TDB
TRADE & DEVELOPMENT BANK



SUSTAINABILITY REPORT 2024

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Message from our CEO

I am pleased to present our Bank's 2024 Sustainability Report.

Today, banks and financial institutions play a role that extends well beyond financial intermediation. In the face of global challenges such as climate change, environmental degradation, and social inequality, we have a critical responsibility to support a just economic transition and responsible growth. For us, sustainability is not a voluntary initiative—it is a strategic imperative that underpins our long-term resilience and Mongolia's broader development.

For TDB, 2024 was a defining year in translating this commitment into concrete action. As we continue to pursue our long-term ambition of becoming a "Green Bank," we deliberately prioritized strengthening the foundations for sustainable growth—our institutional systems, capabilities, and strategic partnerships—over short-term results.

In this context, we successfully implemented two readiness projects under the Green Climate Fund (GCF) and issued Mongolia's first Green and Social Bond for international investors. In addition, securing long-term financing from the U.S. International Development Finance Corporation (DFC) marked a major milestone—not only a first for Mongolia's banking sector, but also a strong reaffirmation that TDB operates in line with internationally recognized standards of credibility and trust.

We further expanded our partnerships with both international and domestic organizations, including the German Agency for International Cooperation (GIZ) and the Mongolian Sustainable Finance Association (MSFA). By focusing on strengthening the sustainable finance ecosystem, our lending and investment activities are increasingly delivering tangible environmental, social, and economic value.

Looking ahead, 2025 will be a critical year for sustaining this momentum and expanding our impact. Building on the progress achieved to date, we are entering a new phase aimed at accelerating the green transition across Mongolia's key economic sectors. Going forward, TDB will support—and actively lead—Mongolia's transition toward a climate-resilient, low-carbon, and digitally enabled economy, not only through financing, but also through the standards we uphold, the partnerships we develop, and the way we deliver on our commitments.

I would like to express my sincere appreciation to our employees who advance this journey every day, to our clients who place their trust in us, to our partners, and to our investors who share our long-term vision. Your trust, engagement, and collaboration are the foundation of our progress.

We see sustainability not merely as a responsibility, but as a powerful lever to accelerate Mongolia's long-term development and meaningful progress. United by shared purpose and collective effort, I am confident that together we can build a more resilient, inclusive, and sustainable future.



ORKHON ONON

CHIEF EXECUTIVE OFFICER

Bank overview

Trade and Development Bank (TDB) JSC, founded in 1990, has grown over the past decades into one of Mongolia's leading providers of banking and financial services.
As the country's oldest bank, TDB takes pride in its strong position as a universal banking institution, offering more than 130 internationally benchmarked products alongside professional, customer-focused services. Today, TDB stands as a key player in Mongolia's financial market and a driving force behind innovation in the nation's banking sector.

Slogan

TOGETHER TOWARDS SUSTAINABILITY
It is a definition of sustainable development that encourages banks, customers, partners, and the country to work together for a common goal of meeting the needs of today's global population without diminishing the needs of the future generations.

Mission

We provide comprehensive financial services that exceed expectations of our customers through innovative technology, in order to enable them to achieve their desires and aspirations.

Vision

To be the leading bank in Mongolia's development and prosperity.





C R E A T O R

Customer centric Recognition Excellence Accessible Teamwork Outperforming Respect

Total assets
15 trillion

Operating income
648.07 billion

Net profit
308.08 billion

Total
2,261 employees

Corporate loans in Banking sector
30%

94 out of
TOP-100 Mongolian corporations are bank's long-term customer

Correspondent relationship with 292 international banks and financial institutions
292

Nostro accounts
85

Social loan portfolio
1.7 trillion

Green loan portfolio
113.5 billion

Strategy

Long-term strategy



CUSTOMER-CENTRIC BANK

Offer products and services tailored to customer needs and requirements, promote and support customer relations, maintain loyalty, and deliver value through every customer interaction via efficient channels.



INTERNATIONAL /GREEN/ BANK

Adopt international business and operational models, comply with global standards, partner with reputable organizations, provide sustainable services to customers, collaborate with partners, and expand operations to multiple countries.



PLATFORM BANK

Collaborate openly with fintech and digital solution developers, create digital solutions that integrate banks and customers into a unified system, and form a value chain ecosystem.

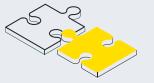
Mid-term strategy



Finance
4 objectives



Customers
6 objectives



Internal Process
8 objectives



Learning & Development
6 objectives

The bank will pursue its long-term strategic goals and vision focusing on 4 key areas, encompassing a total of 24 mid-term objectives.

About this Report

"Sustainability report 2024" covers the activities of the TDB for the financial year from 1 January 2024 to 31 December 2024, and Bank's activities in the context of sustainable finance, environment, society and governance (ESG), each of the 9 topics cover our aspiration and strategy, the relevance of the issues to business and society, our key goals and progress to date.

The report aligned with reporting frameworks and standards such as Sustainable Accounting Standards Board (SASB), ESG & Sustainability Reporting Guidance for Mongolian companies and Global Reproting Initiative (GRI).



Sustainable development

- Best Corporate Bank
- Leadership in Gender Equality

4 QUALITY EDUCATION

₸ 93.6 billion
Loan portfolio to the education sector

STEAMEX 2024

BOUNDLESS DREAM

5 GENDER EQUALITY

₸ 94.5 billion
Women Entrepreneurship Support Loan

87%
Total employees

LADY'S LEADERSHIP
Program

8 DECENT WORK AND ECONOMIC GROWTH

₸ 6.3 trillion
TDB's total loan portfolio

BEEHIVE
Program

SFME
Project

$ 120 million
U.S International Development Finence Corporation

13 CLIMATE ACTION

SOCIAL AND GREEN BOND

SUSTAINABILITY COMMITTEE

TWO APPROVED READINESS PROJECTS



ENVIRONMENT

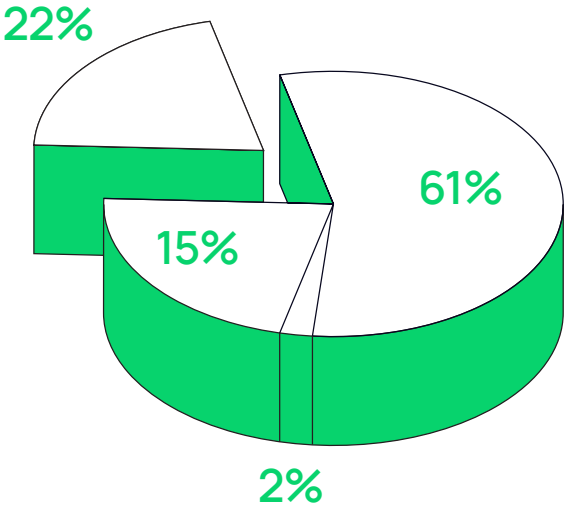
- TACKLING CLIMATE CHANGE
- SUSTAINABLE FINANCE

114,485 tons of CO_2e

Through TDB's Green Business Loans, total of **114,485 tons of carbon** dioxide equivalents are expected to be reduced annually.



Green taxonomy classifications of GHG emission reduction projects

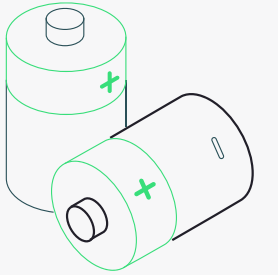


61% Fuel switch in energy generation	**22%** Energy efficient equipment
15% Sustainable water and waste management	**2%** Loew pollution energy

From TDB's own operations:



759.1 kg
Plastics were recycled



6.4 kg
Used batteries were recycled

Our approach

The Bank is currently laying the groundwork to become a green bank over the long term by aligning its business activities and internal operations with a green economy model. This includes progressing toward net-zero operations, introducing sustainable business models to major enterprises and their supply chains, strengthening multi-stakeholder collaboration, financing environmentally responsible projects and programs, and delivering green financial products and services to customers—all with the goal of creating shared value.

2050

carbon neutral

Achieve net zero carbon emissions from the bank's internal operations and lending activities

2030

$2 BILLION

- Provide up to $1 billion in green financing
- Provide up to $1 billion in social financing

2025

IFRS

Adopt IFRS S1 & S2 standards

2020

GREEN CLIMATE FUND

Foundation to become a green and sustainable bank by setting strategic goals.



The bank successfully raised MNT 105.5 billion through its initial public offering (IPO) on the primary market. The proceeds have been strategically allocated to finance green and sustainable initiatives.

Appointed dedicated Board member responsible for Environment, Social and Governance at the Representative Governing Board (RGB) level.

TDB approved its internal "Procedure on Prevention and Protection from Sexual Harassment".

Best Sustainable Finance Bank
Honorable Sustainable Finance Bank
Leading Sustainable Finance Bank
Leadership in Gender Equality

The first 'Green Financing Forum' was organized.

Approval from Green Climate Fund (GCF) board on Readiness program: "Upscaling sustainable and green finance practices in Mongolia".

Successully launched Green Business Loan Product.

Approval from Green Climate Fund (GCF) board on Readiness program: "Supporting Green Regional Development in Mongolia".

Established Green Funding Office (GFO).

Became accredited entity of the Green Climate Fund (GCF).

Successfully secured international funding of MNT 71.2 billion for its Green Loan Program and Women Entrepreneurship Support Program.

Obtained a SPO from Moody's ESG on the "Sustainability Framework".

In partnership with the Dutch Development Bank (FMO) adopted "Environmental and Social Risk Management System" (ESRMS).

Co-organized Mongolia's inaugural Sustainable Finance forum.

Approved "Gender equality policy".

Member of the Mongolian Renewables Industries Association and the Belt and Road initiative.



With the aim of making a positive impact on the environment, TDB identified two material topics in our 2024 operations: "Climate action and sustainable financing" and "Climate change awareness and capacity building". These material topics represent both the organization's tangible impact and the key areas of interest for stakeholders.

CLIMATE ACTION AND SUSTAINABLE FINANCING

To support the green transition, TDB expanded the range of sustainable financing products and successfully issued green bonds and attracted long-term financing from the international market. Through these efforts, we contributed to our clients' green transition. Additionally, we implemented climate action initiatives such as supporting the "Billion Trees" movement and promoting the use of renewable energy.

CLIMATE CHANGE AWARENESS AND CAPACITY BUILDING

Acknowledging the critical importance of knowledge and shared understanding in addressing climate-related challenges, TDB placed strong emphasis on public engagement and information dissemination. In line with this vision, we actively participated as panelists in prominent international forums such as the UN Climate Change Conference COP29 and the World Economic Forum. Furthermore, we collaborated with domestic universities to conduct research and provide technical assistance, thereby strengthening institutional capacity and enhancing public awareness on climate change.



CLIMATE MITIGATION AND SUSTAINABLE FINANCING

Sustainable supply chain

TDB is committed to promoting sustainable consumption that is both economically efficient and environmentally responsible. In line with climate adaptation objectives, the Bank implements a preferential procurement policy that encourages the selection of goods, works, and services designed to foster a green environment while honoring cultural heritage and traditional lifestyles. This includes products and services that avoid contributing to soil, air, or water pollution, optimize energy and natural resource use, pose no risk to human health, and minimize greenhouse gas emissions and waste.

Internal operations

Specification	Measure	2022	2023	2024
Total energy consumption	MWh '000	4,522	↓ 4,328	↑ 4,724
Change			4%	9%
Total water usage	m³/Litres	5,190	↑ 5,689	↑ 6,337
Change			10%	11%
Total waste generated	Tonnes	304	↓ 192	↑ 201
Change			37%	5%

Earth Hour campaign

Saving energy by turning off the lights for 1 hour

Green office

The Green Office Checklist has been developed and will be introduced and monitored startin in 2025. This checklist is designed to guide all TDB units, departments, and branches in adopting environmentally responsible daily practices and minimizing the negative environmental impacts from operation.

Recycling

A total of 759 kg plastic wastes were sorted and supplied to a waste recycling factory, representing a 639% increase compared to the previous year

Lite branch

The Bank has expanded its network by introducing 'Lite' branches—paperless, technology-driven, fully automated service points that allow customers to serve themselves without staff assistance. This advancement has allowed the bank to provide services in a more accessible, efficient, and seamless manner.

Recycling

6.4 kg used batteries were collected and supplied for recycling factory, representing a twofold increase compared to the previous year

'One billion trees' initiative

TDB has supported the national ' One Billion Tree' initiative and has planted and cultivated a total of **257,580 trees**, equivalent to 8.42 percent of its commitment.

Sustainability Framework

In March 2021, TDB became the first bank in Mongolia to develop and issue a Sustainability Framework document. This framework clearly defines the criteria for the Bank's green and social loans. To ensure alignment with international standards, the framework successfully obtained an independent Second-Party Opinion, making TDB the first institution in Mongolia to do so. The external review was conducted by V.E (Vigeo Eiris), an affiliate of Moody's.

Green eligible categories

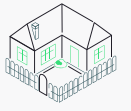

Renewable energy


Low pollution energy


Clean transportation


Sustainable water and waste use and treatment


Sustainable agriculture, land use, forestry & biodiversity conservation


Green buildings

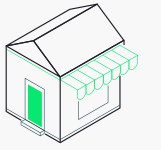

Energy efficiency

Social eligible categories


Affordable basic infrastructure


Affordable housing


Access to essential services


SME financing and Microfinance





40% WOMEN ENTREPRENEURSHIP SUPPORT LOAN

30% GREEN BUSINESS AND RETAIL LOANS

30% FINANCING SMES AND MICRO-ENTERPRISES

80% GREEN LOAN

20% SOCIAL LOAN

On October 24, 2024, TDB signed a long-term financing agreement with the **U.S. International Development Finance Corporation (DFC)**.

With the signing of this agreement, a Mongolian banking and financial institution has, for the first time, successfully secured direct financing from the U.S. DFC. Through this financing, Trade and Development Bank will provide loans to support micro, small, and medium-sized enterprises, as well as women entrepreneurs in Mongolia, and allocate funds to combat climate change—marking a significant step in advancing sustainable finance and sustainable development in the country."

For the first time from Mongolia, **Social and Green Bonds** dedicated to international professional investors were privately issued on the Vienna Stock Exchange in Austria.

This marks the first five-year, long-term bond issued by the private sector since the bond offering by TDB in 2015. With this issuance, TDB has become the first private company in Mongolia to attract investment from a top-10 global asset management company. Furthermore, it is the first Green and Social Bond from Mongolia to be registered on the Bloomberg Terminal.

/As of 2024.12.31/

TDB's Green Loan Portfolio by classification

Renewable energy	3.74%
Low pollution energy	0.04%
Energy efficiency	74.43%
Green building	2.47%
Pollution prevention and control	0.15%
Sustainable water and waste use and treatment	2.17%
Sustainable agriculture, land use, forestry & biodiversity conservation	2.96%
Clean transport	14.04%

TDB's Financed classification of projects that contribute to GHG reductions

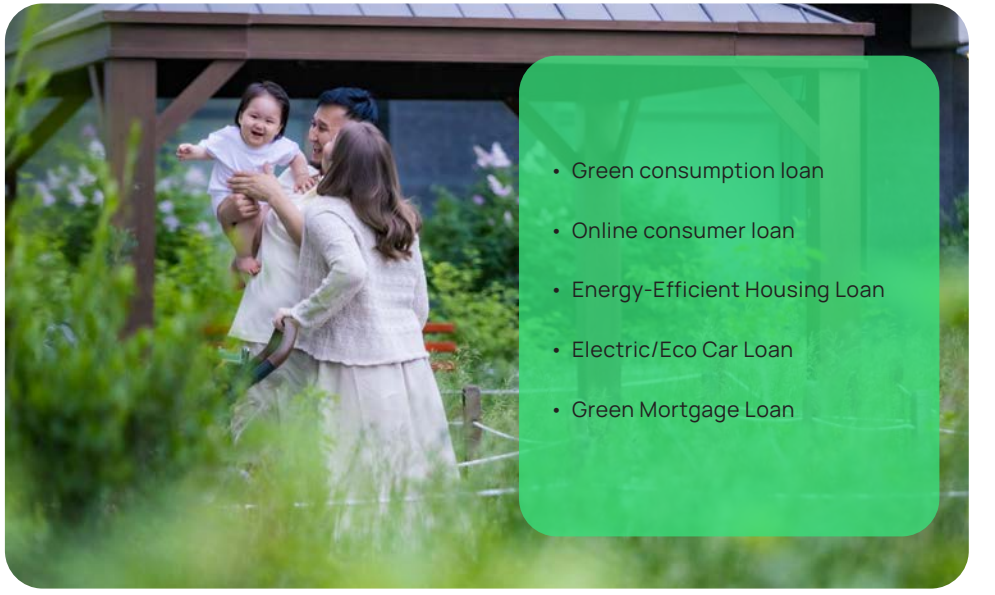
Sustainable water management	0.36%
Low pollution energy	2.35%
Sustainable waste management	14.35%
Energy efficient equipment	21.78%
Fuel switch in energy generation	61.16%

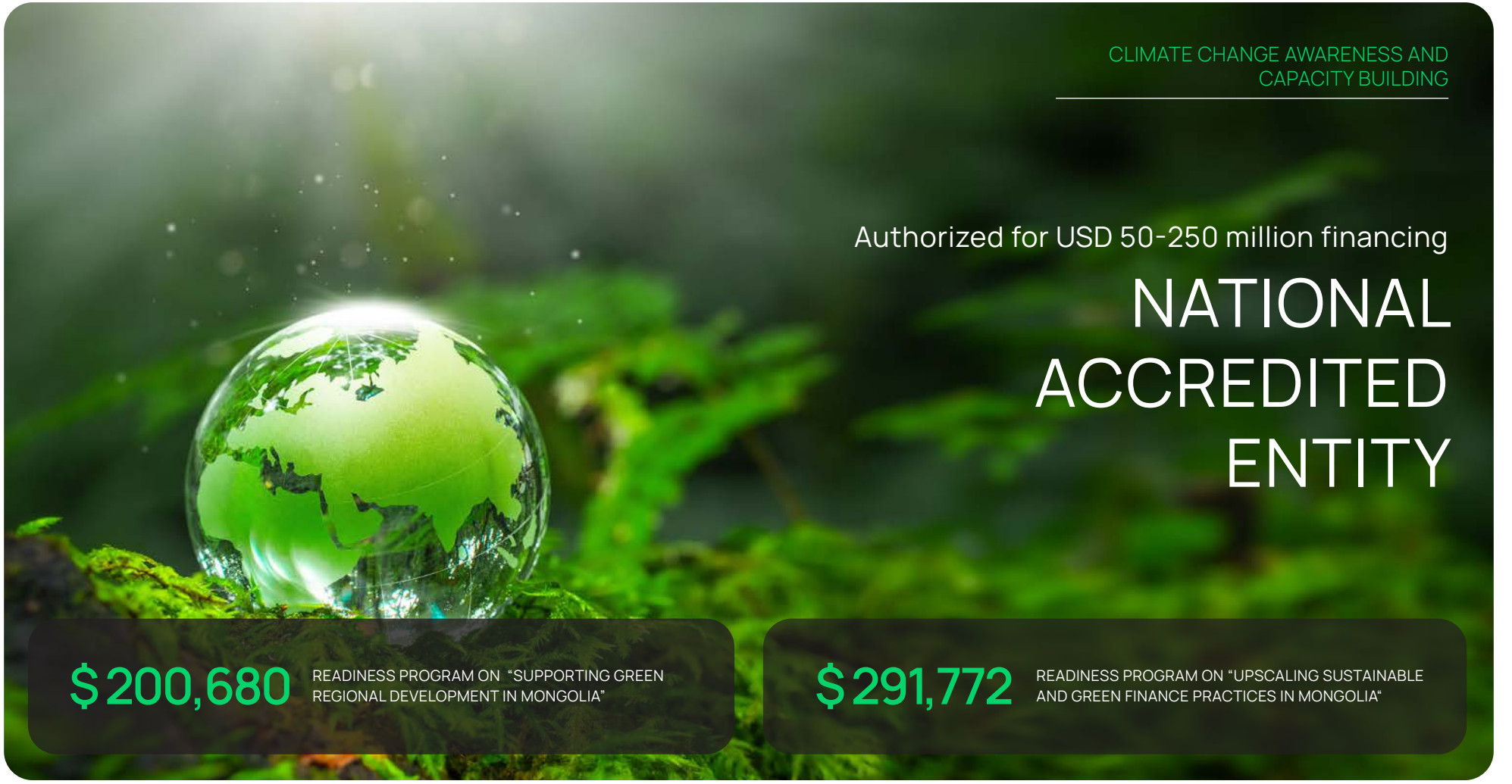
The bank's issuance of green business loans has doubled compared to the previous year, and the financed green projects and programs are expected to reduce green house gas emissions (GHG) by 114,485 tons of CO2 annually.

Green Business Loan Products



Green Retail Loan Products





To advance regional green development, this initiative seeks to establish climate-resilient urban planning and infrastructure in Khanbogd soum, Umnugovi province, through a blended financing mechanism involving public sector entities and both domestic and international private sector partners. The project will focus on identifying and implementing environmentally and socially responsible, long-term, and economically viable green programs and technologies. It will also define appropriate financing schemes and concessional mechanisms to support the deployment of sustainable solutions.

In partnership with the Mongolian Sustainable Finance Association (MSFA), TDB successfully implemented the Readiness Programme on "Upscaling Sustainable and Green Finance Practices in Mongolia" over a two-year period starting in 2022, with grant support from the Green Climate Fund (GCF).
The project aimed to strengthen the capacity of the financial sector and key stakeholders to implement sustainable and green finance projects, while enhancing the ability to integrate climate finance principles at a systemic level. This initiative marks a significant step toward advancing Mongolia's climate resilience and green development goals.



RESULTS OF READINESS PROGRAM ON "UPSCALING SUSTAINABLE AND GREEN FINANCE PRACTICES IN MONGOLIA"

- The Bank of Mongolia approved "Methodology for assessing and managing the environmental, social and governance risks of a bank
- Conducted a baseline study on the current status of gender mainstreaming in the banking and non-bank sectors; developed Gender Policy Guidelines for banks and financial institutions.
- Prepared the recommendations and report entitled "Policy Levers for Green Lending."
- Commissioned Beijing Trans FinTech Ltd., an international consultancy, to carry out a baseline study and roadmap on Mongolia's sustainable digital finance needs.
- Developed green lending guidelines and manuals for the three key sectoral categories defined under the taxonomy.
- Developed, in collaboration with ESG Pedia, the "Mongolia SDG Finance Taxonomy Dashboard"—a simplified preliminary methodology for identifying and classifying green and sustainable projects and purposes in line with the Taxonomy.
- Created a tool for calculating greenhouse gas emissions to monitor green projects and programs.
- Successfully organized a study tour in Frankfurt, Germany, entitled "Enhancing the Green Finance Capacity of Mongolia's Banking and Non-Banking Financial Sector and Sharing Experiences."
- During the project implementation period, successfully conducted a total of six workshops, engaging 617 participants.

Our Engagement and Capacity Building



World Economic Forum "Annual Meeting of the New Champions 2024"



COP29



Mongolian Sustainable Financing Forum 2024



United Nations Day

Under the United Nations Development Programme's "If Only I Could Go Solar" crowdfunding initiative—designed to reduce air pollution in Ulaanbaatar through renewable energy solutions—a full solar heating system was installed for a household in the city's ger district. The campaign promotes a shift from coal-based heating to clean solar energy, contributing to improved public health and living conditions while supporting climate resilience and sustainable urban development.

In support of environmental education and sustainable waste management, a donation of e-waste from banking operations was made to the DUDU Children's Museum. The museum will repurpose the materials in hands-on science workshops designed for young children with an interest in STEM, fostering curiosity and creativity. After the educational use, the waste will be responsibly transferred to a recycling facility, in line with eco-friendly practices. This initiative reflects our commitment to becoming a Green Bank by actively supporting science-focused youth engagement and circular economy principles.

In collaboration with graduate students from the Climate Finance programme at the University of Edinburgh, a comparative international study was conducted during the 2024–2025 academic year under the topic "Integrating Green Finance for Climate Adaptation in Mongolia". The research focused on "Sustainable Agriculture and Green Finance," exploring global best practices and their applicability to Mongolia's context. This initiative supports evidence-based policymaking and capacity building in climate-resilient development.



SOCIAL

- Diversity, equity & inclusion
- Employee well-being and development
- Community engagement



2,261
Employees had an opportunity to increase their salaries

401
Individuals were recruited

560+
Employees have been promoted

₮1.7 billion
Social loan portfolio

₮94.5 billion
Women entrepreneurship support loan

LEADERSHIP IN GENDER EQUALITY

34
Supported 34 types of activities

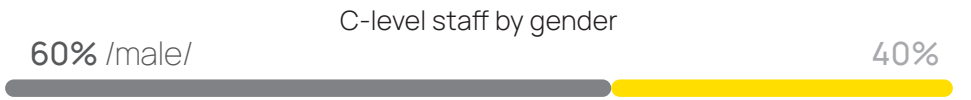
100%
Compliant Handling

Our social impact is categorized into two areas: internal and external. The internal aspect refers to our human resources, which includes 2,261 talents. The external aspect encompasses our clients, the public, and various stakeholder groups.

Inclusive and Empowered workforce

	Gender		Location		Age			Total
	Male	Female	Ulaanbaatar	Provincial	Below 26	26-35	Above 36	
Total employees	752	1,509	1,842	174	640	1,129	492	2,261
New employees	210	398	575	33	368	206	34	608
Contract employees	1	10	8	3	-	-	11	11



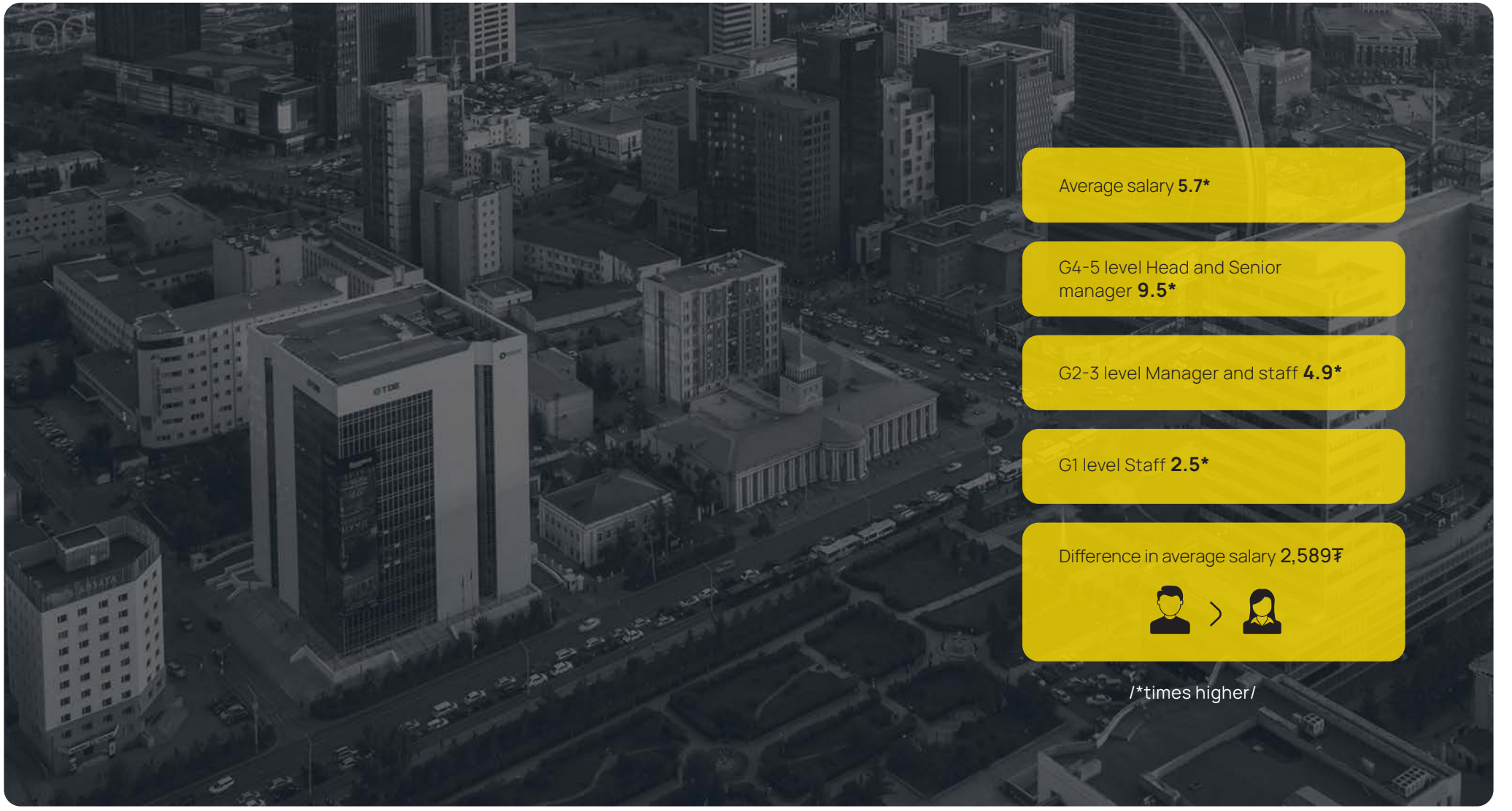


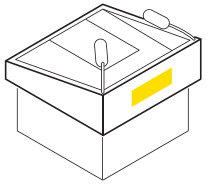


Trainee students	65	72	Returned to work after parental leave

Bank adheres to the "Law on Labor of Mongolia" and provides appropriate compensation and working conditions to employees with disabilities. Currently, individuals with disabilities constitute 0.6% of TDB's total workforce.

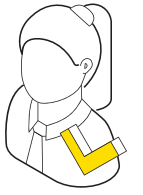
Comparison to the Minimum wage





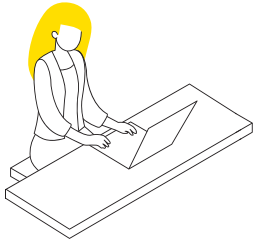
LADY'S LEADERSHIP

A three-part modular training program was successfully launched to support employees returning from maternity leave and strengthen their leadership potential. The program focuses on building self-esteem, promoting gender-sensitive leadership, and empowering women in leadership roles.



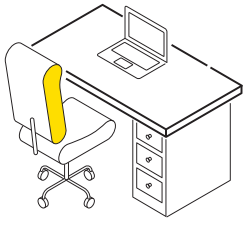
WOMEN'S LEADERSHIP MENTOR - 2024

To foster leadership potential and promote career advancement among female employees, a one-month structured mentorship program was successfully implemented. Experienced mentors were appointed to guide participants through a developmental journey focused on skill enhancement, collaborative learning, and professional growth.



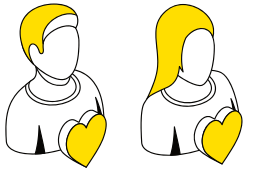
FLEXIBLE MOM PROGRAM

To promote the social well-being, continuous development, and income-generating opportunities of employees on maternity and parental leave, the bank successfully launched a remote work initiative within the Customer Service Department. Given the high levels of participant satisfaction and positive outcomes, the program is now being considered for annual implementation as part of the bank's long-term employee engagement and inclusion strategy.



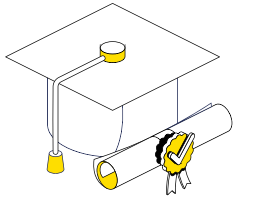
ONBOARDING AND ADAPTATION PROGRAM

To support and empower newly appointed employees, the organization runs a structured onboarding and adaptation program. Its success is driven by effective leadership, a collaborative team culture, and a positive work environment. Regular evaluations ensure continuous improvement and lasting impact.



GENDER TRAINER PROGRAM

The organization successfully implemented an internal program to train, certify, and mentor gender equality facilitators. After a competitive selection process, three employees earned official trainer certification—an outstanding achievement of the initiative. These certified trainers now deliver sessions on the Gender Equality Policy as part of the bank's onboarding program for new staff, significantly enhancing institutional awareness and understanding of gender equality.



PAID INTERNSHIP PROGRAM – ERASMUS

In collaboration with the University of Financeand Economics (UFE), the bank successfully implemented both paid and unpaid internship programs across its departments. Thisinitiative provided students with valuable hands-on experience in a professional environment while helping them build essential skills. Several interns who completed the program with strong performance were subsequently offered full-time roles and have since become valued members of the bank's workforce.

BOUNDLESS DREAM



1.
In the reporting year, the "Boundless Dreams" project by TDB was implemented three times. As part of the initiative, a fully furnished and equipped classroom was provided to the "Anulen Az Jargal" kindergarten part of the Autism Association. This newly established learning space has enhanced the quality of the educational environment and created a more comfortable setting for young children to engage in social interaction. We remain committed to supporting initiatives that ensure every child in Mongolia has access to equal opportunities and a nurturing, inclusive learning environment.



2.
As part of World Autism Awareness Month, the "Boundless Dreams" project once again dedicated to supporting children with autism. As part of this initiative, a fully furnished and equipped playroom was donated to the Academy for Autism & Exceptional Children's Academy. This specially designed learning space plays a vital role in enhancing children's speech, communication skills, and social interaction, contributing meaningfully to their overall development in a safe and inclusive environment.



3.
Additionally, in celebration of World Savings Day, the Bank renovated the library and expanded books of library at Golomt Complex School in Nalaikh District. Through the "Boundless Dreams" project, intellectual investments have now been made in the education of more than 200,000 children and over 10,000 teachers and educators across 59 schools and kindergartens. Through our broader social responsibility efforts, we will continue empowering children and youth to learn, grow, and succeed.



4.
This year marks the 25th anniversary of the establishment of Erdenet branch, one of the oldest branches of TDB. As part of the celebration, the Bank donated an infant neonatal jaundice device to the Regional Diagnostic and Treatment Center of Orkhon Province. The donation supports maternal and child health by improving access to essential medical care for newborns. The initiative reflects TDB's enduring dedication to social responsibility and its mission to positively impact lives across Mongolia.



BET ON YOUR BABY

For the first time in Mongolia, NTV Television officially aired the U.S. ABC network's original production Bet on Your Baby under licensed rights. Through its Maamuu Children's Savings program, TDB collaborated on the initiative to promote financial literacy among the public.



MAAMUU CHILDREN CONTENT

To inspire young children and fulfill their heartfelt wish to meet Santa, TDB—through its Maamuu Children's Savings program—developed special content designed to promote financial literacy through engaging storytelling. Widely shared across social media platforms, the initiative captured the imagination of young audiences while reinforcing the importance of cultivating smart savings habits from an early age.



STEAMEX

STEAMex 2024 was held for the first time in Mongolia, bringing together educators, students, families, and international experts to celebrate and advance STEAM education—Science, Technology, Engineering, Art, and Mathematics. As part of the initiative, the Trade and Development Bank fully covered the full fees for 100 teachers from all 21 provinces in a hands-on, experiment- and project-based training program aimed at strengthening their professional capacity.



DUDU CHILDREN'S MUSEUM

Instead of disposing unusable technical waste at landfills, the Bank donated it to the Dudu Children's Museum, a long-standing partner organization. The museum uses the materials in science-themed workshops for young children and transfers them to an eco-friendly recycling facility after use. This initiative supports the bank's efforts of becoming a Green Bank while meaningfully engaging children with a passion for science and discovery.



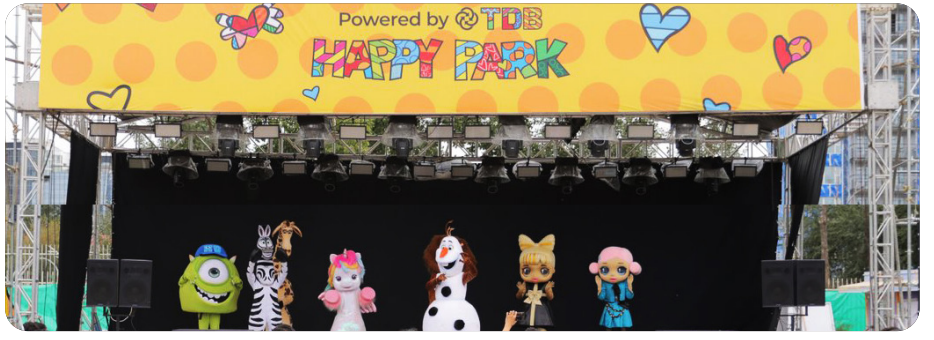
CSR AWARDS 2024

TDB served as the exclusive Diamond Sponsor of the AmCham Mongolia's annual CSR Awards Night 2024, an event celebrating members' leadership in corporate social responsibility initiatives. The event spotlighted impactful initiatives that are shaping a more inclusive, sustainable future, and reaffirmed TDB's commitment to driving positive change in the community. The event also served as a platform to reflect on the year's achievements, strengthen the business environment and high-level bilateral cooperation between Mongolia and the United States. As part of this commitment, TDB contributed $10,000 in sponsorship of this event, underscoring its dedication to advancing meaningful partnerships and championing social impact in the country.



BE LADY FORUM

TDB organized the "Be Lady Forum" as part of its commitment to advancing gender inclusion, aiming to empower women entrepreneurs in small and medium-sized enterprises. The forum introduced new business opportunities, delivered expert-led training and insights from international organizations, and facilitated connections with potential corporate partners. Through this initiative, TDB contribut-



HAPPY PARK

To encourage youth in Ulaanbaatar to spend their time in a positive, enriching, and culturally engaging way, the Happy Park project was launched for one month at the National Public Cultural and Recreation Center. The program featured morning yoga sessions and daytime lectures on health and education, organized in collaboration with partner organizations. Weekly art performances were also held to engage and inspire young audiences. A distinctive aspect of the project was its use of recycled plastic materials in the construction and landscaping of the park.



SUPPORTING WOMEN ENTREPRENEURS

TDB, in collaboration with the U.S. Embassy in Ulaanbaatar, successfully organized an engaging event for women entrepreneurs with the following activities:

- Introduction of the "Women Entrepreneurs Academy" program
- Inspirational success stories from female entrepreneurs
- Presentation of TDB's financial programs
- Practical training on business strategy and its significance



POLICIES

Career Management Policy

Employee Retention Policy

Succession Planning Policy

PROGRAMS

Support Program

Flexible Mom Program

Onboarding & Adaptation Program

Future Leaders Program
(Leadership Development and Executive Training Program)

"Lady's Leadership" Program
(Leadership Program for Women Returning to Work After Maternity Leave)

Gender Trainer Development Program

Green Finance and Sustainable Development Trainer Development Program

Digital Skills Development Program

Mentor Program – 2024

Coaching Program – 2024

Erasmus Program



GOVERNANCE

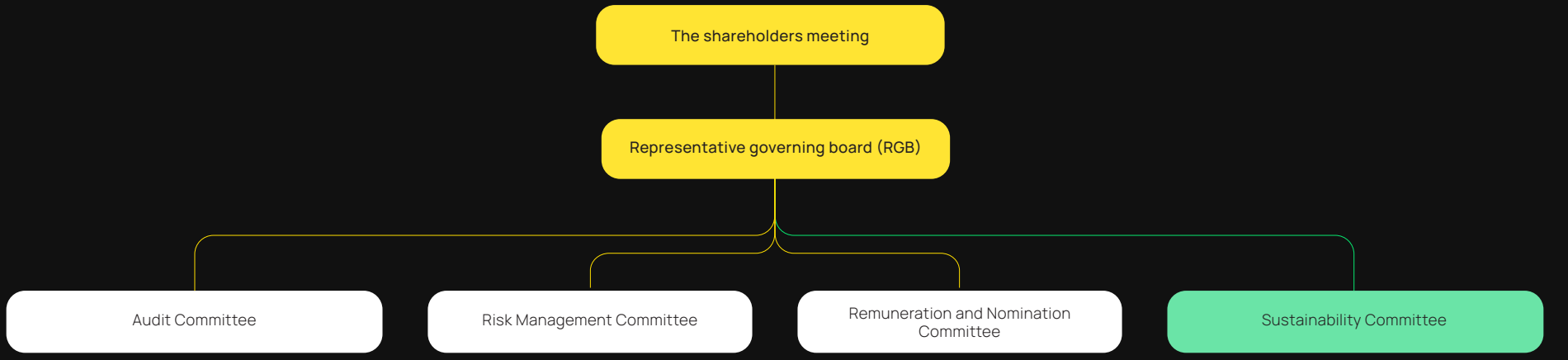
- Corporate governance
- Ethics and compliance
- Data Protection & Information Security

REPRESENTATIVE GOVERNING BOARD /by gender/



RISK

ICAAP I ILAAP reports are being regularly prepared and maintained.



PCI DSS (Payment Card Industry Data Security Standard) Fully complied with the standard.



Corporate Governance

Effective corporate governance is essential for sustainable operations. It enables organizations to integrate environmental, social, and economic considerations into decision-making processes and long-term strategic planning. A well-structured governance framework fosters transparency, accountability, and ethical conduct, laying a solid foundation for resilient and sustainable business practices.

Representative Governing Board

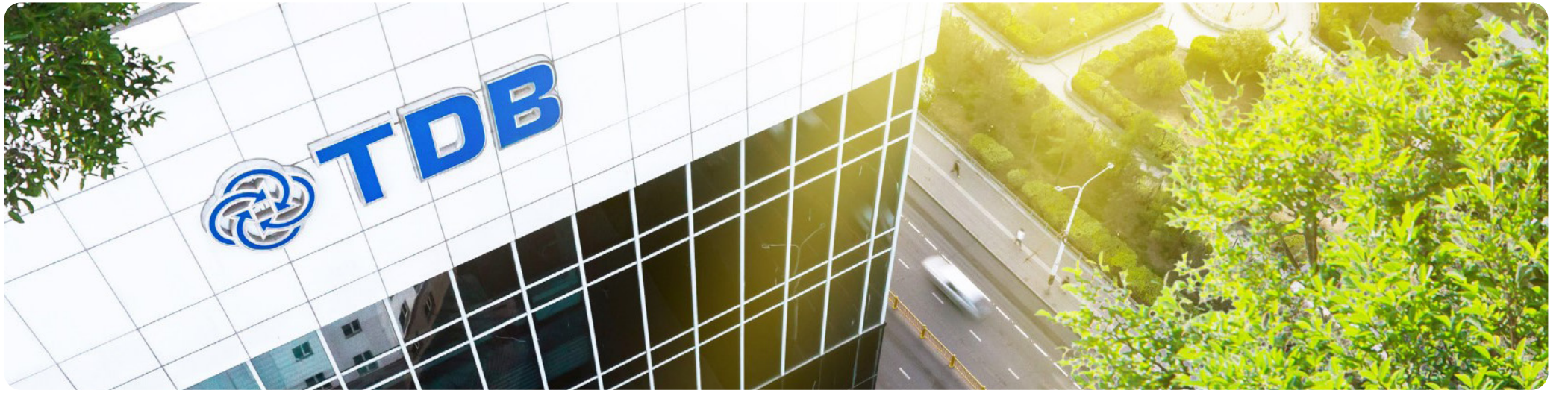
The Board of TDB prioritizes transparency and integrity at all levels of the Bank, fostering an open governance culture. It guides and supports the Bank's operations through policies grounded in a clear vision and strategic direction, tailored to suit any circumstance.

Management team

TDB's management team consists of skilled managers in banking and finance and the proper structure of corporate governance, along with many years of experience, forms the foundation for the management team's successful performance. It also ensures the Bank's long-term profitability, and provides the opportunity to increase shareholder value.

Employees

The foundation of TDB's success lies in its dynamic and skilled employees. By enhancing a fair and supportive development system that rewards, empowers, and promotes talent, the Bank is able to deliver exceptional services to its customers.



RANDOLPH S.Koppa
Chairman of the Representative Governing Board
Chairman of the Sustainablility Committee
Member of the Risk Management Committee

Date of Appointment: **2016**
Experience in the Banking Sector: **Over 55 years**
Ethnicity: **United states**
Age: **83**

ERDENEBILEG Doljin
Member of the Representative Governing Board

Date of Appointment: **2006**
Experience in the Banking Sector:**Over 30 years**
Ethnicity: **Mongolian**
Age: **56**

KHURELBAATAR Dambiijav
Member of the Representative Governing Board

Experience in the Banking Sector: **2020**
Experience in the Banking Sector:**Over 45 years**
Ethnicity: **Mongolian**
Age: **64**

YANJMAA Dagmid
Member of the Representative Governing Board
Member of the Remuneration and Nomination Committee

Date of Appointment: **2019**
Experience in the Banking Sector: **Over 45 years**
Ethnicity: **Mongolian**
Age: **67**

OTGONBILEG Demchigjav
Member of the Representative Governing Board
Member of the Audit Committee

Date of Appointment: **2023**
Experience in the Banking Sector:**Over 25 years**
Ethnicity: **Mongolian**
Age: **51**

ENKHMEND Avgaan
Member of the Representative Governing Board
First Deputy Chief Executive Officer

Experience in the Banking Sector: **2023**
Experience in the Banking Sector:**Over 25 years**
Ethnicity: **Mongolian**
Age: **54**

BOLORMAA Jalbaa
Independent Member of the Representative Governing Board
Chairman of the Remuneration and Nomination Committee
Member of the Audit Committee

Date of Appointment: **2017**
Experience in the Banking Sector: **Over 35 years**
Ethnicity: **Mongolian**
Age: **61**

DELGERSAIKHAN Jamsrandorj
Independent Member of the Representative Governing Board
Chairman of the Audit Committee
Member of the Risk Management Committee

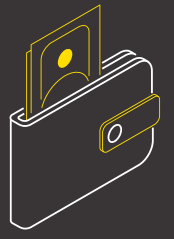
Date of Appointment: **2017**
Experience in the Banking Sector:**Over 30 years**
Ethnicity: **Mongolian**
Age: **51**

NARANTUYA Zagdkhuu /Until November 4, 2024/
Independent Member of the Representative Governing Board
Chairman of the Risk Management Committee
Member of the Remuneration and Nomination Committee

Experience in the Banking Sector: **2023**
Experience in the Banking Sector:**Over 30 years**
Ethnicity: **Mongolian**
Age: **59**

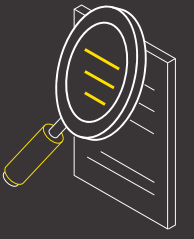
BOARD COMMITTEES

The Representative Governing Board (RGB) has established several committees, including the Remuneration and Nomination Committee, the Audit Committee, and the Risk Management Committee. During the reporting period, the Board approved the formation of the Sustainability Committee to ensure alignment with the Bank's sustainability policy. This initiative has enabled the Bank to implement a comprehensive governance framework at the Board level that oversees sustainability matters. As a result, the Bank now supports responsible decision-making in accordance with ESG (Environmental, Social, and Governance) principles.



Remuneration and Nomination Committee

The Remuneration and Nomination Committee (hereinafter referred to as "RNC") is a key committee of TDB's Representative Governing Board, tasked with supporting the Board in effectively and efficiently fulfilling its oversight and governance responsibilities. The Committee is responsible for reviewing the structure and composition of the Board, selecting and evaluating its members, nominating executive management and senior-level directors, assessing and reporting on the Board's performance, determining the policies and levels of compensation and rewards, and providing guidance on the development of the Bank's organizational structure and governance framework.



Audit Committee

The Audit Committee plays a vital role in strengthening sound governance across all levels of the Bank. Its purpose is to systematically evaluate the Bank's corporate governance, legal compliance, ethical standards, financial reporting, internal control systems, and both external and internal audit activities. By ensuring the delivery of accurate and reliable information to shareholders, the Representative Governing Board, and other stakeholders, the Committee supports the development of a governance framework within the Bank.



Risk Management Committee

This Committee is tasked with supporting the Representative Governing Board in overseeing the implementation of laws and regulations of Mongolia, guidelines from regulatory and international organizations, as well as recommendations and standards set by the Basel Committee. It plays a strategic role in monitoring and guiding the Bank's risk management framework and policies. Operating with a broad scope and independent authority, the committee safeguards the Bank against various risks. It provides assurance and evaluations related to market and operational risks, as well as compliance practices, and delivers recommendations to strengthen governance and risk resilience.



Sustainability Committee

The Sustainability Committee was established to define the Bank's governance, strategy, goals, and objectives in alignment with its sustainability policy. Its purpose is to integrate leading domestic and international best practices into the Bank's operations and those of its stakeholders, while promoting green and sustainable business principles and strengthening collaboration. The Committee's core mandate is to ensure effective coordination across all levels of the Bank by implementing environmental, social, and governance (ESG) policies and frameworks, thereby supporting a holistic and responsible approach to sustainable development.

SUSTAINABILITY COMMITTEE MEMBERS

Chairman:

Randolph S.Koppa Chairman of the RGB

Members:

Sergelen N. Deputy Chief Executive Officer for International Business Development

Chimidbaldir G. Advisor to the Board of Directors' Office in Charge of International Cooperation and ESG Affairs

Khaliun P. Sustainable Development Advisor

Management-level Professionals

OTGONBILEG D.

Serving as the Sustainable Development Advisor of TDB, responsible for providing strategic guidance on sustainability initiatives and reporting. In addition, works as a management consultant at EPAM, focusing on sustainability strategy, operating models, and sustainability reporting. Previous experience includes contributions to the World Business Council for Sustainable Development (WBCSD) on sustainabil ity reporting frameworks and conservation market initiatives, as well as research in cleantech financing. This background strengthens expertise in sustainable development and corporate responsibility.

Representative Governing Board (RGB)

The Representative Governing Board plays a key role in addressing policy-level issues faced by the Bank in accordance with applicable laws and operational frameworks. In addition to supporting and guiding operations, the Board approves the Bank's mission and strategy, monitors their implementation, and provides recommendations and solutions.

KHALIUN P.

Sustainable development advisor of TDB. She is a management consultant at EPAM, working on sustainability strategy, operating models, and sustainability reporting. She previously worked with the World Business Council for Sustainable Development (WBCSD) on sustainability reporting and conservation market initiatives, and has experience in cleantech financing research.

Sustainability Committee

The Committee is dedicated to shaping banking governance, strategic direction, and objectives through sustainable development policies. It seeks to integrate both domestic and international best practices into its own operations and those of relevant stakeholders, while actively promoting green and sustainable business principles and fostering cooperation.

CHIMIDBALDIR G.

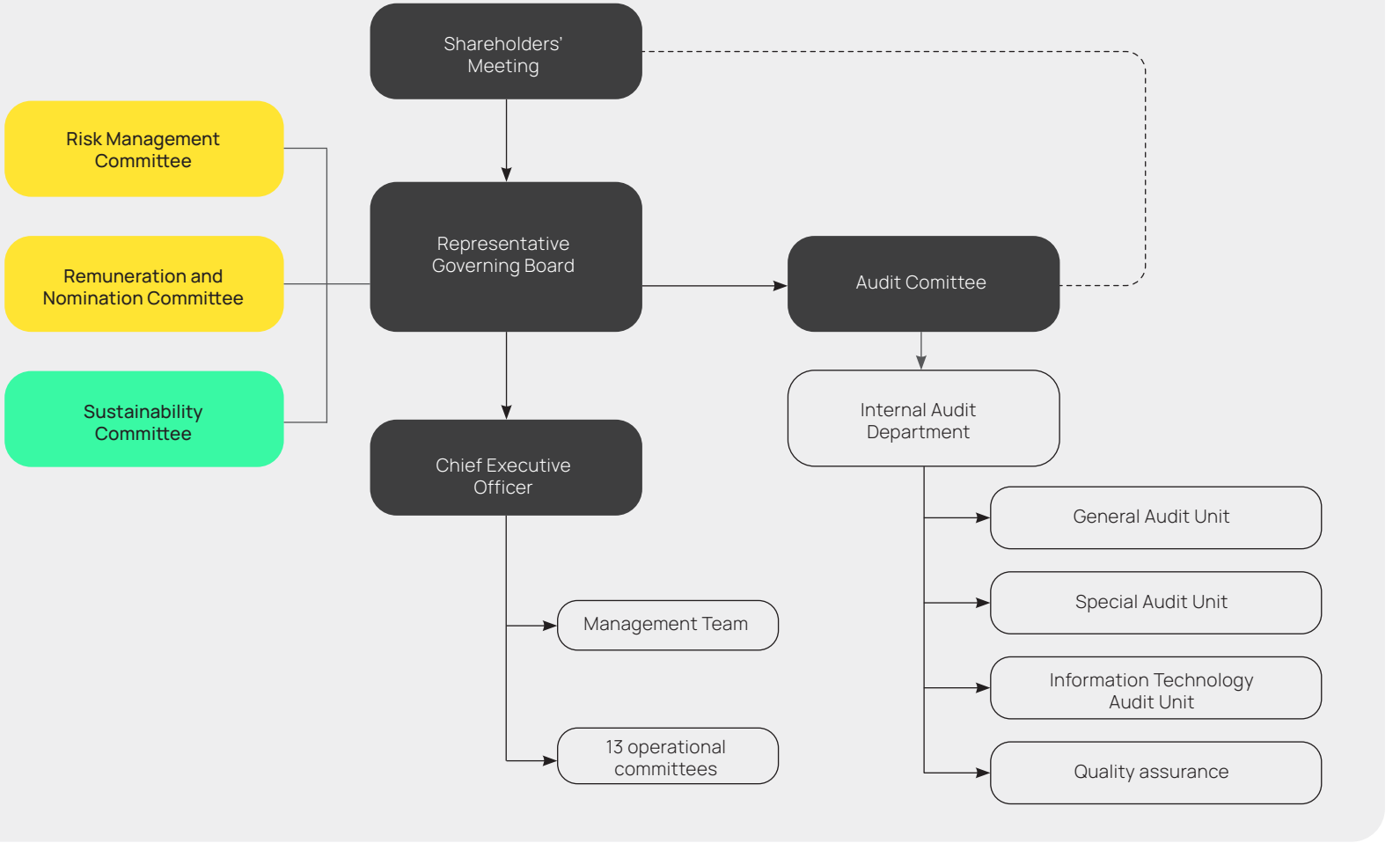
Serving as an Advisor to the RGB Office in Charge of International Cooperation and ESG, with responsibilities including sourcing and structuring foreign funding, and partnering with international financial organizations to enhance sustainable banking finance.

RGB Office

Responsible for ensuring the continuous operation of the Bank's governing bodies and relevant committees, identifying opportunities to adopt international best practices in corporate governance, and coordinating and overseeing communication between the Representative Governing Board, Executive Management, and the Bank's departments and units.

Governance Structure

By implementing good corporate governance, TDB enhances its ability to diversify funding sources and attract financing from international markets. The Bank's governance structure clearly defines the roles and collaborative relationships among the RGB, members of the management team, and shareholders. TDB operates with 1 Board of Directors, 13 committees under the Exectuive Director, 73 departments, units and divisions, 90 branches, 13 settlement centers, 7 cash offices, 1 diplomatic section, 1 lite unit, 1 representative office and 2,261 employees.



OPERATIONAL COMMITTEES

- Management Committee
- Asset and Liability Committee
- Credit Committee
- Credit Subcommittee
- Employee Loan Committee
- Product Development Committee
- Operational Risk Committee
- Non-Performing Assets Committee
- Information Technology Committee
- Tender Committee
- Ethics Committee
- Gender Committee
- Remuneration Committee

Ethics and Compliance

TDB's ESG-related policies and procedures	
Human Resource	Code of Ethics
	Anti-Corruption Policy
	Human Resouce Policy
	Whistle Blowing Policy
	Procedures for the Prevention and Protection of Sexual Harassment in the Workplace
	Gender Equality Policy
Supply Chain Management	Procurement Policy
	Operational Procedure for Purchasing Goods, Works and Services

Compliance Policy

In order to assist the Bank's departments, units and divisions in implementing effective compliance risk management, the Bank's compliance policy was revised in September 2021 in accordance with the international standard "ISO 37301: 2021 Compliance management systems". This updated policy was reviewed and approved by the Board of Directors and has since been adopted in the Bank's operations. The compliance policy and procedures are reviewed annually.

TDB's Executive Management, Authorized Officials and all employees are committed to adhering to the following core principles of compliance in their activities. These principles are also aimed at preventing compliance risks:

- The principle of Regulatory Compliance
- The principle of Fairness
- The principle of Protecting the Reputation, Legal Rights, and Interests of Bank
- The principle of Respecting the Legal Rights and Interests of the Customers
- The principle of Transparency and Clarity
- The principle of Evidence-Based Decision-Making
- The principle of Accountability
- The principle of Innovation
- The principle of Independence

The Compliance Unit of the Bank is responsible for implementing the compliance policies and procedures, and the oversight of these activities is carried out by the Board of Directors. The Chairman of the Board exercises this oversight through the Risk Management Committee under the Board of Directors and RGB office. To ensure proper monitoring and evaluation, the Compliance Unit submits quarterly operational reports to the Risk Management Committee and the RGB office. These reports cover the unit's activities,
implementation status, and performance, and are reviewed during Board meetings. On the other hand, the Board of Directors monitor through its independent unit, the Internal Audit Department, which evaluates the Bank's operations in terms of legal compliance, adherence to internal policies and procedures, and overall work quality. The findings are consolidated into reports



New employee training

A total of 559 newly hired employees participated in 25 training sessions



Reinforcement training

A total of 619 employees participated in 15 reinforcement training sessions.



Specialized training

A total of 76 employees from respective departments and units have participated in 7 specialized training sessions.

Internal Audit

According to TDB's internal audit policy, the internal audit activites are carried out in the interests of the bank's stakeholders. The function provides objective assurance and evaluation of the effectiveness of the organization's governance, risk management, and control processes, and supports the continuity of operations. Beyond its core responsibilites, the internal audit contributes to enhancing overall value of the Bank by identifying areas requiring concerns and potential risks, and by offering recommendations to improve the Bank's strategy, operations, financal performance, and compliance. Within the framework of its policy, the Internal Audit Department (IAD) pays appropriate attention to sustainability-related issues concerning the Bank's governance, risk management, and control systems.

During the reporting period, IAD carried out the following key audit activities:

- The IAD reviewed the implementation of the "Environmental and Social Responsibility Policy Implementation Procedures" in the Bank's large loan operations. This include assessing how environmental and social (E&S) risks of clients were identified, evaluated, and integrated into loan decision-making processes, as well as monitoring the fulfillment of additional conditions provided through the E&S assessment and conclusion.
- Conducted risk-based, independent, and objective assurance on the Bank's Sustainable Finance Program, its implementation-related research and analysis, collaboration, reporting, issuance of green and social lending assessments, post-disbursement monitoring, and preparation and submission of related reports. The department provided evaluations and conclusion aimed at strengthening these activities.
- During the reporting period, the IAD conducted risk-based audits of branches and settlement centers in accordance with its approved plan. These audits include assurance activities related to loans that are subject to E&S assessment as regulated by the Bank's relevant policies, procedures, and guidelines. The audits reviewed whether E&S assessments were properly conducted, whether the findings were reflected in loan decision-making, and whether the additional conditions outlined in the assessments and conclusions were being implemented.



Risk-based planning

TDB regularly conducts stress testing as part of its ICAAP (Internal Capital Adequacy Assessment Process) and ILAAP (Internal Liquidity Adequace Assessment Process). These stress tests are designed to align with internationally recognized methodologies or those defined by regulatory authorities, ensuring consistency and interrelation among key indicators. As part of this process, the Bank defines macroeconomic scenarios and, based on these, the potential impact on its business plan, specifically, on the credit risk, market risk, interest rate risk, and liquidity risk.
Under the framework of the "Trade and Development Bank's Stress Testing Policy," the Bank conducts stress testing analyses and reports the relevant results semi-annually to the Management Team and the Risk Management Committee, and annually to the Board of Directors. The policy also requires that the results of reverse stress testing, the stress testing methodology, scenarios, and proposed response measures be developed and presented to the Risk Management Committee at least once a year. For reverse stress testing, the Bank prepares detailed projections of adverse scenarios that could potentially breach the regulatory ratios for total and Tier 1 capital. This includes identifying response actions, assessing feasibility, evaluating outcomes, and defining the sequence of roles and responsibilities during implementation. These elements are incorporated annually into the Bank's "Stabilization Plan", which is approved by the Management Team and the Board of Directors. Additionally, when setting risk appetite limits for credit risk, market risk, and interest rate risk each year, TDB considers not only its strategic goals and business plan but also specific stress scenarios. These limits serve as the basis for calculating the Bank's capital adequacy for the upcoming year.

Data protection and information security

TDB places strong emphasis on ensuring the confidentiality and security of customer and bank information by integrating international best practices into its operations. The Bank also prioritized the continuous development of its personnel and specialists, proactively identifying potential risks and organizing ongoing security activities to safeguard its operations.

The Information Technology Department implements the Bank's information security policy through a team of specialists with expertise in various areas of cybersecurity and the department is responsible for protecting customer data and ensuring the security of the Bank's systems. To deliver uninterrupted financial and digital services to customers, the Bank places strong emphasis on adopting cutting-edge technologies to enhance information security. The Information Technology Department operates through structured teams including System Security, Technical Security, Database Security, NOC, SOC, and the RED team. These teams work daily to improve and update security measures, identify vulnerabilities, and implement necessary fixes, thereby ensuring the Bank's continuous security operations.

This standard is part of the Bank's efforts to demonstrate to its customers that the card and personal information is fully protected from disclosure risks, thereby building trust and confidence in the Bank's operations. For the eighth consecutive years, TDB has successfully met the requirements of the PCI DSS (Payment Card Industry Data Security Standard) and received certification from an internationally recognized independent audit firm. This certification covers the Bank's information security operations, as well as the confidentiality and security of its infrastructure, network server systems, and equipment. By complying with this standard, the Bank ensures the protection of customers' card and personal information from disclosure risks, reinforcing trust and confidence in its services.



APPENDIX

- ESG & sustainability reporting guidance for Mongolian companies
- Index
- SASB Index
- GRI Index



ESG & sustainability reporting guidance for Mongolian companies Index

Ref	Area	Шалгуур үзүүлэлт		Indicator (2022)	Indicator (2023)	Indicator (2024)	Unit of measure for target	Response
MS	Sustainability Management System Indicators							
MS1.1	Sustainability Management System	Senior management commitment	Does your company have a sustainability commitment statement in place ?	Yes	Yes	Yes		On April 10th of 2021, TDB announced Bank's long-term sustainable goal during its "Climate 30+ Green Forum 2021", which is to attract up to USD 2 billion in sustainable finance by 2030, furthermore to become a Net Zero Bank by 2050. https://fb.watch/kyZWWGREwV/?mibextid=v7YzmG
MS2.1		Sustainability policy and procedures	Does your company have a sustainability policy with targets?	Yes	Yes	Yes		TDB has reflected and approved the Sustainable Development Goals in its integrated strategic plan. Monitoring, reporting, and verification are managed within the annual plan of the Bank.
MS2.2			Does your company have a set of sustainability procedures?	Yes	Yes	Yes		See "GOVERNANCE" in this report.
MS3.1		Governance structure	Does your company have dedicated committees that are entirely/partially responsible for sustainability?	No	No	Yes		On February 7, 2024, TDB established a Sustainable Development Committee under the Representative Governing Board (RGB). The Committee was established with the purpose of defining the Bank's governance, strategy, goals, and targets through sustainable development policy, localizing domestic and international best practices across the Bank and its stakeholders, and promoting green and sustainable business principles and partnerships. The Committee is composed of internationally experienced advisors and specialized, experienced members, and is mandated to implement good governance management and policies at all levels of the Bank's operations. The Committee members include the Chairman of the RGB, the Deputy CEO for International Business Development, the Advisor for International Cooperation and ESG, and Sustainable Development Advisors.
MS3.2			Does your company have a dedicated ESG/sustainability director/s (full-time/part-time) at the board level?	Yes	Yes	Yes		Within the framework of TDB's Sustainable Development Goals, the RGB prioritizes sustainable finance, ESG policy, risk, and operations. A specialized member with extensive experience in sustainable finance and ESG policy and risk has been appointed to the RGB. Furthermore, the Chairman of the RGB of TDB has been appointed as the Chairman of the Sustainability Committee, which enables aligned decision-making, provision of recommendations and information, and direction and guidance for understanding sustainable development at all levels of the Bank.
MS3.3			Does your company have a dedicated ESG/sustainability manager/s (full-time/part-time) at the executive level?	Yes	Yes	Yes		At the executive management level, the First Deputy CEO for Business Development at TDB serves as the official responsible for overseeing ESG (Environmental, Social, and Governance) issues. which directs the bank's efforts towards green and sustainable development, ensuring alignment with its organizational goals and values.
MS3.4			Does your company have a dedicated ESG/sustainability officer/s (full-time/part-time) at the operational level?	Yes	Yes	Yes		At the operational level, the Green Funding Office plays a pivotal role in both external and internal operations of the bank, focusing on determining policies for climate financing and integrating international best practices and initiatives. The Office also initiates new green loan products, prepares green loan assessments, regularly organizes events for employees, and publishes annual reports to the public. Meanwhile, the Environmental and Social Risk Analyst at the Credit Risk Department holds the responsibility for conducting preliminary and comprehensive assessment of the environmental and social responsibility for business loan requests that are above MNT 100 million with the loan tenor of minimum 12 months.
MS3.5			Does your company cover sustainability issues in board meetings as part of the official agenda on a regular basis?	No	No	Yes		Sustainability issues are included in the agenda of the Sustainability Committee under the RGB and are subsequently presented and discussed at the RGB level.

MS4.1	Sustainability Management System	Materiality assessment	Does your company have materiality process, assessment and/or matrix, explaining how your company avoids, mitigates, or remediates negative impacts to the economy, environment, and society, and enhances positive ones?	No	No	Yes		Through its financing activities, the Bank identifies and assesses potential environmental and social risks posed by its clients, similar to the credit risk assessment and mitigation process, and works to protect clients from financial losses arising from those risks while fulfilling its social responsibility. In doing so, the Bank adheres to the Environmental and Social Responsibility Policy and its implementation guidelines in loan activities, aiming to identify, evaluate, and mitigate environmental and social risks posed by borrowers.
MS5.1		Organizational capacity	Annual average hours of sustainability training per employee (hr), by gender	0.7	0.4	1.6	hours	Of the employees who participated in the training, 358 were female and 144 were male.
MS6.1		Monitoring	Is sustainability included the scope of the audit committee (and other relevant board committee) and internal control functions?	Yes	Yes	Yes		In accordance with TDB's internal audit policy, the internal audit function serves the interests of the Bank's stakeholders, providing reliable assurance, evaluating and assessing the effectiveness of the organization's Governance, Risk, and Control, ensuring normal operations, identifying areas requiring attention and risks, and enhancing organizational value by providing recommendations to improve the Bank's strategy, operations, finance, and compliance. The Internal Audit Department (IAD) pays appropriate attention to sustainability issues pertaining to the Bank's governance, risk management, and control within the framework of its policy.
MS7.1		Sustainability reporting and verification	Does your company disclose a sustainability report (stand-alone/or integrated into annual report) at least annually?	Yes	Yes	Yes		Since 2022, TDB has been reporting its "Sustainability Report" to the public, and the report is prepared in accordance with the international and domestic reporting standards such as the Sustainability Accounting Standards Board (SASB), ESG & Sustainability Reporting Guidance for Mongolian companies, and Global Reporting Initiative (GRI).
MS7.2			Does the company prepare a TCFD-aligned climate disclosure?	No	No	No		The Bank does not currently report in accordance with the standard. Starting from 2025, the Bank aims to comprehensively implement the International Sustainability Standards Board (ISSB) in its banking operations.
MS7.3			Are the sustainability data assured by an independent third-party?	No	No	No		The preliminary and comprehensive assessment provided by the environmental and social risk analyst are not verified by an external organization. By 2025, the Bank aims to comprehensively implement the International Sustainability Standards Board (ISSB) in its banking operations.
MS8.1		Memberships	Number of sustainability associations, networks, and national or international advocacy organizations in which the company participates with a significant role including business declaration on human rights.	Yes	Yes	Yes		TDBM is a signatory toward sustainable development for the following organizations: • - GIP for the Belt and Road Initiatives; • - Mongolian Sustainable Finance Association; • - Mongolian Renewables Industries Association.
E	**Environmental Indicators**							
E1.1	Energy	Total energy consumption	Total direct energy consumption and cost spent	4,522,041.90	4,327,674.51	4,723,548.97	kWh	See "ENVIRONMENT - Our Involvement" in this report.
E1.2		Electricity	Total electricity consumption, cost spent, and reduction (year-to-year)	2,328,428.90	2,211,074.24	2,469,382.30	kWh	Compared to 2023, electricity consumption in 2024 increased by 10.5%.
E1.3		Heat	Total heat consumption, cost spent, and reduction (year-to-year)	7897.01	7619.7	8,115.00	Gcal, Gj - Gegajoule or kWh	The heating pump has been updated and replaced. The amount of heat is adjusted according to the outside temperature.
E1.4		Fuel	Total fuel consumption and reduction (year-to-year), including: 1.Coal, gas or fuel used for heating 2.Petroleum, diesel or fuel used for transport	107,6	61.40	174.40	litr/kg & %, Gegajoule, MNT	Replacement of outdated components in the bank's existing vehicles to diminish fuel consumption. Due to power outages and malfunctions, 7.5 tons of diesel fuel was supplied to the generator.
E1.5		Non-Renewable energy	Share of non-renewable energy consumption	100	100	100	%	Type of energy source: Coal /As the Bank obtains its energy source from the central power grid/
E1.6		Renewable energy	Share of renewable energy consumption	0	0	0	%	There are no renewable energy sources in the TDB headquarters building.

E2.1	GHG emissions	3.1 Emissions	Total Scope 1 and Scope 2 emissions	-	-	-	CO2/tons	The work to calculate GHG emissions from the Bank's internal operations and total financed loan portfolio, measure changes, and set science-based targets to reduce GHG emissions through a professional organization has been included in the Bank's core strategic plan and is currently being implemented.
E2.2		3.2 Emissions reduction	Reduction of total Scope 1+2 GHG emissions (year-to-year)	47,834	47,834	55,136	CO2/tons	See "ENVIRONMENT - Sustainable Finance" in this report.
E2.3		3.3 Carbon offsetting	Total carbon offset (tree planting program or supporting the foreign projects to reduce the emissions, etc.)	-	-	-	CO2/tons	TDB joined the "If Only I Could Go Solar" crowdfunding campaign implemented by the UNDP, aimed at reducing air pollution in Ulaanbaatar through renewable energy-based solutions, replacing coal usage in ger district households with solar heating systems to create positive impacts on public health and livelihoods.
E3.1	Climate change	Climate policy	Does your company have a standalone/integrated climate change policy?	No	No	No		TDB is aiming to introduce International Sustainability Standards Board (ISSB) into its banking operations by 2025. In line with this, Bank is planning to predict the climate-related risks from internal and client activities, assess the opportunities from the anticipated risks, as well as to develop and follow the required guidelines and policies.
E3.2		Climate risk and opportunity assessment	Did your company conduct a climate risk and opportunity assessment (scenario analysis, stress test, etc.)?	No	No	No		
E3.3		Economic loss	Total amount of economic loss faced due to climate related disasters and events	-	-	-	MNT	During the reporting period, the Bank did not face any climate change-related disasters and did not incur any economic losses.
E3.4		Climate investment	Total amount invested, annually, in climate-related infrastructure, resilience, and product development	52.5 billion	48.4 billion	112.8 billion	MNT	Since 2021, TDB has been introducing products and services tailored to the needs of its clients. During the reporting period, the Bank offers 10 types of green loan products for individuals and businesses, and as of Q4 2024, a total of MNT 112.8 billion in financing has been disbursed in this direction.
E3.5		Prevention/ adaptation to climate change	Does your company have activities/ steps to prevent and (if not preventable) adapt to the impact of climate change?	No	No	No		By 2025, the Bank aims to fully integrate the International Sustainability Standards Board (ISSB) S1 & S2 into its banking operations.
E4.1	Ус	Water used	Total amount of water withdrawn/used	5,190.00	5,689.00	6,337.00	м3/Л	See "ENVIRONMENT - Our Involvement" in this report.
E4.2		Water saved	Total amount of water saved due to conversation and efficiency improvements	-	14.4	105.7	м3/Л	By installing centralized water purifiers at the headquarters and some branches, 734% more water was saved compared to the previous year.
E4.3		Water reuse	Percentage of water recycled and reused	0	0	0	%	In the reporting year, the bank did not recycle water and is currently working on introducing water-saving practices.
E4.4		Water discharged	Total water discharged	0	0	0	м3/L	In the reporting year, the bank did not incorporate greywater reuse practices. However, ongoing research aims to develop initiatives for water conservation and the utilization of greywater.

E5.1	Waste (solid waste)	Waste discharged	Total amount of waste discharged	304	192	201	tons	See “ENVIRONMENT - Our Involvement” in this report. General waste is transported to a contracted waste disposal site for disposal.
E5.2		Waste recycled	Waste recycling percentage	0	0.062	759	%	The bank contracted with a professional organization to collect employees’ used plastic containers and supplied them as raw material for recycling. 639% more waste was supplied for recycling compared to the previous year.
E5.3		Hazardous waste	Total amount of hazardous waste (including e-waste) discharged	8	6	12	tons	By introducing a special container for collecting used batteries, twice as much waste was collected and submitted compared to the previous year.
E6.1	Biodiversity	Landscape planning, design greenery	Share of sustainably managed public space, or green space created as of total area	40	40	40	%	40 percent of the outside area of the building is covered with shrubs and trees, which are located on the front and right sides of the building.
E6.2		Wild plants and animals	Number of species conserved	0	0	0	number of species	The Environmental and Social Risk Analyst ensures that all loan applicants are required to follow proper procedures, as outlined in section 7.2.4 of the Law on Soil Protection and Prevention of Desertification, for planting trees and lawns. This requirement contributes to ecosystem stability. Additionally, loan applicants operating in the mining sector must adhere to standards for biological and technical rehabilitation of disturbed soil.
E6.3		Activities negatively affecting biodiversity - sensitivity	Operational sites owned, leased, managed in, or adjacent to, projected areas and areas of high biodiversity or cultural value	0	0	0	%	In cases where the loan applicant’s activities are evaluated to potentially cause significant environmental and societal damage or are listed as excluded for financing, the E&S Risk Analyst adopts a preventive approach by declining to finance such activities.
S	**Social Indicators**							
S1.1	Human capital development	Employee turnover	Year-over-year change of full-time employees	-	-	-	%	-
S1.2		Jobs created	Increase in the total number of full-time employees compared to the same period of the previous year	116	69	1	Units	Compared to the previous year, 1 new full-time position of “Senior Data Scientist” was created.
S1.3		Training	Annual average hours of training per employee	4.1	1.1	0.8	hours	In 2024, 19,944 employees participated in 499 training sessions. Of these, 459 were internal trainings and 40 were external and professional organization trainings. A total of 1,955.5 hours of training were organized, and each employee participated in an average of 0.8 hours of training.
S2.1	Occupational, health and safety	OHS policy	Does your company have an OHS Policy (stand-alone or integrated)?	Yes	Yes	Yes		In accordance with the Law on Occupational Health and Safety and relevant standards, the Bank provides employees with healthy and safe working conditions, promotes occupational safety within the Bank, and ensures compliance with relevant laws and regulations. These are reflected in Chapter 4 of the Bank’s Building and Facility Operations Manual. Safety instructions are provided to employees for each respective workplace, including: - Driver safety instructions; - Service staff safety instructions; - Electrical engineer safety instructions; - Plumber safety instructions; - Carpenter safety instructions; - Office worker safety instructions.
S2.2		Incidents	Annual work-related injury rate	0	0	0	%	No workplace safety violations or occupational accidents have occurred.
S2.3		OHS training	Annual average hours of OHS training per employee	0.03	0.03	1	hour	New employees and staff are briefed on workplace rules and procedures as needed.
S2.4		Health programs	Percentage of employees covered by voluntary health programs such as medical checks	≈2000	-	250	person	Over 50 employees from the Customer Information Unit under the Customer Service Department, as well as all employees, were actively encouraged to participate in the “Preventive, Early Detection, Diagnostic Testing” program organized by the Ministry of Health of Mongolia. The Bank has not maintained a registry of employees who participated in the testing.

S3.1	Equal opportunity	Gender policy	Does your company have a Gender Policy (stand-alone or integrated)?	Yes	Yes	Yes		TDB developed and approved its “Gender Equality Policy” in 2019 and has been implementing it. The policy details the principles to be followed in the Bank’s operations, the Bank’s structure and system for ensuring gender equality, capacity building, and monitoring and reporting.
S3.2		Anti-sexual harassment policy	Does your company have an anti-sexual harassment policy (stand-alone/integrated)?	No	Yes	Yes		TDB developed and approved the “Procedures for the Prevention and Protection of Sexual Harassment in the Workplace” in 2023 and has been implementing it. The regulation details the fundamental principles, measures to be taken when exposed to or potentially exposed to sexual harassment, prevention, protection and restoration of victims’ rights, implementation, and reporting.
S3.3		Non-discrimination policy	Does your company have a non-discrimination policy (stand-alone/integrated)?	No	No	No		TDB does not have a separate non-discrimination policy. The relevant provisions are regulated through the “Gender Equality Policy”, “Human Resources Policy”, “Employee Code of Ethics”, and “Whistle Blowing Policy”.
S3.4		Gender balance	Percentage of total employee headcount by men and women	33/67	34/66	37/66	%	See “SOCIAL - Diversity, equity & Inclusion - Diversity” in this report.
S3.5		Board level gender balance	Percentage of board-level positions held by men and women	33/67	44/56	50/50	%	See “SOCIAL - Diversity, equity & Inclusion - Diversity” in this report.
S3.6		C-level gender balance	Percentage of C-level positions held by men and women	73/27	70/30	60/40	%	See “SOCIAL - Diversity, equity & Inclusion - Diversity” in this report.
S3.7		Junior level gender balance	Percentage of junior-level positions held by men and women	55/45	54/46	51/49	%	See “SOCIAL - Diversity, equity & Inclusion - Diversity” in this report.
S3.8		Gender pay gap	Ratio of average male salary to average female salary	0.8	0.9	-	ratio	See “SOCIAL - Diversity, Equity & Inclusion - Diversity” in this report. The average salary difference between female and male employees is MNT 2,589.
S4.1	Access & Inclusion	Disability policy	Does your company have a publicly available Disability policy (stand-alone/integrated)?	No	No	No		There is no dedicated disability policy. The Bank adheres to the “Law on Labor of Mongolia” which clearly stipulates the relevant provisions and implements them in its operations. See “SOCIAL - Diversity, Equity & Inclusion” in this report.
S4.2		Employees with disability	Percentage of employees with disability	0.6	0.6	0.8	%	See “SOCIAL - Diversity, Equity & Inclusion” in this report.
S4.3		Access to facilities	Assessment of facility accessibility	No	Yes	No		N/A
S4.4		Fines	Amount of fines paid for noncompliance with laws and regulations regarding disability	0	0	0	Төрөр	No incident has occurred.

S5.1	Community engagement & disclosure	Stakeholder engagement	Does you company have a stakeholder/ community engagement policy approved by the Board?	No	Yes	Yes		
S5.2		Policy and process forSOCIAL impact assessment and land acquisition	Does your company have a policy or process forSOCIAL impact assessment and land acuisition?	Yes	Yes	Yes		In the E&S responsibility assessment, the Bank monitors whether the company meets the 8 performance standards of the IFC. In Clause 5 of the standard, the bank's financing activities are assessed by determining the need for land acquisition or forced resettlement based on the official explanations and documents submitted by the loan applicant.
S5.3		Grievance policy	Does your company have a grievance policy/mechanism?	Yes	Yes	Yes		TDB's Customer Service Department manages the receipt and resolution of feedback and complaints about the Bank through the "TDB Customer Service Policy" and the "TDB Customer Rights Protection Regulation." The Bank consistently monitors all available channels for receiving customer feedback, maintains the highest level of customer information confidentiality across all departments, and works to promptly resolve any customer feedback and complaints in cooperation with the Bank's departments, divisions, and units. In addition, TDB aims to receive and resolve citizen feedback and complaints regarding the outcomes of Green Climate Fund-financed projects and programs. When feedback or complaints arise regarding projects and programs, citizens can contact the Bank and project implementers through the grievance mechanism. The Bank receives feedback and complaints through the following channels: online application - http://www.tdbm.mn/mn/suggestanket, email - projectgrievances@tdbm.mn, letter - received at TDB headquarters.
S5.4		Disclosure to communities	Does your compnay have a mechanism and system to disclose relevant information to affected communities and stakeholders?	Yes	Yes	Yes		The Bank delivers product, service information and services to its customers through all available channels including SMS, email, notification services, and bank employees, ensuring timely and prompt delivery of information. Customer feedback and requests are openly received through all channels, and resolved promptly with feedback within standard timeframes. The call center receives and resolves customer feedback, requests, and complaints without delay, striving to reduce repeat calls and complaints while maintaining high SLA call quality at all times.
S5.5		Worker/ community complaints	Percentage of community complaints 1) addressed and 2) resolved	100	100	100	%	Appropriate measures were taken for all complaints and suggestions from employees and the public, and they were 100% resolved.
S5.6		Community investment	Percentage of revenue invested in community programs and initiatives, by SDG breakdown	0.032	0.127	0.333	%	See "SOCIAL" in this report. During the reporting period, the Bank initiated and collaborated on a wide range of social responsibility activities. For detailed information on these activities, please refer to the Social Responsibility section of TDB's Annual Report.
S6.1	Supply chain management	Procurement policy	Does your company have a policy in place to related to local procurement and supply chain ESG risk and opportunity management?	Yes	Yes	Yes		The Bank follows a policy of granting preferential treatment to the procurement of goods, works, and services aimed at adapting to climate change, reducing soil, air, and water pollution, conserving energy sources and natural resources, minimizing GHG emissions and waste, ensuring economically efficient and sustainable consumption, and creating a green environment that respects cultural heritage and traditions. This regulation is reflected in Section 4.7.7 of the "Guidelines for Procurement of Goods, Works, and Services at Trade and Development Bank."
S6.2		Local procurement share	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers	30	98.6	96.92	%	TDB procures a wide range of products and services necessary for its daily operations, including computers, servers, technical equipment, software, and other goods and materials. 96.9% of total procurement was from domestic producers.
S6.3		Sustainable procurement share	Percentage of suppliers selected by ESG/sustainability criteria	8	10.2	9.7	%	When repairing branches and ordering new furniture, the Bank strives to use materials that are not harmful to human health, including: - Purchasing energy-labeled, water-efficient electrical equipment; - Ordering cloth, paper, and plastic bags made from recycled materials for the Bank's daily needs, thereby making environmentally friendly purchases.

G	**Governance indicators**							
G1.1	Corruption and ethics	Anti-corruption policy	Does your company have an Anti-corruption policy and/or Code of Ethics	Yes	Yes	Yes		See “GOVERNANCE - Ethics & compliance” in this report.
G2.1	Corporate Governance	Board independence	Percentage of board seats occupied by independent members	33	33	33	%	See “GOVERNANCE - Corporate governance” in this report.
G2.2		Treatment/ rights of minority shareholders	Does your company have a policy to protect minority shareholders?	No	Yes	Yes		See “GOVERNANCE - Corporate governance” in this report.
G2.3		Corporate governance policy	Does your company have a Corporate governance policy/codes?	Yes	Yes	Yes		See “GOVERNANCE - Corporate governance” in this report.
G3.1	Compliance	Compliance policy	Does your company have a Compliance policy?	Yes	Yes	Yes		See “GOVERNANCE - Ethics & compliance” in this report.
G3.2		Compliance program/procedures	Does your company have a compliance program including information on employee training, auditing, and monitoring systems, reporting violations, guidance for conflicts of interest, sanctions etc.?	Yes	Yes	Yes		See “GOVERNANCE - Ethics & compliance” in this report.
FS	**Additional sector specific indicators (only fill out questions relevant to your company’s operating industry/sector)**							
FS1	Financial services	Access to finance	Annual number of participants in financial literacy and inclusion initiatives	≈128,000	≈141,000	167,468	person	See “SOCIAL” in this report.
FS2		E&S risk management	Percentage of transactions assessed by ESG risk criteria and Exclusion lists	77.3	78.6	61	%	As of 31 December 2024, an E&S assessment has been conducted on 61% of the total loan portfolio. In 2024, the E&S Risk Analyst declined to finance 5 loan applicants due to their inclusion in the Bank’s “Exclusion List of Prohibited Activities.” The amount of loans that were approved despite being on the Exclusion List accounts for 2% of the total loans assessed under E&S criteria.
FS3		Sustainable issuance	Share of green/sustainable loans in compliance with Mongolia green/SDG taxonomy as of total loan portfolio	24	29	29	%	As of 31 December 2024, the share of green and socially-oriented loans in the total loan portfolio was 28.9%.

SASB index

TOPIC	ACCOUNTING METRIC	code	Disclosure	Additional
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	FN-CB-230a.1	In 2024, there were no data security breaches related to the indicators.	
	Description of approach to identifying and addressing data security risks	FN-CB-230a.2	See “GOVERNANCE - Data Protection & Information Security” in this report.	
Financial Inclusion & Capacity Building	(1) Number and (2) amount of loans outstanding that qualify for programmes designed to promote small business and community development	FN-CB-240a.1	For the reporting year, TDB has a outstanding loan amount of 1.2 trillion MNT with 19,297 number of loans to support SMEs.	According to the standard, when determining the amount of “loans granted to small businesses”, the loans granted to businesses with an annual income of 1 million USD or less shall be included. Based on the Law “ON SUPPORTING SMALL AND MEDIUM-SIZED INDUSTRIES AND SERVICES”, the Bank identifies small and medium-sized enterprises (SMEs) and prepares a report on loans granted to SMEs and submits them to the Bank of Mongolia. According to the law, an SME is an enterprise with up to 200 employees, an annual sales of up to 2.5 billion MNT, and operating in the fields of production, trade, and services. In order to use a category that approximates the amount of income specified in the standard, the indicator in this section - the amount of “loans granted to small businesses” - uses the above definition provided by law.
	(1) Number and (2) amount of past due and non-accrual loans or loans subject to forbearance that qualify for programmes designed to promote small business and community development	FN-CB-240a.2	As of 2024, TDB has 322 past due loan accounts worth 39 billion MNT to support SMEs. For the reporting year, the non-performing loan ratio for SME support loans was 3.23%.	
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	FN-CB-240a.3	For the reporting year, TDB had 222,153 ordinary cardholders and 611,293 MNT current account holders. In 2024, the number of new customers was 97,744, of which 31,334 were ordinary cardholders and 87,740 were current account holders.	
	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	FN-CB-240a.4	Financial literacy training was organized for 523 small and medium-sized business operators in Ulaanbaatar, Darkhan, and Erdenet.	
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	N/A	
Financed Emissions	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	FN-CB-410b.1	See “ENVIRONMENT” in this report.	
	Gross exposure for each industry by asset class	FN-CB-410b.2	N/A	
	Percentage of gross exposure included in the financed emissions calculation	FN-CB-410b.3	N/A	
	Description of the methodology used to calculate financed emissions	FN-CB-410b.4	See “ENVIRONMENT” in this report.	
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	FN-CB-510a.1	N/A	
	Description of whistleblower policies and procedures	FN-CB-510a.2	See “GOVERNANCE - Ethics & compliance - Whistle Blowing Policy” in this report.	
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	FN-CB-550a.1	N/A	
	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, longterm corporate strategy, and other business activities	FN-CB-550a.2	See “GOVERNANCE - Risk-based Planning” in this report.	

Linking the SDGs and the GRI Standards

SDG	Unit	Sources	
SDG 4 Quality Education			
Target 4.3, 4.4, 4.5	Average hours of training that the organization's employees have undertaken during the reporting period, by:	GRI Standard 404-1	
	i. Gender;		In 2024, a total of 2,386 employees participated in training. Of these, 37% were male and 63% were female. Including duplicates, a total of 5,353 employees participated.
	ii. Employee category		See "SOCIAL" in this report.
SDG 5 Gender Equality			
Target 5.1 End all forms of discrimination against all women and girls everywhere	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	GRI Standard 202-1	The average salary of male and female employees is 5.7 times higher than the minimum wage.
	b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	GRI Standard 202-1	See "SOCIAL" in this report.
	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	GRI Standard 401-1	See "SOCIAL" in this report.
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	GRI Standard 401-1	N/A
	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	GRI Standard 404-1-a	In 2024, a total of 2,386 employees participated in training. Of these, 37% were male and 63% were female. Including duplicates, a total of 5,353 employees participated.
	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	GRI Standard 401-3	a, b. During the reporting period, 242 employees were on parental leave, 100% of whom were female. c. 72 employees returned to work from parental leave and were reappointed. d. As they returned to work in 2024, the majority have not yet reached 12 months of employment. e. The retention rate of employees who returned to work is 100%; all 72 employees who returned in 2024 are still employed to date. During the reporting period, a total of 242 employees were on parental leave, 100% of whom were female.
	Percentage of total employees who received regular performance and career development reviews during the reporting period, by gender.	GRI Standard 404-3-a	TDB implements a Performance Management system and measures the work performance of all employees on a quarterly basis. Additionally, a competency assessment is conducted annually for all employees across all positions. During the reporting period, 564 employees received career development promotions, of which 223 were female and 341 were male.
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	GRI Standard 405-1	See "GOVERNANCE - Corporate governance" in this report.
	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	GRI Standard 405-2-a	See "SOCIAL" in this report.
	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	GRI Standard 406-1	There were no cases of employee discrimination or related complaints during the reporting period.

Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work.	GRI Standard 408-1-a	
	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk	GRI Standard 409-1-a	
	Percentage of new suppliers that were screened using social criteria	GRI Standard 414-1-a	When choosing a new supplier, indicators such as experience and financial responsibility, positive and negative information from the public is considered in selection.
	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	GRI Standard 414-2	See “APPENDIX - ESG & Sustainability reporting guidance (ESG indicators) - S6.2&6.3”
Target 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	GRI Standard 203-1	N/A
	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for ‘significant locations of operation’.	GRI Standard 401-2	
Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	GRI Standard 2-10	See “GOVERNANCE - Corporate governance” in this report.
	c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	GRI Standard 2-9-c	See “GOVERNANCE - Corporate governance” in this report.

SDG 8. Decent work and economic growth			
Target 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:	GRI Standard 201-1	-
	i. Direct economic value generated: revenues;		622,822,301,879.04
	ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;		241,654,598,098.46
	iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.		381,167,703,780.58
	b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.		-
Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	GRI Standard 204-1-a	98.5%
Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	a. report the total number of employees, and a breakdown of this total by gender and by region.	GRI Standard 2-7-a	See "SOCIAL" in this report.
	b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region.	GRI Standard 2-7-b	A total of 2,261 employees, of which 63% are female, 37% are male, and 8% work in rural branches and settlement centers. i. All 2,261 employees are in permanent positions, 63% female, 37% male, 8% work in rural areas. ii. 11 contractual employees, 81% female, 19% male, 27% work in rural branches and settlement centers. iii. There are no non-guaranteed hours employees. iv. All employees work full-time. v. All employees work full-time; there are no part-time employees.
	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform.	GRI Standard 2-8-a	-
	Percentage of senior management at significant locations of operation that are hired from the local community.	GRI Standard 202-2-a	-

Target 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	GRI Standard 409-1-b	TDB stands against all forms of forced labor, and no such incidents have occurred. The Bank enters into formal written contracts with all employees, including contractual and permanent staff at all levels, mutually agreeing on working conditions prior to commencing the employment relationship.
Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	GRI Standard 2-30	The Bank established a “Labor Dispute Resolution Commission” to fairly and equitably resolve disputes and issues arising from the employment relationship between the employer and employees. The Labor Dispute Resolution Commission consists of representatives of the employer and employee representatives.
	a. Minimum number of weeks’ notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	GRI Standard 402-1	a. In accordance with the Labor Law, the employee is notified 30 days in advance of the termination of the employee’s job or position or change of duties.
	A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/ guidelines.	GRI Standard 403-1-a	N/A
	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	GRI Standard 403-8	N/A
	A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	GRI Standard 403-1-b	N/A
	A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	GRI Standard 403-2-a	N/A

	A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	GRI Standard 403-2-d	N/A
	a. Нийт ажилтнуудын хувьд: i. Ажлын явцад үүссэн аюул ослын улмаас гарсан нас баралтын тоо, хувь ii. Өндөр үр дагавар бүхий гэмтэл, ослын тоо, хувь iii. Бүртгэгдсэн гэмтэл, ослын тоо, хувь iv. Ажилтай холбоотой аюул ослын төрлүүд v. Ажилласан цаг b. Байгууллагын үндсэн ажилтнуудаас бусад ажилтнуудын хувьд: i. Ажлын явцад үүссэн аюул ослын улмаас гарсан нас баралтын тоо, хувь ii. Өндөр үр дагавар бүхий гэмтэл, ослын тоо, хувь iii. Бүртгэгдсэн гэмтэл, ослын тоо, хувь iv. Ажилтай холбоотой аюул ослын төрлүүд v. Ажилласан цаг c. Өндөр үр дагавар бүхий гэмтэл учруулах ажлын явцад үүсэх аюулууд i. Тухайн аюулууд хэрхэн тодорхойлогдсон талаар ii. Тайлант хугацаанд тус аюулуудаас өндөр үр дагавар бүхий гэмтэл үүсгэсэн эсвэл нөлөө үзүүлсэн байдал iii. Хяналтын шатлалыг ашиглан эдгээр аюулуудыг арилгах болон эрсдлийг бууруулах чиглэлд хэрэгжүүлсэн арга хэмжээ d. Хяналтын шатлалыг ашиглан бусад аюулуудыг арилгах болон эрсдлийг бууруулах чиглэлд хэрэгжүүлсэн арга хэмжээ e. 200,000 эсвэл 1,000,000 ажилласан цагт үндэслэн хувь хэмжээг тооцсон эсэх f. Тодруулгад багтаагүй ажилтнуудын оруулаагүй шалтгаан g. Тодруулгыг тайлагнахад ашиглагдсан стандарт, арга зүй, таамаглалтай хамааралтай нэмэлт мэдээлэл	GRI Standard 403-9	Осол аваар гараагүй байна.



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