

CaixaBank reaffirms its commitment to diversity and expects to achieve 45% of women in managerial positions in 2027

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- **Diversity, meritocracy, equal opportunity and talent recognition are key pillars of CaixaBank's corporate culture, supported by the Wengage diversity programme.**

24 February 2025

CaixaBank expects to achieve 45% of women in managerial positions in 2027, thus reaffirming its commitment to gender diversity. CaixaBank has increased this figure by 3.5 percentage points in the last three years, from 39.9% of women in managerial positions at the end of 2021 to 43.4% at the close of 2024. The bank exceeded the objective of 43% in 2023, one year before completing its previous Strategic Plan.

CaixaBank continues moving forward in its commitment to promote equal opportunities and increase the number of women in leadership positions. To this day it has 57.4% of women on staff, with 40% of women on its Board of Directors, 49.4% of female managers in Store branches and during the last year, women have accounted for 54.4% of new entrants to managerial positions.

Diversity, meritocracy, equal opportunity and talent recognition are key pillars of CaixaBank's corporate culture. Under these premises, it works with a commitment to become a benchmark for its employees, promoting inclusion and participation and bolstering projects that promote equal opportunities, both within the company and across society as a whole.

Internal and external measures to promote diversity

CaixaBank promotes gender diversity through initiatives that impact both internally and externally. The bank is committed to diversity and inclusion, believing that it adds value to teams, companies, and society. To achieve this, it has the Wengage programme, a cross-cutting project developed by people from all areas of the bank based on meritocracy and the promotion of equal opportunity, which seeks to promote and visualise diversity in all its dimensions: gender, functional, generational, LGBTI, cultural and more.

Wengage includes internal measures to engage with and raise everyone's awareness on the importance of diversity, to promote flexibility and work-life balance, and to reinforce the role of

women, through shortlists for internal promotions and female *mentoring* plans. In addition, CaixaBank has been the first company in Spain to obtain AENOR certification for its mentoring programme.

Moreover, Wengage also rolls out different external initiatives for customers and society to promote diversity. These initiatives focus on four main areas: leadership and entrepreneurship, by organising different prizes to recognise female leadership in business (CaixaBank Woman Entrepreneur Award and 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) and rural environment (AgroBank Chair: Women, business and rural environment, or a study of the gender gap in the agricultural sector by ClosingGap).

Thanks to this commitment, CaixaBank has received a number of awards in recent years, including the Equality in the Company Award (DIE) awarded by the Ministry of Equality and Level A Excellence in the Family-Responsible Company Certificate from the Fundación Másfamilia.