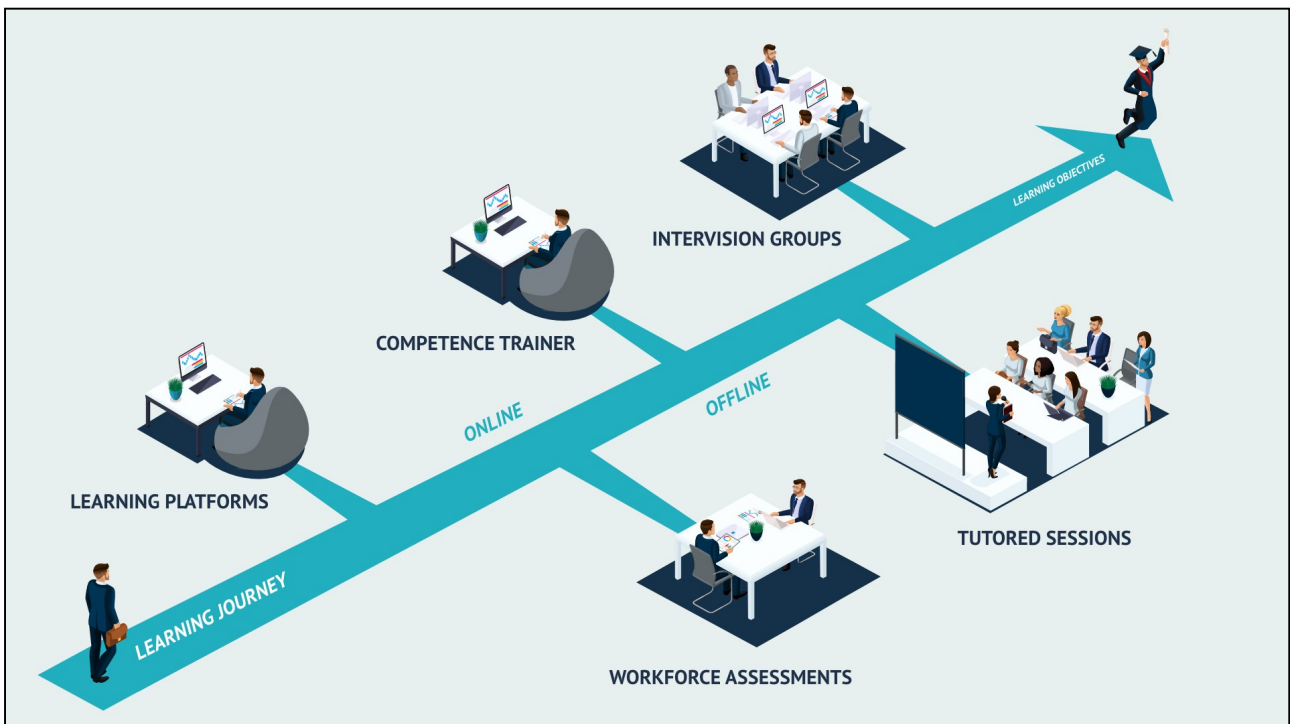


LEARNING SOLUTIONS

CONTINUOUS PROFESSIONAL DEVELOPMENT



FOR PROFESSIONALS IN THE COMMODITY & ENERGY MARKETS

COMPANY-WIDE LEARNING SOLUTION

LEARNING TOOLS & METHODOLOGIES



CONTENT & CONTEXT
+ CONDUCT, CULTURE & COMPLIANCE

Professional training concerning **Markets & Trading**

ENTRIMA's learning services cover the business, control and support activities and environment of organisations with a trading function which operate in the commodity and energy markets. The services we have developed provide for ongoing learning to realise professionalisation. The curriculum includes numerous learning journeys meeting continuous professional education. This covers infinite and unlimited access to our learning platform and our simulation platform for all of your staff. Weekly mentoring completes the package.

Unlimited access to Online Platforms

Complete self-study (modular setup – flexible):

- ❖ Learning Platform *(Markets & Trading)*
- ❖ Simulation Platform *(Markets & Trading)*

Full access to Mentoring Services

Training-on-the-job + ongoing Q&A:

- ❖ Mentoring *(Markets & Trading)*

Curriculum & content

Our learning services explain why, where, when, and how trading takes place, and they cover market working, tradable products, listed contracts, pricing, price formation, the role of exchanges and brokerage firms, as well as asset & portfolio management, risk management, clearing, collateralisation & margining, hedging (strategies & tools: futures, options, swaps).

For professionals at firms with a trading function

Our learning services provide a training solution for various target groups within trading entities:

- **Front office** - *Financial performance optimisation, flexibility capitalisation.*
- **Middle office** - *Understand models and master risk management optimisation.*
- **Back office** - *Mistake reduction and less severe consequences, improved impact mgt.*
- **Finance** - *Improved cash and credit risk management.*
- **ICT** - *Mastering and improving uptime of mission critical processes.*
- **General** - *Understanding relationships, and improved communication, plus more joy.*

Full service package – Blended-learning

Apart from the self-study bundles, we provide live (interactive) mentoring sessions and workshops.

Company licence (Netflix model)

We provide multi-annual, multi-user company licences, which are cost-effective. CPD requires a long-term collaboration, including rolling of licences. Alike Netflix, we provide access to everything and launch new features frequently. This way, the curriculum is extended continuously. Learners cherry-pick the way they please or follow a study advice.

Flexible learning journey

Our study platforms are browser-based, allowing for learning anywhere, at any time. The courses & simulations have a modular setup; start & stop as you please.

Onboarding – *New recruits*

Our learning services shorten onboarding periods by 50%.

Avoiding sanctioning & reputational harm
- A training framework as learning solution

Our mission is to support market abuse prevention & detection, and to foster market integrity. This should be achieved via training, with periodic updates and due to increased awareness.

ENTRIMA has developed and maintains the Market Abuse Training Standard (MATS). Regulations on market abuse require training, periodic updates and awareness creation. With MATS, Entrima has identified minimum knowledge requirements in the field of market abuse, and provides training courses accordingly. Any market professional needs to master the fundamentals on this matter. In addition, we provide courses on essentials for specific target groups.

Unlimited access to Online Platform

Complete self-study (modular setup – flexible):

- ❖ Learning Platform *(Tr. Compliance & Surveillance)*

Full access to Mentoring Services

Training-on-the-job + ongoing Q&A:

- ❖ Mentoring *(Trade Compliance & Surveillance)*

Curriculum – Comprehensive content

Mobile learning services to learn about inside information, to master aspects of relevance concerning the publication of it, and to increase awareness regarding insider trading & market manipulation and the related prohibitions. Furthermore, grasp relevant aspects of compliancy frameworks, as well as market monitoring or trade surveillance.

Raising awareness – Market integrity requires a proper professional attitude

Via target group-specific learning journeys, including examination & certification, professionals can prove minimum knowledge requirements have been met. This way, one can become:

- Certified **Market Professional** *Ranging from new recruits to seniors*
- Certified **Inside Information Professional** *Asset / plant manager, system operator*
- Certified **Market Access Professional** *Broker, trader, originator, dispatcher*
- Certified **Prevention & Detection Professional** *Compliance & surveillance expert*

This assures awareness amongst professionals and does allow for chartering of professionals.

Continuous Professional Development (CPD)

To release periodic training a CPD solution must be enrolled, including annual exams. We can help.

Unburdening you

Entrima’s training services and learning platform unburden the trade compliance function of parties in scope of market abuse regulations, and support trade surveillance functions of trading organisations, broker platforms and exchanges.

Outsource your regulatory required training enrolment and insure against non-compliance.

Flexible learning journey

Our learning platform is browser-based, allowing for learning anywhere, at any time. The courses have a modular setup, so that you can stop and start wherever you please.

Reporting – Ready-for-use to authority

You can generate reports on the proceedings & results, evidencing compliance.

In a world of growing complexity and increased uncertainty, continuous professional development (CPD) is a must. Therefore, ongoing and continuous access to a platform is needed. We offer a solution suitable for your whole company, cross the firm. Your trade compliance & surveillance function has a regulatory requirement to train staff, while your HR/L&D team has a functional desire to train, whereas your line managers in a business / control / support function have operational needs to train team members. Therefore, to realise cost-benefits, we offer a multi-user, multi-annual framework, simultaneously serving various business units at once. By involving front, middle & back office functions, you make this cost-effective proposal work for you (cost socialisation).

We provide a learning framework for continuous professional development (CPD) for your whole organisation (across all functions): a multi-annual, multi-user, multi-licence setup combine all our readily available, off-the shelf solutions. Allocate licences to all our licenced services:

Field of expertise	Service	Type	Optimisation
Markets & Trading	Learning Platform	Self-study	Knowledge (Content & Context)
Markets & Trading	Competence Trainer	Self-study	Application (Skills)
Markets & Trading	Intervision Group	Guidance	Reflection & interaction (+ Q&A)
Trade Compliance & Surveillance	Learning Platform	Self-study	Knowledge (Conduct & Culture)
Trade Compliance & Surveillance	Intervision Group	Guidance	Reflection & interaction (+ Q&A)

Alike Netflix, we provide (learning, simulation & mentoring) licences. Analogous to Netflix, a licence provides access to all respective services. Just as Netflix, we extend our curriculum on an ongoing basis. This growth makes our platforms even more valuable over time.

Example:

Year 1: 500 licences, of which 22# are allocated to the following 14#pax:

Employee	Job title	Learning Platform <i>Markets & Trading</i>	Competence Trainer <i>Simulation platform</i>	Intervision Group <i>Markets & Trading</i>	Learning Platform <i>Trade Compliance & Surveillance</i>	Intervision Group <i>Trade Compliance & Surveillance</i>
John	New recruit	X		X		
Pete	Trader				X	
Eric	Risk		X			
Johanna	Back office	X				
Eve	Compliance	X	X	X	X	X
Roy	Surveillance					X
Robert	Asset manager				X	
Joyce	Sales	X				
Annabelle	Portfolio manager			X	X	
Susan	Dispatch				X	
Alessandra	Origination				X	
Ruth	Finance	X				
Alexia	ICT		X			X
James	Legal Counsel	X			X	