

REPORT PRESENTED BY THE BOARD OF DIRECTORS OF VIDRALA, S.A. (the "Company") IN RELATION TO THE RESOLUTION REFERRED TO IN ITEM FIFTEEN OF THE AGENDA REGARDING THE APPROVAL OF THE NEW REMUNERATION POLICY FOR THE DIRECTORS OF VIDRALA, S.A.

1. SUBJECT OF THIS REPORT.

Article 529.novodecies of Royal Legislative Decree 1/2010 of July 2, which approves the consolidated text of the Companies Act (the "**Companies Act**") requires, among other elements, a report by the Board of Directors and by the Appointments and Remuneration Committee in relation to the directors' remuneration policy.

The purpose of this report (the "**Report**") is to comply with the aforementioned law, which is formulated by the Board of Directors of Vidrala S.A. to justify the proposal submitted for approval by the Company's general meeting of shareholders (the "**General Meeting**").

2. PROPOSAL AND JUSTIFICATION OF THE PROPOSAL.

The remuneration policy (the "**Remuneration Policy**" or the "**Policy**") proposed by the Appointments and Remuneration Committee for the years 2027 to 2029 is a continuation of the directors' remuneration policy existing to date.

This Remuneration Policy aims to be a tool that ensures the presence of talent, effort and value creation in the Company's management body. It has been designed to attract and retain the best directors, encourage their effort, encourage their creativity and leadership and ensure that their interests are in line with those of Vidrala's shareholders.

To this end, the policy submitted to the General Shareholders' Meeting for approval is based on the following principles:

- 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.

In conclusion to the above, and taking into account the proposal issued for this purpose by the Appointments and Remuneration Committee, the Board of Directors of Vidrala proposes one that articulates, in continuity with the existing one, a remuneration policy for the members of the Board of Directors.

3. FULL TEXT OF THE PROPOSED RESOLUTION TO BE SUBMITTED TO THE GENERAL MEETING FOR DELIBERATION AND DECISION.

For the purposes of the appointment proposal made, the following proposal for agreement will be made for submission to the General Meeting:

"FIFTEEN. *Approval of the Directors' Remuneration Policy for the years 2027 to 2029.*

In accordance with article 529 novodecies of the Companies Act, approve the Directors' Remuneration Policy for the years ending December 31, 2027, December 31, 2028 and December 31, 2029, whose full text, together with the mandatory report of the Appointments and Remuneration Committee is made available to shareholders as part of the documentation relating to the General Shareholders' Meeting."

4. REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE ON THE PROPOSED DIRECTORS' REMUNERATION POLICY

"JUSTIFYING REPORT RELATING TO THE REMUNERATION POLICY OF THE DIRECTORS OF VIDRALA, S.A.

1. INTRODUCTION

The directors' remuneration policy (hereinafter, the "**Policy**") of Vidrala S.A. (hereinafter, "**Vidrala**" or the "**Company**") proposed by Vidrala's Appointments and Remuneration Committee to the Board of Directors of Vidrala for consideration by the General Shareholders' Meeting, is intended to describe and update the different elements of the remuneration policy for Vidrala's directors (of the directors as such), adapting to the circumstances and characteristics of the composition of the Board of Directors of Vidrala.

The issuance of this report complies with the provisions of section 4 of article 529 novodecies of the Companies Act.

2. JUSTIFICATION OF THE PROPOSAL

The new director's remuneration policy is a continuity with the existing policy to date and in any case aims to be a tool that ensures the presence of talent, effort and value creation in the Company's management body. It was designed to attract and

retain the best directors, encourage their effort, encourage their creativity and leadership and ensure that their interests are in line with those of Vidrala's shareholders.

The Appointments and Remuneration Committee considers that the proposed directors' remuneration policy submitted to the Board of Directors complies with the functions reserved by the Companies Act for this instrument, as well as with the recommendations contained in the Good Governance Code of Listed Companies approved by the National Securities Market Commission in terms of remuneration that are directly applicable to the characteristics of the company of Vidrala as a listed company, and with the recommendations of good governance of general recognition in the international markets in this area.

The text of the proposed directors' remuneration policy for the period 2027 to 2029 is as follows:

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.”

5. FORMULATION AND PUBLICITY OF THE REPORT.

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

Llodio, March 24, 2026