



## Collaboration agreement between REDMAD and the Spanish Association of Women Executives and Board Members (EJE&CON)

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Good afternoon,

First of all, I would like to thank EJE&CON and REDMAD for inviting me to this event on the occasion of the signing of the collaboration agreement between two important associations that share a common goal: **promoting the presence of women in senior management, Board of Directors and management positions.**

What I also consider to be of importance is that this event clearly shows that Spain and Chile share a common goal, which is a right of all societies, to incorporate equality and diversity into the financial world to enable men and women to achieve their goals on a level playing field.

In recent years, in our countries we have achieved greater presence of women in all fields and particularly in the professional one. In general, we can say that our society has advanced, but we still have some way to go.

The agreement that is being signed today is aimed at **sharing initiatives on both sides of the Atlantic, for the adoption of corporate measures that normalise and facilitate women's access to senior management, Board of Directors and management positions.** These measures include, inter alia, those related to defining procedures that allow exceeding the 30% threshold of female presence.

All of us here know that this equal participation is necessary for our companies, our markets and our countries to benefit from the talent of society as a whole, not just half of it.

In Spain, and in Chile, we have been promoting various initiatives for years to achieve this objective: legal measures, awareness-raising campaigns, publications in the press and reports, etc.

At the **CNMV**, fully committed and convinced of all that women can contribute to society and the markets, we have also **promoted and supported various initiatives.** I am going to mention four that fall within the scope of our obligations:

- 1) In 2015, the **Code of Good Governance for Listed Companies** approved by the CNMV included among its recommendations that *"the board member selection policy fosters the goal that in 2020 the number of*

*female board members represents at least 30% of the total number of board members".*

The average number of women on boards of directors of companies listed on our benchmark index (Ibex 35) rose to almost 24% at the end of 2018. The trend is positive, but Spain's percentage is below that of other EU countries such as France (44%), Italy (36%) and Sweden (36%).

Taking into account all listed companies, the percentage is significantly lower. At the end of 2018, the presence of women on boards of directors was 19.9% compared with 18.9% in 2017.

It is obvious that with only one year to go until 2020, we are far from reaching the 30% recommended by the Code of Good Governance. After having knowledge of these data, we have insisted on a simple way of reaching this threshold: if each listed company had one woman Board member more than they currently have, we would reach this 30 percent.

- 2) Another initiative that we promoted two years ago, and that we are going to address annually, was the **publication of data on the presence of women not only on boards of directors, but also in senior management positions in listed companies.**

In this case, the figures are even lower, as the presence of women in these positions was 16% at the end of 2018. In companies with a capitalisation of more than 500 million euros, the figure was 17.7% and 14% in those with less than 500 million euros.

- 3) Likewise, at the end of 2018, **Spanish Law 11/2018 on non-financial and diversity information** entered into force. This law specifically states the content of the non-financial information statement to be included in the management report.

It now details the significant information that the non-financial statement has to include on the following matters: (i) environmental, (ii) social and personnel (including aspects such as the "salary gap" and information on its equality plans), (iii) respect for human rights, (iv) the fight against corruption and bribery, and (v) society (including the company's commitments to sustainable development, subcontracting and suppliers, consumers, and fiscal information).

Also noteworthy are relevant features such as the fact that the non-financial information statement must be submitted for approval at the General Shareholders' Meeting as a separate agenda item, and the obligation of forwarding the information contained in the non-financial information statement to an independent provider of verification services for its verification.

The CNMV is responsible for supervising this information; we currently do so and will continue doing so in order to promote

transparency, highlighting the issues related to personnel, and in particular, the equality plans of our companies.

- 4) Finally, I would also like to highlight that the increase in female talent on Boards is a catalyst for change at all company levels. This is an urgent issue to enable the best professionals to hold the positions that they merit, irrespective of their gender.

At the beginning of the year, we published **Technical Guide 1/2019 on Nomination and Remuneration Committees**, which includes a series of principles, criteria and good practices for the functioning of the nomination and remuneration committee.

This guide should be considered as a guidance tool for entities.

The NRC must verify the consistency of the entity's strategy with the selection and remuneration policies applicable to its board, senior management and other employees, including with regard to sustainability, diversity, long-term performance and the assumption of risks.

In the event of identifying inconsistencies, the NCR should report them to the board.

Today, companies are demanding a new type of board member, one prepared and willing to take on new responsibilities. And in this renewal, it is necessary to have the best talent, and also women's contribution to it.

As you can see, despite the general consensus that exists about the benefits of diversity (of knowledge, experience and, of course, also of gender), much remains to be done.

Businesses, markets and our economy cannot afford to discard the talent of half the population; the balanced presence of men and women is an objective that we must all pursue.

The signing of agreements such as the one that is being signed today will undoubtedly help to achieve a greater presence of women in senior management positions and on boards of directors. To achieve this, we need the collaboration of everybody. This is how we can move forward together, in Spain and in Chile, towards a fairer society and a more prosperous economy for all our compatriots.

Thank you very much for your attention.