

# FirstCaribbean International Bank Limited

## Notice of Material Change

Notice issued pursuant to  
Section 60(3)(a) of the Securities Act of Barbados  
Section 64 (1)(b) of the Securities Act of Trinidad and Tobago  
Section 98 (3) of the Eastern Caribbean Securities Market Securities Act 2001



Janine Billy

**July 18, 2023, Barbados** - FirstCaribbean International Bank Limited ("FirstCaribbean") is pleased to announce the appointment of Ms. Janine Billy, Chartered MCIPD, as Chief Human Resources Officer, People, Culture & 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.

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.

Brian Clarke, KC  
General Counsel & Group Corporate Secretary

### About CIBC FirstCaribbean:

CIBC FirstCaribbean is a relationship bank offering a full range of market leading financial services through our Corporate and Investment Banking, Retail and Business Banking and Wealth Management segments through its leading digital banking network and locations across the region. CIBC FirstCaribbean is one of the largest regionally listed financial services institutions in the English and Dutch-speaking Caribbean, with US \$13 billion assets and market capitalization of US \$1.2 billion.



**FirstCaribbean**  
International Bank

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