

OCBC BANK INCREASES INVESTMENT IN EMPLOYEES' TRAINING AND DEVELOPMENT AND LAUNCHES STRUCTURED TRAINING PROGRAMME

Singapore, 15 January 2009 – Oversea-Chinese Banking Corporation Limited ("OCBC Bank") today launched a structured training programme with a total of 62 courses to help its employees learn new skills and develop their careers with the Bank. OCBC Bank has increased its investment in engaging and retaining employees who are important to maintain the momentum towards building a high performance bank.

Instead of scaling back training in the current economic environment, OCBC Bank increased its number of training courses by 60% from 25 in 2007 to 62 today. These 62 training courses are divided into two learning faculties – Banking & Finance and Employee Development & Leadership.

The Banking & Finance training programmes include a range of core banking topics from loans, treasury, investment banking to retail and wealth management topics, and allow employees to acquire skills at basic, core and advanced levels. The Employee Development & Leadership programmes, such as "Negotiation & Assertive Skills", "New Managers Programme" and "Managers as Leaders Programme", are designed to develop specific leadership competencies.

To help employees plan their learning road maps, these 62 courses are presented in a one-stop structured framework in its newly released OCBC Learning Academy ("OCLA") Programme Prospectus. OCBC Bank employees can easily and quickly identify relevant training building blocks to help them upgrade their skills and learn new ones.

Said Ms Cassandra Cheng, Head of Learning & Development at OCBC Bank: "Training is serious business in OCBC! We recognise that human capital is our key differentiator and our investment in training and development to build the capabilities of our employees to deliver superior performance is a key component of our success. Our training programmes are closely aligned to role requirements in our business and extend to all OCBC locations globally. The combination of technical and soft skills will equip our employees with the right kind of skills and experience to succeed in their various roles. Employees who have joined us previously from non-banking industries are also able to get up-to-speed quickly by attending the essential foundation programmes in OCLA."

OCBC Bank has been actively investing in the training and career development of its employees in the past five years. Other training initiatives rolled out include the *OCBC Learning-3*, launched in 2007 - a structured

three-year development programme which clearly delineates learning roadmaps for individual employees during their first three years of service with the Bank; as well as OCBC's sales and service excellence certification programmes, which equip our employees with the service mindset and competencies to engage our customers emotionally and delight them.

OCBC Bank invested in building an in-house training centre, the Learning Space @ OCBC in 2007 to provide a conducive learning environment with 11 training rooms. Besides providing classroom training, learning technologies like e-learning and virtual classroom technologies are widely leveraged to support the fast pace learning environment in OCBC.

The culture of continuous learning has taken root in OCBC Bank. The average training hours per employee per year has consistently been above seven days in the past three years, exceeding the target of five days set out in the Bank's New Horizons II strategy. To-date, it has 280 internal line trainers in the training front line.

Commending on the new training programmes, Ms Carmen Lee, Head of OCBC Investment Research said: "In the Programme Prospectus, I am pleased to see a wide range of new courses which are highly relevant to our jobs. In particular, I am keen on the investment banking and treasury courses which I think are very useful for me and my colleagues."

"Coming from a non-banking background, I signed up for "Overview of Banking", a basic level course under OCBC's Banking & Finance training programme. The course equipped me with general knowledge of the banking industry, thus enabling me to perform my role more effectively. I am looking forward to sign up for the intermediate course soon," said Mr Rickson Pang, Group Human Resources, OCBC Bank.

About OCBC Bank

Singapore's longest established local bank, OCBC Bank currently has assets of S\$184 billion and a network of more than 470 branches and representative offices in 15 countries and territories including Singapore, Malaysia, Indonesia, China, Hong Kong SAR, Brunei, Japan, Australia, UK and USA. This network includes more than 360 branches and offices in Indonesia operated by OCBC Bank's subsidiary, Bank OCBC NISP. OCBC Bank and its banking subsidiaries offer a wide range of specialist financial services, from consumer, corporate, investment, private and transaction banking to treasury and stock-broking services to meet the needs of its customers across communities.

OCBC Bank's insurance subsidiary, Great Eastern Holdings, is the largest insurance group in Singapore and Malaysia, in terms of assets and market share, and its asset management subsidiary, Lion Global Investors is one of the largest asset management companies in Southeast Asia. Additional information may be found at www.ocbc.com.