

ING Singapore Earns 2024-2025 Great Place To Work Certification™

- ING Singapore is proud to be Certified™ by Great Place To Work®.
- Great Place To Work® is the global authority on workplace culture and employee experience.

Singapore, 28 March 2024 – ING Singapore is proud to be Certified™ by Great Place To Work®. The prestigious award is based entirely on what our current employees say about their experience working here.

Great Place To Work® is the global authority on workplace culture, employee experience, and the leadership behaviours proven to deliver market-leading revenue, employee retention and increased innovation.

Emilie de Comarmond, head of Human Resources for ING APAC commented “This recognition is an affirmation of the strength of our culture. It is a true reflection of the voice of our employees and positions us as a leading employer of choice.”

Anand Sachdev, country manager for ING Singapore commented “We are thrilled to become Great Place To Work-Certified™ as we consider employee experience a top priority and we are proud of the culture we have built. We owe our success to our dedicated employees at ING Singapore and we celebrate and thank them for all they do to earn this superb recognition.”

"Great Place To Work Certification is a highly coveted achievement that requires consistent and intentional dedication to the overall employee experience," says Sarah Lewis-Kulin, the Vice President of Global Recognition at Great Place To Work. She emphasizes that Certification is the sole official recognition earned by the real-time feedback of employees regarding their company culture. “By successfully earning this recognition, it is evident that ING Singapore stands out as one of the top companies to work for, providing a great workplace environment for its employees.”

Central to our People Strategy in the region is the establishment of the Diversity, Inclusion, and Belonging (DIB) Council. Since its inception, the DIB Council has spearheaded several key initiatives aimed at fostering inclusivity and belonging across APAC. Notably, this year, over 200 employees actively participated in a panel discussion marking the launch of our Lioness network, a testament to our collective efforts in championing gender equality and inclusion.

Furthermore, our revamped talent review process has revolutionised how we identify and cultivate talent within ING. In APAC alone, we engaged in rigorous career development conversations with over 500 employees last year, identifying key individuals to drive our growth strategy forward. Through these initiatives, we adopt a data-driven approach, analysing diversity, talent segmentation, and development lenses to inform our People Strategy for the year.

At ING, we understand the importance of investing in our employees' professional growth. To empower our workforce, we offer sponsorships for both internal and external training programs aligned with their job responsibilities and career aspirations. Additionally, our employees benefit from access to over 10 global academies tailored to various specialisations, complemented by a

world-class digital learning ecosystem encompassing platforms such as Udemy Business, Intuition, Gartner, and GetAbstract.

WE'RE HIRING!

Looking to grow your career at a company that puts its people first? Visit our [careers page](#).

According to Great Place To Work research, job seekers are 4.5 times more likely to find a great boss at a Certified great workplace. Additionally, employees at Certified workplaces are 93% more likely to look forward to coming to work, and are twice as likely to be paid fairly, earn a fair share of the company's profits and have a fair chance at promotion.

About ING

ING is a global financial institution with a strong European base, offering banking services through its operating company ING Bank. The purpose of ING Bank is empowering people to stay a step ahead in life and in business. ING Bank's more than 60,000 employees offer retail and wholesale banking services to customers in over 40 countries.

ING Group shares are listed on the exchanges of Amsterdam (INGA NA, INGA.AS), Brussels and on the New York Stock Exchange (ADRs: ING US, ING.N).

Sustainability is an integral part of ING's strategy, evidenced by ING's leading position in sector benchmarks. ING's Environmental, Social and Governance (ESG) rating by MSCI was reconfirmed 'AA' in July 2023 for the fourth year. As of December 2023, Sustainalytics considers ING's management of ESG material risk to be 'strong'. ING Group shares are also included in major sustainability and ESG index products of leading providers Euronext, STOXX, Morningstar and FTSE Russell.

ING in Asia Pacific

In Asia Pacific, ING offers wholesale banking across 11 markets, namely Australia, China, Hong Kong SAR, India, Indonesia, Japan, the Philippines, Singapore, South Korea, Taiwan and Vietnam.

ING offers both retail and wholesale banking services in Australia. ING's regional presence includes a 13% stake in Bank of Beijing, China and a 23% stake in TMBThanachart Bank in Thailand.

About Great Place to Work Certification™

Great Place To Work® Certification™ is the most definitive "employer-of-choice" recognition that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace. Great Place to Work Certification is recognized worldwide by employees and employers alike and is the global benchmark for identifying and recognizing outstanding employee experience. Every year, more than 10,000 companies across 60 countries apply to get Great Place To Work-Certified.

About Great Place To Work®

As the global authority on workplace culture, Great Place To Work® brings 30 years of groundbreaking research and data to help every place become a great place to work for all. Their

proprietary platform and For All™ Model helps companies evaluate the experience of every employee, with exemplary workplaces becoming Great Place To Work Certified™ or receiving recognition on a coveted Best Workplaces™ List.

Learn more at greatplacetowork.com and follow Great Place To Work on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Instagram](#).

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