

CaixaBank Occupational Health and Safety Policy

CaixaBank's management, aware of the need to promote all initiatives and actions that foster safe and healthy working conditions, reaffirms the actions it has already been carrying out and declares its commitment to:

- Foster a culture of prevention at all levels of the organisation and integrating this culture in all its processes.
- Ensure our activities and other commitments that the bank undertakes voluntarily are in compliance with the applicable laws.
- Consider preventative issues at root level, during the design stage, the procurement of works and services, and the acquisition of equipment and products.
- Prevent occupational hazards, damage and illnesses by gradually implementing the necessary improvement measures and taking into account key issue to ensure continuous improvement in levels of protection.
- Train and raise awareness among employees, emphasising consultation and participation with them and their representatives, involving them in the Occupational Risk Prevention policy and prioritising communication and information, so that the management of Occupational Risk Prevention involves all members of the Organisation.
- Establish and maintain an up-to-date Occupational Risk Prevention Management System that guarantees adequate protection for the health and safety of all workers, eliminating hazards and reducing their risks.
- Extend these commitments to providers and other third parties that provide services to CaixaBank or that, in any form, act on behalf of CaixaBank, notwithstanding their obligation to comply with the policies established by their companies in this area.

Issue approved by the Management Committee on 03/03/2025