

REPORT PRESENTED BY THE APPOINTMENTS AND REMUNERATION COMMITTEE OF THE COMPANY CIE AUTOMOTIVE, S.A. (the "Company") ON THE PROPOSED APPOINTMENT OF IÑIGO BAREA EGAÑA AS PROPRIETARY DIRECTOR, PREPARED ON THE OCCASION OF THIS APPOINTMENT (IF APPROPRIATE) BY THE GENERAL MEETING IN THE NEXT SCHEDULED MEETING.

1. PURPOSE OF THIS REPORT.

This report (the "**Report**") is issued in accordance with and for the purpose of Articles 529 *decies* and 529 *quindecies* d) of Royal Legislative Decree 1/2010, of July 2, enacting the consolidated Companies Act (the "**Companies Act**"), Articles 23 and 24 Board Regulations and Article 3.(f) Appointments and Remuneration Committee Regulations, which establishes that proposed appointments of directors (other than independent directors) are the competence of the Appointments and Remunerations Committee, for approval by the General Meeting (the "**General Meeting**").

The Report is issued in relation to the Board's proposal that the appointment of Iñigo Barea Egaña (the "**Director**") as proprietary director on behalf of major shareholder Elidoza Promoción de Empresas, S.L. be submitted to a vote of the General Meeting at its next ordinary meeting.

2. REPORT ON THE PROPOSAL.

At today's meeting, the Appointments and Remuneration Committee agreed to issue a favorable report on the proposed appointment of the Director as proprietary director for the term established in the Bylaws, to be submitted to the decision of the General Meeting in its next ordinary meeting.

Without prejudice to the proprietary nature of the Director, the Appointments and Remuneration Committee evaluated the grounds and has verified and competency, experience, merits, suitability and honorability that the Board highlighted in its proposal. It also verified that the circumstances of his classification as proprietary director in relation to the major shareholder Elidoza Promoción de Empresas, S.L.

As a result, the Appointments and Remuneration Committee has decided to issue a favorable report on the Director's appointment as a proprietary director in the Company for the term established in the Bylaws.

Professional profile

Aeronautical engineer by Madrid Polytechnic University and l'École Nationale Supérieure de l'Aéronautique et de l'Espace and MBA by IESE Business School.

He began his career at Airbus as an engineer specializing in integrating propulsion systems. He then joined strategic consultancy A.T. Kearney, where he worked on various international projects, focusing on operational efficiency improvements. He is currently the Spain head of logistical operations at Just Eat Takeaway.

The report of the Appointments and Remunerations Committee is issued taking into account and according to the Board's Director Selection and Diversity Policy. Like the Board, the Appointments and Remuneration Committee has taken particular note of his training as an engineer and his business experience in the application of the technology to the urban mobility sector, leading the operations (including vehicle fleets) of a company with a proven innovative and disruptive profile.

3. PREPARATION AND PUBLICATION OF THE REPORT.

The report was prepared and unanimously approved by the Appointments and Remuneration Committee in its meeting on February 25, 2022, and must be made available to the public (particularly to the shareholders at the next General Meeting) by posting it on the Company's website, in accordance with the law, the Bylaws and regulations in force.

Bilbao, February 25, 2022