Managing Talent

Frankfurt
28th September 2023
Non Financial Statements (EINF - 2022)

**People**

- 476 Employees
- 51% Women in staff
- 100% Permanent contract
- 988 € training per employee

- 3,450 Euros invested per employee in social benefits
- 100% Employees in line with Agreement
- Tú Eliges: 100,000 Social assistance programs

**Award**
- Pacto Mundial Bronze badge
### CRECE+ Plan

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value Contribution</td>
<td>Service, Profitability &amp; Growth</td>
<td>Diversity &amp; Sustainability</td>
<td>Efficiency</td>
<td>Staff</td>
<td></td>
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</tbody>
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**HR Management Cycle**

CRECE Programme was created with overall vocation, covering all phases of Human Resources managerial cycle. There was a specific target defined for each one of them and practical measures for 2017-2020/2021 timetable.

**2022**

- New Talent

**2023**

- Cultural Transformation

**2024**

- Diversity & Sustainability
- DNA Cecabank
Cecabank: individuals are the keystone of the transformation

People
Are the differential value in Cecabank

Values
Culture
Technology
Leadership
New working environments

- Mission, Vision, Values
- Desired value shifts and behaviour
- Rites and symbols of the new culture
- Specialization
- Solvency
- Sustainability
- Commitment
New working sites - Different ways to work

1. Promote a new working model as part of the ckbeSMART Project, based on agility, flexibility, collaboration and innovation.

   - Efficiency
   - Less is more.

2. Reposition and boost the value of our own business, offering a renewed image, fresh, innovative and forward looking.

3. Develop a strong feeling of community and pride of belonging, facilitating a better employee experience in a better workspace.
Nido Programme - Young talent

Programme Nido (nest)

Internal scholarship program for students from different training disciplines and academic centers, which allows young talent to join the entity, acquire new professional practices, enhance the Cecabank brand and actively collaborate in the labour inclusion of young people, transmitting our values and culture to the new generations.
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Development and Executive Leadership

CECABANK KEY PROGRAMMES

Programme Liderar Dejando Huella.
*New leading model in Cecabank.*
Year 2022 - 50 attendees. *Satisfaction level 89%*
Year 2023 - 8 attendees (new directors)

P. Female leadership
Edición 2022 - 16 attendees. *Satisfaction level 100%*
Edición 2023 - 18 attendees. *Satisfaction level 100%*

Programme Blockchain, Cryptoasset & Multiverse
Edición 2022 - 30 attendees. *Satisfaction level 82%*
Edición 2023 - 30 attendees. *Satisfaction level 85%*

Programme Digital Bussines
Year 2022 - 29 attendees. *Satisfaction level 90%*
Year 2023 - 30 attendees. Ongoing
Managing Talent

Reconciliation and diversity

**Cecabank**
Increased motivation, pride of belonging and bonding of the staff. Improvement of the work environment that allows the attraction and retention of talent, thus improving performance in general.

**Workforce**
Improve employee experience and personal enrichment by making work responsibilities and personal life compatible

**Community**
Involvement of the workforce within Cecabank's Social Policy (commitment and pride of belonging)

<table>
<thead>
<tr>
<th>New Schedule agreement</th>
<th>Time Flexibility</th>
<th>Remote work</th>
<th>Digital disconnection</th>
<th>Holidays &amp; personal days</th>
</tr>
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<tbody>
<tr>
<td>New schedule agreement with five different working hours to choose.</td>
<td>There is a flexibility for the different schedules for starting any time between 7:30 AM to 9:30 AM.</td>
<td>People may work remotely once or twice a week. There is a monthly cash support for those who work remotely.</td>
<td>For the first time an agreement states that neither phone calls, nor emails nor any type of message will be sent/done from 19:00 till 08:00 AM. Right to not connect during holidays or reduced schedule.</td>
<td>All the workforce has the same number of holidays and two free personal days</td>
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</tbody>
</table>
Social Benefits y Social Activities (volunteering)

Cecabank's benefits

Medical insurance plan for employees and their immediate families
48.86% of staff has joined Retribución Flexible

Training assistance for children
Remote working agreement

Education allowances for employees
Working-hour flexibility

Parcel service

Insurance (life and travel accident)
64% of staff

Kindergarten check
3% of staff has joined Retribución Flexible

Programme “Tú Elegís” (you choose)

Committee of Medical Emergencies

Banco de Alimentos (food bank)

These are the main social initiatives that we carry out

Blood donation
Cruz Roja
Volunteering
Educación financiera

Market of Solidarity
THANK YOU