

# 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 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 goals such as personal performance, the level of compliance with regulations and the sustainability policies and criteria of the Entity and the Group, customer satisfaction, achievement of strategic goals, cooperation with other business units, job rotation, timely compliance with the internal control system or the execution of a specific project.

Within these goals, which are reviewed and specified annually, compliance with GCO's Sustainability Master Plan is included in the 2024 financial year, with a weight of 5% of the total variable remuneration of the Executive directors, Senior Management and the Management Committee.

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.*