

1. Staff Rejuvenation Programme - Extended maternity leave

The Staff Rejuvenation Programme (SRP) was introduced in March 2009 which allows employees up to 6 months' unpaid leave for personal reasons without losing their position and seniority. Staff can take up the SRP for a variety of reasons, including extended maternity, pursuing further studies, attending to family needs e.g. caring for children and unwell family members, health restoration, and personal needs such as home renovation, wedding preparation.

Employees who need to extend their maternity leave beyond the 90 days may opt for SRP for up to 6 months. This can be further extended upon approval.

2. Flexible Work arrangements - Reduced workweek and Flex4parents

- **Reduced Workweek**

Employees may request to work shorter days or work fewer days a week. This is usually granted based on a need basis.

- **Flex4Parents**

Flex4Parents allows employees to choose a reduced workweek or options for flexible hours. This meets specific needs of employees who are either parents with school-going children or are primary care-givers for their ailing parents.

3. Flex4CSR

Flex4CSR allows CIMB Group employees to opt for a full-month paid leave to support any of the CIMB Foundation's projects, with no impact on their existing employment tenure and benefits. The employees are also entitled to a half-day leave for every 10 hours spent volunteering for a cause. The idea is also to promote camaraderie amongst CIMB staff in addressing social issues and supporting disadvantaged and underprivileged communities.

4. Financial support for single parents

Single parents will receive financial assistance of RM200 monthly for each school-going child aged 18 years and below, subject to a maximum of five children. This is to supplement their school-going children's educational expenses, which in turn, contributes to the nation's youth development agenda.

Staff earning not more than RM2,000 will receive monthly assistance of RM50 for their water bill, and RM100 through Touch 'n Go credit to partly fund their transportation costs.

5. One-month paternity leave

First-time fathers are allowed to take 30-day paid paternity leave. This initiative is also in support of motherhood, during this exciting yet challenging time, being first-time parents.

6. 0% Housing Loans

The first bank in the country to offer employees 0% interest on housing loans not exceeding RM250,000 for a maximum of five years for uncompleted properties, or three years for completed properties. The special interest rate is applicable to CIMB staff earning not more than RM3,500 per month. Eligible staff are only required to start paying the loan instalment in the sixth or fourth year (for completed properties), which provides them with a roof over their heads while relieving them of the financial burden of servicing a housing loan during those periods.

Other initiatives:

7. Childcare subsidy

Childcare centre fees are at a discount of 40%-50% in comparison to external childcare centre fees, depending on location.

8. Women-friendly facilities

- Nursing room (3 in Menara Bumiputra-Commerce, 14 in Menara CIMB)
- Designated car park bays near lifts for pregnant women
- Childcare centres (2 in Menara CIMB and Menara Bumiputra-Commerce)

9. Health Programmes

- Health talks and fairs
- Exercise programmes
- Health checks and product offers
- In-house gyms

Other noteworthy women-related initiatives:

1. Sponsorship of Sportswomen

CIMB Foundation has sponsored our nation's sportswomen such as top squash player Dato' Nicol David. Just recently, three of CIMB Foundation's female Junior Squash players, Sivasangari Subramaniam, Aifa Azman, Aira Azman and K. Sehveettraa have claimed victory at the British Junior Open.

2. CIMB Foundation's Initiatives

CIMB, through CIMB Foundation has also helped to improve the livelihood of single mothers, rural folkwomen and female orphanage caretakers in the country by providing practical workshops for skills ranging from baking, to handicraft to basic IT.

Appendix 2 – HR Awards garnered in 2017

HR Excellence 2017 Awards

Gold - Graduate Recruitment & Development (for 3 consecutive years)

Bronze - Leadership Development

Gold - CSR Strategy (for 2 consecutive years)

Gold - Learning & Development

Gold - Employee Work-life Balance

Silver - Workplace Culture

ACCA Malaysia Sustainability Reporting 2017 Awards (MaSRA)

Best Workplace Practices

Life At Work 2017 Awards

Best Malaysian Organisation

National Annual Corporate Report Awards (NACRA) 2017 Awards

Inclusiveness and Diversity Reporting Award – Platinum

Note: CIMB also won three other NACRA 2017 Awards

- Overall Excellence Platinum Award
- Best Designed Annual Report Award – Silver
- Industry Excellence Award for Main Board company in the Finance category