

CaixaBank, internationally recognised for its policies to promote the health and well-being of its professionals

- ***It is the first bank to obtain the Sports & Healthy Company Certification, which recognises companies with robust policies to promote health, physical activity and the emotional well-being of their employees.***
- ***CaixaBank's Somos Saludables programme offers a comprehensive approach based on emotional and social well-being, healthy habits, physical activity and financial well-being, with initiatives mainly aimed at staff and their families, although some have an impact on other stakeholders.***

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CaixaBank has been internationally recognised for its policies to promote the health and well-being of its professionals. The Institution has become the first bank to obtain the *Sports & Healthy Company Certification*, thanks to its corporate well-being programme, Somos Saludables.

The *Sports & Healthy Company Certification* is an international recognition that accredits organisations which actively promote health and sport among their teams. It stems from an agreement between DCH Organización Internacional de Directivos de Capital Humano (an association of HR executives from Europe and Latin America) and ACES Europe (a Brussels-based organisation that awards the European Capitals and Cities of Sport titles).

For CaixaBank, being the first bank to achieve this certification places its Somos Saludables programme within an international framework of best practices and reinforces the idea that investing in health, sport and emotional well-being is not merely a matter of image, but a structural element of people management, with the aim of achieving a positive impact on people's lives.

A well-being programme with a 360° outlook

CaixaBank's Somos Saludables is conceived as a 360° well-being programme, integrating physical health, emotional health, the social environment, lifestyle habits and financial well-being. It is not only about preventing risks, but about creating conditions that enable people to improve their quality of life, both inside and outside the workplace.

The programme is structured around several pillars, coordinated from the personnel area and linked to the Institution's occupational health and safety management system. The approach is one of continuous improvement: data are analysed, staff are listened to, and actions are adjusted to respond to real needs.

Well-being and emotional support

One of the most significant areas is emotional well-being, with initiatives aimed at helping people manage their emotions, improve personal balance and provide professional support when needed. The most notable measures include: a psycho-emotional advisory service and 24/7 psychological assistance, a holistic emotional health programme with workshops, content and specialised support; sessions with experts in emotional management, self-care and anxiety management; and specific actions linked to diversity, inclusion and work-life balance.

Social well-being is another axis of the programme, arising from the Institution's strong commitment to the community. In this area, corporate volunteering stands out, enabling employees to take part in social projects; family support initiatives, such as guidance programmes for households with people with disabilities or special needs, or training resources covering different life stages; and content and activities that foster a sense of belonging and the creation of healthy interpersonal relationships.

The underlying idea is that well-being is also about bonds, mutual support and the feeling of being part of a community.

Healthy habits and physical activity

CaixaBank has maintained a strong relationship with the world of sport and is a leading company in sports sponsorship across different disciplines, as well as in Paralympic sport and the promotion of women's participation in sport. The recognition obtained by CaixaBank places particular emphasis on policies focused on physical activity and healthy habits, whether in the area of sponsorship, awareness-raising, or initiatives aimed at the workforce. In this area, the programme includes, among other actions, step challenges and campaigns that combine physical exercise and solidarity; access to well-being platforms that connect staff with a wide range of sports centres; internal sports communities and organised activities (races, tournaments, coached training sessions...); and nutrition workshops, healthy menus, *showcookings* and tools to improve everyday eating habits.

Financial well-being

A distinctive feature of CaixaBank's programme is the inclusion of financial well-being as part of overall well-being. In this area, work is carried out on aspects such as flexible remuneration platforms; family support and social benefits; discounts and agreements with third parties through shopping clubs; and pension schemes and other long-term savings instruments.

The aim is to help employees manage their finances with greater security and foresight, recognising the impact that economic stability has on peace of mind and overall well-being.