

# Talent Nurturing

We have in place a 'Total Competency Management' system to strengthen the job competency of our employees. The system is based on employees' voluntary participation: among the on/offline diverse training courses, employees select courses deemed relevant to the line of their job.

By tracking employee participations and performances in courses essential to their work, the Company encourages them to enhance their job competency, offering special benefits to high performers.

The types of the courses range from work-specific to humanities, foreign language and professional accreditation.

Total Competency Management plays an integral role in Samsung Securities' development of human resources into industry-best talent.

Category	Contents	Unit	2020	2021	2022
Education*	No. of course participation per employee	Cases	20.8	27.3	38.8
	Hours of participation per employee	Hours	121.8	128.4	102.2
	Male	Hours	171,847	218,994	147,623
	Female	Hours	109,690	92,761	101,847
	29 and younger	Hours	51,667	27,965	51,269
	30 to 49 in age	Hours	197,125	268,233	160,375
	50 and older	Hours	32,744	15,557	37,825
	Course costs per employee	KRW 10,000	104.2	136.7	122
	Total No. of courses	Cases	48,103	66,334	94,761
	Total hours of participation	Hours	281,537	311,755	249,470
	Total costs of courses	KRW 100 million	24.1	33.2	29.8
	No. of participants	Persons	2,312	2,428	2,441

\*Because of non-face-to-face training, short-time delivery reduces training time and cost compared to the number of participants

# Work-Life Balance

With an aim of helping our employees achieve a work-life balance, Samsung Securities has operated a variety of programs including flexible working hours, childcare leave\* and maternity leave. The type of flexible working hours system we have adopted is selective working hours, which allows our employees to adjust their work schedules within the 40-hour week system. The system came into force in July 2019, and the participation rate stood at 96.1% in 2020. Furthermore, we have selectively allowed our employees to work from home in order for the prevention of the spread of COVID-19 as well as for the protection of our employees. We examine our working system and related issues to make sure that our employees can work under the same working conditions even when they work from home.

Two daycare centers are also operated within our headquarters for children aged 1 to 5 so that our employees can fully concentrate on their works without any worry. Admission to the centers is granted in order of female employees, single parent employees and male employees of dual-income families. The number of children attending the centers is on the increase, and a total of 286 children were registered in 2020. In addition, Samsung Securities puts in place many other programs including a family friendly program, a tuition and school uniform reimburse program and support for medical check-ups.