



# 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

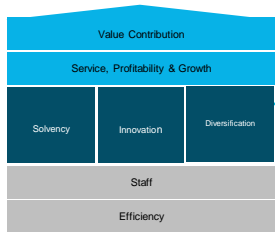
Social assistance programs

Award

Pacto Mundial

Bronze badge

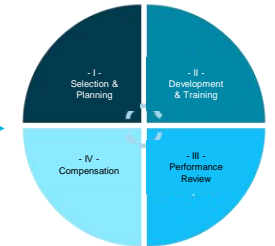
# CRECE+ Plan



**crece**

### HR Management Cycle

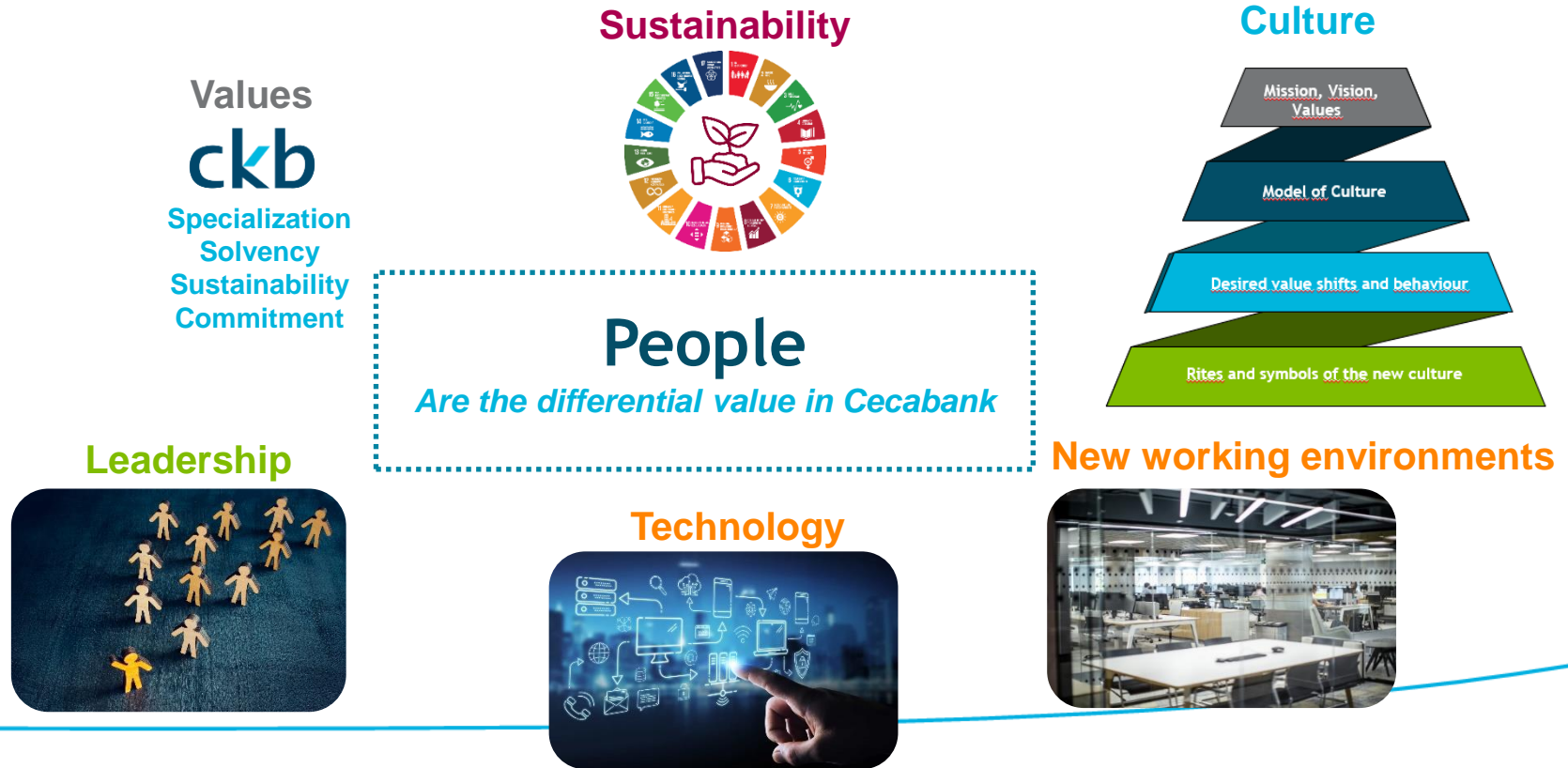
CRECE Programme was created with overall vocation, covering all phases of Human Resources managerial cycle. There was a specific target defined for each one of them and practical measures for 2017-2020/2021. timetable.



**CRECE+**



# 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

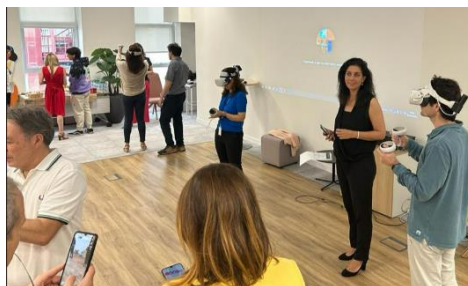
Edición 2022 - 30 attendees. **Satisfaction level 82%**

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.

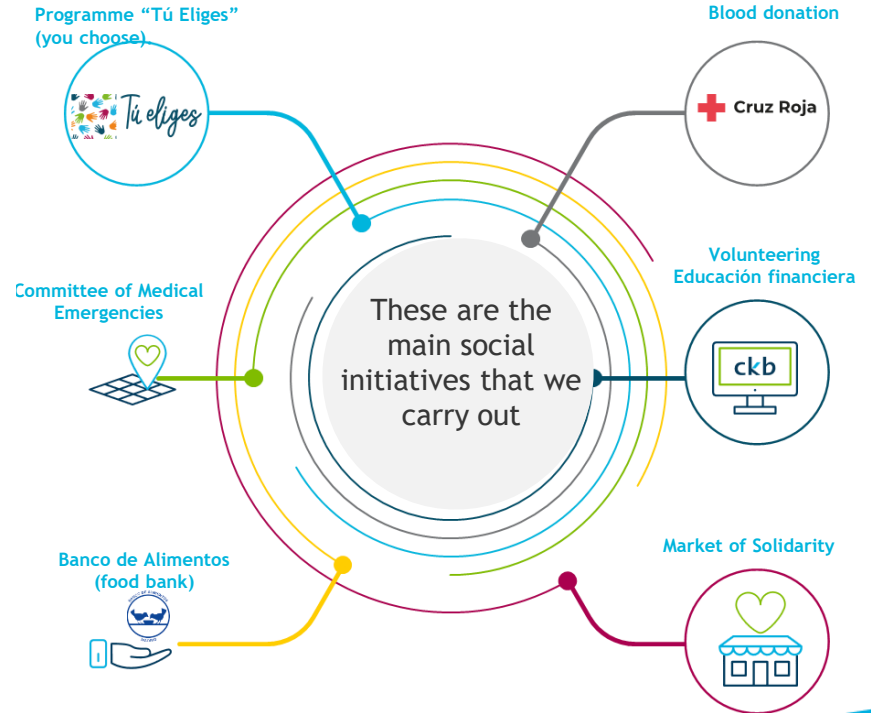
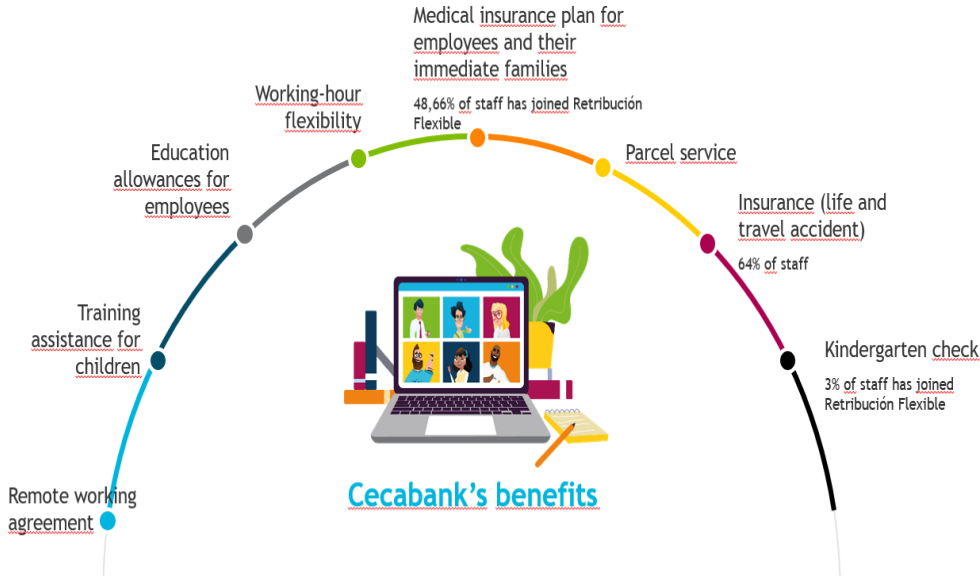
## Holidays & personal days

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





# Social Benefits y Social Activities(volunteering)



**THANK YOU**

**cecabank**