



**MINUTES OF THE APPOINTMENTS AND REMUNERATION COMMISSION
OF THE BOARD OF DIRECTORS OF THE COMPANY DURO FELGUERA,
S.A. HELD WITH THE PRESENCE OF ALL MEMBERS**

At two o'clock on the sixth of March two thousand and twenty-three, with all members of the Commission present through the Teams platform: the Chairman, Valeriano Gómez Sánchez, Jordi Sevilla Segura and José Julián Massa Rodríguez del Álamo, as well as the Secretary, Jesús Sánchez Lambás, unanimously agreed to hold a Commission Meeting with all members present, and likewise approved the following

Agenda:

- (i) Report on the proposal of the Chairperson of the Company to appoint María Jesús Álvarez González as External Director by co-option.
- (ii) Other items. Any other business.
- (iii) Drafting of the minutes.

The Secretary, together with the proposal of the Chairperson, provided the CV of María Jesús Álvarez.

The documents attached to these minutes are available to all members of the Commission.

The Chairman, Valeriano Gómez, stated that after the appointment by co-option made after the last Ordinary General Meeting of Shareholders, and considering that the Board plans to call an Extraordinary General Meeting of Shareholders in April 2023, it is appropriate to include in the Agenda of the General Meeting of Shareholders the ratification of the appointment by co-option of María Jesús Álvarez. Her personal circumstances, capacity and qualifications are known by all the members of the Commission, her continuity on the Board is essential and therefore he proposes to issue a positive report for her ratification of the appointment by co-option at the next General Meeting of Shareholders, which in principle is scheduled for before 15 April 2023.



The Secretary informed the Commission that the report of this Commission is mandatory for the appointment in accordance with Article 21.2 of the Board Regulations.

The following RESOLUTIONS were unanimously adopted:

- (i) Approve the positive report for the ratification of the appointment by co-option by the next General Meeting of Shareholders, of María Jesús Álvarez González as Director, in the “*External*” group, in section c) of No. 1 of Article 8 of the Board Regulations, for a term of four years.
- (ii) The Secretary is empowered to approve the drafting of the minutes, and to forward them to the Chairperson for the appropriate legal purposes.
- (iii) The Chairman suspended the meeting for 15 minutes and when the meeting was resumed, the Secretary read the minutes, which were unanimously approved.

There being no further business to discuss, the Chairman adjourned the meeting at three o'clock on the day of its celebration.

Approval of The Chairman:

The Secretary:

Signed: Valeriano Gómez Sánchez.

Signed: Jesús Sánchez Lambás.