



Communication on Progress

2022

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of the Chairman of the Board of Directors and Vice-Chairman & General Manager



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ABOUT
BANQUE
BEMO

ABOUT BANQUE BEMO

Banque BEMO is a commercial bank whose services and activities cover both the Lebanese and regional markets.

True to its long history and culture of prudence and conservative approach to serving its clients, the Bank remains focused on its core expertise, namely Private and Corporate Banking while aiming to build strong relationships, based on trust, with its selected clients. The Bank is known for its competency in delivering high quality services and products, and for its customer centricity orientation. Products and services target large corporations and high net worth individuals.

Faithful to its tradition of investing efforts first and foremost in its clients' trust, Banque BEMO is committed to abide by the following five principles, which represent the source of past achievements and the foundation on which to plan future development:

Commitment to Customer Centricity

Whereby the client is considered as a core asset, around whom the Bank build its endeavors, and where each decision is weighed on how to improve client satisfaction

Commitment to providing an exclusive experience to clients

Through attention to detail and anticipation of needs, Banque BEMO strives to understand stakeholders' perspective and ensure that they get more than their fair share of expectation.

As part of its digital transformation journey, the Bank remains committed to delivering new and emerging technological solutions that make it easy for clients to manage their finances and meet their expectations.

Commitment to develop expertise/knowledge/proficiency

Based on the existing broad offering of financial services, through the Bank and its sister entities, Banque BEMO recognizes this as a core competency and is committed to grow skills and remain proficient in the latest banking techniques

Commitment to Transparency

In line with the Group's motto "Business with Ethics", Banque BEMO recognizes that transparency fosters discipline and strengthens the processes. Therefore, the Bank commits to transparency with its stakeholders and earn their trust.

Commitment to Gender Equality

Banque BEMO embraces diversity and fosters its commitment to consistently providing equal opportunities for Women and Men in the workplace.

Banque BEMO was among the 10 Lebanese private sector companies to participate in the Leaders4Equality (L4E) Cohort, organized by the IFC under the World Bank Group's activities in Lebanon. This one-year program aims to foster and position these companies as the Leaders for equality, diversity and inclusion in the private sector, as well as employers of choice, by expanding related policies and enhancing the pipeline of female leaders within each of these companies.

Vision

“To be the reference in Private and Corporate Banking”

Mission Statement

“Live our values while achieving high return on equity and offering our customers outstanding quality”

Values

Family Spirit
Professionalism
Conservatism
Honesty

Positioning Statement

“Consolidating traditional values with a contemporary approach; offering services that are personal in delivery and global in scope.”

CSR Vision

“To understand the current and future implications of its actions by focusing on the economic, social and environmental impacts of its business and developing sustainable practices to meet the needs of present and future generations.”

CSR Mission Statement

“We aim to move toward a higher CSR maturity level by fostering a strong sense of corporate responsibility and creating value to the business and the society.”



Statement

of the Chairman of
the Board of Directors
and Vice-Chairman
& General Manager



Statement

of the Chairman of the Board of Directors and Vice-Chairman & General Manager

Dear Stakeholders,

Since its inception, Banque BEMO aims to improve, as much as possible, the capacities of its clients, employees, shareholders and our community at large.

Over the past few years, our country has been witnessing tremendous hardships at all levels. Our bank has not been immune to this global collapse. Despite our own huge difficulties, we refused to lay down, to surrender to despair and to abandon ourselves to usual easy fixes. Quite the contrary, we considered that it was time to fight back against moral laziness, mediocrity and social irresponsibility.

Accordingly, we have renewed our support to the Ten Principles of the United Nations Global Compact; we are showing progress on the Sustainable Development Goals related to Good Health and Well-being (SDG 3), Quality Education (SDG 4), Decent Work & Economic Growth (SDG 8), and Climate Action (SDG 13).

And we are supporting, to the limits of our possibilities, art in Lebanon because it is one of the distinctive advantages of our country that can help us get out of the doldrums.

Here below, we have identified a few of our initiatives for the year 2021:

- **Excellence Awards**, namely the “Industrial Excellence” and the “Circle of Excellence” in partnership with Saint Joseph University.
Banque BEMO strives to instill a culture of excellence in the Bank and in Lebanon so that it distinguishes itself in Excellence and not just lag in the merely acceptable.
- **Back to our Cedars Roots**, an initiative aimed at restoring pride in what Lebanon stands for and reinforcing the sense of belonging of people of Lebanese origin. Banque BEMO also wanted to cast the attention on the unfairness suffered by Lebanese women who are unable to pass the Lebanese nationality to their children.
- **BEMO Marketplace**, an innovative reskilling platform, aiming at providing employees and interns with opportunities to be introduced to new projects and to learn new skills while getting additional remuneration.
- **Limassol Virtual Desk**, launched in line with our digital transformation strategy aiming at maintaining the relationships with the customers of Limassol branch after it was closed and addressing their new banking needs without the necessity for an effective branch.

- **BEMO Alumni**, Banque BEMO launched the Alumni initiative in order to maintain life-long ties and stay connected with the former employees through information about the bank, their former colleagues and special programs and advantages for them.
- **Social Utility Trust**, a new fiduciary instrument, aiming at reducing the costs and increasing transparency and governance in the process of donation. Banque BEMO pioneered this innovation that will bring great benefits to Lebanon and that it is borne by the efforts of one of its young interns. Our Bank believes in the power of creativity and is keen at welcoming and adopting innovations of its employees.
- **Rotating Art**, aiming at creating an oasis of hope and beauty in the midst of the current economic crisis and putting Lebanon at the forefront of art creativity. This initiative promotes the artistic literacy as a fundamental right, makes art more democratic, supports the professional and amateurs artists and helps create a friendlier Lebanon.
- **Restart Program**, launched with the aim of recruiting individuals who have been on a career break for a minimum of five years and providing them with a specialized program to resume their career.
- **Alternative Telecommuting Workspace**, expanding the scope of the Telecommuting process by offering an agile and flexible work experience for the use of unoccupied workspace.

Finally, we have set the following statement for this year “2022 is the year of **Revival**. During the last two years, we gathered strength and resolve. Today, we are ready for better days ahead but we will not wait for them passively. We shall make them happen!”

In line with our continuous commitment to transparency, we have the pleasure to share this report and make it accessible to all stakeholders on the Bank’s various communication channels.

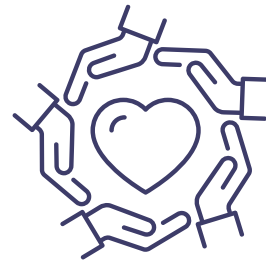
Yours Sincerely,



Dr. Riad B. Obegi
Chairman of the Board



Mr. Samih H. Saade
Vice Chairman & General Manager



Human Rights



Human Rights

a. Corporate Governance

The impact of the global health crisis and the uncertainty it developed at the economic, social and geopolitical levels continue to weigh on the whole world, including our country, our people and the various business industries and their corresponding stakeholders. This did not prevent the Chairman of the Board from declaring the year 2021 as the Year of Faith; faith in ourselves, in each other, in our country and in the future". An announcement that, despite the difficulties, has devotedly committed Banque BEMO, its Board of Directors, its Management and its staff to serving the best interest of the community, the shareholders and all the Bank's other stakeholders while abiding by the requirements stipulated by the regulators.

Board Oversight

The rapidly deteriorating situation in the country further induced the need for the Board of Directors to emphasize the appropriate strategic plans required to prioritize the well-being of the Bank clients, its shareholders and even its staff, while committing to the Bank values and the required governance practices and guidelines.

Being a major precedence, the Board ensured overseeing the appropriateness of the measures taken by the risk management and the compliance to mitigate the impact resulting from the pandemic and the economic crisis. On the other hand, the Board closely monitored all the initiatives devised and the actions taken by the Management to assist the clients overcome their burdens whether at the financial or the social levels.

Objectives

The Board remains keen to continue building trust and preserving an effective business model, within the current defiant environment, thus sustaining the fact of being a responsible bank.

The Board perceived the importance of satisfying the clients' and the shareholders' expectations through (1) adapting to the new business challenges within the prevailing circumstances; (2) carrying out the business activities with the highest business ethics and standards; and (3) sustaining growth despite the difficulties.

Furthermore, and while considering the unprecedented historical events the banking industry in Lebanon has been witnessing since October 2019, the Board committed to adopting honesty and transparency with all the Bank stakeholders, thus responsibly holding to the Bank values.

Environmental, Social and Governance

Over the past three years, our country has been witnessing tremendous hardships at the economic, political, health and social levels. Banque BEMO's Board has relentlessly supported its stakeholders and the community in which the Bank operates, for it is believed to be a fundamental social responsibility. The Board is thoroughly determined to employing the environmental and social responsibility factors, which have proved to have a positive impact on the community, in a consistent manner, in order to meet clients' and shareholders' objectives.

Customer Centricity

Limassol Virtual Desk new products

After the closing of Limassol Branch, a strategic decision was made to adopt the “Virtual Relationship Management”.

It is a commercial desk, which emphasizes on Digital Relationship Management approach, having a unique identity reflected in a basket of competitive products & services. It is located virtually at Banque BEMO premises, granting clients access to the bank premises virtually through face to face interactions with the respective Relationship Managers.



Banque BEMO launches the “Social Utility Trust”

The “Social Utility Trust”, a new fiduciary instrument, aims at facilitating, reducing the costs in addition to increasing transparency and governance in the process of donation. This innovative structure is comparable to one presently existing in Quebec but was tailored to be compatible with the fiduciary law of Lebanon. It is extremely flexible and can be used in a multitude of sectors and by a large diversity of donors.

BEMO is extremely pleased and proud to pioneer this innovation that will bring great benefits to Lebanon and that it is borne by the efforts of one of its young interns. BEMO believes that this should be an example for everyone as only creativity and pure intentions will allow Lebanon to exit from its current doldrums.

BEMO is keen at welcoming innovators and adopting innovations. It believes in the power of the creativity, the solidity of the commitment and the strength of the values of its employees.

Industrial Excellence Award



Banque BEMO hosted ceremony of the “Industrial Excellence Award” in partnership with the Faculty of Business Administration and Management (FGM) at Saint Joseph University (USJ), after it was launched last year to instill the necessity of excellence and exceptionalism. The Jury Members shortlisted 10 companies based on the following criteria: exceptionalism, quality, social responsibility, governance, crisis management, operational performance and sustainability.

The Awards went to:

NAGGIAR since 1860
Winner



GENERAL PAINT CO.
First Runner Up



CONFEXIA
Second Runner Up



b. Deontology & Ethics

«Doing Business with Ethics» is the motto of Banque BEMO. Each staff member is invited to demonstrate ethical behavior when dealing with colleagues, clients, suppliers and the community, aiming to create long-term stakeholder value that exceeds the materialistic aspect of business and embrace “life values”.

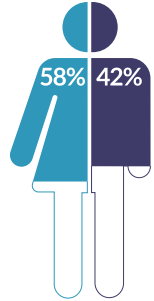
The Bank established the necessary mechanisms for the maintenance of the Bank’s ethics standards, as follows:

- An Ethics Charter was created stating the roles and responsibilities as well as the ethics principles that guide behaviors, decisions and actions in the day-to-day business activities;
- An Ethics Questionnaire was developed and distributed intermittently through random selection of employees to evaluate the ethical culture. The outcome of fifty-nine questionnaires gathered from 2019 through 2021 was highlighted in the Ethics Report issued in 2022 where the analysis of the feedback received from the employees revealed that they are aware and apply the ethics and integrity principles set by the Bank with no ethical issues faced at work
- An “Ethical Statement” was put in place by the Institutions Business Development Department as a confirmation of Non-Government Entities’ commitment to ethical standards. This process has been extended to cover as well the Corporate Banking clients’ base;
- Awareness sessions were conducted by the Ethics Ambassador to promote Ethics and to reinforce the application of related prevailing codes and policies; in addition to webinars, the latest was hosted by Banque BEMO covering the topic “Ethics: A Competitive Advantage”, and featured a panel of leading specialists.

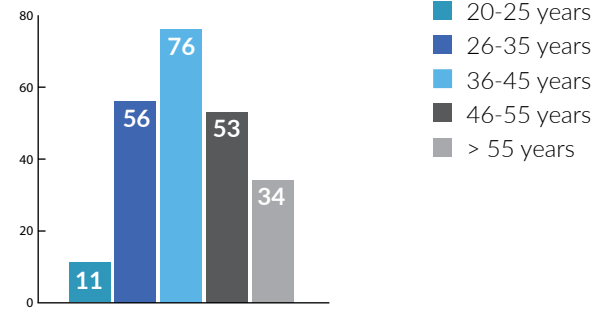
c. Human Capital

Demographics of management and employees by diverse factors

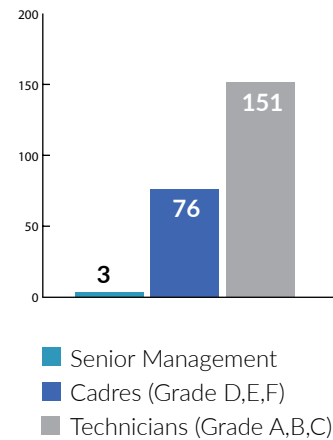
Distribution by Gender



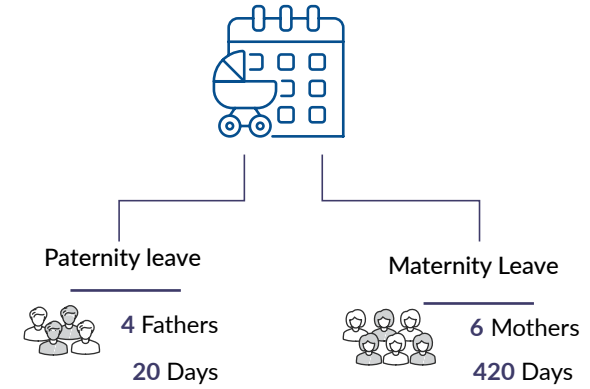
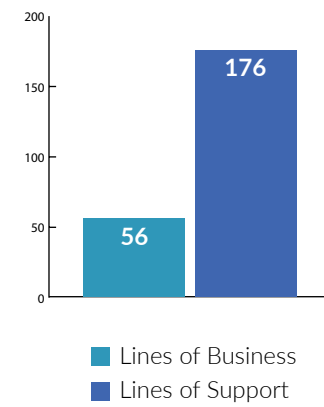
Distribution per Age



Distribution per Corporate title



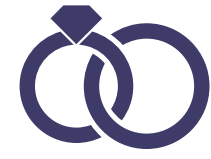
Distribution per Business line



Family Medical Leave
40 Employees
103 Days



Study Leave
5 Employees
12 Days

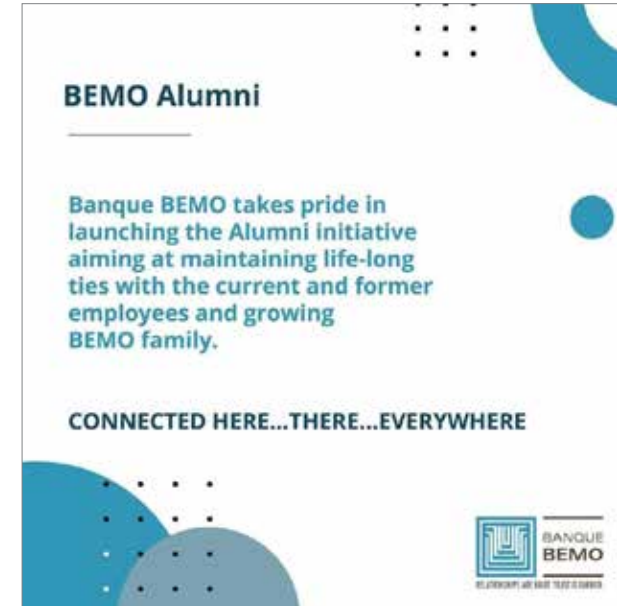


Marriage Leave
4 Employees
60 Days

35 Number
of **new recruits**

235 Total Number
of **employees as at 30.06.2022**

“Labor Rights are an integral part of Banque BEMO Code of Conduct and Human Resources Management policies”



BEMO Alumni

Banque BEMO launched the Alumni initiative in order to maintain life-long ties and stay connected with the former employees through sharing latest updates about the bank, their former colleagues and offering special programs and advantages for them.

d. Healthy & Happy Environment



Congratulations Ceremony of BEMO Stars

Banque BEMO hosted a ceremony to congratulate colleagues who were singled out for their extraordinary efforts and outstanding contribution to the Bank's Motto and objectives. The ceremony was attended by the Vice Chairman and General Manager and the colleagues who were elected as BEMO Stars.

Chief of Happiness

In line with Banque BEMO's "Chief of Happiness" (COH) initiative, the Bank has maintained the program over the past year. The mission of the COH is to make the workplace's happiness a priority through a series of simple and easy-to-implement ideas/quick wins; thus putting in place a creative approach to a happy environment. This year, the Bank's COH, in collaboration with the Communication Department, organized a "Get-together" event to create a relaxed and fun atmosphere ; as well this event was an opportunity to gather the existing employees and the new recruits and get to know each other in a joyful way.



Chief of Aesthetics

The Chief Of Aesthetics (COA) conducted scheduled site visits to assess the situation and provide recommendations to create a pleasant and productive work environment while preserving the bank's image and promoting its values and culture. In the same context, to better understand the employee's needs, opinions and points of view, an anonymous survey was completed, and based on the results the COA projected a list of plans. The first initiative was «Green Friend at the Office», in which 150 indoor plants were distributed to improve desks aesthetics and reduce stress and air pollution. The project was launched on «International Childhood Cancer Day» and was executed in collaboration with «Green Factor Lebanon», an initiative aiming to "reduce waste and transform trash into Hope by funding the treatment of kids fighting cancer».





Labor



a. Recruitment & Onboarding

Recruitment/Career Mobility

Due to the highly challenging situation the country is passing through and its impact on the Banking sector, the HR Management department was responsible at maintaining the Bank productivity by ensuring an immediate hiring being in replacement of former employees or filling new vacancies.

Accordingly, **29** new employees across several departments were hired in **2021** out of **108** interviewed applicants.

In addition to the above and since we encourage employees to take on new challenges and responsibilities, we supported the transfer of **13** employees internally to other departments under the scope of Internal Mobility process.

All employees being newly hired or transferred from a department to another were subject to a close follow-up through the induction program or appraisals requests.

Onboarding Influencer

The onboarding influencers' initiative was introduced to ensure a smooth incorporation of new recruits at the Bank with a deep understanding of our culture, values, beliefs and way of working together.

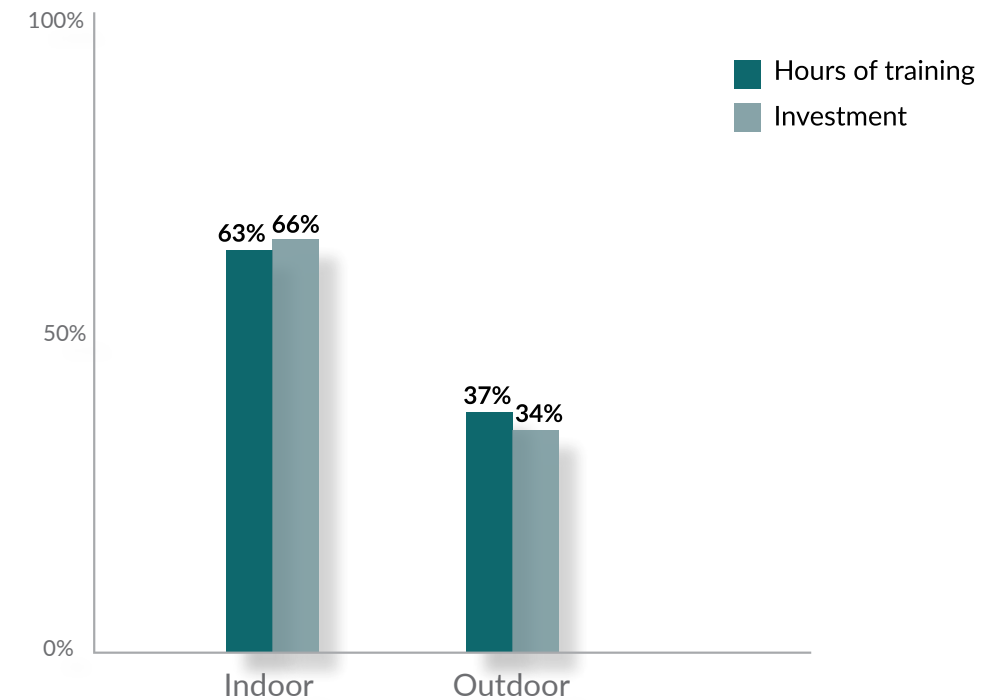
The program consists in assigning one influencer to each new recruit who will be the point of reference and responsible for the cultural integration.

b. Learning & Development

The HR Management organized for employees' several learning sessions which some were organized internally by the Bank and other with third parties.

The sessions were diversified targeting several areas.

Training Breakdown 2021



E-Motive: BEMO E-Learning Solution

In line with our commitment to employees' personal and career development and based on our competencies management gap analysis results, this year we designed paths including learning materials covering the main soft skills needed per grade and job seniority.

Moreover, we formed on the platform a new channel "Onboarding" dedicated for new recruits aiming at centralizing and assisting new employees to get smoothly integrated in the Bank processes and procedures.

It served as a one-stop-shop for all onboarding needs including: administrative paperwork, welcome meetings, quarterly induction meetings, new recruits appraisals.

Description	2020-2021	2021-2022
Total number of users	219	219
Number of people who fully completed their learning sessions <i>(noting that not all users are subject to learning path)</i>	73	34
Number of people who started their learning sessions but did not yet complete them	60	10
Number of people who did not start	86	175
Engagement rate	61%	20%*

* The access to the E-Motive learning paths for year 2021 – 2022 was stopped in May 2022.

Reflective Minds

The Human Resources management continued to apply the reflective minds initiative that was designed to unite the senior management with other employees whereby interactive and open discussions, brainstorming and sharing of new ideas are held after sharing introductory videos chosen and selected by the HRM department.

Throughout 2021, three reflective minds sessions took place on non-working Saturdays and three subjects were covered: "Impact of COVID – Risks Vs Opportunities", "Digital Banking Challenges and Opportunities for the Banking Industry" and "How to avoid being paralyzed by stress".

During these sessions participants shared their feedback and suggestions, gave their point of views while facilitators shared their own experience and ideas of improvement.



Online Competencies Assessment

In light with our internal strategic need to pinpoint the knowledge and skills of our employees in order to maintain a high level of productivity for the Bank success and growth, the HR Management department re-launched the Online Competencies Assessment for all employees from grade “B” to grade “E”.

The assessment included a set of multiple choice questions related to **6 competencies** (3 transversal and 3 specific) and split over two different questionnaires, one dedicated for Commercial Functions and the other one for Support Functions.

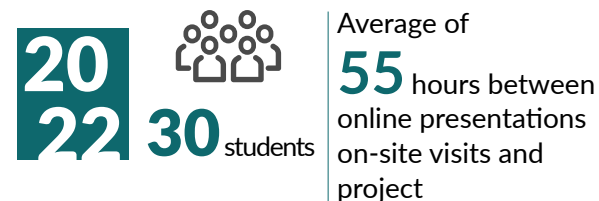
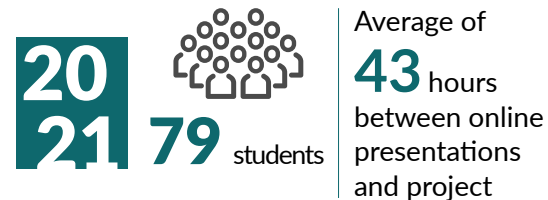
Following the assessment, the HRM conducted a gap analysis to:

- Define objectively the level of knowledge in each of the transversal and specific competencies
- Identify the areas of improvement for each employee, in order to assign related learning programs
- Propose for promotions based on the results analysis in close collaboration with line managers, and according to a pre-defined grading structure criteria.

Digital Internship Program

Similarly to 2020 and following its success, the HRM re-initiated the Digital Internship Program which intended at providing insight on the banking activities including presentations and projects in different business lines.

79 interns were registered to our Digital internship program mainly referred by top universities, clients and employees.



Workplace Wellness: Mental Health

Supporting mental health in the workplace is no longer an option but a necessity. In light of the challenging situation we are passing through and its impact on our emotional and psychological well-being and as we are committed in providing a healthy place to work for our employees, clients and other visitors, the HR management organized virtual awareness sessions entitled “Mental Endurance”, “Self-Leadership and Inner Strength”, and “Personal Energy Management”.

These awareness sessions aimed at learning how to cope with great pressures, minimizing brain overheat and embracing self-motivating techniques.

Several topics were covered such as but not limited to developing assertiveness, facing challenges and dealing with them, embracing an inside out approach to our mental and emotional state, sustaining mental and emotional health, optimizing and managing our personal energy, staying focused, reflecting on professional relations: with clients, with colleagues, with team.

Other trainings or awareness sessions were also given to employees about Health/Safety in the workplace such as: “the mindfulness” conference, “How to avoid being paralyzed by stress”, “Conflict Management”.



c. Employee Volunteerism Program

Banque BEMO's Family is known for its involvement in the community and humanitarian interests; always lending a helping hand wherever it was needed. In line with the Family Spirit, Banque BEMO volunteers helped wrapping the Christmas gifts for the underprivileged families, packing and sorting food and clothes for the families in different regions of Lebanon and contributing in reforestation initiative.

Also, Banque BEMO introduced the remote volunteerism program so the volunteers' collaboration and commitment to serving the community is not be interrupted during covid-19 pandemic.

The volunteerism initiative is an important element of the Corporate Social Responsibility framework and further fosters Banque BEMO as a socially responsible business.



CSR Champions

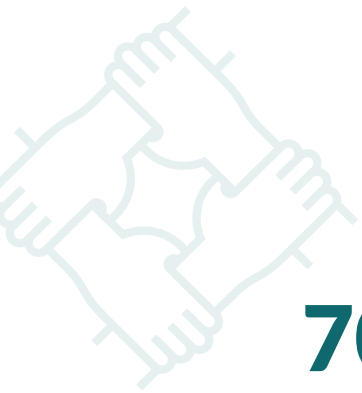
Further to the recently launched CSR survey conducted during 2021, both the employees and the clients recognized Banque BEMO as a socially responsible organization engaged in various CSR actions to support and improve the well-being of the community.

Banque BEMO has the pleasure to announce the launching of the new "CSR Champions" initiative.

This initiative aims at further engaging the workforce in the social responsibility efforts and creating awareness on the Bank's commitment to Corporate Social Responsibility.

The mission of the "CSR Champion" is to actively coordinate and combine efforts with the CSR unit, raise awareness and engage colleagues in the implementation of the CSR initiatives undertaken by the Bank.

Furthermore each champion will be nominated for a period of 6-months, on rotation basis.



70

volunteers dedicated

165

hours in support of

7 NGO's

7

employees donated

94 Kgs

of clothes and toys

225

items/school supplies



Environment



Environment

a. Carbon Footprint Management

Banque BEMO Carbon Footprint Management

For the fourth consecutive year, Banque BEMO is committed to compute, calculate, and report its carbon footprint management, in close collaboration with V4 Advisors using the «Built on Greenhouse Gas Protocol (GHG Protocol) tool».

The Bank's continuous monitoring and efforts, on reducing its carbon footprint by **38.9%** since **2017**, reflect the serious commitment to the Sustainable Development Goal 13 "Climate Action" pledged by Banque BEMO as a signatory of the United Nations Global Compact. This initiative is a key step on the path to a sustainable positive impact on climate change and further fosters Banque BEMO as a responsible business.



Roundtable «Solar Energy is a Sustainable Energy»

Banque BEMO hosted a Roundtable discussion "Solar Energy is a Sustainable Energy", featuring the prominent expert Mr. George Geha, Chairman-General Manager of ECOsys (an ITG Company). The session was moderated by Dr. Fouad Zmokhol, Dean of the Faculty of Business Administration and Management at Saint Joseph University (FGM USJ) and President of Association of Lebanese Business People in the World.



The discussions tackled the analysis of the prevailing challenges in Lebanon's power sector, the alternatives to reduce the dependency on fuel consumption, the UN climate change conference (COP26), the solar energy types (on-grid, off-grid and hybrid), and the latest market trends.

The Roundtable provided a great platform for the attendees to share their insights, experience and solutions to prevailing concerns.

b. Reforestation Initiative

Back to our Cedar Roots

Banque BEMO hosted the draw ceremony of the initiative "Back to our Cedar Roots", on Independence Day, at Beirut Rafic Hariri International Airport.

This initiative aimed at restoring pride in what Lebanon stands for and reinforcing the sense of belonging of people of Lebanese origin. 100 newly planted Cedar trees were allocated by draw to 100 persons among the enlisted candidates.

Banque BEMO wanted also to cast the attention on the unfairness suffered by Lebanese women who are unable to pass their Lebanese nationality to their children. Therefore, the offering was opened primarily to persons of Lebanese origin but whose father is not Lebanese. Through this, Banque BEMO stood firm on its support to Lebanese women and the necessity of getting their full rights.

During the ceremony Banque BEMO Chairman of the Board Dr. Riad Obegi, addressed the audience saying, "Lebanon is for everyone who has roots in the country, it is a message and not only a country, and this message is one of openness and generosity. If we are all committed to ethics, solidarity and generosity, this crisis will allow our nation to become better, one of the best in the world."



c. Paperless Environment

01/07/2021 till 30/06/2022	Effective year	Number of sheets saved since the implementation of the electronic solution	Estimated number of sheets saved this year	Total yearly consumption prior to implementation of the electronic solution	Decrease in %
Electronic End of Day System Continuous form printing	01/07/2021	3.710.000	840.000	930.000	90%
E-statement	2022	568.274	125.600	130.000	96%



Average weight of recycled paper
13.45
tons per year

e. Carpooling

Banque BEMO launched the Carpooling program, for all employees who wish to apply it with any of their colleagues, friends or family members. Colleagues commuting together will both benefit from a special transportation allowance.

This initiative aimed at encouraging colleagues to apply this transportation mode in order to help saving fuel consumption, especially within the prevailing crisis, and to be recognized as environment friendly organization.



Carpooling Program Users
3.4%



Maximum number of carpooling days per employee per month
16 days

d. Green Friend at the Office

The Chief of Aesthetics had the pleasure to launch on “International Childhood Cancer Day” the “Green Friend at the Office” initiative in which 150 indoor plants were distributed to improve desks aesthetics and reduce stress and air pollution. The project was completed in collaboration with «Green Factor Lebanon», an initiative aiming to “reduce waste and transform trash into Hope by funding the treatment of kids fighting cancer”.





Anti-Corruption

Anti-corruption

a. Anti-Bribery & Corruption

As part of its commitment to uphold the highest ethical standards, transparency, accountability and professional integrity, Banque BEMO has established an Anti-Bribery and Corruption (ABC) Manual. This Manual, prepared in line with local and international laws and regulations, is designed to identify, assess, manage, monitor, prevent and/or detect bribery and corruption crimes by staff members and/or third parties and invites employees to inform all stakeholders about the Bank's applicable rules and control processes.

In order to avoid potential risk of corruption and bribery in its business relations with onboarding and existing associated persons the Bank enhanced its third-party due diligence processes and several red flags were defined in the ABC Manual to help the Bank identify high-risk third parties.

Trainings on anti-bribery and corruption issues are essential to the maintenance of our principles of responsible and ethical banking. Hence, during the reporting period, around 50 persons including new recruits and internships attended awareness sessions on anti-bribery and corruption. Special face-to-face programs will also be offered to the employees who are most exposed to some of these risks.

Finally, the Bank is updating the whistle-blowing policy on annual basis, to facilitate the reporting of potential or suspected violations of our policy or applicable laws, regulations, or professional standards including those relating to anti-bribery and corruption; and to promote a culture of open communication that enables the Bank's stakeholders to voice their concerns at the earliest opportunity, while preserving the confidentiality of the whistleblower.

Crisis Management Panel Discussion: «Ethics: A Competitive Advantage»

Banque BEMO hosted a Crisis Management Panel Discussion « Ethics: A Competitive Advantage » with a panel of prominent experts. The session featured Dr. Fouad Zmokhol, Dean of Faculty of Business Administration and Management at Saint Joseph University of Beirut (FGM USJ) and President of Association of Lebanese Business People in the World, Professor Roland Tomb, Dean of the Faculty of Medicine at Saint Joseph University (USJ) and professor of Medicine and Practitioner at Hotel Dieu de France University Hospital, Dr. Sally Shamieh Research Project Manager, CRED Research Center at ESA Business School, and Mr. Nagi Abou Adal, Certified Compliance and Ethics Professional International and former member of Corporate Compliance & Ethics (USA) and Institute of Business Ethics (UK).

The prominent speakers tackled the ethics in times of crisis, the ethics versus deontology, the standards and behavioral model to preserve an ethical environment.



b. Training & Awareness on Whistle-Blowing and Anti-Corruption (2021-2022)

Subject	Number of Participants
AML/CFT webinar	3
AML regulations and updates webinar	2
ABC, AMLA, and MENA FATF recommendations	2
DDML & CRS	16
Anti-bribery & Corruption	27
General Compliance meeting	1
Perspectives of Corporate Governance and the Global effects of the Sarbanes Oxley Act (SOX)	1
Certified Risk Management Specialist – Global sanctions	1





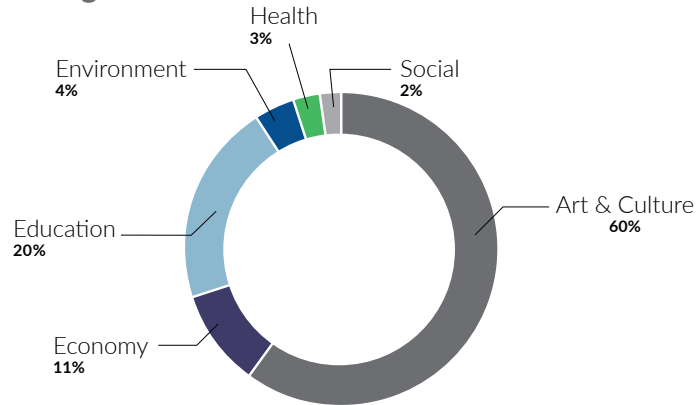
CSR

Additional initiatives



CSR Additional initiatives

a. Distribution of CSR Budget



b. Cultural Activities

Musicales du Liban à Paris



Les Musicales du Liban organized 3 concerts at Cathédrale Notre-Dame du Liban in Paris.

The concerts saw the participation of prominent musicians including Georges Daccache, Mario Rahi and Jeanne Ghanem and showcased Lebanese composers and artists such as: Gelalian, El Khoury, Kanaan, Chalhoub, Hakim and El Bacha.

The proceeds of the event were in support of Collège St Jean, Okaibe, Lebanon.

Launching of the «Rotating Art» Initiative

In the majestic crypt of Saint Joseph church, at the heart of Beirut, Banque BEMO launched a unique in the world art initiative, the “Rotating Art”, in partnership with “Commercial Insurance” and “Gabriel Rizkallah Art Dealer”. The event was held in the presence of a large audience, namely the Bank’s family, friends, artists and media.

With this initiative, Banque BEMO aims to create an oasis of hope and beauty in the midst of the current economic crisis and to put Lebanon at the forefront of art creativity.

Please follow the Instagram account [@rotatingart](https://www.instagram.com/rotatingart) for a detailed overview on the various activities and events.



Sculpture « Beyrouth 609 » by the artist Hady Sy

« For a short while, time is suspended. Then: sirens, chaos, annihilation. The blast has no mercy for Beirut. Hady Sy’s sculptures, Trinity, pays homage to the city, here envisioned as a woman, or, rather, the ultimate Woman.

Beyrouth is thin, fluid, and voluptuous. As one revolves around it, it becomes even more refined, elegant, dignified. A womb appears – the incarnation of sensuality is also a mother to more than a million.

Beyrouth is shaped as 609, the number of an angel who’s the ethereal embodiment of the perpetual path of life. 609, at the same time, conceals the fateful number right, the minute past 6 pm when Beirut was ravaged. »

The sculpture « Beyrouth 609 » by the artist Hady Sy is displayed at Banque BEMO – Achrafieh Branch.



“Mother Earth” Exhibition

Banque BEMO organized a guided visit of “Mother Earth” exhibition at AUB Archeological Museum. The exhibition featured an installation of the artist Andrée Hochar Fattal’s sculptures in resonance with the Museum’s Goddesses of fertility. The guided tour offered an extraordinary experience in the presence of the artist.

Through this exhibition, the artist pays tribute to her sister Marion Hochar Ibrahimcha, victim of Port of Beirut explosion on 4 August 2020.



Second Edition of the “ Prize of Bechara & Carmen Obegi for the Creation & Innovation”

For the second consecutive year, the “Centre Entrepreneuriat et Compétences EC2”, the Faculty of Economics (FSE) and the USJ foundation, organized a ceremony for the award distribution for the participants in the “Prize of Bechara & Carmen Obegi for the Creation & Innovation” contest.

The First Prize was awarded to “Agonista”, the second award to “Light Chain Network” and the third one to “Saveurs et Délices”.



“How Paintings Inspire Cinema”

Banque BEMO and Nadine Fayad Art Gallery organized an online session entitled “How Paintings inspire Cinema”.

The online session featured Professor Rabih Haddad and Dr. Raouf Rifai.



Nabad

Banque BEMO hosted in partnership with Arbusta and the municipality of Furn El Chebak the ceremony of unveiling NABAD an artwork by the artist Mirna Mchantaf. The event was held at the public garden of Furn El Chebak.

The artist Ms. Mirna Mchantaf thanked Banque BEMO, Arbusta and the municipality of Furn El Chebak for their contribution and support throughout this significant project. Besides its aesthetic beauty, Ms. Mchantaf said that “Art is her passion and NABAD conveys a special message of awareness and responsibility toward the environment, through the Upcycling.

Wadia Sabra Stamp Ceremony

Banque BEMO hosted the ceremony of putting into circulation the Wadia Sabra stamp issued by LibanPost, along the special edition folder containing both stamps for Wadia Sabra, the composer of the Lebanese National Anthem and Rachid Nakhle the author of the Lebanese National Anthem.



Les Musicales de Baabdath - Piano Recital by Tatiana Primak Khoury

As a fervent supporter of music and art, Banque BEMO sponsored a Piano Recital by the Ukrainian-Lebanese pianist Tatiana Primak Khoury. This event was part of “Les Musicales de Baabdath – Strings of Hope 2021” music festival.

Les Musicales de Baabdath was organized by LES MUSICALES, an independent, nonprofit, non-governmental organization having as a mission to curate, organize and promote world-class classical, world and jazz music concerts by inviting international and Lebanese musicians to perform in the town of Baabdath – Mount Lebanon.

Pianist Tatiana Primak Khoury has chosen for her first appearance with les Musicales de Baabdath as a guest musician, two directions for her piano recital. A philosophical one with Brahms at the start of the performance and a much more dramatic direction with Liszt’s Transcendental Etudes and Houtaf Khoury’ s ‘Sham’ sonata. Only to release the tension with Faure’s very melodic masterpiece, Pavane.

Storytelling

In its continuous support to culture, Banque BEMO in collaboration with Assabil NGO had the pleasure to invite BEMO Family’s children to a French speaking Storytelling event entitled “L’Heure du conte”, at the Beirut Municipality Library in Monot, Ashrafieh.



Urban Art Tour

In its constant support to Arts and Culture, Banque BEMO, in partnership with Art of Change, organized an Urban Art Tour in the presence of the Bank's Chairman, Senior Executives, friends and family. The tour included a visit of painted murals in Ashrafieh and Hamra, followed by a visit of the Sami Makarem Cultural Center in Aytat, as well as Aley's Symposium Gardens, street art and famous balcony. The tour ended with a wine tasting at Iris Domain winery.

The objective of this initiative is to show the importance of culture in Lebanon and highlight its impact on the community throughout history.



Wadia Sabra Book Signing

Banque BEMO was one of the main sponsors of Wadia Sabra compendium signing ceremony that was organized by "Le Centre du Patrimoine Musical Libanais", at the Residence Dagher.

Baritone Fady Jeanbart selected and compiled the Works of the Lebanese composer and founder of the "Conservatoire Libanais".



L'Art Blessé Exhibition moves to Saida

Following its remarkable success at Villa Audi in Beirut, «L'Art Blessé» exhibition moved to the Debbané Palace Museum in Saida, in partnership with Debbané Foundation and Commercial Insurance.

In tribute to the victims of the devastating explosion on the 4th of August, this artistic manifestation helps guide each of us on the path of reconstruction and rebirth, so that we never forget and that we never give up.



BEMO virtual art club (Bvac)

In its continuous support to Culture and Art, Banque BEMO's Virtual Art Club (Bvac) continued to offer artistic activities and unique cultural experience, inspiring and entertaining Bvac Friends. The program comprised weekly "Cine-Club" gatherings; "literary get-together" and "Art History" sessions;



In addition to the virtual activities, Bvac organized a guided visit of HIYA, an exhibition of Giclée prints at Saleh Barakat gallery.

This tour offered the visitors an enjoyable experience of fine art prints and a presentation by the artists of Giclée prints technique.

Moreover, Bvac organized a "wandering in the memory of Beirut" with Antoine Boulad, author of Rue de Damas and one of the most original voices of French-speaking Lebanese poetry where he revealed the hidden side of his childhood neighborhood.

Please refer to the website https://www.bemobank.com/bemo_virtual_art_club for a detailed overview on Bvac various activities and events

c. Educational Activities

Banking Regulations conference at FGM - USJ
Ms. Maria Haraoui, Chief Risk Officer at Banque BEMO, led a conference at USJ's Business Administration & Management Faculty (FGM).



In her presentation, Ms. Haraoui covered the following topics: Banking Regulations including BDL policies; Corporate Governance; Financial Reporting; Risk Management...

More than 65 persons attended the conference including Bachelor and Master students as well as FGM alumni, all of whom received a certificate of attendance co-signed by Banque BEMO Chairman of the Board and the Dean of the Faculty of Management and Business Administration at Saint Joseph University (USJ).

This initiative falls under Banque BEMO's strategic partnership with FGM.

Business Conference conducted by Mrs. Nasr to the FGM Master students

Mrs. Hala Nasr, Executive Director - HRM at Banque BEMO, led a conference held on Tuesday March 15th at USJ's Business Administration & Management Faculty (FGM).



In her presentation, Ms. Nasr covered the following topic, Telecommuting: Lessons of an Experience! What's Next?

More than 16 persons attended the conference including Bachelor and Master students.

This initiative falls under Banque BEMO's strategic partnership with FGM.

d. Health & Well Being Activities

Beirut Marathon Women's Race 2022

Banque BEMO participated in the 8th edition of Beirut Marathon Women's Race under the theme «Draw your Path»; a call to action to all women in Lebanon to keep moving forward and face all the challenges.

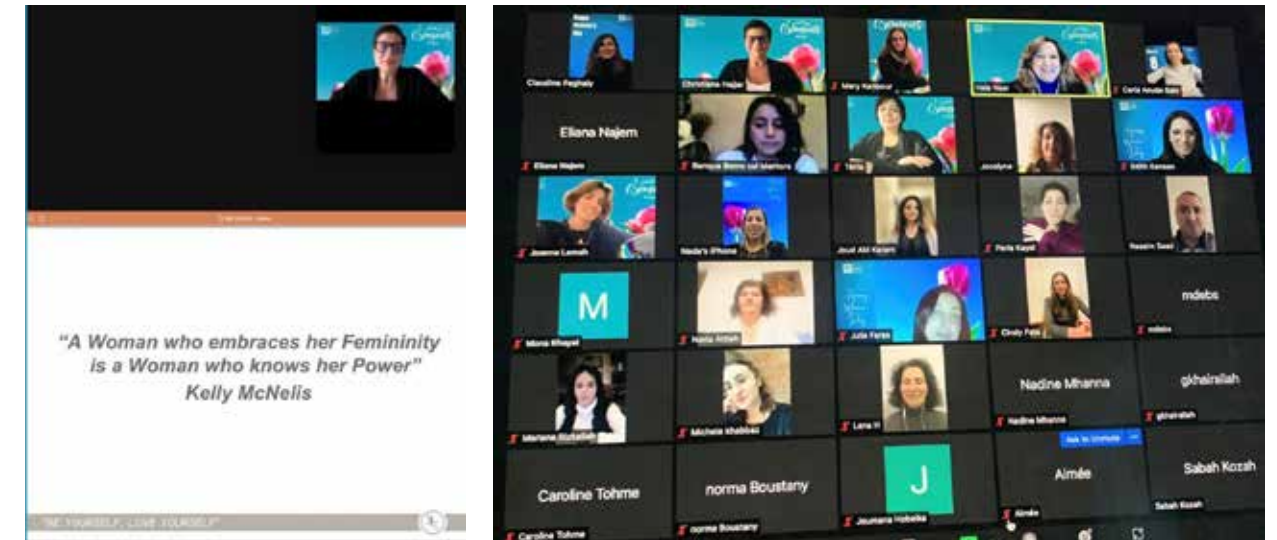
Several colleagues took part in the 5Km race and joined the cause and project of Stand for Women, in support of women-owned small businesses affected by the multiple crises in Lebanon.



“Silk & Skills” webinar

On the occasion of the International Women's Day, Banque BEMO organized a special webinar entitled “Silk & Skills”, conducted by Mrs. Christiane Hajjar - Image & Lifestyle Coach.

This virtual event was a celebration of Women through special discussions covering the femininity, the circle of success, the self-love, how to grow fabulous and the “Me Time”.



e. Social Activities

Henry & Nadege Obegi Gardens' Inauguration

The renovated ESA gardens now bear the names of Henry and Nadège Obegi, a couple who have always had their eyes turned towards elegance. The renovation work, initiated before the country's crisis and that of the Covid, has greatly embellished the site, a place of relaxation and rejuvenation.

During the inauguration ceremony, Mr. Maxence Duault, Dr. Riad Obegi and Mr. Youssef Abillama took the initiative to pay tribute to Henry and Nadège Obegi who have given so much for Lebanon.

In his speech, ESA Director General Maxence Duault was delighted to finally be able to inaugurate these gardens and expressed his pride in this achievement, which magnifies ESA's natural heritage and makes the campus a place of healing.

In his speech, Banque BEMO Chairman, Dr. Riad Obegi paid tribute to this couple who did not put anything above education and who always wanted to support the new generations. He added «what better way to preserve their memory than this magnificent garden whose hundred-year-old trees seem close to defying eternity».



Literature Gathering

«BEMO virtual art club» (Bvac) organized a literature gathering in collaboration with the «Agenda Culturel», at the newly inaugurated «Garden of Henry & Nadege Obegi» at ESA Business School.

For this occasion, Georgia Makhoul passed to the other side of the mirror and answered the questions of Karl Akiki - Director of the French literature department at Saint Joseph University, covering her journey as a writer and her latest publications, in particular: «Les absents» (Rivages, 2014), «Port-au-Prince: aller retour», (La Cheminante, 2019) et «Le goût du Liban» (Mercure de France, 2021).





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