

## 1. Remuneration accrued by Directors

### 1.1. Information on the submission of the remuneration policy to voting at the General Meeting of Shareholders

The current Policy for the Remuneration of Directors was approved at the Extraordinary General Meeting of Shareholders held on 14 November 2023, with the following results:

- Existing quorum: 1,917,591,123 shares (72.23% of the share capital)
- Nº of valid votes: 1,917,472,551
- Nº of votes for/against/abstentions/blank: 1,892,231,734 / 2,623,423 / 22,563,394 / 54,000

### 1.2. Total remuneration accrued by each of the members of the Board of Directors in the financial year, with an individual breakdown by remuneration concepts

Amounts in thousand euros

a) Remuneration accrued in the company

#### i. Remuneration accrued in cash

NAME	SALARY	FIXED REMUNERATION	ATTENDANCE FEES	REMUNERATION MEMBERSHIP BOARD COMMITTEES	SHORT- TERM VARIABLE REM.	LONG-TERM VARIABLE REM.	COMPENSATION	OTHER CONCEPTS	TOTAL FINANCIAL YEAR 2023
AZUAGA MORENO, MANUEL	447	86	18						551
MENÉNDEZ MENÉNDEZ, MANUEL	382	33	14		22		106		557
FRAILE CANTON, JUAN		17	10	-					27
MARTINEZ CARO, CAROLINA		58	54	12					124
SÁEZ PONTE, M <sup>a</sup> TERESA		15	8	2					25
COSTA CAMPI, MARIA TERESA		11	8	2					21
DELCLAUX BRAVO, JORGE		14	12	3					29
DOMÍNGUEZ DE LA MAZA, RAFAEL		47	28	9					84
FERNÁNDEZ FERNÁNDEZ FELIPE		47	22	5					74
GARAÑA CORTÉS, MARÍA		12	8	5					25

NAME	SALARY	FIXED REMUNERATION	ATTENDANCE FEES	REMUNERATION MEMBERSHIP BOARD COMMITTEES	SHORT- TERM VARIABLE REM.	LONG-TERM VARIABLE REM.	COMPENSATION	OTHER CONCEPTS	TOTAL FINANCIAL YEAR 2023
MATEOS-APARICIO MORALES, PETRA		11	7	4					22
MUELA MARTÍN-BUITRAGO, MANUEL		11	9	2					22
UNDA URZAIZ, ISIDORO		12	12	2					26
VAAMONDE JUANATEY, DAVID		-	-	-					0
RUBIALES GIL, ISIDRO	134	14	4	-					152
GONZÁLEZ MORENO, MIGUEL		45	14	-					59
SÁNCHEZ ROMERO, NATALIA		43	15	2					60
FERNÁNDEZ FUNCIA, ROCÍO		20	12	6					38
ALIÑO PEREZ, NURIA		10	4	5					19
CARRASCOSA MORALES, ANTONIO		15	8	6					29
ARJONILLA LÓPEZ, M <sup>a</sup> LUISA		47	54	22					123
GUZMÁN ARRUEZ, INÉS		14	7	5					26
IZAGUIRRE VENTOSA, JUAN ANTONIO		34	31	10					75
SÁNCHEZ SERRANO, JOSÉ RAMÓN		34	27	8					69

ii. Movements in share-based remuneration systems and gross profit from consolidated shares or financial instruments

Name	Plan name	Financial instruments at the beginning of the financial year 2023		Financial instruments granted during the financial year 2023		Consolidated financial instruments in the financial year				Instruments past due and not exercised	Financial instruments at the end of financial year 2023	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent consolidated shares	Price of the consolidated shares	Gross profit of the consolidated shares or financial instruments (thousand €)	No. of instruments	No. of instruments	No. of equivalent shares
MENÉNDEZ MENÉNDEZ, MANUEL	COMPENSATION			264,676	264,676	105,871	105,871	0.99	106		158,805	158,805
MENÉNDEZ MENÉNDEZ, MANUEL	VARIABLE REMUNERATION 2022			60,717	60,717	24,287	24,287	0.90	22		36,430	36,430

iii. Long-term savings systems

Name	Contribution by the company in the year (thousand €)				Cumulative amount of funds (thousand €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights	
	Financial year 2023	Financial year 2022	Financial year 2023	Financial year 2022	Financial year 2023	Financial year 2022	Financial year 2023	Financial year 2022
AZUAGA MORENO, MANUEL	185	247	44	0	0	3.878	44	0
MENÉNDEZ MENÉNDEZ, MANUEL	123	170	30	0	363	240	30	0
RUBIALES GIL, ISIDRO	0	0	0	0	427	0	0	0

iv. Other concepts

NAME	CONCEPT	AMOUNT
MENÉNDEZ MENÉNDEZ, MANUEL	Medical insurance	4
RUBIALES GIL, ISIDRO	Medical insurance	1

b) Remuneration accrued for membership in Board of Directors at other group companies.

N/A.