

# **Commercial Banks in Estonia Support Socio-Economic Development**

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## **Abstract**

Estonia built up a banking oriented financial sector, which is centred around commercial banks. Although the objective of banks is to maximize their profits, indirectly it also accelerates economic development through encouraging saving and borrowing. Banks try to improve their reputation in the society and thus ensure their clients and sources of profit. For these purposes they have increasingly started to support socio-economic development in society initiating and sponsoring that orientation actions and trends. These activities like participation in the pension schemes give them also additional long-time risk-free resources. The article sheds light on the role of Estonian banks in supporting socio-economic development. Possibilities of further enhancement of the social role of banks are also offered.

Keywords: financial services, social responsibility, commercial banks, pension funds.

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## **Introduction**

Introduction of the market economy in transition countries takes place simultaneously with structural and legal reforms. Reforms of banking and financial systems and the creation of workable financial markets are among the biggest institutional changes of these states.

Financial sector reforms for transition countries is not an easy task for high speed of changes and for effects of economic and financial crises in this period. Therefore the risk management experience of the staff of banks is short and the banking regulations are in a forming stage.

Reforms in Estonia banking sector started in 1988, three years before restoring the political independence in August 1991.

The first period of development of new banking can be named as a “wild” banking period and ended with first banking crisis. Crisis started in autumn 1992 and decreased the number of operating banks twice. The second period can be called as a “naïve-optimistic” banking period and was interrupted by second banking crisis in 1998. It led to the mergers of certain banks, the coming of foreign banks into Estonia as the strategic investors for Estonian banks and the bankruptcy of three banks. After this crisis in Estonia operated only 5 banks and one branch office of a foreign bank and the market share of the biggest bank was over 50% by assets. After second crisis in this millennium started the “modern” banking period in Estonia.

The main roots of the first crisis came from the deep crisis of the whole economy, poor bank management and weak supervision from the side of central bank. Reasons of the second banking crisis were pitfall in Tallinn Stock Exchange in

autumn 1997 and financial crisis in Estonian important trade partner Russia in autumn 1998. The most notable similarities of both crises was that the banks with poor risk management and control levels suffered in harder troubles and a remarkable share of the population either lost their savings in entirety or lost part of their savings exchange value.

The negative experiences of people and entrepreneurs with the financial sector force the financial institutions to make efforts to improve their reputation and trustworthiness. As the transition economies have difficulties with improving the social sphere because of financial constraints, participation in social programs is useful in order to improve the reputation. Thus one can argue that for the Estonian financial sector, supporting social development is one of the ways to improve its low image. Such spending profits from being visible, is useful not only to others, but also to bank's owners themselves.

### **1. Development of the banking sector in Estonia has created objective preconditions for it to support social development**

Reconstructing Estonian banking sector began in 1988, when the first commercial banks were founded. The development of the banking sector during the past 15 years has been stormy and has undergone crises in which a remarkable share of the population either lost their savings in their entirety or lost part of their savings exchange value.

Such developments have after the crisis period made the population suspicious of the banking sector. This is indicated by the large share of demand deposits of banks' deposits in Estonia (Table 1). From Table 1 we see that credibility of banks started to increase only in year 2000 when share of over one year deposits a bit already increased.

**Table 1. Deposits of individuals in commercial banks (stock, end of year)**

	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>
Deposits total	7,841.7	8,949.0	11,710.8	15,546.2
Demand deposits	5,025.9	4,915.3	6,876.5	8,811.4
% of total	64,1	54,9	58,7	56,7
Other deposits	2,815.8	4,033.7	4,834.3	6,734.8
% of total	35,9	45,1	41,3	43,3
up to 3 months	372.6	750.6	917.7	1,222.4
% of total	4,8	8,4	7,8	7,9
3–6 months	291.8	424.8	646.7	766.9
% of total	3,7	4,7	5,6	4,9
6–12 months	1,637.6	2,342.1	2,624.2	3,642.1
% of total	20,9	26,2	22,4	23,4
over 1 year	511.2	516.2	644.3	1,102.0
% of total	6,5	5,8	5,5	7,1

The negative experiences of people and entrepreneurs with the banking sector forced commercial banks to make efforts to improve their reputation and trustworthiness. As the transition countries have difficulties with improving the social sphere because of financial constraints, participation in social programs is useful in order to improve the reputation. For example, social protection expenditure in Estonia

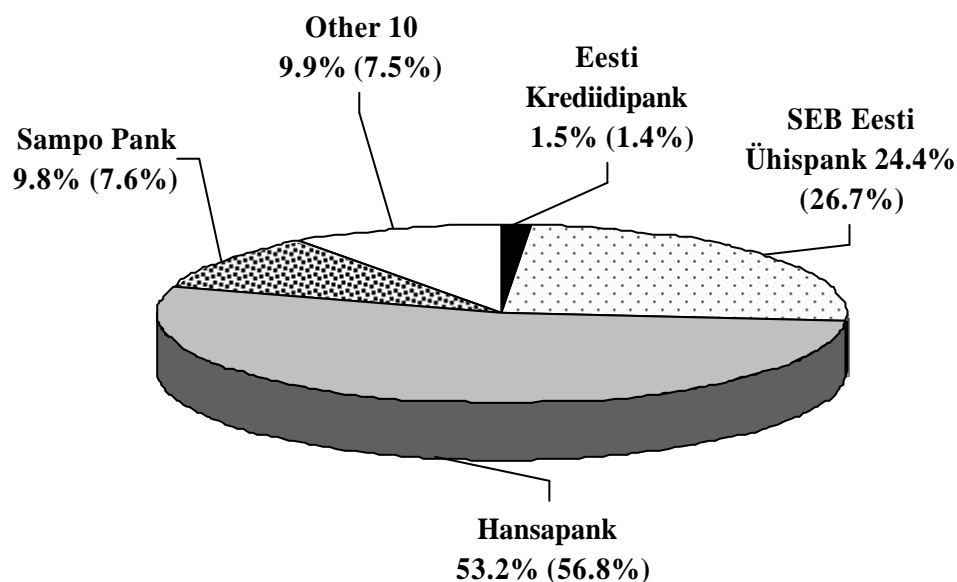
amounted to 16–17% of GDP in 1995–1999, and in 2000 and 2001, it decreased to 15.6% and 14.8% of GDP, respectively. Social protection expenditure in the EU countries on the average accounted for 27.3% of GDP in 2000, ranging from 14.1% in Ireland to 32.3% in Sweden (Püss and Viies 2003, p. 257). Corrected data of 2001 show that in 2001 social expenditure amounted only 13,1% of GDP (Estonian Human Development Report 2006 2007, p. 112).

Thus one can argue that for the Estonian commercial banks, supporting social development is one of the ways to improve its low image. One example, SEB Eesti Ühispank is the first in Estonia to offer its customers a possibility to personally design the picture of their credit cards. The bank has developed a simple and convenient photo-shop environment on the Internet for printing one's picture on the credit card. Visit the website at [www.seb.ee/pildikaart](http://www.seb.ee/pildikaart). Such spending, we might add, profits from being visible, not only to others, but also to themselves. Of course, the SEB Eesti Ühispank picture bank card costs for customer more than ordinary card.

All market participants must go along with this, in order not to lose clients to competitors in an extremely concentrated market. As can be seen from Figure 1, the market share of two largest commercial banks in Estonia was 77,6% by the end of the year 2006, whereas had given up some of their market share to smaller market participants.

Here Estonia is not an exception. In research of a highly concentrated banking sector in the Netherlands retail banks aim is to distinguish themselves from their competition by maintaining or creating a different image. Through this diverging behaviour they try to attract different market and/or customer segments (Boonstra and Groenveld 2006).

**Figure 1. Market shares of banks according to total assets at the end of 2006 (end of 2000 in brackets)**



Source: Eesti Pank.

It is necessary to distinguish between moral, political, and legal responsibility. Moral responsibility may be related only to consciousness; its extreme expression is Dostoevski's statement: "Everybody is guilty of everything" (Responsibility 1972).

The takeover of the two largest commercial banks (Hansapank and Eesti Ühispank) by the large Swedish banks, Swedbank and SEB, has surely been a factor in the gradual increase of social orientation of Estonian banks. The ideas of social responsibility are known to be especially popular in Sweden, certainly affecting also the banks' policies. After the takeover of Hansapank and Eesti Ühispank, representatives of the Swedish side were appointed to their councils and directives were issued from Sweden on the need to pay more attention to supporting the social development.

The banks that own the third and fourth largest commercial banks in Estonia (Nordea Pank, Sampo Pank) are of Finnish origin. In Finland, like in Sweden, the emphasis on social development is especially strong. This explains well why Nordea Pank and Sampo Pank are unwilling to lag behind the leaders with their social programs.

We can see from Table 2 that in Estonia, commercial banks are the main owners of leasing and life insurance companies and investment funds. They also intermediated a big part of the turnover of the Tallinn Stock Exchange. Such control of commercial banks over the Estonian financial sector means that the social orientation of banks will be carried over to their subsidiary financial institutions and the securities exchange, forming their policy.

**Table 2. Banks' share in other financial intermediaries (end of the year, %)**

	1998	2000	2002	2003*
Leasing	96,4	99,1	99,1	99,2
Life insurance	16,6	72,7	66,3	68,3
Non-life insurance	2,4	0	0	0
Investment funds	89,9	94,3	96,5	90,3
o/w pension funds	–	100,0	73,8	87,9
Turnover of Tallinn Stock Exchange**	60,0	71,4	84,5	61,4

\* Later data are not published.

\* \* The turnover here covers the share of transactions intermediated by banks – stock exchange members in total turnover of transactions.

Source: Eesti Pank Annual Report 2003, 2004.

Strong competition in the financial market means that in the long run, it is wise to choose the rapid growth strategy. As we can see from Table 3, at the end of 1992 the average assets of a commercial bank amounted to EEK 130 mil (16 mil. DEM). During the last 14 years the average assets of a bank have increased more than 170 times. The growth rate of bank assets has been much higher as the GDP growth in current prices. To the end of 2006 bank assets formed already 117% comparing the same year GDP. After the first banking crisis to the end of 1993 assets were only 28,1% to the GDP.

From Table 3 we see that the share of deposits in the bank liabilities was highest before the second banking crisis in 1998. Customers have been discovered also other saving instruments and deposits share in bank liabilities have been stabilized on the level of 50%.

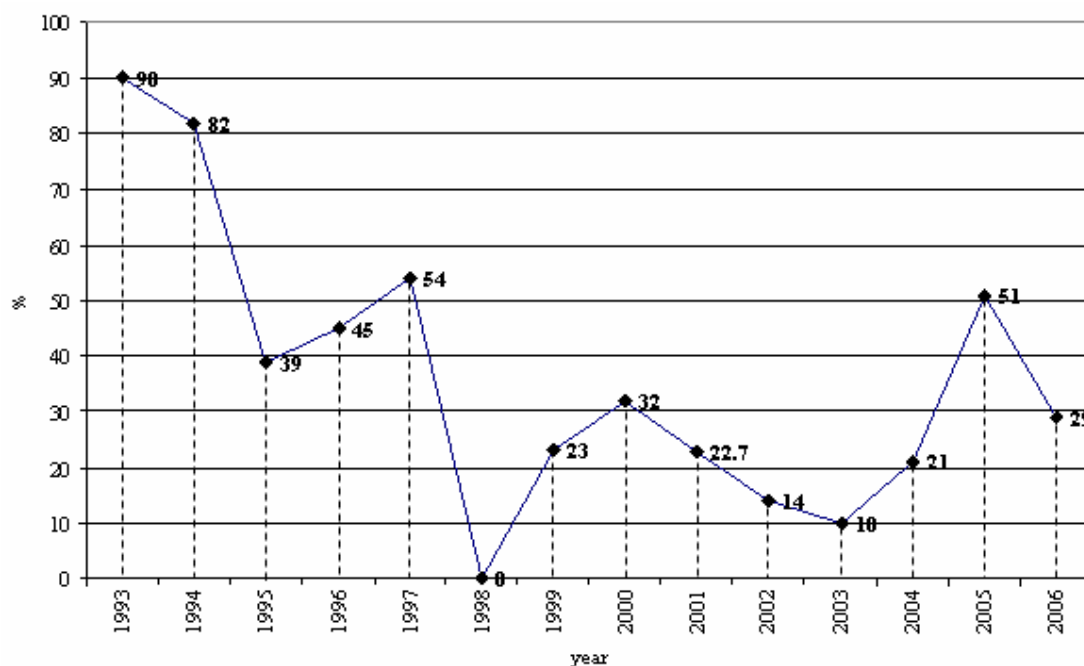
**Table 3. Development of banking in Estonia**

Year	Number of operating banks*	Totally by the end of the year, Bill EEK			Banks assets, % of GDP	Deposit % of liabilities
		assets	deposits	profit		
1992	41	5,2	2,0	0,09	36,4	38,5
1993	22	6,4	3,8	0,25	28,1	59,4
1994	24	10,4	6,9	0,04	33,2	66,3
1995	18	14,9	9,6	0,29	34,6	64,4
1996	13	21,9	13,9	0,51	39,2	63,5
1997	11	38,8	21,4	0,96	56,6	55,2
1998	6	41,0	21,5	-0,50	52,5	52,4
1999	7	47,1	26,4	0,67	57,6	56,1
2000	7	57,8	34,8	0,61	60,5	60,2
2001	7	68,4	42,7	1,68	63,2	62,4
2002	7	81,7	48,7	1,15	67,3	59,6
2003	7	98,8	53,4	1,32	74,3	54,0
2004	9	133,6	64,8	2,46	90,9	48,5
2005	14	185,1	95,0	3,09	107,0	51,3
2006	14	239,5	122,7	3,61	117,0	51,2

\* incl. branches of foreign banks

Source: Eesti Pank.

More clearly demonstrates changes of credibility of banks Figure 2. Here we may notice that the growth rate of deposits decreased in 1995 (the collapse in this time the biggest bank Estonian Social Bank) and 1998 (second banking crisis). Growth was higher after coming strategic investors to Estonian major banks in 1999 and 2000 and after joining Estonia in EU in May 2004.

**Figure 2. Bank deposits annual growth in Estonia**

Source: Authors calculations by Table 3 data.

## **2. Estonian banks' practices of supporting socio-economic development**

To achieve the rapid growth of assets, it is necessary to ensure that the number of clients as well as their financial assets in the bank increase. To win new clients from competing banks is neither easy nor cheap, however. Thus, the appropriate method to get more clients is to look for new ones by offering various benefits and investment opportunities.

One method to get new clients and tie them strongly to the bank is to grant student loans. The conditions for this type of loan are the most favourable ones offered by Estonian banks. The maximum annual amount of the government-guaranteed loan is 20,000 kroons (ca € 1280) and the interest rate is 5%. This is granted for the whole period of post-secondary education, with either two sureties or with real estate as collateral. Because government-guaranteed loans are not granted to distant education and self-financed students, banks have on their own initiative and risks started to grant student loans for them, too. To the end of 2006 student loans formed in Estonia totally EEK 3,2 bil., and they grew 73,5% comparing with 2000.

In addition to finding new clients, an important component of growth strategies of financial institutions is also offering the products that could attract the clients to save more. This is an explanation for why the share of banks in other financial intermediaries (Table 2) was so high.

By now, banks have lowered the interest rate paid on demand deposits to 0.20–0.25% per year. Also some periods their interest rates of the time deposits were below the inflation rate. Because the main motive for saving is precautionary motive in Estonia, banks are not afraid of outflow of deposits. Growth of deposits, however, is ensured only by the addition of new motives for saving. Such motives can be e.g. financially insuring of the future against accidents or old age. It is therefore not surprising that in addition to ordinary investment opportunities, banks offer also pension insurance in the form of either an insurance certificate or an insurance fund. The latter kind is especially beneficial for the banks, as it ensures them stable, very long-term risk-free resource for financial investments. Because payments from the pension funds to future pensioners will be paid out not on the basis of the sum actually paid, but its present value, the fund can use the money without risk, because the possible loss and costs of administering the fund reduce the amount paid out as pensions.

The above analysis shows that the Estonian financial sector has several motives for supporting social development, which ultimately can be reduced to the intention to improve their image and facilitate the growth of profits.

As the Estonian financial sector is centred around banks, the Estonian commercial banks naturally also have a central role in supporting the socio-economic development. They do so by offering novel saving schemes, various benefits for the less-insured client groups, and sponsorship. The costs of running and advertising such programmes are remarkable. For example, according to the annual report of Sampo Pank for 2005, its consolidated group communication and data processing expenses were EEK 52,5 mln., and advertising expenses EEK 23,9 mln. That the amounts are significant can be seen from comparison with their 2005 year profits, which was EEK 172.2 million (AS Sampo Pank ... 2006, p. 11).

The most significant part of social responsibility of the financial sector seems to be the participation of banks in the introduction of Estonian three-pillar pension system. Discussion of the pension reform in Estonia started already at the beginning of the 90s, as it was clear that in the future, government pension could not ensure the

sufficient standard of living for most pensioners. The rise in the overall dependency ratio is mainly due to rise in the old age dependency ratio (defined as the ratio of those people older than 64 to those of working age), which is projected to continue to increase from the current level of about 26% to a level close to 55% by 2050 (ECB 2006, p. 50). Thus, on September 12, 2001, Estonia approved the Funded Pensions Act, which became the basis for the three-pillar pension system.

The theoretical framework of the three pillars is adopted internationally mainly in order to enable convenient description and international comparisons of pension systems. The first pillar (Pillar I, national pension) is financed according to the principle of pay-as-you-go, i.e. payments to people at the pension age are financed from taxes of the working generation. Pillar II is a pre-funded private capital-based mandatory pension. Pillar III is voluntary pre-funded pension, which is meant mainly for people who wish for the future a standard of living higher than that offered by the state. The third pillar of the pension system is like an agreement between people and the state that if the person takes care of her own future, the state demands less in taxes from him or her. So far, almost all responsibility for the pensions has been borne by the state, whereas now, people themselves have to assume part of it.

Administration of state-supported mandatory pension funds is a profitable business. Because of the favourable opportunity for business, six Estonian financial institutions are fighting for a good position in the pension market – Hansapank, Eesti Ühispank, Seesam, Sampo Pank, LHV and ERGO, who have altogether brought to market 15 pension funds. Because administration fees of pension funds will be a stable source of income, the pre-funded pensions are important for the fund manager.

Business newspaper Äripäev calculated that when 25 years old worker will join II Pillar and when his salary is 10 000 kroons per month, then he will pay to the foundation until his pension age 978 510 kroons from which 30–40% will get foundation in form of servicing fees (Tuul, 2007). Already started discussion that it is necessary to cut fees rates because Estonian fees are the highest in Europe.

Voluntary pension insurance (Pillar III) is offered by five Estonian life insurance companies and four voluntary pension funds are also growing. Most of the market participants have several different products – there are altogether some twenty possibilities to choose from.

Pillar II of the pension system was launched in May 2002 in Estonia. Advertising campaigns by banks and insurance companies brought more than 200 thousand entrants (for those older than 18 years, joining was not mandatory), which exceeded even the most optimistic forecasts. In one year, the Pillar II funds had accumulated EEK 530.5 million. At the end of October 2006, the number of subscribers to the second pillar of the pension system amounted to approximately 517,000 persons, i.e. about 64% of the labour force. The total volume of the second pillar's funds increased by 58% (by 2.4 billion kroons) within the past year and stood at 8.6 billion kroons at the end of April 2007.

Pillar III funds, although they were launched already in 2001, have accumulated less resources however they only involve people with higher than average incomes. The number of subscribers to the third pillar reached nearly 100,000 persons by October 2006, comprising approximately 12.3% of the labour force. The year-on year growth of the third pillar funds was 75%, i.e. 251 million kroons (in September 2005, it was 140% and 195,6 million kroons, respectively. There is limited number of such people in Estonia at present, but their share will increase in the future. Thus, this pension scheme has also good perspectives for the banks.

If compared with an average household, then the welfare level of older people and big families has shown a declining trend. The government has identified the increasing inequality as a serious problem and has, thus, granted several benefits for the groups in the risk of poverty. Child benefit as well as benefits in the form of free public transport for both minors and pensioners could serve here as an example. The banks have an incentive to provide similar kind of benefits in order to promote their reputation, and they do so, quite often. For example a small bank Eesti Krediidipank (look Figure 1) in his Annual Report writes: for several years (from 1996) Krediidipank has focused its attention on expanding the opportunities for supporting families with many children, and making society aware of the problems related to big families and the Estonian demographic situation. For Krediidipank, this is an opportunity to take social responsibility for the society's less well-off members (Eesti Krediidipank 2007, p. 15).

Most of the banks have set lower prices for transactions made by senior and junior clients. The price list for private customers of SEB Eesti Ühispank is brought in Table 3. Some benefits are also applied to the customers in the student age (18–25). The price list for seniors applies to the customers who are at least 60 years old. In addition, lower fees are applied to the older and handicapped people in opening privatization voucher accounts and to the young people in formalizing housing loans.

**Table 3. Prices of more important bank services of SEB Eesti Ühispank by client groups as of April 1, 2007 (in kroons)**

	Usual customer	Senior customer (60 years and older)	Junior clients (younger than 18 years)	Student age clients (18–25 years old)	New clients to the end of quarter
Cash transactions fees (over the counter)	12	12	12	12	6
Transactions via electronic services	3	free of charge	free of charge	free of charge	free of charge
Cash withdrawal (over the counter)	0.25%, min. EEK 20	0.25%, EEK 1000 free of charge	0.20%, EEK 1000 free of charge	0.25%, min. EEK 20	min. EEK 10
VISA Elektron monthly fee	15	free of charge	15	10	10
VISA Elektron prolongation	30	free of charge	free of charge	free of charge	free of charge

Source: <http://www.seb.ee>

The benefits offered by the banks and other financial institutions to the young and older people have, along with humanitarian goals, a more pragmatic benefit for the banks as well. These clients make transactions very rarely and higher transaction fees would probably scare them away and, thus, support more intensive using of cash. This, in turn, means the withdrawal of deposits from the banks.

The benefits for juniors seem to be even higher than for older people. This may be due to the fact that the bank is afraid to lose a potential life-long client. The saving and intensity of transactions of older people is, however, expected to decline and thus the attention is drawn more towards younger people.

The banks are, in addition to the benefits, involved in providing direct sponsorship. This makes them visible and respectable. The homepage of Hansapank lists the sponsoring principles, which state that “Hansapank is a company that due to its size feels certain responsibility for the society. Our goal is to support Estonia's



development” ([www.hansa.ee](http://www.hansa.ee)). Appendix 1 includes the sponsoring principles of Hansapank. Main fields sponsored by Hansapank are education, culture and sports.

The goals and principles of education sponsoring by Hansapank are brought here as an example (Appendix 2):

Human resources, an educated population and new ideas are key words that we emphasise in speaking of Estonia’s opportunities to stand out among other developed countries. As the rest of society, educated people are also the most valuable resource for Hansapank, as an employer.

It is for that reason that we think of the future and support youth with various stipends, the provision of favourable student loans, education loans or master’s loans and the organisation of conferences.

Since 1999 we issue, in co-operation with Tallinn Technical University, annual stipends to support masters and doctoral studies at the university. As of 2000, we will also support the ten most successful students at the Estonian Information Technology College with annual stipend bearing the Hansapank name (Appendix 2). They have also made a contribution through the publishing of economics-related high school textbooks and workbooks, which will appear through the Junior Achievement Fund.

Other banks and financial institutions have followed the example of Estonian leading bank by trying to be on the list of sponsors of popular cultural events, as well as by supporting the fields like education and health that are acknowledged as the priorities in the society. For example SEB Eesti Ühispank has issued the Bascetball card for basketball is very popular in Estonia. The Bascetball card with benefits for a sports fan was prepared in co-operation with SEB Eesti Ühispank and the Basketball Association. Besides the traditional debit card functions, the card provides several sports-related benefits. A card application may be sent to the bank from Internet address ([www.seb.ee/korvpall](http://www.seb.ee/korvpall)).

## **Conclusions**

Reconstructing Estonian banking sector began in 1988, when the first commercial banks were founded. The development of the banking sector during the past 15 years has been stormy and has undergone crises in which a remarkable share of the population either lost their savings in their entirety or lost part of their savings exchange value. Such developments have after the crisis period made the population suspicious of the banking sector.

The negative experiences of people and entrepreneurs with the banking sector forced commercial banks to make efforts to improve their reputation and trustworthiness. As the transition countries have difficulties with improving the social sphere because of financial constraints, participation in social programs is useful in order to improve the reputation.

Thus one can argue that for the Estonian commercial banks, supporting social development is one of the ways to improve its low image. Such spending, we might add, profits from being visible, not only to others, but also to themselves.

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One method to get new clients and tie them strongly to the bank is to grant student loans. The conditions for this type of loan are the most favourable ones offered by Estonian banks.

The most significant part of social responsibility of the financial sector seems to be the participation of banks in the introduction of Estonian three-pillar pension system. Discussion of the pension reform in Estonia started already at the beginning of the 90s, as it was clear that in the future, government pension could not ensure the sufficient standard of living for most pensioners.

Administration of state-supported mandatory pension funds is a profitable business. Because of the favourable opportunity for business, six Estonian financial institutions are fighting for a good position in the pension market – Hansapank, Eesti Ühispank, Seesam, Sampo Pank, LHV and ERGO, who have altogether brought to market 15 pension funds.

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Other banks and financial institutions have followed the example of Estonian leading banks by trying to be on the list of sponsors of popular cultural events, as well as by supporting the fields like education and health that are acknowledged as the priorities in the society.

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## **Appendix 1. Sponsoring principles**

### **We carry social responsibility**

Hansabank is a company that due to its size feels certain responsibility for the society. Our goal is to support Estonia's development:

- we conduct our business activities so as to support Estonian economic growth and contribute to higher living standards with the means available to us
- we contribute to the debate about the development trends in the society
- we support the development of the society through sponsorship

### **Vitality and innovation - the principles we support**

In our development strategy, we have prioritised vital and innovative development. Therefore, in our sponsoring activities, we prefer co-operation projects that are consistent, original and promote the development of the society.

### **Education, culture, social sphere find more support**

Hansabank does not allocate money subjectively based on momentary impressions. We have firm preferences in the areas the society needs most. We support children, young people and education, big families, culture, and sports.

Source: <http://www.hansa.ee>

## Appendix 2. Scholarships

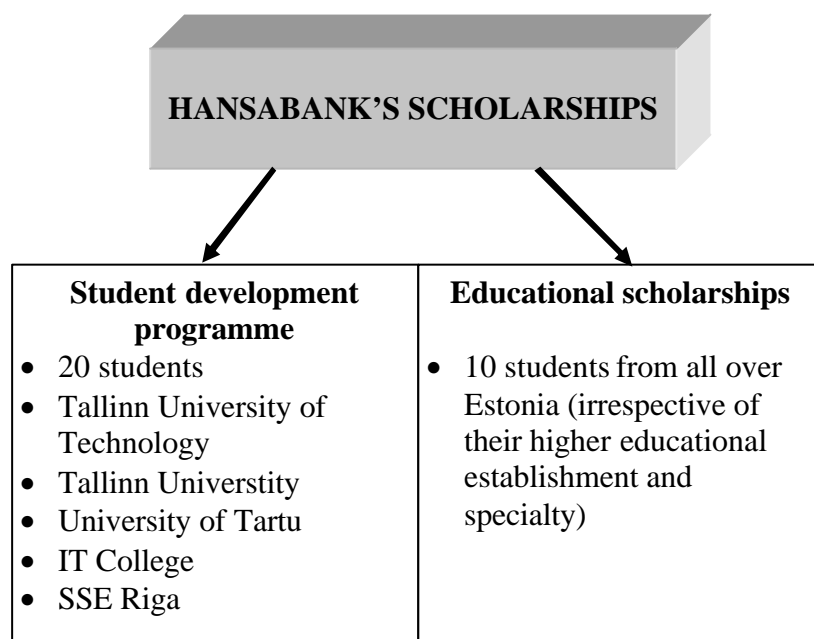
Our future is in the hands of our youth. This is an undeniable truth. So namely because of this Hansapank has always supported active and courageous young people who value good education.

For several years we have issued scholarships to the best students, supported the publication of several textbooks on economics and boosted quite a few educational initiatives via the Let the Stars Shine competition.

So far we have annually issued 25 scholarships to students who have an excellent academic record and are socially active.

From this autumn onward the number of our scholarship recipients will increase – 30 talented young people will be receiving the 20,000 kroon scholarship.

We have also updated the scholarship awarding principles to make our scholarship more attractive to students and give more young people a chance to apply for them. The Hansabank scholarship support now comprises two options: the student development programme and educational scholarships.



Although we attach considerable importance to the matter of providing financial support to students, it is of even greater importance to motivate young people to be active and engaged in self-education, which is why this year we have initiated the student development programme. The development programme helps students in their preparations for their upcoming working life – after all, the beginners and the learners of today will become the decision-makers of tomorrow!

The **student development programme** has been developed for twenty students who are interested in banking – they will each receive a 20,000 kroon scholarship and participate in a special programme. The special programme comprises various courses, a familiarisation visit to different Hansabank departments and its employees, a familiarisation trip to Swedbank's headquarters in Stockholm and a practice period during the three summer months.

The programme started in February 2007 and every second Friday there will be different interesting and developmental events.

We are inviting those students to apply for participation in the student development programme who are majoring in disciplines related to the financial sphere at the following higher educational establishments: University of Tartu, Tallinn University of Technology, Tallinn University, IT College and SSE Riga. The main selection criterion:

- excellent academic record (as of the application submission date – at least 40 academic points and an average grade of no lower than 4.0).

A socially active stance is welcome as well.

The application period for participation in the student development programme is over. The names of the selected students will be announced on October 16.

**The holders of educational scholarship of Hansabank have been chosen.**

The committee consisted of representatives of the Benefaction Foundation, Estonian National Culture Foundation and Hansabank. The students selected are of very good academic achievement and active upon promoting student life. Furthermore, they are also of benefit to society by contributing to different social projects.

**Holders of educational scholarship of Hansabank**

**Estonian Academy of Arts**

Ingrid Aasoja – Architecture and Urban Planning

**Estonian University of Life Sciences**

Merle Toom – Veterinary Medicine

**Estonian Academy of Music**

Kädy Plaas – Classical Vocal

**Public Service Academy of Estonia**

Maido Nõlvak – Rescue Service

**Tallinna Pedagogical College**

Priit Parro – Youth Work

**Tallinna University of Technology**

Siim Viilup – Mechatronics

**Tallinn University**

Nele Mets – Social Work

**Tartu Art College**

Kaisa Eiche – Photography

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