

Women now hold 44% of management positions at CaixaBank

- **For the eighth consecutive year, the bank is celebrating Equality Week, and from 2 to 8 March it will be carrying out various activities, both internal and external, with the aim of raising awareness of the importance of diversity and equality in both companies and society**
- **The bank is decorating its “all-in-one” offices in purple to mark International Women’s Day**
- **CaixaBank has made changes to the composition of its external Diversity Advisory Committee to drive transformation based on the new perspectives and experience that the new members can bring, with the aim of continuing to be a leading company in diversity and inclusion**

5 March 2026

As part of its commitment to gender diversity, CaixaBank aims for women to hold 45% management positions by 2027, as set out in its current Strategic Plan. The bank is making strong progress towards this goal, as the figure already stood at 44% at the end of 2025.

CaixaBank is reinforcing its commitment to promoting equal opportunities and increasing the number of women in positions of responsibility. As a result, 57.3% of its workforce are women, 40% of its Board of Directors are women, 51% of managers in its Store branches are women and, over the last year, women have accounted for 53.8% of new appointments to management positions.

Diversity, meritocracy, equal opportunity and talent recognition are some of the pillars of CaixaBank’s corporate culture. Under these premises, the organisation works with a commitment to being a role model for its employees, promoting inclusion and participation and promoting projects that foster equality both within the company and in society as a whole.

Equality Week

To mark International Women’s Day, CaixaBank will be decorating in purple several corporate buildings located in various Spanish cities. The financial institution is lighting up its “all-in-one” offices in Madrid, Barcelona, Valencia, Castellón, Ibiza, Pamplona, Tenerife, Gran Canaria and Murcia in purple during this week.

This initiative forms part of Equality Week, which the bank is celebrating for the eighth consecutive year with the aim of raising awareness of its commitment to equal opportunities for women and men.

From 2 to 8 March, CaixaBank will be running a range of internal and external activities to raise awareness of the importance of diversity and equality in business and in society.

External Diversity Advisory Committee – Expert Group

CaixaBank has made changes to the composition of its external Diversity Advisory Committee to drive transformation based on the new perspectives and experience that the new members can bring and with the aim of continuing to be a leading company in terms of diversity and inclusion at national and international level.

The new members are Ramón Bernat, co-founder of the social organisation Specialisterne in Spain, Italy and Latin America; Óscar Muñoz, co-director of the Business Network for LGBTI Diversity and Inclusion (REDI); María Ángeles Quesada, philosopher and CEO and co-founder of the philosophical organization for business and society Equánima; Irene Unceta, associate professor in the DATA Department at Esade; and Krista Walochik, president of the International Women’s Forum (IWF) Spain.

This committee, created in 2022, is made up of prominent figures who contribute their knowledge to foster enriching and effective internal dialogue, and acts as a forum for analysis, reflection and exchange of views to advise the Management Committee and its dependent committee, the Diversity Committee, in the areas of diversity and inclusion.

Wengage, CaixaBank's commitment to equality

CaixaBank has the Wengage diversity programme, a Group-wide project developed by people from every area of the company. Based on meritocracy and on promoting equal opportunity, it works to encourage and implement every aspect of diversity: gender, generational, cultural, people with disabilities, LGBTI, etc. Wengage includes internal measures to engage and raise awareness among all employees of the value of diversity, to promote flexibility and work-life balance, to build an inclusive culture where everyone feels safe and can develop their talent, and to strengthen the role of women, with balanced shortlists in internal promotion processes and female mentoring plans. In addition, CaixaBank is the first Spanish company to be certified by AENOR for its mentoring programme.

Externally, CaixaBank also develops initiatives for clients and society, focusing on promoting diversity across five areas of action: leadership and entrepreneurship, with the organisation of awards recognising female business leadership (CaixaBank Empresaria Award and Professional Self-Employed Woman Award); innovation and education (WONNOW Awards for academic excellence by women in a STEM field); sport (sponsorship of the women’s national basketball team); rural environment (AgroBank Chair: Women, Business and Rural Environment and the Closingap study on the gender gap in agriculture); and the promotion of the labour inclusion of

people at risk of exclusion, with programmes such as Triunfa en tu entrevista for women or collaboration with organisations such as Specialisterne to promote the professional development of young people with ASD.

Thanks to this commitment, CaixaBank was named the “Best Bank for Diversity and Inclusion in Europe” by Euromoney in 2025. It also holds the Equality in the Workplace Distinction from the Ministry of Equality and the EFR (Family-Responsible Company) Certification, awarded as excellent.