



Managing Talent

Frankfurt

28th September 2023

cecabank

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

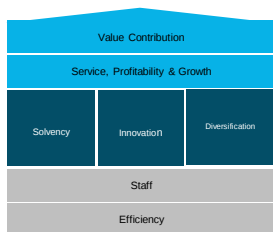
Award

Pacto
Mundial

Bronze badge

Managing Talent

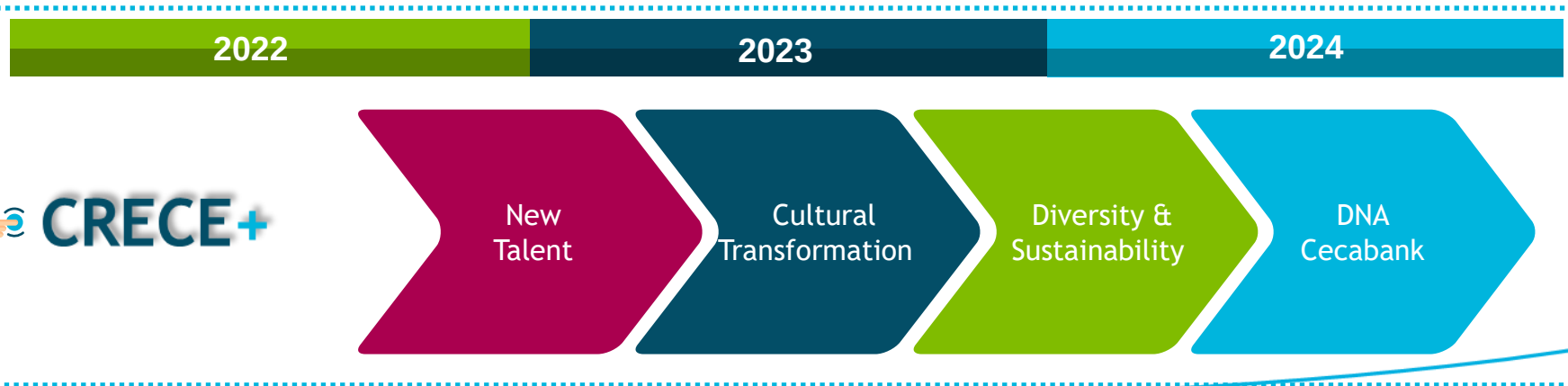
CRECE+ Plan



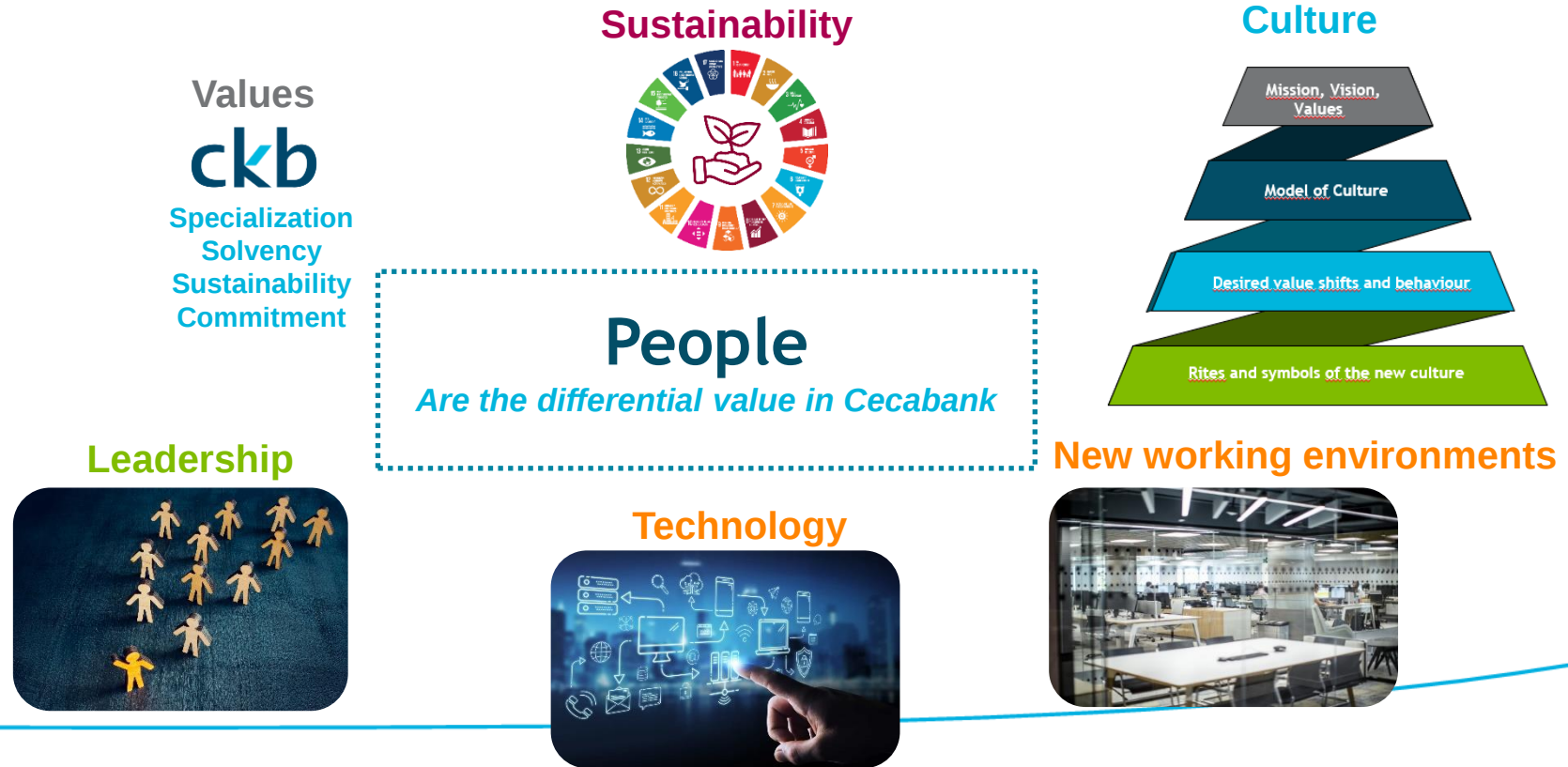
crece

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.



Cecabank: individuals are the keystone of the transformation



Managing Talent

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.



Technology &
internal mobility.



Free-sitting.



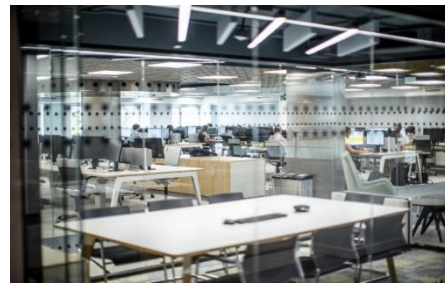
Diversity of
working
spaces



Flexibility &
Remote
working

ckSMART

Transformation
Crece+



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.



Managing Talent

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

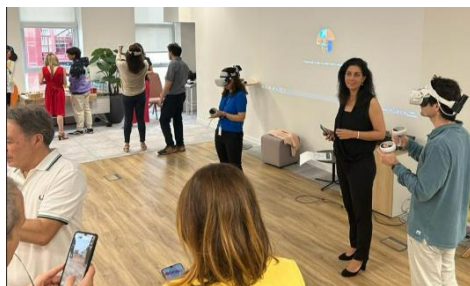
Edición 2022 - 30 attendees. **Satisfaction level 82%**

Edición 2023 - 30 attendees. **Satisfaction level 85%**

Programme Digital Bussines

Year 2022 - 29 attendees. **Satisfaction level 90%**

Year 2023 - 30 attendees. Ongoing



Reconciliation and diversity



Recognition of Family Responsible Company

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)

New Schedule agreement

New schedule agreement with five different working hours to choose.

There is an economic compensation among the different timetables



Time Flexibility

There is a flexibility for the different schedules for starting any time between 7:30 AM to 9:30AM.

Remote work

People may work remotely once or twice a week.

There is a monthly cash support for those who work remotely.



Digital disconnection

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 til 08:00 AM

Right to not connect during holidays or reduced Schedule.

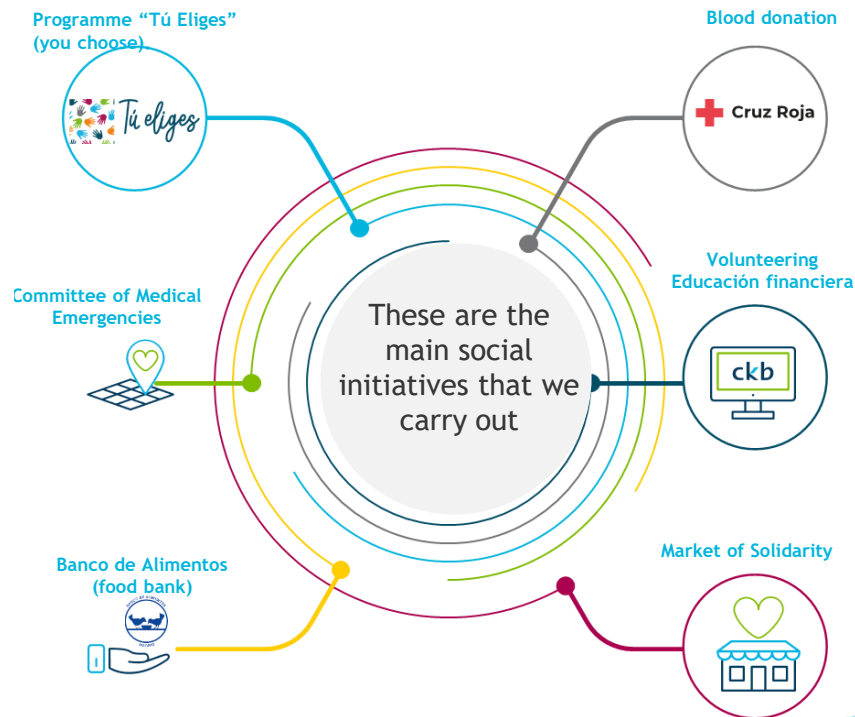
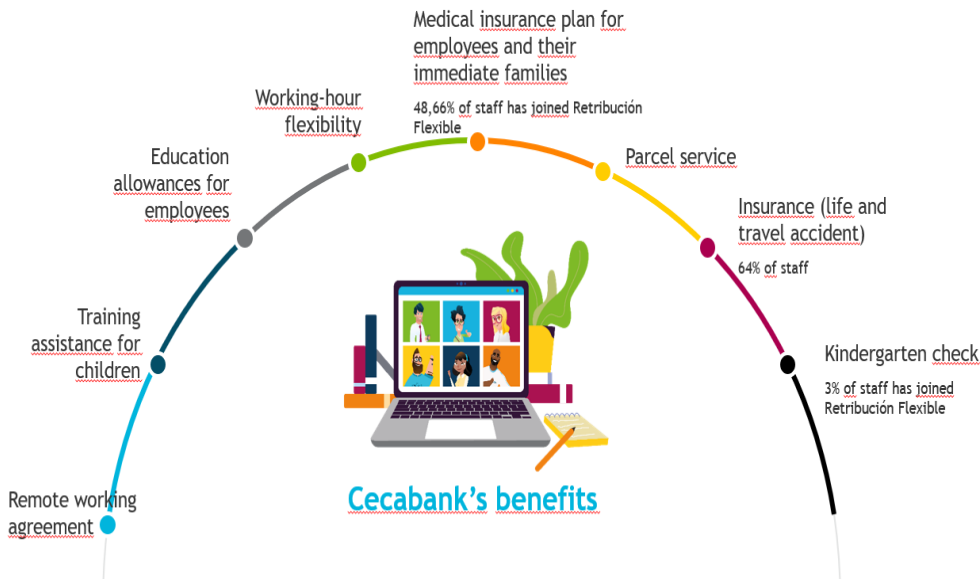
Holidays & personal days

All the workforce has the same number of hoildays and two free personal days



Social Benefits y Social Activities(volunteering)

ckbcontigo



THANK YOU