant barrier to growth in these sectors is the lack of access to credit, which limits their capacity to expand and innovate. Equity Bank plans to increase its manufacturing loans from 5.8% in 2023 to 15.0% of its total loan portfolio by 2030. This commitment aims to boost manufacturing value addition to GDP, supporting the national strategy to diversify the economy and lessen dependence on agriculture and raw material exports. By offering targeted financial support, the Bank seeks to empower manufacturers to invest in technology, expand operations, and enhance productivity, contributing to economic resilience and sustainable growth.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Manufacturing sectors proportion of total loan book</td><td rowspan="4">EBKL Audited financials 2023</td><td rowspan="4">%</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>5.8</td><td>2023</td><td>15.0</td><td>2030</td></tr>
<tr><th colspan="2">Metric calculation methodology</th><th colspan="2">Target Rationale</th></tr>
<tr><td colspan="2">5.8% =28.42 billion (Manufacturing loan portfolio)/ 216.58 billion (Total Gross Loans)</td><td colspan="2">Kenya's Vision 2030 prioritizes the manufacturing sector as a cornerstone for economic growth, aiming to increase the contribution of the manufacturing sector to 15.0% of GDP by 2030. In line with Vision 2030, Equity</td></tr>
</table>

[4] Source: UNIDO National Accounts Database. Data retrieved from UN Statistics, Manufacturing value added (constant 2015 United States dollars) as a proportion of GDP (%), as of January 20, 2025 (n=115)
[5] Source: Kenya Vision 2030.
[6] Source: World Bank's "Kenya Economic Update.

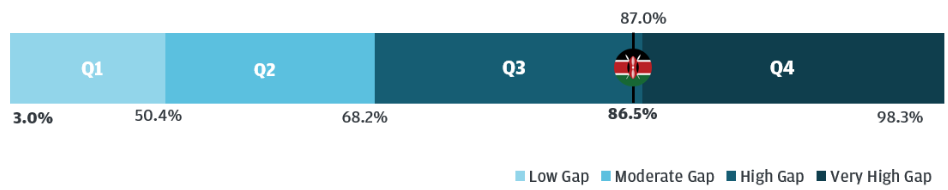
<table>
<tr><td></td><td></td><td></td><td colspan="2"></td><td colspan="2">Bank has set a target to allocate 15.0% of its total loan book to the manufacturing sector by 2030, aligning with national priorities to support industrialization, local production, and value addition.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Manufacturing sector loan book</td><td rowspan="4">Equity Bank – Development impact questionnaire, EBKL Audited financials 2023</td><td rowspan="4">Shs, billion</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>28.4</td><td>2023</td><td>216.6</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Manufacturing loan portfolio is currently Shs 28.4 billion</td><td colspan="2">This is the projected manufacturing loan book value for year 2030 (based on ARRP assumptions) = Count of Manufacturing firms multiplied by the Average Outstanding loan per Manufacturing firm.</td></tr>
</table>

Impact Intention #3: Stimulate intra-continental trade and position Kenya to capitalize on increased export activity	
SDG Contribution and Gap Assessment 	**Target 17.11**: Significantly increase the exports of developing countries, in particular with a view to doubling the least developed countries' share of global exports by 2020
	Indicator 17.11.1: Developing countries' and least developed countries' share of global services exports (%)[7]
	 The share of global merchandise exports represented by Kenya is 0.1%. This statistic falls in the third quartile of the distribution of other peer countries.
Actions to achieve intended impacts	To stimulate intra-continental trade and promote trade and investment, Equity Bank aims to become the #1 trade finance Bank by 2030, as demonstrated by awards (e.g., Global Trade Review) and ratings (e.g., Moody's) from agencies, by: • Performing trade and investment missions in Kenya and advocating to global investors; • Establishing country trade desks and representative offices; and • Collaborating with multilateral organizations such as the World Trade Organization ("WTO"), the African Continental Free Trade Area ("AfCFTA") Secretariat, the East African Community ("EAC") Secretariat, and various business chambers of the Kenyan government.
Theory of change (how action is expected to address SDG gap)	Kenya faces the challenge of economic diversification and resilience, crucial for sustainable development.[8]Equity Bank is addressing this issue by stimulating intra-continental trade within Africa, aligning with initiatives like the AfCFTA. By aiming to become the leading trade finance Bank by 2030, Equity Bank supports Kenya's efforts to expand market access and reduce trade barriers. According to the World Bank, increased trade within Africa can enhance economic prospects through job creation and increased income.[9] The United Nations also notes that such trade can help achieve the Sustainable Development Goals by promoting inclusive economic growth and reducing inequalities.[10] As Kenya strengthens its trade ties within the continent, it not only improves its economic prospects but also contributes to a more interconnected and prosperous global economy. Through its strategic efforts, Equity Bank plays a vital role in supporting these development objectives.

Metric	Metric source	Unit of Measure	Baseline		Target	
			Value	Year	Value	Year
Trade finance contingent liabilities, excluding forwards, swaps, and options, as a percentage of total assets	EBKL Audited financials 2023	%	12.7	2023	17.0	2030
			Metric calculation methodology		**Target Rationale**	
			Trade Finance contingent liabilities as a proportion of Total Assets.		In 2020, Africa represented 17% of the global population, yet by 2023, its share of global trade remained just 2-3% (United Nations Conference on Trade and Development,[11] 2023, World Bank, 2023). The Bank's aim is to lead in bridging this gap by	

[7] Source: UNCTAD stat, data compiled by UNCTAD and WTO. Data retrieved from UN Statistics as of January 20, 2025 (n=114).
[8] Source: SSRG International Journal of Economics and Management Studies.
[9] Source: World Bank, "Free Trade Deal Boosts Africa's Economic Development."
[10] UN Conference on Trade and Development, Africa's free trade area can deliver considerable inclusive economic growth for the continent.
[11] https://unctad.org/publication/key-statistics-and-trends-regional-trade-africa

					aligning the Bank's contingent liabilities to total assets ratio to reflect Africa's demographic strength.	
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
			Value	Year	Value	Year
Trade finance contingent liabilities, excluding forwards, swaps, and options	EBKL Audited financials 2023	Shs, billion	127.7	2023	423.8	2030
			Metric calculation methodology		**Target Rationale**	
			Total Trade Finance contingent liabilities exclusive Forwards, swaps and options.		17% of Total Assets = 17% of 2,492.63 billion (financial projections based on ARRP assumptions).	

<table>
<tr><th colspan="2">Impact Intention #4: Catalyze entrepreneurship and support micro-, small- and medium-sized enterprises ("MSMEs")</th></tr>
<tr><td rowspan="3">SDG Contribution and Gap Assessment
8 DECENT WORK AND ECONOMIC GROWTH</td><td>Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</td></tr>
<tr><td>Indicator 8.3.1: Proportion of informal employment in total employment[12]</td></tr>
<tr><td>

The proportion of informal employment in total employment in Kenya is 86.5%. This statistic falls in the third quartile of the distribution of other peer countries.</td></tr>
<tr><td>Actions to achieve intended impacts</td><td>To catalyze entrepreneurship and support MSMEs, Equity Bank intends to increase the proportion of loans to MSMEs to comprise 65.0% of the total loan book by 2030 from a baseline of 50.1% in 2023, and to pursue initiatives including:
• Engage in greater capacity building, particularly for micro and small businesses through entrepreneurship and financial literacy training as well as agronomical training;
• Promote value chain connectivity through activities such as market storms and trade and investment missions;
• Collaborate with DFI partners to access de-risking tools such as risk guarantees; and
• Pursuing initiatives in conjunction with the Young Africa Works Kenya (YAW-K) program, which aims to:
  o Generate jobs;
  o Support and educate MSMEs by providing tailored business development support;
  o Train credit officers to efficiently manage the MSME portfolio;
  o Enhance systems capabilities to better serve such MSMEs.</td></tr>
<tr><td>Theory of change (how action is expected to address SDG gap)</td><td>Equity Bank is addressing the challenge of limited access to finance for MSMEs by significantly increasing its focus on this sector. Currently, MSMEs represent 50% of the Bank's loan portfolio, with plans to expand this to 65.0% by 2030. This strategic shift is designed to promote entrepreneurship and economic diversification in Kenya.

Research highlights the critical role MSMEs play in driving innovation, inclusivity, and resilience, as well as their substantial contributions to employment and GDP growth.[13] However, many MSMEs face barriers such as inadequate access to finance, limited capacity, and poor market connectivity, all of which hinder their productivity and competitiveness.[14]

To tackle these issues, Equity Bank is implementing strategic initiatives that enhance access to finance, provide capacity-building opportunities, and improve market connectivity for MSMEs. By doing so, the Bank is creating a supportive environment that empowers MSMEs to thrive, thereby advancing Kenya's economic progress.</td></tr>
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<table>
<tr><th rowspan="2">Metric</th><th rowspan="2">Metric source</th><th rowspan="2">Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><th>Value</th><th>Year</th><th>Value</th><th>Year</th></tr>
<tr><td rowspan="2">MSMEs proportion of total loan book</td><td rowspan="2">Equity Bank six pillar strategy, EBKL Audited financials 2023</td><td rowspan="2">% of total loan book</td><td>50.1</td><td>2023</td><td>65.0</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
</table>

[12] Source: LFS – Labour Force Survey, ILO modelled estimates, Nov. 2023, LFS – Employment Survey and others. Data retrieved from UN Statistics, Proportion of informal employment, by sector and sex – 13th ICLS (%) breakdown by sex, bothsex, as of January 20, 2025 (n=90).
[13] Source: United Nations Department of Economic and Social Affairs, "Policy Guidelines for the Formalization of Micro-, Small and Medium-sized enterprises in Kenya.
[14] Source: United Nations Department of Economic and Social Affairs, "Micro-, Small, and Medium-sized Enterprises ("MSMEs") and their role in achieving the Sustainable Development Goals.

Metric	Metric source	Unit of Measure	Baseline Value	Baseline Year	Target Value	Target Year	Metric calculation methodology	Target Rationale
							The metric is based on outstanding MSME loan book in the Bank records against the total loan book as of Dec 2023.	Projected MSMEs share of total gross loans in 2030 based on ARRP assumptions.
Exposure to MSMEs in loan book	Equity Bank six pillar strategy, EBKL Audited financials 2023	Shs, billion	247	2023	938	2030	The metric is based on outstanding MSME loan book in the Bank records as of Dec 2023.	Projected volume (based on ARRP assumptions) in 2030 is based on target of 65% MSME share of the projected Bank's Total Gross Loans.
Jobs Created through YAW-K program	YAW-K data Management Information System ("DMIS")	#	1,655,190	2024	3,898,256	2030	The baseline value was calculated based on a study undertaken by Ipsos in 2021 that showed that SMES create on average 3.2 jobs. A recent study (2024) undertaken by Research Plus and Deloitte, commissioned by Mastercard Foundation showed that on average MSMEs create 3.2 jobs.	This figure is based on the number of entrepreneurs served through capacity building services by this target year (1.218million) factoring current rate on job creation (3.2) and prevailing micro and macro-economic conditions. The target assumes that the Bank derisking programs such as guarantees and capacity building will remain optimal.
MSMEs supported to access financial credit	YAW-K-Data Management Information System ("DMIS"), Banks Finacle system	#	323,303	2024	671,303	2030	Baseline is based on the actual numbers obtained from Equity Group Foundation ("EGF") DMIS that show unique MSME's that have accessed finance from the Bank.	On average about 58,000 unique MSME's access financial credit from the Bank. On average these MSME's have taken loans about 3.5 times, showing many repeat customers. The

<table>
<tr><td></td><td></td><td></td><td colspan="2"></td><td colspan="2">target assumes that the Bank derisking programs such as guarantees and capacity building will remain optimal.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Entrepreneurs served by capacity building services</td><td rowspan="4">YAW-K Data Management Information System ("DMIS")</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>518,205</td><td>2023</td><td>1,218, 205</td><td>2030</td></tr>
<tr><th colspan="2">Metric calculation methodology and source</th><th colspan="2">Target Rationale</th></tr>
<tr><td colspan="2">Actual value of MSMEs who have been trained at least once on any of these three components: Financial Inclusion, Enterprise Development or Digital Literacy.</td><td colspan="2">On average, Enterprise Development/Financial Inclusion pillar has been providing approximately 100,000 MSMEs trainings per year. Assuming that the training program continues its current capacity of 300 trainers, Equity Bank expects to continue with the same trajectory where quality training is offered using a well-established curriculum like ILO. This target value may increase in the event of the recruitment of more staff.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">MSMEs receiving business development support</td><td rowspan="4">YAW-K Data Management Information System ("DMIS")</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>8,225</td><td>2024</td><td>15,000</td><td>Equity Bank has not set a target but will report realized values on an annual basis</td></tr>
<tr><th colspan="2">Metric calculation methodology</th><th colspan="2">Target Rationale</th></tr>
<tr><td colspan="2">The actual number of customers who underwent Business Development Support ("BDS").</td><td colspan="2">BDS is a personalized training and was initially outsourced. With the recruitment of 70 new trainers the number is expected to be the same as the first year.</td></tr>
</table>

Metric	Metric source	Unit of Measure	Baseline		Target	
			Value	Year	Value	Year
Credit officers receiving training	YAW-K Data Management Information System ("DMIS"), HR Records	#	409	2024	409	Maintain value
			Metric calculation methodology		**Target Rationale**	
			Baseline is based on the actual number of credit officers within the Bank.		Target based on need by the Bank with majority of branches are covered with some having more than one trained credit officer depending on volume and size.	

Impact Intention #5: Promote social and environmental transformation through the Equity Group Foundation ("EGF")

SDG Contribution and Gap Assessment

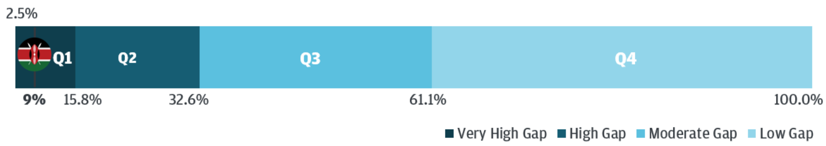
Social Protection Pillar

Target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

Target 8.10: Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

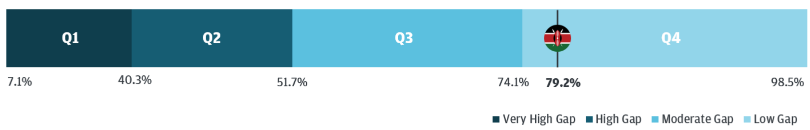
Target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

Indicator 1.3.1: Proportion of population covered by at least one social protection



The proportion of population covered by at least one social protection benefit in Kenya is 9%. This statistic falls in the first quartile of the distribution of other peer countries.

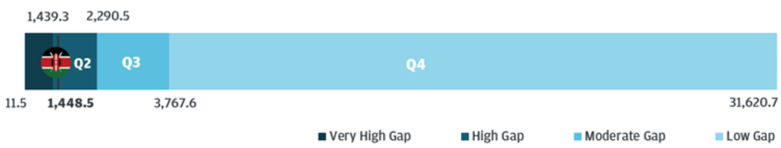
Indicator 8.10.2: Proportion of adults with an account at a Bank or other financial institution or with a mobile money-service provider[16]



[15] Source: ILO estimates based on national sources, ILO estimates based on country data compiled through the ILO Social Security Inquiry ("SSI"), ILO modelled estimates 2024. Data retrieved from UN Statistics, Proportion of population covered by at least one social protection benefit, by sex (%), as of January 20, 2025 (n=115). Please note that this indicator also serves as a proxy for SDG 10.4 due to the lack of a relevant indicator.

[16] Source: The World Bank (2021), Global Findex Database. Data retrieved from UN Statistics, Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15+), as of January 20, 2025 (n=68).

	The proportion of adults with an account at a Bank or other financial institution or with a mobile money-service provider in Kenya is 79.2%. This statistic falls in the fourth quartile of the distribution of other peer countries.
Actions to achieve intended impacts	The Bank intends to improve the lives of vulnerable and marginalized persons by helping them cope with shocks and stressors such as forceful displacement, unemployment, illness, disability, old age, chronic drought etc. As well, the program intends to empower vulnerable persons through inclusive and sustainable development, aiming not only to alleviate immediate poverty but also to empower individuals and communities for long-term well-being, resilience, reduction of inequality and exclusion. Other program intentions include: i. Facilitate the electronic delivery of cash-based assistance by leveraging Equity Bank's extensive infrastructure and capabilities to ensure secure, transparent, convenient, and dignified transactions. Funding for these efforts comes from various donors, such as the World Bank, the European Union, and the Foreign, Commonwealth & Development Office, which provide resources to humanitarian agencies, including governments, UN agencies, and local and international NGOs. These institutions contract Equity to utilize its technology, human capital, and implementation channels, such as branches and agents, to perform tasks like account opening, card issuance, funds disbursement, and access provision, followed by reconciliation and reporting. ii. Offer pathways out of poverty by providing financial literacy training and democratizing access to formal financial services. This initiative is supported by the same donor-funded infrastructure and partnerships, enabling Equity to empower individuals economically through its extensive network and resources. iii. Drive social impact at the bottom of the pyramid by forming partnerships that align mutual priorities and complementary capabilities. Funding from donors like the World Bank, the European Union, and the Foreign, Commonwealth & Development Office supports these efforts, with Equity facilitating delivery through its infrastructure and channels. The measure of success is primarily the number of beneficiaries who transition from reliance on humanitarian aid to self-reliance, as evidenced by their exit from social payment programs based on economic independence. With these interventions the expected outcomes are: i. Improved access to necessities such as food, shelter, healthcare, and education, as assessed through a cross-sectional survey of beneficiaries linked to our activities. ii. Increased resilience among beneficiaries, measured by their ability to cope with and recover from challenges, as captured in the survey data. iii. Graduation from dependence to socioeconomic stability and self-reliance, with regular survey providing insights into beneficiaries' progress towards economic independence and reduced reliance on aid.
Theory of change (how action is expected to address SDG gap)	The Bank's program aims to help individuals cope with various shocks and stressors while fostering inclusive and sustainable development. By facilitating secure and dignified electronic cash transfers, offering financial literacy training, and democratizing access to financial services, the program empowers individuals to make informed financial decisions. Collaborating with partners to drive social impact further enhances the program's reach and effectiveness. The expected outcomes include improved access to necessities, increased resilience, and a transition from dependence to socioeconomic stability and self-reliance. Academic and scientific evidence supports the idea that breaking the cycle of poverty through

	financial empowerment can lead to entrepreneurship and broader societal transformation, ultimately improving the lives and livelihoods of individuals and communities.[17]					
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
Cash Transfers	Equity Bank- Social Protection Pillar in EGF	Shs, billion	Value	Year	Value	Year
			103.8	2023	215.0	2030
			Metric calculation methodology		**Target Rationale**	
			Data from EBKL shows the amount of cash transfers up to 2023.		Annual average cash transfers total to about Shs 16 billion and to approximately 0.9 million households. Assuming the numbers remain the same within 7 years, the total incremental amount will be Shs 112 billion.	
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
Beneficiaries reached	Equity Bank- Social Protection Pillar in EGF	# (millions)	Value	Year	Value	Year
			2.9	2023	9.9	2030
			Metric calculation methodology		**Target Rationale**	
			Actual data from EBKL on cash transferred within the year.		Trends over time show that over 1 million new beneficiaries are reached every year with cash transfers thus projecting to reach an additional 7 million in 2030	
SDG Contribution and Gap Assessment Food and Agriculture Pillar 2 ZERO HUNGER	**Target 2.3:** By 2030, double the agricultural productivity and incomes of small-scale food producers					
	Indicator 2.3.1: Cereal yield (kg per hectare) [22]					
	 The cereal yield in Kenya is 1,448.5 kg per hectare. This statistic falls in the second quartile of the distribution of other peer countries.					
Actions to achieve intended impacts	The Bank through its social engine(Equity Group Foundation), is dedicated to creating jobs, improving market access, and expanding agricultural production. The social engine collaborates with agriculture value chain actors at every level, including farmers, input suppliers, aggregators, processors, and markets. The Bank, through EGF, onboards farmers, particularly those operating at a subsistence level, and provide training and interventions tailored to their assessed needs. EGF's goal is to transition these farmers towards commercialization by					

[17] Source: UN Promoting Empowerment of People in achieving poverty eradication, social integration and full employment integration and full employment and decent work for all.

<table>
<tr>
<td></td>
<td colspan="6">engaging with all value chain actors, government entities, and development partners.
EGF approach focuses on accelerated growth through commercialized agriculture and the transformation of agrifood systems, emphasizing efficiency, inclusivity, resilience, and sustainability. Key initiatives include:
• Enhancing smallholder farmers' capacity through financial literacy and agronomical training, focusing on climate-smart agriculture, agribusiness management, entrepreneurship, and technology use, including weather information, geo-mapping, market insights, soil testing, quality inputs, precision farming, and mechanization;
• Coordinating value chain activities to improve collaboration and efficiency;
• Enhancing market access and establishing robust linkages;
• Increasing access to financial services for farmers and agribusinesses;
• Promoting value addition to agricultural products.
• Improving access to quality inputs, mechanization, productive energy, and technology; and
• Providing access to quality decision-making information and data.
These efforts aim to achieve food security, promote sustainable and climate-smart agriculture, boost productivity, and increase income and employment opportunities.</td>
</tr>
<tr>
<td>Theory of change (how action is expected to address SDG gap)</td>
<td colspan="6">Over 60 percent of the population in sub-Saharan Africa are smallholder farmers, contributing approximately 23 percent of the region's GDP through agriculture.[18] The Food and Agriculture pillar is strategically designed to transform Africa's agricultural sector by addressing critical barriers that hinder the potential of smallholder farmers, MSMEs, women, and youth. These barriers include low agricultural productivity, limited access to affordable finance, weak value chain coordination, and restricted market access. Research highlights that financial inclusion significantly boosts agricultural productivity by enabling farmers to invest in essential inputs like seeds and fertilizers,[19] yet smallholders face a $170 billion funding gap due to reluctance from local financial institutions to provide tailored financial products.[20] To tackle these challenges, the program focuses on three interconnected pathways: capacity building, linkage to finance, and value chain coordination.</td>
</tr>
<tr>
<th>Metric</th>
<th>Metric source</th>
<th>Unit of Measure</th>
<th colspan="2">Baseline</th>
<th colspan="2">Target</th>
</tr>
<tr>
<td rowspan="4">Farmers linked to financial services</td>
<td rowspan="4">Food and Agriculture Pillar data in database and EBKL Finacle
AG - 03 - Farmers Reached (HIPSO)</td>
<td rowspan="4">#</td>
<td>Value</td>
<td>Year</td>
<td>Value</td>
<td>Year</td>
</tr>
<tr>
<td>294,914</td>
<td>2023</td>
<td>9,300,000</td>
<td>2030</td>
</tr>
<tr>
<td colspan="2">Metric calculation methodology</td>
<td colspan="2">Target Rationale</td>
</tr>
<tr>
<td colspan="2">Actual data collected from EBKL on farmers.</td>
<td colspan="2">Over seven years, the Food and Agriculture segment targets to align with the 30% organizational target to link 9 million farmers based on enhanced</td>
</tr>
</table>

[18] Source: Mckinsey & Company, "Winning in Africa's Agricultural Market", 2019.
[19] Atakli, B. A., & Agbenyo, W. (n.d.). Nexus between Financial Inclusion, Gender and Agriculture Productivity in Ghana. School of Finance, Zhongnan University of Economics and Law, Wuhan, China; College of Economics, Sichuan Agricultural University, Chengdu, China
[20] Center for Strategic and International Studies. (December 2022). Access to Finance for Smallholder Farmers.

					capabilities like digitization and integration with Agtechs and fintechs.	
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
Farmers trained	EBKL Finacle and EGF Database [AG - 03 - Farmers Reached (HIPSO)]	#, thousand	Value	Year	Value	Year
			220.7	2023	9,300.0	2030
			Metric calculation methodology		**Target Rationale**	
			Current data from the Food and Agriculture pillar shows that approximately 220,668 farmers have been trained.		In seven years, the Food and Agriculture team hopes to align to with the 30% organizational target to link ~9 million farmers based on enhanced capabilities like digitization. This target includes providing training to these farmers.	

SDG Contribution and Gap Assessment Health Pillar 3 GOOD HEALTH AND WELL-BEING	**Target 3.8**: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
	Indicator 3.8.1: Universal health coverage ("UHC") service coverage index[21]
	 The UHC service coverage index score in Kenya is 53. This statistic falls in the second quartile of the distribution of other peer countries.
Actions to achieve intended impacts	Equity Bank, through Equity Afia, is actively enhancing healthcare access and quality through a comprehensive program structured around a network of clinics organized into three tiers: Hub, Satellite, and Spoke. This structure is designed to reach all community levels, ensuring that clinical services are integrated and accessible across the network. Additionally, there are plans to establish 210 new Equity Afia facilities by 2030. Based on the model of 1 Hub supported by 5 Satellite clinics and 15 Spoke clinics, this will result in a network of 10 hubs, 50 satellites, and 150 spokes (Ratio of 1:5:15 respectively). To make healthcare more affordable, Equity Afia employs a high volume-low margin business model, leveraging the network's size to optimize economies of scale and reduce input costs. This approach is complemented by the centralization of shared services, such as health management information systems, claims processing, and supply chain management, further driving down costs. With the EQA model, the Bank will offer the franchisees a credit facility to establish the clinic. The Hub requires USD 116,280 (Shs. 15M), the Satellite USD 100,776 (Shs. 13M), and the Spoke USD 27,132 (Shs. 3.5M) as a loan from the Bank.

[21] Source: WHO Global Health Observatory. Data retrieved from UN Statistics, Universal health coverage ("UHC") service coverage index, as of January 10, 2025 (n=125).

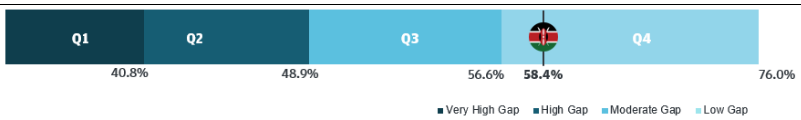
<table>
<tr><td></td><td colspan="6">This will result in a total investment of USD 10,271,319 (Shs. 1,325,000,151)[22] by the Bank towards the attainment of accessible high quality and standardized healthcare in Kenya via Equity Afia.

Additionally, Equity Bank through the Equity Afia is committed to strengthening the quality of healthcare services by standardizing processes and guidelines and implementing a robust quality assurance and improvement system.

These initiatives not only improves access to affordable, quality healthcare, contributing to a healthier and more productive population, but also fosters entrepreneurship and job creation within the healthcare sector.</td></tr>
<tr><td>Theory of change (how action is expected to address SDG gap)</td><td colspan="6">Equity Bank's program is tackling the challenge of limited access to affordable healthcare in Kenya by integrating various clinical services and optimizing economies of scale. By employing a high volume-low margin business model, the program effectively reduces costs, making healthcare more accessible to diverse communities across the country. This approach leverages the Bank's extensive network to ensure that healthcare services are affordable for all Kenyans.To further enhance the quality of care, the program standardizes processes and implements a robust quality assurance system, ensuring that healthcare services consistently meet high standards and lead to improved health outcomes for patients. Beyond improving healthcare access and quality, the program also promotes entrepreneurship and job creation, contributing to a healthier and more productive population in Kenya. Through these efforts, the program actively supports the achievement of universal health coverage in the country, aligning with global goals for sustainable development and improved public health. [23]</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Clinics established</td><td rowspan="4">Health HMIS and records IRIS + (PI1017)</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>98</td><td>2023</td><td>300</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Number of established clinics from current data.</td><td colspan="2">The average of 30 clinics per year shows that in seven years there will be 210 more clinics.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Number of patients</td><td rowspan="4">Health HMIS and records
IRIS +(Patients screened (PI6845)</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>2,178,015</td><td>2023</td><td>13,660,000</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Baseline is based on actual numbers from the health HMIS.</td><td colspan="2">On average, each year, the patient numbers have been about 1 million with 98 clinics. As the clinics increase, Equity Bank expects the increase to be</td></tr>
</table>

[22] The exchange rate used for these calculations is 1 USD = KES 129.
[23] Kruk, M. E., et al., "High-quality health systems in the Sustainable Development Goals era: Time for a revolution."

					gradual with 1 million as the base and an average of 22,000 visits per clinic as the expected increase. Given this number of visits, Equity Bank expects to have approximately 3,300,000 additional patients when the number of clinics reach 150. Further, this will increase to 6,600,000 patients when the number of clinics reach 300, peaking to over 7 million by year 2030. Clinics open at varied timelines hence the staggered targets.	
Metric	**Metric definition and source**	**Unit of Measure**	**Baseline**		**Target**	
			Value	Year	Value	Year
People employed	HMIS and HR records	#	499	2023	3000	2030
			Baseline calculation methodology and source		**Target Rationale**	
			This is the number of employees as per the records. Target based on actual number.		Equity Bank expects an average employment rate of 10 people per clinic and therefore the target is based on 300 clinics as projected.	

SDG Contribution and Gap Assessment Education and Leadership Pillar	**Target 4.3:** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
	Indicator 4.3.1: Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex[24]
	 The participation rate of youth and adults in formal and non-formal education and training in Kenya is 58.4%. This statistic falls in the fourth quartile of the distribution of other peer countries.
Actions to achieve intended impacts	To drive social transformation, Equity Bank through its Social program is committed to several key initiatives, with a focus on securing direct funding to support these efforts: • **Comprehensive Scholarships:** A significant portion of resources is allocated to providing scholarships, ensuring financial support for

[24] Source: Labour force surveys, various countries. Data retrieved from UN Statistics, Participation rate in formal and non-formal education and training, total, 15-64 (%) – breakdown by sex, as of January 20, 2025 (n=100).

	students from disadvantaged backgrounds.[25] This includes direct funding for tuition and related expenses, as well as wrap-around services such as mentoring, medical and psychosocial support, and leadership training, all integral to fostering holistic student development; • **Partnerships:** We collaborate with key service providers like the Kenya Red Cross and Amani Counselors, who offer professional support to beneficiaries and, where applicable, to partner schools. A dedicated teacher, known as the Gender Champion, along with peer mentors (alumni from Wings to Fly and Elimu programs), are trained to provide ongoing support in various forms, including mentoring, safeguarding, career guidance, financial literacy, entrepreneurship, and climate change education. This support is delivered within a structured framework through school-based clubs, known as Best Me Clubs, designed to empower students to thrive academically and personally; • **Internship Opportunities:** We actively seek partnerships with educational institutions, businesses, and non-governmental organizations to expand the reach and impact of internship opportunities, ensuring students gain practical, career-relevant experiences; and • **Community Engagement:** Community Scholarship Selection Boards ("CSSBs"), consisting of respected community leaders, play a key role in selecting scholarship beneficiaries and monitoring their progress. These boards ensure objectivity in the selection process, verify applicants' cases, and prioritize both need and potential. They also hold mentoring meetings during school recess, where scholars report on their academic progress and conduct, fostering community ownership and accountability in the program. The overarching goal is to secure sustainable funding that not only addresses the immediate needs of students and their communities but also lays the foundation for long-term societal transformation. While specific investment figures may evolve based on the changing needs and expansion of the programs, our commitment remains focused on driving meaningful, transformative impact through these comprehensive initiatives. These efforts aim to break the cycle of poverty and cultivate the next generation of leaders, fostering a more equitable society.
Theory of change (how action is expected to address SDG gap)	By offering comprehensive scholarships to poor and vulnerable students, the program aims to increase access to secondary and tertiary education,[26] thereby breaking the cycle of poverty. This financial support is complemented by wrap-around services, including mentoring, psychosocial support, leadership development, and internships, which are designed to holistically nurture students' personal and professional growth. These initiatives not only enhance educational outcomes but also empower students to become the next generation of leaders. By fostering an environment where students can thrive academically and personally, the program contributes to social and environmental transformation, ultimately promoting inclusive and equitable quality education for all.

Metric	Metric source	Unit of Measure	Baseline		Target
			Value	Year	
Students on scholarship	EGF "DMIS"	#	60,009	2023	Equity Bank will report on this metric annually [27]

[25] "Students from disadvantageous backgrounds" refers to individuals facing significant socio-economic barriers to education. This includes refugee learners under 23 with disabilities, those with parents affected by disabilities or chronic illnesses like HIV/AIDS, and children who have suffered neglect or abuse. It also covers children who have lost parents, belong to marginalized communities, or are impacted by cultural practices or natural disasters, often lacking financial support for education

[26] Source: Office of the Prime Minister of Kenya.

[27] The target remains unchanged until the Competency-Based Curriculum (CBC) is fully implemented. Reporting may change due to CBC adjustments.

<table>
<tr><td rowspan="2"></td><td rowspan="2">[HIPSO: ED-01-Number of students enrolled]</td><td rowspan="2"></td><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Based on actual data for Education and Leadership Pillar.</td><td colspan="2">Kenya’s education system is changing to CBC and based on the projections for 2024, EGF expects to add an additional 12,000 students to the scholarship program. However, these numbers might increase after the review and finalization of Kenya’s education System.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Completion rate</td><td rowspan="4">EGF “DMIS”</td><td rowspan="4">%</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>95</td><td>2023</td><td>96</td><td>2027</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Actual value based on the 2023 completion rate.</td><td colspan="2">EGF currently has two cohorts for Wings to Fly and Elimu. The retention rate of Wings to Fly is at 97%, the retention rate for Elimu is at 94%. The programs offer in wrap around services are also different. The expected completion rate for both is projected at 96%, based on retention rates.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Transition rate to university</td><td rowspan="4">Source: EGF DMIS</td><td rowspan="4">%</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>50</td><td>2023</td><td>60</td><td>2027</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">Based on 2023 KCSE results.</td><td colspan="2">On average, the transition rate for wings to fly is 82%. The transition rate for Elimu is at 46%. Wings to fly has only 1000 students while Elimu has 9000 students, therefore when the two are combined the transition rate declines significantly. Wings to Fly take students who score 350 and above marks while Elimu takes students who get 280</td></tr>
</table>

				marks and above, hence the difference in caliber of students. As noted, the wrap around services are also different.

Metric	Metric source	Unit of Measure	Baseline		Target
Transition rate to TVET	EGF "DMIS"	%	Value	Year	Equity Bank will report realized values on an annual basis.
			20	2023	
			Metric calculation methodology		
			Based on actual value of total student population who qualified for university or did not qualify in 2023.		

SDG Contribution and Gap Assessment

Energy, Climate Change and Environment

7 AFFORDABLE AND CLEAN ENERGY

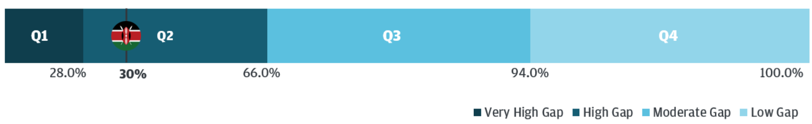
15 LIFE ON LAND

Target: 7.1: By 2030, ensure universal access to affordable, reliable and modern energy services

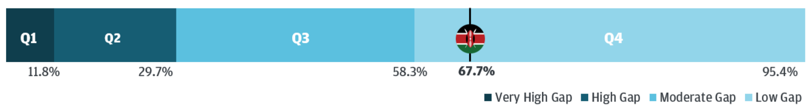
Target 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix

Target 15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

Indicator 7.1.2: Proportion of population with primary reliance on clean fuels and



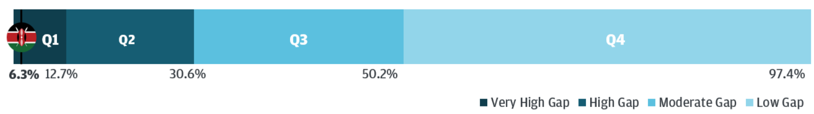
The proportion of population with primary reliance on clean fuels and technology in Kenya is 30%. This statistic falls in the second quartile of the distribution of other



Indicator 7.2.1: Renewable energy share in the total final energy consumption[29]

The renewable energy share in the total final energy consumption in Kenya is 67.7%. This statistic falls in the fourth quartile of the distribution of other developing countries.

Indicator 15.2.1: Forest area (% of land area) [30]

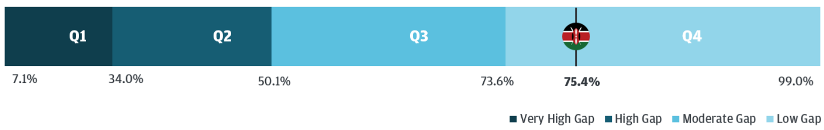


[28] Source: Global Health Observatory (GHO), World Health Organization (WHO). Data retrieved from UN Statistics, Proportion of population with primary reliance on clean fuels and technology (%), as of January 20, 2025 (n=113).
[29] Source: Energy Balances, UN Statistics Division (2023), IEA (2023), World Energy Balances ; Energy Balances, UN Statistics Division (2023), IEA (2023), World Energy Balances. Data retrieved from UN Statistics, Renewable energy share in the total final energy consumption (%), as of January 20, 2025 (n=115).
[30] Source: FAO. Global Forest Resources Assessment 2020 and FAOSTAT. Data retrieved from UN Statistics, Forest area as a proportion of total land area (%), as of January 20, 2025 (n=114).

<table>
<tr><td></td><td colspan="6">The forest area in Kenya is 6.3% of land area. This statistic falls in the first quartile of the distribution of other peer countries.</td></tr>
<tr><td>Actions to achieve intended impacts</td><td colspan="6">Equity Bank is dedicated to promoting environmental sustainability and enhancing the resilience of communities and businesses through a multifaceted approach. Key actions include:
1. Transition to Renewable Energy and Energy Efficiency
○ Promoting the shift from polluting technologies and fuels to more efficient and environmentally friendly alternatives for households, institutions, and industries; and
○ Supporting renewable energy initiatives, including the adoption of clean cooking and lighting solutions in households and institutions, promoting productive uses of energy such as e-mobility, and green buildings to improve health outcomes and reduce costs.
2. Conservation and Smart Use of Natural Resources
○ Expanding forest cover through tree planting;
○ Enhancing water security by distributing water tanks for rainwater harvesting, building water pans and dams, implementing water-efficient systems, treating and recycling wastewater, and utilizing groundwater sources; and
○ Advocating for climate-smart agriculture to reverse environmental degradation and combat climate change.</td></tr>
<tr><td>Theory of change (how action is expected to address SDG gap)</td><td colspan="6">Africa faces severe climate change impacts despite being the least contributor to greenhouse gas emissions. A study by World Bank indicates that roughly 600 million people lack electricity[31] and while OPEC Fund report notes that about 900 million people in sub Saharan Africa lack access to clean cooking.[32] Additionally, according to Stockholm International Water Institute ("SIWI"), 94.5%[33] of cultivated land is rain-fed and threatened by climate variability. This crisis demands urgent action. Equity Bank, through EGF, is redefining the private sector's role by implementing strategies that focus on adaptation, mitigation, and sustainable resource use. By enhancing community and business resilience, supporting clean energy access, and promoting sustainable agricultural practices, these efforts aim to reduce costs, improve health, and minimize environmental impact. Furthermore, they create development opportunities through carbon financing and alignment with carbon markets, generating new revenue streams and fostering sustainable growth.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Trees Planted</td><td rowspan="4">EE and CC records/Database</td><td rowspan="4">#, million</td><td>Value</td><td>Year</td><td colspan="2" rowspan="2">Equity Bank will report realized values on an annual basis.</td></tr>
<tr><td>23.4</td><td>2023</td></tr>
<tr><td colspan="4">Metric calculation methodology</td></tr>
<tr><td colspan="4">Actual number of trees planted and available in EE and CC records.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td></td><td></td><td>#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
</table>

[31] Source: World Bank, "Mission 300 is Powering Africa.
[32] Source: Opec Fund,"Overcoming Barriers to Clean Cooking Goals for the Future".
[33] Source: Stockholm International Water Institute(SIWI).

Institutions converted to clean Energy	EE and CC records/Database		138	2023	260	2030
			Metric calculation methodology and source		**Target Rationale**	
			Actual value of school converted by 2023.		Trends show that every year approximately 20 institutions are converted. In 2030, we therefore expect to have converted an extra 140 schools.	

SDG Contribution and Gap Assessment[34] Sustainable Finance	**Target 8.10:** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all
	Indicator 8.10.2: Proportion of adults (15 years and older) with an account at a Bank or other financial institution or with a mobile-money-service provider (female)[35]
	 The proportion of adults with an account at a Bank or other financial institution or with a mobile money-service provider in Kenya is 75.4%. This statistic falls in the fourth quartile of the distribution of other peer countries.
Actions to achieve intended impacts	To enhance community and business resilience against climate change, Equity Bank plans to increase sustainable finance loans by: • Prioritizing loans for women, youth, vulnerable groups, and green projects, for instance, renewable energy, climate smart agriculture and reforestation; • Integrating environmental and social risk management in lending, which includes screening transactions to align with Equity Policy, conducting Environmental and Social Due Diligence ("ESDD"), monitoring and evaluating risk management, managing E&S risks in the credit process, identifying E&S-related business opportunities, and building a strong reputation in E&S risk management with stakeholders; and • Adopting sustainable governance practices aligned with global standards.Collaborating with climate partners for interventions like blended finance and risk guarantees.
Theory of change (how action is expected to address SDG gap)	According to Economic Commission for Africa,[36] the global SDG financing gap has now expanded to $4 trillion annually. The financing needs of Africa related to the SDGs amount to at least US$600 billion a year according to UNCTAD.[37] In Kenya, the government and other standard-setting bodies have issued various guidelines to address sustainability concerns, such as the Climate Change Act and the Kenya Sustainable Finance Guiding Principles. The Bank aligns with these frameworks to create long-term value by balancing profitability with positive societal and environmental impacts. This includes offering sustainable finance options, like loans for youth and women, to ensure inclusive economic growth. By channeling adaptation finance to sectors vulnerable to climate change and implementing risk

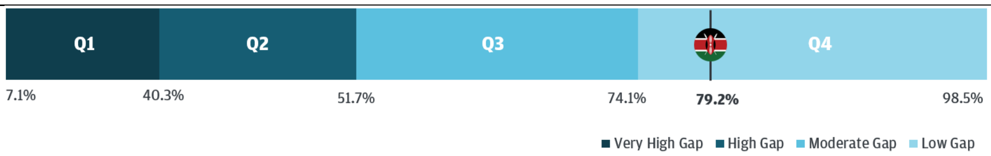
[34] Using most recent data available. Peer countries refer to 144 countries eligible to borrow from the World Bank Group.
[35] Source: The World Bank (2021), Global Findex Database. Data retrieved from UN Statistics, Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider (female), as of January 20, 2025 (n=92).
[36] Source: UNECA
[37] Source: UNCTAD

	management practices, the Bank aims to spur economic development and resilience. Additionally, by providing sustainable solutions, the Bank seeks to transform communities and businesses while promoting environmental stewardship in line with sustainable development goals.				
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**
Percentage of Portfolio allocated to climate finance activities	Equity Bank Kenya, [Illustrative-KPIs-Registry-]()	**%**	Value	Year	Equity Bank has not set a target but will report realized values on an annual basis
			5	2023	
			Metric calculation methodology		
			The metric is based on outstanding amount loan book in the Bank records against the total loan book as of close of year 2023.		
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**
Volume or share of lending offered to women	Equity Bank Kenya, [Illustrative-KPIs-Registry-]()	%	Value	Year	Equity Bank has not set a target but will report realized values on an annual basis
			18	2023	
			Metric calculation methodology		
			The metric is based on outstanding amount loan book in the Bank records against the total loan book as of close of year 2023.		
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**
Sustainable Finance-Volume or share of lending offered to populations (youth)[38]	Equity Bank Kenya, [Illustrative-KPIs-Registry-]()	**%**	Value	Year	Equity Bank has not set a target but will report realized values on an annual basis.
			15	2023	
			Metric calculation methodology		
			The metric is based on outstanding amount loan book in the Bank records against the total loan book as of close of year 2023.		

Impact Intention #6: Accelerate wealth transformation through a digitally-enabled economy	
SDG Contribution and Gap Assessment	**Target 8.10:** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all
	Indicator 8.10.2: Proportion of adults (15 years and older) with an account at a Bank or other financial institution or with a mobile-money-service provider, %[39]

[38] Youth are broadly defined as individuals aged 18 to 35, segmented into age groups 18-20, 21-25, 26-30, and 31-35, each facing distinct issues. The Bank acknowledges underserved segments within the youth and women populations, particularly those from vulnerable backgrounds, such as low-income individuals with limited access to financial services.

[39] Source: The World Bank (2021), Global Findex Database. Data retrieved from UN Statistics, Account ownership at a financial institution or with a mobile-money-service provider (% of population ages 15+), as of January 20, 2025 (n=68).

<table>
<tr><td colspan="2">8 DECENT WORK AND ECONOMIC GROWTH</td><td colspan="5">

The proportion of adults with an account at a Bank or other financial institution or with a mobile money-service provider in Kenya is 79.2%. This statistic falls in the fourth quartile of the distribution of other peer countries.</td></tr>
<tr><td colspan="2">Actions to achieve intended impacts</td><td colspan="5">To accelerate wealth transformation in a digitally enabled economy, Equity Bank aims to digitally connect 100 million businesses and consumers through several key initiatives:
1. Digitization of Trade Corridors and Value Chains: This involves connecting MSMEs and smallholder farmers online, as well as digitizing cross-border trade by linking markets, thereby enhancing efficiency and accessibility;
2. Driving Digital Velocity: To drive digital velocity, the Bank plans to increase local technology skills, establish centers of excellence, and digitize capacity building. It will focus on recording ecosystem activities and enhancing digital knowledge and decision-making within the ecosystem. The Bank has automated capacity building for MSMEs through digital and hybrid training programs, and offers mobile and internet banking platforms that digitize bookkeeping and financial records. Transaction data is used for credit scoring, and the Bank has adopted an ecosystem banking model to integrate MSMEs with input suppliers and output markets.</td></tr>
<tr><td colspan="2">Theory of change (how action is expected to address SDG gap)</td><td colspan="5">Equity Bank has consistently utilized technology to advance its social and economic transformation goals. The importance of technological progress in driving long-term economic growth was highlighted as early as 1946 by the Solow-Swan growth model, which identified technology as a crucial factor in enhancing input productivity and boosting economic output without requiring proportional increases in capital or labor.[40] In Africa, many value chains remain informal, and there is a pressing need to accelerate social and economic transformation while enhancing and sustaining ecosystem throughput. Technology and innovation are key catalysts in achieving these objectives. By improving financial inclusion for households and businesses through technological solutions, Equity Bank aims to create multiplier effects that will energize value chains and ecosystems, driving broader economic development.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Small scale producers accessing Equity online platform for decisioning</td><td rowspan="4">Equity Bank Data Management Information System ("DMIS")</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>230,957</td><td>2023</td><td>2,000,000</td><td>2030</td></tr>
<tr><th colspan="2">Metric calculation methodology and source</th><th colspan="2">Target Rationale</th></tr>
<tr><td colspan="2">This indicator measures the number of individuals reached through Equity Online-Agriculture platform.</td><td colspan="2">With increased capacitation and knowledge building, integration of Equity Bank financial services and expansion, it is estimated that there will be more uptake of technology in the short term.</td></tr>
</table>

[40] https://www.svedbergopen.com/files/1720763035_(2)_IJMRE11042024PR37_(p_18-24).pdf

<table>
<tr><th colspan="2">Impact Intention #7: Promote job creation and upskill employees</th></tr>
<tr><td>SDG Contribution and Gap Assessment</td><td>

Target 4.3: Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university.
Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
Target 8.5: Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value

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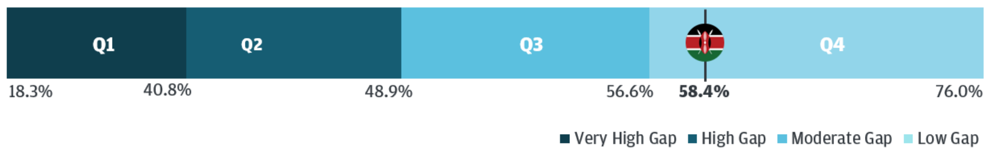
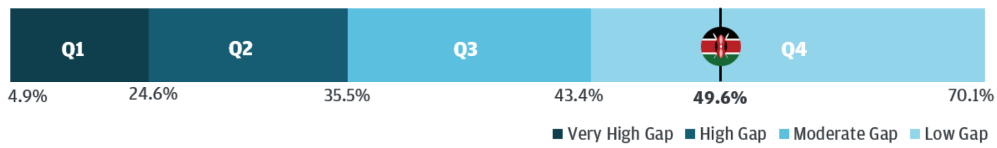
<tr><td></td><td>

Indicator 4.3.1: Firms offering formal training (% of firms) [41]



The participation rate in formal and non-formal education and training in Kenya is 58.4%.
This statistic falls in the fourth quartile of the distribution of other peer countries.

Indicator 5.5.2: Proportion of women in managerial positions (%)[42]



The proportion of women in managerial positions in Kenya is 49.6%. This statistic falls in the fourth quartile of the distribution of other peer countries.

Indicator 8.5.2: Unemployment rate, total (%)[43]

The total unemployment rate in Kenya is 5.69%. This statistic falls in the second quartile of the distribution of other peer countries.

The female unemployment rate in Kenya is 7.6%. This statistic falls in the third quartile of the distribution of other peer countries.

</td></tr>
<tr><td>Actions to achieve intended impacts</td><td>

Equity Bank intends to promote job creation in Kenya and upskill employees, and intends to achieve these aims by:

- Increasing employment from a baseline of 7,779 in 2023 to 10,113 in 2030;
- Increasing staff retention to 90% by 2030 from a baseline of 87% in 2023;
- Providing training to employees, equivalent to 40 average training hours per employee; and

</td></tr>
</table>

[41] Proxy dataset used - Participation rate in formal and non-formal education and training (%). Source: ILO Statistics, data retrieved from UNStats database, as of January 20, 2025 (n=100).

[42] Source: HIES - Households Living Conditions Survey, LFS - Labour Force Survey, ILO modelled estimates, Nov. 2023 and others .Data retrieved from UN Statistics, Proportion of women in managerial positions, as of January 20, 2025 (n=109).

[43] Source: HIES - Households Living Conditions Survey, LFS - Labour Force Survey, ILO modelled estimates, Nov. 2023 and others. Data retrieved from UN Statistics, Unemployment rate, total, as of January 20, 2025 (n=112).

[44] Source: HIES - Households Living Conditions Survey, LFS - Labour Force Survey, ILO modelled estimates, Nov. 2023 and others. Data retrieved from UN Statistics, Unemployment rate, female, as of January 20, 2025 (n=111).

<table>
<tr><td></td><td colspan="6">• Improving gender diversity by increasing the female to male employee ratio from a baseline of 45% in 2023 to 50% by 2030.</td></tr>
<tr><td>Theory of change (how action is expected to address SDG gap)</td><td colspan="6">Equity Bank addresses the root causes of poverty and economic stagnation by enhancing job creation, workforce development, and inclusivity. By aligning with the International Labor Organization's research on employment[45] and the World Economic Forum's call for continuous reskilling,[46] the Bank strengthens economic resilience and innovation. Its focus on capacity building and gender balance fosters a diverse and skilled workforce, contributing to sustainable economic growth and equitable opportunities in Kenya.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Total employment</td><td rowspan="4">Development Impact Questionnaire</td><td rowspan="4">#</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>7,779</td><td>2023</td><td>10,113</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">The baseline was established by conducting a manual count of all employees in Equity Bank Kenya Limited and Kenya based subsidiaries for the relevant year (2023). The count includes all active Temporary and Permanent employees recorded in the Staff List from the HRMIS as at December 31st 2023.</td><td colspan="2">The target rationale to increase staff numbers by 30% by 2030 is aligned with our strategic growth objectives under the Africa Recovery and Resilience Plan and reflects the anticipated horizontal and vertical expansion of our operations as well as growing our customer base to 100 million customers plus 50 million jobs created directly and Indirectly.</td></tr>
<tr><th>Metric</th><th>Metric source</th><th>Unit of Measure</th><th colspan="2">Baseline</th><th colspan="2">Target</th></tr>
<tr><td rowspan="4">Staff retention rate</td><td rowspan="4">Equity Bank Sustainability Annual Report 2023</td><td rowspan="4">%</td><td>Value</td><td>Year</td><td>Value</td><td>Year</td></tr>
<tr><td>87</td><td>2023</td><td>90</td><td>2030</td></tr>
<tr><td colspan="2">Metric calculation methodology</td><td colspan="2">Target Rationale</td></tr>
<tr><td colspan="2">The retention rate was determined by comparing the number of employees in the organization as recorded in the staff list from the HRMIS (Human Resources Management Information System), as at December 31st 2023, to the number of employees at the start of the year, 1st January 2023. The calculation excludes new hires during the period to focus on the retained workforce only.</td><td colspan="2">The target rationale for increasing the staff retention rate from 81% to 90% by 2030 is grounded in Equity Bank's commitment to building a resilient and skilled workforce aligned with its Africa Recovery and Resilience Plan. This target reflects the Bank's strategy to enhance employee satisfaction, foster long-term engagement, and support organizational growth as it expands across new markets and scales its customer base toward 31 million by</td></tr>
</table>

[45] ILO, https://www.ilo.org/topics/decent-work
[46] WEF,2024, https://www.weforum.org/impact/reskilling-revolution-reaching-600-million-people-by-2030/)

					2030, whilst creating 24m direct jobs.	
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
Training provided to employees	Equity Bank Sustainability Annual Report 2023	Hours per employee	Value	Year	Value	Year
			40	2023	40	2030
			Metric calculation methodology		**Target Rationale**	
			Reflects the current number of hours of training provided to employees, which Equity Bank intends to maintain		Reflects the current number of hours of training provided to employees, which Equity Bank intends to maintain	
Metric	**Metric source**	**Unit of Measure**	**Baseline**		**Target**	
Female proportion of total employment	Equity Bank Sustainability Annual Report 2023 Illustrative-KPIs-Registry-	%	Value	Year	Value	Year
			45	2023	50	2030
			Metric calculation methodology and source		**Target Rationale**	
			The baseline ratio of female-to-male employees (45%) was calculated using employee demographic data extracted from our Human Resource Management Information System ("HRMIS") for the year 2023. This data represents the total number of female employees divided by the total workforce within Equity Bank during the specified period.		The target of increasing the ratio of female-to-male employees to 50% by 2030 is rooted in Equity Bank's commitment to promoting inclusivity, diversity, and gender equity as outlined in our Justice, Equality, Diversity, and Inclusion ("JEDI") policy. Achieving a gender balance aligns with global standards and UN conventions on human and workplace rights, ensuring equitable representation of women in the workforce.	

POLICIES AND PROCEDURES TO MITIGATE NEGATIVE IMPACTS

To mitigate negative impacts, Equity Bank has an Environmental and Social Risk Management ("ESRM") framework. While the ESRM framework is confidential, Equity Bank's ESRM policy statement is public.

Additionally, Equity Bank has disclosed the quantitative metrics and policies and procedures aligned with international standards in the table below:

Theme	Quantitative Metric	Baseline[47]		Policy document and link	Alignment with International Standards
		Value	Year		
Conflicts of Interest	• Conflict of Interest Policy				

[47] Baseline values are not applicable in every case; where not applicable, the baselines have been omitted.

Theme	Quantitative Metric	Baseline[47]		Policy document and link	Alignment with International Standards
		Value	Year		
Information Security	• Information Security Policy				
Whistleblowing	• Speak Up Policy and Procedures (Whistle Blowing Policy)				
Corporate Governance	• Corporate Governance Framework				
Customer Protection	• Information Security Policy • Data governance policy and Data privacy policy				GRI 418: Customer Privacy 2016 GRI 416: Customer Health and Safety 2016
Climate Change Mitigation and Adaptation	• Total GHG emissions (tCO2e)	10,172	2023	ESRM policy[48]	GRI 305: Emissions 2016 Taskforce on Climate-related Financial Disclosures
	• Financed emissions (tCO2e/$)	Currently, Equity Bank does not have data for this metric. However, we are actively exploring this area and have initiated a pilot in the real estate sector			
Biodiversity Preservation	• Activities negatively affecting biodiversity - sensitive areas	Nil	2023	ESRM policy	GRI 304: Biodiversity 2016 Taskforce for Nature-Related Financial Disclosure
Water Usage	We can report on water consumption within the Equity premises(30,775 cubic meters in year 2023). See page 62 of 2023 Sustainability Report).				
Pollution Prevention	• Hazardous waste ratio (metric tons)	Nil	2023		GRI 306: Waste 2020
Mitigating Borrower Financial Risks	Borrower risk is mitigated through a comprehensive approach that begins with transaction screening to ensure alignment with Equity Policy. This is followed by Environmental and Social Due Diligence ("ESDD"), which systematically identifies and assesses risks, with agreed-upon mitigation actions developed in collaboration with the customer. Continuous monitoring and evaluation are conducted to manage identified risks effectively and to assess any emerging risks that may impact customers. The process includes thorough documentation and record-keeping within the risk management system. Additionally, identifying E&S-related business opportunities and maintaining a strong reputation in E&S risk management with customers, investors, and other stakeholders further supports risk mitigation efforts ESRM policy.				
Labor and Safety	• Unadjusted general pay gap (%)	1:1.32	2023	• ESRM policy • Equity Bank Sustainability Report	GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 403: Occupational Health and Safety 2018 GRI 405: Diversity and Equal Opportunity 2016

[48] The referenced policies are not publicly available at this time. However, Equity Bank may share them as needed during relevant investors engagements.

Theme	Quantitative Metric	Baseline[47]		Policy document and link	Alignment with International Standards
		Value	Year		
					GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016
	• Board gender diversity (%)	2:7(F/M)	2023		
Land Acquisition and Involuntary Resettlement	• Individuals displaced through involuntary resettlement (#)	Nil	2023	ESRM policy	
Indigenous Peoples[49]	• Land-based or cash-based compensation provided to indigenous peoples (in case of commercial use of land, # or $)	Nil	2023	ESRM policy & application of IFC performance standards in our loan transactions	GRI 411: Rights of Indigenous Peoples 2016 GRI 413: Local Communities 2016
Cultural Heritage	• Retention of professionals to assist in identification and protection of cultural heritage	Nil	2023	ESRM policy	

REPORTING TABLE

Equity Bank has committed to annual monitoring and reporting on the metrics in the table below.

[49] There is no universally accepted definition of "Indigenous Peoples." Indigenous Peoples may be referred to in different countries by such terms as "Indigenous ethnic minorities," "aboriginals," "hill tribes," "minority nationalities," "scheduled tribes," "first nations," or "tribal groups."

Anticipated Impact						Realized Impact		
Metric	Unit of Measure	Baseline	Baseline Year	Target	Target Year	2024	2025	2026
Impact Intention #1: Drive higher productivity and value-added output in food and agriculture sector								
Food and agriculture sectors proportion of total loan book	% of total loan book[50]	14.0	2024	30.0	2030			
Food and agriculture sectors loan book	Shs, billion	69.5	2024	433.0	2030			
Impact Intention #2: Bolster the manufacturing and industrials sector								
Manufacturing sectors proportion of total loan book	%	5.8	2023	15.0	2030			
Manufacturing sector loan book	Shs, billion	28.4	2023	216.6	2030			
Impact Intention #3: Stimulate intra-continental trade and position Kenya to capitalize on increased export activity								
Trade finance contingent liabilities, excluding forwards, swaps, and options, as a percentage of total assets	%	12.7	2023	17.0	2030			
Trade finance contingent liabilities, excluding forwards, swaps, and options	Shs, billion	127.7	2023	423.8	2030			
Impact Intention #4: Catalyze entrepreneurship and support micro-, small- and medium-sized enterprises ("MSMEs")								
MSMEs proportion of total loan book	% of total loan book	50.1	2023	65.0	2030			
Exposure to MSMEs in loan book	Shs, billion	247	2023	938	2030			
Jobs Created through YAW-K program	#	1,655,190	2024	3,898,256	2030			
MSMEs supported to access financial credit	#	323,303	2024	671,303	2030			

[50] For clarity, customers may span multiple sectors; therefore, the sectoral breakdown of the total loan book may not sum to 100%.

Entrepreneurs served by capacity building services	#	518,205	2023	1,218, 205	2030			
MSMEs receiving business development support	#	8,225	2024	15,000	Equity Bank has not set a target but will report realized values on an annual basis			
Credit officers receiving training	#	409	2024	409	Equity Bank has not set a target but will report realized values on an annual basis			
Impact Intention #5: Promote social and environmental transformation								
Cash Transfers	Shs, billion	103.8	2023	215.0	2030			
Beneficiaries reached	#, millions	2.9	2023	8.2	2030			
Farmers linked to financial services	#, thousands	294.9	2023	9,300.0	2030			
Farmers trained	#, thousands	220.7	2023	9,300.0	2030			
Clinics established	#	98	2023	300	2030			
Number of patients	#	2,178,015	2023	13,660,000	2030			
People employed	#	499	2023	3000	2030			
Students on scholarship	#	60,009	2023	Equity Bank has not set a target but will report realized values on an annual basis [51]				
Completion rate	%	95	2023	96	2027			
Transition rate to university	%	50	2023	60	2027			
Transition rate to TVET	%	20	2023	Equity Bank will report realized values on an annual basis		25		
Trees Planted	#, million	23.4	2023			35		
Institutions converted to clean Energy	#	138	2023	260	2030			

[51] The target remains unchanged until the Competency-Based Curriculum (CBC) is fully implemented. Reporting may change due to CBC adjustments.

Percentage of Portfolio allocated to climate finance activities	%	5	2023	Equity Bank has not set a target but will report realized values on an annual basis				
Volume or share of lending offered to women	%	18	2023	Equity Bank has not set a target but will report realized values on an annual basis				
Sustainable Finance-Volume or share of lending offered to populations (youth)[52]	%	15	2023	Equity Bank has not set a target but will report realized values on an annual basis				
Impact Intention #6: Accelerate wealth transformation through a digitally-enabled economy								
Small scale producers accessing Equity online platform for decisioning	#	230,957	2023	2,000,000	2030			
Impact Intention #7: Promote job creation and upskill employees								
Total employment	#	7,779	2023	10,113	2030			
Staff retention rate	%	87	2023	90	2030			
Training provided to employees	Hours per employee	40	2023	40	2030			
Female proportion of total employment	%	45	2023	50	2030			

[52] Youth are broadly defined as individuals aged 18 to 35, segmented into age groups 18-20, 21-25, 26-30, and 31-35, each facing distinct issues. The Bank acknowledges underserved segments within the youth and women populations, particularly those from vulnerable backgrounds, such as low-income individuals with limited access to financial services.

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