

novobanco

VOLUNTEER PROGRAMME

novobanco

2022



Background

Within the scope of its sustainability strategy and policy, novobanco recognises the importance of developing a Corporate Social Responsibility plan through a wide range of activities that benefit society, the economy, education and the environment, among others, and that mutually benefit the bank and the communities it serves.

Thus, based on our engagement with our stakeholders, we have made important sustainability/ESG commitments that go beyond the scope of our legal obligations, consolidate our role in society and are reflected in different programmes, including the novobanco volunteering programme.

Purpose

As we strive to play an active role in establishing a more sustainable and fairer community, based on social, environmental, financial literacy and cultural initiatives, we have established and strengthened our Corporate Social Responsibility programme involving all our staff, with the following goals:

- To contribute towards the promotion of sustainable Corporate Social Responsibility practices, with the aim of creating solutions to important issues in the communities we serve;
- To contribute towards heightened corporate social awareness, stimulating the values of sharing and helping each other, and consequently reinforcing the positive impact that we generate as an organization;
- To create conditions that allow our employees a civic engagement;
- To reinforce the sense of belonging to novobanco;
- To improve our employees well-being and promote team and collaborative work;
- To promote a culture of empathy, diversity and inclusion;
- To generate learning opportunities through the sharing of knowledge and experience and;
- To stimulate the development of innovative solutions and ideas.

Scope of action

To this end, and through the promotion of volunteering activities, we have selected three priority areas of action aligned with the sustainability strategy:

- **Financial and digital literacy** - activities carried out by the bank that seek to promote the level of financial and digital literacy through the development of financial skills and the use of digital channels and related security features;
- **Environmental impact** - activities with the primary goal of promoting the protection of natural resources and the environment with a view to reducing climate change and the loss of biodiversity; and
- **Humanitarian support** - activities that seek to immediately and efficiently contribute towards minimising the effects of situations of socioeconomic deprivation or exclusion or of various types of disasters on the directly affected population.

However, the above scope of action does not limit the possibility of employees participating in other activities, whether these are organised by the bank or proposed by the employees, so long as they fall within our goals and the bank's Corporate Social Responsibility plan.

Application

All employees may participate in volunteering activities, and novobanco grants each employee one full working day a year for this purpose.

The day allocated by the bank may be used to carry out a single activity or different activities with a half-day duration.

Communication

The details of the volunteering programme are available on the bank's website and on the "Somos novobanco" (We are novobanco) intranet portal.

novobanco's volunteering programme is one of the 15 initiatives of the [Social Dividend](#) model, an assessment model that includes novobanco's commitment to give back to society, the environment and its employees, of which a quarterly report is published on the bank's website.

Should you have any queries, please write to the following email address:

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