

# SUMMARY OF INDUCTION AND TRAINING POLICY FOR MANAGEMENT BODY

## 1. General Principles

The induction and training of the members of the Management Body represent a continuous process, essential for ensuring strong corporate governance and for maintaining the adequacy of this body in relation to the Bank's risk profile and business model.

The Policy sets out the general principles and procedural framework for the induction and ongoing training of the members of the Management Body.

Professional training includes activities that facilitate learning, development, and the enhancement of existing skills, or the acquisition of new skills, through training programmes, seminars, workshops, presentations, or other forms of instruction relevant to the roles performed.

## 2. Objectives of Induction and Training

The objectives pursued are:

- Ensuring the understanding of the organizational structure, business model, risk profile and the governance framework, as well as the role of the Management Body.
- Maintaining and improving the knowledge, skills, and independent thinking of the members, as well as developing impartiality in decision-making.
- Ensuring an appropriate balance of competencies, experience, and diversity at the level of the Management Body, for effective management of the Bank's activities.
- Adapting training objectives to the specific responsibilities and roles within the committees.

### Specific objectives:

- Executive Committee – developing leadership, planning skills, and deepening the technical knowledge specific to each role.
- Board of Directors – strengthening the competencies and knowledge required for oversight and supervisory activities.

## 3. Induction and Training Programmes

The programmes developed may be delivered internally, externally, online, through practical activities, or through combinations of these.

They will be updated periodically, taking into account changes in the governance framework, the Bank's strategy, the launch of new products, as well as legislative changes and market developments.

## 4. Induction Process for Members of the Management Body

Induction is intended exclusively for newly appointed members and aims to ensure an adequate understanding of the Bank's organizational structure, business model, risk profile, and governance framework.

## 5. Continuous Training Process

Continuous training is mandatory for all members of the Management Body and may cover topics such as: Managing conflicts of interest; Prevention and combating of money laundering and terrorist financing; Anti-bribery & corruption; International sanctions regime; Code of Conduct; Market abuse; Management, coaching, leadership, and strategic planning programmes.

Specific programmes for the members of the Board of Directors: Depending on individual expertise, committee roles, and the need to ensure diversity, the programmes may cover various business areas within the Bank.