

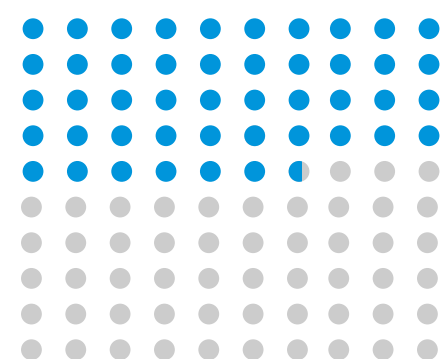
ESG governance

WOMEN IN CORPORATE GOVERNANCE



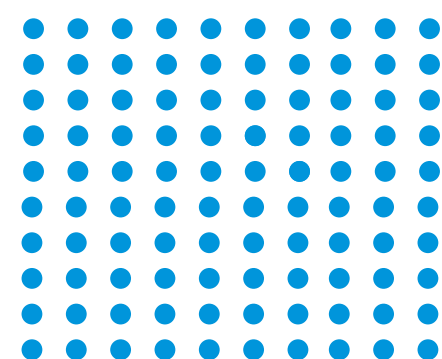
BOARD OF DIRECTORS

46.7%



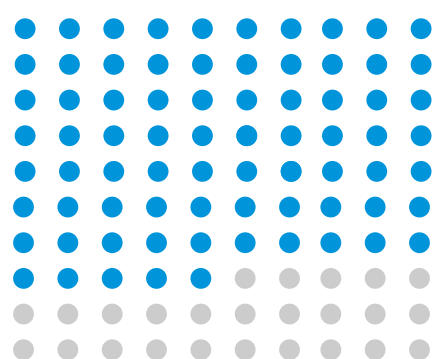
AUDIT, RISK AND COMPLIANCE COMMITTEE

100%



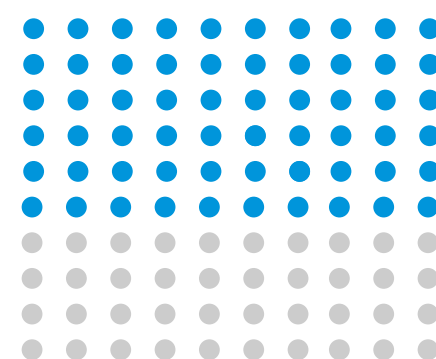
SUSTAINABILITY COMMITTEE

75%



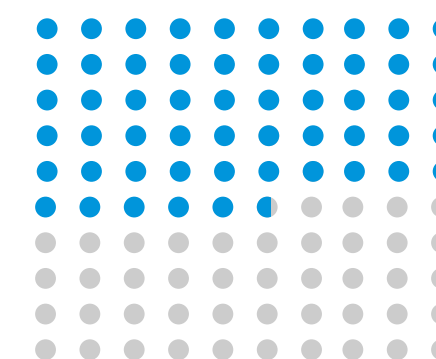
APPOINTMENTS, REMUNERATION AND CORPORATE GOVERNANCE COMMITTEE

60%



SENIOR MANAGEMENT

55.6%



IMPLEMENTATION OF COMPLIANCE MODELS IN SPAIN AND LATAM

100%



IMPROVEMENT

IN KEY ESG INDICES/RATINGS



ANNUAL BONUS

5% LINKED TO ESG CRITERIA



LAUNCH OF **COURSE ON DIVERSITY, RESPECT AND EQUAL OPPORTUNITIES**



FOUNDING MEMBER OF THE **"PACT FOR SUSTAINABLE CYBERSECURITY"**, OF THE SPANISH ASSOCIATION FOR THE PROMOTION OF INFORMATION SECURITY