

NATIONAL SECURITIES MARKET COMMISSION

Secondary Markets Directorate
4 Edison Street
28006 Madrid

Ref. Notice of ordinary shareholders' meeting

Dear Sirs,

The board of directors of Grupo Empresarial San José, S.A. has agreed at its meeting of February 26, 2026 to convene the ordinary shareholders' meeting, which will be held on April 16, 2026, at 12:00 p.m., on first call, or the following day, April 17, 2026, at the same time. on second call.

The Company's board of directors has agreed to hold the shareholders' meeting exclusively electronically, without the physical attendance of the shareholders or their representatives, in accordance with the provisions of Article 15 of the Company's Bylaws and Article 182 bis of the Capital Companies Act.

This communication is accompanied by the text of the call, including the agenda of the meeting, which will be published in the coming days in the terms provided for in the law and in the bylaws, and the proposals for resolutions formulated by the board of directors in relation to the items on the agenda.

For the purposes of the shareholders' exercise of their right to information, the aforementioned documents, together with the other documentation of the general meeting indicated in the notice, will be made available to them at the registered office and on the Company's website (<http://www.gruposanjose.biz>).

Madrid, 26 February 2026.

Javier Alonso
Secretary of the Board

**GRUPO EMPRESARIAL SAN JOSÉ, S.A.
CALL FOR AN ORDINARY SHAREHOLDERS' MEETING**

The board of directors of Grupo Empresarial San José S.A., in accordance with current legal and statutory regulations, convenes an ordinary shareholders' meeting, to be held exclusively online, which will take place at first call on 16 April 2026, at 12:00, and, where appropriate, at second call on the following day, 17 April 2026, at the same time, in accordance with the following:

AGENDA

First. Review and approval of the annual accounts and management report of the company and its consolidated group, corresponding to the company year ending on 31 December 2025.

Second. Review and approval of the report on the consolidated non-financial information statement (Annual Sustainability Report) corresponding to the company year ending on 31 December 2025.

Third. Review and approval of the proposal to apply the profits from the company year ending on 31 December 2025.

Fourth. Dividend distribution charged to reserves.

Fifth. Review and approval of the management of the company's board of directors during the financial year ending on 31 December 2025.

Sixth. Appointment and re-election of the members of the board of directors.

6.1 Appointment of Mr Miguel Laserna Niño as an independent director, as proposed by the committee of appointments, remuneration and good governance.

6.2 Appointment of Mr Fernando Calbacho Losada as an independent director, as proposed by the committee of appointments, remuneration and good governance.

6.3 Re-election of Mr Jacinto Rey González, as executive director, as proposed by the board of directors.

6.4 Re-election of Mr Jacinto Rey Laredo, as executive director, as proposed by the board of directors.

6.5 Re-election of Mr Javier Rey Laredo, as executive director, as proposed by the board of directors.

6.6 Re-election of Ms Altina Sebastián González, as an external director, as proposed by the board of directors.

Seventh. Re-election of auditors of the company and its consolidated group.

Eighth. Authorising the board of directors to acquire, either directly or through group companies, and to accept as a guarantee, the company's own shares.

Ninth. Approving the delivery of Company shares as part of the variable remuneration of executive directors.

Tenth. Delegating powers to interpret, supplement, remedy, execute and formalise any agreements adopted.

Eleventh. Consultative vote on the annual report on the remuneration of directors corresponding to 2025.

EXCLUSIVELY HELD ELECTRONICALLY

The company's board of directors, in accordance with the provisions of article 6.4 of the Regulations of the shareholders' general meeting and by virtue of the power conferred by article 15.7 of the Articles of Association, has agreed to hold the shareholders' meeting exclusively electronically, that is, without the physical attendance of any members or their representatives.

In accordance with the provisions of the applicable regulations, the general meeting will be considered to have been held at the company's registered office (Pontevedra, calle Rosalía de Castro no. 44, 36001).

The general meeting will be broadcast live for follow-up via the corporate website (www.gruposanjose.biz). The online transmission is scheduled to take place from 12:00 on 16 April 2026, the date set for the meeting at first call.

SUPPLEMENT TO THE CALL AND PRESENTATION OF PROPOSALS FOR AGREEMENT

Shareholders representing at least three percent of the share capital may request that a supplement to this call be published, including one or more items on the agenda (provided that the new items are accompanied by a justification or, where appropriate, a proposal for agreement), and submit substantiated proposals for agreements on matters already covered by or which must be covered by the agenda. These rights must be exercised by way of recorded delivery, to be received at the company's registered office (Pontevedra, calle Rosalía de Castro no. 44, 36001), within five days following the publication of this call, indicating the identity of the shareholders exercising the right and the number of shares held by them, as well as the items to be included on the agenda or the content of the proposals for agreement, accompanied by, if applicable, any other documentation, if appropriate.

Any supplement to the call will be published at least fifteen days in advance of the date set for holding the meeting.

The above is without prejudice to the right of any shareholder during the course of the general meeting to propose items that do not need to be covered by the agenda in the terms provided for in the Law on Capital Companies.

RIGHT TO INFORMATION

From the date of publication of this call, shareholders have the right to review and obtain a copy of the following documents at the Company's registered office, in Pontevedra, calle Rosalía de Castro no. 44, 36001, as well as consult them online on the Company's website (<http://www.gruposanjose.biz>), or request that the Company send them the same, immediately and free of charge:

1. This call announcement.
2. The proposals for any agreements that will be submitted to the general shareholders' meeting.

3. The annual accounts and management report of the company and its consolidated group, corresponding to the company year ending on 31 December 2025, together with the corresponding accounts audit reports.
4. The report on the consolidated non-financial information statement (Annual Sustainability Report) corresponding to the company year ending on 31 December 2025.
5. The annual corporate governance report for the financial year 2025.
6. The annual report on the remuneration of directors corresponding to the financial year 2025.
7. Regarding the proposals for the appointment and re-election of directors:
 - (i) The board report on executive and other external directors proposed for appointment or re-election; and
 - (ii) Report of the committee of appointments, remuneration and good governance on the independent directors proposed for appointment, covering their identity, CV, and level.
8. The audit committee's report on the auditor's independence.
9. The audit committee's report on related transactions corresponding to the financial year 2025.
10. The form for the remote attendance, delegation and voting card.

From the date of the call, all the above-mentioned documents will be continuously available to any shareholders so they can be consulted both at the registered office (Pontevedra, calle Rosalía de Castro no 44, 36001) and on the Company's website (<http://www.gruposanjose.biz>) until the date of the general meeting.

Likewise, from the date of the call, the total number of shares and voting rights existing on said date will be published continuously on the Company's website (<http://www.gruposanjose.biz>), and, where appropriate, as they are received, any proposals for agreement submitted by shareholders in accordance with the legal and statutory provisions.

For the purposes of exercising the right to information prior to the holding of the general meeting under the terms provided for in articles 197 and 520 of the Law on Capital Companies, and in accordance with article 9 of the regulations of the shareholders' general meeting, until the fifth day before the meeting is scheduled to be held, any shareholders in addition to being able to exercise the right to information on the matters covered by the agenda, may request that the Spanish National Securities Market Commission (CNMV), within this timescale or verbally during the meeting itself, provide any clarifications regarding the auditor's report and any publicly accessible information that may have been provided by the Company from the date of the most recent general meeting. Requests for information may be made by delivering the request to the registered office (Pontevedra, calle Rosalía de Castro no. 44, 36001) or by sending it to the Company by post to said address. The applicant must provide proof of his/her identity and their status as a shareholder. The shareholder will be responsible for providing evidence that the request has been sent in a timely manner. The Company's website contains the relevant explanations to enable shareholders to exercise their right to information, pursuant to the terms legally provided.

REMOTE ATTENDANCE, REPRESENTATION AND VOTING RIGHTS

Right of attendance

In accordance with article 16 of the company's articles of association and 8 of the regulations of the shareholders' meeting, all shareholders who, individually or as part of a group with other shareholders, hold a minimum of one hundred shares will have the right to attend.

Shareholders who do not hold the minimum number of shares required to attend the general meeting in accordance with the provisions of the paragraph above may group them with those of other shareholders who are in the same situation until the minimum number required is reached, and one of said shareholders can be delegated to attend the meeting.

In order to attend it will be a requirement that the shareholder (i) has registered the ownership of their shares in the corresponding share registration book five days prior to the date on which the meeting is to be held, and, (ii) has the corresponding attendance card or certificate issued by the entity or entities in charge of keeping the share registration book or any other legally acceptable record.

Shareholders or their representatives will be properly registered in accordance with the procedure provided for in this announcement.

Right of representation

Any shareholder may be represented at the general meeting by another person in accordance with the provisions of the Law on Capital Companies, the company's articles of association and the regulations of the shareholders' meeting.

Without prejudice to the provisions of the Law covering cases of family representation and the granting of general powers, a power of representation must be conferred in writing especially for this meeting, by duly completing and signing the attendance and delegation card provided by the depository entity or that provided by the Company itself, and it must bear a handwritten signature. The card is available on the Company's website and ready to be printed out and used by those who wish to do so.

Powers of representation may also be conferred or notified to the Company by post, by sending to the address of the registered office the attendance and delegation card provided by the depository entity or that provided by the Company itself, duly completed and bearing a handwritten signature. Any power of representation conferred or notified by this means must be received by the Company twenty-four hours before the day prior to the date provided for holding the meeting at first call. Should this not be the case, any power of representation will be invalid and deemed not to have been granted. The person to whom voting rights have been delegated may only exercise them by attending the general meeting electronically. Where no instructions regarding voting have been given in relation to matters not covered by the agenda, the representative may vote in the manner they deem most convenient for the interests of their client. The power of representation is always revocable. Attendance at the meeting by the represented party, either electronically or by casting their vote remotely, implies the revocation of any delegated power, regardless of the date thereof.

Remote voting

Shareholders may cast their vote on the proposals relating to items included in the agenda by post, by sending or delivering to the Company's registered office (Pontevedra, calle Rosalía de Castro no. 44, 36001) a document recording the vote, accompanied by the duly signed attendance card issued by the entity in charge of keeping the share registration book.

Should the cards issued by the above-mentioned entities not contemplate the possibility of issuing a remote vote by post, shareholders with the right to attend the general meeting who wish to issue their vote by such means may obtain said card from the Company's website, ready to be printed and used by those who wish to do so. This card, duly completed and signed with a handwritten signature, must be sent to the Company at its registered office (Pontevedra, calle Rosalía de Castro no 44, 36001) together with the attendance card provided by the depository entity or that provided by the Company itself in the terms indicated above.

In order to be valid, the vote cast remotely must be received by the Company, at its registered office, before twenty-four hours on the third day prior to the date provided for holding the meeting at first call.

Shareholders with a right of attendance casting their vote in the indicated terms will be considered present for the purposes of declaring the meeting quorate and, consequently, any delegations made beforehand will be considered revoked and those conferred subsequently will be considered not to have been made. Any vote cast by post will be null and void due to a subsequent and express revocation carried out by this same means and within the period established for issuing it, due to online attendance at the meeting of the shareholder casting it, and where the shares based on which the vote has been exercised have been disposed of, all of the above once the Company has become aware of the same.

Electronic attendance, representation, and voting

The Company's board of directors agrees to exclusively permit electronic attendance at the meeting, and to offer the possibility of participating in the meeting by any of the following means: (i) electronic attendance; (ii) powers of representation conferred electronically on the chair of the board (or any other person), and (iii) early electronic voting. Furthermore, members of the board of directors may comply with their duty to attend by means of audio or video conference.

In any case, from the date of the call, any shareholders may consult the corporate website (<http://www.gruposanjose.biz>) for the latest information available at any time, this is all aimed at making it easier for shareholders to fully exercise their rights at the meeting.

The computer application for attending the meeting remotely will be enabled on the Company's corporate website (www.gruposanjose.biz), within the section "Shareholders and investors" "Corporate Governance," where instructions for its use will also be available. Electronic support

will be possible from any device with internet access (including mobile phones and tablets).

In addition to the attendance requirements indicated in the above section, the Company's board of directors has approved the following procedure in order to provide the necessary mechanisms so shareholders can attend, delegate, and cast their vote electronically:

1.- Electronic pre-meeting: shareholders' delegation

Accreditation: Shareholders who wish to grant powers of representation electronically prior to the shareholders' meeting must access the corporate website (www.gruposanjose.biz) and provide evidence of their identity in the manner indicated in section 4 below, on the IT platform provided for this purpose.

Proceedings: Shareholders duly accredited in accordance with the terms and procedures described in section 4 below must follow the steps specified on the IT platform to grant powers of representation.

Electronic delegations may be conferred in favour of the chair or secretary of the board or any other person. Any delegations made in favour of a person other than the chair or secretary of the board must be accepted by the representative, should this not be the case, they cannot be used. For these purposes, it will be understood that the representative accepts the delegation if, on the IT platform provided by the Company website, they accredit the same and attach scans of their national identity document or passport or, where appropriate, Fiscal ID Number, as well as of the attendance and delegation card, duly filled in and signed by the shareholder and the representative, or provide a copy of the deed of power of attorney if general powers have been granted.

In order to confer representation in favour of the chair or the secretary of the board, the shareholder must accredit themselves on the IT platform provided by the Company on its website attaching scans of their national identity document or passport or, where appropriate, their Fiscal ID Number, as well as of the attendance and delegation card, duly filled in and signed by the shareholder. This delegation will be deemed accepted upon receipt when the Company receives said delegation by electronic correspondence.

In order to be valid, any power of representation conferred or notified by this means must be received by the Company before twenty-four hours of the day prior to the date provided for holding the meeting at first call.

2.- Casting votes early for the shareholders' meeting electronically

Accreditation: Shareholders wishing to cast their vote electronically prior to the holding of the shareholders' meeting, must access the corporate website (www.gruposanjose.biz) and provide evidence of their identity, in the manner indicated in section 4 below, on the IT platform enabled for this purpose.

Proceedings: To cast their vote electronically shareholders duly accredited in accordance with the terms and procedures described in section 4 below must follow the steps specified on the IT platform.

In order to be valid, any vote cast this way must be received by the Company, at its registered office, before twenty-four hours of the third day prior to the date provided for holding the meeting at first call.

Shareholders who cast their vote remotely in accordance with the terms indicated in this section will be considered present for the purpose of declaring the meeting quorate. Consequently, any delegation made by them beforehand will be deemed to have been revoked and those conferred subsequently will be considered not to have been made.

3.- Attendance at the meeting through remote communication media

The media arranged by the Company's board of directors to implement remote attendance and the remote casting of votes electronically during the meeting are as follows:

1. Prior accreditation and registration: Shareholders or representatives who wish to attend the meeting electronically must register in advance, between forty-eight hours of the day prior to the date set for holding the meeting at first call until 11:30 of the date of the meeting, by accessing the corporate website (www.gruposanjose.biz) and providing proof of their identity on the computer platform enabled for this purpose in the manner indicated in section 4 below.

Shareholders or representatives who have previously registered in accordance with the paragraph above will have the right to attend the meeting electronically through the section "Shareholders and Investors>Corporate Governance" of the Company's website. Shareholders (or representatives) must access the platform between 10:00 and 12:00 on the day of the meeting.

Any shareholder registering themselves once the set deadline has passed will not be considered present.

2. Interventions during the meeting: Shareholders or representatives who, when exercising their rights, intend to intervene in the meeting and, if applicable, request information or clarifications regarding the items on the agenda or request clarifications regarding the publicly accessible information that the Company has provided to the Spanish National Securities Market Commission (CNMV) since the most recent general meeting was held, or about the auditor's report, may send said requests in writing at the time of their registration, or subsequently during the holding of the meeting and up until voting on the proposed agreements starts, provided their identity as a shareholder has been validated, through the space enabled for this purpose on the IT platform.

Shareholders intending to make proposals for agreements in the cases provided for by law must submit them in writing at the time of their registration on the IT platform or during

the holding of the meeting and up until such time as the termination of the turn for interventions, which will be indicated during the course of the meeting.

Any requests for information or clarification made by remote attendees, in the manner indicated in the paragraph above, will be replied to in writing within seven days, without prejudice to the possibility of doing so during the course of the meeting.

Any remote attendee who wishes that their intervention be recorded in the minutes of the meeting must expressly indicate this in the text thereof.

3. Voting during the meeting: Casting votes on the proposals relating to items covered by the agenda while the shareholders' meeting is being held may be carried out from the moment the chair declares the meeting quorate, provided that the attendee's identity has been validated following their registration on the IT platform in accordance with the procedure provided. In any event, the remote voting process regarding any proposals submitted to the meeting will come to an end at the time immediately prior to the announcement of the agreements reached at the shareholders' meeting.

Shareholders who cast their vote remotely in accordance with the terms indicated in this section will be considered present for the purpose of declaring the meeting quorate. Consequently, any delegation made by them beforehand will be deemed to have been revoked.

4.- Common rules for the electronic accreditation of the shareholder or the representative

Shareholders who intend to delegate their representation, vote before the meeting or attend the meeting electronically must provide evidence of their identity on the IT platform by any of the following means: (i) their Spanish Electronic National Identity Document or (ii) a valid and current, recognised electronic user certificate, in accordance with the provisions of Law 59/2003, of 19 December, on Electronic Signatures, and issued by the Spanish Public Certification Authority (CERES), or (iii) uploading to the electronic platform, in the manner indicated therein, a scanned copy of their national document or passport or Fiscal ID Number (where they are legal entities), as well as the scanned attendance and delegation card, duly filled in and signed by the shareholder. In the latter case, once accreditation has been validated by the Company, the duly accredited shareholder will receive a user number and password in order to access the IT platform.

TECHNICAL INCIDENTS

The Company reserves the right to amend, suspend, cancel or restrict electronic assistance mechanisms, and electronic voting and delegation where technical or security reasons require or make it necessary, this would be published in a timely manner on the corporate website (<http://www.gruposanjose.biz>) as well as through announcing the corresponding relevant event.

The Company will not be liable for any difficulties or damages that may be caused to the shareholder arising from any breakdowns, overloads, line cuts, connection failures, postal or

courier service interruptions or any other event of the same or similar nature, falling outside the will of the Company, preventing the use of electronic assistance mechanisms, and remote voting and delegation.

SHAREHOLDERS' FORUM

In accordance with article 539.2 of the Law on Capital Companies, the Company has enabled on its website (www.gruposanjose.biz) an electronic shareholders' forum, with the aim of holding the general meeting. Both shareholders and voluntary associations incorporated and registered in the special registry authorised by the CNMV may access the forum. The rules regarding access and participation in the forum are available on the Company's website.

Any proposals that it is intended to present as a supplement to the agenda announced in the call may be published on the forum, together with requests for adherence to said proposals, any initiatives for reaching a percentage sufficient for exercising a minority right provided for by Law, as well as offers or requests for voluntary representation.

The forum does not constitute a communication channel between the Company and its shareholders and is enabled solely for the purpose of facilitating communication between the shareholders of GRUPO EMPRESARIAL SAN JOSÉ, S.A. regarding the celebration of the general meeting.

PERSONAL DATA PROTECTION

The Company informs its shareholders that any personal data obtained during the remote delegation and information request procedure will be incorporated into a computer file, for which the Company will be liable, in order to manage control and compliance of the existing shareholding relationship. The collection of such data by the Company is revocable and has no retroactive effect, in accordance with the provisions of any legislation on personal data protection. The shareholder may exercise their rights to access, rectify, oppose, erase and any other rights over the data obtained by the Company by writing to the registered office, through the Shareholder Assistance Service, all this in accordance with personal data protection regulations, as well as any regulations developing them.

NOTARIAL INTERVENTION AT THE MEETING

In accordance with article 203 of the Law on Capital Companies, the board of directors has agreed to require the presence of a notary to draft minutes of the meeting.

GENERAL INFORMATION

For any issues regarding the general meeting not contained in this announcement, shareholders may consult the regulations of the general meeting that are available to them on the Company's website and that of the CNMV, together with any information and documentation relating to matters on the agenda.

PREDICTION REGARDING THE HOLDING OF THE MEETING

Shareholders are informed that, according to the experience of previous years, it is anticipated that the meeting will take place at FIRST CALL, on 16 April 2026, at the above-mentioned place on the above-mentioned time.

Madrid on 25 February 2026
The Secretary of the Board of Directors.
Javier Alonso

NOTE: This call is published on the corporate website of Grupo San José, on the webpage of the CNMV and through the corresponding announcement in one of the most circulated newspapers in Spain, as well as on the Spanish Stock Exchanges.

PROPOSAL FOR AGREEMENTS FORMULATED BY THE BOARD OF DIRECTORS OF GRUPO EMPRESARIAL SAN JOSÉ, S.A. TO THE SHAREHOLDERS MEETING TO BE HELD ON APRIL 16, 2026 ON FIRST CALL OR ON APRIL 17, 2026 ON SECOND CALL

First **Examine and approve the annual accounts and the management report of the company and its consolidated group for the financial year ended December 31, 2025.**

Proposal:

Approve the individual and consolidated annual accounts of GRUPO EMPRESARIAL SAN JOSÉ, S.A. and its subsidiary companies and the respective management reports, corresponding to the fiscal year ended December 31, 2025, as formulated by the board of directors at its meeting on February 26, 2026.

Second. **Review and approve the report on the consolidated statement of non-financial information (Annual Sustainability Report) for the company year ending on 31 December 2025.**

Proposal:

Approve the report on the consolidated non-financial information statement corresponding to the fiscal year ended December 31, 2025, which is part of the management report.

Third. **Review and approve the proposal for applying the balance of the financial year ending on 31 December 2025.**

Proposal:

Approve the application of the results for fiscal year 2025, in the amount of FOUR MILLION NINE HUNDRED TWENTY-THREE THOUSAND NINE HUNDRED THIRTY-FOUR EUROS AND SEVENTEEN CENTS (4,923,934,17 euros)

as follows:

Distribution basis:

Result of the year: FOUR MILLION NINE HUNDRED TWENTY-THREE THOUSAND NINE HUNDRED THIRTY-FOUR EUROS AND SEVENTEEN CENTS (4,923,934,17 euros)

Application of voluntary reservations:

- To voluntary reservations FOUR MILLION NINE HUNDRED TWENTY-THREE THOUSAND NINE HUNDRED THIRTY-FOUR EUROS AND SEVENTEEN CENTS (4,923,934,17 euros)

Fourth. Distribution of dividends charged to reserves.

Proposal:

Distribution of dividend charged to voluntary reserves at a rate of eighteen EURO CENTS (€0.18) gross per share with the right to receive it and that is in circulation on the date on which the corresponding payment is made (maximum total amount: ELEVEN MILLION SEVEN HUNDRED FOUR THOUSAND SIX HUNDRED NINETY-FIVE EUROS (€11,704,695).

Said dividend will be paid in cash on May 21, 2026. The last trading day of the share entitled to collect said dividend will be May 18, 2026. The legally applicable withholdings will be made on the gross amounts paid.

Fifth. Review and approve the governance exercised by the company's board of directors during the financial year ending on 31 December 2025.

Proposal:

Approve the corporate management and the actions carried out by the board of directors of the company during the fiscal year ended December 31, 2025.

Sixth. Appointment and re-election of members of the board of directors.

6.1 Appointment of Mr. Miguel Laserna Niño, as an independent director, at the proposal of the Appointments, Remuneration and Good Governance Committee.

Proposal:

To appoint, at the proposal of the Appointments, Remuneration and Good Governance Committee, as a director of the company, Mr. Miguel Laserna Niño, with the status of independent director, for the statutory period of 4 years from the approval of this agreement.

6.2 Appointment of Mr. Fernando Calbacho Losada, as an independent director, at the proposal of the Appointments, Remuneration and Good Governance Committee.

Proposal:

To appoint, at the proposal of the Appointments, Remuneration and Good Governance Committee, as a director of the company, Mr. Fernando Calbacho Losada, with the status of independent director, for the statutory period of 4 years from the approval of this resolution.

6.3 Re-election of Mr. Jacinto Rey González, as executive director, at the proposal of the board of directors.

Proposal:

To re-elect, at the proposal of the Board of Directors, Mr. Jacinto Rey González as a director of the company, with the status of executive director, for the statutory period of 4 years from the approval of this resolution.

6.4 Re-election of Mr. Jacinto Rey Laredo, as executive director, at the proposal of the board of directors.

Proposal:

To re-elect, at the proposal of the Board of Directors, Mr. Jacinto Rey Laredo as a director of the company, with the status of executive director, for the statutory period of 4 years from the approval of this resolution.

6.5 Re-election of Mr. Javier Rey Laredo, as executive director, at the proposal of the board of directors.

Proposal:

To re-elect, at the proposal of the Board of Directors, as a director of the company, Mr. Javier Rey Laredo with the status of executive director, for the statutory period of 4 years from the approval of this resolution.

6.6 Re-election of Ms. Altina Sebastián González, as an external director, at the proposal of the board of directors.

Proposal:

To re-elect, at the proposal of the board of directors, as a director of the company, Ms. Altina Sebastián González with the status of director another external, for the statutory period of 4 years from the approval of this agreement.

Seventh. Re-election of auditors of the company and its consolidated group.

Proposal:

It is agreed to re-elect PricewaterhouseCoopers Auditores, S.L., with registered office in Madrid, Torre PwC, Paseo de la Castellana 259 B, and C.I.F. B-79031290 as auditors of the annual accounts and the management report for the 2026 financial year of the company and its consolidated group, for a period of 1 year.

The board of directors of the company, with the power of delegation indistinctly to the chairman and the chief executive officer, is empowered so that either of them may enter into the corresponding service lease agreement

with the firm PricewaterhouseCoopers Auditores, S.L. for the period expressed and under the conditions and clauses that the case requires.

Eighth. Authorisation to the board of directors for the acquisition, directly or through group companies, and for the acceptance as collateral, of treasury shares.

Proposal:

To authorise the board for the derivative acquisition of treasury shares of the company, directly or through entities controlled by it, and for the acceptance as a pledge or other form of guarantee of treasury shares, in accordance with the applicable legislation in each case and subject to the following limits and requirements:

- Modalities of acquisition: acquisition by deed of sale or by any other "intervivos" act for consideration.
- Maximum number of shares to be acquired: number such that the nominal value of the shares acquired, added to those held by both the company and any of its controlled companies, does not exceed 10% of the company's share capital.
- Minimum and maximum acquisition price: the minimum acquisition price of the shares will be equivalent to 75% of their trading value on the acquisition date, and the maximum price to 120% of their trading value on the same date.
- Duration of the authorisation: five years from this date.
- Use of the authorisation: the board of directors will make use of this authorisation under the terms established in the company's internal rules of conduct in force at any given time.
- Possible delivery of shares to employees or directors: the board of directors is empowered to allocate, in whole or in part, the treasury shares acquired to the execution of remuneration programmes that have as their object or involve the delivery of shares or option rights on shares, in accordance with the provisions of section 1 a) of article 146 of the Capital Companies Act.

In the event that a pledge or guarantee is constituted on the treasury shares and that it must be executed, the limits and requirements must be respected in accordance with the applicable regulations and this agreement for the acquisition of treasury shares, agreed, where appropriate, under this item on the agenda.

The board may delegate this authorisation to any other person to whom it expressly empowers for this purpose.

Ninth. Approval of the delivery of shares of the company as part of the variable remuneration of the executive directors.

To approve, in accordance with Article 219 of the Capital Companies Act, Article 25 of the Bylaws and Article 6 of the Remuneration Policy, that the members of the Board of Directors who have the status of executive directors, as well as those directors determined by the Board of Directors, may receive shares of the company as part of their variable remuneration.

The specific determination of the actions that will correspond to each director or executive will be linked to the achievement of the objectives relating to the turnover and net profit of the company determined by the board of directors on an annual basis, and will be agreed by the board once the annual accounts for each year have been drawn up and audited.

This form of remuneration will have a maximum duration of 4 years from the approval of this agreement. The maximum number of shares that may be assigned in each year to this remuneration system will be 650,260 shares.

The basis for calculating the shares to be delivered to the beneficiary will be the quoted value at the closing of the day prior to the delivery to the beneficiary.

It is agreed to empower the board of directors to carry out the necessary actions for the implementation of the remuneration set out in this agreement, and in particular to determine the requirements and conditions that must be met by its beneficiaries in order to be entitled to remuneration through the delivery of shares.

Tenth. Delegation of the powers to interpret, complement, amend, execute, and formalise any agreements adopted.

Without prejudice to the delegations included in the preceding agreements, it is agreed:

A) Expressly delegate to the board of directors, with all the powers that may be necessary in law, to:

1.- Interpret, clarify, specify, complete or correct the agreements adopted by this general meeting of shareholders, or those included in any deeds or documents granted in execution thereof and in particular any omissions, defects or errors of substance or form that prevent access to these agreements and their consequences to the commercial registry.

2.- Resolve any doubts that may arise in relation to the agreements adopted by this general meeting of shareholders.

3.- Carry out any legal acts or transactions that are necessary or convenient for the execution of the agreements adopted by this general meeting of shareholders, granting any public or private documents they deem necessary or convenient regarding these agreements.

4.- Delegate to one or more of its members, jointly or severally, or to the executive committee, with powers of substitution, all or part of the powers it deems appropriate from among those that correspond to the board of directors and those that have been attributed to it by this general meeting of shareholders.

B) Empower as widely as required by law the president and the first and second vice presidents of the board of directors, the secretary and the vice secretary of the board of directors, so that any of them, indiscriminately, with their sole signature, and with respect to the agreements adopted at this general meeting of shareholders, can elevate said agreements to public deed, especially empowering them in everything necessary for their development and compliance; to sign as many public or private documents as may be necessary and to carry out as many actions as are appropriate for their best execution, including the publication of legal notices, before any public or private organizations or bodies, until reaching their registration in the commercial registry office or in other public registries where appropriate, being able to even grant deeds of ratification, rectification, correction and clarification, in view of the verbal suggestions or the written qualification of the commercial registry - and may even proceed to request the partial registration of the agreements registrables-, of the National Securities Market Commission and any other competent public or private body; to carry out whatever procedures are pertinent before the competent bodies in order to execute and bring to fruition the approved agreements and to process the files and documentation of all types that may be necessary before the National Securities Market Commission and other public or private bodies when necessary, and in general for any actions that may be appropriate regarding the agreements adopted at this general meeting.

Eleventh. Advisory vote on the annual report about directors' remuneration for 2025.

Proposal:

Approve, on an advisory basis, the annual report on remuneration corresponding to 2025, approved by the board of directors. This report has been made available to shareholders, along with the rest of the documentation of the general meeting, from the date of its call.