

# General terms of the "bonus for external transfers to individual pension plans and social security plans"

## 1. PURPOSE OF THE BONUS".

The "BONUS" consists of the right to receive, as specified in Section 4, an amount equivalent to a given percentage (%) of the amounts transferred, defined in section 3, minus the applicable tax withholding, to the following Pension Plans marketed by BBVA or the Benefits Plans offered by Norpensión, EPSV Individual and administered by BBVA (hereinafter the PLANS):

PENSION PLANS	INDIVIDUAL BENEFITS PLANS (*)
- BBVA PLAN RENTA FIJA	- NORPENSION RENTA FIJA
- BBVA PLAN DINÁMICO	- NORPENSION II
- BBVA PLAN EQUILIBRADO	- NORPENSION PRUDENTE
- BBVA PLAN PRUDENTE	- NORPENSION EQUILIBRADO
- BBVA PLAN INDIVIDUAL	- NORPENSION DINÁMICO
- BBVA MULTIACTIVO MODERADO	- NORPENSION DESARROLLO SOSTENIBLE ISR
- BBVA MULTIACTIVO DECIDIDO	- NORPENSION RENTA VARIABLE IBEX
- BBVA MULTIACTIVO CONSERVADOR	- NORPENSION JUBILACIÓN SOSTENIBLE 2025
- BBVA PLAN GLOBAL DESARROLLO SOSTENIBLE ISR	- NORPENSION JUBILACIÓN SOSTENIBLE 2030
- BBVA PLAN RENTA VARIABLE IBEX	- NORPENSION JUBILACIÓN SOSTENIBLE 2035
- BBVA PLAN TELECOMUNICACIONES	- NORPENSION JUBILACIÓN 2040
- BBVA RENTA VARIABLE EUROPA	- NORPENSION MEJORES IDEAS
- BBVA RENTA FIJA INTERNAC. FLEXIBLE	- NORPENSION BONOS 2029
- BBVA PLAN JUBILACIÓN 2025	- NORPENSION BONOS 2030
- BBVA PLAN JUBILACION 2030	
- BBVA PLAN JUBILACION 2040	
- BBVA PLAN CONSOLIDACIÓN 85	
- BBVA PLAN FUTURO EQUILIBRADO	
- BBVA PLAN USA DESARROLLO SOSTENIBLE ISR	
- BBVA PLAN MEJORES IDEAS	
- BBVA PLAN FUTURO CONSERVADOR	
- BBVA PLAN JUBILACIÓN 2050	
- BBVA PLAN BONOS 2029	
- BBVA PLAN BONOS 2030	

(\*) Only for residents of the Basque Country

## 2. TRANSFERS ELIGIBLE FOR THE "BONUS".

The BONUS only will be applicable to participants/members who:

Transfer PENSION PLANS AND BENEFITS PLANS not managed/administered or marketed by entities of the BBVA Group (external transfers), which were requested between January 1, 2025 and March 31, 2025, inclusive, for the amounts stated in section.

Linking to this bonus will in any case require the signature of the bulletin during the period of adhesion described above.

### 3. CONDITIONS OF THE "BONUS".

The BONUS will be applied to the transfers referred to in the previous section that are requested **between January 1, 2025 and March 31, 2025, inclusive**, and that are received during this period or within a month after its close.

In the event of a transfer (external or internal outside the campaign) and/or if the benefits or vested financial rights of the Plans defined in the campaign in force are paid out, during the duration of the campaign, this will reduce the amount that is eligible for the bonus.

The bonus % is established based on the following vested/financial rights received in the external transfer.

Amount from	Amount up to	% Bonus	No. of months required
0.00	8,000.00	1.00	60
8,000.01	25,000.00	2.00	60
25,000.01	99,999,999.99	4.00	72
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### 4. PAYMENT OF THE "BONUS".

Once the corresponding tax withholding is made, the "BONUS" will be paid into the associated account held by the participant/member in BBVA on **March 31, 2025**.

The payment will be made with the following specifications:

For transfers requested during the duration of the campaign that are settled during the month following the end of the campaign, the BONUS will be paid over the course of said month.

The "BONUS" will automatically be paid into the eligible Pension Plan or Benefits Plan of the participant/member, who, by applying for the bonus, authorizes BBVA to issue these shares (if the participant/member selected the reinvestment option).

If the participant/member has reached his/her maximum annual contribution limit for the eligible Pension Plan or Benefits Plan, the bonus will not be contributed to the Plan but will remain in the participant's/member's linked account.

### 5. RETURNING THE BONUS.

The participant/member is required to keep the vested/financial benefits subject to the bonus for the number of consecutive months indicated, as determined by the % of the bonus received, after the date on which the BONUS is paid, as specified in section 3 CONDITIONS OF THE "BONUS".

During this period, the participant/member must also comply with the following:

1. The vested financial rights associated with the BONUS received by the participant/member of the PLAN must not be transferred in whole or in part to any other pension plan, benefits plan or insured pension plan promoted by institutions outside the BBVA Group.
2. The vested financial rights associated with the BONUS received by the participant/member of the PLAN must not be transferred in whole or in part to any other pension plan, benefits plan or insured pension plan promoted by BBVA that is not included in the bonus campaign in effect at the time, if any.

In the event of non-compliance, the participant/member must return the BONUS in accordance with the following rules:

1. If during the commitment period following the payment, the participant/member transfers in whole or in part the vested/financial rights associated with the BONUS of the PLAN to any other pension plan, benefits plan or insured pension plan in institutions outside the BBVA Group, he/she will be required to return the BONUS in proportion to the number of transferred shares associated with the bonus, at the net asset value on the date on which the transfer was made, and in proportion to the time that the transferred shares subject to the bonus remained in the Plan.
2. If during the commitment period following the payment, the participant/member transfers in whole or in part the vested rights associated with the BONUS, to any other pension plan or benefits plan promoted, marketed, or administered by

BBVA, that is not included within the PLANS eligible for the campaign at the time, if any, he/she will be required to return the bonus in proportion to the number of transferred shares associated with the bonus, at the net asset value on the date on which the transfer was made, and in proportion to the time that the transferred shares subject to the bonus remained in the PLAN.

3. If within this period, the participant/member cashes in any or all of the vested/financial rights linked to the BONUS in this Campaign for any of the reasons or exceptional circumstances provided for in the Plan Rules, the participant/member will be required to return the BONUS of this Campaign in proportion to the number of shares cashed in associated with the bonus, at the net asset value on the date on which the transfer was made and in proportion to the time that the transferred shares subject to the bonus remained in the Plan, unless they are cashed in in the form of regular income, in which case no return is required.

The participant/member irrevocably authorizes BBVA to apply cash deposits and conduct any kind of credits, commercial papers or securities that may be deposited at BBVA in order to pay for – with their amount and up to the sum they reach – the return of the bonus.

Additionally, and in the event that it is not possible to perform the return as described above, the participant/member irrevocably agrees to return the BONUS at the amount that he/she receives from the PLAN at the time.

## **6. TAXATION.**

The taxation prevailing upon deposit or refund of the Bonus is applicable. Currently, in accordance with applicable law and the criteria expressed by the DGT in replies to questions regarding comparable or similar situations, it is considered that:

- The payment of the Bonus is considered a return on investments subject to withholding. It will be included in the tax basis of savings that is taxed at the corresponding rates on the current scale based on the territory of the tax residence of the recipient.
- Returning the Bonus, in the case referred to in the point above, shall be considered negative return on investments which will lead to the current compensation rules established by the tax residence's regulations being applied to the recipient.

## **7. EXPRESS ACCEPTANCE OF THE TERMS OF ADHERENCE**

- I. The participant/member states that he/she has read and understood these terms, which he/she expressly agrees to.
- II. By signing this page, or by providing authorization electronically, the participant/member indicates his/her agreement to and approval of all the conditions in the terms and responsibilities set out herein and hereby receives a copy of the contract document. And in witness whereof, he/she signs the document in two counterparts, or authorizes it electronically.