



PROVIDUSBANK

EMPLOYEE

VALUE PROPOSITION

PROVIDUS BANK EMPLOYEE VALUE PROPOSITION (EVP)

At Providus Bank, we are not only committed to providing convenient banking experience for our customers, we are also a 'Future Forward Bank' — passionate about shaping the future by investing in the people who make our vision possible. As part of our team, you will thrive in an inclusive, innovative, and supportive environment that's designed to foster both professional and personal success. We believe that by empowering our employees, we are building a future that is as forward-thinking and dynamic as our banking services.



OUR CULTURE

We're building a culture of care and wellbeing for our employees anchored on a performance-driven mindset.. this is reflected in our ongoing commitment to enriching the lives of our employees, empowering them to achieve their aspirations both at work and in their daily lives.



OUR EVP GOAL

To be dynamic, flexible, and agile as we give our people the opportunity to innovate and work in an atmosphere that provides personal fulfilment and balance.



OUR EVP PROMISE

01

Prioritize and support staff health and wellbeing.

02

Promote a culture of learning and development for personal and professional growth.

03

Promote cohesive community culture and empower all staff to feel in place at Providus Bank.

04

Recognize and reward contributions regardless of station and position.

05

Make our employees happy.

WHAT WE OFFER

• COMPREHENSIVE BENEFITS:

- o **Pension Schemes** to ensure your future security.
- o **Group Personal Accident & Group Life Assurance Scheme** for peace of mind.
- o **Medical Insurance** to prioritize your health and well-being.
- o **Parental Medical Care** to support employees with healthcare for their parents.
- o **Specialised Medical Cover** with Select Health Institutions for all round wellness care.

- o **Employee Assistance Programs** that allow employees work in an environment that listens and provides support for their physical and mental well being.

- o **Newborn Package** for female employees, reflecting our commitment to a 360 support.

- o **Personal Mortgage** assistance to make homeownership more accessible for employees.

- o **Holistic Leave** Days for development, wellness and social activities to ensure you maintain a healthy work-life balance.

- **FINANCIAL EMPOWERMENT:**

- o **Staff Loans** to help ease the financial burden, especially in an ever-changing economic era.

- o **Employee Lifestyle Reward Scheme** offering discounts and instalment payment options on products from select vendors to employees who can't afford to make outright payments.

- o **Leave Allowance** to support personal travel and vacations

- **EMPLOYEE ENGAGEMENT & WELL-BEING:**

- o **Employee Appreciation Week** dedicated to celebrating our employees, this features a variety of fun and engaging activities for an entire week.

- o **Quarterly TGIF Celebrations** to unwind and refresh team spirit.

- o **Monthly Engagement Session** to address pain points within the team.

- o **Departmental Team Bonding** events every quarter to strengthen cross-functional relationships.

- o **Subsidized Gym Membership** to encourage healthy lifestyles and fitness.

- o **Creche Support Allowance** to support parents with young children while they work.

- o **Paid Sick Leave** to ensure employee financial coverage while they recover.

- o **Annual Medical Routine Check -up** to create a culture that allow staff prioritize their health always.



1. PROFESSIONAL AND TALENT DEVELOPMENT

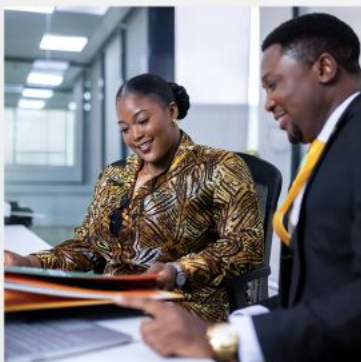
Our Business Strategy is driven by innovation. With a diverse learning system and our high-tech business environment, your ambitions will be rightfully fed, and your skills sharpened to its peak with Personalized Individual Training & Development Plans tailored to help you achieve your career goals and growth.

- PRODEMY to enable staff learn at their own pace.
- Intensive Executive Trainee Banking School.
- In-depth Experienced Hire Induction.
- Leadership Development Programme.
- Executive Management Programme.
- Sales Academy.
- Knowledge Sharing Sessions.



- **Reimbursement for Professional Subscriptions** to foster continuous learning and industry expertise within the workforce.

- o ICAN Subscription reimbursement.



- **Regular Communication & Engagement** to ensure transparency and a strong sense of community within the organization.



• CAREER PROGRESSION

The career path offered by Providus bank is straightforward, engaging, and offers room for professional growth. Growth is further supported by exciting programmes that nurture employees' dreams into reality.

- The Buddy Programme.
- Career Mobility and Job Rotation.
- Performance-based Promotions.
- Job Enrichment.



• CULTURE & DIVERSITY

Our people are diverse, and we recognize each person's unique talents. So, we take care to provide you with the freedom to be who you truly are. We promote awareness and celebrate the beauty of our multicultural teams to achieve a dynamic work-life experience.

Some of our Culture and Diversity Programs include:

- Mother's Day Celebration.
- Work Anniversary Celebration.
- Staff Birthday Celebration.
- International Women's Day Celebration.

WHAT SETS PROVIDUS BANK APART:

At Providus, we are driven by our core belief in Future Forward Banking — and this vision extends beyond our services and into how we support our team. Our leadership is committed to zero partiality open communication, fostering innovation, and providing the resources needed to enable growth at every level. With us, your contributions matter, and together, we're building a future that's bright, dynamic, and rewarding for all.

WHY JOIN US:

When you join Providus, you're not just taking on a job — you're embarking on a career journey that will allow you to thrive. Here, you'll be part of a forward-thinking organization that celebrates individual achievements and encourages collective success. With opportunities for growth, professional development, and a supportive work environment, Providus is more than just a workplace — it's a place where you can build your future.

