

REPORT ISSUED BY THE APPOINTMENTS AND REMUNERATION COMMITTEE OF VIDRALA, S.A. (the "Company") CONCERNING THE PROPOSAL FOR THE RE-ELECTION OF MR. EDUARDO ZAVALA ORTIZ DE LA TORRE AS AN OTHER EXTERNAL DIRECTOR, TO BE MADE IN CONNECTION WITH HIS (WHERE APPLICABLE) RE-ELECTION BY THE NEXT GENERAL MEETING.

1. SUBJECT OF THIS REPORT.

This report (the "**Report**") is issued pursuant to and for the purpose of the provisions of Articles 529 *decies* and 529 *quindecies* d) of Royal Legislative Decree 1/2010, of July 2, which approves the consolidated text of the Companies Act (the "**Companies Act**"), Articles 22 and 23 of the Board Regulations and Article 3.(f) of the Regulations of the Appointments and Remuneration Committee, which establishes that the Appointments and Remuneration Committee (the "**Committee**") is responsible for informing the Board of Directors regarding proposals for the appointment of directors (other than independent directors) to be submitted for approval by the general meeting of shareholders of the Company (the "**General Meeting**").

In this regard, the Report is issued in relation to the proposal made by the Company's Board of Directors to submit to vote at the next General Meeting the re-election of Mr. Eduardo Zavala Ortiz de la Torre (the "**Director**") as other external director for the statutory term.

2. REPORT ON THE PROPOSAL.

At its meeting held today, the Committee has adopted the resolution to issue a favourable report regarding the re-election of the Director for the statutory term, as other external director.

The previous resolution was adopted in the context of the expiry of the term for which the Director was last appointed by the General Meeting on April 27, 2022, at which he was appointed for the statutory term of four (4) years.

Accordingly, both the Committee and the Board of Directors have verified that the Director continues to meet the circumstances of honorability, suitability, solvency, competence, experience, qualification, training, availability and commitment required for the position of director of the Company. Since the circumstances for his qualification as independent director or proprietary director are not met, the circumstances for his qualification as other external apply.

Professional profile of the Director

The professional profile of the Director is available to the public on the Company's website at

<https://www.vidrala.com/en/investors/governance/board-of-directors/>

3. FORMULATION AND PUBLICITY OF THE REPORT.

This report has been formulated and unanimously approved by the Appointments and Remuneration Committee at its meeting held on March 24, 2026. It will be made available to the public (and, in particular, to the Company's shareholders on the occasion of the next ordinary meeting of the General Meeting) through its publication on the Company's website, in accordance with the applicable legal, statutory and regulatory terms.

Llodio, March 24, 2026.