

CaixaBank launches a new plan to promote the health, safety and well-being of its employees

- ***The Strategic Healthy Organisation Plan includes measures and initiatives that range from emotional support to environmental sustainability and makes progress towards the hypercustomisation of well-being resources***
- ***Over the past year, the bank has embarked upon more than 90 initiatives with an impact on the well-being of its employees across Spain***
- ***The bank celebrated the second edition its Well-Being Week from 7 to 13 April, with more than 100 activities across the country to promote healthy habits amongst its employees***

14th April 2025

CaixaBank is pursuing its 2025-2027 Strategic Healthy Organisation Plan as part of its commitment to promoting health, safety and well-being, which includes a series of measures and initiatives to promote the all-round well-being of its employees over the coming three years.

This plan, which adopts a holistic view of well-being, consists of a series of initiatives ranging from emotional support to environmental sustainability and makes progress towards the hypercustomisation of well-being resources to respond to what really matters to each employee based on active listening and an analysis of needs.

The new plan is structured around seven fundamental pillars: emotional well-being, social well-being, physical activity, health and safety, financial well-being, healthy workspaces and nutrition. Each of these pillars is designed to tackle different aspects of staff's well-being. For example, emotional well-being tackles mental health, motivation and resilience, while physical well-being looks at healthy habits such as healthy physical activity and diet.

The plan also includes initiatives to improve comfort in workspaces and promote environmental sustainability. The bank will implement new customised emotional management services, adding new services to improve its employees' work-life balance, introducing a digital physiotherapy service and implementing a customised nutrition plan.

More than 90 lines of action with an impact on well-being

CaixaBank takes one more step and makes headway in the care of its employees with this new plan, which takes up from where the 2022-2024 Strategic Healthy Organisation Plan left off. Over the past year, the bank has implemented a series of measures that have laid the foundations for this new plan. Over the past year, a total of more than 90 initiatives were undertaken with an impact on well-being across Spain.

More than 1,100 employees received training in stroke prevention, more than 375 retina exams were performed in Barcelona, Madrid and Seville, making findings and referring to ophthalmologists on a preventive basis. The bank has also promoted physical activity as part of fundraising challenges, such as the footsteps challenge that raised more than 7,500 euros for the AECC to help in the fight against the breast cancer. More than 370 employees participated in emotional management workshops, more than 620 employees signed up for well-being courses and 19 diet workshops and talks have been held over the past two years, to name just a few activities.

Second edition of the Well-being Week

This year, CaixaBank has celebrated the second edition its Well-Being Week from 7 to 13 April, with more than 100 activities both in person and online across the country to promote healthy habits amongst its employees

Inspirational talks by renowned speakers such as Rafa Guerrero and Futurlife21, a healthy cooking contest, driving simulators to prevent road traffic accidents and road safety workshops, webinars with specialists on healthy grocery shopping, menopause and well-being, in-person movement, relaxation and massage workshops, health activities, healthy meal ideas and sporting tournaments and events are just some of the activities undertaken during the week.

We are Healthy Programme

This corporate well-being programme is a cross-cutting project that forms part of a strategy based on CaixaBank's culture and values, focussing on the well-being of its teams. It demonstrates the Group's commitment to promoting health and healthy habits that improve the quality of life of the company's staff and their family environment, as well as customers, shareholders, investors, suppliers, the local community and wider society.

CaixaBank has introduced a healthy organisation management system focussed on AENOR-certified continuous improvement, which makes it possible to move forward in relation to well-being and health to confront current and future challenges.