

REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE TO THE BOARD OF DIRECTORS OF FOMENTO DE CONSTRUCCIONES Y CONTRATAS, S.A. IN RELATION TO THE PROPOSAL FOR THE RE-ELECTION OF PABLO COLIO ABRIL AS EXECUTIVE DIRECTOR

Article 529 decies, section 4 of the Spanish Corporate Enterprises Act states that the Appointments and Remuneration Committee is competent to make proposals for the appointment or re-election of members of the Board of Directors, in the case of independent directors, while the Board itself shall make such proposals for other director categories.

Likewise, section six of the same article states 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 held on 26 April 2022, unanimously agreed to present the following report to the Company's Board of Directors, in accordance with the aforementioned Article 529 decies, section 6 of the Corporate Enterprises Act, regarding the proposed re-election of PABLO COLIO ABRIL as executive director.

Likewise, in accordance with Article 18 of the Regulations of the 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 appraising the quality of work and dedication to the position of the proposed directors during their previous term of office.

In this regard, the Appointments and Remuneration Committee believes that the performance of Pablo Colio Abril as a member of the Company's Board of Directors has, since his appointment, been very satisfactory in all aspects: performance of the position of executive director and, in particular, of his role as Chief Executive Officer; quantity and quality of his work; dedication to the office; and effective performance of the duties ascribed to him. The Appointments and Remuneration Committee likewise holds a very positive view of Pablo Colio Abril's extensive experience at FCC and his knowledge of the Company and its group, which he has acquired in recent years as a result of his position as director.

The Appointments and Remuneration Committee also appreciates that the curriculum vitae and track record of Pablo Colio Abril show that he has the necessary skills, experience and merits to serve as executive director, having up to now held this position with absolute diligence and loyalty to the Company.

In view of the foregoing, the Appointments and Remuneration Committee unanimously agrees to issue a report supporting the re-election of Pablo Colio Abril as a member of the Company's Board of Directors, under the category of executive director, for the four-year term of office provided for in the Articles of Association.

Madrid, 26 April 2022

Appendix: Professional profile of the candidate whose re-election is proposed



Pablo Colio Abril

Architect, graduating from the Higher Technical School of Madrid. He has spent most of his professional career at FCC, a company to which he has dedicated more than 26 years.

Within the FCC Group, he has been responsible for the international expansion of the Industrial area. Positions he has previously held include managing director of FCC Construcción and managing director of FCC Industrial.

He is the Chief Executive Officer of the FCC Group and a member of its Executive Committee, functions that he combines with those of Chairman of FCC Construcción, Chairman of FCC Medio Ambiente and Vice Chairman of FCC Servicios Medio Ambiente Holding, S.A.U. He is also a director of the Mexican company Carso Infraestructuras y Construcción (CICSA).