

DIVERSITY POLICY
OF CAIXA GERAL DE DEPÓSITOS, S.A.

June 25, 2020

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1. INTRODUCTION

Pursuant to the Portuguese Diversity Charter, signed by CGD, the concept of diversity is understood as the acknowledgement, respect and appreciation for the differences between people, particularly those related to sex, gender identity, sexual orientation, ethnicity, religion, faith and beliefs, country of origin, culture, language, nationality, birthplace, descent, age, political and ideological affiliation, social background, marital status, family structure, economic and health situation, disability, personal style and education.

Caixa Geral de Depósitos (CGD) sees diversity as a driver for innovation and as a means to attract, retain and promote talent and skills, which represent an asset, through the improvement of social and economic conditions, enhancing efficiency and competitiveness.

The management and growth of CGD's employees comply with the principles of social responsibility and the reconciliation of professional, personal and family life, the appreciation of talent and ethical leadership, on all hierarchical levels, in order to build a motivating and inclusive organizational culture.

In what concerns the members of the management and supervisory bodies, the diversity of their features, including their age, gender, birthplace and professional experience and qualifications shall allow for the abovementioned bodies to be offered different perspectives on the same issue, as well as for the independence of opinion and the soundness of decision-making processes.

This policy aims to define the goals to achieve in terms of diversity.

2. DEFINITIONS

- 2.1. Employees: members of CGD's management and supervisory bodies, as well as staff, trainees and permanent or occasional representatives, regardless of their employment relationship with CGD.
- 2.2. Diversity: acknowledgement, respect and appreciation for the differences between people, including, particularly, differences related to sex, gender identity, sexual orientation, ethnicity, religion, faith and beliefs, country of origin, culture, language, nationality, birthplace, descent, age, political and ideological affiliation, social background, marital status, family structure, economic situation, health, disability, personal style and education.
- 2.3. CGD Group Entities: Branches and Subsidiaries, as well as Economic Interest Groupings (EIGs) and other corporate legal persons, domiciled in Portugal or abroad, with which CGD has a relationship of ownership or management control and that are subject to supervision on a consolidated basis.
- 2.4. Equality Plan: a plan that shall be drafted annually and which aims to achieve effective equality of treatment and opportunity between women and men, promoting the elimination of discrimination based on sex and fostering the reconciliation of professional, personal and family life, pursuant to Portuguese Law No. 62/2017, of 1 August, and Executive Order No. 18/2019, of 17 June.

3. UPDATE AND REVIEW

- 3.1. It is the responsibility of the human resources function to prepare the update and review proposal for this Diversity Policy at least once a year and to propose its approval to the Executive Committee.
- 3.2. The update and review of this Policy shall be monitored by the Appointment, Assessment and Remuneration Committee ("CNAR") in what concerns the members of the management and

supervisory bodies of CGD, namely within the Committee's remit of assessing the suitability of the members of the management and supervisory bodies.

4. SCOPE

- 4.1. This policy lays down the applicable principles in terms of diversity for CGD employees, as well as the goals and targets for a balanced representation of women and men in CGD's management and supervisory bodies.
- 4.2. This rule has a corporate nature, and shall be adopted by the following Entities of the CGD Group, which shall promote the adoption of these principles, with the adjustments deemed necessary in accordance with the local legal system:
 - BCA (CV)
 - BCG AO (AO)
 - BCG BR (BR)
 - BCI (MZ)
 - BI (CV)
 - BNU Macau (MO)
 - CBI (PT)
 - CAIXAGEST (PT)
 - CSP (PT)
 - CLF (PT)
 - CGDPENS (PT)
 - CXI (PT)
 - CCA (PT)
 - France Branch
 - Timor Branch
- 4.3. The Entities referred to in the paragraph above shall adopt the provisions of this rule within 180 days.
- 4.4. The provisions of this Policy are complemented by the rules provided for in the Code of Conduct, the Succession Plan, the Policy for the Assessment of the Suitability of Members of the Management and Supervisory Bodies, Key Function Holders and Managers of International Branches, the Equality Plan, the responsibility of the Human Resources Function and, whenever deemed necessary, in specific internal rules and/or other instruments.

5. SPHERE OF COMPETENCE

- 5.1. Laying out the provisions of the diversity policy is the responsibility of the Board of Directors.
- 5.2. The Human Resources function is responsible for the preparation, drafting and implementation of proposals and recommendations laid down in this policy, namely in what concerns the Equality Plan and the remaining internal rules and instruments complementing this Policy.
- 5.3. Within the scope of its corporate nature, the Human Resources function is responsible for supervising and monitoring the application of the principles of the Diversity Policy within CGD and all the CGD Group Entities, to all of its employees, ensuring the effective implementation of the principles provided for in this Policy.

- 5.4. CNAR is responsible for issuing an opinion and recommendations on the Diversity Policy proposal, as well as for making amendments to it and submitting them to the Board of Directors, as well as for ensuring its implementation within its sphere of competence, namely in what concerns the selection, assessment and reassessment of the suitability of members of the management and supervisory bodies.
- 5.5. The compliance function assesses the Diversity Policy's compliance with the legislation, regulations and internal policies.
- 5.6. The internal audit function performs an independent assessment of the implementation of the Diversity Policy, as well as of the Equality Plan.

6. APPLICABLE PRINCIPLES IN TERMS OF DIVERSITY

- 6.1. CGD promotes respect for diversity and the inclusion of its employees in its statutory bodies, with the specificities provided for in the following chapter, as well as in its structural bodies, including management bodies and business units.
- 6.2. The working practices, policies and procedures are geared toward preventing discrimination and different treatment.
- 6.3. The selection of candidates upon the recruitment process is based on the candidate's curriculum, qualifications, experience and skills profile.
- 6.4. The hiring process takes into account the measures for hiring people with disabilities, by means of a contract of employment or service provision, in a number equal to or higher than 2% of the total number of employees.
- 6.5. Professional evolution occurs on the back of criteria related to merit, experience and skills, and equal pay is promoted, with no distinction based on gender or other discriminatory factors, as well as the access to mobility opportunities.
- 6.6. CGD also promotes equality of access to professional training, which is available to all employees, namely through the e-learning platform.
- 6.7. CGD promotes a balance between professional, personal and family life through socioeconomic, professional and family support measures, health support, flexibility policies, and the promotion of cultural and sports initiatives.

7. DIVERSITY WITHIN THE MANAGEMENT AND SUPERVISORY BODIES

- 7.1. CGD's management body shall be composed of members whose qualifications and past professional experience are diverse and balanced, in order to gather the knowledge suitable to CGD's activities and strategy, namely in the areas of retail and corporate banking, treasury, asset-liability management (ALM), risk, accounting, finance, auditing, technology operations, digital, economics, management, law, marketing, supervision and human resources.
- 7.2. CGD's management body shall be composed of people with different ages.
- 7.3. CGD's management body shall be composed of members with diverse geographic backgrounds that are suitable to CGD Group's challenges and position in view of their cultural context, professional qualification and experience.
- 7.4. The provisions of the paragraphs above are applicable to the supervisory body, with the specificities stemming from a mandatory rule.
- 7.5. The proportion of people of each gender appointed for CGD's management and supervisory bodies shall be equal to or higher than 33.3 percent in each of these bodies.
- 7.6. The threshold referred to in the paragraph above shall be complied with for both executive and non-executive members.

- 7.7. The threshold referred to in paragraph 7.5 shall be complied with while replacing members of the Board of Directors and of the Supervisory Board of the current term, as well as in renewing the corresponding terms.
- 7.8. In its role of assessing the suitability of candidates for the filling of vacancies in the management and supervisory bodies, CNAR shall promote compliance with the diversity policy, ensuring that the candidates proposed:
- a) Comply with the provisions of paragraphs 7.5 and the subsequent paragraphs;
 - b) Value candidates according to the provisions of paragraphs 7.1. to 7.4. without prejudice to the provisions of the Policy for the Assessment of Suitability of Members of the Management and Supervisory Bodies, Key Function Holders And Managers Of International Branches.

8. DUTY OF DOCUMENTATION AND STORAGE

- 8.1. The documents that embody the Diversity Policy, that is, the minutes of the relevant meetings, reports, and other documents, namely those concerning the laid out diversity goals and targets, as well as the grounds for the drafting of this policy, shall be stored by the Human Resources Division for five years from the date of their public disclosure, using a durable medium, allowing for their complete and faithful reproduction.