

Banca Transilvania Financial Group

Commitment
on Diversity and
Equal Opportunities

Our Commitment

Banca Transilvania takes a firm stance against all forms of discrimination, including direct and indirect discrimination, harassment, victimization, and prejudice.

BT is committed to providing a safe and inclusive working environment where everyone feels respected and valued. Banca Transilvania complies with the requirements of the International Labor Organization Conventions ratified by Romania ([ratified ILO Conventions](#)) as they apply to the banking sector and aligned with the Romanian labor provisions. Therefore, one of our ongoing priorities is to create a **fair and equitable working environment**, characterized by **diversity, inclusion** and **equal opportunities**.

Within the Group, the **Equal Opportunities Policy**, in force since 2020, aims to guide employees to:

- understand discrimination and harassment, their roles and responsibilities, and the steps to take when harassment concerns arise, including utilizing the reporting channels made available for them to address such grievances;
- correct attitudes and behaviors that may lead to the exclusion or marginalization of people of either sex, and promote the benefits of building an inclusive and non-discriminatory company where gender is an integral part, to bring real benefits to the lives of all women and men and to eliminate all forms of discrimination and violence;
- establish provisions for the application of the principle of equal opportunities regarding access to employment, promotion, vocational training, working conditions, remuneration and occupational social security schemes, as well as specific measures to implement this principle.

Banca Transilvania is committed to **promoting diversity and equal opportunities** in all aspects of its operations and work culture. We recognize that embracing diversity enhances the motivation and creativity of our workforce.

Therefore, we strive to have diverse representation at all levels of our Bank, including the Board and Executive Management. We believe that diverse leadership teams bring diversity of thought, fresh perspectives, inspire innovation and lead to better decision-making.

In order to achieve a sustainable and balanced development, Banca Transilvania considers increasing diversity at management level an essential element to support the achievement of its strategic objectives. In designing the structure of the management body, diversity criteria have been considered, including, but not limited to, gender, age, cultural and educational profiles, ethnicity, professional experience, skills, knowledge and seniority. All appointments to the Board are based on merit and candidates are considered based on objective criteria, considering the benefits of diversity on the Board.

The Bank recognizes and embraces the benefits of a diverse management body to enhance the quality of its performance. To this end, we have prepared the *Policy for the Promotion of Diversity in the Management Body of Banca Transilvania*, which aims to define the way to promote diversity within Banca Transilvania in the management body (Board of Directors and Leaders' Committee) and complements the *Policy for the Assessment of the Suitability of the Members of the Management Body of Banca Transilvania* and the *Policy for the Selection, Monitoring, Evaluation and Succession Planning within Banca Transilvania*.

Banca Transilvania actively promotes equality throughout the bank, ensuring that all individuals have access to the **same opportunities for career development**, job prospects, and personal growth, regardless of their age, gender, ethnicity, disability, sexual orientation, or any other protected characteristic. A culture that values and celebrates the diverse experiences, backgrounds, perspectives, and skills of all our employees is cultivated, actively seeking to create a workplace where everyone feels comfortable, supported, and empowered to contribute their best.

BT invests in the employees' growth by **providing equal access to training and development** programs, by offering tailored initiatives that address the unique needs of their position and aspirations of individuals, promoting their professional

advancement and potential for upward mobility.

The European Banking Authority has updated the requirements for remuneration and internal governance in the banking sector through its Guidance on Benchmarking Exercises on Gender Pay Gap and Higher Ratios, approved under Directive 2013/36/EU in June 2017, recognizing the importance of equal pay and diversity. Banca Transilvania strives to comply with the newly established parameters and conducts **regular pay equity reviews** to ensure that all employees, regardless of their background or identity, receive fair compensation for their work (in this regard our remuneration packages are built on a gender-neutral basis). Any discrepancies identified are quickly addressed to ensure that equal pay for equal work is maintained, as fair remuneration is a well-established practice at BT. As social, environmental and governance (ESG) issues have become increasingly important in recent years, Banca Transilvania believes it is vital for the business to have an approach that links employee diversity initiatives with remuneration plans and sustainability objectives.

In terms of **constructivist organizational culture**, the achievement of goals through people development, teamwork and synergy is encouraged. Belonging, altruism and affiliation are dimensions strongly represented in BT's culture by means of **fair and transparent recruitment processes** that aim to attract a diverse pool of candidates for all job openings. We evaluate candidates solely based on their skills, qualifications, and potential for success, ensuring equal consideration and opportunities for all. Once an employee, BT provides a wide range of benefits each year, such as: various health service and insurance packages, discounts with various partners, social benefits for serious or incurable diseases, social benefits granted in case of impactful family events, rewards for individual employee performance, retention and loyalty and holiday bonuses and days off for birthdays or on various family events.

We firmly believe that equal opportunities are crucial for a fair and inclusive society, as such we are constantly looking at vulnerable groups, and through **BT Charity**, we try to add value to society by donating up to 3.5% of the annual due tax to charity. Moreover, we actively seek to engage with a diverse range of suppliers so we can contribute to the growth and development of

underrepresented entrepreneurs and foster a more inclusive economy.

To complement all the above and add more weight to BT's diversity commitment, in 2023 the Group joined the [Diversity Charter](#), which gathers more than 14,500 signatories, either public and private institutions from 26 countries, and has a direct positive impact on more than 17 million employees. In 2024 BT affiliated with Romanian Diversity Chamber of Commerce.

Disclaimer:

We undertake to fully respect and comply with the provisions of this commitment, which we undertake to periodically update. This statement is the minimum level of commitment that we will continue to comply with in accordance with the applicable legal provisions (where needed).

