

Statement on the integration of sustainability risks in the Remuneration Policy

In order to comply with the requirements imposed by the Regulation (EU) 2019/2088 on the Sustainable Finance Disclosure Regulation (SFDR), financial market participants are required to disclose their remuneration policy in relation to the integration of sustainability risks on their websites.

Grupo Catalana Occidente (GCO) has a Remuneration Policy aligned with sustainability issues, linking a percentage of no less than 25% of variable remuneration to the fulfilment of non-financial objectives, including those related to environmental, social and corporate governance (ESG) aspects. In addition to compliance with GCO's Sustainability Master Plan, these non-financial objectives include compliance with the Group's strategic projects, which include initiatives also related to the above ESG aspects. In this way, the non-financial performance criteria contribute to the achievement of the Company's long-term sustainability objectives and its business strategy.

Within these non-financial objectives, which are reviewed and specified annually, in financial year 2025 a weight of 5% of the total variable remuneration of the executive Directors, Senior Management and the Management Committee has been assigned to the fulfilment of GCO's Sustainability Master Plan.

The Sustainability Master Plan is structured into four pillars of action, one of which is dedicated exclusively to the contribution to the environment and, specifically, to the fight against climate change. The weight of this issue accounts for 25% of the Sustainability Master Plan.

This Remuneration Policy is reviewed annually in accordance with its own content and insurance regulations, without prejudice to the fact that, in accordance with commercial regulations, the General Shareholders' Meeting is responsible for approving the Directors' Remuneration Policy as a separate item on the agenda, at least every three years.

Disclaimer

This Declaration is a translation of its original version in Spanish. In case of discrepancy between both versions, the Spanish version will prevail.