

Celebration of CaixaBank Group's 2025 Directors' Convention

CaixaBank brings together more than 2,300 of its directors in Barcelona to review strategic priorities for the next three years

- ***Under the motto "Live the Momentum" as the main theme for the day, the event started with speeches by CaixaBank's Chairman, Tomás Muniesa and by its CEO, Gonzalo Gortázar.***
- ***Tomás Muniesa, CaixaBank's Chairman, who has been with the institution for 48 years, emphasized that "at CaixaBank, our core values remain intact, with proximity, advice, protection and care for our clients, as well as presence throughout the territory and social action, as our priorities." He also reiterated the added value of the bank's commitment: "We are not just financial leaders; we are also social leaders, and that sets us apart as a bank."***
- ***CaixaBank's CEO Gonzalo Gortázar offered recognition to all the professionals of the Group for "being successful in exceeding the aims that were set for 2022-2024 and that contributed to consolidate CaixaBank's leadership." He emphasised the importance of "leveraging the bank's strong position to continue spurring growth and transformation as well as to move forward in quality service provision and staff talent development."***

Barcelona, 31 January 2025

CaixaBank gathered more than 2,300 of the bank's professionals at its 2025 Executive Convention, held at the International Convention Centre in Barcelona, also attended by CaixaBank's Chairman Tomás Muniesa and CEO Gonzalo Gortázar.

With the motto "Live the Momentum" as the main theme for the day, Tomás Muniesa and Gonzalo Gortázar analysed the bank's current situation and outlined the priority areas of activity for the execution of the 2025-2027 Strategic Plan. Both directors thanked the workforce "for the effort and absolute commitment to successfully meet the objectives and the excellent results obtained in 2024."

Tomás Muniesa, who assumed the presidency of the bank on January 1st, opened the event by outlining his career at the entity and emphasised that "after 48 years at CaixaBank, our core values

remain intact, with proximity, advice, protection and care for our clients, as well as presence throughout the territory and social action, as our priorities."

"We are not just financial leaders; we are also social leaders, and that sets us apart as a bank," he added.

The CaixaBank Chairman took the opportunity to state that he assumes the position "with great enthusiasm and with the role of safeguarding the interests of customers, employees, shareholders and society as a whole." Furthermore, he pointed out that "as chairman, my obligation is to ensure that we have a long-term project" and highlighted that "in our activity, the most important thing is the customer, and we have to offer them the service they need."

Muniesa also remarked that the year has begun "with a very clear roadmap framed within the new 2025-2027 Strategic Plan," a plan he defined as "ambitious, with many important areas of work and with a very strong growth perspective."

To conclude, the chairman told the workforce: "We have the best legacy in the entire banking sector, and we have to make it even better for those who come after and for society in general."

"We have the best team to continue contributing to the entity's growth, to the financial well-being of our customers and to the progress of society," Muniesa added.

Focus on business growth and transformation

For his part, **Gonzalo Gortázar**, CaixaBank's CEO, emphasised the Group's strategic pillars for this period: accelerating business growth and deepening transformation.

Gortázar began his speech by acknowledging all of the Group's professionals for "being successful in exceeding the aims that were set for 2022-2024 and that contributed to consolidate CaixaBank as the leading bank in Spain." "We are in a position of strength that we must project towards the future, a future not without risks, but reasonably positive for our activity."

The CEO emphasised the importance of "leveraging the more favourable economic environment to continue spurring growth and transformation, as well as to move forward in quality service provision and staff talent development." In terms of business, "the objective is to continue growing and acquiring customers to maintain sustainable profitability levels above 15% (ROTE)," Gortázar said. "A level of profitability that, in addition to helping us maintain our activity, directly benefits our shareholders and accompanies the overall growth of the economy," he added.

Gonzalo Gortázar dedicated part of his speech to talent management within the entity. "The cohesion and collaboration between teams is also key to continuing to transform our business, achieve the agility and quality that our customers deserve, and achieve our planned goals". "We work with the best, we all add up and contribute to CaixaBank's mission," he emphasised.

To conclude his speech, the CEO also wanted to highlight the intense social character of the CaixaBank Group, from its origins to the present day, and dedicated a few words to the Valencian society and to the workforce, both in the territories affected by the DANA floods and in corporate services, "who have been fully committed from the first moment to finding solutions, supporting customers and being close to those affected." "I feel proud to be a part of this team," Gortázar concluded.