

BIBD: A WHOLE OF NATION APPROACH TOWARDS HUMAN CAPITAL DEVELOPMENT

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February 22nd 2020 - With the advent of the 4th Industrial Revolution (IR4.0) and Brunei's drive towards becoming a Smart Nation, BIBD is committed to ensuring their workforce is ready and able to meet the changes that will be brought on by these exciting global and local trends.

To that end, BIBD has initiated an internal transformation group to ensure that employees are suitably equipped with the digital skills and competencies required to thrive in the next digital revolution.

Furthermore, the bank has been focusing on increasing learning accessibility by leveraging on online learning tools and platforms. Currently, BIBD's senior management and emerging leaders can access over 100 learning modules through IslamicMarkets, an online learning, financial intelligence and investment platform for the global Islamic economy.

In 2018, BIBD was recognized by the Islamic Banking and Finance Institute Malaysia (IBFIM) with the Outstanding International Collaboration Award (OICA) for their investment in talent development, specifically in their efforts to upskilling professionals and developing Islamic finance capabilities.

Yang Mulia Hjh Noraini binti Haji Sulaiman, Deputy Managing Director, commented, "Alhamdulillah, our efforts to develop opportunities and capabilities for the country's human capital, particularly in Islamic Finance, is in line with our commitment to support His Majesty's government in achieving Brunei Vision 2035. It is our hope that our learning and development efforts will equip our employees with market tools that continuously improve our customer experience."

In order to produce a local workforce that is able to remain competitive in the international arena, BIBD also leverages on its international networks to provide job placement and work attachment opportunities abroad. Currently 4 BIBD employees are placed in BIBD's overseas offices in Dubai and Singapore to further enrich their work experience, while 2 more employees are currently on work attachment opportunities with a prestigious international bank in Malaysia.

BIBD's commitment to preparing for the future also extends into being recognised as an organisation that can help new and emerging local talents develop and grow, towards the betterment of the nation as a whole. BIBD's Graduate Management Trainees (GMT) programme is one of BIBD's ongoing initiatives to build strong local talents for future leaders that brings BIBD closer towards achieving Wawasan Brunei 2035. In July 2019, BIBD accepted six (6) new graduates under the programme. The GMTs were selected after undergoing a rigorous selection process, and upon joining the bank, will be provided with opportunities to broaden their technical knowledge, leadership skills, and continuous on-the-job training and exposure. The GMT programme also represents another avenue where BIBD is striving to provide meaningful employment opportunities for our local talents.

Realising that a Whole of Nation approach is key to producing highly impactful results, BIBD regularly collaborates with local learning institutions to provide learning and training opportunities. BIBD has long been a collaborator and strong supporter of the Centre for Islamic Banking, Finance and Management (CIBFM) to deliver the Ascending Leaders in Islamic Finance (ALIF) initiative. The ALIF is a professional learning progression that aims to produce versatile leaders, innovators and experts in Islamic Finance. The professional learning pathway covers all Islamic Financial Sectors including Islamic Banking, Takaful, and Islamic Capital Markets. Most importantly, Islamic Leadership is embedded in the program to equip the potential leaders and experts with the concept, principles and practices of Islamic Leadership and Management. During CIBFM's 10th Anniversary celebration recently on 31 January 2020, BIBD was recognized by CIBFM as the Best Supporter For Events (Stakeholders).

In 2018, BIBD also signed a Memorandum of Understanding with Universiti Teknologi Brunei (UTB). The collaboration includes projects and programmes initiated by both organisations, including education awards and scholarships, industrial talks and short courses, research programmes, educational and industrial training, and other initiatives. The collaboration also include Masters by Coursework scholarship extended by UTB for BIBD employees in the field of computing and business, scholarship at PhD level for UTB employees on scope and field of research, and ALAF Bursary scholarship - a scholarship programme offered for underprivileged students. The signing of the MOU is another part of BIBD's longstanding commitment to support and realise Brunei Vision 2035 of facilitating the development of educated and highly skilled citizens in Brunei Darussalam.

To support United Nations Sustainable Development Goals, which aims for Zero poverty and providing education to the underprivileged, BIBD through one of its Corporate Social Responsibility programs the BIBD ALAF, invests significantly in educating and nurturing the talents amongst the underprivileged to prepare them for the future.

As BIBD seeks to position itself as the best Islamic Bank in Asia Pacific, the bank strongly believes that the foundation of its success and indeed the country's future relies significantly on the quality and efficiency of its people. Thus, BIBD will continue to invest and celebrate its excellent workforce. BIBD also stands firm in its commitment and support to AMBD's Financial Sector Blueprint and Brunei Vision 2035 to further harness and develop the human assets which will play such an important role in the success of our beloved nation.

(Approx. 9 min read)

For further information, please contact:

ADINA AZAHARI

Corporate Communications

BIBD

Tel: +673 2269 817

Fax: +673 2222 430

e-mail: adinahazri.azahari@bibd.com.bn

About BIBD

BIBD is the largest financial institution in Brunei Darussalam, leading the market in terms of assets, financings, and deposits, with a vision to become globally recognised as the benchmark Islamic Finance Institution.

BIBD is headquartered in Bandar Seri Begawan with Brunei's largest network of branches and ATMs located strategically in all four districts of Brunei Darussalam.

BIBD is one of the safest banks in the world and holds an impressive credit rating of A- by Standard & Poor's since 2015, the highest for a Bruneian bank and among the highest in the region. In 2019, BIBD was named the "Best Managed Bank in Brunei" and "Strongest Bank in Brunei by Balance Sheet" by the Asian Banker, as well as "Retail Bank in Brunei" from 2013 to 2019. BIBD has also been recognized by Global Finance as "Safest Bank in Brunei" from 2016 to 2019 and "Best Bank in Asia-Pacific for Brunei" in 2018.

For more information on any of BIBD's other products or services, please log on to the BIBD website at www.bibd.com.bn, visit your nearest BIBD branch or get in touch with the BIBD Contact Centre at 2238181.