



**TEMPLATE ANNEX I
ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED
PUBLIC LIMITED COMPANIES**

IDENTIFICATION DATA OF THE ISSUER

YEAR END-DATE 31/12/2025

TAX ID (CIF): A-
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Company name:

LÍNEA DIRECTA ASEGURADORA, S.A. INSURANCE AND REINSURANCE COMPANY

Registered office:

Tres Cantos (Madrid), Calle Isaac Newton, 7.

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

A REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1.1 Explain the current directors' remuneration policy applicable to the current financial year. To the extent relevant, certain information may be included by reference to the remuneration policy approved by the general meeting of shareholders, provided that the incorporation is clear, specific and concrete.

Such specific determinations for the current year as the board may have made in accordance with the contracts signed with the executive directors and with the remuneration policy approved by the General Shareholders' Meeting must be described, as regards directors' remuneration both in their capacity as such and for executive functions carried out.

In any case, the following aspects must be reported, at least:

- a) Description of the procedures and bodies of the company involved in the determination, approval and application of the remuneration policy and its conditions.
- b) Indicate and, where appropriate, explain whether comparable companies have been taken into account in establishing the company's remuneration policy.
- c) Information on whether any external advisors took part in this process and, if so, their identity.
- d) Procedures under the current directors' remuneration policy for applying temporary exceptions to the policy, conditions under which such exceptions may be used and components that may be subject to exceptions under the policy.

Directors' Remuneration Policy in force for the current financial year

The General Meeting of Línea Directa Aseguradora, S.A. Compañía de Seguros y Reaseguros ("**Línea Directa**", the "**Company**", the "**Institution**" or the "**Entity**") at the meeting held on 10 April 2025 agreed, with a 99.4% vote in favour, to approve a new directors' remuneration policy, to be used to determine annual remuneration for 2025 and the following three years (2026, 2027 and 2028) (the "**Policy**" or the "**Remuneration Policy**").

The Remuneration Policy, the text of which can be found at www.lineadirectaaseguradora.com, includes the following aspects:

- i. Our remuneration principles and practices.
- ii. Components of the remuneration of directors in their capacity as such.
- iii. Remuneration system for executive directors for the exercise of their executive functions.
- iv. Main contract terms and conditions of the Executive Director.
- v. Temporary Exceptions to the Policy.
- vi. Considerations when determining the Remuneration Policy.

vii. Relationship of the Policy with the conditions of the Entity's employees.

viii. Contribution of the Policy to the strategy, interests and long-term sustainability.

ix. Validity.

Description of the procedures and bodies of the company involved in the determination, approval and application of the Remuneration Policy and its conditions

In accordance with the Regulations of the Board of Directors, the Board is empowered to adopt decisions relating to the remuneration of directors, within the framework of the bylaws and, where appropriate, the remuneration policy approved by the General Meeting.

Based on the maximum annual amount set and approved by the General Meeting as remuneration for directors in their capacity as such, the Board of Directors is responsible for individually setting the remuneration, frequency and method of payment of each director, at the proposal and following a report from the Appointments, Remuneration and Corporate Governance Committee (the "**CNRGC**"). To this end, it will take into account the positions held by each director in the collegiate body itself, their membership and attendance at the different Committees and any other objective circumstances that they consider relevant.

Likewise, the Board of Directors is responsible for determining individually the remuneration of each director for the performance of the executive functions attributed to him/her, in accordance with the provisions of his/her contract and the Remuneration Policy, at the proposal and following a report from the CNRGC, as well as the approval of his/her contracts with the Company.

In addition, the CNRGC proposes the Remuneration Policy for senior management, including general managers or those who carry out their senior management functions under the direct report of the Board of Directors, executive committees or managing directors, as well as individual remuneration and the other basic conditions of their contracts and the remuneration of members who, not belonging to senior management, carry out professional activities that may have a relevant impact on the assumption of risks by the Company.

Information on whether any external advisors took part in this process and, if so, their identity.

The renowned firm J&A Garrigues has participated in the determination of the directors' remuneration policy as an independent external advisor.

Indicate and, where appropriate, explain whether comparable companies have been taken into account in establishing the company's remuneration policy.

To establish the Remuneration Policy, consideration has been given to a series of comparable companies, proposed by WTW as an independent external advisor of recognised prestige, using two main peer groups: a multi-industry group with a focus on listed and unlisted companies in the insurance sector and another composed exclusively of listed companies.

In particular, to determine the peer groups, the main criteria applied have been dimension (turnover, within a comparable range, as well as taking into consideration the sector and geographical scope and including subsidiaries and business units), as well as companies listed on the Ibex Medium Cap.

Procedures under the current directors' remuneration policy for applying temporary exceptions to the policy, conditions under which such exceptions may be used and components that may be subject to exceptions under the policy.

The Board of Directors of Línea Directa, at the proposal of the CNRGC, may approve the application of temporary exceptions to the Remuneration Policy, which will be, in any case, limited to those exceptional situations in which the failure to apply the Policy is necessary to serve the long-term interests and sustainability of the Company as a whole or to ensure its viability.

Only the remuneration components included in section 3.2 of the Remuneration Policy, relating to the remuneration system of executive directors for the exercise of their executive functions, will be subject to exception, avoiding the allocation of guaranteed extraordinary remuneration.

The procedure to be followed in the event of any circumstance that justifies the application of these temporary exceptions will be as follows:

- The CNRGC will issue a report assessing the circumstances and specific remunerations, within those provided for in the aforementioned section 3.2 of the Policy, which would be subject to modification. For the preparation of the report, the CNRGC may use the opinion of an external third party.
- In view of the conclusions of the report, the CNRGC would formulate, where appropriate, the proposal for exceptional application to the Board of Directors.

In any case, the Company shall take into account the principles of section 2 of the Policy and shall duly inform in the corresponding Annual Report on Directors' Remuneration on the exceptional situation that has led the Board of Directors to approve the application of the temporary exception, as well as the component or components subject to said exception.

- A.1.2 Relative importance of variable remuneration concepts with respect to fixed remuneration (remuneration mix) and what criteria and objectives have been taken into account in their determination and to ensure an appropriate balance between the fixed and variable components of remuneration. In particular, indicate the actions taken by the company in relation to the remuneration system to reduce exposure to excessive risks and align it with the company's long-term objectives, values and interests, including, where appropriate, a reference to measures envisaged to ensure that the remuneration policy takes into account the company's long-term results, the measures adopted in relation to those categories of staff whose professional activities have a material impact on the institution's risk profile and measures envisaged to avoid conflicts of interest.

Furthermore, indicate whether the company has established any period for the accrual or vesting of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or delivery of accrued and vested financial instruments, or whether any clause has been agreed reducing the deferred remuneration not yet vested or obliging the director to return remuneration received, when such remuneration has been based on figures that have since been clearly shown to be inaccurate.

Proper balance between fixed and variable components of compensation

In accordance with the Directors' Remuneration Policy, the remuneration accrued by the members of the Board of Directors in their capacity as such (i.e., for their supervisory and collegiate decision-making functions) will consist of a fixed annual allowance and allowances for attendance at each meeting of the Board of Directors and its committees. Therefore, directors in their capacity as such do not receive variable remuneration.

The Executive Director has a fully flexible variable remuneration system that responds appropriately to the results achieved by the Entity. The relative size of the Executive Director's variable remuneration means that, combined with the annual variable remuneration and long-term variable remuneration, and depending on the Executive Director's personal performance and how much he fulfils the objectives set for accrual, there is a balance between the fixed and variable components of the remuneration, without resulting in a high dependency on the variable remuneration.

In this regard, the Executive Director's short-term annual variable remuneration (assuming 100% achievement) represents approximately 29% of the total annual remuneration (sum of the Fixed Remuneration and Annual Variable Remuneration "target").

If the amount of the long-term variable remuneration plan 2023-2025 annualised were included, the annual variable remuneration "target" (assuming 100% achievement) would represent approximately 21% and the long-term variable remuneration 2023-2025 annualised, 26% of the total annual remuneration (sum of the fixed remuneration, the annual variable remuneration "target" and the annualised long-term variable remuneration plan).

Actions taken to reduce exposure to excessive risks and align them with the Company's long-term interests

The Policy's principles are to promote appropriate and effective risk management, so as not to encourage a level of risk-taking that exceeds the Company's risk tolerance limits, including sustainability risks, and to encourage in turn their alignment with the medium and long-term interests of the Company. In this regard, as will be detailed below, the parameters that serve to set the variable remuneration of the executive director are linked to the improvement of

management and the financial, commercial and quality results of Línea Directa, as well as the performance in complying with the Sustainability Plan; they are predetermined, and are likewise quantifiable and measurable. They constitute essential tools for measuring the Company's value indicators, and will never suppose or will be generators of situations that give rise to an increase in the risk profile of the Entity. Therefore, they are fully aligned with the sustainable growth of the Company and its interests in the medium and long term. Likewise, it has been provided that if the minimum targets set are not achieved, this variable remuneration will not accrue, which fully binds it to the interests of the Company. In addition, the variable remuneration system defined for executive directors features specific mechanisms to align remuneration with the Company's risk management and risk profile. Specifically, the following mechanisms are established: (i) the appropriate proportion between the fixed and variable components, (ii) the deferral of a relevant part of the variable remuneration, (iii) reduction clauses ("malus") and recovery ("clawback") and (iv) the prohibition of personal hedging strategies.

In this way, as stated in the Remuneration Policy itself, its ultimate objective is to contribute to the development of Línea Directa's mission, vision and values, constituting a tool that contributes to the achievement of the objectives of its business strategy.

Measures envisaged to avoid conflicts of interest

Article 25.2 of the Bylaws establishes that the Regulations of the Board of Directors shall develop the specific obligations of directors derived from the duties of diligence and loyalty, paying particular attention to situations of conflict of interest.

To this end, the Board of Directors Regulations establishes that there will be deemed to be a conflict of interest with the director in situations where the interest of the Company or the companies in its Group and the personal interest of the director, directly or indirectly, clash. There will be a personal interest of the director when the matter affects him or a person related to him or, in the case of a proprietary director, the shareholder or shareholders who proposed or made his appointment or persons related to them.

In addition, the Regulations of the Board of Directors stipulate that the director must notify the Board of Directors, through the Chairman or the Secretary, of any situation of direct or indirect conflict of interest in which they may find themselves.

In addition, persons who, directly or through a related person, are involved in a situation of structural and permanent conflict of interest with the Company or who are proposed by one or more shareholders in whom the aforementioned conflict of interest occurs, may not be appointed directors.

Measures in relation to those categories of staff whose professional activities have a material impact on the institution's risk profile

As Línea Directa is an insurance company subject to applicable law and regulations on remuneration for insurance and reinsurance undertakings, the Company has defined those categories of personnel whose professional activities have a material impact on the Company's risk profile (the "**Identified Staff**"), with all the directors in their capacity as such, and the executive director, being among those identified professionals.

For these purposes, the remuneration of directors in their capacity as such consists solely of fixed elements (a fixed annual amount and allowances for attendance at each meeting of the Board of Directors and its committees), with no variable components.

Concerning the Executive Director, as her remuneration consists of variable components, in addition to other components, the Company applies different adjustment mechanisms, which are described in this Report.

The CNRGC also proposes the Remuneration Policy for senior management, including general managers or those who carry out their senior management functions under the direct report of the Board of Directors, executive committees or managing directors, as well as individual remuneration and the other basic conditions of their contracts and the remuneration of members who, not belonging to senior management, carry out professional activities that may have a relevant impact on the assumption of risks by the Company.

Accrual or consolidation periods of certain variable remuneration items, deferral periods and adjustment clauses

In relation to accrual periods, variable remuneration is accrued only after the Board has effectively verified the level of compliance with the previously established objectives.

With regard to deferral periods, in accordance with the Policy and the regulations applicable to insurance companies, at least 40% of the variable remuneration will be paid on a deferred basis for a period of no less than 3 years. The deferral will in any case be subject to the criteria and limits recommended by EIOPA in its Opinion on remuneration principles in the insurance sector. During the deferral period, the deferred remuneration will be received proportionally.

Finally, variable remuneration will be paid or consolidated only if it is sustainable in accordance with Línea Directa's situation as a whole and if it is justified on the basis of the Entity's results. In this regard, the Directors' Remuneration Policy provides for the following "malus" and "clawback" clauses:

Reduction clause ("malus"): The deferred variable remuneration accrued and pending payment may be reduced by up to 100% if, prior to the date of payment, any of the following circumstances occur:

- A reformulation of annual accounts that does not result from a regulatory change and provided that, in accordance with said reformulation, the variable remuneration to be paid is less than that initially accrued, or no remuneration had been paid in accordance with the Línea Directa variable remuneration system. For these purposes, this circumstance will be understood to have occurred when the Company's external auditor introduces caveats in its report that reduce the results taken into consideration to determine the amount of the variable remuneration to be paid.

- Where a competent authority requires or recommends that the Entity restrict its dividend distribution policy.
- If the Executive Director has contributed significantly to the poor financial results of the Entity or the business unit of which she is a part.
- The level of solvency or liquidity or both, is or is expected to be below the limit set in the Solvency II regulations.
- That the Executive Director has caused serious damage to the Entity, through fault or negligence.
- The Executive Director has been sanctioned for a serious and intentional breach of any of the internal Línea Directa regulations that may apply to him.
- When there are regulatory sanctions or judicial convictions, as well as non-compliance with the Entity's internal codes of conduct by the Executive Director.

Clawback clause: The variable remuneration already paid to the Executive Director (whether deferred or not) will be fully or partially clawed back by Línea Directa if, during the two years immediately after payment, it becomes apparent that the payment was fully or partially made on the basis of information whose falsehood or serious inaccuracy has been demonstrated a posteriori, or risks or other circumstances not foreseen or assumed by the Entity arise during the conditional period that have a negative material effect on the P&L accounts of any of the years in which it is applicable and, in any event, when, during that two-year period, any of the situations described in the cases of malus clauses take place that, had it occurred, would have resulted in the application of said malus clause.

A.1.3 Amount and nature of the fixed components expected to accrue in the financial year by directors in their capacity as such.

In accordance with the Directors' Remuneration Policy, the remuneration accrued by the members of the Board of Directors for their supervisory and collegiate decision-making functions will consist of a fixed annual allowance and allowances for attendance at each meeting of the Board of Directors and its committees.

Within the maximum amount decided at any time by the General Shareholders' Meeting, the Board of Directors, at the proposal of the CNRGC, shall determine the amount corresponding to each of the directors, the frequency and the form of payment of their remuneration, in accordance with the Remuneration Policy.

In accordance with the Policy, the amounts provided for therein may be updated by the Board of Directors, provided that the total remuneration for the exercise of its supervisory and collective decision functions expressed in this section does not exceed the annual maximum limit provided for. As agreed by the General Meeting, the maximum amount of the annual remuneration of all directors in their capacity as such may not exceed 1.500.000 euros.

Based on the foregoing, the Board of Directors has resolved to update the fixed remuneration and allowances pertaining to directors in their capacity as such by 3%, in line with the CPI figure recorded for December 2025.

The remuneration of directors is reasonably proportional to the importance of the Company, the economic situation at the time and is moderate with respect to the market standards of comparable companies.

Within the above limits and conditions, the concepts of remuneration recognised to directors in their capacity for this year are as follows:

- Fixed allocation on an annual basis for the entire year:
 - o Chairman: 127,308 euros
 - o Executive director: 95,481 euros
 - o Board member: 63,654 euros
- Attendance allowances, to be paid for attending each meeting of the Board or its Committees:
 - o Board of Directors: 3,183 euros for the Chairman, 2,387 euros for the Executive Director and 1,591 euros for members.
 - o Commissions: 2,122 euros for the Chairman and 1,061 euros for members.

A.1.4 Amount and nature of the fixed components that will be accrued in the year for the performance of senior management functions by the executive directors.

As of the date of this Report, the Company's sole executive director is the Chief Executive Officer, Ms. Patricia Ayuela de Rueda.

Subject to the provisions of the Policy, in accordance with market studies and analyses drawn up based on the public information available and the average increases in the remuneration of the Línea Directa senior management, at the proposal of the ARCGC, the Board of Directors shall agree to update the fixed remuneration to establish compensation appropriate to the functions of the executive director, in such a way as to be competitive in the market and aligned with compensation for similar entities to Línea Directa.

To this end, the Board of Directors has resolved to update the annual gross fixed remuneration for executive functions of the CEO (which amounted to 396,864 euros in 2025) by 6%, to be paid in twelve monthly instalments, thus resulting in a new fixed annual remuneration for executive functions of 420,676 euros for 2026. This update is pursuant to the provisions of section 3.2.1 of the Remuneration Policy, taking into consideration the economic circumstances of the market and the progressive alignment of their fixed remuneration to comparable companies, as reported in recent years in this Report, in particular as a result of the market study reported last year by the independent external consultant, WTW.

In accordance with the Policy, this amount will be understood to refer to the period of the full calendar year, so that, if the Executive Director leaves the company on a date other than the end of the calendar year, she will receive the amounts effectively accrued, proportional to the time worked in the aforementioned year.

A.1.5 Amount and nature of any component of remuneration in kind that will be accrued in the year, including, but not limited to, insurance premiums paid in favour of the director.

According to the provisions of the Directors' Remuneration Policy, the Executive Director shall have the right to the corporate benefits arranged for the Entity's management team, as well as those included in the Collective Bargaining Agreement applicable to all Línea Directa employees or those that, in the future, may be in the collective rules or in specific collective agreements at

company level, such as health insurance, life insurance or the right to a vehicle, including vehicle expenses.

In this regard, the Chief Executive Officer will accrue the following remuneration in kind, (the social security systems detailed in section A.1.7 are not included here):

1.- A Life Insurance policy, the premium of which in 2026 is expected to be similar to the 2025 premium, which came to 2,479 euros.

2.- Health Insurance: The Company assumes the premium of a reimbursement medical insurance for the CEO and her family unit, which in 2026 amounts to 5,375 euros.

3. Rental car (13,676 euros is expected to be allocated in 2026) plus the expenses arising from its use.

Finally, the Company maintains a civil liability and D&O insurance policy that covers contractual contingencies that may be incurred, among others, by the Executive Director as a result of the activities of her duties.

- A.1.6 Amount and nature of the variable components, differentiating between those established in the short and long term. Financial and non-financial parameters, including social, environmental and climate change parameters, selected to determine variable remuneration in the current year, an explanation of the extent to which these parameters are related to the performance of both the director and the entity and their risk profile and the methodology, time frame and techniques envisaged to be able to determine, At the end of the financial year, the effective degree of compliance with the parameters used in the design of the variable remuneration, explaining the criteria and factors applied in terms of the time required and methods to verify that the performance conditions or any other conditions to which the accrual and consolidation of each component of the variable remuneration were linked have been effectively met.

Indicate the range in monetary terms of the different variable components depending on the degree of compliance with the established objectives and parameters and if there is a maximum monetary amount in absolute terms.

As noted above, directors in their capacity as such do not receive remuneration based on variable components.

The Executive Director, for her part, is the beneficiary of remuneration plans linked to variable components in accordance with the provisions of the Remuneration Policy and her commercial contract.

In particular, with regard to the **annual variable remuneration**, 50% will be paid in cash and 50% in shares, depending on the fulfilment of predetermined targets, linked to the degree to which the strategic targets set by the Board of Directors from time to time are achieved.

In any case, the 50% of the annual variable remuneration paid in shares will be paid if it is approved by the Línea Directa Annual General Meeting, under the terms of Article 219 of the Spanish Corporate Enterprises Law. Pursuant to the Policy approved at the General Meeting, the maximum number of both deferred and non-deferred shares in Línea Directa to be delivered to the CEO (female), as part of her annual variable remuneration for each year, will be calculated based on the average trading price of Línea Directa shares at the close of trading sessions between 1 and 31 January, both inclusive, of the year following the year to which the corresponding variable remuneration pertains. Specifically, with respect to the annual variable remuneration for

period 2026 - 2028, the maximum number of shares that the CEO may receive will be 600,000 shares, i.e. 200,000 shares per year.

The variable remuneration model established is based on the premise of establishing a direct relationship between the Company's results and the amount of variable remuneration, taking into account the degree of compliance with the objectives.

This annual variable remuneration will represent 40% of the fixed remuneration of the Executive Director (assuming a scenario of 100% compliance with the objectives).

In order to achieve the best results for the Company, the achievement of variable remuneration will be linked to financial and business objectives with a weight of 70% and non-financial objectives with a weight of 30%.

Each of the targets will have a minimum threshold of achievement, below which the right to receive the variable remuneration will not apply. In addition, each of these targets may be surpassed by up to 140%.

In particular, the metrics that have been pre-set by the Board of Directors, following review by the CNRGC, for the 2026 annual variable remuneration of the Executive Director are as follows:

- Written premiums of the Company, with a weighting of 70% of the total amount awarded. The final achievement may range between 50% and 140%, depending on the degree of achievement obtained from the pre-set scale.

- [The Company's Combined Ratio, with a weight of 15% of the total budgeted amount. The final achievement may range from 50% to 140%, depending on the degree of achievement obtained from the predetermined scale.]

- Compliance with the service quality indicator, NSS ("Net Satisfaction Score"), with a weighting of 15% of the total amount awarded, which may also be achieved at a level of between 50% and 140%.

The result of the overall compliance with the 3 indicators detailed above will be adjusted according to the modulator proposed in 2026 by the CNRGC, in particular, the pre-set compliance scale of the Group's consolidated Profit Before Tax ("BAI"), which will modulate the financial and non-financial objectives between 0.5 and 1.5, depending on the degree of achievement obtained from the pre-set scale.

The payment of the annual variable remuneration will be determined by verifying the effective degree of compliance with the objectives set by the Company for the period in question. The corresponding settlement will generally be made in the first quarter of the following year. 40% of the variable remuneration will be paid on a deferred basis over a period of three years.

Likewise, the participation of the CEO in a **Long-Term Incentive Plan 2026-2028 has been proposed to the General Meeting convened for April 9, 2026.**

The agenda and the proposed resolution submitted to the General Meeting contain details of the indicators to which the Chief Executive Officer's participation in the long-term variable remuneration plan 2026-2028 is linked, which, once approved at the General Meeting, will be further developed by the Board of Directors at the proposal of the Company's CNRGC.

The details of this Plan can be consulted in the proposed resolution made to the shareholders together with the call for the next General Meeting, at the following link: <https://www.lineadirectaaseguradora.com/gobierno-corporativo/junta-general-accionistas>

Once this Meeting is held, the Company will report on the resolutions finally adopted.

- A.1.7 Main characteristics of long-term savings systems. Among other information, indicate the contingencies covered by the scheme, whether it is a defined contribution or a defined benefit scheme, the annual contribution that has to be made to defined contribution schemes, the benefits to which directors are entitled in the case of defined benefit schemes, the vesting conditions of the economic rights of directors and their compatibility with any other type of payment or indemnification for early termination or dismissal, or deriving from the termination of the contractual relationship, in the terms provided, between the company and the director.

It must be indicated whether the accrual or consolidation of any of the long-term savings plans is linked to the achievement of certain objectives or parameters related to the short- and long-term performance of the director.

According to the Policy, the executive director maintains the rights recognised to her in a collective life insurance policy of the collective unit linked modality, underwritten by Línea Directa, which implements the entity's pension commitments. The rights of the Executive Director under the aforementioned insurance policy are not vested, and such vesting depends on certain circumstances, including voluntary resignation, unless otherwise expressly agreed in writing, or breach of the covenant not to compete and not to hire executives.

This is a defined contribution system in which the Company contributes 30% of the Executive Director's fixed remuneration each year.

In the event that the Executive Director continues to provide her services in Línea Directa when she reaches the ordinary retirement age, the accumulated funds will be reduced by 1% on a monthly basis for each additional year of service, unless expressly agreed otherwise.

In addition to total retirement, this System covers the contingencies of death for any cause, and situations of Total, Absolute or Great Permanent Disability, for any cause.

The cases of loss of rights over this system, unless expressly agreed and written otherwise, are:

- In case of termination at the Executive Director's own will or by unilateral will of the company for justified reasons, she will not have any right derived from this pension system, and the designation of beneficiary provided for in the policy that covers the system will be null and void.
- In case of not complying with the agreements of non-competition and non-hiring of directors, she will not have any right derived from this pension system, and the designation of beneficiary provided for in the policy that covers the system will be null and void.

In these cases, Línea Directa may withdraw the total accumulated amount or balance by exercising the right to redemption, affecting the total accumulated fund that includes both the contribution made in the previous system, as well as the following contributions of the new system.

Except in the cases indicated, the irrevocable ownership of the economic rights will be recognised and they will be maintained until any of the insured contingencies occur. The Executive Director shall not be entitled to make an early withdrawal of the funds accumulated up to that point.

- A.1.8 Any type of payment or compensation for termination or early termination or derived from the termination of the contractual relationship in the terms provided between the company and the director, be it the termination at the will of the company or the director, as well as any type of agreements, such as exclusivity, post-contractual non-concurrence and permanence or loyalty that entitle the director to any type of payment.

The corresponding agreements in relation to the contract of the current CEO are detailed in section A.1.9 below.

- A.1.9 Indicate the conditions that must be respected by the contracts of those who exercise senior management functions as executive directors. Among others, the duration, the limits to the amounts of compensation, the clauses of permanence, the terms of notice, and the payment as a substitute of the aforementioned period of notice will be reported, as well as any other clauses related to contracting premiums, indemnities or caps for early termination or termination of the contractual relationship between the company and the executive director. Include, among others, the pacts or agreements of non-concurrence, exclusivity, permanence or loyalty and non-post-contractual competition, unless they have been explained in the previous section.

As already indicated in this report, as of this date the only executive director of the Company is the Chief Executive Officer, Ms. Patricia Ayuela de Rueda.

In accordance with the provisions of the Policy, the Executive Director's contract may be terminated by mutual agreement between the parties, the will of the director or the unilateral will of the Company.

The termination of the Executive Director's contract by the unilateral will of the Company and in certain cases by the will of the Executive Director will entitle the Executive Director to receive compensation calculated in accordance with the rules provided for in the Workers' Statute. To this end, the calculation of this compensation shall take into consideration the seniority of the Executive Director from 11 March 2003 until the date on which her tenure as Chief Executive Officer ends, and the fixed remuneration, the annual variable remuneration, the medium/long-term variable remuneration and/or the extraordinary remuneration systems linked to milestones or strategic events for the Company that she was receiving on the date on which her employment relationship ended.

In any case, payments for the termination of the contract may not exceed an amount equivalent to two years of the Executive Director's total annual remuneration at the time that this contract is terminated, and will not be paid until the Company has been able to verify that the Executive Director has complied with the criteria or conditions established for paying it. All this, without prejudice to the compensation to which the Executive Director is entitled for the termination of the employment relationship that she has suspended.

Payments for contractual termination will be considered to include any payments the accrual of which or the obligation to pay which arises as a consequence of or on the occasion of the termination of the contractual relationship between the Executive Director and the Company, including amounts not previously vested of long-term savings schemes and amounts paid by virtue of the non-competition agreement.

It also provides for a post-contractual non-competition agreement whereby, once the contract has been terminated and for a period of 18 months after its termination for any reason, the Executive Director undertakes not to carry out work activities or provide professional services on her own or for others that concur with those of the Entity or entities of her Group, and (ii)

not to actively promote herself or third parties or persons from hiring any director of the Entity or of other companies or entities of the Group, without the express prior authorisation of the Company. As compensation for the aforementioned obligations, the Executive Director will receive compensation equivalent to 50% of the total of the last fixed annual remuneration agreed for the current year, which will be paid once the 18-month period has elapsed.

Additionally, the main contractual conditions foreseen for the Executive Director are the following:

- Duration: validity of the appointment as Chief Executive Officer with executive functions of Línea Directa.
- Confidentiality obligation: A strict duty of confidentiality is established during the term of the relationship and also after its termination.
- Exclusivity: The Executive Director shall refrain from entering into other employment, commercial or civil contracts or of any other nature with other persons, companies, bodies or entities, either by herself nor through intermediaries, whether relatives or not, nor through any legal persons or entities or bodies, nor to provide labour, commercial or civil services or any other type of services to any natural person or entity, provided that they are engaged in activities that involve competition or conflict with any of the activities to which Línea Directa or any other Group company is dedicated, unless prior and express written permission is received from the Company's Board of Directors.
- Permanent Holding of Shares: if part of the Executive Director's variable remuneration is paid in shares, the Executive Director may not transfer ownership until at least three years have elapsed.

An exception is made in the case where the Executive Director maintains, at the time of the transfer, a net economic exposure to changes in the price of shares for a market value equivalent to an amount of at least twice her annual fixed remuneration through the holding of shares, options or other financial instruments.

The foregoing shall not apply to shares that the Executive Director needs to dispose of in order to meet the costs related to their acquisition or, following a favourable assessment by the CNRGC, to deal with extraordinary situations that may require it.

- A.1.10 The nature and estimated amount of any other supplementary remuneration that will be accrued by the directors in the current year in consideration for services rendered other than those inherent to their position.

Additional remuneration for directors is not expected to be accrued in 2026 for services rendered other than those inherent to their position.

- A.1.11 Other remuneration items such as those derived, where appropriate, from the granting by the company to the director of advances, credits and guarantees and other remuneration.

The Policy provides for the possibility of granting certain guarantees, up to certain limits, in favour of the Executive Director in the event that she requests financing for the purchase of shares in the Entity.

- A.1.12 The nature and estimated amount of any other additional remuneration provided for not included in the previous sections, whether paid by the entity or another entity of the group, which will be accrued by the directors in the current financial year.

It is not expected that in 2026 there will be the accrual of supplementary remuneration not included in the previous sections by the entity or another entity of the group.

- A.2 Explain any relevant changes in the remuneration policy applicable in the current year arising from:

- 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 year of the remuneration policy in force with respect to those applied in the previous year.
- c) Proposals that the board of directors has agreed to present to the general meeting of shareholders to which this annual report will be submitted and which are proposed to be applicable to the current year.

As mentioned at the beginning of this report, the General Shareholders' Meeting held on 10 April 2025 agreed to approve a new directors' remuneration policy, which has replaced the previous remuneration policy of 2022, taking effect for the entire 2025 financial year and the following 3 years.

The main changes introduced by the approved Policy were the following:

- Update of the amounts foreseen as annual directors' remuneration, by a percentage of 3% in line with the information recorded as the increase in the CPI for 2024, after 4 years without any update being made to said index.
- Update of the amount foreseen as annual fixed remuneration for executive functions of the Executive Director, based on the peer report prepared by the external advisor WTW, which placed her current remuneration at a percentile of 25% of the peer group considered.
- Inclusion of adjustments to other remuneration conditions of the Chief Executive Officer, including the reference to the modulating indicator of the annual variable remuneration and the review of the maximum number of shares to be received by the Chief Executive Officer as annual variable remuneration, during the validity period of the new Policy.
- Inclusion of references applicable to insurance and reinsurance companies, based on the EIOPA Guide in this area.
- Elimination of references to completed plans (Extraordinary Remuneration Plan in shares 2021-2023 linked to the IPO).
- The Policy presents a more accessible and understandable format for the Company's stakeholders.

The Board of Directors has not proposed any amendments to the Policy approved in 2025 to the General Meeting, which will review this report, meaning no changes affect the Policy in the current financial year.

- A.3 Identify the direct link to the document containing the company's current remuneration policy, which must be available on the company's website.

The direct link from the corporate website to the document containing the current Remuneration Policy is as follows:

<https://www.lineadirectaaseguradora.com/gobierno-corporativo/remuneraciones>

- A.4 Taking into account the information provided in section B.4, explain how the vote of shareholders at the general meeting to which the annual remuneration report for the previous year was put to the vote, in an advisory capacity, was taken into account.

The advisory vote on the annual remuneration report for the 2024 financial year obtained 99.9% of votes in favour, compared to 97.66% in the 2023 financial year and 94.84% in the 2022 financial year. This progressive increase in the favourable vote reflects a majority support of shareholders for the application of the directors' remuneration policy during the year and an increase in confidence in the transparency and reporting of information offered by the Company.

B OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED DURING THE CLOSED FINANCIAL YEAR

- B.1.1 Explain the process followed to implement the remuneration policy and determine the individual remuneration reflected in section C of this report. This information shall include the role played by the remuneration committee, the decisions taken by the board of directors and, where appropriate, the identity and role of the external advisers whose services have been used in the process of implementing the remuneration policy in the closed financial year.

The process that has been followed to determine the individual remuneration reflected in section C corresponds to the functions assigned in the Bylaws, the Rules and Regulations of the Board of Directors and the Remuneration Policy in force for the year ended to the different corporate bodies in terms of remuneration.

In particular, the CNRGC, at its meetings in January and February 2025, reported favourably and proposed to the Board of Directors the following matters, which were approved:

- (i) The specific determination of the components of the fixed remuneration accrued in 2025 by the directors, in accordance with the amounts provided for in the Policy, and its update for 2026, also in accordance with the provisions of the Policy.
- (ii) The examination of the level of compliance with the parameters on which the accrual of the annual and multi-annual variable remuneration of the Executive Director is based and the specific determination of said remuneration for 2025.

(iii) The determination of the financial and non-financial parameters to which the variable remuneration of the Executive Director that accrues, where appropriate, in 2026 will be linked.

(iv) The Long-Term Incentive Plan proposed to the 2026 General Meeting.

The Board of Directors unanimously reviewed and approved the reports and proposals of the CNRGC at its meetings in January and February 2026, proposing the corresponding resolutions in the call for the General Shareholders' Meeting.

Taking into account that the variable remuneration to be received by the Executive Director is linked, on the one hand, to the Company's financial results and, on the other, to sustainability objectives, the CNRGC had the collaboration of the Company's Financial Management and the People and Sustainability Division, which provided the qualitative and quantitative elements necessary for the committee to assess compliance with the parameters.

The Company had the collaboration of the external firm J&A Garrigues, which advised the Company in the application of the remuneration policy for the closed financial year.

B.1.2 Explain any deviation from the procedure established for the application of the remuneration policy that has occurred during the year.

There were no deviations from the procedure established for the implementation of the remuneration policy.

B.1.3 Indicate whether any temporary exceptions to the remuneration policy have been applied and, if they have been applied, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the entity considers that these exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Quantify also the impact that the application of these exceptions has had on the remuneration of each director during the year.

No temporary exception to the remuneration policy has been applied.

B.2 Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing the exposure to excessive risks and aligning it with the long-term targets, values and interests of the company, including a reference to the measures that have been taken to ensure that the remuneration accrued has taken into account the long-term results of the company and reached an appropriate balance between the fixed and variable components of remuneration, what measures have been taken in relation to those categories of personnel whose professional activities have a material impact on the entity's risk profile, and what measures have been taken to avoid conflicts of interest, if any.

The actions taken by the Company in relation to the remuneration system are those detailed so far in section A.1.2 of this Report.

In particular, with regard to the measures that contribute to reducing exposure to excessive risks and adjusting the remuneration system of directors to the values and long-term interests of the Company, it should be noted that:

- Directors receive a fixed allowance in their capacity as such, which is determined in the remuneration policy and therefore approved by the shareholders. This fixed assignment is considered appropriate for the remuneration of the director's own functions, taking into account, among other things, the responsibilities they perform in the interest of the Company, the size of the Company, the characteristics of the insurance sector to which it belongs and the practice of comparable companies and the market.
- The Executive Director also receives a fixed remuneration for her executive functions, which is also determined in the remuneration policy and is therefore approved by the shareholders. This remuneration has been set taking into account the functions that the Chief Executive Officer is called upon to perform in the interests of the company, based on her receiving moderate remuneration that is substantially similar to that received by comparable companies in terms of size, sector and activity.
- With regard to the variable remuneration of the Executive Director, as already mentioned, the parameters set are linked to the improvement of management and financial, commercial and quality results, as well as compliance with Línea Directa's sustainability plan; they are predetermined and they are quantifiable and measurable. They constitute fundamental tools for measuring the Company's value indicators, taking into account their solvency and positioning, and therefore, are fully aligned with the sustainable growth of the Company and its interests in the medium and long term.

At the same time, it has been expressly determined in the Policy that the parameters set will never entail or generate situations that give rise to an increase in the risk profile of the Entity.

- Meanwhile, in accordance with the provisions of the Rules and Regulations of the Board of Directors, the ARCGC assumes the function of assessing, informing and proposing for the approval of the Board the remuneration of the categories of personnel who develop professional activities that may have a relevant impact on the assumption of risks by the Company, that is, the Identified Collective, including the members of the Board among the identified professionals.
- In relation to the Executive Director, to the extent that her remuneration is composed, among others, of variable components, the Company applies different adjustments to it. Thus, in addition to the proper setting of the objectives and parameters that determine remuneration, other elements have been introduced in the remuneration system that prevent excessive risk-taking, such as the deferral of 40% of the variable remuneration accrued for 3 years, the inclusion of "malus" and "clawback" clauses and the application of an indicator modulating their remuneration based on the results obtained by the Company.
- Likewise, the Policy assumes as one of its principles the appropriate proportion between the fixed and variable components, so that variable remuneration in relation to fixed remuneration will not, as a general rule, acquire a significant proportion, to avoid excessive risk-taking. Under no circumstances shall a guaranteed variable remuneration be deemed to exist. It is expressly provided that there will be an appropriate balance between fixed and variable remuneration provided that the variable component does not

exceed 100% of the fixed component of the total remuneration or that which the Supervisor foresees at any given time. The Company will do its utmost to ensure that the right balance is maintained.

Likewise, the remuneration policy has provided that in those situations in which the interest of the Company or the companies in its Group collide, directly or indirectly, with the personal interest of the director, the director must notify the Board of Directors, through its Chairman or the Secretary. The management of cases of conflicts of interest is set out in more detail in section A.1.2. of this Report.

- B.3 Explain how the remuneration accrued and consolidated in the year complies with the provisions of the remuneration policy in force and, in particular, how it contributes to the company's long-term and sustainable performance.

Also report on the relationship between the remuneration obtained by the directors and the results or other performance measures, in the short and long term, of the entity, explaining, where appropriate, how variations in the performance of the company have been able to influence the variation in the remuneration of the directors, including those accrued whose payment had been deferred, and how they contribute to the company's short- and long-term outcomes.

The remuneration accrued strictly complies with the provisions of the remuneration policy applicable to the closed financial year.

The amounts indicated in section C are the result of the amounts approved by the Board and set out in the Policy, as well as the parameters and targets determined in accordance with the Policy, and in no case has any remuneration been accrued or paid during the year for items not foreseen in the Policy or exceeded the maximum thresholds set by the General Shareholders' Meeting.

Likewise, the objectives set for the accrual of the Executive Director's variable remuneration are linked to the Company's results and performance from a financial and non-financial point of view and, therefore, to its sustainable growth in the interest of shareholders and other stakeholders.

In this regard, the following factors show how the remuneration of directors is linked to the Company's results and performance in the short and long term and, therefore, to its sustained growth:

- The annual variable remuneration is linked, among other targets, to premiums written during the year, and there are minimum thresholds which, if not met, mean that the corresponding part of the incentive does not accrue. Likewise, a scale of profit before tax has been included as a modulator in the achievement of said remuneration.
- Likewise, part of the annual variable remuneration is linked to non-financial parameters such as compliance with quality and sustainability indicators. In this way, its accrual depends on the effective compliance with the predetermined thresholds, and the part corresponding to the indicators not met is not generated.
- The variable remuneration of the Executive Director is not accrued until the level of compliance with the objectives is verified by the CNRGC and the Board of Directors and is not paid until after the approval of the Annual Accounts, as certain metrics depend on financial data collected therein. In order to proceed with the delivery of the corresponding

shares, in compliance with the legal obligations established in mercantile regulations, the determination of the maximum number of shares to be delivered to the CEO as part of the annual variable remuneration for 2025 was submitted for approval by the General Shareholders' Meeting of Línea Directa on 10 April 2025.

- The accrual of the remuneration derived from the long-term Incentive Plan 2023-2025 requires the fulfilment of certain objectives over a period of 3 years, thus linking the first line of management with the long term.
- Adjustments are made to the variable remuneration of the Executive Director, including deferral for a period of three years and the possible application of reduction clauses ("malus") and recovery clauses ("clawback") under certain assumptions linked, among others, to the Company's results.

B.4 Report on the result of the advisory vote of the general meeting on the annual report on remuneration for the previous year, indicating the number of abstentions and negative, blank and favourable votes cast:

	Number	% of total
Votes cast	866,341,732	79.60

	Number	% over issued
Negative votes	581,598	0.07%
Votes in favour	865,712,716	99.93%
Blank votes	0	0.00%
Abstentions	47,418	0.01%

B.5 Explain how the fixed components accrued and consolidated during the year by the directors in their capacity as directors have been determined, their relative proportion for each director and how they have varied with respect to the previous year:

In accordance with the directors' remuneration policy applicable to 2025, the remuneration accrued by the members of the Board of Directors for their supervisory and collegiate decision-making functions consists of a fixed annual amount and allowances for attendance at each meeting of the Board of Directors and its Committees.

Within the maximum amount decided by the General Shareholders' Meeting, the Board of Directors at the proposal of the ARCGC, determined the amount that corresponds to each of the directors, the frequency and the form of payment of their remuneration, in accordance with the remuneration policy for the year now ended.

As explained to shareholders last year, the new Policy approved entailed an update for directors of 3% compared to the previous last 4 years (during which the directors' remuneration remained unchanged), based on the increase in the annual Consumer Price Index ("CPI") for 2024.

Thus, the remuneration items accrued by directors in their capacity as such in the year ended 2025 are as follows:

- Fixed allocation on an annual basis for the entire year:
 - o Chairman: 123,600 euros.
 - o Executive director: 92,700 euros.
 - o Board member: 61.800 euros.
 - Attendance allowances, to be paid for attending each meeting of the Board or its Committees:
 - o Board of Directors: 3,090 euros per meeting for the Chairman of the Board, 2,317.50 euros for the Executive Director and 1,545 euros per meeting for members.
 - o Commissions: 2,060 euros per meeting for the Committee Chairman and 1,030 euros per meeting for each of the members.
- In no case has the maximum amount of the annual remuneration of all the directors in their capacity as such, set at 1,500,000 euros by the General Meeting, been exceeded.

B.6 Explain how the salaries accrued and consolidated during the closed financial year by each of the executive directors for the performance of management functions have been determined and how they have varied with respect to the previous year.

As of the date of this Report, the only Executive Director and Chief Executive Officer of the Company is Ms. Patricia Ayuela de Rueda.

Pursuant to the provisions of the remuneration policy in force for the past financial year and in the corresponding service contract, the decision was made to update the amount foreseen as the Executive Director's annual fixed remuneration for her performance of executive functions, which stood at 330,720 euros in 2024, based on the peer report prepared by the external advisor WTW, which placed her remuneration in the 25th percentile.

Therefore, the annual gross fixed remuneration payable to Ms. Ayuela, for her executive functions, came to 396,864 euros in 2025, to be paid in twelve monthly instalments.

B.7 Explain the nature and main characteristics of the variable components of the remuneration systems accrued and consolidated in the closed financial year.

In particular:

a) Identify each of the remuneration plans that have determined the different variable remuneration accrued by each of the directors during the closed year, including information on their scope, their date of approval, date of implementation, conditions in their case of consolidation, periods of accrual and validity, criteria that have been used to evaluate performance and how this has impacted on setting the variable amount accrued, as well as the measurement criteria that have been used and the time necessary to be in a position to adequately measure all the stipulated conditions and criteria, explaining in detail the criteria and factors that have been applied in terms of the time required and methods used to verify that the performance conditions or conditions of any other type to which the

accrual and consolidation of each component of the variable remuneration was linked have been effectively met.

- b) In the case of stock option plans or other financial instruments, the general characteristics of each plan shall include information on the conditions both for acquiring their unconditional ownership (consolidation) and for being able to exercise such options or financial instruments, including the price and term of exercise.
- c) Each of the directors and their category (executive directors, proprietary external directors, independent external directors or other external directors), who are beneficiaries of remuneration systems or plans that incorporate variable remuneration.
- d) Where appropriate, information shall be provided on the established periods of accrual, consolidation or deferral of the payment of consolidated amounts that have been applied and/or the periods of retention/non-disposal of shares or other financial instruments, if any.

Explain the short-term variable components of remuneration systems
<p>As already indicated, directors in their capacity as such do not receive remuneration based on variable components.</p> <p>The Chief Executive Officer, in turn, is the beneficiary of remuneration plans linked to variable components pursuant to the provisions of the remuneration policy in force for the tax year now ended and in her contract.</p> <p>In particular, with respect to the annual variable remuneration, in accordance with the Policy, 50% will be paid in cash and 50% in shares, depending on the fulfilment of previously predetermined objectives, linked to the degree of achievement of the strategic objectives established at any given time by the Entity.</p> <p>The established model is based on the premise of establishing a direct relationship between the Company's results and the amount of variable remuneration, taking into account the degree of compliance with the objectives.</p> <p>This annual variable remuneration represents 40% of the CEO's fixed remuneration (assuming a scenario of 100% compliance with the objectives).</p> <p>In order to achieve the best results for the Company, the achievement of variable remuneration is linked to financial and business objectives with a weight of 70% and non-financial objectives with a weight of 30%.</p> <p>In each of the objectives there is a minimum threshold of compliance, below which the right to receive variable remuneration will not accrue, as well as the possibility of over-compliance with each of the objectives of up to 140%.</p> <p>In 2025, the objectives and level of compliance with the indicators have been as follows:</p> <ul style="list-style-type: none"> - Premium issued by the insurer (with a weight of 70%): The level of achievement of this goal in 2025 has been 140%. - Compliance with six actions under the 2023–2025 Sustainability Plan (with a weighting of 15%): The level of achievement of this target in 2025 was 120%.

- Compliance with the NSS – "Net Satisfaction Score" (quality indicator, with a weight of 15%): The level of achievement of this target in 2025 was 90%.

In 2025, the overall level of compliance with the previous targets was 129.5%. In application of the modulating indicator based on the 2025 consolidated BAI, the percentage of achievement is multiplied by 1.31 as it has exceeded 100% of the compliance scale of the BAI set as a target.

Therefore, the final level of compliance with the targets set for 2025 was **169.65%**, resulting in a total amount payable of **269,313 euros**.

The payment of 50% of such amount in cash and 50% in a number equivalent to its value in shares, taking into account that 40% will be deferred over a period of three years (13.34% in the first year, 13.33% in the second year and 13.33% in the third year of deferral), gives rise to the following settlements:

- In 2026: 80,794 euros in cash and 70,996 shares.
- In the following three years:
 - In cash: 17.963 euros in 2027, 17.950 euros in 2028 and 17.950 euros in 2029
 - In shares: 15,785 shares in 2027, 15,773 shares in 2028 and 15,773 shares in 2029

*A reference value of 1.138 euros/share was used to determine the above number of shares of Línea Directa Aseguradora to be delivered, both deferred and non-deferred. This reference value is the average quoted price of the Línea Directa Aseguradora share at the close of business for the trading sessions between 1 January and 31 January 2026, both inclusive, as approved by the General Meeting.

This amount is accrued once the annual financial statements have been closed and compliance with the financial and non-financial indicators has been verified, following verification by the CNRGC of compliance with the objectives and applicable conditions detailed in this Report and their subsequent approval by the Board of Directors.

The entire variable remuneration accrued, both deferred and non-deferred, is subject to the "malus" and "clawback" clauses described above.

In 2022, former CEO Miguel Ángel Merino González received 60% of the annual variable remuneration associated with the achievement of the 2021 targets, as reported in the 2021 ARDR, with the remaining 40% deferred and payable in three equal parts in 2023, 2024 and 2025. Thus, in 2025 he received 13,063.60 euros for this item.

Explain the long-term variable components of remuneration systems

With regard to multi-year variable remuneration, the General Meeting held on 30 March 2023 approved the participation of the CEO in the Long-Term Incentive Plan 2023-2025.

In particular, the indicators approved by the General Meeting, with a measurement period from 1 January 2023 to 31 December 2025, were as follows:

- The Company's combined ratio, considered as the average performance over the 2023 to 2025 period (accounting for 50% in the calculation of the incentive).

- Growth in the Company's premiums compared to the non-life sector during the 2023-2025 period (accounting for 40% in the calculation of the incentive). This indicator was only accrued from the achievement of the target objective and no achievement below 100% could be considered.

- Degree of compliance with the Company's Level 1 Sustainability Plan (accounting for 40% in the calculation of the incentive and its achievement has been audited by a external party of recognised prestige).

The overall level of compliance with the targets set for the long-term incentive stood at **26.35%**, resulting in a total amount of **123,318 euros**.

In 2026, 60% must be paid out, coming to a total of 73,991 euros, of which 50% will be received in cash (i.e. 36,995 euros) and 50% in shares (32,509 shares, taking the reference value of 1.138 euros/share, the average Línea Directa Aseguradora share price at the close of trading sessions between 1 and 31 January 2026, inclusive, as approved by the General Shareholders' Meeting).

The remaining 40% of the Incentive will be paid out, equally, in cash and in shares, on a deferred basis, in thirds, over a period of three years (13.34% in the first year, 13.33% in the second year and 13.33% in the third year), resulting in the following pay-outs:

- In cash: 8,225 euros in 2027, 8,219 euros in 2028 and 8,219 euros in 2029
- In shares: 7,228 shares in 2027, 7,222 shares in 2028 and 7,222 shares in 2029

This long-term variable remuneration is also subject to malus and clawback clauses, as well as to the obligation of the Chief Executive Officer to maintain the shares; she may not transfer ownership over them until a period of at least three years has elapsed, except in the case where the Executive Director maintains, at the time of the transfer, a net economic exposure to the variation in the price of shares for a market value equivalent to an amount of at least twice her annual fixed remuneration through the ownership of shares, options or other financial instruments.

B.8 Indicate whether certain variable components have been reduced or clawed back when, in the former case, payment of non-vested amounts has been deferred or, in the latter case, they have vested and been paid, on the basis of data that have subsequently been clearly shown to be inaccurate. Describe the amounts reduced or refunded by the application of the malus or clawback clauses, why they have been executed and the years to which they correspond.

In the closed financial year, no reduction or refund of amounts has been made since none of the circumstances provided for in the "malus" and "clawback" clauses have occurred.

B.9 Explain the main characteristics of the long-term savings schemes where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefit, whether financed in whole or in part by the company or through

internal or external contributions, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies covered, the conditions on which the economic rights vest in favour of the directors and their compatibility with any type of indemnification for early termination or cessation of the contractual relationship between the company and the director.

In accordance with the Policy, the Executive Director maintains the rights she has recognised in a collective unit-linked life insurance policy, subscribed by Línea Directa, through which the Entity's pension commitments are implemented.

This is a defined contribution system. In accordance with the Policy, in 2025 the annual contribution is 30% of the fixed remuneration of the Executive Director.

The purpose of this Social Welfare System is to improve retirement benefits, in any of its modalities (ordinary or early) provided that it is full retirement.

From the moment the legal retirement age is reached, even when retirement is not taken, successive contributions to this System will no longer be made. If the Executive Director continues to provide his services at the ordinary retirement age, the accumulated funds would be reduced by 1% on a monthly basis for each additional year of service.

In addition to total retirement, this System covers the contingencies of death for any cause, and situations of Total, Absolute or Great Permanent Disability, for any cause.

The rights derived from the aforementioned insurance in favour of the Executive Director are not consolidated since there are certain circumstances identified as cases of loss of rights over this System, unless expressly agreed and written otherwise:

- In the event of the dismissal of the CEO, as well as voluntary resignation.
- In case of not complying with the agreements of non-competition and non-hiring of directors, she will not have any right derived from this pension system, and the designation of beneficiary provided for in the policy that covers the system will be null and void.

Except in the cases indicated, the executive director's irrevocable ownership of economic rights, and they will be maintained until any of the insured contingencies occur. The executive director shall not be entitled to withdraw the funds accumulated up to that point in advance.

B.10 Explain, where applicable, the indemnification or any other type of payment deriving from the early cessation, whether at the company's or the director's initiative, or from the termination of the contract in the terms provided therein, accrued and/or received by directors during the year last ended.

Mr. Miguel Ángel Merino González held the position of Chief Executive Officer until February 17, 2022. In the latest annual reports, the amount received by Mr. Merino in compensation for the termination of the contractual relationship by mutual agreement, which was deferred for a period of 3 years, has been indicated. Accordingly, in 2025, the final amount of 90,093.2 euros was paid out.

- B.11 Indicate whether there have been significant changes in the contracts of those who exercise senior management functions as executive directors and, if applicable, explain them. Also, explain the main conditions of the new contracts signed with executive directors during the year, unless they have been explained in section A.1.

In the year ended 2025, there have been no significant changes in the contract of the Executive Director.

- B.12 Explain any supplementary remuneration earned by the directors as consideration for services rendered other than those inherent to their position.

There are no supplementary remunerations.

- B.13 Explain any remuneration deriving from advances, loans or guarantees granted, indicating the interest rate, their key characteristics and any amounts returned, as well as the obligations assumed on their behalf by way of guarantee.

No remuneration has been paid for the granting of advances, credits or guarantees.

- B.14 Detail the remuneration in kind accrued by the directors during the year, briefly explaining the nature of the different salary components.

In the year ended, the Executive Director accrued remuneration in kind (the social security systems described in section B.9 are not included):

1. Life Insurance with the contribution of a premium of 2,479 euros in 2025.
- 2.- Health Insurance: The Company assumes the premium of a reimbursement medical insurance for the CEO and her family unit. Amount of 5,300 euros in 2025.
- 3.- Leased vehicle (12,496 euros in 2025) plus the expenses generated by its use.

Finally, the Company maintains a civil liability and D&O insurance policy that covers contractual contingencies that may be incurred, among others, by the Executive Director as a result of the activities of her duties.

- B.15 Explain the remuneration accrued by the director by virtue of the payments made by the listed company to a third entity in which the director provides services, when such payments are intended to remunerate the director's services in the company.

The indicated assumption has not occurred.

- B.16 Explain and detail the amounts accrued in the year in relation to any other remuneration concept other than that set forth above, whatever its nature or the 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 image of the total remuneration accrued by the director. Explain the amount granted or pending payment, the nature of the consideration received and the reasons for those that would have been considered, if applicable, that do not constitute remuneration to the director or in consideration for the performance of their executive functions and whether or not has been considered appropriate to be included among the amounts accrued under the "Other concepts" heading in Section C.

The indicated assumption has not occurred

C ITEMISED INDIVIDUAL REMUNERATION ACCRUED BY EACH DIRECTOR

Name	Type	Accrual period for the year t
DON ALFONSO BOTÍN-SANZ DE SAUTUOLA Y NAVEDA	Proprietary director	From 01/01/2025 to 31/12/2025
MRS. PATRICIA AYUELA DE RUEDA	Executive Director	From 01/01/2025 to 31/12/2025
MRS. ANA MARÍA PLAZA ARREGUI	Independent Director	From 01/01/2025 to 31/12/2025
MRS. ELENA OTERO-NOVAS MIRANDA	Independent Director	From 01/01/2025 to 10/04/2025
MRS. RITA ESTÉVEZ LUAÑA	Independent Director	From 01/01/2025 to 31/12/2025
MR. JOHN DE ZULUETA GREENEBAUM	Independent Director	From 01/01/2025 to 31/12/2025
MR. FERNANDO MASAVEU HERRERO	Proprietary director	From 01/01/2025 to 31/12/2025
Ms. MARINA SPECHT BLUM	Independent Director	From 10/04/2025 to 31/12/2025
Mr. IÑAKI BERENQUER MEDIAVILLA	Independent Director	From 10/04/2025 to 31/12/2025

C.1 Complete the following tables regarding the individualised remuneration of each of the directors (including the remuneration for the exercise of executive functions) accrued during the year.

a) **Remuneration of the company that is the subject of this report:**

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

Name	Fixed remuneration	Per diems/allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other	Total financial year 2025	Total financial year 2024
ALFONSO BOTÍN	124	47	0	0	0	0	0	0	171	171
PATRICIA AYUELA	93	25	0	397	81	37	0	23	656	519
ANA MARÍA PLAZA	62	33	0	0	0	0	0	0	95	96
RITA ESTÉVEZ	62	31	0	0	0	0	0	0	93	84
JOHN DE ZULUETA	62	23	0	0	0	0	0	0	85	90
FERNANDO MASAVEU	62	17	0	0	0	0	0	0	79	78
MARINA SPECHT	45	10	0	0	0	0	0	0	55	0
IÑAKI BERENGUER	45	11	0	0	0	0	0	0	56	0
ELENA OTERO-NOVAS	17	8	0	0	0	0	0	0	25	86
TOTAL	572	205	0	397	81	37	0	23	1,315	1,124

Observations
Clarifications:

- The figures shown in this table may present minor changes with respect to other public documents containing information on directors' remuneration. This is because the figures shown in this Report must be presented in thousands of euros, with no decimals permitted.
- Unlike previous years, the amount corresponding to allowances for attending Committee meetings has been included in the table, under "Allowances", as this is more accurate than the "Remuneration for membership of committees" column, since allowances are only accrued by Committee members in the event of attendance.
- **Short-term variable remuneration of Ms. Patricia Ayuela:** The amount shown in the table (81 thousand euros) corresponds to the amount in cash accrued for the achievement of targets in 2025 (which will be paid in 2026) and not deferred over the following three financial years (2027, 2028 and 2029), in which an amount of 17.9 thousand euros will be paid each year in cash and the same amount in shares.
For the purposes of clarification, in 2026, she will also receive the first deferred payment of the variable remuneration corresponding to 2024, amounting to 11.3 thousand euros in cash and the same amount in shares; the second deferred payment of the variable remuneration corresponding to 2023, amounting to 873 euros and the same amount in shares; and the final deferred payment of the variable remuneration corresponding to 2022, amounting to 4.8 thousand euros in cash and the same amount in shares.
- **Long-term variable remuneration of Ms. Patricia Ayuela:** The amount included in the table (37 thousand euros) corresponds to the cash amount accrued for the fulfilment of objectives derived from the Plan, which will be paid in 2026 and not deferred in the following three years: 2027, 2028 and 2029.
- **"Other items" for Patricia Ayuela:** It corresponds to the breakdown in section (iv) of this same section.
- As shown in the table, the 1,315 thousand in total remuneration includes the remuneration of the directors in their capacity as such and the remuneration received by the CEO for her executive duties. In no case is the maximum limit of 1.5 million euros set in the remuneration policy for the remuneration of the members of the Board in their capacity as such exceeded, which in 2025 amounted to 777 thousand euros.

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

Name	Name of the Plan	Financial instruments at the beginning of financial year 2025	Financial instruments granted during the financial year 2025	Financial instruments vested in the financial year	Expired and unexercised	Financial instruments at the end of financial year 2025
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										instru ments		
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instru ments	No. of Equivalent/ Consolida ted Shares	Consolidated share price	Gross Profit of consolida ted shares or financial instruments (thousands of euros)	Nº instru ments	No. of instruments	No. of equivalent shares
PATRICIA AYUELA	Annual variable remuneration in shares (2022)	9,882	9,882			4,941	4,941	1.18 (delivery date value)	5,830.38		4,941 (deferred)	4,941 (deferred)
PATRICIA AYUELA	Annual variable remuneration in shares (2023)	2,818	2,818			940	940	1.18 (value on delivery date)	1,109.20		1,878 (deferred)	1,878 (deferred)
PATRICIA AYUELA	Annual variable remuneration in shares (2024)	78,423	78,423			47,054	47,054	1.18 (value on delivery date)	55,523.72		31,369 (deferred)	31,369 (deferred)
PATRICIA AYUELA	Annual variable remuneration in shares (2025)			118,327	118,327				0		118,327	118,327
PATRICIA AYUELA	ILP 23-25			54,182	54,182				0		54,182	54,182

Observations
<ul style="list-style-type: none"> - Annual variable remuneration in shares (2022): The figure of 9,882 is the number of shares corresponding to Ms. Ayuela for the deferral of 40% of her 2022 annual variable remuneration to be received in 2025 and 2026. The figure of 4,941 corresponds to the shares received in 2025 as the second deferred payment of these shares, valued at the share price of the Línea Directa share on the date of their delivery. - Annual variable remuneration in shares (2023): The figure of 2,818 is the number of shares corresponding to Ms Ayuela for the deferral of 40% of the 2023 annual variable remuneration that she is awaiting receipt in 2025, 2026 and 2027. The figure of 940 is the number of shares to be received in 2025 as the first deferred payment of these shares, valued at the Línea Directa share price on the date of their delivery. The figure of 1,878 is the number of deferred shares pending receipt for this concept in 2026 and 2027.

- Annual variable remuneration in shares (2024): The figure of 78,423 is the number of shares accrued by Ms Ayuela in the form of variable remuneration corresponding to the fulfilment of 2024 objectives. The 60% non-deferred was paid in 2025 (47,054 shares) and the remaining 40% will be received in 2026, 2027 and 2028.
- Annual variable remuneration in shares (2025): The figure of 118,327 is the number of shares accrued by Ms Ayuela in the form of variable remuneration corresponding to the fulfilment of 2025 objectives. The 60% non-deferred will be paid in 2026 (70,996 shares) and the remaining 40% will be received in 2027, 2028 and 2029.
- ILP 23-25: The figure of 54,182 is the number of shares accrued by Ms. Ayuela as part of her variable remuneration corresponding to the achievement of the objectives of the 23-25 LTI. The 60% not deferred will be paid out in 2026 (32,509 shares) and the remaining 40% will be received in 2027, 2028 and 2029.
- All amounts are gross.

(iii) Long-term savings systems

	Remuneration for consolidation of rights to savings systems
PATRICIA AYUELA	0

	Contribution by the company for the year (thousands of euros)				Amount of accrued funds (thousands of euros)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		2025		2024	
	FY2025	FY2024	FY2025	FY 2024	Systems with consolidated economic rights	Systems with non-consolidated economic rights	Systems with consolidated economic rights	Systems with non-consolidated economic rights
	PATRICIA AYUELA	-	-	119	99	-	1,397	-
Observations								
As explained in section B.9, there are cases of loss of rights, which is why they are not consolidated.								

iv) Detail of other items (thousands of euros)

Name	Item	Remuneration amount (in thousands of euros)
PATRICIA AYUELA	Life Insurance	3
	Health Insurance	5
	Renting vehicle	13
	Fuel	2
	TOTAL	23

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

The amounts corresponding to all the remuneration items included in this report that have been accrued by the director, in thousands of euros, must be included in the summary.

Name	Remuneration accrued in the Company					Remuneration accrued in group companies					Total for 2025, company + group
	Total cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration for savings systems	Remuneration for other items	Total 2025 company	Total cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration for savings systems	Remuneration for other items	Total year t group	
ALFONSO BOTÍN	171	0	0	0	171						171
PATRICIA AYUELA	656	62	0	0	718						718
ANA MARÍA PLAZA	95	0	0	0	95						95
RITA ESTÉVEZ	93	0	0	0	93						93
JOHN DE ZULUETA	85	0	0	0	85						85
FERNANDO MASAVEU	79	0	0	0	79						79

MARINA SPECHT	55	0	0	0	55						55
IÑAKI BERENQUER	56	0	0	0	56						56
ELENA OTERO-NOVAS	25	0	0	0	25						25
TOTAL	1,315	62	0	0	1,377						1,377

Observations

- C.2 Indicate the evolution in the last five years of the amount and percentage variation of the remuneration accrued by each of the directors of the listed company who have held this position during the year, the consolidated results of the company and the average remuneration on an equivalent basis with regard to full-time employees of the company and its subsidiaries that are not directors of the listed company.

	Total amounts accrued and % annual change
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	FY2025	% change 24/25	FY2024	% change 23/24	FY2023	% change 22/23	FY2022	% change 21/22	FY2021
Executive Directors									
PATRICIA AYUELA	718	30.78%	549	13.66%	483	12.85%	428	-	-
External Directors									
ALFONSO BOTÍN	171	0%	171	6.87%	160	-8.04%	174	-10.31%	194
ANA MARÍA PLAZA	95	-1%	96	10.34%	87	-9.37%	96	17.07%	82
RITA ESTÉVEZ	93	11%	84	6.33%	79	-9.19%	87	45%	60
JOHN DE ZULUETA	85	6%	90	5.88%	85	-11.45%	96	10.34%	87
FERNANDO MASAVEU	79	1%	78	6.85%	73	-3.94%	76	38.18%	55
MARINA SPECHT	55	-	-	-	-	-	-	-	-
IÑAKI BERENGUER	56	-	-	-	-	-	-	-	-
ELENA OTERO-NOVAS	25	-70.93%	86	6.98%	80	-5.88%	85	34.92%	63
Consolidated results of the company	85,710	33.47%	64,217	1,563%	-4,390	-105.57%	78,758	-45.75%	145,180
Average employee remuneration	43	2.38%	42	2.44%	41	2.50%	40	8.11%	37

Observations

The information for the 2021 financial year includes the amounts accrued in the 8 months from the Company's IPO, on April 29, 2021, until December 31, 2021.

In 2025, Ms. Elena Otero-Novas has been a director of the Company from January 1 to April 10.

In the 2025 financial year, Ms. Marina Specht and Mr. Iñaki Berenguer have been directors from April 10 to the present.

D OTHER INFORMATION OF INTEREST

If there are any significant issues relating to directors' remuneration that it has not been possible to include in the foregoing sections of this report, but which it is necessary to include in order to provide more comprehensive and reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

This annual remuneration report has been approved by the company's board of directors, at its meeting on 19 February 2026.

Please indicate whether any directors have voted against or abstained in relation to the approval of this Report.

Yes No

Name or company name of the member of the board of directors who did not vote in favour of the adoption of this report	Reasons (against, abstention, non-attendance)	Explain the reasons