



TO THE STOCK MARKET SPANISH COMMISSION

In compliance with the provisions of article 227 of the revised text of the Securities Market Law, approved by Royal Legislative Decree 4/2015, of October 23, TÉCNICAS REUNIDAS, SA (the “**Company**”), notifies the follows:

OTHER RELEVANT INFORMATION

The Board of Directors of the Company has approved a new Remuneration Plan for Rights over Company Shares (the “**Plan**”) which main characteristics are the listed below:

- **Purpose:** The purpose of the Plan is to increase loyalty, retain and effectively encourage the Company's management heads of the different areas.
- **Duration:** The duration of the Plan is 3 years, although it is expected that it may be extended if deemed appropriate.
- **Subject:** To grant the management heads of the different areas (the "**Beneficiaries**") an incentive, consisting of the delivery of options on Company shares.
- **Number of shares designated for use in the Plan:** The global number of shares designated for use in the Plan is 143.193.
- **Plan Structure:** The option Plan on shares of the Company is to be exercised within the established duration period, each time that one of the following quoted prices is reached and subject to the following terms and conditions:
 - Possible acquisition of a third of the shares of the Company, covered by the Plan if a €14 quoted price per share is reached before the end of the Plan.
 - Possible acquisition of another third of the shares of the Company covered by the Plan if a €18 quoted price per share is reached before the end of the Plan.
 - Possible acquisition of the last third of the shares of the Company covered by the Plan if a €22 quoted price per share is reached before the end of the Plan.
 - The Beneficiary must maintain ownership of said shares for a period of not less than 1 year.

- If after the 3-year period agreed in the Plan the established targets are not achieved, the Beneficiary will lose any type of right over the shares covered by the Plan.
- If applicable, and only in case of compliance with every condition 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) No. 596/2014, of the European Parliament and of the Council, of April 16, 2014, on market abuse and implementing regulations thereof.

Thus, the above has herewith been brought to your attention for that purpose, in Madrid, on January 12, 2023.

Laura Bravo
Secretary of the Board of Directors