

Equal opportunities and organisational diversity

EXTRACT

Organisational measures to ensure equal opportunities for our employees

We place a strong emphasis on creating a balanced, non-discriminatory working environment, including the promotion of work-life balance and mental wellbeing, by the means of encouraging healthy lifestyles. It is important for us that our colleagues know that we are counting on them and they can count on us. Respect for human rights and equal opportunities are among our fundamental principles. Our commitment to this is set out in our [Code of Conduct](#), which regulates equal opportunities, fair treatment and non-discrimination.

The Bank's Nomination policy includes effective measures to ensure diversity in corporate operations, including progressively improving the participation of women in the Board. In addition, the Policy sets out certain procedural rules for the assessment of the suitability of board members and key management personnel.

At the company level, based on data from August 2023, 68% of our employees are women (82% in rural areas), and 4 out of 9 of our Deputy CEOs are women.

Trainings and education on equal opportunities

Our employees participated in the following training courses on equal opportunities.

- *Interview techniques*: leadership skills development, equal treatment, unconscious biases at all levels of management.
- *'Dobbantó' (Step Forward) Program*: raising financial awareness and expanding business development skills for woman entrepreneurs. External participants can also participate.
- *Unconscious prejudices*: How unconscious bias affects our teams, effectiveness and innovation, how to recognise our unconscious preferences.
- *Mental health workshop*

START Internship Program

Supporting young employees has always been a priority for MBH Bank. Our trainee program serves as a stable employee supply base: By the end of 2022, we were able to channel almost a third of our current headcount (around 350), 89 people into full-time positions. We employ interns in our network of branches and centres across the country, providing them with relevant professional working opportunities - with a unique position and a unique job role. We support their individual development (e.g. participation in company events, lectures, trainings by interns for interns, certification of internship completion to facilitate their placement, advisory support for their thesis). We also consider community building important for them: picnics on Margaret Island, quiz nights, and a shared cinema experience are events we have organised for them.

The training series by interns for interns allowed our them to learn from each other about conflict management, presentation techniques and self-awareness with the help of professional facilitators. With 56% of our START internship program being female, we are able to significantly support female interns in rural areas, creating equal opportunities for them through both uniform benefits and professional mentoring.

Generational Diversity Program

Our Generational Diversity program aims to help employees at all stages of their lives, from those starting their careers to young people starting a family and employees over 60 years of age. The program provides them with tailored solutions including a range of training and skills development, community experiences and personalised benefits. Equal opportunity is one of our core principles, in line with our Code of Ethics, in guiding our employee headcount, our corporate strategy and vision and in building our employer brand. At various points in the employee lifecycle, we focus on employee satisfaction, motivation, support, development, engagement, work-life balance. We support them „hands on” as they reach milestones in their lives, so they can achieve their best without discrimination. We reward them with a personalised development plan, training package and a unique benefits package. Our Generational Diversity programs (Start, Start+, Baby+, Active+, MMM+) cover 20% of our employees.

Our program, being unique in the market, has received numerous professional awards of which we are extremely proud.

National and international HR professional awards

- Best Practice Institute "Most Loved Workplace" certificate
- Top Employer 2023, Employee Excellence 2023
- JVSZ - "Companies For The Future Award" 2023 Best Talent Program category III. place
- Gold Certification in the Digital Employee Experience category - For the gamified pre-boarding program - HRBEST 2022
- Gold Category – The arrival experience - HR campaigns by employee lifecycle - HRKOMM Award 2023
- Mastercard Employer Branding Activity of the Year 2022
- Best Workplace for Woman 2022 - 1st place - Association for Womans' Career Development in Hungary
- Zynternship Awards Talent Starter- 2023, Silver Certification
- Zynternship Awards Audience Award- 2023, Silver Certification

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