

REMUNERATION POLICY FOR DIRECTORS OF
VIDRALA, S.A. FOR THE FINANCIAL YEARS 2027-2029

The Board of Directors of VIDRALA, S.A. ("**Vidrala**" or the "**Company**" or the "**Group**"), in exercise of the powers conferred on it, submits this remuneration policy for the members of the Board of Directors (the "**Remuneration Policy**") for approval by the General Shareholders' Meeting of the Company, at the proposal of the Appointments and Remuneration Committee.

1. Regulatory framework of remuneration policy.

Article 529 novodecies section 1 of the Royal Legislative Decree 1/2010 of July 2, which approves the consolidated text of the Companies Act (the "**Companies Act**"), in the wording established by Law 31/2014, of 3 December, states that the approval of the remuneration policy of the Directors is the responsibility of the General Shareholders' Meeting at the proposal of the Board of Directors in accordance with article 249 bis j) of said Act.

In accordance with article 529 novodecies section 1 of the Companies Act, the remuneration policy of the Directors will be adjusted to the extent that it corresponds to the remuneration system provided for in the Bylaws.

Therefore, the statutory basis of this policy will be Article 27 of the Bylaws.

This remuneration policy for Vidrala's Directors is established for the years 2027 to 2029 under the terms set out below.

2. Principles of the remuneration policy.

The Remuneration Policy seeks to ensure that the remuneration of Vidrala's directors is appropriate to the dedication and responsibility assumed, and in line with that satisfied in the market in similar companies at a national and international level, taking into account the long-term interest of all shareholders.

In this sense, the Remuneration Policy must be appropriate to the circumstances of the time, paying special attention to the evolution of regulations, best practices, recommendations and trends – national and international – in terms of remuneration of directors of listed companies and the prevailing conditions in the market.

Thus, the basic principles on which the Remuneration Policy is built for directors in their capacity as such, are the following:

- a) To adequately remunerate the dedication and responsibility assumed by the directors, in accordance with that satisfied in the market in similar

companies in terms of their capitalization, size, ownership structure and international presence.

- b) Ensure that remuneration contributes directly to the achievement of Vidrala's strategic objectives.
- c) Ensure the correct attraction, motivation and retention of the best professionals.

Within the framework of Vidrala's Board of Directors, there are no directors with executive functions, so that in the establishment of its remuneration policies, only the remuneration of directors for their status as such is contemplated.

Thus, **the remuneration of directors for their status as such** must be sufficient to compensate for their dedication, qualification and responsibility, without compromising their independence. In addition, a market criterion must be taken into account, in view of the remuneration set for directors of listed companies of an entity equivalent to the Company, and also takes into account the nature of their dedication.

3.- Policy on remuneration of directors for their status as such.

A fixed annual allowance (which for the 2026 financial year will be €97,163.21) is established as a remuneration policy for directors in their capacity as such.

In addition to the above, due to their special dedication, directors who perform special functions (the Chair of the Board of Directors, the Vice-Chair of the Board of Directors, the Chair of the Appointments and Remuneration Committee and the Chair of the Audit Committee) will receive additional remuneration.

For information purposes, in 2026, the amounts to be received by directors who perform special functions are:

- Chair of the Board of Directors: €787,968.75.
- Vice-Chair of the Board of Directors and Chairman of the Appointments and Remuneration Committee: €133,599.55.
- Chair of the Audit Committee: €117,129.64.
- Members of the Audit Committee: €104,338.21.

The Chair of the Board of Directors may also receive certain extraordinary amounts in addition to his ordinary remuneration, provided that the corresponding objectives are met, measurable by the Appointments and Remuneration Committee at its discretion and final decision. It may be established that the

extraordinary amounts in addition to their ordinary remuneration must be reinvested in shares of the Company at the time of their receipt.

It is left to the discretion of the Board of Directors to establish the periodicity with which the annual allowance will be paid.

The Directors will also receive allowances for their attendance at the meetings of the Board of Directors.

There are no other types of remuneration, such as payments of contributions to pension funds or welfare premiums.

Except as provided in this section and in the provisions of Article 27 of the Bylaws regarding the maximum annual amount, the freedom of configuration that the Act reserves to the Board of Directors is respected.

Without prejudice to the amounts collected for the 2026 financial year, the Board of Directors may in any case modulate and adapt the annual remuneration according to the circumstances that may arise at any given time, always within the principles indicated in this Policy, providing for annual reviews of the amounts of remuneration.

Such variations will be announced in the Annual Report on the Remuneration of Directors that will be put to a vote, binding and as a separate item on the agenda at the first General Shareholders' Meeting to be held.

4.- Other considerations.

The Company has subscribed and pays the global premium corresponding to civil liability insurance for Directors and Directors of VIDRALA, S.A. and most of the companies belonging to its group, which, therefore, also covers all Directors for the responsibilities that may be required of them as a result of the performance of the activities inherent to their function.

The application of this Policy will be suitably adapted to the economic situation and the international context at the proposal of the Appointments and Remuneration Committee. Where applicable, full details and reasons for any adjustments will be provided to shareholders in the next annual report on directors' remuneration to be published.

5.- New appointments

The remuneration of any new director will be governed by this Remuneration Policy, taking into account the candidate's experience and knowledge, his or her origin and level at the time of his or her appointment.

It will be the Board of Directors that will approve the remuneration of the new director at the proposal of the Appointments and Remuneration Committee.

6.- Term

The Company will apply this directors' remuneration policy from the General Shareholders' Meeting held on 29 April 2026 and during the 2027, 2028 and 2029 financial years. Any modification or substitution of the policy during its validity will require the prior approval of the General Shareholders' Meeting in accordance with the provisions of the aforementioned article 529 novodecies of the Companies Act.