



Report issued by the Board of Directors of Applus Services, S.A. with regard to the appointment of Mr. Brendan Connolly and Ms. Marie-Françoise Damesin as Independent Directors of the Company.

I. Introduction and purpose of the report

This Report is issued and approved by the Board of Directors of Applus Services, S.A. (hereinafter “**Applus**” or the “**Company**”), in accordance with the provisions of article 529 decies of the Spanish Companies Act and article 14.1 of the Regulations of the Board of Directors of Applus, to justify the resolution adopted by the Board of Directors as of 17 November 2021 with regard to the appointment through the co-optation procedure of Mr. Brendan Wynne Derek Connolly and Ms. Marie-Françoise Madeleine Damesin as Independent Directors of the Company.

This report is preceded by a separate report issued today by the Appointments and Compensations Committee (the “**AC Committee**”), pursuant to which the AC Committee formally proposes to elect Mr. Connolly and Ms. Damesin as Independent Directors to fill respectively the vacancies caused by the resignations of Mr. Richard Nelson (Independent Director) on 17 November 2021 and Mr. John Hofmeister (Independent Director) on 24 May 2021, and analyses the needs of the Board, concluding that the appointment of the aforementioned Directors adequately meets said needs.

The Board of Directors wishes to express its satisfaction for the level of diversity achieved through this appointment, by means of which the objective of female representation established in the Code of Good Corporate Governance and in Applus’ Directors Selection Policy is met.

It is expressly noted that, as provided for in article 518 of the Spanish Companies Act and article 8 of the Regulation of the General Shareholders’ Meeting of Applus, this Report will be made available to the shareholders at the Company’s registered office and published uninterruptedly in the corporate website of the Company as from the date of the announcement of the calling until the holding of said General Shareholders’ Meeting.

II. Profile of the Director and assessment of her circumstances

(1) D. Brendan Connolly

a) Profile

Mr. Connolly holds a degree in Business Economics and Sociology from the University of Southampton and has extensive professional experience in both the inspection, testing and certification and energy sectors.

Mr. Connolly began his career with Schlumberger, where he spent 24 years in a variety of senior business and finance positions in multiple regions, including Europe, Latin America, the United States, Africa, Asia and the Middle East. He was Chief Executive Officer (CEO) of Atos Origin UK, Americas and Asia. In addition, he was also CEO of Moody International, a company acquired by

Intertek Group plc in 2011. At Intertek, he was appointed Vice President of Middle East, Europe, Russia and Eastern Europe.

His non-executive career began at Cape Plc, where he was Chairman of the Compensations Committee and member of the Audit and Appointments Committees. He is currently Non-Executive Chairman of Synthomer PLC, where he is a Senior Independent Director, Sparrows Offshore Group Ltd, NES Global Talent, Victrex Plc and PEPCO GROUP NV.

b) Assessment

The Board of Directors fully endorses the assessment made by the AC Committee on the proposal to appoint Mr. Brendan Connolly as Independent Director in Applus. Therefore, in view of his outstanding experience and professional career, and based on the analysis of the Board of Directors` needs and the prior proposal from the AC Committee, the Board has considered that he is the ideal candidate to fill the vacancy at the Board of Directors caused by the resignation of the Non-Executive Director Mr. Richard Campbell Nelson (Independent Director) on the date hereof.

c) Category of the director

As set out in the AC Committee report, Mr. Connolly shall be qualified as Independent Director.

For all appropriate purposes, it is expressly noted that Mr. Connolly has confirmed that he is not affected by any incompatibility for the exercise of the position of Independent Director, as provided for in Act 3/2015, of March 30th, and other applicable state and regional regulations.

(2) Ms. Marie-Françoise Damesin

a) Profile

Ms. Damesin holds a degree in Economics from Paris Dauphine University, a Master of Business Administration (MBA) from ESSEC and completed with honours the Board Director Diploma of IMD Lausanne.

Her professional career has been focused on the automotive sector, exercising global roles and responsibilities. She started at Compagnie Des Wagons-Lits & Du Tourisme and, in 1984, she joined Renault, where she spent most of her career in various positions of responsibility, including member of the Renault management team in the Latin America's Committee, member of the ESG committee and member of the Board of Directors of Renault Spain. She was also Nissan's Vice President Human Resources and General Affairs for Europe and,

between 2011 and 2018, served as Executive Vice President Human Resources and member of the Executive Committee of Renault. Concurrently she was a member of the management board of the Renault-Nissan-Mitsubishi Alliance.

She was elected Chief Human Resources Officer (CHRO) of the year in France in 2017, and was President of the Association of CAC 40 Human Resources Officers.

Ms. Damesin is currently Independent Director on the Board of Directors of several companies, including Urbanis, Energie Jeunes, as well as a Director of Adelaide Group and Senior Advisor and Executive Coach of Boston Consulting Group.

She is *Chevalier de la Légion d'Honneur*, France's highest order of merit.

b) Assessment

The Board of Directors fully endorses the assessment made by the AC Committee on the proposal to appoint Ms. Marie-Françoise Damesin as Independent Director in Applus. Therefore, in view of her outstanding experience and professional career, and based on the analysis of the Board of Directors' needs and the prior proposal from the AC Committee, the Board has considered that she is the ideal candidate to fill the vacancy at the Board of Directors caused by the resignation of the Non-Executive Director Mr. John Hofmeister (Independent Director) on 24 May 2021.

d) Category of the director

As set out in the AC Committee report, Ms. Damesin shall be qualified as Independent Director.

For all appropriate purposes, it is expressly noted that Ms. Damesin has confirmed that she is not affected by any incompatibility for the exercise of the position of Independent Director, as provided for in Act 3/2015, of March 30th, and other applicable state and regional regulations.

In Madrid, 17 November 2021.