

Errata

On February 16, 2023, the Board of Directors formulated the individual annual accounts¹ and consolidated² annual accounts, as well as corresponding **management reports** for the year 2022, that which were submitted to the CNMV and published on the website on February 17. The aforementioned **management reports include the annual report on director's remuneration for fiscal year 2022** attached.

At the same time, CaixaBank sent to CNMV the annual report on director's remuneration approved by the Board of Directors in free format and the statistical appendix corresponding to the same financial year 2022.

In the **annual report on director's remuneration** corresponding to the financial year 2022, attached in the management reports, the observations included in the free format have not been included, and do not constitute omissions of information since they are exclusively of clarifications on the information reported.

The omitted remarks of the annual report of remunerations of advisers, included in the electronic file together with the annual accounts and management reports, are explained below as an erratum:

Chart C. 1.a.i – Remarks

According to the instructions of CNMV to complete this report, the amounts included in the cells "Remuneration short-term" and "Remuneration variable long-term" variable match:

Chairman:

Short-term variable remuneration: The part cash of the payment upfront of the outline of Compensation package variable with metrics over several years (20%), whose payment corresponds in 2023.

Long-term variable remuneration: The part cash of the payment of the deferred part of the plan of bonus annual 2021 (6%), RVA 2019 (25%), RVA 2018 (12.5%), RVA 2017 (12.5%), RVP 2017 (50%), whose payment corresponds in 2023.

Chief Executive Officer:

Short-term variable remuneration: The part cash of the payment upfront of the outline of Compensation package variable with metrics over several years (20%), whose payment corresponds in 2023.

Long-term variable remuneration: The part cash of the payment of the deferred part of the plan of bonus annual 2021 (6%), 2019 (6%), 2018 (6%) and 2017 (6%), whose payment corresponds in 2023.

Deputy chairman, for its previous management operations:

Long-term variable remuneration: The part cash of the payment of the deferred part of the plan of bonus annual of 2017 (6%), whose payment corresponds in 2023.

Chart C. 1.a.ii – Remarks

According to the instructions of CNMV to complete this report, the amounts included in the cell "Financial instruments consolidated in the financial year" correspond:

For the Chairman:

The part in stock of the payment upfront of the outline of Compensation package variable with metrics over several years 2022 (20%), whose delivery corresponds in 2023.

The part in stock corresponding to the first deferral of the plan of bonus annual 2021 (6%), whose delivery corresponds in 2023.

The part in stock corresponding to the first deferral of the RVA 2019 (25%), whose delivery corresponds in 2023.

¹ Electronic format xHTML: SHA256:2883147E5EC954C208B48E5634B4E94022AFC3DD355A1914E90DFD2F83599759

² Electronic format xHTML: SHA256: 9B3A860E3F239E9C559EC6B7FFB803FFAD85E79697037EE807A²D7A9E849C4222

The part in stock corresponding to the second deferral of the RVA 2018 (12.5%), whose delivery corresponds in 2023.

The part in stock corresponding to the third deferral of the RVA 2017 (12.5%), whose delivery corresponds in 2023.

The part in stock corresponding to the first deferral of the RVP 2017 (50%), whose delivery corresponds in 2023. All the stock have been valued at the average price of close of the stock of CaixaBank corresponding to the trading days between on 1 and 31 January of 2023, that it has been of € 3.906/stock.

For the CEO:

The part in stock of the payment *upfront* of the outline of Compensation package variable with metrics over several years 2022 (20%), whose payment corresponds in 2023.

The part in stock corresponding to the first one, third, fourth and fifth deferral of the plans of bonus annual 2021 (6%), 2019 (6%), 2018 (6%) and 2017 (6%), respectively and whose payment corresponds in 2023.

First delivery of stock out of the 1r cycle of the PIAC 2019 - 2021 (34%), whose payment corresponds in 2023. All the stock have been valued at the average price of close of the stock of CaixaBank corresponding to the trading days between on 1 and 31 January of 2023, that it has been of € 3.906/stock.

The stock corresponding to the fourth deferral of the ILP 2015-2018 (12%), whose delivery corresponds in 2023. Given that the stock have not still been delivered and therefore the price of assessment is not known, the price of granting of the plan has been used that it was set in € 3.982/stock.

Deputy chairman, for its previous management operations:

The part in stock corresponding to the fifth deferral of the plan of bonus annual 2017 (6%), whose payment corresponds in 2023. The stock have been valued at the average price of close of the stock of CaixaBank corresponding to the trading days between on 1 and 31 January of 2023, that it has been of € 3.906/stock.

The stock corresponding to the fourth deferral of the ILP 2015-2018 (12%), whose delivery corresponds in 2023. Given that the stock have not still been delivered and therefore the price of assessment is not known, the price of granting of the plan has been used that it was set in € 3.982/stock. All the stock delivered entail a period of retention one-year from its delivery.

Chart C 1 a.iii. – Remarks

The systems with consolidated economic rights of the CEO and the Deputy chairman correspond to its previous management operations and no contribution is not made. The decrement of the accumulated funds is owed to the evolution of the market value of these funds

Chart C.2. – Remarks

The evolution of the average remuneration of the staff of 2019 to 2020 was seen shocked by the effect of the voluntary exits associated with programmes of COLLECTIVE DISMISSAL PROCEEDING 2019 and of desvinculación blandished 2020 of employees of more advanced age and for the temporary cancellations derived from the pandemic. The variation 2020 to 2021 of the earned remuneration of the Mr Gortázar is owed to the voluntary renunciation in 2020 to its variable remuneration, so much annual one as over several years, as an act of accountability for the financial status and social exceptional generated by the COVID-19 since its compensation package conditions did not change. Additionally is seen affected the average remuneration of the staff of 2020 to 2021 for the fusion with Bankia and for the desvinculaciones volunteers of the COLLECTIVE DISMISSAL PROCEEDING of 2021.

With respect to the variation of the company's result of the year 2021 it is necessary to take into account the arrangement of fusion of CaixaBank and Bankia.

For the calculation of the average pay of the employees starting from 2021, the departures of salary and wages, defined contribution have been included to the Pension Plan (saving and risk) as well as other concepts included in the other staff costs (health policy, aids of studies,...) without reductions of consolidation and this amount is divided for the detail of the staff average of the year that are specified in the consolidated management report.

The increase of the compensation package of the Mr Goirigolzarri of 2021 to 2022 is owed basically to that its compensation package in 2022 has been for everything the financial year, in so far as in 2021 just counted part of the year.

The variation of the compensation package of the Mr Gortázar of 2021 to 2022 is owed to the great accrued interest of variable compensation package in 2022, which also happens in the case of the Mr Goirigolzarri. In both cases, the amount of the fixed compensation package annual and variable target has been the same one for both financial years.

The rest of increments in compensation package of the rest of advisers of 2021 to 2022 are owed to incorporations during 2021 or changes in the delegated fees, having maintained constant between 2021 and 2022 the amount of the compensation package for possession to the advice or to the delegated fees.