

## **CaixaBank, among the top five companies in the world in the Bloomberg Gender Equality Index for its commitment to diversity**

- **The 2022 Gender Equality Index lists the 418 most outstanding companies for their commitment to gender policies and to transparency in reporting.**
- **41.3% of managerial positions in CaixaBank are held by women, who also represent 40% of the Board of Directors, one of the highest percentages in the industry.**
- **Some of the aspects rated highest by the index included the programme to promote diversity and gender equality (Wengage), work-life balance measures, the inclusive culture, and the internal and external initiatives to boost female leadership and the role of women in the company and society.**

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CaixaBank is among the top five companies in the world in the 2022 Bloomberg Gender Equality Index, a select group that includes companies that are most committed to gender equality through their policies, and transparency in disclosing their programmes and information related to gender.

The GEI is the benchmark index in this field, and measures gender equality through five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.

This year, Bloomberg selected 418 companies from 45 countries and regions, and includes for the first time companies headquartered in Colombia and Uruguay. These companies, of which 130 are financial institutions and 18 are Spanish companies, belong to 11 business sectors and have a combined market capitalization of 16 trillion dollars.

CaixaBank, which is listed in this index for the fourth year in a row, achieved a score that is higher than the general average, as well as the average for the financial sector, and for Spanish companies.

As noted by CaixaBank's CEO, Gonzalo Gortazar, "Gender equality leads to better dynamics, better teams, better decisions and better results. For a group like CaixaBank, with deep roots in society and a vocation of leadership, it is imperative to carry on determinedly promoting gender equality and diversity in teams in every aspect. Progressing in diversity also means constantly reviewing and reinforcing the functioning of meritocracy, which is necessary to build a more capable, stronger and more competitive organisation".

Even though the threshold for inclusion in the GEI went up, the list of members keeps growing. This means that more companies are working to improve their gender-related metrics, which allows them to create better opportunities for various abilities to be successful in their organisations.

Diversity, meritocracy, equal opportunities and talent recognition are some of the pillars of CaixaBank's corporate culture. Under these principles, it works with a commitment to be a pacesetter for its employees, promoting inclusion and participation, and bolstering projects that promote equality, both within the company and across the whole of society. At CaixaBank, women occupy 41.3% of managerial positions and 40% of the Board of Directors, one of the highest percentages in the sector.

The aspects rated highest by the index were CaixaBank's programme to promote diversity and gender equality (Wengage), work-life balance measures, the inclusive culture, and the internal and external initiatives to boost female leadership and the role of women in the company and society.

### **Wengage, CaixaBank's commitment to equality**

CaixaBank has its own diversity programme, Wengage, developed by employees from all areas of the company, based on meritocracy and promoting equal opportunities, which work to promote and achieve gender, functional and generational diversity. Wengage includes internal measures to foster flexibility and a 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.

Outside the company, CaixaBank's commitment to diversity includes fostering debate and public conversation around diversity (CaixaBank Talks); the organisation of various prizes to recognise business leadership (Female Entrepreneur Award and the Self-Employed Professional Woman Award) and academic excellence (WONNOW Prizes); or lines of action related to sport (sponsorship of the women's basketball team).

In addition, CaixaBank has an Equality Plan to promote the principles of equal opportunity and the diversity of work teams, enhance the presence of women in managerial positions,

and reinforce measures to balance personal and professional life. The plan features the scope of gender in managerial development programmes and in recruitment and training processes, and the fostering of homeworking and flexibility.

CaixaBank is associated with the international programme Target Gender Equality and the Women's Empowerment Principles, of the United Nations; and the Diversity Charter, promoting equal opportunities and anti-discriminatory measures. It is also a member of Closingap, the cluster that studies the economic impact of gender gaps in Spain.

It is also one of the entities associated with the STEAM Alliance for Female Talent "Girls on the Science Stand", an initiative led by the Ministry of Education and Vocational Training to promote STEAM careers in girls and young women.