



2025 Sustainability Data Tables

March 2026



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About this report

Reporting boundary and scope

CIBC reports on its sustainability progress annually. This report covers our 2025 activities globally for the period of November 1, 2024 – October 31, 2025, unless otherwise noted. The Sustainability Data tables supplements the [2025 Sustainability Report, Public Accountability Statement and Report on Climate](#).

All metrics in the Sustainability Data Tables exclude CIBC Mellon. CIBC is a 50/50 joint venture partner with The Bank of New York Mellon in two joint ventures: CIBC Mellon Trust Company and CIBC Mellon Global Securities Services Company Inc. (collectively referred to as CIBC Mellon).

Any restatements and changes to methodologies from previous reports are described in performance data footnotes. Measures, metrics, and currency amounts are in Canadian dollars, unless otherwise noted.

Assurance

We have obtained independent limited assurance for a selection of our 2025 ESG performance indicators. The applicable limited assurance report or verification statement can be found in the Sustainability Document Library on our [website](#). Within this report, the assurance symbol (✓) is used to indicate a figure has been independently assured to a limited level.

Caution regarding forward-looking statements

From time to time, we make written or oral forward-looking statements within the meaning of certain securities laws, including in this Report, in other filings with Canadian securities regulators or the SEC, and in other communications. All such statements are made pursuant to

the “safe harbour” provisions of, and are intended to be forward-looking statements under applicable Canadian and US securities legislation, including the U.S. Private Securities Litigation Reform Act of 1995. These statements include, but are not limited to, statements in this Report related to our purpose – to help make our clients’ ambitions a reality, priorities, strategies, targets, metrics, sustainability commitments and goals (including our \$300 billion by 2030 sustainable finance goal, the implementation and update of our Sustainable Finance Methodology, our 2050 net-zero ambition, and reducing operational GHG emissions), as well as our economic and sustainability-related impacts and objectives, including but not limited to, sustainable financing, data ethics, inclusion, employee engagement, making a difference in the community, inclusive banking, and accelerating climate action. Forward-looking statements are typically identified by the words “believe”, “expect”, “anticipate”, “intend”, “estimate”, “forecast”, “target”, “predict”, “commit”, “ambition”, “goal”, “strive”, “project”, “objective”, “strategy” and other similar expressions or future or conditional verbs such as “will”, “may”, “should”, “would”, and “could”. By their nature, these statements require us to make assumptions and are subject to inherent risks and uncertainties that may be general or specific, which give rise to the possibility that our predictions, forecasts, projections, expectations, or conclusions will not prove to be accurate, that our assumptions may not be correct, and that our priorities, targets, commitments, and goals, and economic and sustainability-related impacts and objectives will not be achieved. As we work to advance our sustainability goals, external factors outside of CIBC’s reasonable control may act as constraints on achieving these goals. These factors include: trade policies and tensions, including tariffs and government tariff mitigation policies; inflationary pressures in the U.S.; global supply-chain disruptions; geopolitical risk, including from the war in Ukraine and conflict in the Middle East; the impact of post-pandemic hybrid work arrangements; the failure of third

parties to comply with their obligations to us and our affiliates or associates; our ability to implement various sustainability-related initiatives internally and with our clients under expected time frames; our ability to scale our sustainable finance products and services; the availability of comprehensive and high-quality GHG emissions data (including from CIBC’s clients) and standardization of sustainability-related measurement methodologies; the evolution of our lending portfolios over time; the need for active and continuing participation, cooperation, and collaboration from various stakeholders (including enterprises, financial institutions, governmental and non-governmental organizations, and individuals); deployment of new technologies and industry-specific solutions; the evolution of consumer behaviour; varying decarbonization efforts across economies; the need for thoughtful climate policies globally; evolving social views on climate- and sustainability-related topics; geopolitical factors that impact global energy demands; the challenges of balancing interim emissions goals with an orderly transition at the enterprise level; and the continuing development and evolution of regulations, guidelines, principles, and frameworks internationally and CIBC’s compliance thereto, which could lead to us to being subject to various legal and regulatory proceedings, the potential outcome of which could include regulatory restrictions, penalties, and fines. These and other factors may cause actual results to differ materially from the expectations expressed in the forward-looking statements and may require CIBC to adapt its initiatives and activities or adjust its commitments, metrics, targets, and goals. The forward-looking statements in this Report are presented for the purpose of assisting clients and others in understanding our objectives and strategic priorities, and may not be appropriate for other purposes. We do not undertake to update any forward-looking statement except as required by law. We caution that the foregoing list of risk factors is not exhaustive.



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Team members

	Units	2025	2024	2023
Regular employees ¹				
Canada	N/A	45,096	43,847	43,991
US + International ²	N/A	4,425	4,106	3,880
Total global regular employees ³	N/A	49,521	47,953	47,871
Temporary employees ⁴				
Canada	N/A	1,272	1,208	850
US + International ²	N/A	25	22	27
Total global temporary employees ³	N/A	1,297	1,230	877
Contingent workers ⁵				
Canada	N/A	2,899	2,243	1,221
US + International ²	N/A	140	118	150
Total global contingent employees ³	N/A	3,039	2,361	1,371
Total global team members	N/A	53,857	51,544	50,119

Employment type

	Units	2025	2024	2023
Canada				
Full-time	N/A	42,429	41,063	41,103
Part-time	N/A	2,667	2,784	2,888
US + International ²				
Full-time	N/A	4,388	4,070	3,837
Part-time	N/A	37	36	43

¹ Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

² International includes Europe and Asia-Pacific.

³ Global refers to Canada, US and International, excluding CIBC Caribbean.

⁴ Temporary employees refers to our full-time and part-time employees on a fixed term with a defined end date, and a status of 'Temporary'. Includes temporary employees who are working or on paid leaves, as at October 31 and who are paid through CIBC payroll. Excludes regular employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

⁵ Contingent workers include staff augmentation workers who are managed by CIBC's Human Resources through a formal Contingent Worker Program and provide services to CIBC on an as-needed basis through an approved vendor, as at October 31. Excludes regular and temporary employees, retirees, and CIBC Caribbean.



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Gender^{1,2,3}

	Units	2025	2024	2023
Women	N/A	26,860	26,164	26,275
Men	N/A	22,629	21,745	21,543

Age⁴

	Units	2025	2024	2023
< 30 years old	N/A	8,868	9,120	9,450
30–50 years old	N/A	26,825	25,387	24,849
> 50 years old	N/A	13,828	13,446	13,572
Total regular employees ⁵	N/A	49,521	47,953	47,871

¹ The total of women and men does not equal CIBC's 2025 total global regular employees as our total global regular employees includes men, women, employees who identify as non-binary, and employees that have not self-identified.

² All data is based on self-identification voluntarily disclosed by employees as at October 31.

³ Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

⁴ Age segmentation is defined based on date of birth in Workday (a human capital management system) as at October 31.

⁵ Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.



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CIBC Caribbean

CIBC Caribbean – Team members

	Units	2025	2024	2023
Regular employees ¹	N/A	2,428	2,359	2,345
Temporary employees ²	N/A	254	281	252
Contingent workers ³	N/A	341	260	253
Total CIBC Caribbean team members	N/A	3,023	2,900	2,850

CIBC Caribbean – Employment type^{1,4}

	Units	2025	2024	2023
Full-time	N/A	2,428	2,359	2,345
Part-time	N/A	0	0	0

CIBC Caribbean – Gender^{1,4}

	Units	2025	2024	2023
Women	N/A	1,674	1,635	1,634
Men	N/A	754	724	711

CIBC Caribbean – Age^{1,5}

	Units	2025	2024	2023
< 30 years old	N/A	381	328	320
30–50 years old	N/A	1,430	1,427	1,445
> 50 years old	N/A	607	604	580

¹ CIBC Caribbean's total regular employees refers to regular (full-time) employees, who are working or on paid leaves, as at October 31 and excludes temporary employees, retirees, employees on unpaid leaves, and contingent workers.

² Temporary employees refer to our full-time employees on a fixed term with a defined end date, and a status of ‘Temporary’. Includes temporary employees who are working or on paid leaves, as at October 31 and who are paid through CIBC Caribbean's payroll. Excludes regular employees, retirees, employees on unpaid leaves, contingent workers..

³ Contingent workers are staff augmentation workers that are not managed by CIBC Caribbean’s Human Resources and are not paid through CIBC Caribbean's payroll as at October 31. Excludes regular employees, temporary employees, retirees, and employees on unpaid leaves.

⁴ All data is based on self-identification voluntarily disclosed by employees as at October 31.

⁵ Age segmentation is defined based on date of birth in Lanteria (HR system) as at October 31.



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Building integrity and trust

Corporate governance

	Units	Goal	2025	2024	2023
Women directors on CIBC's Board of Directors ¹	N/A	At least 40% women on CIBC's Board of Directors	50%	43%	46%

Business ethics

CIBC's Code of Conduct

	Units	Goal	2025	2024	2023
Employees trained on CIBC's Code of Conduct ²	%	N/A	100%	100%	100%
Employees trained on CIBC Caribbean's Code of Conduct ³	%	N/A	100%	N/A	N/A

CIBC's Whistleblower Program

	Units	Goal	2025	2024	2023
Number of instances of retaliation for reporting a concern to the Whistleblower Program in accordance with the Whistleblower Policy ⁴	Number	N/A	0	0	0

Anti-Bribery and Anti-Corruption

	Units	Goal	2025	2024	2023
Number of fines or settlements levied on CIBC related to bribery or corruption ⁵		N/A	0	0	0
Number of fines or settlements levied on CIBC related to bribery or corruption - CIBC Caribbean		N/A	0	N/A	N/A

¹ All data is based on self-identification voluntarily disclosed as at October 31.

² Statistics are based on completions from active team members with a due date of up to and including January 31, 2025 and do not include team members who were terminated or on leave as of this date. Excludes CIBC Caribbean as these team members complete Code of Conduct training on different learning management systems.

³ The CIBC Caribbean Code of Conduct is facilitated through the annual Corporate Mandatory Training and Testing - Integrity Certification and Anti-Fraud and Conflict of Interest modules. Statistics are based on completions from active team members with a due date of up to and including March 31, 2025 and do not include team members who were terminated or on leave as of this date.

⁴ The Whistleblower Program monitors for allegations of retaliation for raising a concern (or implied fear of such) as well as material impacts to the employment of any team member who identifies themselves as a whistleblower. Excludes CIBC Caribbean.

⁵ Excludes CIBC Caribbean.



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Privacy

	Units	Goal	2025	2024	2023
Number of unresolved well-founded privacy findings against CIBC from the Office of Privacy Commissioner of Canada (OPC) ¹		No unresolved well-founded privacy findings against CIBC from the Office of Privacy Commissioner of Canada (OPC)	0	0	0
Number of regulatory privacy findings against CIBC outside of Canada ²		No regulatory privacy findings against CIBC outside of Canada	0	0	1
Total number of breaches involving a regulator ³		N/A	27	30	32
Reporting Breakdown by Region					
Canada		N/A	11	15	13
United States of America (US)		N/A	11	13	19
Europe		N/A	2	1	0
Asia-Pacific (APAC)		N/A	0	0	0
Caribbean		N/A	3	1	0
Colombia		N/A	0	0	0
Number of affected individuals ⁴		N/A	321	4,930	6,945
Number of material service disruptions or cybersecurity incidents ⁵		N/A	0	0	0

Client experience

	Units	Goal	2025	2024	2023
CIBC Client Experience Index (CX Index) ⁶	%	100%	111%	114%	101%
CIBC Caribbean – Net Promoter Score	Number	35	44	31	N/A

¹ The Office of the Privacy Commissioner of Canada (OPC) defines “well-founded” to mean the organization contravened a provision of the Privacy Act or Personal Information Protection and Electronic Documents Act (PIPEDA).

² Includes, US, Europe, the Asia-Pacific region, Republic of Colombia and Caribbean. Each region has a designated privacy representative or team with expertise in relevant local legislation and regulation who is responsible for managing and reporting privacy findings in their respective region. CIBC Caribbean and CIBC Cayman Bank each maintain their own privacy program including policies and processes

³ Number reflects privacy breaches where CIBC proactively self-reported to a privacy regulator.

⁴ Affected individuals impacted by total number of breaches involving a regulator. Individuals includes all populations where personal information was breached. No self-reported breaches that affected a large number of individuals in 2025. A single self-reported breach in 2024 accounted for about 95% of affected individuals, and four self-reported breaches in 2023 accounted for about 99%.

⁵ Material cyber incidents are defined in part as having high or critical impact to CIBC clients, assets, systems, or people. Despite our commitment to information and cybersecurity, and given the rapidly evolving threat and regulatory landscape, coupled with a changing business environment, it is not possible for us to identify all cyber risks or implement measures to prevent or eliminate all potential cyber incidents from occurring. However, we monitor our risk profile for changes and continue to refine approaches to security protection and service resilience to minimize the impact of any cyber incidents that may occur.

⁶ We annually review the Client Experience Index (CX Index). The CX Index is an enterprise-wide dashboard comprised of 20 internal and external client experience metrics. Excludes CIBC Caribbean, UK, Luxembourg and the Asia-Pacific region.



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Taxes in Canada

	Units	Goal	2025	2024	2023
Income taxes	millions	N/A	\$2,050	\$2,037 ¹	\$1,229
Capital taxes	millions	N/A	\$79	\$82	\$81
Other taxes	millions	N/A	\$859	\$764	\$757
Total taxes ²	millions	N/A	\$2,988	\$2,883	\$2,067

Political contributions and donations

	Units	Goal	2025	2024	2023
Canada ³	dollars	N/A	\$0	\$0	\$0

Human rights

	Units	Goal	2025	2024	2023
Mandatory human rights training hours ⁴	hours	N/A	213,851	201,920	170,436
Inclusion and diversity training hours ⁵	hours	N/A	18,563	8,689	15,448
Total human rights and inclusion hours	hours	N/A	232,414	210,608	185,884
Collective bargaining agreements and freedom of association ⁶	Percent	N/A	1%	1%	1%
High risk items related to Modern Slavery in our supply chain ⁷	Number	N/A	0	0	0

¹ The taxes paid and payable to the Canadian Federal government recognized for the year ended October 31, 2024 reflect changes from the 2023 federal budget, including the enactment of the Federal tax measure that denies the dividends received deduction for Canadian banks.

² For the year ended October 31, 2025, the CIBC group of companies recognized a total of \$3.0 billion in taxes paid or payable to all levels of government in Canada. This total consisted of \$2.0 billion in current income tax expenses recognized in the Statement of Income and the Statement of Other Comprehensive Income, \$79 million in capital taxes recognized in the Statement of Income and \$859 million in other taxes, which includes sales taxes (GST/HST and provincial), payroll taxes (employer portion), property taxes and business taxes.

³ As of November 1, 2019, CIBC prohibits contributions to federal or provincial political parties, candidates or electoral district associations, and does not donate to municipal politicians in Canada as per our Political Activity Policy.

⁴ Total human rights training time is the sum of the expected training hours for each course, which is calculated by multiplying the number of unique learners that have completed each relevant training course by the expected duration of each training course. This includes employees and contingent workers between November 1 - October 31 but excludes any team members who were not active as at October 31. Mandatory human rights training hours includes health and safety training hours, which accounted for 6,109 hours as at October 31, 2025. Excludes additional health and safety training hours, such as for specific roles and for specific lines of business. Total human rights and inclusion training excludes CIBC Caribbean as these team members complete training on different learning management systems.

⁵ Training time is calculated by multiplying completions by the estimated duration for each course/program. Completions are for regular employees. Significant completion of Inclusive Leadership training programs occurred in prior years when they first launched to existing employees. F25 numbers represent new hires and existing employees who have not previously completed the training.

⁶ Percentage of regular employees in Canada who are covered by such agreements. Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

⁷ In 2025, there were no high risk items related to Modern Slavery identified through our ongoing third party monitoring process. Consequently, no remediation measures were required in 2025 by CIBC either in respect of any Modern Slavery incidents, or to address any resulting loss of income to vulnerable persons. Excludes CIBC Caribbean.High risk incidents are defined as incidents that have a high or critical impact on CIBC clients, assets, systems, or people. Excludes CIBC Caribbean.



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Workplace accidents¹

	Units	Goal	2025	2024	2023	2022
Minor workplace injuries ²	Number of Injuries	N/A	N/A	658	539	393
Disabling workplace injuries ³	Number of Injuries	N/A	N/A	45	46	47
Total injury frequency rate ⁴	Rate	N/A	N/A	1.43	1.21	0.84
Lost-time injury frequency rate ⁴	Rate	N/A	N/A	0.10	0.10	0.09
Fatalities	Number of fatalities	N/A	N/A	0	0	0

¹ Data is for all federally regulated employees in Canada, including regular full-time and part-time and temporary full-time and part-time, employed at any point in the 2024 calendar year. Data for 2025 will be reported to the federal government in spring 2026.

² Minor injuries are injuries that are treated in the workplace (if required), with no time lost beyond the day of the injury. The increase in minor injuries is mainly due to higher number of employees working on premises following the COVID-19 pandemic which increases the exposure to potential workplace incidents.

³ Disabling injuries are injuries that result in lost time from the workplace on any day following the day of the injury.

⁴ Injury rate per 100 employees (expressed as headcount) equals the number of injuries divided by the result of the headcount divided by 100. The results for 2023 have been restated.



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Employee engagement

	Units	Goal	2025	2024 ¹	2023
Employee engagement score	%	Employee engagement score that meets or exceeds the Global Financial Services Norm (GFSN) ²	84%✓ ³	80%✓	90%✓
By talent segments ⁴					
Men	%	N/A	84%	80%	90%
Women	%	N/A	84%	81%	90%
People of colour	%	N/A	84%	81%	91%

CIBC Caribbean – employee engagement score⁵

	Units	Goal	2025	2024	2023
Employee engagement score	%	5% year-over-year increase in consecutive years	62%	61%	N/A

¹ In 2024, CIBC transitioned to using Qualtrics as the new platform for the Annual Employee Survey and updated the employee engagement methodology. This Qualtrics methodology differs from the previous 2023 methodology which was determined by the average proportion of favourable survey responses for nine questions based on how engaged employees are, how enabled they feel, and how energized they are at work. With a refresh in questions and response scale, the 2024 employee engagement score established a new baseline and therefore 2023 results are not comparable.

² The Global Financial Services Norm (GFSN) provided by Qualtrics is based on three-year rolling global average benchmarks of the Financial Services industry.

³ CIBC measures overall employee engagement through the Annual Employee Survey, which ran from May 12, 2025, to May 26, 2025. Our regular (full-time and part-time) working employees were eligible to participate. Temporary employees, contingent workers, retirees, and CIBC Caribbean were excluded. Over 42,000 employees completed the survey for an overall response rate of 90%. The employee engagement score for 2025 is determined by the average proportion of survey responses that agree or strongly agree with four questions based on willingness to recommend, job satisfaction, intention to stay, and pride in working at CIBC. The questions used in the Annual Employee Survey were selected in collaboration with Qualtrics and may differ from other organizations using Qualtrics to measure employee engagement.

⁴ All data is based on self-identification voluntarily disclosed by employees as at October 31.

⁵ CIBC Caribbean measured Employee Engagement through the annual E-Voice survey which ran from September 29, 2025 to October 31, 2025. Regular full-time employees and temporary full-time employees on a fixed term with a status of “Contractor” (not classified as contingent workers) were eligible to participate. Contingent workers were excluded. Over 1,650 employees completed the survey for an overall response rate of 62%. CIBC Caribbean uses Qualtrics as the platform for the E-Voice Survey. The employee engagement score for 2025 is determined by the average of survey responses that rated three questions based on sharing opinions without retaliation, open and honest communication and feeling supported in efforts to adapt to organisational changes. The questions used in the E-Voice Survey were selected in collaboration with Qualtrics and may differ from other organizations using Qualtrics to measure Employee Engagement.



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Learning and development

	Units	Goal	2025	2024	2023
Global investment in learning and development ¹	millions	N/A	\$63	\$58	\$51
Average training cost per global team member ¹	dollars	N/A	\$1,173	\$1,125	\$1,017
Average training hours per employee ²	hours	N/A	28.7	24.3	24.5
Average training hours by gender ^{2,3}					
Men	hours	N/A	29.1	24.3	24.4
Women	hours	N/A	28.4	24.3	24.6
Average training hours per level ²					
Vice-President +	hours	N/A	16.4	14.0	9.1
People manager	hours	N/A	26.8	17.2	21.8
Individual contributor	hours	N/A	29.1	25.4	25.0

CIBC Caribbean - learning and development

	Units	Goal	2025	2024	2023
Investment in learning and development ⁴	millions	N/A	\$2	\$2	N/A
Average training cost per employee ⁵	dollars	N/A	\$716	\$764	N/A
Average training hours per employee ⁵	hours	N/A	20.0	15.2	N/A

¹ Our global learning investment spend is comprised of learning and development expenses for global team members, including salaries and benefits for those whose primary role is to support learning and development, as at October 31.

² Average training hours is calculated by the sum of the estimated duration of all completed courses divided by the total number of unique learners. This includes regular and temporary employees who were active at any point between November 1 - October 31 in the fiscal year but may not be an active employee as of October 31 in the fiscal year. Excludes contingent workers and CIBC Caribbean.

³ All data is based on self-identification voluntarily disclosed by employees as at October 31.

⁴ CIBC Caribbean learning investment spend is comprised of all learning and development expenses as at October 31. Includes employees whose primary role is to design and deliver learning and development for the reporting period.

⁵ Average training hours is calculated by the sum of the duration of all completed courses divided by the total number of unique learners. This includes regular and temporary employees who were active at any point between November 1 - October 31 but may not be an active employee as at October 31, 2025. Excludes contingent workers.



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Turnover¹

	Units	Goal	2025	2024	2023
Voluntary turnover ²					
Global ³	%	N/A	7.4%	7.7%	9.6%
Canada	%	N/A	7.6%	8.0%	9.8%
Involuntary turnover ⁴					
Global ³	%	N/A	1.9%	1.7%	1.9%
Canada	%	N/A	1.9%	1.6%	1.8%
Total turnover ⁵					
Global ³	%	N/A	11.3%	11.8%	14.0%
Canada	%	N/A	11.6%	12.1%	14.3%
Voluntary turnover by talent segment – Global ^{2,3,6}					
Women	%	N/A	7.0%	7.6%	9.2%
People of colour ⁷	%	N/A	8.0%	8.3%	10.4%
Voluntary turnover by age group – Global ^{2,3,8}					
< 30 years old	%	N/A	17.4%	17.2%	20.7%
30–50 years old	%	N/A	6.9%	7.3%	8.9%
> 50 years old	%	N/A	1.9%	2.1%	2.4%

¹ Turnover is calculated as the number of terminations in the fiscal period divided by the average of the beginning and ending employee counts of the fiscal period. It includes regular (full and part time), working, and paid leave employees (excludes unpaid leaves, temporary employees, contingent workers, and CIBC Caribbean).

² Voluntary turnover excludes retirements, restructuring, and involuntary terminations.

³ Global refers to Canada, US and International, excluding CIBC Caribbean.

⁴ Involuntary turnover excludes retirements, restructuring, and voluntary terminations.

⁵ Total turnover includes all four termination types: voluntary, retirements, involuntary, and restructured.

⁶ All data is based on self-identification voluntarily disclosed by employees as at October 31.

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

⁸ Age segmentation is defined based on date of birth in Workday (a human capital management system) as at October 31.



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CIBC Caribbean – Turnover¹

	Units	Goal	2025	2024	2023
Voluntary turnover ²	%	N/A	3.2%	3.5%	4.9%
Involuntary turnover ³	%	N/A	0.5%	0.8%	0.7%
Total turnover	%	N/A	6.2%	9.9%	10.9%
CIBC Caribbean – Voluntary turnover by gender ⁴					
Women	%	N/A	3.0%	3.2%	4.3%
CIBC Caribbean – Voluntary turnover by age group ⁵					
<30 years old	%	N/A	7.9%	8.5%	13.1%
30–50 years old	%	N/A	2.8%	3.3%	4.7%
>50 years old	%	N/A	1.5%	1.2%	0.5%

¹ Turnover is calculated as the number of terminations in the fiscal period divided by the average of the beginning and ending employee counts of the fiscal period. It includes regular (full time), working and paid leave employees (excludes employees on unpaid leaves, temporary employees, and contingent workers). Total turnover includes all four termination types: voluntary, retirements, involuntary and restructured.

² Voluntary turnover excludes retirements, restructuring, and involuntary terminations.

³ Involuntary turnover excludes retirements, restructuring, and voluntary terminations.

⁴ All data is based on self-identification voluntarily disclosed by employees as at October 31.

⁵ Age segmentation is defined based on date of birth in Lanteria (HR system) as at October 31.



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Financial benefits

	Units	Goal	2025	2024	2023
Employee compensation and benefits	billions	N/A	\$9.3	\$8.3	\$7.6
Eligible employees invested in CIBC common shares through the Employee Share Purchase Plan in Canada (ESPP) ¹	%	N/A	80%	78%	77%
Matching contributions co-invested by CIBC towards the purchase of shares for our employees ²	millions	N/A	\$68	\$63	\$60

Absenteeism rate

	Units	Goal	2025	2024	2023
Canada ³	%	N/A	0.9%	1.0%	1.0%

CIBC Caribbean – Absenteeism rate

	Units	Goal	2025	2024	2023
CIBC Caribbean – Absenteeism rate ⁴	%	N/A	1.4%	1.5%	1.6%

¹ Eligible employees include regular employees in Canada except those on Long Term Disability, temporary employees and contingent workers.

² ESPP expenses are part of the employee compensation and benefits expense.

³ CIBC absenteeism rate is calculated as total sick days recorded by regular employees in Workday (a human capital management system) in the fiscal period divided by the average of the beginning and ending regular employee counts of the fiscal period multiplied by 250 (the standard number of working days per year).

⁴ CIBC Caribbean absenteeism rate is calculated as total sick days recorded in Lanteria (HR system) divided by the average of the sum of the regular working, paid leaves and temporary employees multiplied by the standard number of working days per year of 258. It includes sick days due to minor illnesses and extended medical leaves of absence up to six months, not including long-term disability leaves. For the purposes of this calculation, the average is taken as the beginning and ending employee counts of the fiscal period.



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Inclusion at CIBC^{1,2}

CIBC-determined guidance	Units	2025
Maintain 40% – 60% representation of women in Board-approved executive roles (Canada + International) ^{3,4}	%	38%✓
At least 30% of Board-approved executives identify as people of colour by 2028 (Canada + International) ^{3,5}	%	25%✓
At least 5% of Board-approved executives identify as members of the Black community by 2025 (Canada + International) ^{3,6}	%	2.6%✓
At least 2% of Board-approved executives identify as Indigenous people by 2025 (Canada) ^{3,7}	%	0.8%✓
At least 4% of Board-approved executives identify as members of the LGBTQ+ community by 2027 (Canada + International) ^{3,8}	%	3.3%✓
At least 10% of the workforce identify as persons with disabilities by 2027 (Canada + International) ^{9,10}	%	10%✓
At least 3% of the workforce identifies as Indigenous people by 2028 (Canada) ^{7,10}	%	2.3%✓
At least 5% of the workforce identifies as members of the LGBTQ+ community by 2028 (Canada + International) ^{8,10}	%	3.7%✓
At least 5% of students recruited in 2025 identify as members of the Black community (Canada) ¹¹	%	9.6%
At least 3% of students recruited in 2025 identify as Indigenous people (Canada) ^{7,11}	%	4.7%

¹ Our Inclusion at work CIBC-determined guidance as of October 31, 2025 may be subject to restrictions in local jurisdictions outside of Canada. 2025 CIBC-determined guidance and results related to Inclusion at work are only applicable to Canada and International or Canada only. International includes Europe and Asia-Pacific.

² All data is based on self-identification voluntarily disclosed by employees as at October 31.

³ Board-approved executive roles include Vice-Presidents and above appointed to their role as of October 31 and excludes temporary employees, contingent workers, retirees, and CIBC Caribbean.

⁴ We aim to achieve or maintain 40%-60% representation of women across all levels, unless a unique guidance has been set. Where we do not meet this guidance, we will implement corrective actions.

⁵ People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected 'Prefer not to answer'.

⁶ The share of leaders from the Black community also includes executives who have self-identified as Mixed Race and have reported at least one of their ethnicities as Black.

⁷ Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.

⁸ Members of the LGBTQ+ community refers to those who self-identify as lesbian, gay, bisexual, asexual, queer, two spirit, trans man, trans woman, non-binary and other.

⁹ Persons with disabilities are those who self-identify as having long-term, temporary or recurring physical, mental, sensory, psychological or learning differences.

¹⁰ Workforce refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as of October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers and CIBC Caribbean.

¹¹ Student recruitment data refers to temporary fixed term hires in winter, summer, and fall 2025 co-op/intern job profiles in Canada only. Data is based on self-identification voluntarily disclosed during the application process and percent is based on the number of responses.



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Board and executive leadership representation at CIBC

CIBC's Board of Directors ¹	Units	CIBC-determined guidance	2025	2024	2023
Women	%	At least 40% women on CIBC's Board of Directors	50%	43%	46%
People of colour ²	%	N/A	14%	14%	15%
Black community	%	N/A	7.1%	7.1%	7.7%
Indigenous people ³	%	N/A	7.1%	7.1%	—
Persons with disabilities ⁴	%	N/A	—	—	—
LGBTQ+ community ⁵	%	N/A	7.1%	7.1%	7.7%

Board-approved executive roles ^{1,6,7}	Units	CIBC-determined guidance	2025	2024	2023
Women (Global)	%	N/A	37%	39%✓	39%✓
People of colour (Global) ²	%	N/A	26%	25%✓	25%✓
Black community (Global) ⁸	%	N/A	2.7%	3.5%✓	4.1%✓
Indigenous people (Canada) ³	%	N/A	0.8%✓	0.8%✓	0.8%✓
Persons with disabilities (Canada) ⁴	%	N/A	8.7%	11%	11%
LGBTQ+ community (Global) ⁵	%	N/A	3.0%	3.5%✓	4.1%

¹ All data is based on self-identification voluntarily disclosed as at October 31.

² People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected 'Prefer not to answer'.

³ Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.

⁴ Persons with disabilities are those who self-identify as having long-term, temporary or recurring physical, mental, sensory, psychological or learning differences.

⁵ Members of the LGBTQ+ community refers to those who self-identify as lesbian, gay, bisexual, asexual, queer, two spirit, trans man, trans woman, non-binary and other.

⁶ Global refers to Canada, US, and International, excluding CIBC Caribbean.

⁷ Board-approved executive roles include Vice-Presidents and above appointed to their role as of October 31 and excludes temporary employees, contingent workers, retirees, and CIBC Caribbean.

⁸ The share of leaders from the Black community also includes executives who have self-identified as Mixed Race and have reported at least one of their ethnicities as Black.



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Representation in management and professional roles at CIBC^{1,2}

	Units	CIBC-determined guidance	2025	2024	2023
Talent segment					
Women (Global)	%	N/A	46%	46%	46%
People of colour (Global) ³	%	N/A	46%	45%	44%
Black community (Global)	%	N/A	4.7%	4.6%	4.3%
Indigenous people (Canada) ⁴	%	N/A	1.6%	1.6%	1.7%
Persons with disabilities (Canada) ⁵	%	N/A	10%	10%	10%
LGBTQ+ community (Global) ⁶	%	N/A	3.0%	2.9%	2.7%

¹ Management and professional roles include certain non-executive senior management, senior professionals, and other roles in equivalent job levels based on a number of factors such as skill, effort, level of responsibility, and span of control related to the job.

² All data is based on self-identification voluntarily disclosed by employees as at October 31.

³ People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected 'Prefer not to answer'.

⁴ Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.

⁵ Persons with disabilities are those who self-identify as having long-term, temporary or recurring physical, mental, sensory, psychological or learning differences.

⁶ Members of the LGBTQ+ community refers to those who self-identify as lesbian, gay, bisexual, asexual, queer, two spirit, trans man, trans woman, non-binary and other.



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Global regular employees – representation of women^{1,2,3}

	Units	CIBC-determined guidance	2025	2024	2023
Total global regular employees	%	N/A	54%	55%	55%
Total external hires	%	N/A	50%	51%	51%
Promotions	%	N/A	53%	56%	54%
C-Suite (EVP and above who are direct reports of the CEO) ⁴	%	N/A	45%	50%	44%
Executive management (SVP and above)	%	N/A	35%	33%	33%
Executives (VP and above) ⁵	%	N/A	37%	39%✓	39%✓
Non-executive senior management and senior professionals ^{6,7}	%	N/A	41%	40%	39%
Management and professionals ^{6,8}	%	N/A	48%	48%	48%
Supervisors and individual contributors ^{6,9}	%	N/A	68%	67%	68%
Revenue generating roles ¹⁰	%	N/A	56%	56%	57%
Engineering roles ^{11,12}	%	N/A	55%	52%	53%
Technology roles ^{12,13}	%	N/A	41%	41%	42%

¹ All data is based on self-identification voluntarily disclosed by employees as at October 31.

² Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

³ Global refers to Canada, US and International, excluding CIBC Caribbean.

⁴ C-Suite data is as of November 1.

⁵ Board-approved executive roles include Vice-Presidents and above appointed to their role as of October 31 and excludes temporary employees, contingent workers, retirees, and CIBC Caribbean.

⁶ These population segments also include other roles in equivalent job levels based on a number of factors such as skill, effort, level of responsibility and span of control related to the job.

⁷ Non-executive senior management and senior professionals includes job levels 9 and 10.

⁸ Management and professionals includes job levels 6 to 8.

⁹ Supervisors and individual contributors includes job levels 5 and below.

¹⁰ Employees in strategic business units in Personal and Business Banking, Canadian Commercial & Wealth Management, Capital Markets and US Region (excludes business support roles in these strategic business units).

¹¹ Employees in roles aligned to the Data Science, Information Technology Project Management, and Process Improvement and Engineering job families across our workforce.

¹² There is overlap in the women represented within engineering and technology roles, as some individuals are included in both groups.

¹³ Employees in Technology and Innovation, which has the largest proportion of STEM roles of any line of business. Other STEM roles across the bank are not captured in this metric.



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Global regular employees – representation of people of colour^{1,2,3,4}

	Units	CIBC-determined guidance	2025	2024	2023
Total global regular employees	%	N/A	45%	45%	44%
Total external hires	%	N/A	47%	48%	44%
Promotions	%	N/A	49%	51%	46%
C-Suite (EVP and above who are direct reports of the CEO) ⁵	%	N/A	18%	20%	22%
Executive management (SVP and above)	%	N/A	16%	17%	15%
Executives (VP and above) ⁶	%	N/A	26%	25%✓	25%✓
Non-executive senior management and senior professionals ^{7,8}	%	N/A	37%	36%	34%
Management and professionals ^{7,9}	%	N/A	47%	47%	45%
Supervisors and individual contributors ^{7,10}	%	N/A	45%	45%	44%
Revenue generating roles ¹¹	%	N/A	38%	38%	36%
Engineering roles ^{12,13}	%	N/A	56%	56%	57%
Technology roles ^{13,14}	%	N/A	58%	58%	58%

¹ All data is based on self-identification voluntarily disclosed by employees as at October 31.

² People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected 'Prefer not to answer'.

³ Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

⁴ Global refers to Canada, US and International, excluding CIBC Caribbean.

⁵ C-Suite data is as of November 1.

⁶ Board-approved executive roles include Vice-Presidents and above appointed to their role as of October 31 and excludes temporary employees, contingent workers, retirees, and CIBC Caribbean.

⁷ These population segments also include other roles in equivalent job levels based on a number of factors such as skill, effort, level of responsibility and span of control related to the job.

⁸ Non-executive senior management and senior professionals includes job levels 9 and 10.

⁹ Management and professionals includes job levels 6 to 8.

¹⁰ Supervisors and individual contributors includes job levels 5 and below.

¹¹ Employees in strategic business units in Personal and Business Banking, Canadian Commercial & Wealth Management, Capital Markets and US Region (excludes business support roles in these strategic business units).

¹² Employees in roles aligned to the Data Science, Information Technology Project Management, and Process Improvement and Engineering job families across our workforce.

¹³ There is overlap in the people of colour represented within engineering and technology roles, as some individuals are included in both groups.

¹⁴ Employees in Technology and Innovation, which has the largest proportion of STEM roles of any line of business. Other STEM roles across the bank are not captured in this metric.



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CIBC Caribbean – representation of women

	Units	2025	2024	2023
Board-approved executive roles ¹	%	40%	N/A	N/A
Total external hires	%	59%	N/A	N/A
Promotions	%	75%	N/A	N/A
Revenue generating roles ²	%	71%	N/A	N/A
Technology roles ³	%	44%	N/A	N/A
Management and professionals ⁴	%	60%	N/A	N/A
Senior management and senior professionals ⁵	%	47%	N/A	N/A
Supervisors and individual contributors ⁶	%	78%	N/A	N/A

¹ At CIBC Caribbean, Board-approved executive roles are considered Executive management.

² CIBC Caribbean employees in strategic business units in Personal and Business Banking, Corporate Banking & Wealth Management (excludes business support roles in these strategic business units).

³ CIBC Caribbean employees in Technology, Infrastructure and Innovation.

⁴ Includes CIBC Caribbean job levels 6 to 9.

⁵ Includes CIBC Caribbean job levels 10 and 11.

⁶ Includes CIBC Caribbean job levels 4 and 5.



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Talent segment representation^{1,2}

	Units	CIBC-determined guidance	2025	2024	2023
People of colour (Global) ³	%	N/A	45%	45%	44%
East Asian	%	N/A	14%	14%	14%
South Asian	%	N/A	18%	18%	16%
Black community	%	N/A	5.6%	5.4%	5.1%
Hispanic/Latin	%	N/A	2.7%	2.6%	2.4%
Middle Eastern	%	N/A	3.4%	3.2%	3.1%
Mixed Race	%	N/A	2.2%	2.2%	2.1%
Indigenous people (Canada) ⁴	%	N/A	2.3%✓	2.4%✓	2.4%✓
Persons with disabilities (Canada) ⁵	%	N/A	10%	11%✓	10%✓
LGBTQ+ community (Global) ⁶	%	N/A	3.6%	3.5%✓	3.4%

¹ All data is based on self-identification voluntarily disclosed by employees as at October 31.

² Regular employees refers to our regular (full-time and part-time) employees, who are working or on paid leaves, as at October 31. Excludes temporary employees, retirees, employees on unpaid leaves, contingent workers, and CIBC Caribbean.

³ People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as ‘Other’, as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected ‘Prefer not to answer’. This contributes to the delta between the ‘People of colour’ metric and the sum of all talent segments broken out by race/ethnicity.

⁴ Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.

⁵ Persons with disabilities are those who self-identify as having long-term, temporary or recurring physical, mental, sensory, psychological or learning differences.

⁶ Members of the LGBTQ+ community refers to those who self-identify as lesbian, gay, bisexual, asexual, queer, two spirit, trans man, trans woman, non-binary and other.



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Median target total direct compensation for women compared to men^{1,2}

	Units	Goal	2025	2024	2023
Executives and equivalent (excluding the CEO) ³	%	N/A	98%	97%	97%
Non-executive senior management and senior professionals ⁴	%	N/A	97%	97%	97%
Management and professionals ⁵	%	N/A	99%	98%	98%
Supervisors and individual contributors ⁶	%	N/A	100%	101%	101%
Overall (excluding the CEO)	%	N/A	99%	99%	99%

Median target total direct compensation, people of colour compared to non-people of colour (Canada)

	Units	Goal	2025	2024	2023
Executives and equivalent (excluding the CEO) ³	%	N/A	97%	99%	98%
Non-executive senior management and senior professionals ⁴	%	N/A	100%	99%	99%
Management and professionals ⁵	%	N/A	99%	99%	99%
Supervisors and individual contributors ⁶	%	N/A	99%	99%	99%
Overall (excluding the CEO)	%	N/A	99%	99%	99%

¹ To ensure a like-for-like comparison, this analysis was based on a full-time equivalent target total direct compensation, inclusive of base salaries and annual incentive compensation targets for regular employees within Canada on the GPS incentive program (for example, excluding employees on specialized incentive plans such as commission-based roles). All data is based on self-identification voluntarily disclosed by employees as of October 31.

² Mean target total direct compensation is the average target total direct compensation for a group. Median target total direct compensation is the midpoint value of target total direct compensation when all employees in the group are ranked from lowest to highest.

³ Executives and equivalent includes job levels 11 to 14.

⁴ Non-executive senior management and senior professionals includes job levels 9 and 10.

⁵ Management and professionals includes job levels 6 to 8.

⁶ Supervisors and individual contributors includes job levels 5 and below.



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External New Hires – Global^{1,2}

	Units	CIBC-determined guidance	2025	2024	2023
Total new hires	#	N/A	6,453	5,911	4,826
Age ³					
< 30 years old	%	N/A	46%	49%	50%
30–50 years old	%	N/A	46%	44%	43%
> 50 years old	%	N/A	8%	7%	7%
Talent representation					
Women	%	N/A	50%	51%	51%
People of colour ⁴	%	N/A	47%	48%	44%
Students recruited who identify as members of the Black community ⁵	%	N/A	9.1%	8.8%	7.0%
Students recruited who identify as Indigenous people (Canada) ^{5,6}	%	N/A	4.7%	2.9%	1.1%

¹ New hires include regular (full-time and part-time) employees hired in the 12-month period ending October 31. Global refers to Canada, US, and International, excluding CIBC Caribbean.

² All data is based on self-identification voluntarily disclosed by employees as at October 31.

³ Age segmentation is defined based on date of birth in Workday (a human capital management system) as at October 31.

⁴ People of colour includes those who self-identify as visible minorities in Canada and non-white outside of Canada. Visible minorities are defined as persons – other than Indigenous people – who self identify as non-white. This includes individuals who self-identified their race/ethnicity as 'Other', as well as those in Canada who self-identified as a visible minority but did not complete the race/ethnicity question or selected 'Prefer not to answer'.

⁵ Student recruitment data refers to temporary fixed term hires in winter, summer, and fall 2025 co-op/intern job profiles in Canada only. Data is based on self-identification voluntarily disclosed during the application process and percent is based on the number of responses. Excludes CIBC Caribbean.

⁶ Indigenous people are the original inhabitants of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Métis and Inuit Peoples. Reporting also includes those who self-identify as having mixed or other Indigenous ancestry.



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Advancing economic inclusion

	Units	Goal	2025	2024	2023
Growth in Indigenous commercial banking business ^{1,2}	%	8% growth in Indigenous commercial banking business (Canada)	21%	13%	17%
Amount of new or increased credit authorizations to small and medium-sized enterprises (SMEs) ^{2,3}	billions	\$12 billion in new or increased credit authorizations to small and medium-sized enterprises (SMEs) over three years (2025–2027) (Canada)	\$5.7	\$5.0 ⁴	\$4.7 ⁵

US Affordable Multifamily Rental Housing Finance Program⁶

	Units	Goal	2025	2024	2023
Number of affordable housing units financed ⁷	units	N/A	425	500	1,141
Loans closed annually toward the acquisition and preservation of affordable housing	dollars	N/A	US\$105,155,043	US\$123,139,947	US\$109,167,632

US Homebuyer Subsidies⁸

	Units	Goal	2025	2024	2023
Number of clients benefited from home buyer assistance programs	number	N/A	212	165	174
CIBC US homebuyer subsidy program ⁸	dollars	N/A	US\$2,243,305	US\$835,154	US\$782,019
Amount of total mortgage financing ⁹	dollars	N/A	US\$47,934,611	US\$36,225,480	US\$36,169,765

¹ Indigenous clients are identified through self-disclosure, as evidenced by their constating documents, or status card, as applicable. The growth reflects a year-over-year comparison of the monthly average deposit and lending balances held in Commercial Banking. Lending balances are gross of allowances.

² This target is new for 2025, results for previous years do not contribute toward the target's progress.

³ Small enterprises are typically companies with revenue of less than \$5 million and medium-sized enterprises are typically companies with revenue of more than \$5 million but less than \$20 million. In 2025, new or increased credit authorizations were \$1.34 billion for small enterprises and \$4.34 billion for medium-sized enterprises. We track these authorizations using a monthly spot for business clients in Business Banking, Private Banking, and Commercial Banking Independent Business segments.

⁴ In 2024, new or increased credit authorizations were \$1.3 billion for small enterprises and \$3.7 billion for medium-sized enterprises.

⁵ In 2023, new or increased credit authorizations in 2023 to small and medium-sized enterprises were comprised of \$1.45 billion to small enterprises (includes Private Banking lending growth) and \$3.21 billion to medium-sized enterprises.

⁶ The U.S. Community Reinvestment Act (CRA) requires that U.S. banks meet the needs of their communities, including for low- and moderate-income neighbourhoods. Affordable rental housing projects meet regulatory expectations and are intended to support renters with low or moderate incomes.

⁷ The number of units financed reflects both market rate units and affordable units in each project. As per US regulatory guidance, projects with more than 50% affordable housing units can be counted toward this program.

⁸ The US homebuyer subsidy program includes the amount of closing cost and down payment assistance provided to homeowners. Down payment assistance was reported beginning in 2025. Down payment amounts prior to 2025 were not material.

⁹ Represents the amount of total mortgage financing at time of closing to residential homebuyers who participated in the CIBC US homebuyer subsidy program. Increased loan/housing costs and an increase in the number of clients who have benefitted from the homebuyer assistance program drove the mortgage financing increase for 2025.



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Community relationships

	Units	Goal	2025	2024	2023
Cash and in-kind contributions ¹	millions	N/A	\$114	\$70	\$42
Employee volunteerism time ²	millions	N/A	\$1	\$1	\$1
Management costs ³	millions	N/A	\$4	\$3	\$2
Employee giving and fundraising (Team CIBC) ⁴	millions	N/A	\$25	\$20	\$21
Total contributions ^{1,2,3,4}	millions	\$800 million in community investment over 10 years (2023–2032)	\$144✓	\$94✓	\$66✓
Hours volunteered by Team CIBC ⁵	hours	One million hours volunteered by Team CIBC over 10 years (2023–2032) (Canada)	136,641	123,551	122,000

¹ Includes donations and grants, sponsorships, and the value of in-kind contributions that CIBC makes in support of charities and non-profit organizations, including to the CIBC Foundation, that follow the contribution principles set by Imagine Canada’s Prism Network Certification. Sponsorships also include contributions in support of organizations, that may have a non-profit structure or a for-profit structure, where the activities supported have a social purpose that benefits the community. Sponsorships may have rights and benefits attached, including public brand benefits, and in the case of fundraising events, may have advantages attached (such as meals, prizes, and merchandise).In addition, cash and in-kind contributions include grants that the CIBC Foundation makes that are funded from investment growth. Other donations made by CIBC Foundation are not included as these are funded from CIBC’s contributions to CIBC Foundation and are therefore already captured. Prior to 2023 cash and in-kind contributions, employee volunteerism time and management costs were not tracked separately.

² Refers to regular employee volunteerism in Canada that occurs during paid working hours, which is calculated by multiplying the average hourly employee wage of regular employees in Canada (excluding executives, employees participating in specialized compensation programs, and employees on an extended leave of absence) by the total hours volunteered. Volunteer hours are self-reported through CIBC’s giving and volunteering platform.

³ Management costs include costs related to running CIBC’s community investment program. Examples include employee compensation and benefits, information technology fees, and costs relating to the promotion of community programs.

⁴ Team CIBC is defined as regular employees and retirees who donate or fundraise in support of charities and non-profit organizations. Team CIBC excludes CIBC Caribbean. Team CIBC giving and fundraising is primarily comprised of direct charity support by way of our key campaigns, such as CIBC Miracle Day, CIBC Run for the Cure, and Tour CIBC Charles-Bruneau, and other donations and fundraising through our giving and volunteering platform, where employees can make donations to the charity or non-profit organization of their choice.

⁵ Team CIBC includes regular employees (who volunteer both during and outside of paid work time) and retirees who volunteer their time to various organizations and community causes. Team CIBC volunteer hours are self-reported through CIBC’s giving and volunteering platform.



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Greenhouse gas emissions

	Units	Goal	2025	2024	2023
Scope 1 & 2					
Scope 1 ^{1,2,3}	tonnes CO ₂ e	N/A	19,436✓	19,410✓	21,321✓
Scope 2 (location based) ^{1,2,4}	tonnes CO ₂ e	N/A	22,507✓	24,344✓	25,713✓
Total Scope 1 & 2	tonnes CO ₂ e	N/A	41,943	43,754	47,034
Reduction in absolute emissions (2018 baseline)	% reduction	30% reduction in absolute GHG emissions from operations by 2028 (from 2018 baseline) (Canada, US)	34.3%	31.4%	26.3%
Achievement against target – 30% reduction of Scope 1 & 2 over 10 years (2018 baseline)	% achieved	N/A	114.3%	104.7%	87.7%
GHG emissions intensity (per square metre) ^{2,3,4}	kg CO ₂ e/m ²	N/A	36.6	37.4	39.1
GHG emissions intensity (per millions in revenue) ^{2,3,4,5}	tonnes CO ₂ e/million revenue	N/A	1.66	1.97	2.29
Scope 1 & 2 by Country					
Canada					
Scope 1 ²	tonnes CO ₂ e	N/A	18,755	18,682	20,477
Scope 2 (location based) ²	tonnes CO ₂ e	N/A	16,971	18,209	19,184
Total Canada ²	tonnes CO ₂ e	N/A	35,726	36,891	39,661
United States					
Scope 1 ²	tonnes CO ₂ e	N/A	681	728	844
Scope 2 (location based) ²	tonnes CO ₂ e	N/A	5,536	6,135	6,529
Total US ²	tonnes CO ₂ e	N/A	6,217	6,863	7,373
Scope 3 ⁶					
Business travel ⁷	tonnes CO ₂ e	N/A	7,055	6,253✓	6,039✓
Total Scope 1, 2 & 3	tonnes CO ₂ e	N/A	48,998	50,007	53,073

¹ The reporting period for Scope 1 and 2 for both US and Canadian-based GHG emissions from real estate is from August 1st to July 31st. Other sources of GHG emissions are aligned with CIBC’s fiscal year (November 1st to October 31st). The methodology for collecting data and calculating operational GHG emissions is based on The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

² Reported Canada and US GHG emissions data for 2025 cover 95% of our global occupied floor space (CIBC Caribbean and international locations cover the remaining floor space).

³ Scope 1 emissions include direct emissions from the combustion of natural gas and fuel (oil and propane).

⁴ Scope 2 location-based emissions include indirect emissions from the purchase of electricity, district steam, and chilled water, before the application of any RECs.

⁵ The revenue used in the calculation is only related to Canada and the US, and is allocated based on the geographic location where it is recorded.

⁶ In 2025 we reduced the number of Scope 3 emission categories reflected in our Sustainability Data Tables, and restated historic totals of Scope 1, 2 and 3 emissions to reflect this change. CIBC continues to evaluate our disclosure of relevant and material Scope 3 emission categories against regulatory and stakeholder expectations, and the disclosure of specific categories may be subject to further change in future reporting.

⁷ Employee business travel includes air, train, and automobile travel for company business for Canadian, US, and UK operations within the fiscal year (November 1 to October 31).



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Renewable energy credits (RECs)

	Units	Goal	2025	2024	2023
% of electricity offset by applied REC purchases within the fiscal year	%	N/A	100.0%	100.0%	82.5%

Energy consumption¹

Energy consumption by country

	Units	Goal	2025	2024	2023
Canada					
Electricity	GJ	N/A	529,284	555,816	579,577
Natural gas	GJ	N/A	357,162	348,868	390,284
Other (steam, heating oil, propane, diesel, chilled water)	GJ	N/A	70,237	72,773	69,747
Total Canada	GJ	N/A	956,683	977,457	1,039,608
United States					
Electricity	GJ	N/A	42,943	46,415	48,146
Natural gas	GJ	N/A	13,937	14,459	16,790
Other (steam, heating oil, propane, diesel, chilled water)	GJ	N/A	10,947	10,019	11,844
Total US	GJ	N/A	67,827	70,893	76,780
Canada and United States	GJ	N/A	1,024,510	1,048,350	1,116,388
Energy intensity (per square meter)	GJ/m ²	N/A	0.89	0.90	0.93
Energy intensity (per millions in revenue) ²	GJ/million revenue	N/A	40.6	47.3	54.3
Electricity intensity only (per square meter)	GJ/m ²	N/A	0.50	0.52	0.52

Water

Water consumption³

	Units	Goal	2025	2024	2023
Canada	m ³	N/A	336,649	331,006	330,564

¹ Energy consumption reported is from stationary combustion sources (direct), and purchased electricity or energy (indirect) for the reporting period of August 1st to July 31st.

² The revenue used in the calculation is only related to Canada and the US, and is allocated based on the geographic location where it is recorded.

³ Starting in 2020, reported water consumption includes actual and estimated water use data for our Canadian operations, which covers more than 91% of our occupied floor space in North America. Prior to 2020, reported water use included only actual location data, excluding estimated data from our Canadian operations, covering approximately 48% of our global occupied floor space.



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Greenhouse gas emissions^{1,2}

	Units	Goal	2025	2024	2023
Scope 2					
Scope 2 (location based) ³	tonnes CO ₂ e	N/A	6,649✓	7,088✓	7,332✓
GHG emissions intensity (per square metre)	kg CO ₂ e/m ²	N/A	134.5	137.5	145.5
GHG emissions intensity (per millions in revenue) ⁴	tonnes CO ₂ e/million revenue	N/A	6.7	7.0	7.6
Scope 3					
Business travel ⁵	tonnes CO ₂ e	N/A	415	362✓	345✓
Total Scope 2 & 3	tonnes CO ₂ e	N/A	7,064	7,450	7,677
Total Energy Consumption ⁶	GJ	N/A	38,823	41,163	41,333
Energy intensity (per square meter)	GJ/m ²	N/A	0.79	0.80	0.82
Energy intensity (per millions in revenue) ⁴	GJ/million revenue	N/A	39.1	40.5	42.8

¹ The reporting period for Scope 2 GHG emissions is from August 1st to July 31st. Scope 3 GHG emissions are aligned with CIBC’s fiscal year (November 1st to October 31st). The methodology for collecting data and calculating operational GHG emissions is based on The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

² Reported CIBC Caribbean GHG emissions data for 2025 covers 4% of our global occupied floor space; Scope 1 or direct emissions from the combustion of fuels such as for space heating are not applicable.

³ Scope 2 location-based emissions include indirect emissions from the purchase of electricity.

⁴ The revenue is aligned with CIBC Caribbean Bank Limited’s fiscal year (November 1st to October 31st). The revenue is converted to Canadian dollars using the average fiscal year foreign exchange rate.

⁵ Scope 3 emissions for business travel reflect emissions associated with CIBC Caribbean air and automobile travel for company business within the fiscal year (November 1st to October 31st).

⁶ Energy consumption reported is from purchased electricity (indirect) for the reporting period of August 1st to July 31st.



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LEED certified workspace¹

	Units	Goal	Canadian Operations (2025)		US Operations (2025)	
			# Locations	Occupied Floor Space (m²)	# Locations	Occupied Floor Space (m²)
Platinum	N/A	N/A	3	105,028	4	5,486
Gold	N/A	N/A	7	18,475	12	65,208
Silver	N/A	N/A	3	12,710	3	2,873
Certified	N/A	N/A	5	1,830	1	2,218

LEED certified workspace¹

	Units	Goal	2025	2024	2023
LEED certified as percentage total occupied workspace	%	N/A	18.7%	21.2%	20.5%

¹ Reported Canada and US GHG emissions data for 2025 cover 95% of our global occupied floor space (CIBC Caribbean and international locations cover the remaining floor space).



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Financed emissions

2030 interim target and performance intensities

	Units	Baseline year	Emissions baseline	2030 Emissions target	2030 Emissions reduction target (%)	2024	2023	2022
Financed emissions 2030 interim target and performance intensities ¹								
Oil and gas (operational) – Physical emissions intensity	gCO ₂ e/MJ	2020	5.17	3.34	-35%	4.20	3.97	4.04
Oil and gas (end use) – Physical emissions intensity	gCO ₂ /MJ	2020	68.54	50.04	-27%	67.98	68.05	68.33
Power Generation	kgCO ₂ /MWh	2020	230.00	156.00	-32%	182.85	181.00	198.00
Automotive Manufacturing ²	gCO ₂ /km	2021	146.00	106.00	-27%	N/A	121.99	139.02
Reference scenario: IEA NZE2050 ³								

¹ Our 2030 financed emissions reduction targets are interim targets established by CIBC that are aligned to a pathway to net-zero by 2050. There are internationally recognized methodologies for setting financed emissions reduction targets that focus on the absolute reductions of financed emissions or reductions in the emissions intensity of business operations. Currently, all of the 2030 financed emissions reduction targets established by CIBC relate to the emissions intensity of business operations financed by CIBC. Refer to the methodology outlined in CIBC’s Net-Zero Approach.

² We disclose financed emissions data up to fiscal year 2023 for the automotive manufacturing target. This is due in large part to a data lag in client emissions reporting to aggregators, which CIBC uses to calculate emissions for our portfolios and lags in available emission factors.

³ The Net Zero Emissions by 2050 Scenario (NZE Scenario) is a normative scenario that shows a pathway for the global energy sector to achieve net zero CO₂ emissions by 2050, with advanced economies reaching net-zero emissions in advance of others.



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Absolute financed emissions (kilotonnes CO₂e)^{1,2,3,4}

	Units	2024	2023	2022
Oil and Gas: Operational (PCAF asset class: 2)				
Outstanding amount ⁵	CAD millions	\$3,354	\$3,581	\$3,036
Total emissions	kilotonnes CO ₂ e	878	888	1,437
PCAF data quality (1-5)	N/A	3.3	2.0	2.3
Oil and Gas: End Use (PCAF asset class: 2)				
Outstanding amount ⁵	CAD millions	\$3,354	\$3,581	\$3,036
Total emissions ⁶	kilotonnes CO ₂ e	86,961	84,516	96,458
PCAF data quality (1-5) ⁶	N/A	3.7	3.6	3.8
Power Generation (PCAF asset class: 2)				
Outstanding amount ⁷	CAD millions	\$2,225	\$3,813	\$2,599
Total emissions	kilotonnes CO ₂ e	574	1,077	984
PCAF data quality (1-5)	N/A	2.4	2.3	2.4
Automotive: Operational (PCAF asset class: 2)				
Outstanding amount ⁸	CAD millions	N/A	\$582	\$555
Total emissions	kilotonnes CO ₂ e	N/A	8	9
PCAF data quality (1-5)	N/A	N/A	2.0	2.0
Automotive: End Use (PCAF asset class: 2)				
Outstanding amount ⁸	CAD millions	N/A	\$582	\$555
Total emissions	kilotonnes CO ₂ e	N/A	401	364
PCAF data quality (1-5)	N/A	N/A	2.0	2.0

¹ Outstanding balances reflect in-scope lending as prescribed by the latest PCAF methodology and typically represent a subset of larger industry lending sectors where CIBC has exposure. As such, these values will not reconcile to CIBC’s other public financial disclosure.

² PCAF absolute financed emissions for Asset Class 2 inclusive of lending to sectors like oil and gas are calculated by dividing the financing provided to the client by the client’s enterprise value including cash (EVIC) for public companies or debt and equity for private companies. This factor is then multiplied by the client’s emissions. As acknowledged by the latest version of the PCAF Standard, there are limitations of comparability as fluctuations of a client’s market value can significantly impact it’s calculated financed emissions.

³ PCAF asset class indicates the associated calculation methodology applied based on the corresponding PCAF asset class that the lending sector is categorized under.

⁴ PCAF data quality score 1 represents the highest quality data whereas Score 5 represents the lowest quality data.

⁵ Balances reflect drawn amounts for all in-scope oil and gas clients globally, excluding CIBC Caribbean. Excludes investments, underwriting activities and committed exposure less than CAD \$5 million.

⁶ Due to a significant reduction in the number of clients in our portfolio publicly disclosing emissions data, our 2024 scope 3 financed emissions estimates for oil and gas employed a different proxying method, which warranted a restatement of our 2023 and 2022 values to align with this revised approach and provide better year-over-year comparability. Where applicable, PCAF data quality scores were also restated to reflect this new method of proxying emissions.

⁷ Balances reflect drawn amounts for all in-scope power generation clients globally, excluding CIBC Caribbean. Excludes investments, underwriting activities and committed exposure less than CAD\$5 million.

⁸ Balances reflect drawn amounts for all OEMS and excludes captive financing activities. Unlike with other sectors disclosed, our absolute financed emissions disclosure includes estimated values for 2023 and not 2024, due to lags in available Scope 3 emissions data for our clients that impacted these calculations. as well as our 2030 financed emissions reduction target. Balances reflect drawn amounts for all OEMS and excludes captive financing activities.



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	Units	2024	2023	2022
Commercial Real Estate (PCAF asset class: 4)				
Outstanding amount ¹	CAD millions	\$31,089	\$33,201	\$34,998
Total emissions	kilotonnes CO ₂ e	622	626	865
PCAF data quality (1-5)	N/A	4.5	4.5	4.6
Residential Mortgages (PCAF asset class: 5)				
Outstanding amount ²	CAD millions	\$264,039	\$262,235	\$258,291
Total emissions	kilotonnes CO ₂ e	1,346	1,534	1,782
PCAF data quality (1-5)	N/A	4.0	4.0	4.0
Motor Vehicle Loans (PCAF asset class: 6)				
Outstanding amount ³	CAD millions	\$8,439	\$8,177	\$7,545
Total emissions	kilotonnes CO ₂ e	900	822	774
PCAF data quality (1-5)	N/A	3.1	3.2	4.0
Agriculture (PCAF asset class: 2)				
Outstanding amount ⁴	CAD millions	\$6,577	\$6,333	\$6,339
Total emissions	kilotonnes CO ₂ e	2,275	2,253	2,377
PCAF data quality (1-5)	N/A	4.2	4.4	4.4
Business Loans and Unlisted Equity (PCAF asset class: 2)				
Outstanding amount ⁵	CAD millions	\$125,097	N/A	N/A
Total emissions	kilotonnes CO ₂ e	8,765	N/A	N/A
PCAF data quality (1-5)	N/A	4.8	N/A	N/A
Sovereign Debt (PCAF asset class: 7)				
Outstanding amount ⁶	CAD millions	\$82,487	N/A	N/A
Total emissions	kilotonnes CO ₂ e	15,464	N/A	N/A
PCAF data quality (1-5)	N/A	2.6	N/A	N/A

¹ Balances reflect principal values of all Canadian and US commercial mortgages across various asset types, excluding other real-estate lending related to construction and non-mortgage lending.

² Balances reflect principal values of all Canadian CIBC-brand and Simplii mortgages, except for the remaining FirstLine branded mortgages from the exited FirstLine mortgage broker business, and third-party originated mortgages. The balances also exclude the US and CIBC Caribbean mortgages. Does not include construction loans or home equity line of credit (HELOCs).

³ Balances reflect Canadian indirect lending to retail clients via automotive dealerships and excluding direct lending representing <5% of our Canadian retail motor vehicle loans.

⁴ Balances reflect lending related to agriculture livestock and crop production in Canada and the US and exclude lending to agriculture services, suppliers, wholesalers, and other clients considered upstream or downstream to agriculture production.

⁵ Loan balances reflects all business lending exposures as of October 31, 2024, aligned to the PCAF asset class definition of Business Loans and Unlisted Equity.

⁶ Loan balances reflect exposures to sovereigns bonds and loans as of October 31, 2024 and does not include exposure to sub-sovereigns including regional and municipal governments.



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Sustainable finance¹

	Units	Goal	2025	2024	2023
Sustainable finance ^{2,3}	billions	N/A	\$45.0✓	\$42.5✓	\$44.4
Cumulative progress toward \$300 billion in sustainable financing goal over 12 years (2018 baseline)	billions	\$300 billion in sustainable financing by 2030 (2018–2030)	\$244.7 ⁴	\$199.8	\$157.3
Cumulative progress toward \$300 billion in sustainable financing goal over 12 years (2018 baseline)	% achieved	N/A	81.6%	66.6%	52.4%

Sustainable investing

Responsible investment holdings⁵

	Units	Goal	2025	2024	2023
CIBC Asset Management ⁶	millions	N/A	\$990.8	\$956.6	\$867.8
CIBC Private Wealth Management US ⁷	millions	N/A	US\$168.7	US\$146.7	US\$309.2

¹ Refer to CIBC’s [Sustainable Finance Methodology](#) for details on eligible green, decarbonization, and social activities and corresponding eligibility criteria, business products, and measurement methodology used for the classification of a transaction as sustainable finance.

² CIBC’s public 2024 Sustainable Finance Methodology is effective prospectively for eligible transactions that close on or after November 1, 2023 and was used to calculate CIBC’s 2024 and 2025 performance. The reporting of our annual and cumulative performance for the periods ending on October 31, 2018 to October 31, 2023 was not restated.

³ We provided hedging solutions to our clients related to sustainable finance activities with a notional amount of \$1.9 billion in 2025 and \$12.6 billion cumulatively from 2018 to 2025. These amounts are tracked separately and are excluded from our sustainable finance goal.

⁴ The cumulative total differs from the direct sum of individual amounts due to rounding.

⁵ Assets under management (AUM). Assets managed by CIBC that are beneficially owned by clients and are, therefore, not reported on the consolidated balance sheet. The service provided in respect of these assets is discretionary portfolio management on behalf of the clients. CIBC Asset Management and CIBC US Private Wealth Management responsible investment holdings include funds and accounts that have an ESG objective, or that otherwise apply environmental, social and governance (ESG) screening or criteria that may be addressed through targeted ESG holdings or conventional finance holdings. All holdings are based on market value as at October 31. Our responsible investment holdings do not contribute to our \$300 billion sustainable finance goal. Our responsible investment holdings include mutual funds as well as institutional mandates managed for our clients.

⁶ CIBC Asset Management uses a proprietary methodology to identify responsible investment holdings, which includes retail mutual fund assets and responsible investment on behalf of clients managed on a segregated account basis. Refer to CAM’s [Sustainable Investing Report](#) for more information.

⁷ CIBC Private Wealth Management US holdings include assets under management (AUM) in responsible investment retail mutual fund assets and responsible investment on behalf of clients managed on a segregated account basis. In previous years, assets under administration (AUA) amounts were included in the amounts reported. In 2024, our responsible investment holdings methodology was updated to remove AUA and prior year values have been restated.



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	Units	Goal	2025	2024	2023
Investigations					
Banking	N/A	N/A	3,019	2,816	1,244
Investments	N/A	N/A	58	45	39
Resolutions to the satisfaction of the client	N/A	N/A	32%	51%	46%
Average number of calendar days to complete investigations					
Banking	N/A	N/A	25	51	36
Investments	N/A	N/A	46	92	43

¹ Canada only.



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	Units	Goal	2025	2024	2023
Nature of the complaint (service or feature)					
Agreement	N/A	N/A	53	76	59
Alerts	N/A	N/A	14	11	7
Balance	N/A	N/A	34	46	14
Cancellation	N/A	N/A	36	40	11
Closure	N/A	N/A	82	45	17
Collections	N/A	N/A	118	98	40
Complaint handling	N/A	N/A	134	410	194
Credit limit	N/A	N/A	108	76	22
Creditor Insurance	N/A	N/A	62	63	24
Estate	N/A	N/A	41	20	18
Fees/Charges	N/A	N/A	169	140	56
Financial Advisor services	N/A	N/A	49	50	30
Interest	N/A	N/A	191	117	61
Internet banking/Services	N/A	N/A	23	37	24
Mobile phone banking/Services	N/A	N/A	13	17	5
Opening	N/A	N/A	117	111	18
Overdraft	N/A	N/A	8	9	1
Payment	N/A	N/A	137	75	28
Power of Attorney	N/A	N/A	33	18	12
Renewal	N/A	N/A	70	45	7
Safety deposit box	N/A	N/A	5	3	1
Statement	N/A	N/A	34	21	7
Telephone banking/services	N/A	N/A	106	159	53
Teller services	N/A	N/A	34	42	14
Transaction	N/A	N/A	1,070	946	220
Transfer	N/A	N/A	111	73	16
Other	N/A	N/A	167	68	285
Total	N/A	N/A	3,019	2,816	1,244



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	Units	Goal	2025	2024	2023
Products or services to which complaints are related					
Transaction accounts	N/A	N/A	637	636	322
Credit card	N/A	N/A	995	705	304
Debit card	N/A	N/A	423	629	163
HELOC	N/A	N/A	50	55	25
Insurance	N/A	N/A	5	8	10
Investment	N/A	N/A	228	181	111
Line of Credit	N/A	N/A	184	160	52
Loan	N/A	N/A	92	77	32
Mortgage	N/A	N/A	331	302	193
Prepaid Card	N/A	N/A	1	3	1
Other	N/A	N/A	73	60	31
Total	N/A	N/A	3,019	2,816	1,244

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Sustainability Accounting Standards Board (SASB) index

This Sustainability Accounting Standards Board (SASB) index covers the SASB sector standards that we have determined to be most relevant to our business activities. We currently report on selected disclosure topics and accounting and activity metrics across five sector standards (using the 2023-06 versions): Asset Management and Custody Activities; Commercial Banks; Consumer Finance; Investment Banking and Brokerage; and Mortgage Finance. We have linked our existing disclosures to the SASB accounting and activity metrics where we provide meaningful full or partial disclosure.

Asset Management & Custody Activities

Topic	Accounting Metric	Code	2025 Disclosure
Transparent Information & Fair Advice for Customers	Description of approach to informing customers about products and services	FN-AC-270a.3	2025 Sustainability Report – Client experience CIBC Code of Conduct , pages 11 and 13
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Inclusion at CIBC
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing and (3) screening	FN-AC-410a.1	2025 Sustainability Data Tables – Sustainable products and solutions 2025 Sustainability Report – Sustainable products and solutions 2025 Sustainability Report – Accelerating climate action CIBC discloses the responsible investments holdings, assets under management (AUM) for CIBC Asset Management and CIBC Private Wealth Management. US. CIBC does not disclose these holdings by asset class or ESG investing category.
	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies	FN-AC-410a.2	2025 Sustainability Data Tables – Sustainable products and solutions CIBC Asset Management Sustainable Investing Report CIBC Asset Management – Responsible Investing Policy
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	2025 Sustainability Data Tables – Sustainable products and solutions CIBC Asset Management Sustainable Investing Report CIBC Asset Management – Responsible Investing Policy
Business Ethics	Description of whistleblower policies and procedures	FN-AC-510a.2	2025 Sustainability Report – Business ethics CIBC Whistleblower Program
Activity Metrics	Total assets under management (AUM)	FN-AC-000.A	2025 Annual Report , pages 26, 28 (Canada and US) CIBC reports assets under management (AUM) and assets under administration (AUA).
	Total assets under custody and supervision	FN-AC-000.B	Q1 2026 Shareholder Report CIBC reports assets under custody but does not report assets under supervision.



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Commercial Banks

Topic	Accounting Metric	Code	2025 Disclosure
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	FN-CB-230a.1	2025 Sustainability Report – Privacy 2025 Sustainability Data Tables – Privacy
	Description of approach to identifying and addressing data security risks	FN-CB-230a.2	2025 Sustainability Report – Privacy 2025 Sustainability Report – Cybersecurity 2025 Sustainability Report – Artificial intelligence
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	FN-CB-240a.1	CIBC reports on the amount of loans outstanding to secure \$12 billion in new or increased credit authorizations to small and medium enterprises at a client connection level between 2025 and 2027. For more information, refer to 2025 Sustainability Report – Inclusion at CIBC and 2025 Sustainability Data Tables - Advancing economic inclusion .
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	FN-CB-240a.4	CIBC is committed to providing financial education to communities, including those who are underserved, through our corporate giving and employee volunteering programs. For more information, refer to 2025 Sustainability Report – Inclusion at CIBC and 2025 Sustainability Report – Community relationships . CIBC does not provide further disclosure on this metric.
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis	Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis	FN-CB-410a.2	2025 Sustainability Report – Accelerating climate action 2025 Annual Report , pages 79, 80 CIBC reports on an annual basis transactions that reached financial close and were reviewed under the Equator Principles. CIBC’s most recent report can be found on the Equator Principles Members and Reporting website .
Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	FN-CB-410b.1	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Financed emissions CIBC discloses absolute financed emissions using the Partnership for Carbon Accounting Financials (PCAF) Global GHG Accounting and Reporting Standard (Second Edition). We calculate the absolute financed emissions for our clients based on the relevant PCAF asset classes. Our disclosure of clients’ emissions combines Scope 1 and 2 emissions based on portfolio sector. Where relevant, client Scope 3 emissions are disclosed for certain sectors and are disaggregated from Scope 1 and 2 emissions. At this time, our absolute financed emissions calculations do not incorporate investments or facilitated financing; however, we intend to disclose emissions for these financial activities in future disclosures, leveraging applicable PCAF methodologies.



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Topic	Accounting Metric	Code	2025 Disclosure
Financed Emissions (continued)	Gross exposure for each industry by asset class	FN-CB-410b.2	CIBC utilizes outstanding loan amounts in determining financed emissions, as per the PCAF methodology. These drawn exposures for in-scope lending are disclosed alongside the associated financed emissions per sector in 2025 Sustainability Report – Accelerating climate action and 2025 Sustainability Data Tables – Financed emissions . Our Net-Zero Approach provides details on our internally developed methodology to calculate 2030 financed emissions reduction targets, which includes the use of committed instead of outstanding lending amounts.
	Percentage of gross exposure included in the financed emissions calculation	FN-CB-410b.3	CIBC does not currently disclose the percentage of gross exposure associated with our financed emissions calculations, relative to our overall lending, investments, and underwriting activities. However, drawn amounts associated with our per sector in-scope lending are disclosed alongside associated financed emissions, and these amounts can be compared more broadly to lending activity disclosed in CIBC’s financial reporting. Refer to 2025 Sustainability Report – Accelerating climate action and 2025 Sustainability Data Tables – Financed emissions .
	Description of the methodology used to calculate financed emissions	FN-CB-410b.4	CIBC publicly states our alignment to the PCAF Global GHG Accounting and Report Standard (Second Edition) and its asset class-specific methodologies used to calculate absolute financed emissions. Refer to 2025 Sustainability Report – Accelerating climate action , 2025 Sustainability Data Tables – Financed emissions , and Our Net-Zero Approach .
Business Ethics	Description of whistleblower policies and procedures	FN-CB-510a.2	2025 Sustainability Report – Business ethics CIBC Whistleblower Program
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	FN-CB-550a.1	2025 Annual Report , page 33 CIBC has been designated by OSFI as a domestic systemically important bank (D-SIB) in Canada. Q1 2026 Shareholder Report
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	FN-CB-550a.2	2025 Annual Report , pages 31, 32, 49, 68, 70
Activity Metrics	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	FN-CB-000.B	CIBC discloses the value of loans by type and geographic segment. Refer to 2025 Annual Report , page 91, 139. For loans in Canada, CIBC also discloses, by province and value, the amount of money authorized to be made available as debt financing, as well as the number of firms to which this debt financing was made available. See 2025 Sustainability Report – Debt financing to firms in Canada . CIBC does not provide further detail on this metric.



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Consumer Finance

Topic	Accounting Metric	Code	2025 Disclosure
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	FN-CF-230a.1	2025 Sustainability Report – Privacy 2025 Sustainability Data Tables – Privacy
	Description of approach to identifying and addressing data security risks	FN-CF-230a.3	2025 Sustainability Report – Privacy 2025 Sustainability Report – Cybersecurity 2025 Sustainability Report – Artificial intelligence
Selling Practices	Approval rate for (1) credit and (2) pre-paid products for applicants with FICO scores above and below 660	FN-CF-270a.2	CIBC presents the credit quality of its retail portfolios under the advanced internal ratings-based (AIRB) approach in its 2025 Annual Report , page 60. CIBC does not provide further disclosure on this metric.
	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or non-monetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB	FN-CF-270a.4	CIBC discloses complaint management and resolution in the Client Complaint Appeals Office Annual Report (for Canada) which is the highest level of complaints resolution within CIBC (Level 3). Refer to 2025 Sustainability Report – Client experience and 2025 Sustainability Data Tables – CIBC Client Complaint Complaint Appeals Office , and The CIBC Client Complaint Appeals Office 2025 Annual Report . CIBC does not provide further disclosure on this metric.



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Investment Banking & Brokerage

Topic	Accounting Metric	Code	2025 Disclosure
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-IB-330a.1	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Inclusion at work
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities	Revenue from (1) underwriting, (2) advisory and (3) securitisation transactions incorporating integration of environmental, social and governance (ESG) factors, by industry	FN-IB-410a.1	CIBC does not report on revenue breakdown from underwriting, advisory, and securitization transactions, or by industry. Starting in 2024, CIBC reported on eligible sustainable finance activities by business product. For more information, refer to 2025 Sustainability Report – Sustainable products and solutions , 2025 Sustainability Report – Accelerating climate action , and 2025 Sustainability Report – Inclusion at CIBC . Our 2025 sustainable finance contribution was \$45.0 billion, achieving cumulative progress of \$244.7 billion (or 81.6%) toward our \$300 billion Sustainable Finance Goal (2018–2030).
	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment banking and brokerage activities	FN-IB-410a.3	2025 Sustainability Report – Sustainable products and solutions 2025 Sustainability Report – Accelerating climate action 2025 Sustainability Report – Inclusion at CIBC
Business Ethics	Description of whistleblower policies and procedures	FN-IB-510a.2	2025 Sustainability Report – Business ethics CIBC Whistleblower Program
Professional Integrity	Description of approach to ensuring professional integrity, including duty of care	FN-IB-510b.4	2025 Sustainability Report – Business ethics 2025 Sustainability Report – Client experience CIBC Code of Conduct
Systemic Risk Management	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	FN-IB-550a.2	2025 Annual Report , pages 31, 32, 49, 68, 70
Employee Incentives & Risk-taking	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	FN-IB-550b.1	2026 Management Proxy Circular
	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	FN-IB-550b.2	CIBC does not disclose this information. CIBC provides detail on clawback provisions in the 2026 Management Proxy Circular .
	Discussion of policies around supervision, control, and validation of traders’ pricing of Level 3 assets and liabilities	FN-IB-550b.3	2025 Annual Report , pages 82, 83, 131 2025 Consolidated Financial Statements , Note 2, pages 125, 131



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Mortgage Finance

Topic	Accounting Metric	Code	2025 Disclosure
Lending Practices	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, by FICO scores above or below 660	FN-MF-270a.1	CIBC does not disclose the number or value of residential mortgages by type or FICO score. CIBC discloses the weighted average LTV ratios for our uninsured residential mortgages and HELOCs originated and acquired during 2025 in the 2025 Annual Report , page 61.
	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660	FN-MF-270a.2	CIBC does not disclose this information. CIBC does disclose the amount of consumer loans that are impaired as well as the loan amount of residential mortgages that are contractually past due but not impaired. Refer to 2025 Annual Report , pages 62, 63.
Discriminatory Lending	(1) Number, (2) value, and (3) weighted average Loan-to-Value (LTV) ratio of mortgages issued to (a) minority and (b) all other borrowers, by FICO scores above and below 660	FN-MF-270b.1	CIBC does not disclose the number, value and weighted average LTV by borrower type or FICO score. CIBC discloses the weighted average LTV ratios for our uninsured residential mortgages and HELOCs originated and acquired during 2025 in the 2025 Annual Report , page 61.
Activity Metrics	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	FN-MF-000.A	CIBC does not disclose the number of mortgages. Information on the value of residential mortgages can be found in CIBC's 2025 Annual Report , pages 61.



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Global Reporting Initiative (GRI) index

Statement of use	CIBC has reported the information cited in this GRI content index for the period November 1, 2024 to October 31, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

1. The organization and its reporting practices		
2-1	Organizational details	2025 Annual Report • Note 29 Segmented and geographic information, page 177 • Shareholder information, page 185
2-2	Entities included in the organization’s sustainability reporting	2025 Sustainability Report - Public Accountability Statement 2025 Annual Report • Note 25 Significant subsidiaries, page 174 CIBC Mellon is included in the company’s financial reporting, but is not included in the company’s Sustainability Report.
2-3	Reporting period, frequency and contact point	2025 Sustainability Data Tables - About this report
2-4	Restatements of information	2025 Sustainability Data Tables - About this report
2-5	External assurance	2025 Sustainability Data Tables - About this report CIBC Sustainability Page
2. Activities and workers		
2-6	Activities, value chain and other business relationships	2025 Sustainability Data Tables - About this report 2025 Sustainability Report - Affiliates 2025 Sustainability Report – Canadian banking network 2025 Annual Report • Note 29 Segmented and geographic information, page 177 • Shareholder information, page 185 • Note 25 Significant subsidiaries, page 174 CIBC on Human Rights: Modern Slavery and Human Trafficking Statement
2-7	Employees	2025 Sustainability Report - About this report 2025 Sustainability Report - Inclusion at CIBC 2025 Sustainability Report – Employment in Canada 2025 Sustainability Data Tables - Team members
2-8	Workers who are not employees	2025 Sustainability Data Tables - Team members



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3. Governance		
2-9	Governance structure and composition	2025 Sustainability Report – Governance 2026 Management Proxy Circular
2-10	Nomination and selection of the highest governance body	2026 Management Proxy Circular
2-11	Chair of the highest governance body	2026 Management Proxy Circular
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report – Governance 2026 Management Proxy Circular
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report – Governance
2-14	Role of the highest governance body in sustainability reporting	2025 Sustainability Report – Governance 2026 Management Proxy Circular
2-15	Conflicts of interest	2025 Sustainability Report – Business ethics 2026 Management Proxy Circular
2-16	Communication of critical concerns	2026 Management Proxy Circular 2025 Sustainability Report – Business ethics 2025 Sustainability Report – Client experience
2-17	Collective knowledge of the highest governance body	2026 Management Proxy Circular
2-18	Evaluation of the performance of the highest governance body	2026 Management Proxy Circular
2-19	Remuneration policies	2025 Sustainability Report – Inclusion at CIBC 2026 Management Proxy Circular
2-20	Process to determine remuneration	2025 Sustainability Report – Inclusion at CIBC 2026 Management Proxy Circular
2-21	Annual total compensation ratio	CIBC does not disclose the median annual total compensation for all employees due to confidentiality reasons.
4. Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	2025 Sustainability Report – CEO message 2025 Sustainability Report – Sustainability at CIBC
2-23	Policy commitments	2025 Sustainability Report – Risk management 2025 Sustainability Report – Business ethics 2025 Sustainability Report – Client experience CIBC on Human Rights: Modern Slavery and Human Trafficking Statement 2025 Sustainability Report – Sustainable products and solutions CIBC Asset Management Sustainable Investing Report
2-24	Embedding policy commitments	2025 Sustainability Report – Sustainability at CIBC 2025 Sustainability Report – Business ethics 2025 Sustainability Report – Client experience CIBC on Human Rights: Modern Slavery and Human Trafficking Statement
2-25	Processes to remediate negative impacts	2025 Sustainability Report – Client experience CIBC on Human Rights: Modern Slavery and Human Trafficking Statement
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report – Business ethics 2025 Sustainability Report – Client experience CIBC Asset Management Sustainable Investing Report



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4. Strategy, policies, and practices (continued)

2-27	Compliance with laws and regulations	2025 Sustainability Report – Business ethics 2025 Annual Report ▪ Note 21 Contingent liabilities and provisions, pages 169
2-28	Membership associations	2025 Sustainability Report – Strategy 2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Report – Accelerating climate action CIBC Asset Management Sustainable Investing Report

5. Stakeholder engagement

2-29	Approach to stakeholder engagement	2025 Sustainability Report – Strategy
2-30	Collective bargaining agreements	2025 Sustainability Report – Employee engagement 2025 Sustainability Data Tables – Human rights



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Material topics

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2025 Sustainability Report – Strategy
GRI 3: Material Topics 2021	3-2 List of material topics	2025 Sustainability Report – Strategy
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Strategy

Sustainable finance

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Sustainable products and solutions 2025 Sustainability Report – Inclusion at CIBC
FS-6	Loans in environmentally sensitive sectors	2025 Sustainability Report – Sustainable products and solutions 2025 Sustainability Data Tables – Financed emissions
CIBC-specific indicator	Sustainable finance	2025 Sustainability Report – Sustainable products and solutions 2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Sustainable finance

Business ethics

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Business ethics
GRI 205: Anti-corruption 2016	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	2025 Sustainability Report – Business ethics
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	2025 Sustainability Report – Business ethics 2025 Sustainability Data Tables – Anti-Bribery and Anti-Corruption
GRI 207: Tax 2019	207-1 Approach to tax	2025 Sustainability Report – Taxes in Canada 2025 Sustainability Data Tables – Taxes in Canada
GRI 415: Public Policy 2016	415-1 Political contributions	2025 Sustainability Data Tables – Political contributions and donations
CIBC-specific indicator	100% successful completion rate among team members for the CIBC Code of Conduct training	2025 Sustainability Report – Business ethics 2025 Sustainability Data Tables – Business ethics



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Artificial Intelligence (AI), privacy, and cybersecurity

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Privacy
CIBC-specific indicator	Number of unresolved well-founded privacy findings from the Office of Privacy Commissioner of Canada (OPC)	2025 Sustainability Report – Privacy 2025 Sustainability Data Tables – Privacy
CIBC-specific indicator	Number of regulatory privacy findings against CIBC outside of Canada (US, Europe, Asia-Pacific, Republic of Colombia, or the Caribbean)	2025 Sustainability Report – Privacy 2025 Sustainability Data Tables – Privacy
CIBC-specific indicator	Regulatory privacy breaches	2025 Sustainability Report – Privacy 2025 Sustainability Data Tables - Privacy

Client experience

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Client experience
CIBC-specific indicator	Client Experience Index	2025 Sustainability Report – Client experience 2025 Sustainability Data Tables – Client experience
CIBC-specific indicator	Client complaint management and resolutions	2025 Sustainability Data Tables – Client Complaints Appeals Office

Climate change

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Accelerating climate action
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Greenhouse gas emissions
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Greenhouse gas emissions
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Greenhouse gas emissions
GRI 305: Emissions 2016	305-4 GHG emissions intensity	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Greenhouse gas emissions
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	2025 Sustainability Report – Accelerating climate action 2025 Sustainability Data Tables – Greenhouse gas emissions



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Employee engagement

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Employee engagement
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2025 Sustainability Report – Employee engagement 2025 Sustainability Data Tables – Turnover
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	2025 Sustainability Data Tables – Workplace accidents
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	2025 Sustainability Report – Employee engagement 2025 Sustainability Data Tables – Human rights
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	2025 Sustainability Report – Employee engagement
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2025 Sustainability Report – Employee engagement 2025 Sustainability Data Tables – Learning and development
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report – Employee engagement
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	2025 Sustainability Report – Employee engagement
CIBC-specific indicator	Employee engagement score	2025 Sustainability Report – Employee engagement 2025 Sustainability Data Tables – Employee engagement

Inclusion at work

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Inclusion at CIBC
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2026 Management Proxy Circular 2025 Sustainability Report – Governance 2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Corporate governance
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Median target total direct compensation
CIBC-specific indicator	Median target total direct compensation for people of colour to non-people of colour	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Median target total direct compensation
CIBC-specific indicator	Median target total direct compensation for women to men	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Median target total direct compensation



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Inclusive banking

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Inclusion at CIBC
FS-7	Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Data Tables – Sustainable finance
FS-14	Initiatives to improve access to financial services for disadvantaged people	2025 Sustainability Report – Inclusion at CIBC
FS-16	Initiatives to enhance financial literacy by type of beneficiary	2025 Sustainability Report – Inclusion at CIBC 2025 Sustainability Report – Community relationships

Community relationships

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report – Community relationships
CIBC-specific indicator	Community investment	2025 Sustainability Report – Community relationships 2025 Sustainability Data Tables – Community relationships
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	2025 Sustainability Report – Community relationships 2025 Sustainability Data Tables – Community relationships

Human rights

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	CIBC on Human Rights: Modern Slavery and Human Trafficking Statement
CIBC-specific indicator	Total hours of human rights and inclusion training	CIBC on Human Rights: Modern Slavery and Human Trafficking Statement 2025 Sustainability Data Tables – Human rights