



ESCB & SSM

Shared Values Charter

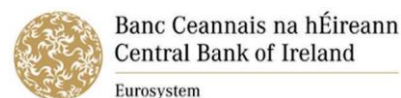


EUROPEAN CENTRAL BANK

EUROSYSTEM

In 2026 **the European Central Bank, together with the National Central Banks and National Competent Authorities** in the European System of Central Banks (ESCB) and the Single Supervisory Mechanism (SSM), launched the ESCB & SSM Shared Values Charter.

The institutions listed below have become the first signatories of this charter, indicating their **shared values** and **commitment to put these values together in practice (Trust, Growth mindset, Care and engagement)**.



The above list includes signatories obtained as at 12 May 2026 and will be updated on a quarterly basis to include any further institutions that decide to join.

ESCB & SSM

Shared Values Charter

This is a public and voluntary commitment, open for signature by **National Central Banks (NCBs) and National Competent Authorities (NCAs)** in the **European System of Central Banks and Single Supervisory Mechanism (ESCB and SSM)**.

We commit to a set of shared values, which will guide us as **we harness commonalities of how we work** to improve our performance for the citizens we serve. The values and commitments in this charter reflect the fundamental beliefs, concepts, and principles of our Community, and in parallel complement our local values and a common vision for our workplaces and our people.

This Charter aligns with the principles enshrined in the Charter of Fundamental Rights of the European Union and the Maastricht Treaty.

Our Values

Our values strongly support our institutional independence and reinforce our credibility in economic issues.

Engagement

We foster an environment where all colleagues understand their roles, **take pride in the impact of their work, feel motivated by a shared mission, and are driven to contribute positively** to the organisation's objectives and societal well-being. We do this in our home country, and side by side in Europe.

Care

We care about our colleagues and society, throughout Europe. We are committed to fostering a culture of **care and compassion by working together**. We listen to understand and believe in the value of diverse opinions and views, ensuring everyone feels valued, respected, and encouraged to thrive. Our actions match our words, and **everything we do is done with the greater good in mind**.

Trust

We build strong, lasting relationships both within our organisation and with our external stakeholders, fostering mutual respect and long-term success. **We act with honesty and integrity and are transparent, accountable, and reliable**, delivering on our commitments to ensure the **best outcomes for society as a whole**.

Growth Mindset

We openly **embrace every opportunity to learn**, constructively challenge the norm and face challenges with resilience and determination. We aim to continuously improve and innovate, **contributing to the success of the ESCB/SSM and society as a whole**, striving to achieve the best possible outcomes.

Our commitments

We recognize that as individual organisations, we each have unique local values that reflect the diverse societies we serve. However, we also recognise the importance of committing to broader values that unify us across our institutions. We recognise social dialogue as a pillar of trust and engagement within the ESCB and the SSM.

These common values guide our collective mission and enable us to work together harmoniously for the betterment of Europe. **We achieve this by fostering mutual learning, sharing knowledge, working together and ensuring that all employees recognise they are part of a greater whole—thereby strengthening our collective position across Europe.**

We pledge to make continuous efforts and:

As a group of institutions, we commit to:

- **Build and Maintain Trust:** Act with honesty and integrity, ensuring transparency and accountability in all our actions.
- **Engage Actively:** Foster a culture where our people feel motivated to contribute to their fullest potential and take pride in the impact of their work.
- **Promote a Growth Mindset:** Encourage continuous learning and improvement, fostering an environment where innovation and resilience are valued.

Show Care: Commit to the well-being of our colleagues and society, ensuring that everyone feels valued, respected, and that our actions align with our words in contributing to the greater good.

On behalf of National Bank of Belgium

Governor and Vice-Governor, Brussels, 21 April 2026

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On behalf of БЪЛГАРСКА НАРОДНА БАНКА (BULGARIAN NATIONAL BANK)



DIMITAR RADEV, SOFIA, 23 APRIL 2026

Growth Mindset

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On behalf of THE CZECH NATIONAL BANK



Aleš MICHL, Prague, June 2026

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On behalf of Danmarks Nationalbank



Christian Kettel Thomsen, Copenhagen, 30 April 2026

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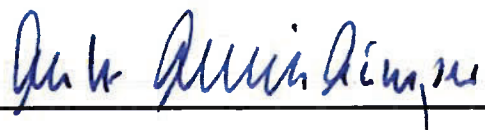
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On behalf of **Deutsche Bundesbank**



Dr Joachim Nagel



Lutz Lienenkämper

Frankfurt am Main, 13 April 2026

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On behalf of Bafin



Mark Branson, Bonn, 27 April 2026

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On behalf of Eesti Pank



Madis Müller, Estonia

07.05.2026

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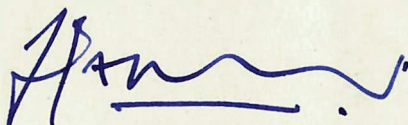
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On behalf of Central Bank of Ireland



GOVERNOR GABRIEL MAKHLOUF, DUBLIN, 22 APRIL 2026

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On behalf of the Bank of Greece



Yannis Stournaras

Governor

Athens, 24 April 2026

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On behalf of Bank of Spain

José Luis Escrivá
Governor

Mercedes Olano
Director General
Banking Supervision

Madrid, 17th April 2026

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On behalf of
BANQUE DE FRANCE



FRANCOIS VILLEROY de GALHAU
PARIS 110512026

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On behalf of Autorité de Contrôle Prudentiel et de Résolution (ACPR)



Denis BEAU, Paris, 11 May 2026

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On behalf of the Croatian National Bank

Boris Vujčić, governor, Zagreb, 24 April 2026



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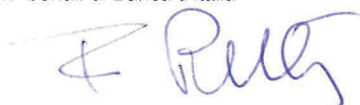
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On behalf of Banca d'Italia



Fabio Panetta,

Rome, 28 April 2026

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On behalf of the CENTRAL BANK OF CYPRUS



CHRISTODOULOS PATSALIDES

NICOSIA

5 MAY 2026

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On behalf of Latvijas Banka



Mārtiņš Kazāks
Governor

Done in Riga, on *April 10, 2026*

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On behalf of the Bank of Lithuania



Gediminas Šimkus, Vilnius, 10 April 2026

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On behalf of **Banque centrale du Luxembourg**,



Gaston Reinesch, Governor, Luxembourg, 27 April 2026

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On behalf of CSSF – Banking Supervision

Claude Jean Wampach

Digitally signed by
Claude Jean Wampach
Date: 2026.04.28
14:33:59 +02'00'

Claude WAMPACH

Growth Mindset

We openly **embrace every opportunity to learn**, constructively challenge the norm and face challenges with resilience and determination. We aim to continuously improve and innovate, **contributing to the success of the ESCB/SSM and society as a whole**, striving to achieve the best possible outcomes.

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Show Care: Commit to the well-being of our colleagues and society, ensuring that everyone feels valued, respected, and that our actions align with our words in contributing to the greater good.

On behalf of The Central Bank of Hungary


Mihály Varga

Governor

Budapest 30/4/2026

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On behalf of Central Bank of Malta



ALEXANDER DEMARCO, VALLETTA, 13 APRIL 2026

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On behalf of Malta Financial Services Authority



Kenneth Farrugia, Chief Executive Officer, Malta Financial Services Authority, 04/05/2026

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On behalf of De Nederlandsche Bank

Valid Signed by Olaf Sleijpen
on 22-04-2026

Amsterdam

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On behalf of Oesterreichische Nationalbank



Martin Kocher, Vienna, 20 April 2026

Growth Mindset

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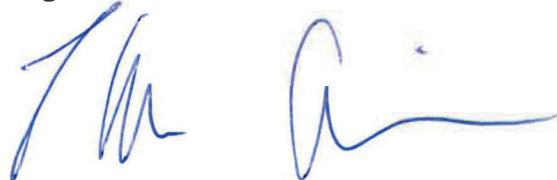
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On behalf of [Oesterreichische Nationalbank]

Thomas Steiner, Executive Director, Vienna, 5 May 2026

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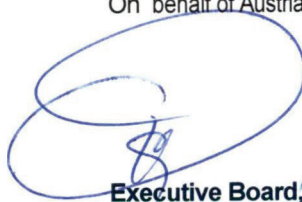
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On behalf of Austrian Financial Authority



Executive Board, Vienna, 30.04.2026

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On behalf of Narodowy Bank Polski

Prezes
Narodowego Banku Polskiego

Adam Glapiński

Professor Adam Glapiński, Governor, Warsaw, 29.04.2026

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On behalf of Banco de Portugal



Álvaro Santos Pereira, Lisbon, 27 April 2026

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On behalf of Banca Națională a României



Mugur Isărescu, Bucharest, 29 April 2026

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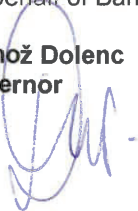
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On behalf of Banka Slovenije

Primož Dolenc
Governor



Ljubljana, 14.04.2026

Growth Mindset

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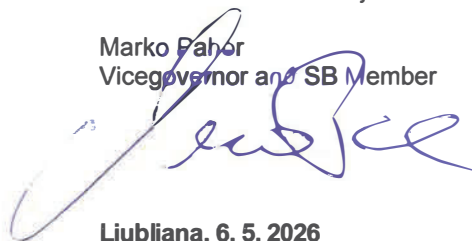
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On behalf of Banka Slovenije

Marko Pahor
Vicegovernor and SB Member



Ljubljana, 6. 5. 2026

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On behalf of Národná banka Slovenska

Peter Kažimír, Bratislava

14 APRIL 2026

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On behalf of Suomen Pankki – Finlands Bank



Olli Rehn

Helsinki, 24 April 2026

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On behalf of Financial Supervisory Authority,



Tero Kurenmaa, Director General

Helsinki 23.4.2026

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On behalf of [INSTITUTION]



GOVERNOR, LOCATION, DATE

ERIK THEDÉEN APRIL 21, 2026



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On behalf of the **European Central Bank**,



Christine Lagarde, President of the European Central Bank

Frankfurt am Main,

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On behalf of Single Supervisory Mechanism



Claudia Buch, Chair of the Supervisory Board

Frankfurt am Main

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On behalf of European Central Bank



Sharon Donnery, Member of the Supervisory Board, Frankfurt, 7 May 2026

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On behalf of European Central Bank



Anneli Tuominen, Member of the Supervisory Board, Frankfurt, 5 May 2026

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- **Engage Actively:** Foster a culture where our people feel motivated to contribute to their fullest potential and take pride in the impact of their work.
- **Promote a Growth Mindset:** Encourage continuous learning and improvement, fostering an environment where innovation and resilience are valued.

Show Care: Commit to the well-being of our colleagues and society, ensuring that everyone feels valued, respected, and that our actions align with our words in contributing to the greater good.

On behalf of European Central Bank



Patrick MONTAGNER, ECB Representative to the Supervisory Board

Frankfurt am Main, 20 May 2026

Annex: Our Employer Value Proposition, Turning our values into a compelling message for the labour market

While each of our institutions is unique within its own country, we are interdependent across Europe. This shared identity allows us to clearly communicate to future and current colleagues that we are not just any employer, but an organisation that is part of a larger community with a higher purpose. By effectively conveying this message in various labour markets, we strengthen our competitive position, attract the best candidates, and leverage our collective strength for Europe. By translating our values into a compelling message for future employees (*Employer Value Proposition*), we create a clear connection and show externally what we value internally — and vice versa.

As a group of institutions, these are elements we can highlight to future employees:

- **Impact:** We offer meaningful, high-impact work rooted in integrity, innovation, and societal contribution, empowering you to shape the future of the financial system.
- **Growth:** We foster continuous growth through rich learning opportunities, diverse career paths, and a culture of shared expertise that empowers you to thrive.
- **Stability:** We offer a stable, supportive environment that prioritizes well-being, work-life balance, and long-term growth through flexibility, security, and care.
- **Community:** We unite around a shared European mission, offering international collaboration, diverse perspectives, and a caring, inclusive culture that drives meaningful impact.