

INFORMATION DOCUMENT ON THE TERMS AND CONDITIONS FOR THE GRANTING OF INCENTIVES OF THE 2023 INDIVIDUAL PENSION PLANS CAMPAIGN

BanSabadell Pensiones, E.G.F.P., S.A. (hereinafter "BanSabadell Pensiones") will pay the economic incentives to the participants in this campaign on the basis of fulfilment of the requirements set out below.

All natural persons who are members of BanSabadell individual pension plans will be able to take part in the campaign Pensions included in this campaign and that make a transfer thereto to join a pension plan or insured provision plan that come from an institution that is not an investee of Banco Sabadell and that meet the conditions set out below:

Duration of the campaign:

from 1 January 2023 to 31 December 2023, both inclusive.

Economic incentive:

When the amount of the transfer to join the individual pension plan included in this campaign is equal to or greater than €4,000, an economic incentive will be paid, whose percentage will be determined based on the amount of the balance transferred from the other institution:

- 1%** with a 4-year commitment to stay in the pension plan.
- 2%** with a 5-year commitment to stay in the pension plan.
- 3%** with a 6-year commitment to stay in the pension plan.
- 4%** with a 7-year commitment to stay in the pension plan.
- 5%** with an 8-year commitment to stay in the pension plan.
- 6%** with a 9-year commitment to stay in the pension plan.

Pension plans included in this campaign:

The following individual pension plans are included in the campaign: Sabadell Plan Futuro 2045 Prudente, PP; Sabadell Plan Futuro 2045 Equilibrado, PP; Sabadell Plan Futuro 2045 Dinámico, PP; Sabadell Plan Futuro 2040 Prudente, PP; Sabadell Plan Futuro 2040 Equilibrado, PP; Sabadell Plan Futuro 2040 Dinámico, PP; Sabadell Plan Futuro 2035 Prudente, PP; Sabadell Plan Futuro 2035 Equilibrado, PP; Sabadell Plan Futuro 2035 Dinámico, PP; Sabadell Plan Futuro 2030 Prudente, PP; Sabadell Plan Futuro 2030 Equilibrado, PP; Sabadell Plan Futuro 2030 Dinámico, PP; BS Plan 15, PP; BS Pentapensión, PP; BS Plan Ético y Solidario, PP; BS Pensión 60, PP; y BS Plan Renta Variable, PP

Commitments to stay in the plan:

To be entitled to the relevant economic incentive, the member will need to sign a commitment agreement to stay in the plan whereby the member undertakes to maintain the balance transferred to the individual pension plan until the end date of the term, according to the bonus percentage and as per the attached table:

Incentive percentage period	Period of stay
1%	4 years
2%	5 years
3%	6 years
4%	7 years
5%	8 years
6%	9 years

Pension plans: Managing entity: BanSabadell Pensiones E.G.F.P., S.A., with Tax ID No. A58581331, whose registered office is C/ Isabel Colbrand, 22, 28050 Madrid. Registered in the Mercantile Register of Madrid and in the Register of Pension Fund Managers of the Directorate-General for Insurance and Pension Entities (DGSyFP) under number G-0085. Depository entity: BNP Paribas Securities Services, S.C.A., branch in Spain, with Tax ID No. W-0012958-E and its registered offices at Calle Emilio Vargas, 4, Madrid. Registered in the special register of pension fund depository entities maintained by the DGSyFP under code no. D-0163. Depository entity and marketer of pension plans: Banco de Sabadell, S.A., with Tax ID No. A08000143 and registered offices at Avda. Óscar Esplá, 37, 03007 Alicante. Registered in the Mercantile Register of Alicante and in the DGSyFP under code no. D-0016. The document with the key information for the member is available to the public at the Banco Sabadell branches, as well as on the bank's website www.bancsabadell.com in the "Pensions" section.

Payment of the incentive:

The member may choose between receiving the economic incentive by crediting the current account linked to the individual pension plan included in this campaign that accrues the entitlement to the incentive, or in the form of a contribution to the pension plan. In the latter case, if the economic incentive cannot be paid because the maximum annual limits of pension contributions set by current pension plan law has been exceeded, the excess over said limits will be deposited in the member's current account that is linked to the individual pension plan that entitles the member to the incentive.

Once BanSabadell Pensiones has verified that the member has met the requirements of this campaign, the incentive will be paid as per the following table:

Incentive request	Period of stay
From 1 January to 31 March	17/04/2023
From 1 April to 30 June	17/07/2023
From 1 July to 30 September	16/10/2023
From 1 October to 31 December	15/02/2024

Returning the incentive:

The member shall be bound to return the entire amount of the incentive to BanSabadell Pensiones, including any withholdings made thereon, in the event that any of the following movements are performed in respect of the individual pension plan that entitles the member to an incentive before the end date of the commitment period:

- Receipt of benefits (except if the contingency that occurs is death), if the remaining balance in said pension plan is less than 80% of the amount of the balance that must be maintained.
- Exercise the consolidated rights on the basis of an exceptional case of liquidity or early redemption, if the remaining balance in the pension plan is less than 80% of the amount of the balance that must be maintained.
- Transfers, complete or partial, of the consolidated rights of BanSabadell Pensiones pension plans not included in this campaign or other pension plans or insured provision plans of institutions other than BanSabadell Pensiones or of BanSabadell Vida, S.A. de Seguros y Reaseguros.

This return of the incentive, including any withholdings made, will be made by means of a charge of the relevant amount debited from the account linked to the personal pension plan that entitled the member to the incentive. The member expressly authorises BanSabadell Pensiones to debit such amount from the account specified in the relevant commitment period agreement.

Tax implications of the incentive payment:

The incentive received is taxed as income from securities to be included in the savings tax base subject to withholding on account of personal income tax, the percentage being the one that applies according to the regulations in effect on the date of payment of the incentive.

In the event of breach of the commitment period agreement resulting in the return of the incentive, the gross amount of the incentive must be declared as return on securities income as a penalty.

Other considerations:

BanSabadell Pensions reserves the right to extend, change, suspend or cancel the campaign. In any of these cases, BanSabadell Pensions will duly inform the participants of any new situations that may arise, as well as the consequences thereof.

This document is for information purposes only and has no contractual value. In the event of a contradiction between this document and the commitment period agreement that the member signs (to which are annexed the terms and conditions for the granting of incentives), the provisions set out in the commitment period agreement shall prevail.