

Training Policy

Document purpose and scope

The Policy governs the organization of trainings for the Bank's staff. Its purpose is to ensure professional development of employees based on talent development and continuous learning.

Which ESG-related issues does the Policy address?

The Policy's objectives concern:

- providing employees with the training required for their specific roles,
- enhancing employee engagement through a broad range of professional development opportunities,
- unlocking employee potential through talent management and development initiatives,
- promoting equal opportunities across teams,
- encouraging self-directed learning.

The Bank offers a variety of development formats, including in-person training, talent programs, e-learning, and financial support for academic studies, certified courses, and foreign language learning. It collaborates with external institutions such as universities, business schools, and educational organizations. A digital learning ecosystem is actively promoted to ensure access to shared educational content. The corporate training and development plan is designed annually. The Bank is committed to maintaining high-quality employee proposition and regularly assesses training and development needs. This includes consideration of the Bank's strategic growth directions, market trends, business requirements, manager expectations, and individual employee needs. The Bank ensures that employees have knowledge and hands-on experience adequate to their roles and responsibilities. This is essential for ensuring compliance with legal requirements, supervisory regulations, and ethical standards.

The highest management level responsible for the Policy

The Head of the Strategic Partnership and Leadership Area is responsible for the implementation of the Policy, supported by the Training & Development function. They report directly to the MB member in charge of the Business Partnership Division.

Application across the Bank's subsidiaries

The Policy applies at the Bank. Other companies of the Group have their own training & development policies.