Teal organizations
Companies where management is organized without a rigid hierarchy or managers of the classic type: employees are free to structure business processes on their own.

Blockchain
A distributed data base that contains information on all transactions executed by the system participants. The information is stored in the form of blockchain.

Employee engagement
An employee's emotional and intellectual state in which they strive to perform their work in the best possible manner and are willing to contribute to their company's development and success.

United Nations Global Compact
A global UN initiative for business in the area of corporate social responsibility and sustainable development. Inclusion of the Compact's principles in commercial or business strategies and public acknowledgement of commitment to it serve as recognized indicators of responsible corporate practices and a bona-fide business reputation, as well as important elements of long-term business sustainability.

Dividend
A portion of income earned by a business that is distributed among its shareholders.

Green technology
Technologies, manufacturing processes and supply chains that are environmentally friendly or less harmful compared to conventional manufacturing techniques.

Compliance control
Internal control over compliance of a credit institution's financial market activities with financial market laws. It is part of the internal control system of a credit institution.

Corporate social responsibility
A set of principles and obligations the bank is guided by in the course of its activities with regard to:
1. managing relations with stakeholders;
2. assessing and managing the impact on the national economy, social sphere and the environment.

Community
One or more individuals or legal entities and their associations with an interest in the area where a service is provided.

Cloud technology
A technology for securely keeping data arrays in Internet networks.

Option
The right to sell or buy a fixed amount of a commodity, currency or security on a certain date at the option exercise price.

Responsible financing
A policy of a financial institution that takes into account ESG requirements and risks when making decisions on financing projects and companies, and provides for monitoring of compliance with those requirements.

Stakeholders
Private or corporate customers or groups of persons that affect the bank and its activities and/or are affected by the bank, such as its customers, employees, shareholders, governmental authorities, public organizations, etc.

Sustainable development
A global concept for the development of individual nations and the entire humankind with a view to preserving the planet's resources for the benefit of future generations. The UN Sustainable Development Goals adopted in 2015 have laid out a strategy for resolving global environmental, economic and social issues.

Hackathon
A developer forum where specialists in various software development areas (programmers, designers and managers) solve a problem together against time.

Ecosystem
A network of companies being created around a platform and using its services to generate best offers for customers and provide access to them in order to satisfy all types of customer needs, for both entities and individuals.

Bootcamp
A technical education program teaching programming aspects that are most in demand in today's market. Students gain experience working on real-life projects and learning from people who are successful in the industry and have a wealth of practical skills.

Data Science
A cross-discipline set of knowledge on how to analyze digital data and find optimal data-driven solutions. Data Scientist: a practicing researcher, an expert in this field.

ESG (environmental, social and governance)
A management approach that strives to include environmental, social and governance factors into the decision-making process for better risk management and sustainable development of a company.

ESG
A set of sustainable development topics to be disclosed at the corporate level.

Sberqile, Agile
Flexible management approaches used at Sber.

Text recognition
A machine text recognition technology.