

REPORT SUBMITTED BY THE APPOINTMENTS AND REMUNERATION COMMITTEE OF THE COMPANY CIE AUTOMOTIVE, S.A. (the "Company") ON THE PROPOSED RATIFICATION AND REELECTION OF ELENA MARÍA ORBEGOZO LABORDE AS AN INDEPENDENT DIRECTOR, MADE IN RELATION TO HER (IF APPROPRIATE) RATIFICATION AND APPOINTMENT BY THE GENERAL MEETING AT THE NEXT ORDINARY 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* c) 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.(e) Appointments and Remuneration Committee Regulations, which establishes that proposed re-elections of independent directors are the competence of the Appointments and Remunerations Committee, for approval by the General Meeting (the "**General Meeting**").

For clarity, this Report is issued further to the report issued on the same basis, on the occasion of the appointment of Elena María Orbegozo Laborde (the "**Director**") as an independent director by co-opted appointed on December 15, 2021. The report was made public on that date, as part of the notice of "other relevant information" published under number 13193 in the Spanish National Securities Exchange Commission register.

2. PROPOSAL AND JUSTIFICATION.

At today's meeting, the Appointments and Remuneration Committee agreed to refer to the Board the proposed ratification and appointment of the Director as independent director for the term established in the Bylaws, to be submitted to the decision of the General Meeting in its next ordinary meeting.

The Appointments and Remuneration Committee has verified that the grounds and circumstances of competence, experience, merits, suitability and honorability on which she was proposed for the post in December 2021 remain in place. Likewise, her independence and classification as independent director continue to exist.

As a result, the Appointments and Remuneration Committee has decided to propose the ratification and appointment of the Director as an independent director in the Company for the term established in the Bylaws.

Professional profile

The Director's professional profile is available to the public on the Company's website, available at the following link

<https://cieautomotive.com/web/investors-website/consejo-de-administracion>

The proposal of the Appointments and Remunerations Committee is based on and according to the Board's Director Selection and Diversity Policy. Finally, the Director has abstained from taking part in discussions relating to the proposed included in the Report.

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