

## FORM 10A - MATERIAL CHANGE REPORT

Pursuant to section 64(1)(a) of the Securities Act, 2012

Request ID 8301

### 1. REPORTING ISSUER INFORMATION

Name		1.1	FirstCaribbean International Bank Limited
Street Address 1		1.2	Michael Mansoor Building
Street Address 2		1.3	
City		1.4	Warrens
Province/State		1.5	St. Michael
Postal/Zip		1.6	
Country		1.7	Barbados



Jul 18, 2023, 7:56 am

### 2. DATE OF MATERIAL CHANGE

Date		2.1	01-11-2023
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### 3. TYPE OF MATERIAL CHANGE

Type of Material Change		3.1	Changes to the board of directors or any other senior officer as defined in Section 4 (1) of the Securities Act, 2012
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### 4. DESCRIPTION OF MATERIAL CHANGE

Description of Material Change		4.1	<p>FirstCaribbean International Bank Limited ("FirstCaribbean") is pleased to announce the appointment of Ms. Janine Billy, Chartered MCIPD, as Chief Human Resources Officer, People, Culture &amp; Brand, effective November 1, 2023. Janine will report to FirstCaribbean's chief executive officer, Mr. Mark St. Hill, and will join FirstCaribbean's executive committee.</p>
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Janine has over twenty years' experience in progressively senior human resources and managerial roles. From 2020 to 2022, she was FirstCaribbean's Director of

Talent & Development. During that time, Janine designed and implemented an effective talent management strategy to support FirstCaribbean's digital transformation. She was also instrumental in updating FirstCaribbean's overall human resources strategy and embedding a culture of learning and performance. Janine was most recently the Head of Talent Acquisition at the Inter-American Development Bank in Washington DC.







Janine graduated from the University of the West Indies with a Bachelor of Business Science (Management Studies) degree. She also holds a Master of Science degree in Business Psychology from the University of South Wales. Janine is a chartered member of the Chartered Institute of Personnel and Development.

Attachment  4.2

## 5. DETAILS OF PUBLICATION OF MATERIAL CHANGE

Will you be seeking an exemption from publishing a notice in accordance with section 64(2) of the Securities Act 2012?	 ?	5.1	No
Date of Publication of Notice	 ?	5.1.2	18-07-2023

## 6. DETAILS OF SENIOR OFFICER

Name of Senior Officer	 ?	6.1	Other
First Name	 ?		Cheryl
Last Name	 ?		Wood
Position in Organization	 ?	6.2	Assistant Group Corporate Secretary
Email Address	 ?	6.3	cheryl.wood@cibcfib.com
Business Phone	 ?	6.4	2463672244

## 7. DATE, CERTIFICATION AND SIGNATURE

I hereby certify that the statement and information contained in this form and any attachment hereto are true and correct to the best of my knowledge and belief and submitted in compliance with the provisions of the Securities Act, 2012. I understand that any misrepresentation, falsification or material omission of information on this application may result in a breach of the Securities Act, 2012.

### Certifying Officer

Cheryl Wood

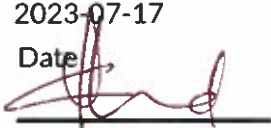
Print Name

Assistant Group Corporate Secretary

Position

2023-07-17

Date



Signature

By affixing a signature to this filing, the respective senior officer certifies the content of this filing.

Download a completed copy of this form (Form 10A) for date, certification and signature by a Senior Officer of the company, sign same and attach the signed form to this filing.

\${---SIGNATURE\_LOCATION---}

## Attachments

Upload a signed copy of the Form 10A with the completed Date, Certification and Signature Section. \*

Additional Files