APPOINTMENTS AND REMUNERATION COMMITTEE

COMPOSITION:

PRESIDENT

Ms. Idoia Maguregui Villalain

- Director Category: Independent.
- Date of appointment: 31 May 2023.
- Expiry date: 10 February 2027.
- Chairman of the Appointments and Remuneration Committee and Member of the Joint Audit and Risk Committee of Banco Inversis.
- Degree in Computer Science from the University of Deusto.
- Senior Executive Programs from Columbia University and IE & CHICAGO UNIVERSITY
- Sustainability Program for Women in Management by WBCSD – ESADE & YALE UNIVERSITY
- She began her professional career in 1987 as a Consultant at SEMA GROUP, until she joined BANKINTER in 1988, where she has spent a large part of her professional career occupying various positions including Deputy General Manager, Director of Internal Audit, Director of Human Resources, CIO, General Manager and Director of Gneis Global Servicers. In 2011 she joined NOVAGALICIA BANCO where she held the position of General Director of Media and Director of Banco Gallego. From 2014 until joining Banco Inversis, she has been Deputy General Manager of Media and member of the Management Committee of SAREB, a Management Company for Assets Arising from Banking Restructuring. She is currently Director of Corporate Resources Sygris (Cambridge Business Initiatives S.L.)

VOCALS

Ms. María Araceli García Cuartango

- Director Category: Independent.
- Date of appointment as member: 23 February 2022.
- Date of reappointment as member: 23 April 2025.
- Expiry date: 23 April 2030.
- Chairman of the Technology, Quality and Sustainability Committee and Member of the Appointments and Remuneration Committee of Banco Inversis, S.A.
- Telecommunications Engineer from the Polytechnic University of Madrid.
- PDD Management Development Program from IESE Business School Madrid.
- She began her professional career in 1989 as an engineer at Inisel, S.A. and Ericsson Spain, until joining Vodafone Spain in 1995, where she has spent a large part of her professional career occupying various positions including Director of Technology and Networks and Director of Information Systems. In 2012 she joined Telefónica Global where she held the position of Global Director of Operations, later moving to Telefónica de España as Director of Operations of Infrastructure, Data Center and Cloud Services until 2016. She is currently Global IT Area

Director of the IAG GBS Group, where she has held various management positions, and Academic Director of the Master's Degree in Computer Science and Business Technology at IE Instituto de Empresa in Madrid.
- She is currently CEO of Marqués Topco, S.L. (Grupo Asterion Industrial).

Mr. John Siska Goytre

- Category of Director: Independent.
- Date of appointment as member: 25 March 2026.
- Expiration date: 17 February 2030.
- Member of the Joint Audit and Risk Committee and Member of the Appointment and Remuneration Committee of Banco Inversis, S.A.
- Degree in Economics&Business Administration from Universidad Pontificia de Comillas (ICADE).
- Chartered Financial Analyst (CFA).
- Master of Science in Finance from the University of Ilinois.
- He began his professional career in 1982, developing much of it abroad (Mexico, Chicago and London) and in Spain. He has held various management positions in financial institutions, specifically in Continental Bank, First Chicago, Santander Asset Management, ABN AMRO Equities and Instinet. Since 2004, he has been providing advisory services to institutional and high-net-worth clients.
- Nowadays He is the sole director of Eccleston Partners, S.L.

FUNCTIONS:

1. To identify and recommend, with a view to approval by the Board of Directors or by the General Meeting, candidates to fill the vacant seats on the Board of Directors.

2. Assess the balance of knowledge, capacity, diversity and experience of the Board of Directors and prepare a description of the functions and skills required for a specific appointment, assessing the expected time dedication for the performance of the position.

3. To evaluate periodically, and at least once a year, the structure, size, composition and performance of the Board of Directors, making recommendations to it, with respect to possible changes.

4. To evaluate periodically, and at least once a year, the suitability of the various members of the Board of Directors and of the Board of Directors as a whole, and to report to the Board of Directors accordingly.

5. To periodically review the policy of the Board of Directors regarding the selection and appointment of members of senior management and to make recommendations to it.

6. Establish a target for representation of the under-represented sex on the Governing Board and develop guidance on how to increase the number of under-represented sex with a

view to achieving this target.

7. To prepare decisions relating to remuneration, including those that have an impact on the risk and risk management of the institution, to be taken by the Board of Directors, and, in particular, to report on the general remuneration policy of the members of the Board of Directors and of the general managers or similar, as well as the individual remuneration and other contractual conditions of the members of the Board of Directors who perform functions executives, ensuring their observance. When preparing decisions, the Commission shall take into account the long-term interests of shareholders, investors and other stakeholders in the entity, as well as the public interest.

8. To inform in advance of the related-party transactions that must be submitted to the Board of Directors for approval.

9. Any other duties attributed to it by the laws and the Regulations of the Board of Directors.