



**POLICY ON FINANCIAL INCENTIVES FOR ATTENDING GENERAL MEETINGS
AND FOR OTHER TYPES OF SHAREHOLDER PARTICIPATION**

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1. Introduction

The Board of Directors of Mapfre, S.A. (the “**Company**”) is the competent body for defining the general strategy and establishing the basis for appropriate and efficient coordination between the Company and the other companies within the corporate group of which Mapfre, S.A. is the controlling company within the meaning of Article 42 of the *Spanish Commercial Code* (the “**Group**”).

In exercise of those authorities, the Board of Directors approves and updates the corporate policies that govern the Company’s activities; that establish the guidelines and fundamental principles that inspire and orient the mandatory rules that the Group’s other companies approve within the scope of their own decision-making capacity and responsibility; and that form the basis for mandatory compliance with those rules.

In accordance with the foregoing, the Company's Board of Directors has approved this *Policy on Financial Incentives for Attending General Meetings and for Other Types of Shareholder Participation* (the “**Policy**”), which is part of the company's corporate governance system and is derived from the *Institutional and Business Principles of the Mapfre Group*, which are stated in the Purpose, Vision, and Values, defined and approved by the Company's Board of Directors.

2. Classification

This standard is a corporate-level policy in accordance with the classification set out in the *Policy on the Development and Organization of the Rules that Comprise the Mapfre Group’s Corporate Governance System*.

3. Scope of application

This *Policy* applies to the Company in relation to all of its shareholders, beginning with the first General Meeting held after its date of approval.

4. Purpose

This *Policy* establishes the main aspects and the Company’s commitments regarding payment of a financial incentive to shareholders for attending the General Meetings, and any other economic incentives that the Company’s

Board of Directors may establish for each meeting, for the purpose of encouraging shareholder attendance and participation at those meetings, all in compliance with the principles described in the *Shareholder Engagement Policy*.

5. Principles

This Policy is based on the following principles:

- a) The need to ensure equal treatment of all of the Company's shareholders that have invested in the Company under the same conditions, in relation to recognition and exercise of their right to receive a financial incentive or other economic incentives for attending and participating at the General Meetings; and the need to establish objective, non-discriminatory criteria for that purpose.
- b) The need for ongoing transparency of information, by making this Policy available to the shareholders each time a call notice is issued for a General Meeting, along with information regarding any measures the Board of Directors has implemented to ensure compliance with it.
- c) The need to promote the principles described in the Shareholder Engagement Policy, in particular encouragement of shareholder involvement with the Company through their participation at the General Meetings, and mitigation of shareholder absenteeism.
- d) The need to ensure stability for the contents of this Policy.
- e) The need to comply with all applicable laws and regulations existing on this subject, in particular those from the *Code of Good Governance for Publicly Traded Companies* approved by the Spanish National Securities and Exchange Commission (CNMV).

6. Requirements for financial incentives

The Board of Directors shall encourage and stimulate the participation and attendance of shareholders at the General Shareholders' Meeting. To this end, it may agree or propose to the General Shareholders' Meeting an economic incentive for participation that may consist of an attendance stipend, conditional dividend or any other stipend determined.

The financial incentive shall consist of a cash amount per share determined by the Board of Directors or, where appropriate, by the General Shareholders' Meeting, the amount of which shall be low enough to maintain its nature

without substituting the dividend, in any case avoiding having this payment pose any risk to the Company's financial stability.

Economic incentives may be conditional on the quorum for the constitution of the General Shareholders' Meeting exceeding or reaching a certain previously established percentage.

It may also decide whether the financial incentives should be paid only to the shareholders appearing on the list of attendees for each General Meeting (because they attended the meeting or exercised their right to representation by proxy, or their right to vote absentee prior to the meeting via any of the means the Company has made available in accordance with the applicable laws and regulations), or to all shareholders who had the right to attend the meeting, as long as the quorum previously established by the Board of Directors was met.

Under all circumstances, the Board of Directors or any persons to which its authorities have been delegated or that are otherwise authorized, may take into consideration the circumstances existing for each meeting and agree to pay the financial incentive to shareholders not appearing on the list of attendees, either because they joined the meeting after that list was created or for some other reason beyond the control of the Company or the shareholder.

Any financial incentive that will be paid for participating in a General Meeting must be described in the call notice issued for that meeting. In addition, when publishing the call notice for a General Meeting, the Board of Directors must determine the applicable terms and conditions for its payment.

7. Suspension of the financial incentive

In any case, the Board of Directors may make an exception to payment of the attendance stipend when the Company's economic situation so advises or when circumstances arise that determine that its payment does not constitute an effective incentive to encourage shareholders to participate in the General Shareholders' Meeting.

In any case where the Board of Directors decides, for a specific General Meeting, to propose a financial incentive different from the one proposed for the previous meeting held, it must explain the reasons for that decision in the documentation made available to the shareholders in association with the call notice for that meeting.

8. Oversight, dissemination, and monitoring

The Corporate Investor Relations, Capital Markets and M&A Division is the Promoter of this *Policy*, as defined in the *Policy on the Development and Organization of the Rules that Comprise the Mapfre Group's Corporate Governance System*.

The Company's Board of Directors shall be responsible for overseeing, disseminating, and monitoring the implementation of this *Policy*. In carrying out these duties, it shall be supported by the Risk, Sustainability, and Compliance Committee, which—with the collaboration of the Promoter of this *Policy*—will ensure compliance and, where appropriate, submit to the Board any recommendations and proposed amendments it deems advisable.

As part of the Company's commitment to its stakeholders, and in particular its shareholders, this *Policy* must be made available on its corporate website.

9. Approval and entry into force

This *Policy* was initially approved by the Board of Directors on December 17, 2015, with its most recent amendment occurring on December 22, 2025. That amended version entered into force on that same date, repealing and replacing the previous version.