



# Diversity, Equity and Inclusion at the EIB Group



European  
Investment Bank | Group





The principles of diversity, equity and inclusion are at the core of our identity as an EU institution.

We aim to integrate these principles into all aspects of our operations, policies, processes and practices. By doing so, we ensure that the EIB Group truly represents the full diversity of talent within the European Union.



We are strongly committed to the principles of diversity, equity and inclusion. It is not only the right thing to do; it is also the smart thing to do.

**Nadia Calviño,**  
EIB President



The EIB Group's approach to diversity, equity and inclusion underscores our commitment to ensure an inclusive, safe and equitable working environment. Diversity of thought, embracing all perspectives, makes Europe stronger. These values underpin our internal working culture and influence our operational and investment activity.

**Marjut Falkstedt,**  
EIF Chief Executive



Our approach to diversity, equity and inclusion is built around three pillars, with strong overarching governance.



### Pillar 1: Our commitments

**These six commitments reflect the EIB Group's approach to diversity, equity and inclusion:**

- We embody the EU principles of equality, human dignity, non-discrimination and respect for human rights.
- We put diversity, equity and inclusion at the heart of who we are and what we do.
- We believe that diversity, equity and inclusion make us a performing and innovative organisation fulfilling its core mission of improving lives and promoting long-term sustainable growth.

- We build an inclusive culture of diverse voices – one that is collaborative, respectful and kind, where staff feel they belong, and no one is left behind.
- We want to reflect the diversity of Europe, in all our teams, in all our locations, and throughout our business.
- We hire, value and develop talent with unique characteristics, creating a work environment where they can be themselves and have equal access to opportunities to develop their skills and own their career journeys.

## **Pillar 2: Priority actions**

### **The EIB Group is taking five equally important priority actions:**

- Work well together and foster a positive working culture – where respect and kindness matter, and relationships are free of micro-incivilities.
- Maintain an environment free from ethnicity-based discriminatory behaviour.
- Continue leading the way on gender equity considering employees' career development.
- Become known as a safe and inclusive employer for LGBTIQ talent.
- Strengthen disabled and neurodivergent talent acquisition and development by further adapting recruitment, onboarding and the work environment.

We will embed diversity, equity and inclusion across all dimensions and in all people management practices at the EIB.

## **Pillar 3: Gender target by the end of 2026**

We place great importance on further improving the gender balance in managerial positions and front-line and support roles. This is important to reflect the diversity of the EU population and improve efficiency.

The EIB Group has set its gender balance target with the ambition to align with other EU institutions and be among the most gender-balanced banks, while ensuring professional development opportunities for all genders.


We aim to have at least 40% of management positions held by women by the end of 2026.

## Governance


To ensure full accountability across the Group, we are setting up a Diversity, Equity and Inclusion Council made up of the Group's senior Human Resources management, senior leaders from all directorates, and various colleagues representing staff.

The Diversity, Equity and Inclusion Council will:


- act as a sounding board to the successful implementation of DEI priorities,
- promote DEI awareness across the EIB Group and beyond, and
- facilitate the sharing and adoption of best practices.



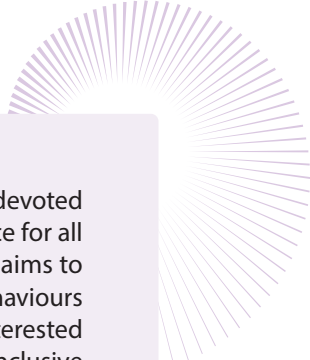
**ConnectedWoMen** is an employee resource group open to all staff within the EIB Group, regardless of gender, that aims to provide opportunities for constructive discussion, building connections and mutual support. Through a wide variety of regular events and initiatives for all staff, ConnectedWoMen raises awareness on gender equity, within the organisation, in our operations and in the world at large.



**EIB Proud** is an employee resource group of EIB Group staff who identify as LGBTIQ (lesbian, gay, bisexual, transgender, intersex, queer) and their allies. The network aims to support our organisation in its efforts to become a more diverse and inclusive employer of choice, and to mainstream diversity, equity and inclusion into the EIB Group's activities and business.



**enAble** is the EIB Group employee resource group on disability and neurodiversity. The group aims to create a safe space for disabled or neurodivergent staff and their allies, and for carers – to share experiences, learn from each other and advance disability and neurodiversity inclusion. Through a wide array of activities and events, enAble is playing a key role in making the EIB Group a more welcoming and accessible workplace for all.



**Mosaic** is the EIB Group employee resource group devoted to topics related to ethnicity. It provides a safe space for all colleagues to connect and share information and aims to raise awareness on inclusion and discriminatory behaviours related to ethnicity. The group is open to all staff interested in supporting a racially and ethnically diverse and inclusive environment at the EIB Group.



Each employee brings a unique perspective to the organisation. Our ambition is for everyone to feel they can be themselves, contribute and play an active part in fostering an inclusive culture at the EIB, reflecting the rich variety of talents within the European Union and beyond.

**Barbara Levéel,**  
Director General Human Resources



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