



## **TO THE NATIONAL STOCK MARKET COMMISSION**

In compliance with the provisions of article 227 of Law 6/2023, of March 17<sup>th</sup>, on Securities Markets and Investment Services, and related provisions, TÉCNICAS REUNIDAS, S.A. (the “**Company**”), informs about the following:

### **OTHER RELEVANT INFORMATION**

The Company's Board of Directors has approved a new remuneration Plan for Rights over Company's Shares (the “**Plan**”), which does not cancel or replace previous plans and whose main characteristics are as follows:

- **Purpose:** The purpose of the Plan is to effectively build loyalty, retain and incentivize the team of managers in charge of the Company's different areas.
- **Duration:** The duration of the Plan is 3 years.
- **Objective:** Granting those responsible for the management of different areas (the “**Beneficiaries**”) an incentive consisting in the delivery of options on the Company's shares.
- **Number of actions allocated to the plan:** The total number of shares that can be allocated to the plan is 129,161.
- **Plan Structure:** The Company's Share Options Plan will be executable within the established duration period, whenever the target prices are reached and subject to the following terms and conditions:
  - o Possible acquisition of half of the shares of the Company that is the subject of the Plan if a quoted price per share of €12.51 is reached before the end of the Plan.
  - o Possible acquisition of the other half of the shares of the Company that is the subject of the Plan if a quoted price per share of €15.29 is reached before the end of the Plan.
  - o The Beneficiary must maintain ownership of said shares for a period of no less than 1 year.
  - o If after the 3-year period agreed in the Plan the established objectives are not achieved, the Beneficiary will lose any type of right over the shares covered by the Plan.
  - o If applicable, and only in the case of compliance with each and every one of the conditions established in the Plan, the Company will activate

the process, through the agent and mechanisms deemed most appropriate and in accordance with the applicable regulations, in particular, with Regulation (EU) N°. 596/2014, of the European Parliament and of the Council, of April 16<sup>th</sup>, 2014, on market abuse and its implementing regulations.

In relation to the previous plan for share rights, approved by the Board of Directors on December 20, 2022, and notified through Other Relevant Information dated January 12, 2023 (with official registration number 19973), be informed that, likewise and by means of the agreement of the Board of Directors following a favorable report from the Appointments and Remuneration Committee, the target prices have been adjusted by applying the same percentage of dilution of the share capital of the 30.5% which resulted from the capital increase of the Company notified through Inside Information dated April 10, 2023 (with official registration number 1823) and Other Relevant Information dated May 3, 2023 (with official registration number 22321).

The rest of the features have been kept intact.

The stated above is brought to your attention for the appropriate purposes in Madrid, on November 27, 2023.

Laura Bravo  
Secretary of the Board of Directors