



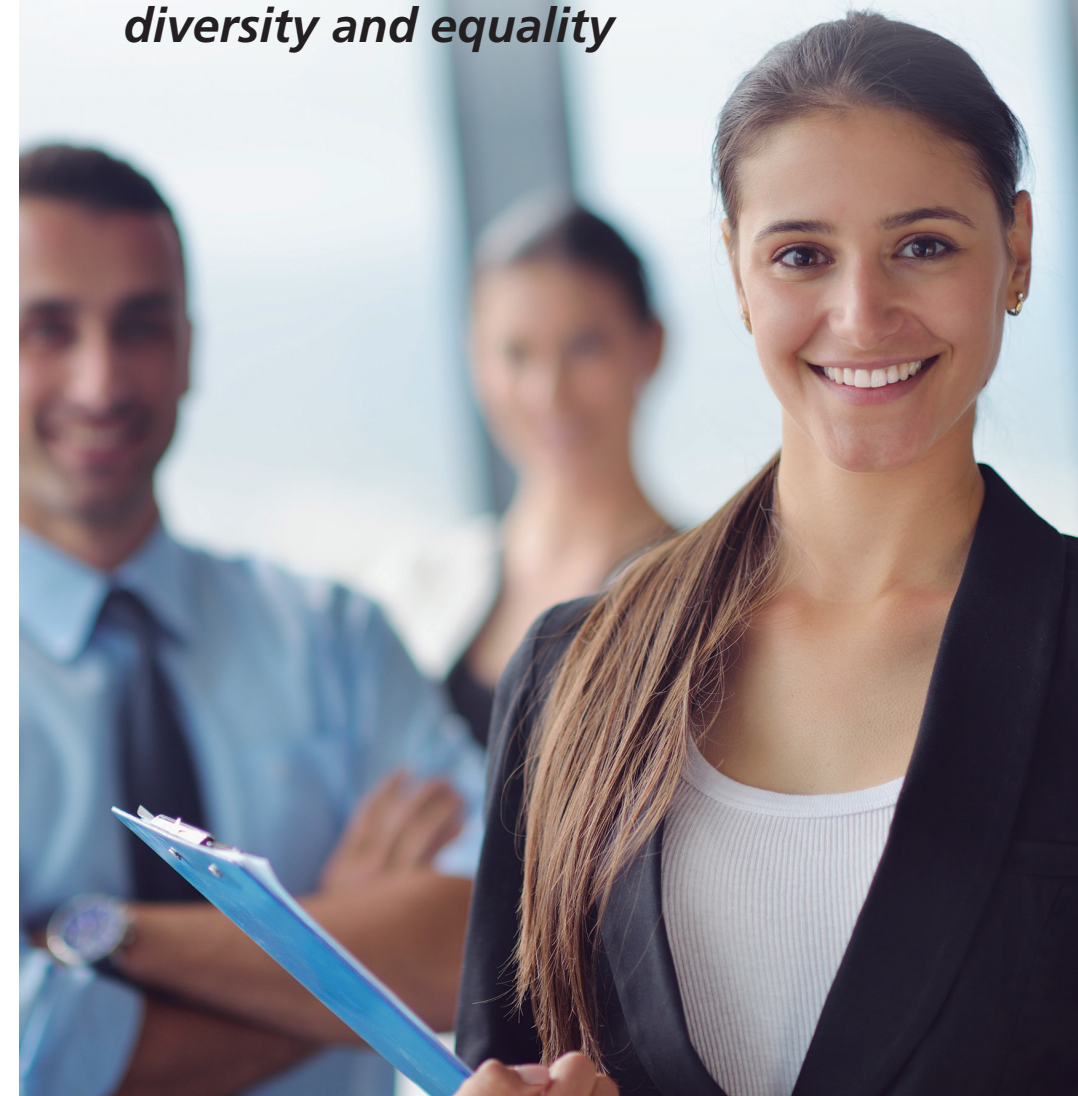
**Our
ommitment
to diversity**

Diversity and equality are part of our culture. That is why we have been working for years with a commitment to make our company an example to our people, by encouraging inclusion and participation through equality initiatives and promoting projects that inspire equality in all fields of society.

At CaixaBank, the commitment that we assumed to diversity and equality is a challenge that we always approach with humility, perseverance and continuous learning. That is the only way we can inspire, communicate and make progress.



Wengage,
*our commitment to
diversity and equality*





Wengage,
the CaixaBank diversity
programme

Wengage is a wide-ranging programme developed by people from all areas of CaixaBank, based on meritocracy and the promotion of equal opportunities, and that attempts to promote and raise the visibility of gender, functional and generational diversity.

The programme is currently focused on improving gender equality through initiatives that have a two-pronged approach: internal, through a series of actions aimed at increasing the number and raising the visibility of women in management positions in the bank, and external, through activities aimed at the general public to promote equal opportunities and the value of diversity.

Objectives and principal initiatives



To promote the role of women in our company

- Mentoring programme for women.
- Management and pre-management training programmes: Women and Leadership by the IESE Business School, and the *Promociona* management programme by the ESADE Business School.



To involve and raise the awareness of everyone

- Through videos, and also through the distribution of our guide *Egalitarian Communication. The Challenge of Interpersonal Relationships*, to highlight the unconscious biases, limiting beliefs and gender stereotypes in our communications and social-professional relationships.
- A diversity manifesto including CaixaBank's diversity commitments.



To help through human resource processes

- Diverse shortlists in management promotion processes.
- Diversity on our human talent committee.
- Ensuring gender diversity in pre-management training programmes.



To raise the visibility of diversity in the company

- Networking sessions with female managers to propose new Wengage initiatives.
- A network of equality officers.

We promote equal opportunities and the value of diversity, giving priority to **3 lines of action**:



Leadership and entrepreneurship

- Organisation of the Women in Business Award.
- Partnership with The International Women's Entrepreneurial Challenge (IWECC) award in support of women business leaders.
- Participation in events and conventions that promote leadership and female empowerment.



Innovation and education

- Conferences and talks about current topics of interest.
- The WONNOW awards with Microsoft, to support and increase the presence of women in STEM careers.
- Workshops with female children and adolescents to stimulate their interest in STEM careers.



Sport

- Support for women's sport through sponsorship deals. We are the sponsors of the national women's football and basketball teams.

Our figures

41.3%

of all **management positions at CaixaBank** are held by women

37.5%

of our **board of directors** are women

Source: CaixaBank data (December 2019)

2021 objective

43%
of management positions

For 2021 we intend to reach the figure of **43% of women in executive positions**

Certificates and commitments in support of equality

At CaixaBank we are signatories to national and international principles that promote diversity, and we have certificates that demonstrate our commitment to equal opportunities and diversity:



**Diversity is always
a positive force**