

2021 Results of the Gender-Equality Index, the global benchmark index on gender equality in companies

CaixaBank, the world's highest-ranking entity in gender equality according to Bloomberg's international index

- **The index highlights the bank's initiatives to champion gender equality, work-family balance, women in managerial positions and female leadership.**
- **Currently, 41.6% of managerial positions are held by women at CaixaBank, with women representing 42.8% of the Board of Directors, one of the highest percentages in the sector.**
- **Gonzalo Gortázar, CaixaBank's chief executive officer: “we will continue to remain committed to being a reference model for equality and diversity, an essential part of CaixaBank's culture”.**

Barcelona, 27 January 2021

CaixaBank, Spain's leading retail bank, has obtained the highest score globally in the 2021 Bloomberg Gender-Equality Index (GEI), comprising a selection of the companies most committed to gender equality at an international level, according to data from Bloomberg.

For the first time, the entity headed by chairman **Jordi Gual** and chief executive officer **Gonzalo Gortázar** is the clear leader of the GEI, positioning it as the best company globally in terms of gender equality in accordance with the Bloomberg assessment.

For **Gonzalo Gortázar**, CEO of CaixaBank, obtaining the highest score in this global benchmark index “represents a recognition of our commitment to equality and diversity, which are an essential part of CaixaBank's culture”. He also adds that “we will continue to remain committed to being a reference model in the sector, promoting inclusion and participation of equal measure and supporting projects that promote equality across all areas of society. This commitment is a challenge that we face with enthusiasm, determination and continuous learning.”

The index has especially taken into account aspects such as the internal and external CaixaBank initiatives to promote gender equality, work-family balance measures, the percentage of women promoted and the CaixaBank action plan to champion female leadership.

The GEI, global benchmark index in gender equality

The GEI is considered to be the benchmark index in gender equality and measures this field in companies all over the world using five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment prevention policies and pro-women brand.

In the 2021 edition, 380 companies from 11 different business sectors and from 44 countries have been chosen to be part of the index, representing a joint market capitalisation of upwards of 14 trillion dollars.

By disclosing gender-related metrics using the GEI framework, the companies included in this index are committed to offering a comprehensive vision of their investment in gender equality in the workplace and the communities in which they operate, increasing the level that is expected of other companies in the same sector.

CaixaBank's commitment to equality

Diversity, meritocracy, equal opportunities and talent recognition are some of the pillars of CaixaBank's corporate culture. Under these premises, it works with a commitment to be a pacesetter for its employees, promoting inclusion and participation and fostering projects that promote equality, both within the company and across the whole of society.

In fact, 41.6% of management positions in CaixaBank are held by women, with a public commitment to increase this figure to 43% in 2021, and 42.8% of women on its Board of Directors, one of the highest in the sector.

CaixaBank has its own diversity programme, Wengage, developed by participants from all areas of the company, based on meritocracy and promoting equal opportunities, which works to promote and achieve gender, functional and generational diversity. Wengage includes internal measures to foster flexibility and work-life balance, to raise awareness regarding diversity and strengthen the role of women, with training programmes and female mentoring plans, through which female managers will guide other professionals in developing their careers. Wengage also develops external initiatives for customers and society, based on championing diversity and equal opportunities in three fields of action: leadership and entrepreneurship, innovation and education, and sport.

Furthermore, CaixaBank has had an Equality Plan in place since January 2020 to promote the principles of equal opportunities and diversity in work teams, increase the presence of women in managerial positions and strengthen measures to enhance the work-life balance. The plan features the scope of gender in managerial development programs and in recruitment and training processes, and the fostering of remote working and flexibility.

Acknowledgement and adherence to international programmes

Thanks to this commitment, CaixaBank also has distinctions such as the Equality in Business Badge (DIE), managed by the Women's Institute, and has been recognised by the Másfamilia Foundation with EFR Certification (Family Responsible Company). It has received various recognitions, such as the 25th anniversary of the FEDEPE Award (the Spanish Federation of Female Managers, Executives, Professionals and Entrepreneurs). It also features on the EWoB Gender Diversity Index. Furthermore, in 2020 the Fundación para la Diversidad granted CaixaBank the recognition of the best practice of a major corporation for its diversity programme Wengage. In 2020, CaixaBank Asset Management was recognised as the "European leader in diversity (20-50 managers category)" by the magazine Citywire.

CaixaBank is associated with the international programme Target Gender Equality and the Women's Empowerment Principles, run by the United Nations; the Voluntary Agreement with the Ministry of Health, Social Services and Equality, 'More women, better businesses', which seeks better female representativeness in management positions; and the Diversity Charter, promoting equal opportunities and anti-discriminatory measures.