



Annual Directors' Remuneration Report, Bankinter, S.A.

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EXECUTIVE SUMMARY OF REMUNERATION 2024

• ACCRUED remuneration of members of the Board in 2024

Bankinter hereby publishes its Annual report on director remuneration for 2024, a year that has demonstrated the strength of the Bankinter Group, which achieved **net profit of 953 million euros, 13% up on the previous year**, with above market growth in all businesses and countries, maintaining its leadership position in terms of efficiency, with a ratio that improves to 36.3% and at the same time increasing the return on equity, RoE, to 17.9%, which is crucial for Bankinter shareholders.

In addition, for the purposes of this Report, worth note is the succession process concerning the **non-executive chairperson of the Bank and the appointment of a new chief executive officer**, completed during the year and with the impact on director remuneration reflected in the different sections of this report.

Comparison of the REMUNERATION ACCRUED in 2024 and 2023 by the positions held on the Board:

In thousands of euros

Table 1

		Fixed remuneration 2024 ^(*)	Annual variable remuneration	TOTAL 2024	Fixed remuneration 2023 ^(*)	Annual variable remuneration	TOTAL 2023	Change (%) 2024/ 2023 same remuneration items
Non-executive chairperson ⁽¹⁾	Mrs. María Dolores Dancausa Treviño	602	0	862	0	0	1,046	-18%
	Mr. Pedro Guerrero Guerrero	261	0		1,046	0		
Chief executive officer ⁽²⁾	Mrs. Gloria Ortiz Portero	961	288	1,619	0	0	1,646	-1.6%
	Mrs. María Dolores Dancausa Treviño	285	85		1,246	400		
Vice chairperson	Mr. Alfonso Botín-Sanz de Sautuola y	1,223	359	1,583	1,183	371	1,554	1.8%
Other external directors		1,279	0	1,279	1,244	0	1,244	2.8%

(1) María Dolores Dancausa Treviño was appointed Non-Executive Chairperson on 21 March 2024, replacing Pedro Guerrero Guerrero, who resigned as director on that date.

(2) Gloria Ortiz Portero was appointed executive director by the Annual General Meeting held on 21 March 2024, the same date on which Board of Directors appointed her chief executive officer, replacing María Dolores Dancausa

(*) Includes fixed remuneration as mere directors (fixed and per diems) as well as the fixed remuneration in their capacity as chairman or executive director (fixed salary and remuneration in kind and other corporate benefits).

The table above shows the remuneration ACCRUED IN 2024. As well as the table in Statistical Appendix C.2. (also table 36 of this report) has been prepared using the CONSOLIDATED AMOUNTS ACCRUED IN PREVIOUS YEARS and specifically:

EXECUTIVE VICE CHAIRMAN:

The non-deferred part (in cash and shares) of multi-year variable remuneration (LTI 2022-2023) ACCRUED in 2023 VESTED in 2024.

(684 thousand euros)

NON-EXECUTIVE CHAIR:

The amounts ACCRUED IN PREVIOUS YEARS as chief executive officer VESTED in 2024:

- Delivery of the non-deferred part (in cash and shares) of multi-year variable remuneration (LTI 2022-2023) ACCRUED in 2023. *(709 thousand euros)*
- The accumulated amounts ACCRUED by the pension scheme during the almost 14 years that she was the chief executive officer, detailed in the remuneration reports for previous years. *(2,881 thousand euros)*

• **Approval of multi-year variable remuneration 2024 – 2026 (LTI 2024-2026):**

Following the changes made to the Board of Directors, on 19 June 2024, the latter approved a new **strategic plan**, covering the 2024-2026 period and constituting an ambitious but clear roadmap for the creation of long-term value for the Group.

To ensure the commitment and dedication of the Bank's key staff to achieving the objectives established in the aforementioned strategic plan, the Board of Directors, at the proposal of the Remuneration Committee, at its meeting in July 2024, approved a **new long-term incentive (LTI 2024-2026)**, for which the measurement period is **3 years**, also taking into account the suggestions and best recommendations made by investors and proxy advisors.

The targets established under this Plan are reflected in this Report which has been submitted for consultative approval by the Annual General Meeting in 2025.

- **Adjustment of variable remuneration to sustainability indicators:**

As explained in previous years, at the Bankinter Group, the **variable remuneration (both annual and multi-year)** of categories of staff whose professional activities have a material impact on Bankinter's risk profile (hereinafter, "**identified staff**"), which include the executive directors, is subject to adjustment based on specific indicators in the Bankinter Group risk appetite framework¹ (hereinafter, "**RAF**") determined by the Board of Directors, on the recommendation of the Remuneration Committee. These metrics must adequately reflect the most significant risks, including environmental, social and governance (hereinafter, "**ESG**") risks.

Thus, the variable remuneration accrued conforms to six indicators established in the RAF, **two directly related to environmental and social objectives: emissions financed** (which measures the impact on decarbonising the economy of the funding granted to its customers by the Bank) **and the customer NPS**.

The RAF indicators **not only adjust the variable remuneration received by** the identified staff, **but also, individually or jointly, result in it being zeroed**, on account of the non-compliance with the tolerance levels and limits established by the Board for them.

- **With regard to the average remuneration of employees:**

As in previous years, following the recommendations of the Spanish National Securities Market Commission (CNMV), to facilitate the comparability of the data with that of other companies that prepare annual director remuneration reports, information on the average remuneration of employees has been included considering the remuneration accrued by employees, including only fixed and variable concepts².

The figures for average employee remuneration have been prepared applying this criterion, i.e. by dividing the remuneration earned by employees (including all fixed and variable concepts) by the average number of employees.

	Thousands of euros		
	2024	% variation 2024/2023	2023
Average employee remuneration	65	4,84	62

¹ References to Bankinter Group throughout this Report refer to the consolidated group.

² Figures for "salaries and bonuses" taken from the Staff Expenses heading of the consolidated annual financial statements.

1.- INTRODUCTION

This annual report on the remuneration of directors for financial year 2024 (hereinafter, the "**Report**" or "**ARR**") was approved by the board of directors at its meeting on 19 February 2025, on the recommendation of the remuneration committee of Bankinter, S.A. (hereinafter, "**Bankinter**", or the "**Bank**"), in accordance with the provisions of article 541 of the Spanish Companies Act following the content and instructions established in Circular 3/2021 of the Spanish National Securities Market Commission.

Bankinter has chosen to draw up the Report in free format, as it has in previous years, including the content required by the regulations and the statistical appendix set out in the aforementioned CNMV Circular as well as other relevant information to help understand the remuneration system applied for Bankinter's board members.

This Report aims to transparently explain the remuneration arrangements for directors and to help shareholders understand the remuneration practices in force in the Bank. It also includes information on Bankinter Group's general remuneration policy, as well as on the principles on which Bankinter has based the policy applied in the remuneration of its directors.

The Report, together with the statistical information included in section 4, is disseminated, as *Other Relevant Information*, at the same time, in addition to other information, as the annual corporate governance report, both included in a separate section within the management report of the separate annual financial statements of Bankinter and the consolidated annual financial statements of the Bankinter Group for 2024.

The 2024 report on the remuneration of directors will be submitted to a vote, on a consultative basis and as a separate item on the agenda, at the Annual General Meeting for 2025.

2.- DIRECTOR REMUNERATION POLICY

From 1 January 2024 to 21 March 2024, the Directors' Remuneration Policy for 2022, 2023 and 2024, approved by the Annual General Meeting on 21 April 2021, with an approval percentage of 86.475%, applied.

The Bankinter Directors' Remuneration Policy currently in force was approved by the Annual General Meeting held on 21 March 2024, entering into force at the time of its approval, pursuant to the provisions of section one of Article 529 novodecies of the Spanish Companies Act, and for 2025, 2026 and 2027 (hereinafter, the "**Directors' Remuneration Policy**" or the "**Policy**"), with 88.953% votes in favour, and can be consulted on the company's corporate website, at: [Director Remuneration Policy | Bankinter](#)

[corporate website](#). As indicated in the Report of the Remuneration Committee that justified the proposal, there were no relevant modifications in the principles, components or criteria for determining and granting the remuneration, with respect to the one in force until then. Said Policy is the one that governs the characteristics and remuneration schemes for fiscal years 2024 and the current fiscal year 2025, and which is the subject of a detailed description in this report.

The new Directors' Remuneration Policy follows the existing policy and no material changes are proposed, neither in the existing remuneration principles, nor in the composition and characteristics of the remuneration applicable to board members in their supervisory and executive duties. The new remuneration policy continues to incorporate adjustments to variable remuneration based on Risk Appetite Framework indicators according to metrics that adequately reflect the most important risks, including indicators related to Environmental, Social and Governance risks, with the objective of making the business strategy sustainable and socially responsible. These adjustments may even reduce remuneration variable to zero.

The maximum limits and remuneration anticipated for 2024 are included therein and are described in this Report.

In accordance with the provisions set out in Article 529 septedecies of the Spanish Companies Act, the Policy sets the **maximum annual remuneration payable to directors in their capacity as such** and, in accordance with Article 529 octodecies, provides a clear description of the remuneration systems applicable to executive directors and, in particular, **indicates: the annual fixed remuneration and how it varies over the period** to which the policy refers; the parameters applicable to setting elements of variable remuneration; and the main terms and conditions of their contracts, including a description of pension plans and any termination payments.

The remuneration structure applied for executive directors corresponds to the model applicable to the rest of the staff, incorporating, as the main elements of remuneration, a fixed annual salary and annual variable remuneration that has very similar characteristics to those of Bankinter Group's corporate model of annual variable remuneration.

The policy is aligned with the general principles that inspire Bankinter Group's general remuneration policy, which includes the identified staff remuneration policy (regulating the remuneration of staff whose activities have a significant impact on Bankinter Group's risk profile (hereinafter "**Identified Staff**"), which includes the members of the board of directors and Bankinter's senior management). The identified staff remuneration policy includes rules that comply with the regulations and recommendations applicable to the remuneration arrangements for this group, particularly the provisions of Law 10/2014 of

26 June 2014 on the regulation, supervision and solvency of credit institutions (hereinafter "Law 10/2014") and its implementing regulations.

As described in section 2.1.1 of this Report, the Board of Directors will, directly or via the corresponding Committees, supervise the implementation of the Policy, based on periodic or ad hoc reports received from the executive areas responsible for the matter. Moreover, according to its own regulations, the remuneration committee will ensure compliance with the Policy and review it on a regular basis, proposing any changes required.

The Policy allows the Bank to apply **temporary exceptions** to the remuneration items described in this Policy in situations where it is necessary to serve the long-term interests and sustainability of the Bank as a whole or to ensure its viability, always within the current regulatory framework. To this end, it delegates to the Board the power, as well as other powers, to adjust the number of shares to be awarded to the identified staff as part of deferred variable remuneration when, prior to the effective award date, there is a capital increase through bonus shares and/or shares charged to reserves, or there is a split or contrasplit of outstanding shares or any other corporate transaction of a similar nature or with similar effects.

In any case, the Bank will include the information on the exceptional situation that has resulted in the Board of Directors approving the application of the temporary exception in its Reports for the corresponding financial year. In 2024, no temporary exception was applied to elements of remuneration.

- Changes in the composition of the Board:

As noted in the introduction and reflected in detail in annual corporate governance report, consideration must be given in this Report to the changes in the composition of the Board in 2024, mainly those resulting from the changes in non-executive chairperson of the Board of Directors and chief executive officer at Bankinter, which culminated on 21 March 2024, and which are summarised below:

- **Appointments:**

By the Annual General Meeting held on 21 March 2024:

- Mrs. Gloria Ortiz Portero, as executive director
- Mrs. Teresa Paz-Ares Rodríguez as independent external director

By the Board of Directors, 21 March 2024:

- Mrs. María Dolores Dancausa Treviño as non-executive chair
- Mrs. Gloria Ortiz Portero as chief executive officer
- Mrs. Cristina García-Peri Álvarez as coordinating director.

- **Resignations** (in both cases at their own request and for personal reasons, as per the letters addressed to the Board of Directors), effective 21 March 2024, after the 2024 General Meeting had been held:
 - Mr. Pedro Guerrero Guerrero, as non-executive chairman and member of the board of directors (classified as "other external").
 - Mr. Fernando José Francés Pons (independent external director), as a member of the board of directors.

2.1.- PROCEDURES AND BODIES INVOLVED IN DETERMINING THE REMUNERATION POLICY

Bankinter's Director Remuneration Policy takes into account the characteristics of the Bank as well as other external factors:

Table 2

Internal factors	External factors
<p>Strategic plan Alignment of the remuneration package with the short and long-term objectives established in the current strategic plan.</p> <p>Commitment to sustainability This is an essential element in the remuneration policies of the Group, aiming to contribute to the promotion of actions in matters environmental, social and of good governance (ESG), seeking to make the business strategy of Bankinter Group more sustainable and socially responsible.</p> <p>Prudent risk management Discouraging present and future risk-taking beyond the level tolerated by the Group and taking into account the interests of its stakeholders.</p>	<p>Regulations Strict compliance with the regulatory requirements applicable to it, both as a listed company and as a credit institution.</p> <p>Dialogue with stakeholders Bankinter engages in an on-going dialogue with its stakeholders, in order to ascertain first-hand their position and criteria with regard to remuneration system and to explain the practices implemented by the Bank. Bankinter takes into account the recommendations it receives from this dialogue.</p> <p>Market practices Considering the practices followed by peer companies, in terms of both business and talent management.</p> <p>Good governance recommendations Implementing general corporate governance recommendations, both national and international.</p>

2.1.1.- Bodies involved in determining the Directors' Remuneration Policy.

The approval of the remuneration policy applicable to directors is a non-delegable competence of the **Annual General Meeting**.

Pursuant to Bankinter's by-laws and the rules and regulations of its board of directors, Bankinter's **board of directors** is responsible for setting up a control and supervision

system for the remuneration policy. To this end, it has a remuneration committee to which it may delegate monitoring and oversight of the implementation of the policy.

The functions of the **remuneration committee** are regulated by article 41 of the rules and regulations of the board of directors. The committee also has its own regulation, the current version of which was approved by the board of directors on 18 May 2022 and added to Bankinter Group's internal corporate governance rules. These regulations foster the remuneration committee's independence and determine the guiding principles and basic rules of its composition, operation and powers, in observance of best practices in corporate governance.

The remuneration committee's remit includes the following:

- Submitting the directors' remuneration policy and the individual remuneration of directors to the board of directors for approval, along with the corresponding annual directors' remuneration report (which the board will provide to its shareholders at an annual general meeting for a consultative vote).
- Submitting a proposal to the board of directors on the individual remuneration of executive directors and, as the case may be, external directors, for the performance of duties other than those of a director and other terms and conditions of their contracts.
- Proposing the remuneration policy for senior managers, including managing directors and those who perform senior management duties and report directly to the board, executive committees or chief executive officers, as well as their individual remuneration and other basic terms and conditions of their contracts.
- Setting the remuneration of employees who are not considered senior management but who receive significant remuneration (especially variable remuneration), and whose activities may have a significant impact on the Group's risk profile.
- Verifying the compliance with the remuneration policy in general during the financial year as well as enforcing compliance.
- Conducting regular reviews of remuneration programmes; assessing their implementation and effectiveness; and ensuring that the remuneration of directors conforms to standards of moderation and to the Bank's results.
- Ensuring transparency in remuneration as well as its inclusion in the annual report and in any other yearly reports containing information on the remuneration of directors; and, to this end, submitting relevant information to the board.

- Reporting on incentive plans for senior managers or employees that are pegged to the performance of the Bank's share price or other variable indices, as well as on remuneration systems for the Bank's management team based on collective insurance systems or deferred remuneration systems, if applicable.

The performance of the aforementioned functions in 2024 is detailed in the annual activity report of the remuneration committee, which is included in this Report as **Appendix 1**.

The aforementioned activity report also includes the composition, experience and knowledge of its members and the results of their annual performance evaluation.

In relation to its functions of monitoring the implementation of the Directors' Remuneration Policy, once a year, an internal, central and independent evaluation of its application is performed to verify whether the remuneration guidelines and procedures adopted by the committee itself and the board are being followed. This committee is informed of its findings.

In addition to the duties attributed to the remuneration committee, the **risk and compliance committee** has, in relation to the remuneration policy, the duty of collaborating in setting rational remuneration policies and practices (article 42 of Royal Decree 84/2015, implementing Law 10/2014 and the rules and regulations of the board of directors).

At its meeting on 17 February 2025, the risk and compliance committee verified, without prejudice to the functions of the remuneration committee, that the incentives envisaged for the identified staff - which includes executive directors - in the remuneration system take into consideration risk, capital, liquidity and the probability and timing of profits.

At the meeting of the risk and compliance committee held on the same date, the risk control area presented a report on the suitability of the parameters and values proposed as variable incentive targets for 2025 for identified staff. It concluded that they comply with Bankinter's risk appetite level and strike an appropriate balance between the various objectives so as not to encourage actions that might generate excessive risks.

2.1.2.- Comparative study and external advisors.

The rules and regulations of the board and those of the remuneration committee provide that the committee must have access to all the information and documentation necessary for the exercise of its duties, and that it may seek the assistance of advisers, consultants, experts and other independent professionals.

To attract, keep, and ensure the commitment of the best professionals in pursuing long-term objectives, the remuneration committee and the board rely on the comparative study conducted by the consultancy firm Korn Ferry, as in previous years, where the Bank's

remuneration systems are compared with those in comparable markets and institutions, according to the size, characteristics and activities of the Bank, and in the light of certain key indicators of the Spanish market, such as GDP, the unemployment rate and inflation.

The study compares the fixed, variable and total remuneration for various executive posts in Bankinter with those of equivalent posts in similar companies. It also includes the possible impact of the long-term incentive plan currently in force at the Bank, which is described below and the accrual of which will not occur until three years have elapsed following the start date for the measurement of corresponding targets (2024-2026).

The following criteria have been applied in choosing the market benchmarks for the executive directors and senior managers of the Bank: i) a set of companies large enough to provide representative and statistically reliable results; ii) comparable size to Bankinter: market capitalisation, assets, number of employees, and geographic reach; iii) sectoral scope: the Spanish financial banking sector, and a multi-sectoral sample of senior executives in large Spanish companies.

The market references used in the study have therefore been divided into two main groups of companies:

Table 3

Companies used in the comparative study		
Spanish banking-financial sector		Multi-sector market for senior executives in large Spanish companies¹
Banco Santander	BBVA	67 companies with headquarters and governing bodies in Spain; 69% of them coincide with the previous year's study, among which there are listed groups and companies whose shareholding includes family capital or private equity.
Caixabank	Banco Sabadell	
Kutxabank	Abanca	
Ibercaja Banco		

¹ These areas have been considered complementary because their executive positions are generally permeable across financial areas.

Both in absolute terms and in comparison with the sector and according to the studies carried out by Korn Ferry for Bankinter, the amounts received, both fixed and variable, can be described as moderate and prudent. In any case, following the remuneration study, the Bank considers them proportional to the annual profit generated, the remuneration offered annually to shareholders and the retained earnings to reinforce the share capital each financial year. The value of the overall compensation package of the Bank's executive directors matches the median of its peers, at 77% in the case of the **chief executive officer (CEO)** and 89% in the case of the executive vice chairman.

2.2.- REMUNERATION POLICY PRINCIPLES

The remuneration policy applied to Bankinter's directors is based on the same principles as those set out in Bankinter Group's general remuneration policy, aiming to establish a remuneration system that is fully compatible with the Bank's business strategy, objectives, values and long-term interests, as well as with prudent risk management, both in absolute terms and in comparison with the sector. The Bank's general remuneration policy also describes the Bank's remuneration practices and establishes monitoring and control mechanisms to guarantee, at all times, the stability of the Bank, avoiding the encouragement of excessive risk-taking and ensuring that the remuneration system inspires dedication and responsibility in people, attracting, retaining and motivating outstanding professionals.

Accordingly, the remuneration policy applied for Bankinter's directors, as well as for its entire workforce, is governed by the following general principles:

General principles of Bankinter's remuneration policy

Prudent and effective risk management	The policy should be compatible with adequate and effective risk management and not offer incentives towards assuming risks that exceed the tolerance level set by the Bank in accordance with the risk elements in Bankinter's Risk Appetite Framework including, where appropriate, sustainability risks.
Equal pay	The policy will ensure non-discrimination and promote salary management by ensuring at all times that remuneration policies and practices are non-discriminatory in terms of gender, age, culture, religion and race.
Alignment with long-term interests	The policy should be compatible with the Bank's business strategy, objectives, values and long-term interests , and should include measures to avoid conflicts of interest.
Appropriate balance between fixed and variable components	As a general rule, variable remuneration should not acquire too a significant proportion in relation to fixed remuneration, to avoid excessive risk-taking. The fixed component should therefore represent a sufficiently high proportion of total remuneration to allow a fully flexible policy on variable remuneration, including, in appropriate cases, not paying the variable component of remuneration.
Multiple elements	Remuneration packages must comprise a set of instruments that allows remuneration to be adjusted to both the needs of the company and of its personnel in terms of content (remuneration in cash and in kind), time horizon (short, medium and long term), security (fixed and variable) and purpose.
Internal fairness and external competitiveness	The policy should provide compensation based on the level of responsibility and career path of Bankinter's directors in order to guarantee fairness internally and competitiveness externally.
Supervision and effectiveness	As part of its supervisory duties, the Bank's administrative body will adopt and periodically review the general principles of the Director Remuneration Policy and will be responsible for monitoring and guaranteeing its effective and appropriate application.
Flexibility and transparency	Guidelines to managing directors' remuneration will include mechanisms for handling exceptional situations in view of any needs that may arise. These guidelines should be explicit and understood by Bankinter's directors and prioritise transparency in compensation.
Simplicity and personalisation	These remuneration management rules will be written clearly and concisely, with the utmost simplicity in their descriptions and in the calculation methods and relevant conditions for achieving them.

Measures in the remuneration system that contribute to guaranteeing the sustainability of the company in the long term:

With a view to guaranteeing Bankinter's sustainability in the long term, the remuneration of the categories of personnel whose professional activities have a material impact on Bankinter's risk profile (identified staff), including board members, considers current and future risks. Variable remuneration systems apply deferral, reduction (malus) and return (clawback) clauses, and set an appropriate proportion between fixed and variable remuneration that does not promote excessive risk taking. As the following table shows, the Bankinter Group Remuneration Policy establishes the **additional requirements and adjustments to variable remuneration** for these categories of personnel, including board members with executive functions, thus avoiding potential conflicts of interest:

Table 5

Variable remuneration

Bankinter adopts remuneration practices that are sound.

- **Linking remuneration to the results of the Bank** (*pay for performance*): total amounts should be based on an assessment of an individual's performance considering both financial and non-financial criteria, the business unit's performance, and the Bank's overall performance.
- **It takes into account current and future** risks, adjusting for them if necessary, as well as the cost of the capital and liquidity required.
- **Incentives take the longer term into account**: Performance assessment is placed in a multi-year context to guarantee that the assessment process covers long-term performance and that the effective payment of performance-based remuneration components is scaled over a period of time that considers the Bank's underlying economic cycle and business risks.
- **The deferred portion of variable remuneration is only paid, or vests, if it is sustainable** according to the Bank's overall financial situation and if it is justified by the performance of the individual, their business unit and the Bank.
- **Objectives are always set primarily with reference to meeting the Bank's overall pre-tax profit target** and, where appropriate, the specific targets of each business area, and only partly, and not always, with regard to meeting individual targets.
- **Adjustment of variable remuneration to sustainability indicators**: the variable remuneration calculated using the above indicators is adjusted by risk appetite framework indicators using metrics that adequately reflect the most significant risks, including ESG risks. These indicators may reduce the accrued variable remuneration to zero, but never increase it.
- **There are rigorous and independent controls in place for the areas most involved in financial markets**. This ensures adequate risk management at all times and compliance with the lending framework the board of directors establishes every year.
- **The control areas** have no variable remuneration linked to objectives being met by the departments they oversee.
- **Payment of variable remuneration in shares** of the Bank
- Total variable remuneration is reduced considerably when the Bank obtains poor or negative financial results, taking into account both current remuneration and reductions in payments of amounts previously accrued, where applicable, **through arrangements to reduce remuneration (malus) or recover remuneration already paid (clawback)**.

Bankinter avoids remuneration practices that are not aligned with the interests of its shareholders.

- **It does not limit the Bank's ability to reinforce its capital base.**
- **It is not paid by means of instruments or methods that facilitate non-compliance with regulations on organisation and discipline.**
- **There are no golden parachutes**
- **Guaranteed variable remuneration** is not compatible with sound risk management practices or the principle of rewarding performance and **is not included in any possible remuneration plans**.

2.3.- DESCRIPTION OF THE COMPONENTS IN THE REMUNERATION OF BOARD MEMBERS

<p>Director remuneration for oversight duties</p> <ul style="list-style-type: none"> • No variable remuneration. • Fixed remuneration for level of responsibility. • Remuneration for attending the board and its committees 	<p>Remuneration of the non-executive chair</p> <ul style="list-style-type: none"> • Fixed remuneration for non-executive institutional duties • No variable remuneration. • No pension agreements 	<p>Remuneration of executive directors</p> <ul style="list-style-type: none"> • Fixed remuneration reflecting professional experience and responsibility. • Variable remuneration aligns the remuneration of directors with the long-term interests of the company and its shareholders.
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2.3.1.- Remuneration system for directors in their capacity as such

Director remuneration for oversight duties

- No variable remuneration.
- Fixed remuneration for level of responsibility.
- Remuneration for attending the board and its committees

Remuneration accrued by members of the board of directors for their supervisory and collective decision-making duties consists of an annual fixed amount and does not include variable components. This amount is not subject to the achievement of objectives or linked to performance, in compliance with corporate governance recommendations.

According to the corporate by-laws and the rules and regulations of the board of directors, directors are entitled to receive remuneration for their appointment as board members. The annual maximum amount for all directors is determined at the annual general meeting and may be paid in the form of: i) a fixed annual amount; ii) attendance fees; iii) delivery of shares, share options or any other remuneration pegged to the value of shares.

As part of the current Director Remuneration Policy, the annual general meeting, in accordance with articles 217 and 529 and septdecies of the Spanish Companies Act, has set the **maximum amount of the directors' annual remuneration in their role as such at 2,200,000 euros** for 2024 at the date of issue of this report.

Bankinter's Board of Directors, at the proposal of Remuneration Committee, has proposed to the Annual General Meeting to be held on 27 March 2025, the approval of a new maximum amount of annual remuneration for directors in their capacity as such, setting this figure at 3 million euros, due to the increase in the number of directors on the Board, from 11 to 12, an increase that is also subject to approval by the Meeting.

The specific amounts accrued by each director for the items mentioned above are set annually by the board of directors considering the positions held by each member of the board, their attendance of meetings and their committee memberships. In this respect, and within the limit set at the Annual General Meeting, the board of directors determined the use of the following items and amounts for financial years 2025 and 2024:

Table 6

Description	Payment	Charge	Amount (in thousands of euros)		Variation		
			2025	2024	2025 vs 2024		
Fixed amount (ANNUAL) As a member of the board	Monthly payment in cash The amount will vary depending on the responsibilities and duties exercised within the board and its committees.	Non-executive chair of the Board	217	211	3%		
		Executive director	192	186			
		Coordinating director	131	128			
		Other board members	109	106			
		Committee chairman	19	19			
		(additional amount to that for any of the above positions)					
Attendance fees for the board and its committees (PER MEETING)	In cash and only when a meeting of the relevant body has been held that the director has attended. Attendance fees are not paid in the case of proxies.		per meeting	per meeting	3%		
			Board	Committe		Board	Committe
		Chairman	2.56	1.92		2.48	1.86
		Member	1.92	1.28		1.86	1.24
Delivery of shares, share options or remuneration linked to the share price:	This remuneration concept is not currently used.						

For 2025, the above amounts have been increased by 3% with respect to those established for 2024, a percentage equal to the average increase for Bankinter Group's employees.

In the event of death, the amounts already accrued and receivable by directors are passed on to their heirs or beneficiaries. In the event of incapacity preventing a director from performing their duties, all rights to any outstanding but accrued amounts shall also be recognised.

Directors removed from office for any reason other than those indicated in the previous paragraph will be entitled to the proportional share of their fixed remuneration corresponding to the number of days they were in office.

2.3.2.- Remuneration system for the non-executive chairwoman.

Remuneration of the non-executive chair

- Fixed remuneration for non-executive institutional duties
- No variable remuneration.
- No pension agreements

At Bankinter, since 2013, the position of Chair of the Board has been non-executive and in addition to those performed in their capacity as the Chair of the collective body¹, included in the by-laws and rules and regulations of the Board of Directors, they perform non-executive institutional functions (described in the annual corporate governance report), which are remunerated as indicated below in line with the current Directors' Remuneration Policy:

The non-executive Chair shall only receive fixed remuneration and no variable remuneration for these duties², for the same reasons as noted in the previous point in the case of non-executive directors.

The Board of Directors has approved the following **fixed remuneration for the non-executive chair**, in accordance with corporate by-laws and the rules and regulations of the board of directors, and after considering the recommendation of the remuneration committee, as well as the duties assigned and other objective circumstances:

Thousands of euros

Table 7

Non-executive chair	Fixed remuneration 2025	Change % 2025 vs. 2024	Fixed remuneration 2024³	Change % 2024 vs. 2023	Fixed remuneration in 2023	Change % 2023 vs. 2022	Fixed remuneration in 2022
Current Non-executive chair	515	3%	500	N/A	-	-	-
Former non-executive Chair	-	-	809	3.5%	782	4.5%	748

¹ Which are remunerated as per the framework in point 2.3.1. above

² Mrs. Dancausa, as the Non-Executive Chairwoman, will not receive variable remuneration, notwithstanding any payments that may be required corresponding to the deferred amounts of the variable remuneration accrued until the end of the financial year as a result of her executive duties as chief executive officer.

³ In 2024:

- The current Non-Executive Chairwoman (Mrs. Dancausa) has received the proportional amount of annual fixed remuneration for 2024 since her appointment by the Board as Non-Executive Chairwoman, on 21 March 2024. This information is reflected in section 3 of this Report.
- The former non-executive chairman (Mr. Guerrero) received the proportional amount of annual fixed remuneration until the 2024 Annual General Meeting, when his resignation as non-executive chairman and member of the Board took effect. This information is reflected in section 3 of this Report.

This amount has been adjusted for 2025 by the same percentage (3%) as all directors' remuneration and the average increase for all Bankinter Group employees.

Additionally, the Chair is the beneficiary of a health insurance policy taken out by the Bank, which is allocated as **remuneration in kind**, as well as other welfare or corporate benefits applicable to other employees. The amounts paid during financial year 2024 are disclosed in section 3 of this report.

Mrs. Dancausa as Non-Executive Chairwoman **is not a beneficiary of the pension scheme, in other words, no contributions are made in her capacity as Chairwoman.**

2.3.3.- Remuneration system for executive directors

Remuneration of executive directors

- Fixed remuneration reflecting professional experience and responsibility.
- Variable remuneration aligns the remuneration of directors with the long-term interests of the company and its shareholders.

Bankinter's board of directors **has two executive directors:**

Table 8

Name of executive director	Position on the board	Duties
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	Executive chairman	vice <ul style="list-style-type: none"> ▪ Chair the executive committee; ▪ Exercise the delegated executive duties attributed by the corporate by-laws and the rules and regulations of the board of directors; and ▪ Duties related directly to the risk management of the institution, interest rates (ALCO portfolio), ▪ Business and corporate development, strategy. ▪ Investment banking.
Mrs. Gloria Ortiz Portero¹	Chief executive officer	Ordinary management of the business with the highest executive duties, as well as the powers delegated by the board of directors, except those that cannot be delegated by law, the Bank's by-laws or the rules and regulations of the board of directors.

For the exercise of their executive powers and within the framework of the commercial management contracts that bind them to the Bank, executive directors receive annual fixed and variable remuneration based on meeting objectives, in line with the principles

¹The appointment of Mrs. Gloria Ortiz Portero, as chief executive officer by the Board of Directors, replacing Mrs. Dancausa, took effect on 21 March 2024, following the approval by the 2024 Annual General Meeting of her appointment as executive director.

described in point 2.2. of this report. Executive directors are also entitled to participate in long-term variable remuneration systems that the Bank may implement at any time.

Table 9

Fixed remuneration			Variable remuneration	
Fixed salary	Remuneration in kind	Pension scheme ^(*)	Annual	Multi-year

^(*) Only applicable to the Chief Executive Officer and contributions may be made until standard retirement age is reached.

Bankinter's remuneration policy makes a clear distinction between criteria for setting:

1. basic fixed remuneration, which primarily reflects the professional experience and organisational responsibility; and
2. variable remuneration, which reflects sustainable and risk-adjusted performance, and rewards the creation of value through the achievement of the objectives in the Group's strategic plans.

The variable remuneration system established by the Bank is in line with the principles governing national and EU regulations. The variable remuneration of executive directors is in line with the variable remuneration model applicable to the rest of the Group's employees:

- It consists of an incentive awarded annually reflecting performance, as measured through the fulfilment of certain objectives set to assess the results obtained in the financial year in relation to a series of indicators that take into account the Group's strategic priorities. Variable remuneration must be compatible with and promote adequate and effective risk management, and must not offer incentives to assume risks that exceed the levels tolerated by the Bank.
- Following good governance recommendations, in the form of an incentive that accrues over several years, it must be compatible with the following purposes:
 - Improve the value of Bankinter and the price of its shares.
 - Place performance evaluation within a multi-year framework to ensure that the evaluation process is based on long-term performance, and that the actual payment of performance-based remuneration components is spread over a period that takes into account the Bank's underlying business cycles and business risks.

- Keep talent. Any multi-year variable remuneration system that Bankinter implements will aim to allow individuals who take part in them to receive - after a certain period of time and once certain objectives disclosed have been met - an amount in cash or in kind (e.g. Bankinter shares) indexed to fixed remuneration.

Bankinter has set appropriate and duly balanced ratios between the fixed and variable components of remuneration for identified staff in general, and for executive directors in particular, with the fixed component constituting a sufficiently elevated portion of total remuneration.

The board of directors, on the recommendation of the remuneration committee, and within the limits established in the remuneration policy approved by the annual general meeting, determines annually the ratio of annual variable remuneration against fixed remuneration to be received by executive directors.

The board of directors, upon a proposal from the remuneration committee, has set the annual variable remuneration ratio for 2024 (in a scenario of 100% compliance with objectives) at 35% of the fixed remuneration received for executive duties (not including social benefits and pension plans). This percentage is unchanged over recent years.

As indicated above, a multi-annual incentive plan was approved in 2024 and is reflected in section 2.3.3.2. of this Report. The total variable remuneration ratio (annual and multi-year) is calculated by annualising the potential accrual of multi-year incentives.





The following rules apply to variable components of remuneration in credit institutions, according to pertinent regulations:


1. The variable component may not exceed 100% of the fixed component of an individual's total remuneration.
2. However, the Bank's Annual General Meeting may approve a higher ratio, provided that it does not exceed 200% of the fixed component.

2.3.3.1.- Fixed remuneration of executive directors.

Description of the remuneration components received by executive directors for their executive duties

Table 10

FIXED REMUNERATION		Payment frequency	Executive vice chairman	Chief executive officer
Fixed salary	Fixed remuneration is set according to the level of responsibility of the position in question, as well as the experience, performance and skills of the individual that holds it. Remuneration levels are aligned with the Bank's values, with greater weight attached to teamwork than individual work, in line with the Bank's culture. In determining remuneration levels, Bankinter applies the principle of market analysis, and requests remuneration studies for the sector in order to acquire comparative market references. These references provide information on the salary ranges for each position as well as other internal criteria (see section 2.1.2).	monthly		
Remuneration in kind	Executive directors may be beneficiaries of health insurance policies taken out by the Bank, car leasing and other benefits applicable to other employees.	monthly		

Pension scheme	<p>In order to cover retirement and other contingencies appropriate to the duties performed by executive directors, on 20 December 2017 the board of directors, on the recommendation of the remuneration committee, approved a complementary pension scheme that recognises vested rights in the event of reaching standard retirement age, death or disability. This is compatible with the Bank's business strategy, objectives, values and long-term interests, and includes mechanisms that enable adjustment of the contributions by the Bank based on results or adverse circumstances. This pension scheme was approved by the Annual General Meeting on 22 March 2018. The specific characteristics of this group insurance are developed in the internal regulation approved for such purposes.</p> <p>Only contributions to the current Chief Executive Officer apply.</p> <p>As in previous years, the main characteristics of the pension scheme for Gloria Ortiz Portero, in her capacity as Chief Executive Officer:</p> <ul style="list-style-type: none"> ▪ An annual contribution will be made equal to a percentage of the base salary for the year of the contribution, equivalent to 40% of her fixed remuneration. ▪ This base salary equates to fixed remuneration. In other words, no variable compensation elements are included in calculating the annual contribution, and neither are other compensation elements, such as social welfare and other benefits. ▪ The annual contributions made are not vested, nor are they vested at the time of termination of the contractual relationship with the Company. They only vest when one of the contingencies specifically provided for in the Policy and the Rules and Regulations of the pension scheme occurs, namely reaching standard retirement age, death or disability. ▪ 15% of the contribution is considered a discretionary pension benefit pursuant to Banco de España Circular 2/2016. This means it is subject in its entirety to a five (5) year deferral period with malus and clawback provisions, as appropriate. The total sum of discretionary pension benefits shall be paid out in the Bank's financial instruments, subject to the following conditions. <ul style="list-style-type: none"> - If the beneficiary leaves the Bank as a result of one of the contingencies or for causes that do not entail the loss of such rights, as established in the rules and regulations of the plan, discretionary pension benefits are subject to a five-years retention period. - This five-year retention period is calculated from the date on which the CEO ceases to provide services to the Bank (in the event of termination prior to the retirement date). - The total sum of discretionary pension benefits is subject to malus and clawback, as regulated later in this document. - Under the terms and conditions of the system, the Bank may recover the contributions made or prevent the vesting of the pension benefits, depending on results or adverse circumstances. ▪ The board of directors may amend or cancel the scheme at any time, in accordance with market and internal conditions. 	Annual	-	
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• **Fixed remuneration for 2025 and how it has changed:**

Changes to the **fixed salary** of executive directors are shown in the following tables. This fixed salary has been subject to a 3% update for the Executive Vice Chairman and 5% for the Chief Executive Officer for 2025, in appreciation of their dedication and performance:

Thousands of euros

Table 11

Executive vice chairman	Fixed salary 2025	Change % 2025 vs. 2024	Fixed salary 2024	Change % 2024 vs. 2023	Fixed salary 2023	Var. % 2023 vs. 2022	Fixed salary 2022^(*)
	1,003	3%	973	3.5%	941	4.5%	900

(*) Appointed director at the Annual General Meeting held on 23 March 2022, the same date on which the board of directors appointed him executive vice chairman. The amount to be received for 2022 was proportional to the time elapsed from his appointment.

Additionally, the Executive Vice Chairman received the amounts **detailed in section 3 of this report** as remuneration in kind and other corporate benefits in 2024. Remuneration in kind and other corporate benefits in 2025 will be similar to those for the previous year. The specific amounts will be detailed in the Remuneration Report.

As stated above, the executive vice chairman is not a beneficiary of the pension scheme.

Thousands of euros

Table 12

Chief executive officer	Fixed remuneration 2025	Change % 2025 vs. 2024	Fixed remuneration 2024¹	Change % 2024 vs. 2023	Fixed remuneration in 2023	Change % 2023 vs. 2022	Fixed remuneration in 2022
Current Chief Executive Officer	1,050	5%	1,000	N/A	-	-	-
Former Chief Executive Officer	-	-	1,050	3.5%	1,015	4.5%	971

Additionally, the chief executive officer received the amounts **detailed in section 3 of this report** as remuneration in kind and other corporate benefits in 2024.

¹ In 2024:





- The current chief executive officer (Mrs. Ortiz) received the proportional amount of annual fixed remuneration for 2024 since her appointment by the Board as chief executive officer, on 21 March 2024. This information is reflected in section 3 of this Report.
- The previous chief executive officer (Mrs. Dancausa) received the proportional amount of annual fixed remuneration from 1 January to 21 March 2024, when she resigned as chief executive officer and was appointed Non-Executive Chairwoman. This information is reflected in section 3 of this Report.

Remuneration in kind and other corporate benefits in 2025 will be similar to those for the previous year. The specific amounts will be detailed in the Remuneration Report.

Section 3 of this Report includes the pension contributions for the current Chief Executive Officer during 2024 and section 4 includes the accumulated amount as at 31 December 2024.

2.3.3.2.- Variable remuneration of executive directors

Table 13

Variable remuneration Rewarding the value created in the achievement of the targets in the Group's strategic plans.		Measurement frequency of indicators for their final accrual	Executive vice chairman	Chief executive officer
Annual variable remuneration	2024 annual variable remuneration: Bankinter does not establish specific variable remuneration systems for executive directors, applying to their case the same incentive system as generally applied to the rest of the identified staff. The aim is to incentivise and channel efforts towards the targets set by the Bank. And, in order to ensure alignment between remuneration levels and the results obtained by the Bank, remuneration is tied to global objectives while also encouraging sound and effective risk management and avoiding the creation of incentives towards excessive risk-taking by individuals. Individual apportionment is based on assigned roles and responsibilities.	Annual		
Multi-year variable remuneration	Multi-year variable remuneration in 2024-2026 ("LTI 2024-2026"): A long-term variable remuneration system applies to executive directors, other directors and key personnel of Bankinter Group. Following the changes previously indicated to the Board of Directors, the Bank has embarked upon a new phase, involving the design of an ambitious strategic plan. This new strategic plan for the Group covers the 2024-2026 period and constitutes an ambitious but clear roadmap for the creation of long-term value and development for the Bank over the coming years in a way that is sustainable over time and aligned with the interests of Bankinter's stakeholders: our shareholders, customers, employees and society in general. To ensure and achieve the maximum motivation, loyalty, commitment, alignment and dedication of the Bank's key staff to achieving the objectives established in the aforementioned strategic plan, the Board of Directors, at the proposal of the Remuneration Committee, at its meeting in July 2024, approved a new long-term incentive (LTI 2024-2026), for which the measurement period is 3 years, also taking into account the suggestions and best recommendations made by investors and proxy advisors. The aims of this Plan, as well as its other characteristics, are reflected in Table 15 and in Appendix 2 of this Report, which is submitted for consultative approval by the Annual General Meeting in 2025. Given its purpose, this plan is additional to the other variable remuneration plans in existence at this time.	Three-yearly		

- **Alignment of variable remuneration with sustainability indicators:**

Variable remuneration for the identified staff, including executive directors, is determined by applying very demanding indicators, which are fully aligned with the Bank's risk profile and essential for the sustainability of the entity in the long term.

To this end, the variable remuneration is calculated in three stages:

- **Stage one:** fulfilment of the annual and multi-year targets is assessed based on the indicators established for each case.
- **Stage two:** Variable remuneration calculated based on the above indicators is adjusted by the risk appetite framework (hereinafter, **RAF**) indicators aligned with metrics that adequately reflect the most significant risks, including ESG risks.

These indicators may reduce the accrued variable remuneration to zero but never increase it.

Since 2023, in response to investor and stakeholder expectations, Bankinter **added a new indicator to its RAF** measuring **the impact on the decarbonisation of the economy** through financing granted by the Bank to its customers, with the same robustness and approval criteria that it already applies to the rest of its indicators.

Therefore, to adjust the variable remuneration accrued in 2024, Bankinter has used six RAF indicators, as in the previous year, two of which are related to environmental and social objectives: **financed emissions and the customer NPS**.

Each indicator has a defined target, tolerance and limit approved by the board of directors, on the recommendation of the risk and compliance committee. Each indicator is measured quarterly (meaning that each indicator is measured four times a year). Failure to comply with the tolerance and limit levels will result in a penalty being applied to the accrued variable remuneration, and may even adjust it to zero.

The RAF indicators associated with adjusting the variable remuneration are outlined below:

Table 14

Indicator levels in the RAF	Indicator	Associated risk	Calculation of the adjustments to be made to the variable remuneration accrued during stage one for failing to comply with the tolerance or limit levels set by the board within the RAF indicators																					
Tier I	CET1 ratio This is the core-capital-to-risk-weighted-assets (RWAs) ratio.	Solvency ratio	<div>Examples in interpreting the table:</div> <div><div><div>If one limit but no tolerances are breached, variable remuneration from stage one is adjusted to 85%.</div><div>If two tolerances of said indicators are breached, variable remuneration resulting from stage one is adjusted to 90%.</div><div>If two tolerances and one limit are breached, variable remuneration resulting from stage one is adjusted to 0%.</div></div><div><div>Non-compliance Tolerance</div><div>Non-compliance Limits</div><table><tr><td></td><td>0</td><td>1</td></tr><tr><td>0</td><td>100</td><td>85</td></tr><tr><td>1</td><td>95</td><td>70</td></tr><tr><td>2</td><td>90</td><td>0</td></tr><tr><td>3</td><td>80</td><td>0</td></tr><tr><td>4</td><td>70</td><td>0</td></tr><tr><td>5</td><td>0</td><td>0</td></tr></table><div>If two or more limits are breached, variable remuneration is adjusted to 0%, with no amount accruing even if stage one indicators have been complied with.</div><div>Adjustment (%) applied to variable remuneration accrued in stage one</div></div></div>		0	1	0	100	85	1	95	70	2	90	0	3	80	0	4	70	0	5	0	0
		0		1																				
	0	100		85																				
	1	95		70																				
2	90	0																						
3	80	0																						
4	70	0																						
5	0	0																						
Liquidity buffer+ issue capacity This is made up of two lines of liquidity: <ul style="list-style-type: none">Liquidity buffer which measures the cash balance, the central bank account, the interbank and discountable assets; andCovered-bond issuing capacity.	Liquidity																							
Sensitivity of net interest income This measures the exposure of net interest income to an adverse movement on the interest rate curve.	Interest rate																							
Problem assets (%) This measures the weighting of impaired credit-risk exposures.	Credit																							
Tier II	NPS (Net Promoter Score) of all of the Bank's customers according to quality surveys This measures customers' inclination to recommend the Bank.	Reputational	<div>Examples in interpreting the table:</div> <div><div><div>If two limits but no tolerances are breached, variable remuneration accrued in stage one is adjusted to 85%.</div><div>If four tolerances of said indicators are breached, variable remuneration accrued in stage one is adjusted to 90%.</div><div>If four tolerances and two limits are breached, variable remuneration accrued in stage one is adjusted to 0%.</div></div><div><div>Under Tolerance (*)</div><div>Under Limits (*)</div><table><tr><td></td><td>0</td><td>1</td></tr><tr><td>0</td><td>100</td><td>85</td></tr><tr><td>1</td><td>95</td><td>70</td></tr><tr><td>2</td><td>90</td><td>0</td></tr><tr><td>3</td><td>80</td><td>0</td></tr><tr><td>4</td><td>70</td><td>0</td></tr><tr><td>5</td><td>0</td><td>0</td></tr></table><div>If four or more limits are breached, variable remuneration is adjusted to 0%, with no amount accruing even if stage one indicators have been complied with.</div><div>Adjustment (%) applied to variable remuneration accrued in stage one</div></div></div>		0	1	0	100	85	1	95	70	2	90	0	3	80	0	4	70	0	5	0	0
		0		1																				
0	100	85																						
1	95	70																						
2	90	0																						
3	80	0																						
4	70	0																						
5	0	0																						
Emissions financed (equivalent tonnes per million financed) This measures the equivalent tonnes of direct CO2 emissions per million euros financed.	Environmental																							

(*) Tolerances and limits for level II indicators impact 50% of those for level I RAF indicators.

(*) Tolerances and limits for level II indicators impact 50% of those for level I RAF indicators.

- **Stage three:** variable remuneration is adjusted by the **RoE TTC**, based on the scale that the Board, at the proposal of the Risk and Compliance Committee, decides at any given time, with a view to creating long-term value and ensuring the Bank's development in the coming years is sustainable over time and aligned with the interests of the shareholders.

The three stages apply to both annual variable remuneration and multi-year variable remuneration. The second and third stages involve ex ante adjustments.

The design of the variable remuneration system for directors fully reflects Bankinter's demonstrated commitment to long-term sustainability in all areas, a commitment that translates into the use of robust, long-lasting indicators, checked and verified by the control areas of the entity and the external auditors.

- **Characteristics of the variable remuneration of executive directors**

The specific characteristics and objectives of the variable remuneration awarded to executive directors in 2024 and 2025 are described below, as well as the characteristics of the ex ante adjustment of the variable remuneration accrued, in accordance with the RAF indicators.

In 2024, the executive directors received both **annual and multi-year variable remuneration**, having already accrued annual remuneration, as indicated below.

Table 15

		Variable remuneration frequency	Indicator	What does it measure?	Weight	Achievement rate (%)	Incentive accrual (%)			Impact on the total variable remuneration accrued										
Stage one	Annual <i>(for both 2024 and 2025)</i>		Profit Before Tax (PBT) of the Group's banking business (including EVO in 2024 ¹)	Appropriate risk management and its link to the medium and long term	40%	90% ≤ x ≤ 100% 100% < x ≤ 120%	80% ≤ x ≤ 100% 100% < x ≤ 120% linear			0 to 120%										
			Pre-provision operating margin of banking business in Spain, Portugal and Ireland (including EVO in 2024 ¹)	Sustainability of the business in the medium and long term and alignment with the Bank's risk policy	60%	90% ≤ x ≤ 100% 100% < x ≤ 120%	80% ≤ x ≤ 100% 100% < x ≤ 120% linear													
	Multi-year <i>Outline of the LTI 2024-2026 In effect</i> (Described in detail in Appendix 2 to this Report)		Group RoE <u>Measured on three dates:</u> 31 December 2024 31 December 2025 31 December 2026	Ability to generate value for shareholders	100% (1/3 each year)	<table><tr><th>% Group RoE</th></tr><tr><td>X > midpoint of the Peer Group</td></tr><tr><td>X < midpoint of the Peer Group</td></tr></table>	% Group RoE	X > midpoint of the Peer Group	X < midpoint of the Peer Group	<table><tr><th>% of Incentive at 31 December 2024</th><th>% of Incentive at 31 December 2025</th><th>% of Incentive at 31 December 2026</th></tr><tr><td>100% of 20% of the Target Incentive</td><td>100% of 40% of the Target Incentive</td><td>100% of 40% of the Target Incentive</td></tr><tr><td>0%</td><td>0%</td><td>0%</td></tr></table>	% of Incentive at 31 December 2024	% of Incentive at 31 December 2025	% of Incentive at 31 December 2026	100% of 20% of the Target Incentive	100% of 40% of the Target Incentive	100% of 40% of the Target Incentive	0%	0%	0%	0 to 120%
			% Group RoE																	
			X > midpoint of the Peer Group																	
X < midpoint of the Peer Group																				
% of Incentive at 31 December 2024	% of Incentive at 31 December 2025	% of Incentive at 31 December 2026																		
100% of 20% of the Target Incentive	100% of 40% of the Target Incentive	100% of 40% of the Target Incentive																		
0%	0%	0%																		
Profit after tax (PAT) at 31 December 2026	Appropriate risk management and its link to the medium and long term	100%	<table><tr><th>PAT Bankinter Group (figures in million €)</th></tr><tr><td>PAT < 860</td></tr><tr><td>860 ≤ PAT < 1.075</td></tr><tr><td>1.075 ≤ PAT < 1.183</td></tr><tr><td>PAT ≥ 1.183</td></tr></table>	PAT Bankinter Group (figures in million €)	PAT < 860	860 ≤ PAT < 1.075	1.075 ≤ PAT < 1.183	PAT ≥ 1.183	<table><tr><th>Incentive achieved (%)</th></tr><tr><td>0%</td></tr><tr><td>80% ≤ X < 100%</td></tr><tr><td>100% ≤ X < 120%</td></tr><tr><td>X = 120%</td></tr></table>	Incentive achieved (%)	0%	80% ≤ X < 100%	100% ≤ X < 120%	X = 120%						
PAT Bankinter Group (figures in million €)																				
PAT < 860																				
860 ≤ PAT < 1.075																				
1.075 ≤ PAT < 1.183																				
PAT ≥ 1.183																				
Incentive achieved (%)																				
0%																				
80% ≤ X < 100%																				
100% ≤ X < 120%																				
X = 120%																				
Stage two	Annual and multi-year ² <small>These are adjustments linked to the tier 1 and tier 2 (NPS and financed emissions) RAF (risk appetite framework) indicators, which suitably reflect the biggest risks.</small>		CET1 ratio	Solvency ratio	100%	See detailed description of the variable-remuneration adjustment to these RAF indicators in the previous section.		0 to 100%												
			Liquidity <i>buffer</i> + issuing capacity	Liquidity	100%															
			Sensitivity of net interest income	Interest rate	100%															
			Problem assets (%)	Credit	100%															
			NPS - total bank customers <i>according to quality</i>	Reputational	100%															
			Emissions financed	Environmental	100%															
Stage three (ex ante adjustment)	Annual and multi-year ³		RoE TTC return on invested capital.	Takes the long-term structural outlook and targets into account	100%	RoE TTC < 6%	0%	0 to 100%												
						6% ≤ RoE TTC ≤ 9%	50%													
						RoE TTC > 9%	100%													

¹ EVO Banco is only included in the annual variable remuneration for 2024, as EVO Banco is in the process of being merged by absorption into the parent company of Bankinter Group, which is due to end in the first half of 2025.

² In addition, in 2024, in the case of multi-year variable remuneration, the application of the "Deposit to Loan" Risk Appetite Framework metric will be taken into account as an "ex ante adjustment".

³ Metric which serves to evaluate the Bank's profitability in the medium-long term, isolating the cyclical component that introduces the cost of risk into the income statement, as well as other extraordinary profit that, although it must be considered as part of the Bank's historical profitability, constitutes isolated, one-off events that do not serve as a reference in a prospective assessment of profitability. In order to align the objectives of generating value for its shareholders, the Board of Directors, at the proposal of the Risk and Compliance Committee, decided in 2024 to update the ROE TTC tolerance metric (from 7% to 9%). Likewise, on the date of approval of this Report, February 19, 2025, the Board of Directors, at the proposal of the Risk and Compliance Committee, decided to update the ROE TTC limit metric (from 6% to 7%) (applicable in 2025).

- **The following are the clauses to which variable remuneration of executive directors is currently subject to:**

Accrued variable remuneration is subject to the following clauses:

Table 16

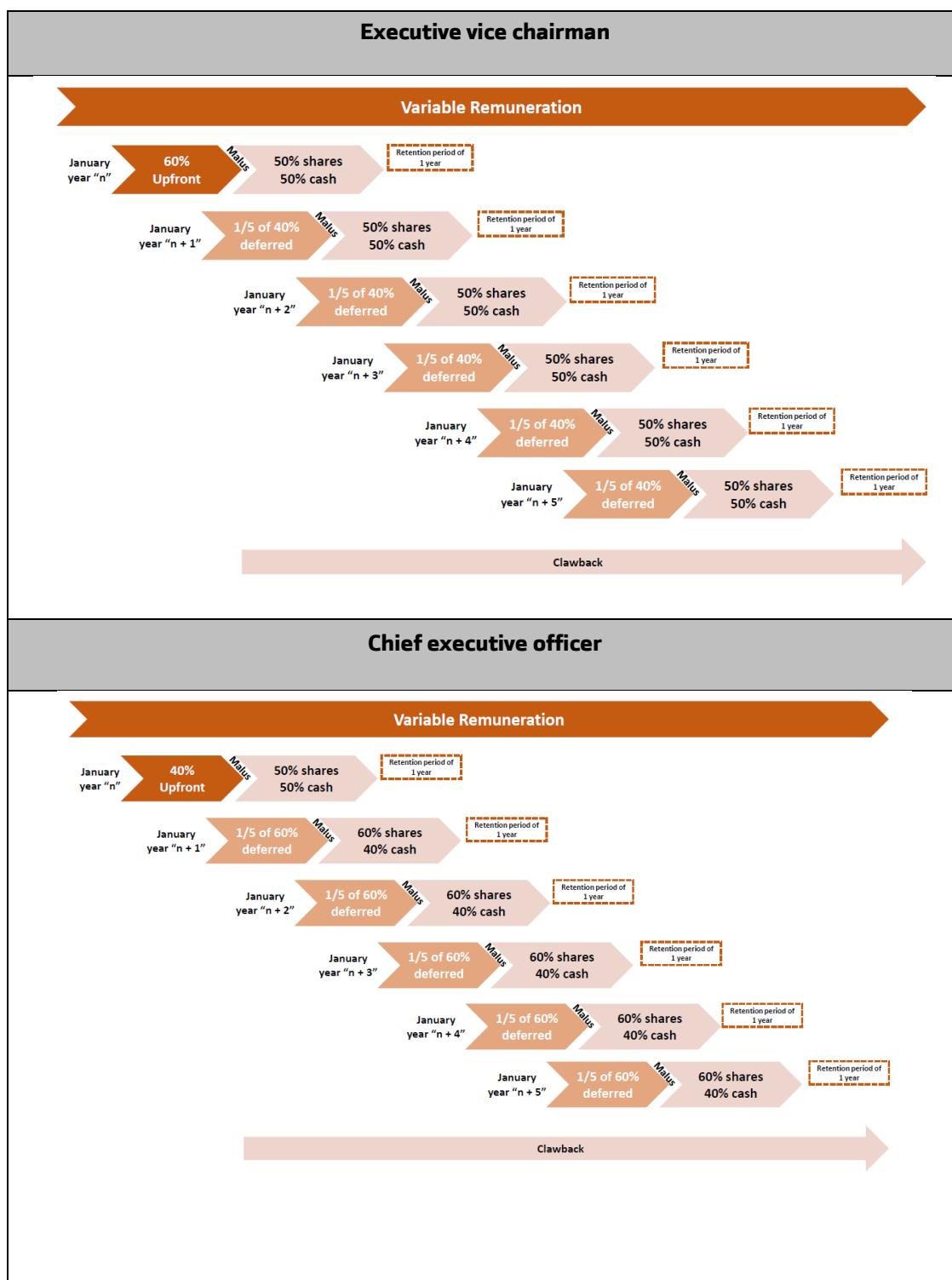
Clauses to which variable remuneration is subject to.	
Deferral	Payment in shares
A substantial part will be deferred for a period of five years.	A substantial part will be paid in Bankinter shares. (at least 50% of the deferred portion and 50% of the non-deferred portion)
	Prohibition of hedging transactions
	Neither on shares pending delivery nor shares already delivered
	Share retention period
	One year from each delivery
Ex-post adjustments	
Reduction (malus) and return (clawback) clauses are applicable to 100% of the amount awarded	

In accordance with Law 10/2014 of 26 June 2014 on the regulation, supervision and solvency of credit institutions, the variable remuneration of the members of the Identified Staff, which includes executive directors, including the deferred portion, shall only be paid or vested if it is sustainable in accordance with the financial situation of the institution as a whole, and if it is justified on the basis of the results of the institution, the business unit and the individual concerned.

The malus or clawback clauses are explicit ex post risk adjustment mechanisms by means of which Bankinter adjusts the remuneration of the members of its Identified Staff.

The Entity has a remuneration reimbursement policy and a procedure for the application of reduction clauses applicable to its identified staff. This policy defines the cases in which these clauses may be applied, including: i) evidence of misconduct or serious error by the Identified Staff member; ii) if Bankinter's and/or the business unit's financial results subsequently suffer a significant decline; iii) if Bankinter and/or the business unit in which the Identified Staff member works commits a material risk management failure; iv) significant increases in the regulatory or economic capital base of the business unit or Bankinter; v) regulatory sanctions to which the conduct of the Identified Staff member has contributed.

The deferral and payment in shares clauses to which the variable remuneration of executive directors is currently subject are shown in the following charts:



The remuneration accrued in 2004 by Ms Dancausa in the exercise of her executive duties as Chief Executive Officer, from 1 January to 21 March 2024, will be subject to

the clauses in relation to the deferral and payment in shares described above for Executive Vice Chairman.

▪ **Annual variable remuneration for executive directors in 2025 and how it developed:**

The individual variable remuneration accrued by executive directors and changes in this over recent years are shown below, irrespective of whether the remuneration accrued has vested. In the case of the variable remuneration, vesting only occurs once the possibility of application (in the following years) of clauses that may totally or partially reduce the variable remuneration ("malus" clauses) has been assessed:

▪ **Annual variable remuneration:**

As indicated above and as in previous years, the amount of annual variable remuneration that each of the executive directors could receive for the exercise of their executive duties in a scenario of 100% compliance with the objectives established by the Bank for the year 2024 would represent 35 percent of the fixed remuneration they receive for their executive duties (unvested annual variable remuneration):

Table 17

Thousands of euros		Annual variable remuneration 2025 ⁽¹⁾	Annual variable remuneration 2024 ⁽²⁾	Annual variable remuneration 2023 ⁽³⁾	Annual variable remuneration 2022 ⁽⁴⁾
Executive vice chairman^(*)		351	359	371	279 ^(*)
Chief executive officer	Current Chief Executive Officer ^(**)	368	288 ^(**)	-	-
	Former Chief Executive Officer ^(***)	-	85 ^(**)	400	387

(*) Appointed director at the Annual General Meeting held on 23 March 2022, the same date on which the board of directors appointed him executive vice chairman. The amount to be received for 2022 was proportional to the time elapsed from his appointment.

(**) Appointed director at the Annual General Meeting held on 21 March 2024, the same date on which the board of directors appointed her Chief Executive Officer. The amount received for 2024 is proportional to the time elapsed since his appointment.

(***) She served as Chief Executive Officer from 1 January to 21 March 2024, when she was appointed Non-Executive Chairwoman. The amount received is the proportional part for 2024 as Chief Executive Officer.

- (1) **Estimated amount for a percentage of achievement of 100% of the targets** to which the 2025 variable remuneration is linked. (35% of the fixed remuneration for meeting 100% of the targets set for the year).
- (2) **Accrued amount** based on a percentage of accrual of the incentive 105.48%, as explained in section 3 of this report. (35% of the fixed remuneration for meeting 100% of the targets set for the year).
- (3) **Amount accrued** with an accrual percentage for the incentive of 112.71% (35% of the fixed remuneration for 100% compliance with the objectives planned for the year).
- (4) **Accrued amount** based on a percentage of accrual of the incentive of 113.97%. (35% of the fixed remuneration for financial year 2022 for meeting 100% of the targets for the year).

■ **LTI 2024-2026: Target amount of multi-year variable remuneration for executive directors:**

At the date of approval of this Report and in line with the characteristics described in Appendix 2, on 17 July 2024, the Board of Directors, at the proposal of the Remuneration Committee, approved a new long-term incentive plan for 2024-2026, applicable to executive directors, pursuant to the provisions of the current Directors' Remuneration Policy, approved at the 2024 Annual General Meeting.

The target amount is two years of annual gross fixed salary for the Plan participant at 31 December 2023. The annual reference gross fixed salary for the current Chief Executive Officer is that set at the time of his appointment on 21 March 2024.

It should be noted that the current non-executive Chairwoman, since her appointment on 21 March 2024, receives no variable remuneration concepts.

Remuneration in kind, company benefits and any other type of variable remuneration received by the beneficiary are expressly excluded from the calculation of the target incentive.

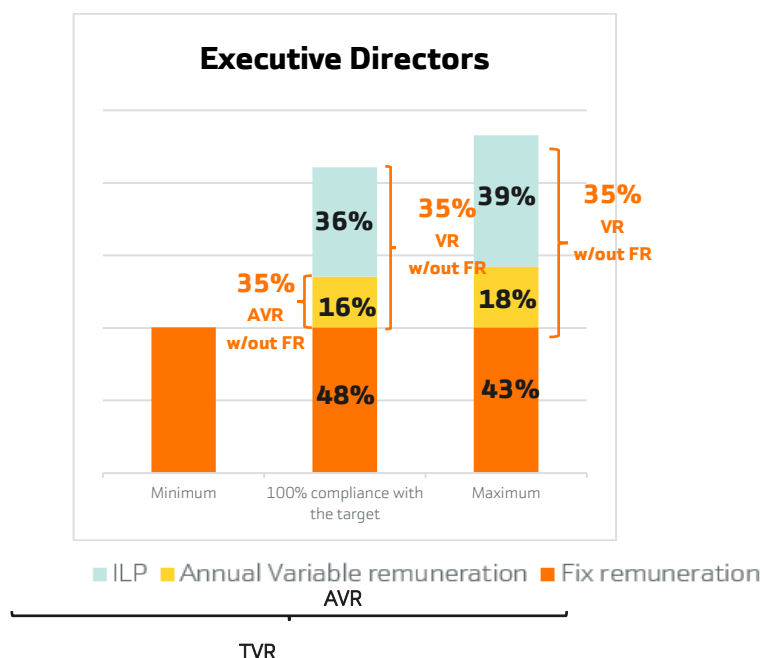
Below is the target amount of ILP 2024-2026 for executive directors on the date of approval of this Report:

Table 18

Thousands of euros	Target amount of the LTI 2024-2026
Executive vice chairman	1,881
Chief executive officer	2,000

- **Total variable remuneration as a proportion of fixed remuneration in the year 2025:**

Bearing in mind the variable remuneration currently applicable to executive directors as at the date of approval of this Report, i.e., consisting of variable remuneration (2025) and multi-annual remuneration (ILP 2024-2026), the total remuneration shown is for 100% compliance, as well as the remuneration mix depending on the achievement of objectives, from minimum to maximum, where the maximum value is 120% of the variable remuneration target and 120% of the ILP target 2024-2026, if the achievement percentages were 120% and 110% of the targets set, respectively. In the case of the ILP 2024-2026, the minimum and maximum amounts have been prorated proportionally to the possible accruals as at 31 December for each of the three years:



2.3.4.- Remuneration as board members of other Bankinter Group companies

External directors, with the exception of the non-executive Chairwoman, may receive attendance fees for meetings of the board of directors of other Group companies, which will be subject to approval by the corresponding administrative bodies. Details of the above-mentioned allowances and the amounts received in the last financial year are provided in section 3 of this report.

Therefore, the non-executive Chairwoman does not receive any remuneration for performance of their duties as members of the boards of subsidiary companies.

2.3.5. Contract terms

As of the date of this report, the non-executive Chairwoman has a commercial service contract with the company, and the executive Vice Chairman and the Chief Executive Officer have commercial administration contracts with the company. These contracts bind the directors by virtue of the organic relationship deriving from the duties, executive or otherwise, that they carry out, and include all the main and ancillary conditions and characteristics of their respective relationships with the Bank.

During 2024, there were no changes to the executive vice chairman's contract.

As explained in the corporate governance report and earlier in this Report, the following changes occurred on 21 March 2024:

- Mrs. María Dolores Dancausa Treviño was appointed as the non-executive chairwoman, ceasing to hold all executive duties held up until then. As a result, on 21 March 2024, Mrs. Dancausa signed a new commercial services contract with the Bank, terminating the previous commercial administration contract on the same date.
- Mrs. Gloria Ortiz Portero was appointed chief executive officer, signing a commercial administration contract with the Company on 21 March 2024.

There were no material changes to them and the conditions of the contracts of the non-executive Chairwoman and the executive directors are as defined in the Directors' Remuneration Policy approved by the Annual General Meeting held on 21 March 2021, which are described below:

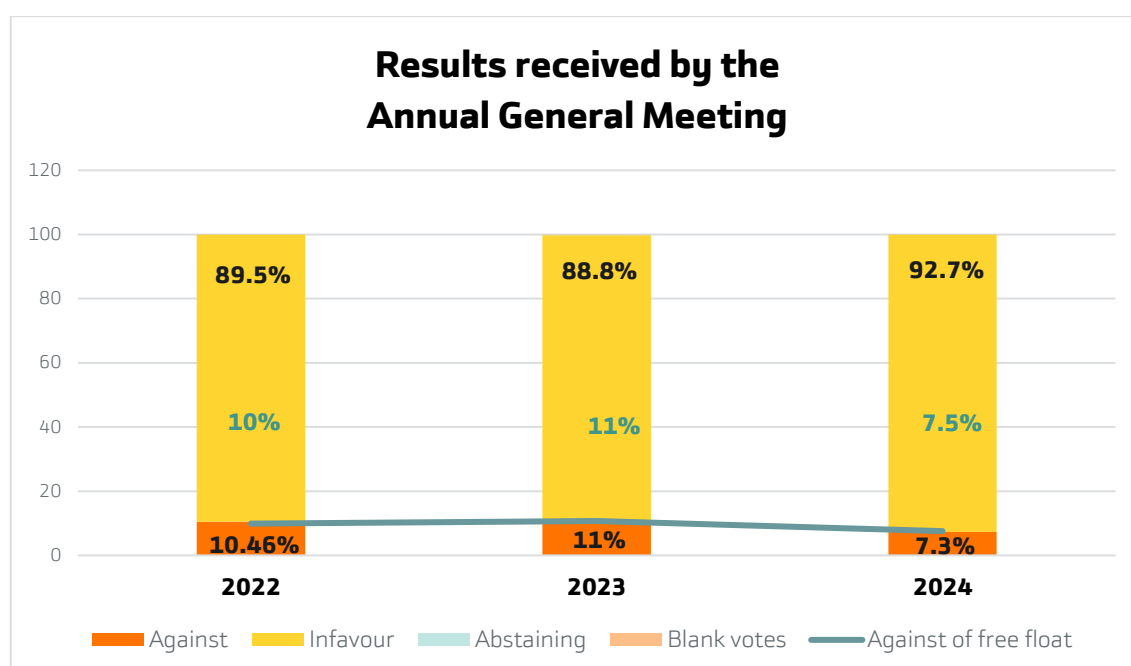
Terms and conditions of the contracts of the non-executive Chairwoman and the executive directors

Exclusivity and non-competition	The executive directors may not enter into other commercial or service agreements with other companies or institutions without express authorisation of the Board of Directors, establishing in any case a non-compete obligation with relation to companies and activities of a kind similar to those of the Bank and its consolidated group. This condition does not apply to the chairwoman as a non-executive director.
Adherence to Bankinter Group's code of professional ethics and internal code of conduct in securities markets.	The obligation to observe Bankinter Group's code of professional ethics and the internal code of conduct in securities markets.
Confidentiality and return of documents	Executive directors are bound to a rigorous duty of confidentiality during the life of their relationship and after it has terminated, at which point any documents and personal objects related to their activities and in their possession must be returned to Bankinter.
Duration, notice periods and severance payments for contract termination	<p>If an executive director tenders their resignation for any reason, written notice must be given three (3) months in advance in the case of the chief executive officer and fifteen (15) days in advance in the case of the executive vice chairman, discounting from a director's settlement any amount corresponding to their failure to comply with these notice periods, unless otherwise agreed by the board of directors. The chairwoman is not subject to any prior notice time frame if she resigns for any reason.</p> <p>No severance payments of any kind have been established for the non-executive chairwoman and all other non-executive directors in the event of their dismissal for any reason.</p> <p>The severance payments for the executive directors set out in the agreement signed with the Entity apply solely to cases similar to those defined in the workers' statutes for ordinary employment relations. Furthermore, they have a severance limit that may not, under any circumstances, exceed the limit provided in labour regulations for all of the Entity's employees. In any case, following best practices in corporate governance, compensation does not exceed twice the amount of total annual remuneration.</p> <p>Any severance amount above the amount provided for in law for the period of time in which the chief executive officer was a Bankinter employee will be treated as variable remuneration. Thus, in addition to being considered for limiting variable remuneration with respect to fixed remuneration as mentioned in section 5.3, it may be subject to the deferral, malus and clawback clauses in section 5.3, if the requirements in Bankinter's policy on early contract termination are met.</p> <p>In any case, there is no right to receive severance payments relating to changes of ownership of the Entity.</p>
Post-contractual obligations	Only the chief executive officer's contract contains a non-competition clause. This is for a period of 18 months from the date on which it is terminated, whereby they may not carry out any work-related activities or render professional services independently or under the employ of others, if these compete with Bankinter or Bankinter Group companies. Compensation for the non-competition clause consists of a sum equal to 50% of the last total annual fixed remuneration approved by the board of directors, which will be paid once the 18-month period has elapsed.

2.4.- INFORMATION ON THE APPROVAL OF DIRECTORS' REMUNERATION POLICY IN FORCE FROM THE TIME OF APPROVAL (21 MARCH 2024) AND FOR 2025, 2026 AND 2027 AND THE DIRECTORS' REMUNERATION REPORT BY THE ANNUAL GENERAL MEETING IN THE LAST THREE FINANCIAL YEARS.

As indicated above, at the Annual General Meeting held on 21 March 2024, the Directors' Remuneration Policy, applicable from the moment at which it was approved for 2025, 2026 and 2027, which is currently in force, with 88.953% votes in favour.

The graphic below shows the results of the Annual General Meeting's advisory votes on the annual Director Remuneration Report in the last three years:



As we indicated in last year's remuneration report, Bankinter's shareholders have repeatedly shown a very significant percentage of support for the remuneration proposals made by the Board of Directors. The latest annual report on director remuneration, for 2023, was supported by 92.7% of the votes at the 2024 Annual General Meeting, higher than in previous years, as reflected in the chart above. The votes against the report represented 7.3% of the shareholders who cast their vote and 7.5% of the free float (i.e. shareholders with a shareholding of less than 5%, representing 71.5% of Bankinter's share capital), an improvement compared to previous years.

Bankinter maintains an ongoing dialogue with its most important institutional investors and proxy advisors in order to gain first-hand knowledge of their views on remuneration, among other matters, and to explain the practices adopted by the Bank.

The remuneration committee monitors the voting data on the report and reviews the comments and recommendations received seeking to improve the percentage of votes in favour of the report each year.

As a result of the foregoing, the Bank decided to prepare this Report under the free format option, allowing for increased transparency regarding the underlying reasons of the decisions adopted by the Bank in this matter and the intended objectives. Likewise and in consideration of both the best practices and the priority of the sustainability objectives, since 2023, the Bank incorporated a new ESG metric in the RAF, thus strengthening the link between variable remuneration and the fulfilment of these objectives, also applicable in 2024.

Part of the votes against issued in relation to the Remuneration Report approved at last year's Meeting can be attributed to the fact that, as of the date of its issue, no long-term incentive had been approved. As explained above, in July 2024 the Board of Directors approved a Long-Term incentive for 2024-2026, aligned with the strategic plan and linked to the creation of long-term value, aligned with the interests of shareholders.

3.- IMPLEMENTATION OF THE DIRECTORS' REMUNERATION POLICY FOR FINANCIAL YEAR 2024

In 2024, no temporary exception was applied to elements of remuneration.

3.1.- INDIVIDUAL REMUNERATION 2024 TO BOARD MEMBERS FOR ALL CONCEPTS AND DESCRIPTION OF THE DEGREE OF COMPLIANCE WITH THE DIFFERENT OBJECTIVES AND THE ACCRUAL PERCENTAGE OF THE VARIABLE REMUNERATION OF EXECUTIVE DIRECTORS.

- Fixed remuneration in 2024:

The fixed remuneration paid in 2024 to members of the Board of Directors for all concepts defined in section 2 of this report is as follows, in line with the positions held during 2024:

Table 20

Thousands of euros

Director	Position/Function s of the Board performed in 2024	Remuneration in Bankinter					Remuneration in other companies of the Group
		Inherent functions		Additional non- executive functions (i.e. institutional)	Executive duties		Attendance fees
		Fixed remuneration	Attendance fees		Fixed remuneration		
					Fixed salary	Remuneration in kind	
Mr. Pedro Guerrero Guerrero (1)	Non-executive chairman (01/01/2024 to 21/03/2024)	47	16	194	-	3	-
Mrs. María Dolores Dancausa Treviño	Chief Executive Officer (01/01/2024 to 03/21/2024)	42	9	-	230	3	-
	Non-executive Chairwoman (21/03/2024 to 31/12/2024)	164	30	391	-	17	-
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	Executive vice chairman	205	41	-	973	4	-
Mrs. Gloria Ortiz Portero	Chief Executive Officer (21/03/2024 to 31/12/2024)	145	25	-	781	11	-
Mr. Fernando Masaveu Herrero	External proprietary director	105	38	-	-	-	-
Mr. Marcelino Botín-Sanz de Sautuola y Naveda	External proprietary director	105	21	-	-	-	-
Mrs. María Teresa Pulido Mendoza	Independent external director	105	21	-	-	-	-
Mrs. Teresa Martín-Retortillo Rubio (2)	Independent external director	124	52	-	-	-	44
Mrs. María Luisa Jordá Castro	Independent external director	124	67	-	-	-	-
Mr. Álvaro Álvarez-Alonso Plaza	Independent external director	124	64	-	-	-	-
Mrs. Cristina García-Peri Álvarez	Independent external director	141	48	-			
Mrs. Teresa Paz-Ares Rodríguez	Independent external director	82	17	-	-	-	-
Mr. Fernando José Francés Pons (1)	Independent external director	23	17	-	-	-	-

(1) Ceased as a member of the Board on 21/03/2024.

- (2) Mrs. Teresa Martín-Retortillo Rubio is a member of the board of directors of EVO Banco, a subsidiary of Bankinter, as well as a member of some of its supervisory committees. In 2024, she received €20,000 and €24,000 in fees for attending EVO Banco's board and committee meetings, respectively.

Additionally, as explained in section 2 of this Report, the only member currently benefitting from a pension scheme is the chief executive officer. The amount paid in 2024 is included below. Section 4 of this report shows the amount accrued (not vested) up to the date of this Report being issued.

Table 21

Name	Company contribution in 2024 (thousands of euros)	
	Saving schemes with vested economic rights	Saving schemes with unvested economic rights
Mrs. Maria Gloria Ortiz Portero	-	311

- **Variable remuneration in 2024 (accrued, vested and unvested)**

Variable remuneration is **deemed vested** once it has been verified that the "malus" clauses are not applicable. The participant then acquires the unconditional right to receive the resulting variable remuneration, notwithstanding the method or term stipulated for the payment, or the deferral, withholding or clawback clauses on remuneration already paid.

- **Annual accrued in 2024:**

The degree of achievement of the objectives linked to annual variable remuneration in 2024 is shown below, together with the amounts accrued and the form of payment once the deferral and payment in shares clauses have been applied.

Table 22

	Indicator	Weighting in this stage	Achievement rate (%)	Incentive accrual (%)	Degree of achievement per stage of total variable remuneration (%)	Percentage of final accrual of annual variable remuneration
Stage one	Pre-tax profit (PBT) of the banking business in Spain, Portugal and Ireland (including EVO)	40%	103.83 ⁽¹⁾	103.83	105.48	105.48
	Pre-provision operating margin of banking business in Spain, Portugal and Ireland (including EVO)	60%	106.57 ⁽²⁾	106.56		
Stage two	CET1 ratio	100%	There were no breaches of tolerances or limits in the 24 measurements (equivalent to 4 quarters) of these six RAF indicators.	100		
	Liquidity buffer + issue capacity					
	Sensitivity of net interest income					
	Problem assets (%)					
	NPS - Total Bank customers according to quality surveys					
Financed emissions						
Stage three	RoE TTC (<i>through the cycle</i>) , return on invested capital.	100%	On 31 December 2024 the RoE TTC was above 9% (tolerance), meeting the set target by 100%.	100		

(1) PBT objective for 100% accrual of variable remuneration: 1.401 million euros. Figures at 31 December 2024: 1,457.7 million euros.

(2) Target operating profit before provisions for 100% accrual of variable remuneration: 1.823 million euros. Figures at 31 December 2024: 1,942.8 million euros.

The table below shows the amounts accrued as annual variable remuneration for the executive directors in 2024, as well as the form of payment after applying the deferral and payment in shares clauses:

Table 23

Variable remuneration annual 2024		Not deferred	Deferred					TOTAL
		2025	2026	2027	2028	2029	2030	
Executive vice chairman <i>(total accrued amount: 359 thousand euros)</i>	Deferral scheme	60% (50% in euros / 50% in shares)	40% (50% in euros / 50% in shares)					
	In cash (thousands of €)	107,806	14,374	14,374	14,374	14,374	14,374	179,677 thousand euros
	In shares¹ (*)	13,466	1,795	1,795	1,795	1,795	1,795	22,441 shares
Chief executive officer	Current Chief executive officer <i>(total accrued amount: 288 thousand euros)</i>	Deferral scheme	40% (50% in euros / 50% shares)	60% (40% cash /60% shares)				TOTAL
		In cash (thousands of €)	57,695	13,847	13,847	13,847	13,847	126,929 thousand euros
		In shares¹ (*)	7,206	2,594	2,594	2,594	2,594	20,176 shares
	Previous Chief executive officer <i>(total accrued amount: 85 thousand euros)</i>	Deferral scheme	60% (50% in euros / 50% in shares)	40% (50% in euros / 50% in shares)				TOTAL
		In cash (thousands of €)	25,424	3,390	3,390	3,390	3,390	42,374 thousand euros
		In shares¹ (*)	3,175	423	423	423	423	5,290 shares

(*) To be approved at the Annual General Meeting.

¹ When calculating the number of Bankinter shares, both in the deferred and the non-deferred portions, the share price of 8.0054 euros/share was taken as a benchmark, as this was the average listed price for Bankinter shares at the close of business for the trading sessions between 2 January and 20 January 2025, both inclusive.

The shares will be delivered net of taxes and in accordance with the schedule provided previously.

▪ **Multi-year variable remuneration 2024-2026:**

There is a multi-year incentive plan for 2024-2026 in place, approved on 17 July 2024 by the Board of Directors, at the proposal of the Remuneration Committee, the essential

characteristics of which are reflected in Appendix 2 of this Report, of which the executive directors, in addition to others, are beneficiaries.

The conditions for its accrual include that, each year, the Bank's RoE (ratio that measures the ability to generate value for shareholders) must remain above the midpoint of the peer group of companies as at 31 December of each year (2024, 2025 and 2026). At 31 December 2024, the Bank's RoE was 17.9%, above the mid-point for the peer group of companies⁹.

⁹ The Peer Group for 2024 comprised: Banco Santander, BBVA, CaixaBank, Unicaja, Sabadell, Abanca and Kutxabank.

3.2.- OTHER ADDITIONAL INFORMATION:

- **Delivery of cash sums and delivery of shares to executive directors in 2024 for variable remuneration accrued in previous years:**

As additional information, during 2024 the executive directors were provided with cash sums and the corresponding shares for the deferral of the annual variable remuneration accrued in 2018, 2019, 2020, 2021 and 2022 and the multi-year variable remuneration for 2016-2018, as well as the shares corresponding to the non-deferred provision of the annual variable remuneration and the multi-year variable remuneration for 2022-2023, accrued in 2023, as per the resolutions adopted at the Annual General Meetings between 2020 and 2024.

Details of the cash sums **delivered in 2024** are included:

(In euros)

Table 24

	CASH SUMS AS A RESULT OF ANNUAL VARIABLE REMUNERATION					
	Annual variable remuneration accrued in 2018	Annual variable remuneration accrued in 2019	Annual variable remuneration accrued in 2020	Annual variable remuneration accrued in 2021	Annual variable remuneration accrued in 2022	Annual variable remuneration accrued in 2023
Mrs. María Dolores Dancausa Treviño (i)	14,251	15,015	4,311	16,725	18,592	80,060
Mr. Alfonso Botín-Sanz de Sautuola y Naveda (ii)	-	-	-	-	11,173	74,203

(In euros)

Table 25

	CASH SUMS AS A RESULT OF MULTI-YEAR VARIABLE COMPENSATION	
	Multi-year variable remuneration accrued in 2018 (LTI 2016-2018)	Multi-year variable remuneration accrued in 2023 (LTI 2022-2023)
Mrs. María Dolores Dancausa Treviño (i)	95,081	336,130
Mr. Alfonso Botín-Sanz de Sautuola y Naveda (ii)	-	324,000

(i) Cash sums resulting from deferred variable remuneration that Mrs. Dancausa accrued during the period in which she served as chief executive officer. Since 21 March 2024, Mrs. Dancausa, as explained above, has served as the non-executive chairwoman of Bankinter; from this date onwards, she receives no variable remuneration associated with her remuneration.

(ii) Term started on 23 March 2022.

In relation to the current Chief Executive Officer, Mrs. Gloria Ortiz Portero, during 2024, was awarded deferred cash sums resulting exclusively from the periods in which she served as Managing Director of Bankinter, but has not received any amount in her capacity as executive director.

Details of the **shares delivered**¹⁰ in 2024:

Table 26

DELIVERY OF SHARES FROM ANNUAL VARIABLE REMUNERATION												
Executive director	Delivery of shares corresponding to the annual variable remuneration accrued in 2018		Delivery of shares corresponding to the annual variable remuneration accrued in 2019		Delivery of shares corresponding to the annual variable remuneration accrued in 2020		Delivery of shares corresponding to the annual variable remuneration accrued in 2021		Delivery of shares corresponding to the annual variable remuneration accrued in 2022		Delivery of shares corresponding to the annual variable remuneration accrued in 2023	
	Unit price assigned to each share 1	In shares 7	Unit price assigned to each share 2	In shares 7	Unit price assigned to each share 3	In shares 7	Unit price assigned to each share 4	In shares	Unit price assigned to each share 5	In shares	Unit price assigned to each share 6	In shares
Mrs. María Dolores Dancausa Treviño (i)	7.02	2,539	6.45	2,914	4.80	1,122	4.91	3,318	6.59	2,749	6.01	8,663
Mr. Alfonso Botín-Sanz de Sautuola y Naveda (ii)	—	—	—	—	—	—	—	—	6.59	1,101	6.01	8,029

Table 27

DELIVERY OF SHARES FROM MULTI-YEAR VARIABLE REMUNERATION				
Executive director	Delivery of shares corresponding to the multi-year variable remuneration accrued in 2018 (LTI 2016-2018)		Delivery of shares corresponding to the multi-year variable remuneration accrued in 2023 (LTI 2022-2023)	
	Unit price assigned to each share 1	In shares 7	Unit price assigned to each share 6	In shares
Mrs. María Dolores Dancausa Treviño (i)	7.02	16,947	6.01	36,374
Mr. Alfonso Botín-Sanz de Sautuola y Naveda (ii)	—	—	6.01	35,061

- (i) Shares resulting from deferred variable remuneration that Mrs. Dancausa accrued during the period in which she served as chief executive officer. Since 21 March 2024, Mrs. Dancausa, as explained above, has served as the non-executive chairwoman of Bankinter; from this date onwards, she receives no variable remuneration associated with her remuneration.
- (ii) Term started on 23 March 2022.

1 Average quoted price of the Bankinter share at market close for each trading session held between 2 January and 20 January 2019. Price per share at time of delivery: 5.75 per share (annual variable remuneration 2018) and multi-year variable remuneration 2018).

2 Average quoted price of the Bankinter share at market close for each trading session held between 2 January and 20 January 2020. Price per share at time of delivery: 5.75 euros per share.

3 Average quoted price of the Bankinter share at market close for each trading session held between 2 January and 20 January 2021. Price per share at time of delivery: 5.75 euros per share.

4 Average quoted price of the Bankinter share at market close for each trading session held between 3 January and 20 January 2022. Price per share at time of delivery: 5.75 euros per share.

5 Average quoted price of the Bankinter share at market close for each trading session held between 2 January and 20 January 2023. Price per share at time of delivery: 5.75 euros per share.

6 Average quoted price of the Bankinter share at market close for each trading session held between 2 January and 19 January 2024. Price per share at time of delivery: 6.67 euros per share.

7 For shares corresponding to variable remuneration from years prior to 2021, the original number of shares to be delivered needs to be adjusted in the manner approved by Bankinter's board of directors in order to mitigate the impact of Línea Directa Aseguradora, S.A., going public on the price of the share. This means the delivery of 1.28379 shares for each share pending delivery.

¹⁰ Number of shares delivered after deducting the corresponding taxes (the number of gross shares accrued on a consolidated basis is reflected in table 32).

In relation to the current Chief Executive Officer, Mrs. Gloria Ortiz Portero, during 2024, was awarded deferred shares resulting exclusively from the periods in which she served as Managing Director of Bankinter but has not received any shares in her capacity as executive director.

The amounts previously detailed (cash and shares) have been vested once the risk and compliance committee has verified that the "*malus*" clauses (which may totally or partially reduce the accrued remuneration) are not applicable, thereby granting the participant the unconditional right to receive the indicated amounts, notwithstanding the *clawback* clauses (recovery of remuneration paid).

- **Other remuneration:**

No remuneration has accrued to Bankinter directors for services provided other than those inherent to their posts, nor for services at a third-party company.

- **Remuneration in the form of advances, loans and guarantees:**

The members of Bankinter's board of directors have received no sum of any kind as compensation in the form of advances, credits, loans from the Entity or guarantees extended on their behalf.

Bankinter's directors hold risk positions that are not significant in quantitative or qualitative terms, all of them in the ordinary course of the Bank's business and under market conditions, i.e. by virtue of contracts whose conditions are standardised and applied en masse and habitually to the rest of the Bank's customers.

In relation to asset operations that could be requested by the members of the board and related parties, the Board of Directors of Bankinter approved, at its meeting on 22 April 2015, the "*Procedure for approval of operations with Key Personnel of Bankinter Group and Related Persons*", which was last updated on 19 June 2024. This document is aligned with the "*Related-party transactions policy of Bankinter Group*", the current version of which was approved by the Board on 19 July 2024. In addition, this procedure is aligned with the principles and criteria established in the Conflict of Interest Prevention Policy for Senior Managers, approved by the Board of Directors.

This procedure establishes the internal procedures for approving asset transactions by key personnel (including the members of Bankinter's board of directors) and their related persons, prior or not to the request for authorisation from the competent supervisory authority as provided for in Law 10/2014, of 26 June, on the Management, Supervision and Solvency of Credit Institutions, and its implementing regulations, and is in accordance with the provisions of the Spanish Companies Act as amended by Law 5/2021, of 12 April, regarding the regulation of related-party transactions, applicable to listed companies.

4. STATISTICAL INFORMATION ON REMUNERATION REQUIRED BY THE CNMV

STATISTICAL APPENDIX TO THE ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED CORPORATIONS

B. OVERALL SUMMARY OF THE IMPLEMENTATION OF THE REMUNERATION POLICY IN THE PREVIOUS YEAR

B.4 Report on the result of the consultative vote of the General Annual Meeting on the annual report on remuneration for the previous year, indicating the number of abstentions and negative, blank and affirmative votes cast.

Table 28

	Number	% of total
Votes cast	620,442,627	69.04

	Number	% of votes cast
Votes against	45,240,548	7.29
Votes in favour	574,951,987	92.67
Blank votes	64,575	0.01
Abstentions	185,517	0.03

C. DETAILS OF THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH OF THE DIRECTORS

Table 29

Name	Classification	Accrual period financial year 2024
Mrs. María Dolores Dancausa Treviño	Chief executive officer	From 01/01/2024 to 21/03/2024
	Non-executive chairperson	From 21/03/2024 to 31/12/2024
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	Executive vice chairman	From 01/01/2024 to 31/12/2024
Mrs. Gloria Ortiz Portero	Chief executive officer	From 21/03/2024 to 31/12/2024
Marcelino Botín-Sanz de Sautuola y Naveda	External proprietary director	From 01/01/2024 to 31/12/2024
Mr. Fernando María Masaveu Herrero	External proprietary director	From 01/01/2024 to 31/12/2024
Mrs. María Teresa Pulido Mendoza	Independent external director	From 01/01/2024 to 31/12/2024
Mrs. Teresa Martín-Retortillo Rubio	Independent external director	From 01/01/2024 to 31/12/2024
Mr. Álvaro Álvarez-Alonso Plaza	Independent external director	From 01/01/2024 to 31/12/2024
Mrs. María Luisa Jordá Castro	Independent external director	From 01/01/2024 to 31/12/2024
Mrs. Cristina García-Peri Álvarez	Independent external director	From 01/01/2024 to 31/12/2024
Mrs. Teresa Paz-Ares Rodríguez	Independent external director	From 21/03/2024 to 31/12/2024
Mr. Pedro Guerrero Guerrero	External non-executive chairman	From 01/01/2024 to 21/03/2024
Mr. Fernando José Francés Pons	Independent external director	From 01/01/2024 to 21/03/2024

C.1. Complete the following tables regarding the itemised remuneration of each of the directors (including remuneration for the performance of executive duties) accrued during the financial year.

a) Company remuneration that is the subject of this report:

i) Remuneration accrued in cash (in thousands of euros).

Provided below is the individual remuneration actually accrued by the members of the board during financial year 2024 (i.e. once it has been verified that the malus clauses are not applicable, at which time the participant acquires the unconditional right to receive the resulting variable remuneration, notwithstanding the method or term of payment stipulated, or the deferral, withholding or clawback clauses on remuneration already paid).

Remuneration ACCRUED AND VESTED IN CASH in 2024										Table 30	
By board members										Thousands of euros	
Name	Fixed remuneration		Attendance fees	Remuneration for board committee membership	Salary	Short-term variable remuneration	Long-term variable remuneration	Termination benefits	Other	2024 total	2023 total
Mrs. María Dolores Dancausa Treviño (1)	206	391 ^(*)	39		230	149	431	-	20	1,466	1,469
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	205		41		973	85	324	-	4	1,632	1,267
Mrs. Gloria Ortiz Portero (2)	145		25		781	0	0		11	962	-
Mr. Fernando Masaveu Herrero	105		38		-	-	-	-	-	143	136
Mr. Marcelino Botín-Sanz de Sautuola y Naveda	105		21		-	-	-	-	-	126	127
Mrs. María Teresa Pulido Mendoza	105		21		-	-	-	-	-	126	122
Mrs. Teresa Marín-Retortillo Rubio	124		52		-	-	-	-	-	176	163
Mrs. María Luisa Jordá Castro	124		67		-	-	-	-	-	191	167
Mr. Álvaro Álvarez-Alonso Plaza	124		64		-	-	-	-	-	188	175
Mrs. Cristina García-Peri Álvarez (3)	141		48		-	-	-	-	-	189	156
Mrs. Teresa Paz-Ares Rodríguez	82		17							99	-
Mr. Pedro Guerrero Guerrero (4)	47	194 ^(**)	16		-	-	-	-	3	260	1,046
Mr. Fernando José Francés Pons (4)	23		17		-	-	-	-	-	40	154

(*) For the exercise of additional functions as non-executive Chairwoman from 21/03/2024 to 31/12/2024

(**) For the exercise of additional functions as non-executive Chairman from 01/01/2024 to 21/03/2024

(1) She was appointed non-executive Chairwoman on 21/03/2024, at which time she ceased to serve as the Chief Executive Officer

(2) She was appointed Chief Executive Officer on 21/03/2024.

(3) She was appointed lead director on 21/03/2024.

(4) Ceased as a member of the Board on 21/03/2024.

ii) Table of changes in share-based remuneration systems and gross profit from shares or consolidated financial instruments

Table 31

Name	Name of the plan	Financial instruments at the beginning of 2024		Financial instruments awarded in 2024		Financial instruments vested in the year (*)				Expired and unexercised instruments	Financial instruments at the end of 2024	
		No. instruments A	No. equivalent shares	No. instruments B	No. equivalent shares	No. instruments C	No. of equivalent/vested shares	Share price of vested shares (in €)	Gross total in shares or vested financial instruments (in thousands of euros)		No. instruments = A+B -C-D	No. equivalent shares
Mrs. María Dolores Dancausa Treviño (1)	Annual variable remuneration accrued in 2018	3,907	3,907			3,907	3,907	5.75	22		0	0
	Multi-year variable remuneration accrued in 2018	26,073	26,073			26,073	26,073	5.75	150		0	0
	Annual variable remuneration accrued in 2019	8,968	8,968			4,484	4,484	5.75	26		4,484	4,484
	Annual variable remuneration accrued in 2020	5,181	5,181			1,727	1,727	5.75	10		3,454	3,454
	Annual variable remuneration accrued in 2021	20,424	20,424			5,106	5,106	5.75	29		15,318	15,318
	Annual variable remuneration accrued in 2022	21,150	21,150			4,230	4,230	5.75	24		16,920	16,920
	Annual variable remuneration accrued in 2023	37,318	37,318			13,328	13,328	6.67	89		23,990	23,990
	Annual variable remuneration accrued in 2024			5,290	5,290						5,290	5,290
	Multi-year variable remuneration 2022-2023	156,685	156,685			55,960	55,960	6.67	373		100,725	100,725
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	Annual variable remuneration accrued in 2022	8,470	8,470			1,694	1,694	5.75	10		6,776	6,776
	Annual variable remuneration accrued in 2023	34,588	34,588			12,353	12,353	6.67	82		22,235	22,235
	Annual variable remuneration 2024			22,441	22,441						22,441	22,441

	Multi-year variable remuneration 2022-2023	151,030	151,030			53,940	53,940	6.67	360		97,090	97,090
Mrs. Gloria Ortiz Portero (2)	Annual variable remuneration 2024			20,176	20,176						20,176	20,176

(*) Number of shares actually delivered net of the related tax.

(1) She served as Chief Executive Officer from 1 January to 21 March 2024, when she was appointed Non-Executive Chairwoman. The amount received is the proportional part for 2024 as Chief Executive Officer

(2) Appointed director at the Annual General Meeting held on 21 March 2024, the same date on which the board of directors appointed her Chief Executive Officer. The amount to be received for 2024 was proportional to the time elapsed from his appointment

iii) Long-term savings systems

Table 32

Name	Remuneration for vesting of rights to savings systems (thousand €)
Mrs. María Dolores Dancausa Treviño (1)	2,881 ⁽¹⁾

Name	Company contribution during the year (thousands of euros)				Amount of accumulated funds (thousands of euros)			
	Saving schemes with vested economic rights		Saving schemes with unvested economic rights		Saving schemes with vested economic rights		Saving schemes with unvested economic rights	
	2024	2023	2024	2023	2024	2023	2024	2023
Mrs. Maria Dolores Dancausa Treviño (1)	-	-	-	-	2,881	-	1,087	3,990
Mrs. Gloria Ortiz Portero	-	-	311	-	-	-	804 ⁽²⁾	-

On 20 December 2017, Bankinter's board of directors, on the recommendation of the remuneration committee, approved a "Supplementary pension scheme for executive directors and management committee members". Compatible with the Entity's corporate strategy, objectives, values and long-term interests, the scheme includes mechanisms to adjust the Entity's contributions based on earnings or adverse circumstances.

(1) During 2024, there were no contributions to the supplementary pension scheme for having reached standard retirement age; as a result, the amounts of funds accumulated during the years in which Ms Dancausa served as Chief Executive Officer (2010 to 2024) (2,881 thousand euros) have been consolidated, with the exception of those subject to both the verification requirements that the "malus" and "clawback" clauses are not applicable and others provided for in the regulation itself of the aforementioned supplementary pension scheme.

(2) These correspond to the contributions made in her previous position as Managing Director to the "Supplementary Pension Scheme".

iv) Details of other concepts**Table 33**

Thousands of euros

Name	Description	Remunerative amount
Mrs. María Dolores Dancausa Treviño	Other corporate benefits	20
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	Other corporate benefits	4
Mrs. Gloria Ortiz Portero	Other corporate benefits	11
Mr. Pedro Guerrero Guerrero	Other corporate benefits	3

b) Remuneration to the directors of the company for their membership of boards of directors at other group companies:

i) Remuneration accrued in cash (in thousands of euros)

Table 34

Name	Fixed remuneration	Attendance fees	Remuneration for board committee membership	Salary	Short-term variable remuneration	Long-term variable remuneration	Termination benefits	Other	2024 total	2023 total
Mrs. Teresa Martín-Retortillo Rubio ⁽¹⁾		44							44	44

(1) Mrs. Teresa Martín-Retortillo Rubio is a member of the board of directors of EVO Banco, a subsidiary of Bankinter, as well as a member of some of its supervisory committees. In 2024, she received €20,000 and €24,000 in fees for attending EVO Banco's board and committee meetings, respectively.

No remuneration accrues to the members of Bankinter's board of directors due to their membership of the boards of other Group companies other than as indicated in the table above.

c) Summary of remuneration (in thousands of €):

Table 35

Thousands of euros

Individual remuneration ACCRUED AND VESTED in 2024 by board members.											
Director	Accrued remuneration in company					Remuneration accrued in the Group					Total per financial year for company and Group
	Total remuneration in cash	Gross total in shares or vested financial instruments	Remuneration through savings systems (*)	Remuneration through other concepts	Total per financial year for company	Total remuneration in cash	Gross total in shares or vested financial instruments	Remuneration through savings systems	Remuneration through other concepts	Total per financial year for Group	
Mrs. María Dolores Dancausa Treviño (1)	1,466	723	2,881 (*)	-	5,070	-	-	-	-	-	5,070
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	1,632	452	-	-	2,084	-	-	-	-	-	2,084
Mrs. Gloria Ortiz Portero (2)	962	-	-	-	962	-	-	-	-	-	962
Mr. Fernando Masaveu Herrero	143	-	-	-	143	-	-	-	-	-	143
Mr. Marcelino Botín-Sanz de Sautuola y Naveda	126	-	-	-	126	-	-	-	-	-	126
Mrs. María Teresa Pulido Mendoza	126	-	-	-	126	-	-	-	-	-	126
Mrs. Teresa Marín-Retortillo Rubio (3)	176	-	-	-	176	44	-	-	-	44	220
Mrs. María Luisa Jordá Castro	191	-	-	-	191	-	-	-	-	-	191
Mr. Álvaro Álvarez-Alonso Plaza	188	-	-	-	188	-	-	-	-	-	188
Mrs. Cristina García-Peri Álvarez	189	-	-	-	189	-	-	-	-	-	189
Mrs. Teresa Paz-Ares Rodríguez	99	-	-	-	99	-	-	-	-	-	99
Mr. Pedro Guerrero Guerrero (4)	260	-	-	-	260	-	-	-	-	-	260
Mr. Fernando José Francés Pons (4)	40	-	-	-	40	-	-	-	-	-	40
Total	5,598	1,175	2,881	-	9,654	44	-	-	-	44	9,698

(*) In 2024, the amounts accumulated during the years in which Mrs. Dancausa served as Chief Executive Officer (2010 to 2024) were consolidated, as she reached standard retirement age.

(1) She was appointed non-executive Chairwoman on 21/03/2024, at which time she ceased to serve as the Chief Executive Officer

(2) She was appointed Chief Executive Officer on 21/03/2024.

(3) Mrs. Teresa Martín-Retortillo Rubio is a member of the board of directors of EVO Banco, a subsidiary of Bankinter, as well as a member of some of its supervisory committees. In 2023, she received €20,000 and €24,000 in fees for attending EVO Banco's board and committee meetings, respectively.

(4) Ceased as a member of the Board on 21/03/2024.

C.2. CHANGES OVER THE LAST FIVE YEARS IN THE REMUNERATION EARNED BY EACH OF THE LISTED COMPANY'S DIRECTORS DURING EACH FINANCIAL YEAR, EXPRESSED IN RATIOS OF THE CONSOLIDATED RESULTS OF THE COMPANY AND IN COMPARISON TO THE AVERAGE REMUNERATION OF FULL-TIME NON-DIRECTOR EMPLOYEES OF THE COMPANY AND ITS SUBSIDIARIES.

Table 36

(thousands of euros)

	Variation in the total vested accrued amounts and annual variation %								
	2024	% variation 2024/2023	2023	% variation 2023/2022	2022	variation % in 2022/2021	2021	variation % in 2021/2020	2020
Executive directors									
Mr. Alfonso Botín-Sanz de Sautuola y Naveda	2,084	56.10	1,335	52.40	876	0	0	0	0
Mrs. Gloria Ortiz Portero	962	-	0	0	0	0	0	0	0
External directors									
Mrs. María Dolores Dancausa Treviño	5,070	182.14	1,797	15.71	1,553	9.99	1,412	-7.47	1,526
Mr. Fernando María Masaveu Herrero	143	5.15	136	4.62	130	2.36	127	0.79	126
Mr. Marcelino Botín-Sanz de Sautuola y Naveda	126	-0.79	127	4.10	122	6.09	115	5.50	109
Mrs. María Teresa Pulido Mendoza	126	3.28	122	6.09	115	1.77	113	1.80	111
Mrs. Teresa Martín-Retortillo Rubio	220	6.28	207	3.50	200	-8.68	219	-0.90	221
Mrs. María Luisa Jordá Castro	191	14.37	167	5.70	158	2.60	154	4.76	147
Mr. Álvaro Álvarez-Alonso Plaza	188	7.43	175	4.17	168	1.82	165	9.27	151
Mrs. Cristina García-Peri Álvarez	189	21.15	156	-10.86	175	34.62	130	0	0
Mrs. Teresa Paz-Ares Rodríguez	99	-	0	0	0	0	0	0	0
Mr. Pedro Guerrero Guerrero	260	-75.14	1,046	4.91	997	2.78	970	0.10	969
Mr. Fernando José Francés Pons	40	-74.03	154	3.36	149	14.62	130	47.73	88
The company's consolidated profit or loss.	1,359,698	10.56	1,229,840	56.66	785,037	46.27	536,709	27.63	420,512
Average employee remuneration (1)	65	4.84	62	5.08	59	3.51	57	7.55	53

(1) Data on the average remuneration of employees has been calculated by dividing the remuneration accrued by employees (including all concepts, both fixed and variable, using data on salaries and bonuses from the personnel expenses heading of the consolidated annual financial statements) by the average number of employees.

IMPORTANT for the interpretation of table 36 (above):

Average employee remuneration has been calculated based on the remuneration accrued in each financial year. The **remuneration of executive directors** has been calculated, in accordance with the criteria set by the CNMV, based on accrued vested remuneration, which in 2024 included variable remuneration (in cash and shares) deferred from 2018 to 2022 and not deferred from 2023.

Important clarifications on the percentage changes in remuneration 2024 vs. 2023:

- In the case of the **executive Vice Chairman**, this is due to the **consolidation in 2024 of the non-deferred portion (in cash and shares) of the amount of the ILP 2022-2023 accrued in 2023** (total amount accrued in 2023 reported in last year's Remuneration Report). **The percentage variation between 2024 and 2023, by accrual criteria, is 1.8%** (only considering the annual variable remuneration, in both years [as reflected in table 1 of this Report]); **if the accrued annual and multi-annual remuneration (consolidated or not) were considered, the percentage would be negative in 2024**. As indicated last year, the executive Vice Chairman was appointed on 23 March 2022, thus changing the percentage between 2023 and 2022.
- The remuneration of María Dolores Dancausa, currently the **non-executive Chairwoman of the Board**, is due to:
 - The **consolidation in 2024 of the non-deferred portion (in cash and shares) of the amount of the ILP 2022-2023, accrued in 2023**, for the executive duties she performed as Chief Executive Officer (until 21 March 2024) (total amount accrued in 2023 reported in last year's Directors' Remuneration Report).
 - The **consolidation of the amounts of the amounts accumulated in the Pension Scheme during the 14 years (2010 to 2024) in which Ms. Dancausa served as Chief Executive Officer**, as reflected in the directors' remuneration reports for previous years (2,881 thousand euros), thus allocating the entire accumulated amount exclusively to 2024.
 - **Under the same accrual criteria, the comparison between the percentage changes in 2024 and 2023 in terms of the remuneration of executive directors**, as reflected in the executive summary at the start of the Report (Table 1), show percentage increases lower than the increases in **average employee remuneration and, in the case of the Non-Executive Chairwoman and the chief executive officer, these variations are negative**.

In relation to the dates of appointment or termination of the mandates of board members:

- Mrs. Gloria Ortiz Portero was appointed as a board member (executive director) at the Annual General Meeting held on 21 March 2024 and subsequently appointed chief executive officer by Board of Directors on the same date.
- Mrs. Maria Dolores Dancausa Treviño served as Chief Executive Officer between 1 January and 21 March 2024, when she was relieved of all her executive duties to be appointed to the position of Non-Executive Chairwoman by the Board of Directors (starting 21 March 2024).

- Mrs. Teresa Paz-Ares Rodríguez was appointed board member (independent external director) at the Annual General Meeting held on 21 March 2024.
- Mrs. Cristina García-Peri Álvarez was appointed board member (independent external director) at the Annual General Meeting held on 21 April 2021. She was appointed lead director on 21 March 2024, receiving fixed remuneration for the duties assumed in addition to her position as independent external director.
- Due to the expiry of the mandate in 2022 of CARTIVAL, S.A., and since a legal person who is a director of Bankinter cannot be re-elected for the reasons already explained, the appointment of Mr. Alfonso Botín-Sanz de Sautuola y Naveda as a new proprietary director was approved. He was then appointed as executive vice chairman by the board of directors on the same date.
- Mr. Pedro Guerrero Guerrero was the non-executive Chairman of the Board of Directors from 2013 until 21 March 2024, when he announced his resignation as a member of the Board.
- Mrs. Fernando José Francés Pons was appointed as a board member (independent external director) at the Annual General Meeting held on 20 March 2020. He resigned from his position as director on 21 March 2024.

5.- LIST OF TABLES CONTAINED IN THIS REPORT

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6.- TABLE OF CONTENT RECONCILIATION WITH THE CNMV REMUNERATION REPORT MODEL

The following is a reconciliation with the Circular 4/2013 template, indicating the location in this report of the information in each section of the CNMV's standard electronic format.

Sections of CNMV template in Annex I of Circular 4/2013	Annual Bankinter director's remuneration report
A. THE BANK'S REMUNERATION POLICY FOR THE CURRENT FINANCIAL YEAR	
A.1 Explain the board's remuneration policy applicable to the current fiscal year. As a minimum, the following points must be reported:	
A.1.1 A description of the specific resolutions for the current financial year (both on the remuneration of directors for their capacity as such and for the performance of executive duties) reached by the board in accordance with the provisions of the contracts signed with executive directors and with the remuneration policy approved by the general shareholders' meeting, disclosing at least the following aspects: a. Description of the procedures and bodies of the Bank involved in the determination, approval and implementation of the remuneration policy and its conditions. b. Indicate and, if applicable, explain whether comparable companies have been taken into account to establish the Bank's remuneration policy. c. Information on whether any external adviser has participated and, where appropriate, their identity. d. Procedures considered in the current remuneration policy for directors to apply temporary exceptions to the policy, conditions in which these exceptions can be used and components that may be subject to exceptions according to the policy.	Section 2 Section 2.1.1 Section 2.1.2 Section 2.1.2 Section 2
A.1.2 Relative importance of variable remuneration items with respect to fixed items (remuneration mix) and what criteria and objectives have been taken into account to set them and to ensure an appropriate balance between them. In particular, indicate the actions taken by the company regarding the remuneration system to reduce exposure to excessive	Section 2.3.3

<p>risks and align it with the company's objectives, values and long-term interests, including, where appropriate, a reference to measures designed to ensure that the remuneration policy addresses the long-term performance of the company, measures taken in relation to those categories of staff whose professional activities have a material impact on the risk profile of the institution and measures envisaged to avoid conflicts of interest.</p> <p>Also indicate whether the company has established any accrual or vesting period for certain variable remuneration items, in cash, shares or other financial instruments, a deferral period for the payment of amounts or delivery of financial instruments already vested and consolidated, or whether any clause has been agreed to reduce deferred remuneration not yet vested or obliging the director to repay remuneration received, when such remuneration has been based on data whose inaccuracy has subsequently been manifestly demonstrated.</p>	
A.1.3 Amount and nature of the fixed components of remuneration expected to accrue to directors in their capacity as such during the current fiscal year.	Section 2.3.1
A.1.4 Amount and nature of the fixed components that will be accrued in the current fiscal year for the performance of senior management duties by executive directors.	Section 2.3.3
A.1.5 Amount and nature of any component of remuneration in kind that will accrue in the current fiscal year including, but not limited to, insurance premiums paid on behalf of the director.	Section 2.3
<p>A.1.6 Amount and nature of the variable components of remuneration, differentiating between short- and long-term. Financial and non-financial parameters, including social, environmental and climate change parameters, selected to determine variable remuneration in the current financial year, explaining the extent to which such parameters are related to the performance of the director, the company and its risk profile, and the methodology, time required and techniques designed to determine them, at the end of the financial year, the effective degree of compliance with the parameters used in the design of variable remuneration, explaining the criteria and factors applied in terms of the time required and methods for verifying that the performance conditions or any other type of conditions to which the accrual and consolidation of each component of variable remuneration was linked have been effectively met.</p> <p>Indicate the range in monetary terms of the different variable components according to the degree of compliance with the established objectives and parameters, and if there is any maximum monetary amount in absolute terms.</p>	Section 2.3.3
<p>A.1.7 Main characteristics of long-term savings systems. Indicate the contingencies covered by the system, whether it is a contribution or benefit system, the annual contribution to be made or the benefit to which the beneficiaries are entitled, the conditions for vesting economic rights in favour of the directors and their compatibility with any type of payment or indemnity for early termination or severance, or derived from the termination of the contractual relationship, under the terms established between the company and the director.</p> <p>Indicate whether the accrual or vesting of any of the long-term savings plans is linked to the achievement of certain targets or benchmarks related to directors' short- and long-term performance.</p>	Section 2.3.3
A.1.8 Any type of payment or indemnity for early termination or severance or derived from the termination of the contractual relationship under the terms established between the company and the director, whether the termination is at the behest of the company or of the director, as well as any type of special agreements, such as exclusivity, post-contractual non-competition and permanence or loyalty, which entitle the director to any type of payment.	Section 2.3.5
A.1.9 Indicate the terms and conditions to be respected in the contracts of those who carry out senior management duties as executive directors. Include information regarding, among other things, the term, limits on severance payment amounts, continuance in office clauses, prior notice periods and payment in lieu of prior notice, and any other clauses relating to hiring bonuses, as well as benefits or golden parachutes due to early termination or severance of the contractual relationship between the company and the executive director. Include, among others, non-competition, exclusivity, permanence or loyalty and post-contractual non-competition agreements, unless included in the previous section.	Section 2.3.5

A.1.10 The nature and estimated amount of any other supplementary remuneration that will accrue to directors in the current fiscal year in consideration for services rendered other than those inherent to their post.	Section 2.3
A.1.11 Other items of remuneration such as those derived, if applicable, from the concession by the company to the director of advances, loans and guarantees and other remuneration.	Section 3.2
A.1.12 The nature and estimated amount of any other expected additional remuneration not included in the preceding paragraphs, whether paid by the entity or another group entity, that will accrue to directors in the current fiscal year.	Sections 2.3 and 3.2
A.2 Explain any relevant changes to the remuneration policy applicable in the current fiscal year arising from: <ul style="list-style-type: none"> a. A new policy or a modification of the policy already approved by the board. b. Relevant changes in the specific determinations established by the board for the current fiscal year in the current remuneration policy compared to those applied in the previous fiscal year. c. Proposals that the board of directors would have resolved to submit to the annual general meeting to which this annual report will be submitted and which are proposed to be applicable to the current fiscal year. 	n/a
A.3 Identify the direct link to the document containing the company's current remuneration policy, which should be available on the company's website.	Section 2
A.4 Explain, taking into account the data provided in section B.4., how the vote of the shareholders at the annual general meeting at which the annual remuneration report for the previous year was submitted to a consultative vote was taken into account.	Section 2.4
B. OVERALL SUMMARY OF THE IMPLEMENTATION OF THE REMUNERATION POLICY IN THE PREVIOUS YEAR	
B.1.1 Explain the process that has been followed to apply the remuneration policy and set the individual remuneration amounts described in section C of this report. This information should include the role played by the remuneration committee, the decisions taken by the board of directors and, where applicable, the identity and role of external advisors whose services have been used in the process of implementing the remuneration policy in the last completed financial year.	Section 2.1
B.1.2 Explain any deviations from the established procedure in the implementation of the remuneration policy that occurred during the fiscal year.	Section 2.1
B.1.3 Indicate whether any temporary exceptions to the remuneration policy have been granted and, if so, explain the exceptional circumstances that have led to it, the specific components of the remuneration policy affected and the reasons why the entity considers that such exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Also quantify the impact that these exceptions have had on the remuneration of each director in the financial year.	Section 2.1
B.2 Describe the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and aligning it with the company's objectives, values and long-term interests, including a reference to the measures that have been taken to ensure that accrued remuneration takes into account the long-term performance of the company and achieves an appropriate balance between fixed and variable components of remuneration, what measures have been taken in relation to those categories of staff whose professional activities have a material impact on the risk profile of the institution, and what measures have been taken to avoid conflicts of interest, if any.	Section 2
B.3 Explain how the remuneration accrued and consolidated in the year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the long-term and sustainable performance of the company. Also report on the relationship between the remuneration received by directors and the results or other short- and long-term performance measures of the company, explaining, where applicable, how variations in the company's performance may have influenced the variation in directors' remuneration, including accrued remuneration for which payment has been deferred, and how this contributes to the company's short- and long-term results.	Section 2
B.4 Report on the result of the consultative vote of the general meeting on the annual report on remuneration for the previous year, indicating the number of abstentions and negative, blank and affirmative votes cast.	Section 2.4 Section 4
B.5 Describe how the fixed components accrued and vested during the year by directors in their capacity as such have been set, their relative proportion in the remuneration of each director and how they have varied from the previous year.	Section 2.3

B.6 Describe how the salaries accrued and vested by each of the executive directors for the performance of management duties have been set, and how they have varied with respect to the previous year.	Section 2.3.3
B.7 Explain the nature and main features of the variable components of the remuneration systems accrued and vested in the last fiscal year.	
<u>Short-term variables:</u> In particular: <ol style="list-style-type: none"> Identify each of the remuneration plans that have determined the different variable remuneration components accrued by each of the directors during the last fiscal year, including information on their scope, date of approval, date of implementation, vesting conditions, if any, accrual periods and term, criteria used to assess performance and how this has impacted setting the variable amounts, as well as the measurement methods used and the time required to adequately measure all conditions stipulated, detailing the criteria applied in terms of the time and methods required to verify that the performance meets the requirements for the accrual of each component of variable remuneration. Regarding stock option plans or payments in other financial instruments, the general features of each plan should include information on the conditions both for unconditional vesting and for the exercise of such options or financial instruments, including the exercise price and exercise period. Each one of the directors, and their category (executive directors, external proprietary directors, independent external directors or other external directors), who are beneficiaries of remuneration systems or plans that include variable remuneration. Where appropriate report on set periods of accrual, vesting, or deferral of payment of vested amounts, and/or any retention/non-disposal periods for shares or other financial instruments, if any. 	Section 2.3.3.2 Section 3
<u>Long-term variables</u>	Section 2.3.3.2
B.8 Indicate whether any accrued variable components have been reduced or claimed back, either by deferring the payment of unvested amounts or by reclaiming amounts that were vested and paid on the basis of data that subsequently proved to be manifestly inaccurate. Describe the amounts reduced or reclaimed by the application of malus or clawback clauses, why they have been applied and the financial years to which they belong.	Section 3
B.9 Describe the main characteristics of the long-term savings plans whose amount or equivalent annual cost is shown in the tables in Section C, including retirement and any other survivor's benefits, which are partially or fully funded by the company, whether funded internally or externally, indicating the type of plan, whether it is a contribution or benefit plan, the contingencies it covers, the vesting conditions of the economic rights in favour of the directors and its compatibility with any type of compensation for early termination or termination of the contractual relationship between the company and the director.	Section 3
B.10 Describe, if applicable, the compensation or any other type of payment derived from early termination, whether the termination is at the behest of the company or of the director, or from the termination of the contract, under the terms provided therein, accrued and/or received by the directors during the last financial year.	Section 3
B.11 Indicate whether there have been any significant changes in the contracts of those exercising senior management duties as executive directors and, if so, describe them. Also describe the main terms of any new contracts signed with executive directors during the year, unless already described in section A.1.	Section 2.3.5
B.12 Describe any additional remuneration earned by directors in consideration for services rendered other than those inherent to their post.	n/a
B.13 Explain any remuneration in the form of advances, credits and guarantees, indicating the interest rate, their essential characteristics and any amounts repaid, as well as the obligations undertaken by way of security.	Section 3
B.14 Provide details of the remuneration in kind accrued by directors during the financial year, explaining briefly the nature of the different salary components.	Section 3
B.15 Describe the remuneration accruing to directors by virtue of payments made by the listed company to a third party entity where the director provides services, in the case such payments are for the purpose of remunerating the director's services in the company.	n/a
B.16 Describe and provide details of the amounts accrued during the financial year in relation to any other remuneration item other than those listed above, regardless of its nature or the	n/a

group entity that pays it, including all benefits in any form, such as when it is considered a related-party transaction or, especially, when it significantly affects the true and fair view of the total remuneration accrued by the director, explaining the amount paid or pending payment, the nature of the consideration received and the reasons it does not constitute remuneration to the director in their capacity as such or in consideration for the performance of their executive duties, and whether or not it has been considered appropriate to include it among the amounts accrued in the "other items" section of section C.	
C. DETAILS OF THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH OF THE DIRECTORS	
C.1.A. Remuneration accrued individually by each director in the listed company	Section 3 and statistical appendix
C.1.B. Remuneration accrued individually by each director for belonging to the administrative bodies of entities dependent on other group companies.	Section 3 and statistical appendix
C.1.C. Summary of the amounts for all remuneration items included in this report that have been earned by each director, in thousands of euros	Section 3 and statistical appendix
C.2 Indicate the variations over the last five years in the remuneration earned by each of the listed company's directors during each fiscal year, expressed in ratios of the consolidated results of the company and in comparison to the average remuneration of full-time non-director employees of the company and its subsidiaries.	Statistical appendix
D. OTHER INFORMATION OF INTEREST	
D.1 If there are any relevant issues relating to directors' remuneration that you have not been able to address in the other sections of this report, but which are necessary to provide more comprehensive and fully reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.	Section 3.2
D.2 This annual remuneration report was approved by the board of directors of the company at its meeting on. Indicate whether any director voted against or abstained from approving this report.	Section 6

7. REPORT APPROVAL DATE

This annual remuneration report was approved by the company's board of directors, on the recommendation of the remuneration committee, in its meeting held on 19 February 2025.

No director voted against or abstained from approving this report.

APPENDIX 1.

2024 ANNUAL ACTIVITY REPORT OF THE REMUNERATION COMMITTEE

[See report \(link\)](#)

APPENDIX 2.

ESSENTIAL CHARACTERISTICS OF THE MULTI-YEAR VARIABLE REMUNERATION 2024-2026

In June 2024, Bankinter's Board of Directors approved a new strategic plan for the Group, covering the 2024-2026 period.

Subsequently, the Board of Directors, at the recommendation of the Remuneration Committee, agreed, at its meeting on 17 July 2024, to implement a new Long-Term incentive plan (hereinafter, the "**Multi-Year Plan**"), aimed at the executive directors, the Management Team and certain "key" employees at the Bankinter Group, with the **aim** of achieving maximum motivation, loyalty and alignment with the strategic plan and thus relaying a long-term vision of the Bank to generate a culture of sustainability.

The managers invited to participate in the Plan may receive an incentive (hereinafter, the "**Incentive**"), the payment of which will be linked to meeting certain targets as well as remaining with Bankinter.

The Multi-Year Plan is adapted, with regard to executive directors, to the director remuneration policy approved at the Annual General Meeting held on 21 March 2024, applicable from the date of its approval for 2025, 2026 and 2027, as well as the current policies and recommendations on remuneration. As established in the Policy, this Plan is in addition to any other variable remuneration plans existing now or in future at Bankinter Group.

The essential characteristics of the plan are transcribed below:

- i. **Participants:** The Multi-Year Plan is aimed at executive directors, the management team (as defined in the Bankinter Group corporate governance policy) and certain Bankinter Group employees who are expressly invited to participate (hereinafter, the "**Participants**").

Bankinter's Board of Directors, at the proposal of the Remuneration Committee, may invite new Participants to participate in the Plan, once the Plan's validity period has begun, under the specific conditions regarding the determination of the target incentive, described later in this Regulation.

- ii. **Duration:**

- 3 years to calculate the accrued amount (2024-2026) and 5 years of deferral from 31 December 2026 in the case of executive directors and senior management (i.e. 2028, 2029, 2030, 2031 and 2032) and 4 years of deferral for the rest of the participants (i.e. 2028, 2029, 2030 and 2031).
- The accrual period of the Plan will be from 1 July 2024 to 31 December 2026.

iii. Reference amount of the Incentive (Target Incentive):

- Two annual instalments of the gross annual fixed salary as at 31 December of 2023 set for the plan beneficiary.
- Remuneration in kind, company benefits and any other type of variable remuneration received by the beneficiary are expressly excluded from the calculation of the target incentive.

iv. Indicators and conditions for its accrual¹:

The Multiannual Plan is pegged to the following objectives and following conditions for its accrual, as reflected in detail in table 14 of this Report:

- First phase of indicators:
 - **Financial performance of the Group** (hereinafter "Group RoE") **for each of the 2024-2026 financial years, in relation to a group of peers** (hereinafter "Peer Group"), the composition of which will be indicated in the Directors' Remuneration Reports for the financial years in which this indicator is measured.

The remuneration committee shall review the Peer Group each year so as to ensure that it continues to be representative of the market in response to market changes, reporting on this matter to the Board of Directors. Corporate transactions are excluded from the calculation of RoE (both for the Bank and the peer group).

The **Group RoE** must be above the mid-point for the Peer Group at 31 December of each year.

If this objective is achieved each year, half of the target incentive will be confirmed each year; however, its accrual and payment is conditional on the achievement of the other objectives.

Should this target not be met in a given financial year, an adjustment will be made to the proportional part of the target incentive for each Participant, reducing the target incentive corresponding to the financial year in question to zero, as reflected in the following table:

¹ In relation to the control functions (second and third lines of control) that were Participants in the Multiannual Plan, an specific additional condition has been introduced in relation to the activity plan for the control area approved annually by the corresponding Board Committee. The annual target must be met in its entirety to confirm the calculated amount of the annualised Multiannual Plan pursuant to the RoE indicators of the Comparable Group and PAT of the Group.

% Group RoE	% of incentive accrued at 31 December 2024	% of incentive accrued at 31 December 2025	% of incentive accrued at 31 December 2026
X > midpoint of the Peer Group	100% of 20% of the Target Incentive	100% of 40% of the Target Incentive	100% of 40% of the Target Incentive
X < midpoint of the Peer Group	0%	0%	0%

- **Group profit after tax Bankinter, at 31 December 2026** ("PAT" or "PAT of the Bankinter Group") of 1,075.0 million euros in order to receive 100% of the incentive calculated in line with the Group's target ROE.

The percentage achievement of this objective will be as per the following scale:

PAT Bankinter Group (figures in million €)	Incentive achieved (%)
PAT < 860.0	0%
860.0 ≤ PAT < 1,075.0	80% ≤ X < 100%
1,075.0 ≤ PAT < 1,183.0	100% ≤ X < 120%
PAT ≥ 1,183.0	X = 120%

- Second phase of indicators¹:

Having calculated the accrued amount under the Multi-year Plan, as indicated above, the "ex ante adjustments" described in table 14 of this Report will be applied to the RoE of the identified staff. These are adjustments linked to the RAF (risk appetite framework) indicators, tier 1 and tier 2, which suitably reflect the biggest risks.

It should be noted that two of these indicators are directly related to environmental and social objectives: **financed emissions and the customer NPS**.

Each indicator has a defined target, tolerance and limit approved by the board of directors, on the recommendation of the risk and compliance committee. Each indicator is measured quarterly (meaning that each indicator is measured four times a year). **Failure to comply with the tolerance and limit levels will result in a**

¹ Additionally, in 2024, in the case of multi-year variable remuneration, the application of the "Deposit to Loan" Risk Appetite Framework metric will be taken into account as an "ex ante adjustment".

penalty being applied to the accrued variable remuneration and may even adjust it to zero.

- Third phase of indicators:

Finally, multi-year variable remuneration is adjusted by the **RoE TTC**, based on the scale that the Board, at the proposal of the Risk and Compliance Committee, decides at any given time, with a view to creating long-term value and ensuring the Bank's development in the coming years is sustainable over time and aligned with the interests of the shareholders.

The second and third phases shall never increase the **multi-year amount accrued in the first phase, adjusting it even to the point of reducing its accrual to zero, in the event of a failure to comply with the limits and tolerances set by the Board, at the proposal of the Risk and Compliance Committee.**

v. Basic conditions for payment of the Incentive:

a) Reaching the minimum threshold of compliance with targets

b) Other terms and conditions:

- To further enhance the spirit of collaboration, permanence and service to the Bankinter Group, it is an indispensable condition for access to the payment of the Incentive accrued, to be registered with the Social Security in the Bankinter Group on the date of grant (i.e. at the time of determination of the amount of the Incentive accrued). In cases of contractual termination by mutual agreement, the Board of Directors, at the proposal of the remuneration committee, may exempt certain Executives from complying with this condition, recognizing their right to receive, if accrued, the proportional part of the Incentive corresponding to the time in which they have contributed to the definition and achievement of the objectives established in the corresponding Plan.
- The participant must retain the same level of duties or responsibilities as on the date that the plan was approved.
- The participant must not have had any issues due to audit qualifications or sanctions from the crime prevention and professional ethics committee. In addition to the requirements described in the previous sections, the following are considered necessary and essential conditions for the accrual of the incentive:
 - Failing to achieve a C or D rating in the audits performed: All types of audit performed will be considered, provided that they are not due to procedural shortcomings not attributable to the persons assigned to the centres. Obtaining any of these ratings in the audits performed may result in non-accrual or partial accrual of incentive, at the discretion of the Internal Audit department.

- Not having received a sanction from the crime prevention and professional ethics committee during the exercise. Having analysed the reason for the sanction, this may be considered as grounds for the non-accrual or only partial accrual of the incentive. All of the foregoing will be reported and documented to the Remuneration Committee.

vi. Payment of the Incentive:

The Incentive shall be paid to the Beneficiaries, in cash and Bankinter, S.A. shares, in accordance with the following scheme:

Executive directors and senior management¹ who receive a variable remuneration of a particularly high amount

- 40% of the total Incentive accrued shall be paid immediately as follows:
 - 50% will be paid in cash, with the February 2027 payslip.
 - The other 50% will be delivered to the participant in "net" Bankinter shares (once income-tax withholdings have been deducted, which will be calculated taking into account the marginal withholding rate in force in the 2027 financial year), which will be deposited in the participant's securities account after the 2027 Annual General Meeting.
- The remaining 60% of the incentive accrued shall be paid, in fifths, over five years from the time it accrues (2028, 2029, 2030, 2031 and 2032). Each payment shall be made with 40% in cash and 60% in net shares.

Executive directors and senior management who do not receive a variable remuneration of a particularly high amount

- 60% of the total Incentive accrued shall be paid immediately as follows:
 - 50% will be paid in cash, with the February 2027 payslip.
 - The other 50% will be delivered to the participant in "net" Bankinter shares (once income-tax withholdings have been deducted, which will be calculated taking into account the marginal withholding rate in force in the 2027 financial year), which will be deposited in the participant's securities account after the 2027 Annual General Meeting.

¹ Senior management is understood as those who are considered senior executives at Bankinter, i.e. the general managers and members of the Management Committee, as well as those responsible for control functions that, as provided for in the applicable legislation, should have this consideration.

- The remaining 40% of the incentive accrued shall be paid, in fifths, over five years from the time it is awarded (2028, 2029, 2030, 2031 and 2032). Each payment shall be 50% in cash and 50% in net shares.

Other participants who receive a particularly high amount of variable remuneration

- 40% of the total Incentive accrued shall be paid immediately as follows:
 - 50% will be paid in cash, with the February 2027 payslip.
 - The other 50% will be delivered to the participant in "net" Bankinter shares (once income-tax withholdings have been deducted, which will be calculated taking into account the marginal withholding rate in force in the 2027 financial year), which will be deposited in the participant's securities account after the 2027 Annual General Meeting.
- The remaining 60% of the Incentive accrued shall be paid, in quarters, over four years from the time it is awarded (2028, 2029, 2030 and 2031). Each payment shall be made with 40% in cash and 60% in net shares.

Other participants who do not receive a particularly high amount of variable remuneration

- 60% of the total Incentive accrued shall be paid immediately as follows:
 - 50% will be paid in cash, with the February 2027 payslip.
 - The other 50% will be delivered to the participant in "net" Bankinter shares (once income-tax withholdings have been deducted, which will be calculated taking into account the marginal withholding rate in force in the 2027 financial year), which will be deposited in the participant's securities account after the 2027 Annual General Meeting.
- The remaining 40% of the Incentive accrued shall be paid, in quarters, over four years from the time it is awarded (2028, 2029, 2030 and 2031). Each payment shall be 50% in cash and 50% in net shares.

Delivered shares will be subject to a one-year retention period.