

Your Map of Benefits



Financial Benefits

- 01 Occupational Pension Plan**
Employer contributions with the option to make voluntary contributions. 
- 02 Voluntary and Associated Plan** individual pension plan. 
- 03 Loans**
Financing on preferential terms. 
- 04 Cards**
MyCard Gold and VIA T cards with no fee. 
- 05 Accounts:**
Up to 3, commission-free accounts, including 2 interest-bearing. 
- 06 Salary advance**
Available on favourable terms. 
- 07 Rental guarantee**
for your primary residence. 
- 08 Supplementary car insurance**
Cover for work-related travel. 
- 09 Flexible remuneration**
Tax savings on nursery, family medical insurance, education, savings insurance, transport, language courses, CaixaBank shares, leasing and enhanced employee medical insurance. 

Health and Well-being

- 10 Health insurance**
100% company-paid medical coverage. 
- 11 Free annual medical check-ups** 
- 12 Well-being Programme 'We Are Healthy'**
activities, events, talks, workshops, and health campaigns. 
- Emotional well-being**
psychological and emotional support services. 

Work-Life Balance

- 13 Holidays**
Up to 26 working days plus additional personal days. 
- 14 Paid, Leave options**
Paid, unpaid, recoverable and non-recoverable leave. 
- 15 Study and language support**
Assistance given to employees. 
- 16 Nursery subsidy**
For children up to age 3. 
- Educational support**
For children aged 3 to 21 (up to 25 in some instances). 
- 17 Child support**
5% extra on base salary. 
- Career breaks and reduced hours** for childcare, family care, gender violence and more. 
- 18 Funeral expense assistance** financial support for direct family funeral costs. 
- Maternity/Paternity bonus.** 
- Family Plan**
Support for children with disabilities 

Other Employee Benefits

- 19 Shopping Club**
Exclusive discounts via People Xperience, Facilitea and Xperience CaixaBank. 
- 20 Restaurant card**
for special work schedules. 
- 21 The Staff Mutual Society (La Mutua del Personal)**
Additional protection for employees and their families. 
- 22 "La Caixa" Staff Association (La Soci)**
Activities with exclusive benefits and advantages for employees. 

Social Action

- 23 Corporate Volunteering**
Corporate volunteer initiatives that support social, educational, and environmental projects. 
- 24 "Everyone's Project"**
Social initiatives driven by CaixaBank employees through volunteering and a financial contribution from CaixaBank. 