

REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE TO THE BOARD OF DIRECTORS OF FOMENTO DE CONSTRUCCIONES Y CONTRATAS, S.A. IN RELATION TO THE PROPOSED APPOINTMENT OF MS ALICIA ALCOCER KOPLOWITZ AS PROPRIETARY DIRECTOR

Article 529 decies section 4 of the Spanish Corporate Enterprises Act establishes that the proposal for the appointment or re-election of the members of the Board of Directors corresponds to the Appointments and Remuneration Committee, in the case of independent directors, and to the Board itself, in the other cases.

Likewise, the sixth section of said article establishes that the proposal for the appointment or re-election of any non-independent director must be preceded by a report from the Appointments and Remuneration Committee.

For these purposes, the Appointments and Remuneration Committee of FOMENTO DE CONSTRUCCIONES Y CONTRATAS, S.A. (the "**Company**" or "**FCC**"), at its meeting on 25 May 2021, unanimously agreed to submit the following Report to the Company Board of Directors, in accordance with the provisions of the aforementioned article 529, decies section 6 of the Spanish Corporate Enterprises Act, relating to the proposal for the appointment of Ms Alicia Alcocer Koplowitz as proprietary director on behalf of NUEVA SAMEDE 2016, S.L.U.

Likewise, in accordance with article 18 of the Regulations of the Company Board of Directors, prior to any re-election of Directors that is submitted to the General Meeting, the Appointments and Remuneration Committee must issue a report in which the quality of work and dedication to the position of the proposed Directors during the previous term.

Ms Alicia Alcocer Koplowitz has been the natural person representative of the director EAC Inversiones Corporativas, S.L. since 1999. The Appointments and Remuneration Committee considers that the conduct of Ms Alicia Alcocer Koplowitz, in her position as the natural person representative of the Director EAC Inversiones Corporativas, S.L. since her appointment, has been very adequate in all respects: performance in the position of director; the quantity and quality of their work; and dedication to the position as well as favouring diversity in the composition of the Board of Directors. In particular, the appointment of Ms Alicia Alcocer Koplowitz further contributes to maintaining gender diversity in accordance with the selection criteria and procedures set out in the Regulations of the Board of Directors and in accordance with best practices of good governance.

The Committee has analysed the current composition of the Board of Directors, judging that the addition of Ms Alicia Alcocer Koplowitz to the Board would help to ensure that the Board includes directors with the knowledge, skills and experience that, as a whole, will enable it to perform its duties properly. The Board of Directors also highly values the extensive experience of Ms Alicia Alcocer Koplowitz in FCC and her knowledge of the Company and its Group, which she has acquired in recent years as a result of her position as a natural person representative of the Director EAC Inversiones Corporativas, S.L.

Likewise, the Appointments and Remuneration Committee, in light of the report, appreciates that the CV and business background of Alicia Alcocer Koplowitz, show that she has the appropriate skills, experience and merits to adequately discharge the duties as a Company director.

And therefore, the Appointments and Remuneration Committee unanimously agrees to give a favourable report regarding the proposal for the appointment of Ms Alicia Alcocer Koplowitz as a member of the Company Board of Directors in the proprietary category for the statutory period of four years.

Madrid, 25 May 2021

Annex: Professional profile of the candidate proposed for appointment

Ms Alicia Alcocer Koplowitz

A Law graduate, she started her professional career at Banco Zaragozano, where she worked for four years in the Finance Department, at the bank's treasury desk and served as a director.

She is the chairwoman of Cementos Portland Valderrivas, S.A.

She is a member of the Board of Directors of Fomento de Construcciones y Contratas, S.A., and is a member of the Board of Clínica Cemtro.

She is also a member of the Board of the Esther Koplowitz Foundation and the Valderrivas Foundation.