

REPORT PRESENTED BY THE APPOINTMENTS AND REMUNERATION COMMITTEE OF THE COMPANY CIE AUTOMOTIVE, S.A. (the "Company") ON THE PROPOSED APPOINTMENT OF JAVIER FERNÁNDEZ ALONSO 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 Javier Fernández Alonso (the "**Director**") as proprietary director on behalf of major shareholder Corporación Financiera Alba, S.A. 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 Corporación Financiera Alba, S.A.

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

Javier Fernández Alonso has a degree in business management and administration by the University of Deusto (La Comercial), speciality in Finance,

with honors. He joined the investment department of Corporación Financiera Alba in 2006, and was made Head of Investment in 2012. He has represented Alba on a number of Boards of Directors in companies in which it holds stakes. He is currently a member of the Board of Directors of Ebro Foods, Profand Fishing Holding and the vehicles Rioja and Rioja Acquisition (Naturgy). He was previously a Director of Acerinox, ACS, Dragados, ACS Servicios y Concesiones, Euskaltel, Parques Reunidos, Clínica Baviera and more. He has also sat on the Investment Committee of Artá Capital since 2008 and is a Director of Artá Capital and various venture capital vehicles in the group. Before joining Alba, he spent six years in investment banking and mergers and acquisitions in London and Madrid, at Goldman Sachs and ABN AMRO, in the latter case as Assistant Director (Vicepresident). He was made CEO of Alba, S.A. on November 2020.

The report of the Appointments and Remunerations Committee is issued taking into account and according to the Board's Director Selection and Diversity Policy. In view of his professional profile, like the Board, the Appointments and Remuneration Committee particularly valued the Director's experience in investment banking and mergers and acquisitions, and his knowledge of corporate dynamics and how a listed company operates.

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