



DIVERSITY
& INCLUSION
REPORT

2021





03 | We strengthen our commitment to diversity and equality

04 | Gender diversity

- 04 · Our commitment to our staff
- 07 · Our commitment to our customers and to our society

11 | Functional diversity

- 11 · Our commitment to our staff
- 14 · Our commitment to our customers and to our society

16 | Generational diversity

- 16 · Our commitment to our staff
- 17 · Our commitment to our customers and to our society

18 | Diversity and Conciliation

- 18 · For employees
- 19 · For volunteer work
- 19 · For the general public

20 | A long-standing commitment

- 20 · Timeline

21 | Together we are stronger

- 22 · Territorial info

33 | Our differences are never as big as our similarities

We strengthen our commitment to diversity and equality



At CaixaBank, we have been working for years to promote **equal opportunities and prevent any exclusionary or discriminatory conduct.**

Through the publication of this *Diversity and Inclusion Report*, we present the projects carried out and the progress made in **2021** in our Wengage diversity programme, which enable us to continue working on the new diversity and inclusion challenges that will be part of our new **2022-24 Strategic Plan.**

2021: a year in figures

- » **55.6%** of employees are **women**
- » **433** **disabled** employees
- » **41.3%** of **management positions** held by women*
- » **41,602** employees from **4 generations**
- » **53.7%** of all people that have moved into management positions for the first time **are women**
- » **910** people of **73 different nationalities**

Main diversity and inclusion milestones in 2021



Global leaders
in the Bloomberg Gender-Equality Index.



1st financial institution
to achieve excellent in the EFR (Empresa Familiarmente Responsable - Family Responsible Company) rating.



723 participants
in the **4th year** of the WONNOW Awards for female excellence in STEM careers.



538 Women
in the internal mentoring programme for women, including the **promotion of 64%** of participants.



5^a
5th year
of the Women in Business Award and **1st year** of the Self-Employed Professional Women Award.



Winner
of the **2020 International Award for Diversity Management** in the large company category.



wengage with sign language

*A and B branch deputy management upwards. Prior to merger with Bankia.

Gender diversity



Our commitment to our staff

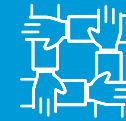
At CaixaBank we are working to make the company a leader in gender equality, and therefore in 2021 we promoted numerous initiatives defined by 4 key goals:



To strengthen the role of women in the company



To promote equality through human resource processes



To involve and raise the awareness of everyone



To raise the visibility of diversity



Deep changes are only possible if they start from within.



Strengthening the role of women in the company

During 2021 we supported **women at CaixaBank in their professional development**. Because we want **to recognise and raise the visibility of their talent, promote internal promotion and inspire future generations**.



»» Mentoring programme for women

Focused on helping **women in management** in the company **to support, advise and inspire other women** in the development of their professional career.

A success in terms of participation and results.

- **Over 500 participants.**
- **64% of the participants in this programme have been promoted.**



“La generosidad y el **compartir las experiencias** que uno vive normaliza los miedos que otros están viviendo”

Eva Núñez
Mentora

»» 41st AED (Spanish Association of Directors) Lead Mentoring Women Directors Programme by CaixaBank,

which we are strategic partners of. Aimed at large Spanish companies.

- **30 participants from CaixaBank.**
- **30 participants from AED Companies.**



Promoting equality through human resource processes

We know where we are going and, to get there, we need internal policies that we can use as a guide, with **suitable measures** to drive **long-term changes**.



- > We improved the “shortlisting” in internal promotion processes, meaning that 1 in 3 pre-candidates have to be a person from the least represented sex.
- > We promoted the **new equality plan**, which was signed in 2020 with the backing of 100% of the legal representatives of workers. **Labour conciliation** is one of the key measures to ensure gender equality.
- > For the first time, we have prepared and published a **compilation of recognised employment rights for victims of domestic violence**.
- > We studied **professional careers** to identify differences between men and women and propose actions to reduce the gender gap.
- > We implemented **pay equity analysis** for men and women.



Involving and raising the awareness of everyone

We started from the idea that it is essential that more people should be aware of and committed to gender equality. Therefore, in 2021, **we motivated and trained** teams using innovative initiatives.



» We launched a new **podcast series to provide continuity to our Egalitarian Communication Guide**, which is an initiative to promote more empathetic and egalitarian communication among employees and with our customers. CaixaBank employees participated in each podcast.

- 6 podcasts.
- 4 video capsules for the *Egalitarian Communication Guide*.
- 4 translations of the *Egalitarian Communication Guide*.

» For the third consecutive year, we celebrated International Women's Day (8th March) with **Equality Week**: including activities for our teams, customers and the general public.

- 1 "Education in Feminism" talk.
- Over 11,000 views of content on our intranet.
- Over 4 million reach/impressions on company social media.



Gender



» We strengthened our **network of equality agents**, human resources professionals specialising in equality and diversity, becoming reference points in each territory. This network ensures that the **Wengage** programme reaches all employees and promotes suitable initiatives throughout the company.

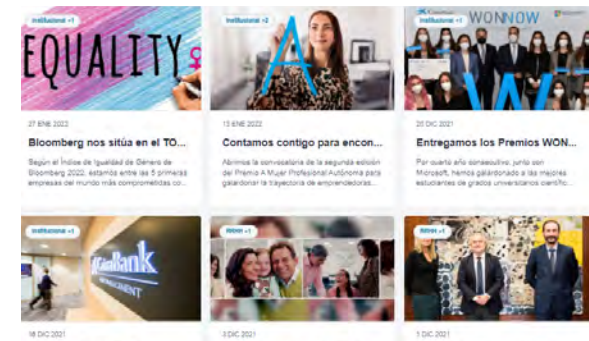
- 13 equality agents.
- » We developed the **gender test**, a tool that CaixaBank employees can use to check that **communication campaigns**, both internal and external, are **free of gender stereotypes**.



Raising the visibility of diversity

We used all available internal channels to raise the visibility of initiatives on diversity and inclusion. We shared **information** and made sure that it reached our **teams** through the network of equality agents.

54
news items
published
on our
PeopleNow
intranet.



Our commitment to our customers and to our society

For CaixaBank it is essential to continue to support our customers, remaining true to our commitment to a fairer, more egalitarian society. That is why we have also promoted gender equality externally, **particularly in areas where women are still under-represented.**



Leadership and entrepreneurship



Innovation and education



Sport



Rural areas



Leadership and entrepreneurship

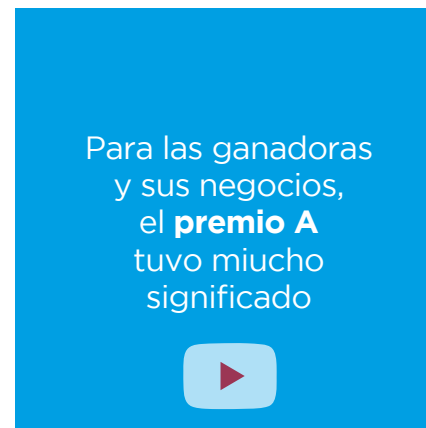
In 2021, thanks to strategic alliances that have multiplied the reach of our actions, we redoubled our efforts **to recognise the talent of leading entrepreneurs**, by rewarding their work and generating public debate.



» CaixaBank women in business award

In 2021 we held the 5th year of these awards, which recognise the talent and careers of leading entrepreneurs, promoting their visibility and participation in national and international networks (IWECC - International Women's Entrepreneurial Challenge).

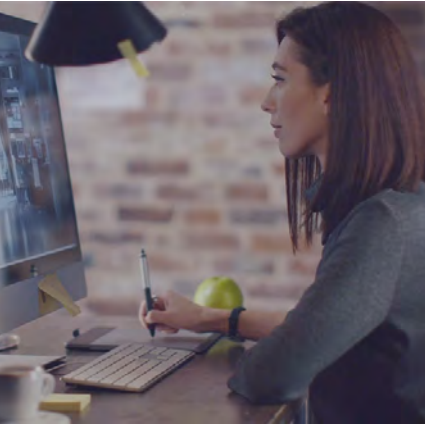
- 78 regional winners between 2017 and 2021
- 49 participants in the private LinkedIn community.



» Self-employed professional women award

First year of these awards, which recognise the leadership and talent of self-employed professional Spanish women.

- 14 regional winners and 1 national winner.
- 691 candidates.



» We participated in **events and talks** organised by *Elle magazine*, thanks to an **agreement with the Hearst Group**.

» We joined **CLOSINGAP Women for a Health Economy**, an **alliance of companies for social transformation that analyses the economic impact of gender inequality**.

- Each company in the alliance supports a study on gender inequality. CaixaBank led the study **The Rural Gender Gap**.
- We participated in the CLOSINGAP **cross mentoring programme**.



Innovation and education

In 2021 we strengthened the promotion of careers in science, technology and mathematics through the **WONNOW Awards**, with **conferences and workshops**, and also through the **alliance led by the Ministry of Education: "Niñas en pie de ciencia" (Girls in Science)**.



» **WONNOW AWARDS**

4th year of the awards that recognise the academic excellence and talent of STEM (science, technology and mathematics) degree students.

- **723 participants from 65 universities.**
- **10 winners of paid internships and 1 winner of a cash prize.**

With a first prize of 10,000 euros and 10 internships to work at CaixaBank with a 6-month contract and the chance to continue.

- **53 members in the WONNOW LinkedIn community.**



» **"Niñas en pie de ciencia" (Girls in science) alliance**

We joined the initiative of the Ministry of Education and Vocational Training to support the scientific and technological vocations of girls and young women.



Sport

In 2021 we continued **to strongly support women's sport**, a sector where there is still some way to go to achieve gender equality. Therefore, we continued with sponsorships and initiatives to reach as many people as possible through **football, basketball and running**.



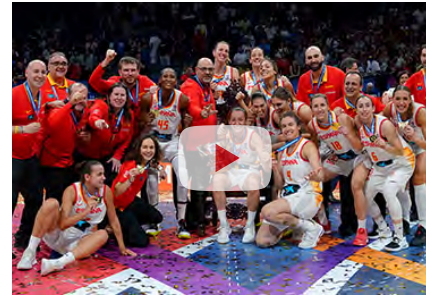
>> FOOTBALL

> We sponsored 9 of the 16 teams in the Spanish women's football first division:

Atlético de Madrid, Deportivo Alavés, FC Barcelona, Granadilla Egatesa, Levante UD, Real Betis, Recreativo de Huelva, Sevilla FC and SD Eibar.

> We were **recognised for the achievements** of Spanish women's football teams.

> We produced the **#Sincronizadas television series** to bring women's sport to the general public. Presented by **Ona Carbonell**, captain of the Spanish synchronised swimming team, and broadcast by DMAX, it is composed of five episodes in which Carbonell spends a day with other Spanish sporting legends, such as Lydia Valentín, Mapi León, Maica García, Laia Palau and Eva Moral.



>> BASKETBALL

> We have been **sponsoring partners of the FEB (Spanish Basketball Federation)** since 2013, with a special focus on the **women's national team**.

> We collaborate in the **advertising and promotion of the programme Universo Mujer (Women's Universe)**, which covers activities connected to leadership, training and the role of women's sport in history.

> We organised the **CaixaBank Plaza 3x3** circuit with the FEB, **which is an annual programme for the promotion of basketball** that is now approaching its tenth year.

> We sponsored **sporting youth academies**, including the girls' teams of various **basketball clubs** ((Endesa and LEB Oro Leagues), thereby strengthening our commitment to training and grassroots sport.



>> RUNNING

We sponsored popular races throughout Spain, where there is **a growing number of women participating** (depending on the race, participation can be close to 50%).



Rural areas

With AgroBank, we promoted the empowerment of women in places with great inequality: rural areas. And we did this in partnership with institutions and leading women's associations on conferences, educational projects and studies.



> Educational events and the rural sector

- Organisation of the **Online Rural Women's Conference**, with **579 live streamings**.
- **Attendance at rural conferences and events:** FADEMUR (Federation of Rural Women's Associations) conference, AFAMMER (Association of Rural Families and Women) conferences, rural conferences, 3rd Women's Cooperative Forum of Castilla-La Mancha, awards for excellence for innovation by rural women.

> Training, recognition and employment

- **II AgroBank Chair Award** for the best master's thesis by a student (La ciencia en femenino). In 2021 there were **6 finalists**.

> Strategic alliances

- Renewal of **agreements** with FADEMUR, AFAMMER and Cooperativas Agro-alimentarias de España.



AgroBank



- > We launched, with the "la Caixa" Foundation, a **call offering a million euros for proposals to improve living conditions in rural areas** and generate entrepreneurial opportunities for women and young people.

> Reports and studies

- Publication of the **Gender Gap in Rural Areas study** in partnership with the company AFI.



Functional diversity



Our commitment to our teams

We want to continue making progress so that everyone will have the **same opportunities** and will be able to develop their talent within our organisation, by **promoting what unites us** and raising awareness **about differences**. In 2021, we did the following:



Included and integrated people with disabilities

Developed talent and promoted equal opportunities

Raised awareness throughout the organisation





Including and integrating people with disabilities

We ensured that our teams integrated everyone, whatever their disability.

» Aflora plan

We supported the **Aflora Plan**, an initiative to support and raise the visibility of employees with disabilities.

433 cases of recognised disabilities

1,226 views of internal news item

» Wengage Diversity

On our new internal Wengage Diversity intranet we created a **section on functional diversity** to raise the **visibility** of this group and share relevant **information**.

730 views

4 news items on the intranet

» The new 2022-24 Functional Diversity Plan

will enable us to fully develop disabled people's talent and adapt work to suit their needs and situations.



Developing talent and promoting equal opportunities

We believe that **promoting the employment** of people with disabilities is **essential to ensure their futures**.

Therefore, in 2021:

- » We promoted the **programme for the children of employees with a disability of 33% or higher**, used to improve their independence through early intervention to guarantee their full inclusion through employment.

280 beneficiaries

- » We joined the 8M Challenge of the Eurofirms Foundation, **the aim of which is to incorporate 1,000 women with disabilities into the workplace in one year**. Thanks to the voluntary work of Human Resources providing in-service training, **4 women were trained and prepared: 3 of them have now got jobs**.

4 unemployed women received internships from CaixaBank

13 volunteers from Human Resources

3 de 4 women have got jobs and 1 continues to actively seek employment

- » We identified various services and products for which we could contract **special employment centres**.





Raising awareness throughout the organisation

In 2021 we developed a **new plan to include people with functional diversity in the company**. Because we want to consider their needs and respond to them.

» The new 2022-24 Functional Diversity Plan

focuses on raising awareness throughout the organisation, in order to interact with people with disabilities without stigma or prejudice.

» We published news items on the intranet

to raise the visibility of functional diversity and present stories about employees' families that live with this situation.



Inclusive policy for people with disabilities, a pioneering initiative in the banking sector.

Promoted since 2020, this policy includes:

» **Commitments so that each year** there are more people with disabilities in our company, by encouraging their employment and inclusion.

» **Measures** such as:

- **Adapting the workplace for people.**
- **One day of paid leave to attend to medical needs.**
- **Free advice service for legal affairs.**

PRINCIPLES OF THE POLICY



Non-discrimination



Promotion of open attitudes



Fighting against stereotypes and prejudices



Recognition of abilities, achievements and skills



Inclusion



Accessibility



Our commitment to our customers and to our society

At CaixaBank we are committed to the **visibility of people with disabilities and their role in society**. We believe that equal opportunities begin with the fact that people should have a decent job; that is why we work with other companies on **promoting employment and training**. We also provide **access to our services** and support **adapted sport** so that the values of hard work and achievement are socially recognised.



We promote employment

- » We make **donations** to organisations that promote **the employment of people with disabilities**.
- » We are members of the **cluster of the Randstad Foundation**, Companies for Equality, Diversity and Inclusion, and we attend meetings to share **good practices** with companies.
- » Our **volunteer** work included:

> **292** activities with :



253 volunteers in the activities



3,217 hours



4,672 beneficiaries



6 training actions



We offer services that are adapted to suit our customers with functional diversity



- » We have a website with an AA standard of accessibility (in accordance with the Web Content Accessibility Guidelines).
- » We improved access to CaixaBank branches in the adapted 24-hour area, including access ramps and lifts, and the accessibility of cash points, in line with the APSIS4all project.

We support adapted sport



In 2021 we continued to support **sportspeople with functional disabilities** and promoted their achievements by **sponsoring**:

» Adapted basketball

We are a financial partner of the FEDDF (Spanish Sports Federation for Persons with Physical Disabilities) and official sponsor of the Spanish national wheelchair basketball team, both women and men. We also sponsor the wheelchair basketball Copa del Rey and CaixaBank wheelchair basketball School Championship tournaments.

» Olympic and paralympic sport

- » We support the **Spanish Paralympic Committee (Comité Paralímpico Español, CPE)**.
- » **Scholarships for 25 sportswomen** in the ADOP plan, in which we participate as sponsor of the Spanish Paralympic Committee.
- » Sponsorship of an **adapted ski race** in Sierra Nevada and creation of the **CaixaBank Award for Achievement**, which in 2021 was won by the sportswoman Audrey Pascual.

» #InconformistasDelDeporte

- » We raise the visibility of the stars of the Spanish paralympic team, their values, hard work and determination
- » Through CaixaBank Talks for customers, with content on CaixaBank social media..

Generational diversity



Our commitment to our teams

Every generation contributes different lessons, knowledge and intuition. Every generation also has its own specific needs and concerns. **We want every person and every generation to contribute and fully develop their talent**, feeling that our company respects and values them. That is why we work internally to create mixed teams and promote the value of generational diversity.

In 2021 we supported:

» **The Somos Saludables (We're Healthy) programme, with its generational vision.**

- › Through interesting content and articles.
- › Through workshops and webinars.
- › Through healthy challenges and routines.

» **An ongoing training plan to support the employability** of people throughout their professional career.

» **A module on the management of diverse teams** so that management teams integrate and unite teams and people in an inclusive way.

» **Raising the awareness** of all employees **to fight prejudice and eliminate the labels** that have been imposed on **every generation.**

» **The BUDDY GENERACcionando programme**, to improve knowledge transfer. So far we have carried out a pilot study on the Balearic Islands with 27 mixed pairs (senior with junior) and our goal is to create an intergenerational mentoring programme in the future.



54 participants

Final rating of **4.3** out of **5**

Our commitment to our customers and to our society

We participated in working groups with other companies to support senior talent and give it the social visibility it deserves.



» We published the **Libro Blanco del Talento Sénior (White Paper on Senior Talent)** with the **Adecco Foundation-Seres Foundation**. This includes best practices to raise the awareness of companies, public authorities and society about the important role that senior people will play in coming years.

» We were involved in **Team Work EFR Talent Senior**, a group led by the Masfamilia Foundation and composed of several companies with the aim of harnessing the potential of senior talent.



» We worked with **the Generacciona Generation & Talent Observatory**, participating in:

- > An assessment of generational diversity.
- > 2nd Study on Intergenerational Leadership.
- > 2021 study, Intergenerational Health and Well-Being.



Diversity and Conciliation



For employees

Conciliation



The measures that enable a balance between personal and working life for our employees are included in the **Conciliation Protocol** which is part of the **Equality Plan**, that was signed by 100% of trade union representation in 2020. Our conciliation model is FRC certified, and in 2021 we obtained an **excellent rating of A**.

» 140 conciliation measures

for CaixaBank employees, including significant improvements to the content of the collective agreement and the Workers' Statute.

» Significant conciliation measures in the company:

- › Somos Saludables programme.
- › Flexible remuneration scheme: Compensa +.
- › Company benefits:
 - › Contributions to pension plans.
 - › Health insurance.
 - › Financial aid for courses and extra payments for children and other eventualities.
 - › Life and accident insurance.
 - › Financial benefits.
- › Aid for courses.
- › Package of advantages and benefits for employees with children.
- › CaixaBank Campus: recommended training courses and self-learning.
- › Family Plan, a support programme for children with disabilities.

» 20% investment in conciliation

of the total gross payroll.

For employees

Diversity

» We have now completed two **UNCONSCIOUS BIAS TRAINING COURSE** for **Human Resources employees**, which consisted of three 90-minute modules to raise awareness about **stereotypes** that could have an effect when selecting, implementing and proposing or receiving promotions within teams.



52 participants

With a rating of **4.4** out of **5**

» We promoted **courses** through which employees can learn about the **value of diversity and inclusion in companies**.



With a rating of **4.1** out of **5**

For volunteer work

Diversity

» **Diversity Month for CaixaBank volunteer work**

To celebrate European Diversity Month, we organised a series of webinars and online workshops about the importance of respecting and including everyone.



300 registrations

2 workshops

6 webinars

For the general public

Diversity

» **We sponsored European Diversity Month 2021,**

which is a European Commission initiative involving 26 organisations and the goal of which is to promote diversity and inclusion in companies and in society.



» **We sponsored the Diversa Global Awards,**

which have become **benchmarks in the LGTBI community**.



» Throughout the year we published content about diversity on CaixaBank digital channels.

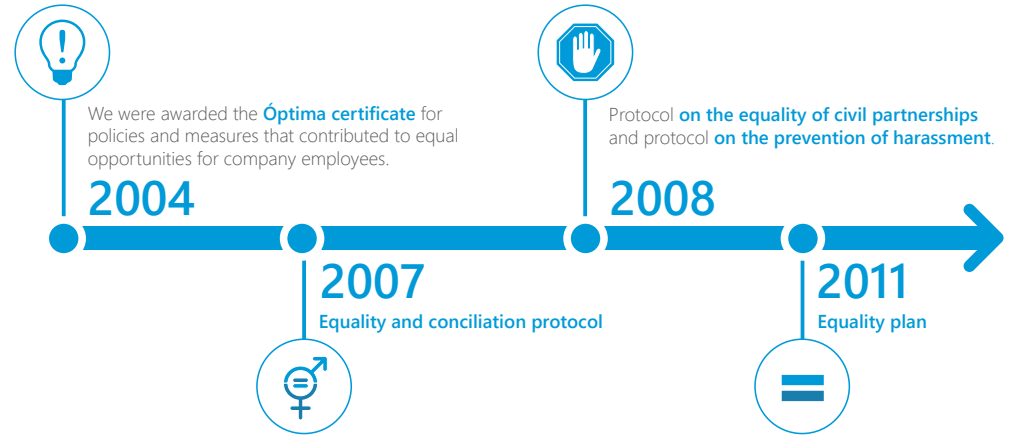
» **13 post on the CaixaBank blog.**

» **3 CaixaBank Talks discussing gender and disability.**

» **241 content posts on social media, through which we reached an audience of over 50,000 people.**

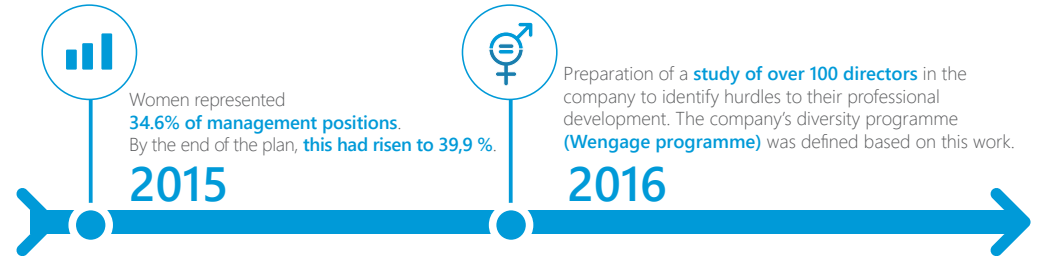


A long-standing commitment



2015-2018 Strategic Plan

With the appreciation of diversity and gender equality as its goal

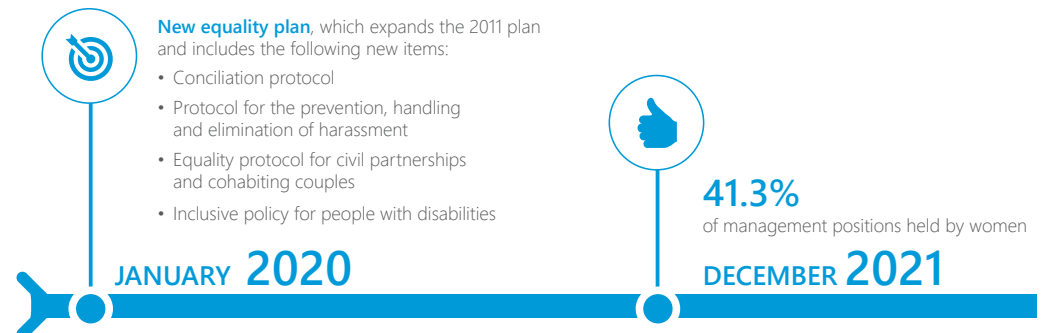


2019-2021 Strategic Plan

We strengthen our commitment

The **Wengage programme** includes over 40 internal and external initiatives

The current strategic plan includes new equality goals that are more ambitious and supportive of equality





Together we are stronger

Group CaixaBank

As the CaixaBank Group we also promote gender equality throughout all group companies.

Equality week: two success stories



The fund manager of the group, CaixaBank Asset Management, **received an award for gender diversity** from the specialist magazine Citywire.

MicroBank supported **8,522 entrepreneurs in a year** defined by the **COVID-19 crisis**.



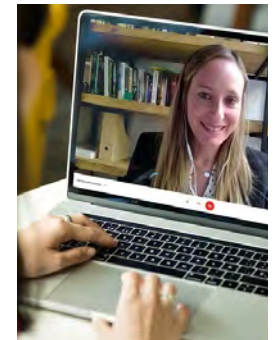
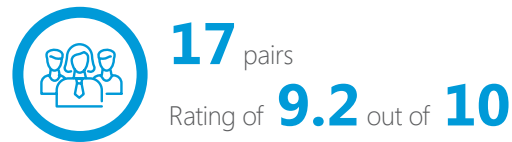
» World book day/Saint George's day 2021

Distribution of the *Egalitarian Communication Guide* in group companies.



» Mentoring programme for women

Also in CaixaBank Group subsidiaries, including:



» Participation in the 2021 STEM Women Congress

STEM Women Congress
Create opportunities through science

- » Sponsored the event and promoted female talent.
- » Participated in a round table.
- » Presented the WONNOW Awards.



» Equality plans

Updating of the **equality plans** of group companies.

Territorial info



EASTERN ANDALUSIA TERRITORY

» **The WONNOW Awards experience, in schools.**

Talk-discussion with one winner and two finalists of the awards in front of 60 secondary and higher education female students.

Objective: to make technological and scientific careers more accessible by eliminating gender barriers.

» **Meeting of women directors during Mobile Week.**

3 women directors explained their professional development and how to adapt to technological changes.

Objective: to raise the visibility of their role and provide an example for other women.



Territorial info

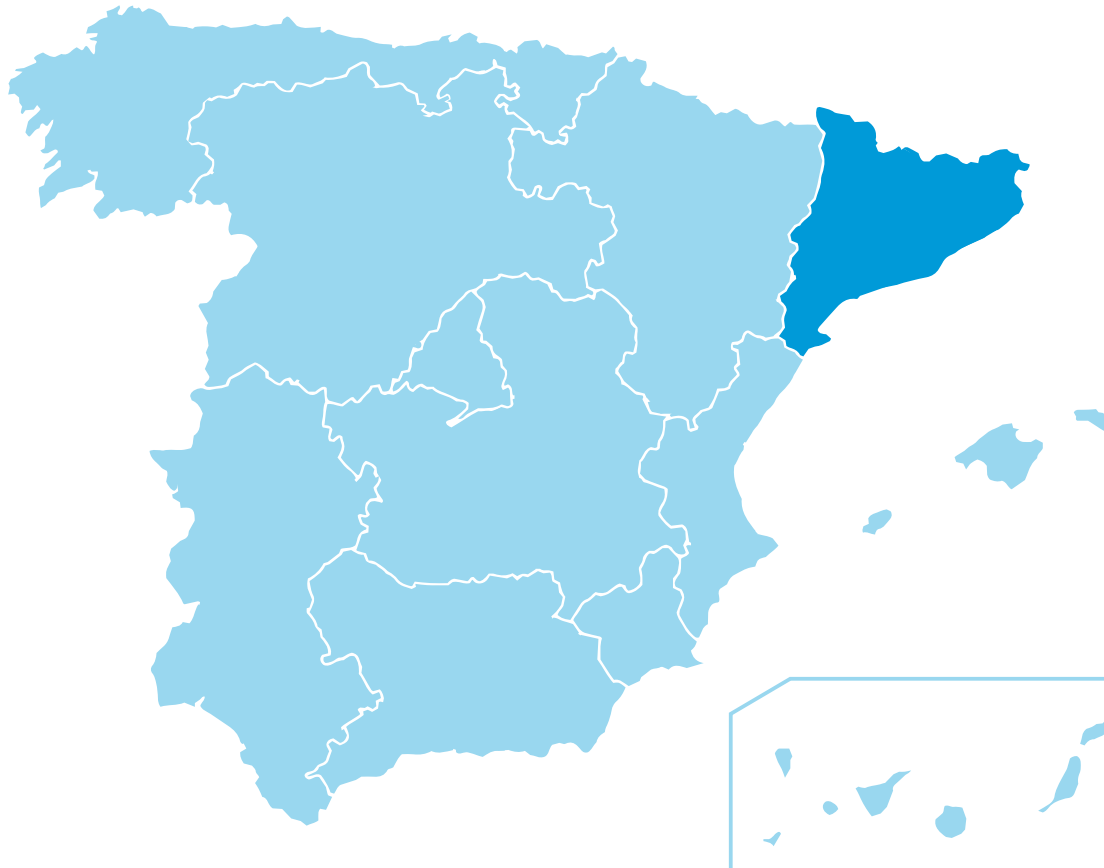


WESTERN ANDALUSIA AND EXTREMADURA TERRITORY

- » **“Dare” programme: development and training of female assistant sales managers** to guide them in their professional careers and increase the number of women in management positions in the future.
- » **Did you know that...?:**
we promote **content on the intranet** to share information about the conciliation measures and benefits for all employees.
- » **Breakfast with Talent** featuring women with management potential in order to boost their professional career. Raising visibility to inspire.



Territorial info



CATALONIA TERRITORY

- » **8th March:** a video with contributions from **women who had achieved very good results during 2020 and a virtual meeting** that produced good practices for everyday use at work.
- » **Participation in the Manresa and Girona eWoman conferences** to raise the visibility of the corporate potential of women through their contributions.



Territorial info

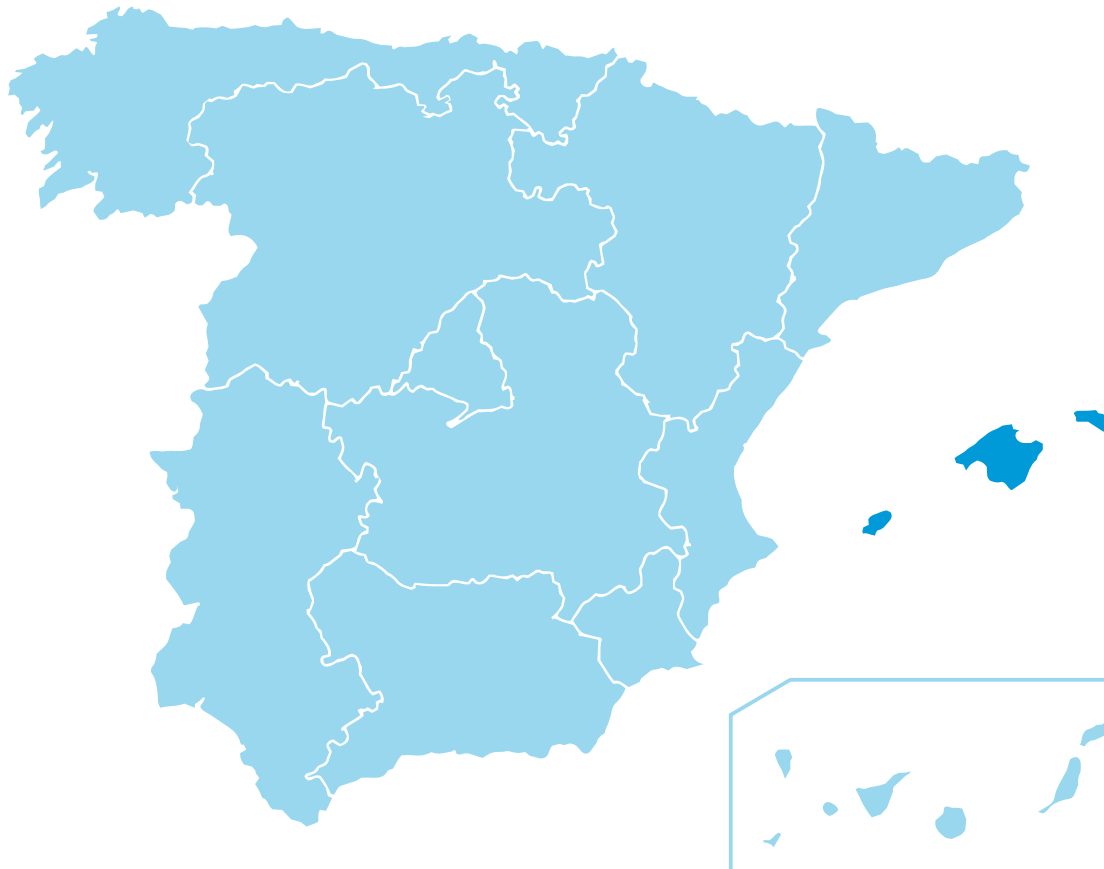


CANARY ISLANDS TERRITORY

- » **Women's Week sporting initiative**, in partnership with the woman's football team Unión Deportiva Granadilla (UDG) Tenerife Egatesa, to break gender stereotypes and highlight the role of women in the world of football.
- » **Support for social organisations** that promote and facilitate the **development and integration of people with Down's syndrome**.
- » Project to train **80 women at risk of social exclusion in digital skills** to help them find employment.



Territorial info



BALEARIC ISLANDS TERRITORY

- » **Generaccionando programme** initiative to improve generational diversity, retain junior talent and learn from senior experience. 27 pairs, 54 participants.
- » **2nd Women and Tourism Conference:** with the participation of the territorial director, María Cruz Rivera.
- » **Top Women Talks:** a round table composed of 9 experts from the training, coaching, mentoring and digital marketing sectors to develop key points for the development of female entrepreneurship. Our commercial officer attended (Retail Department).



Territorial info

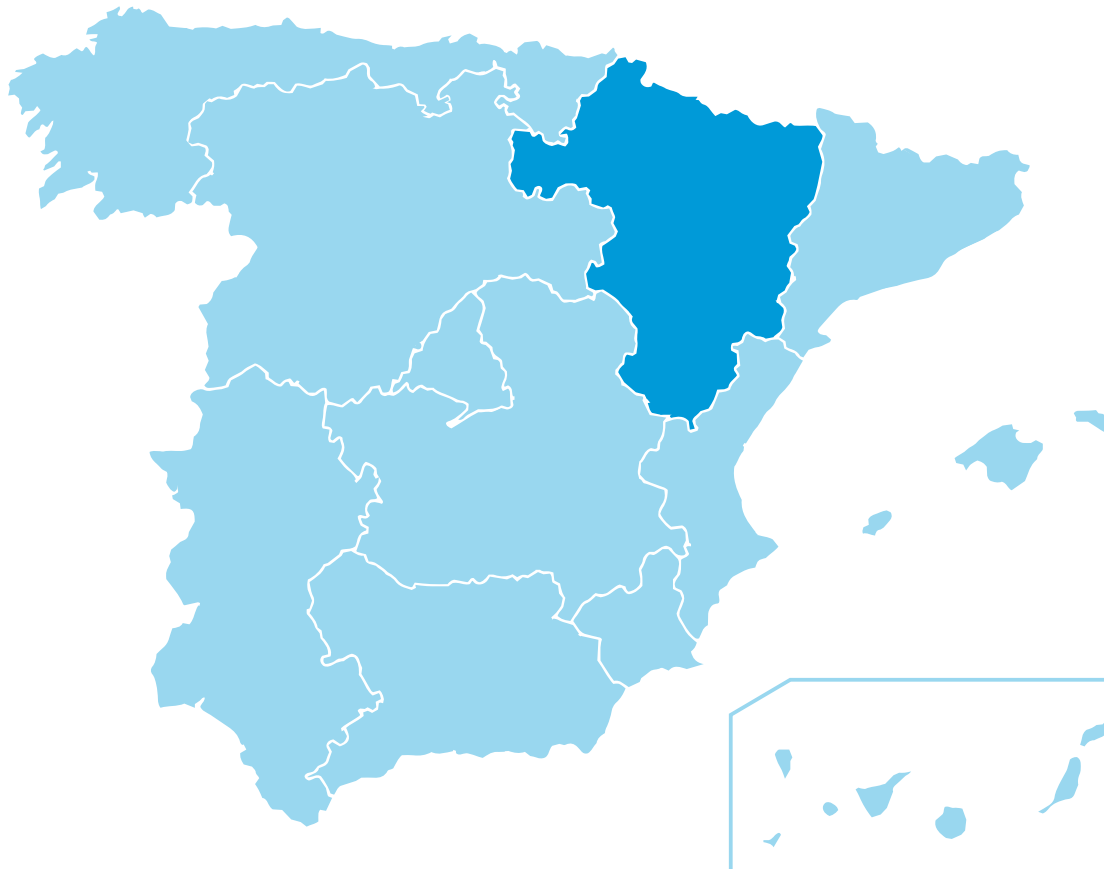


COMMUNITY OF VALENCIA TERRITORY

- » **Publication** of a report on **gender equality in the *Las Provincias* newspaper.**
- » Participation on an **Equality Panel** of the Alicante Chamber of Commerce to explain the Wengage programme.
- » **Female talent breakfast meetings:** with women directors from Bankia and women with management potential from business centres, private banking centres and the Risks Department.



Territorial info



EBRO TERRITORY

- » **Participation in Impulsa Aragón 2021, women's leadership conferences on strategic sectors of the Aragonese economy**
- » **Agreement with CEOE Aragón (Aragon Business Confederation) and the Directivas de Aragón women in management association to promote women's leadership in key sectors** for economic development in sectors where there is a minority of women in management positions. Based on this agreement, **the creation of a cycle of conferences** featuring leading companies.
- » **eWOMAN ZARAGOZA event**, organised by the El Periódico de Aragón newspaper and the media company Prensa Ibérica and promoted by CaixaBank. Aimed at **successful women in the work and technological environment** to recognise their professional excellence.
- » **STEM Women Promotion project in Navarra**, with The Association of Women Entrepreneurs and Directors of Navarra (AMEDNA), to encourage STEM (technology and science) vocations among young women in their final year of compulsory secondary education.



Territorial info



CASTILE AND LEÓN TERRITORY

- » **Creation of internal content** to raise the visibility of gender equality initiatives, with contributions from employees.
- » **Working breakfasts** with the territory manager and the director of Human Resources with groups of employees in different positions and at different stages of their career, in order to listen to and be more accessible to employees, thereby strengthening diversity.
- » **Participation** of the director of Human Resources in the eWoman event, organised by the *La Opinión - El Correo de Zamora* newspaper



Territorial info

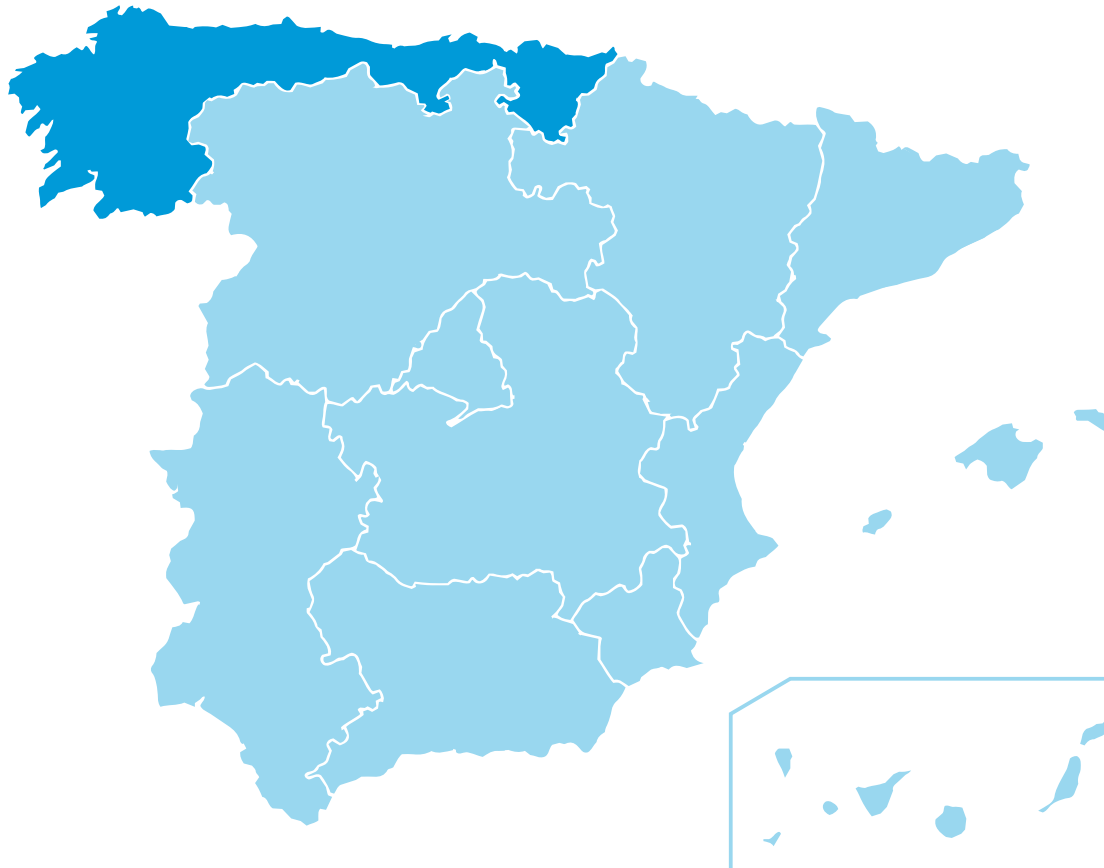


MURCIA TERRITORY

- » **Development programme for deputy managers:**
for a group of 19 people; 16 women and 3 men, to boost the number of women in management positions.
- » **Women's Breakfast in the Murcia region.**
On the occasion of International Women's Day, there was a meeting of 13 women from the region of Murcia with responsibilities in various sectors and 10 directors from CaixaBank.
- » **Internal communication.**
To celebrate Equality Week, we published a series of interviews with women from the Murcia Territorial Management team on the intranet.



Territorial info



NORTH TERRITORY

» **“Good practices for women and leadership” webinar**

among the activities carried out by Bilbao Metr poli 30, a public-private association that promotes initiatives for the advancement and well-being of the general public. The director of the private banking centre of Bilbao participated, who was able to explain the Wengage programme in detail.

» Meeting with PWN (Professional Women’s Network) in which the data from the equality and leadership survey that CaixaBank had participated in were presented.



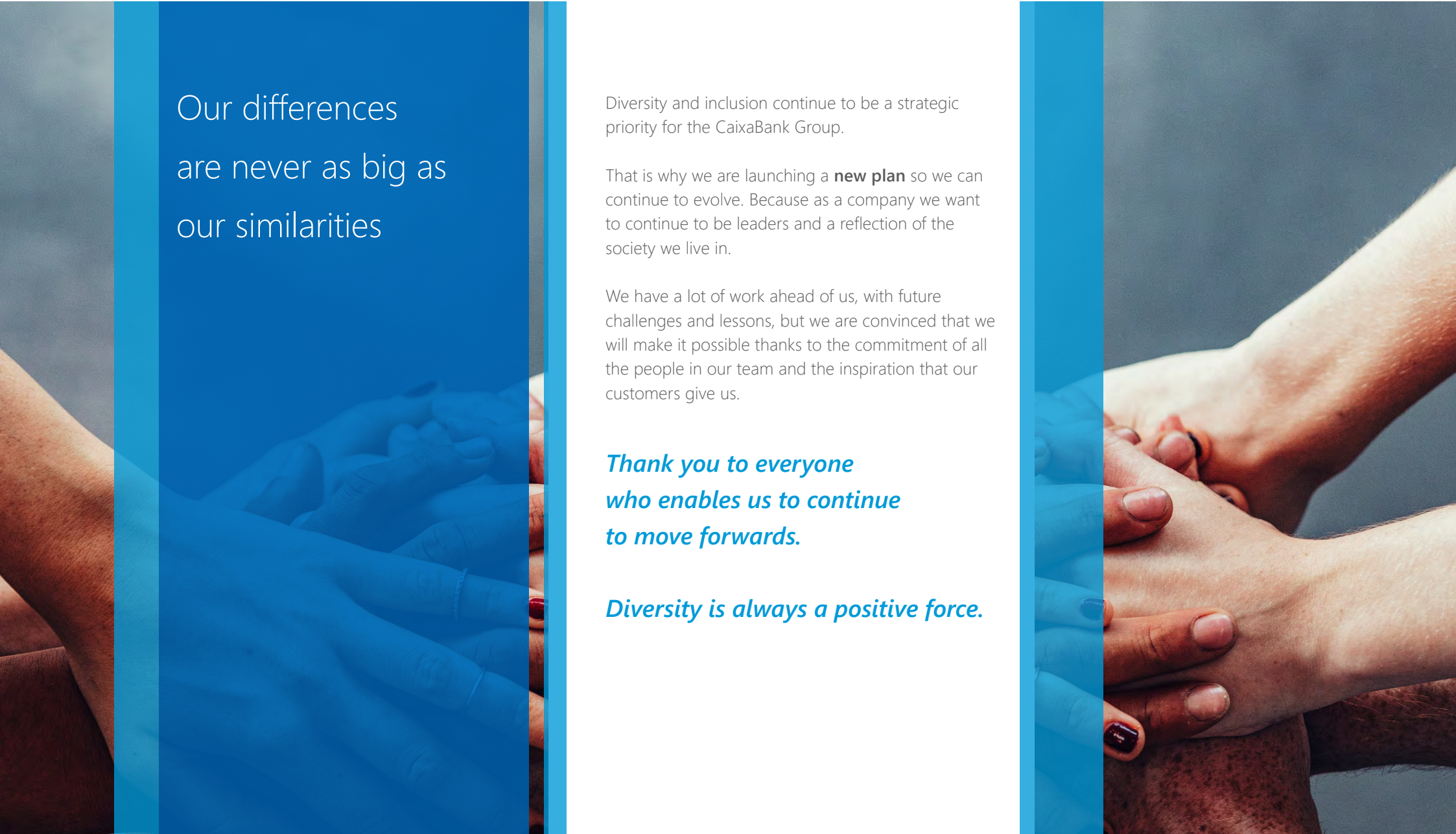
Territorial info



MADRID TERRITORY

- » **Staging of the Elle Women Awards** to recognise female talent. Rafael Herrador, director of the Central Territory of CaixaBank, awarded the Solidarity Prize to healthcare professionals, women who have put their health at risk and worked tirelessly to care for others.
- » **Charity dinner and Diverse Awards ceremony**, organised by the Global Diverse Association, with the aim of helping LGBT young people in need and supporting various social inclusion projects for the transsexual community. Held at the **Círculo de Bellas Artes** building and attended by guests from social, cultural, entrepreneurial, commercial and institutional organisations. Presentation of the award by Rosa Vázquez, director of HR of the Greater Madrid Territory.
- » **WiMLDS - Women in Machine Learning & Data Science** event at the All in One Madrid flagship centre, to inspire, educate and generate a community around artificial intelligence and the world of information, with particular attention on attracting and retaining female talent in this field.





Our differences
are never as big as
our similarities

Diversity and inclusion continue to be a strategic priority for the CaixaBank Group.

That is why we are launching a **new plan** so we can continue to evolve. Because as a company we want to continue to be leaders and a reflection of the society we live in.

We have a lot of work ahead of us, with future challenges and lessons, but we are convinced that we will make it possible thanks to the commitment of all the people in our team and the inspiration that our customers give us.

*Thank you to everyone
who enables us to continue
to move forwards.*

Diversity is always a positive force.



CaixaBank



Wengage

Empowering DIVERSITY