



In accordance with the provisions of Article 227 of Law 6/2023, of March 17, of the Securities Markets and Investment Services Law, and concordant provisions, Enagás, S.A. announces the following:

OTHER RELEVANT INFORMATION

The Enagás, S.A. General Shareholders' Meeting held on 27 March 2025 approved all the proposed resolutions laid by the Board of Directors.

The General Shareholders' Meeting has re-elected for the statutory period of four years Ms. María Teresa Arcos Sánchez, who holds the position of Independent Director, and has appointed for the statutory period of four years Ms. María Elena Massot Puey, who will hold the position of Independent Director.

The number of Directors remains at fifteen, with the percentage of Independent Directors at 73.33% (11 out of 15), and the percentage of female directors remains at 40% (6 out of 15). Thus, the Board of Directors complies with all the recommendations regarding size and composition currently established by the Good Governance Code for Listed Companies of the CNMV.

QUORUM

The Ordinary General Meeting of Enagás, S.A., held on 27 March 2025 at the adjourned date and time specified in the Notice of Meeting, was constituted with the following quorum:

Share capital	392,985,111
Eligible shares	261,990,074

Shareholders	Number of shareholders	Number of shares	% of total share Capital
1. Present:	3,179	21,846,796	8.339%
1.1 Telematic attendance	6	35,026	0.013%
1.2 Attending in person	122	13,779,929	5.260%
1.3 Attending using remote means	3,051	8,031,841	3.066%
2. Represented by	4,986	75,066,791	28.653%
TOTAL	8,165	96,913,587	36.991%

All resolutions on the agenda were ratified at the General Meeting. The resolutions adopted and the results of voting for each are hereby made available, in accordance with Article 525.2 of the Consolidated Text of the Corporate Enterprises Act, and are as follows:

RESOLUTION 1º

"To approve the Annual Accounts (Balance Sheet, Income Statement, Statement of Changes in Equity, Cash Flow-Statement and Notes) and Management Report (which includes the Consolidated Non-Financial Information Statement and Sustainability Information Statement) of Enagás S.A. and its Consolidated Group for the financial year starting on January 1 and closing on December 31 2024."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
95,758,292	98.808	247,301	0.255	907,994	0.937	96,913,587

RESOLUTION 2º

"To approve the Consolidated Non-Financial Information Statement (and Sustainability Information Statement) included in the Enagás Group Management Report for financial year 2024".

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
95,755,441	98.805	249,402	0.257	908,744	0.938	96,913,587

RESOLUTION 3º

"To approve the allocation of Enagás, S.A.'s profits for the 2024 financial year, which amounted to net profit of **104,669,153.3** euros, in line with the following distribution proposal prepared by the Board of Directors:

- Payment of a dividend which was already wholly paid as an interim dividend by virtue of the Board of Directors' resolution of November 18, 2024, which is ratified for all that may be necessary, paid to shareholders on December 12, 2024, and which amounted to 0.400 euros gross per entitled share, making a total of 104,442,779.6 euros;
- Payment of a final dividend of 0.0009 euros gross per entitled share; the applicable taxes will be deducted from this amount. The total amount to be distributed for the whole of the 261,990,074 shares issued at this date would amount to 226,373.7 euros.

The final dividend will be paid on **July 3, 2025**.

The following table summarises the distribution of profit:

Distribution	Euros
To dividends:	
Interim dividend	104,442,779.6
Final dividend	226,373.7
Total results	104,669,153.3

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,352,016	97.357	1,817,498	1.875	744,073	0.768	96,913,587

RESOLUTION 4

"To distribute an extraordinary dividend, charged to unrestricted reserves, for a maximum amount of 156,967,670.7 euros among all the 261,990,074 shares issued at this date, equivalent to 0.5991 euros gross per share entitled to receive it, from which the legally applicable taxes will be deducted.

The final dividend will be paid on **July 3, 2025**".

Therefore, the payment to be made on **July 3, 2025** amounts to a gross amount of 0.60 euros per share entitled to receive them, corresponding to the sum of the supplementary dividend and the extraordinary dividend.

Likewise, together the interim dividend, the additional dividend and the final dividend add up to a total of 1.00 euros gross per entitled share.

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,748,301	97.766	1,714,383	1.769	450,903	0.465	96,913,587

RESOLUTION 5º

"To approve the performance of the Board of Directors of Enagás, S.A. in the 2024 financial year."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,964,838	97.989	677,379	0.699	1,271,370	1.312	96,913,587

RESOLUTION 6º

"To appoint **Deloitte Auditores, S.L.** as accounts auditor of Enagás, S.A. and its consolidated Group for 2026, 2027 and 2028."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,725,576	97.742	1,202,530	1.241	985,481	1.017	96,913,587

RESOLUTION 7º

"7.1 To re-elect Ms María Teresa Arcos Sánchez as Director for the four-year period. Ms María Teresa Arcos Sánchez shall be an Independent Director."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
91,156,293	94.059	4,266,712	4.403	1,490,582	1.538	96,913,587

"7.2 To appoint Ms María Elena Massot Puey as Director for the four-year period. Ms María Elena Massot Puey shall be an Independent Director."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,288,113	97.291	1,093,126	1.128	1,532,348	1.581	96,913,587

"7.3 To maintain the number of members of the Board of Directors at fifteen."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
94,657,669	97.672	1,237,395	1.277	1,018,523	1.051	96,913,587

RESOLUTION 8º

"To authorise and empower the Board of Directors, with power of substitution, for the derivative acquisition of the Company's own shares in accordance with Article 146 of the Corporate Enterprises Act, in the following terms:

1. The acquisitions may be carried directly by Enagás, S.A. or indirectly by subsidiaries under the same terms as those set out herein.
2. The acquisitions may be carried out through a purchase and sale, exchange or any other transaction permitted by law.
3. The maximum number of shares to be acquired shall be the maximum number permitted by law.
4. The acquisition price shall not be higher than the stock exchange price or lower than the share's nominal value.
5. The authorisation is granted for a maximum of 5 years from adoption of this resolution.

In accordance with article 146 of the Corporate Enterprises Act, it is hereby expressly stated that the shares acquired pursuant to this authorisation may, in whole or in part, be directly awarded to employees or directors of the company or of companies belong to its Group, or that the purchase is the result of the exercise of employee or director options.

This authorisation also includes share purchases that may be made under existing share buy-back programmes approved by the Board prior to this General Shareholders' Meeting.

Likewise, the shares acquired as a result of this authorisation may be used, in full or in part, both for their disposal or redemption and for the achievement of potential corporate or business operations or decisions, as well as for any other legally possible purpose."

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
93,215,598	96.184	2,999,656	3.095	698,333	0.721	96,913,587

RESOLUTION 9º

"To approve, pursuant to the provisions set out in article 219 of the Corporate Enterprises Act, as well as in article 36 of the Articles of Association, a 2025-2027 Long-Term Incentive Plan (hereinafter, the "**Plan**", or the "**ILP**") targeted at the Executive Director or members of the management team (hereinafter, the "**Beneficiaries**") of Enagás, S.A (hereinafter, "**Enagás**" or the "**Company**") and of its group of companies (hereinafter, the "**Group**").

The plan is approved in accordance with the following basic features, which will be the object of implementation in the 2025-2027 long-term Incentive Plan Regulations (hereinafter, the "**Regulation**") to be approved by the Board of Directors (hereinafter, the "**Board of Directors**"):

(1) Description of the purpose of the Plan

The Plan will allow Beneficiaries to receive, after a certain period of time, an incentive payable in Enagás shares and in cash, provided that certain strategic targets of the Company are met and the prerequisites set out in the Plan Regulations are satisfied.

The objective of the Plan is to (i) encourage the sustainable achievement of the Company's strategic targets, (ii) give the opportunity to share the creation of value with Beneficiaries, (iii) foster a sense of belonging to the Group and shared destiny, (iv) maintain a competitive remuneration structure, and (v) make progress in the degree of alignment with the requirements of institutional investors, proxy advisors, and best Corporate Governance practices and, especially, those resulting from the recommendations of the CNMV's new Good Governance Code.

The Plan is implemented by granting each Beneficiary (i) a target incentive in shares (hereinafter, the "**Target Share Incentive**") and (ii) a target incentive in cash (hereinafter, the "**Target Cash Incentive**") which will serve as the basis for determining, respectively, depending on the degree of meeting certain targets (hereinafter, the "**Degree of Meeting Targets**") and compliance with the requirements established in the Plan, (i) the number of Enagás shares to be delivered, (ii) the gross amount in cash, and (iii) the dividends equivalent to those generated in the target measurement period on the shares actually accrued (hereinafter, the "**Dividend Equivalents**") to be paid in cash, where applicable, to each Plan Beneficiary (the shares, the gross amount in cash, and the Dividend Equivalents, hereinafter, the "**Incentive**").

Until the Company shares are not delivered, the Plan does not grant the Beneficiaries the status of Company shareholders. The Target Share Incentive does not, in any case, grant economic or political rights over Company shares or any other types of shareholder rights. The Beneficiaries will become shareholders of the Company upon the settlement of the Plan and the handover, where appropriate, of the corresponding Enagás shares, which will be made, in accordance with the provisions of section 3 hereunder, on the corresponding dates.

(2) Plan Beneficiaries

Plan Beneficiaries will be considered to be the Board of Directors' Executive Director (hereinafter, the "**Chief Executive Officer**" or "**Executive Director**") and members of the Executive Committee and the rest of the management team of Enagás and of its group of companies that are expressly

invited by the Board of Directors of Enagás (hereinafter, the "**members of the Executive Committee**" and the "**Directors**"), at the proposal of the Remuneration Committee (hereinafter, the "**Committee**" or "**RC**"). The Company will send an invitation letter (hereinafter, the "**Invitation Letter**") to take part in the Plan.

The estimated number of Plan Beneficiaries amounts to 38 people, without prejudice to possible new incorporations of Plan Beneficiaries.

For these purposes, the General Shareholders' Meeting of Enagás appoints Arturo Gonzalo Aizpiri, Chief Executive Officer of the Board of Directors, as Plan Beneficiary.

It is expressly stated that the Company's Board of Directors, at the proposal of the RC, may agree to include new Beneficiaries not initially foreseen in the Plan.

(3) Duration and settlement of the Plan

The Plan shall be effective from the date of its approval by the General Shareholders' Meeting, shall have a total duration of five (5) years and be divided into three (3) cycles independent of each other (the "**Cycles**"), each with a measurement period of three (3) years, in accordance with the following measurement schedule:

- First Cycle: from January 1, 2025 to December 31, 2027.
- Second Cycle: from January 1, 2026 to December 31, 2028.
- Third Cycle: from January 1, 2027 to December 31, 2029.

In each Cycle, achievement of the targets set for each Cycle of the Plan will be measured between January 1 (the "**Start Date**") and December 31 of the year in which each Cycle ends (the "**End Date**").

At the beginning of the second and third Cycle, the Company may determine, at its discretion, the Beneficiaries, the Incentive, the metrics, weightings and degree of achievement which, if the requirements of the Plan established in section 8 are met, will serve as the basis for determining the target number of Enagás shares that may be delivered to the Beneficiaries respectively in each Cycle of the Plan.

The Beneficiary shall become entitled to receive the Incentive, if any, after the period of time between the Start Date and the End Date of each Cycle (the "**Measurement Period**"), except in the situations set out in section 10.

Once the accounts for the last year of each Cycle have been approved by the General Shareholders' Meeting, the Board of Directors, following a favourable report from the RC, will verify compliance with the Plan requirements (the "**Vesting Date**"), and, if applicable, the Incentive will be paid in accordance with the terms set out in the Plan, in 2028, 2029 and 2030, within thirty (30) days following the Vesting Date (the "**Payment Date**").

(4) Setting of Target Share Incentive and Target Cash Incentive to be allocated to each Beneficiary

In the Invitation Letter, the Company will establish the Initial Incentive (hereinafter, the "**Initial Incentive**") granted to each Beneficiary. The Initial Incentive will be the sum of the Target Share Incentive and the Target Cash Incentive.

The Initial Incentive allocated to Beneficiaries under the Plan will be determined, therefore, according to the following formula:

$$I_i = NT_A + IT_M$$

Where:

- **I_i** = Initial Incentive to be allocated to each Beneficiary in accordance with their professional level, and which will be defined as a percentage of their fixed remuneration at the beginning of the corresponding Cycle.
- **NT_A** = Number of Target Shares to be allocated to each Beneficiary, rounded up to the next whole number.
- **IT_M** = Target Cash Incentive to be allocated to the Beneficiary in accordance with their professional level. In the case of the Executive Director, the Initial Incentive is allocated 100% in shares.

For each Plan Cycle, the Number of Target Shares shall be obtained by applying the following formula:

$$NT_A = Y\% \times IT_A / PMA$$

Where:

- **$Y\%$** : Percentage of the Initial Incentive that the Beneficiary will receive in shares, based on their professional level. In the case of the Executive Director, it is 100% of the Initial Incentive.

IT_A = Target Share Incentive that the Company will allocate to each Beneficiary in accordance with their professional level (in euros) to calculate the number of shares. In the case of the Executive Director, the first Plan Cycle will correspond to 63% of the 2025 fixed remuneration.

- **PMA** = Arithmetic Average Price rounded to the second decimal place of the volume weighted average prices (vwap) of the Enagás share corresponding to the last session of the day prior to the start of the first year of the corresponding Cycle and of the 20 sessions prior to and 20 sessions after said session.

For the first cycle of the Plan, this value will amount to 12.12 euros (12.12 euros).

At the proposal of the Committee, the Company's Board of Directors may assign new Target Share Incentive and a new Target Cash Incentive incorporating new Beneficiaries, or increase the Target Share Incentive and Target Cash Incentive initially allocated to Beneficiaries, except in the case of Executive Directors, for whom the General Shareholders' Meeting will be responsible for agreeing new allocations additional to those foreseen in the Plan.

The allocation of the Initial Incentive must comply with the following rules:

- In the case of the Executive Director, 100% of the Initial Incentive will be implemented through the granting of the Target Share Incentive.

- In the case of members of the Executive Committee, 80% of the Initial Incentive will be implemented through the granting of the Target Share Incentive and 20% through the Target Cash Incentive.
- In the case of Directors, 60% of the Initial Incentive will be implemented through the granting of the Target Share Incentive and 40% through the Target Cash Incentive.

(5) Number of shares and gross cash amount to be delivered when the Plan is settled

For each Plan Cycle, the total number of shares to be delivered, the gross cash amount and the Dividend Equivalents to be paid to each Plan Beneficiary on the Payment Dates (hereinafter the "**Final Incentive**") will be determined in accordance with the following formula:

$$I_F = (NT_A \times GCI) + (IT_M \times GCI) + DE$$

Where:

- **IF** = Final Incentive, corresponding to (i) the number of Company shares to be handed over, rounded up by default to the closest whole number, (ii) the gross amount in cash to be paid to each Beneficiary on the Plan Payment Dates, and (iii) the cash amount of Dividend Equivalents.
- **NT_A** = Number of Target Shares to be allocated to each Beneficiary through the Letter of Invitation.
- **GCI** = Level of Attainment of the Incentive, according to the Level of Attainment of the Targets to which the Plan is linked and which will be determined in accordance with the provisions of section 7 below.
- **IT_M** = Target Cash Incentive allocated to the Beneficiary through the Invitation Letter.
- **DE** = Cash amount corresponding to the Equivalent Dividends generated in the Target Measurement Period of each Cycle on the shares actually accrued.

In any case, on each Plan Payment Date, the Company will deduct from the shares that must be handed over to Beneficiaries, the number of shares required so that the Company can make the corresponding interim payment of personal income tax or tax that, where appropriate, will be payable by the Beneficiary. Likewise, the Company will deduct the corresponding withholding at source from the gross amounts of cash payable, for interim payment of Personal Income Tax or tax that, where appropriate, will be payable by the Beneficiary. Furthermore, the Beneficiaries shall bear the cost of any taxes (including, where applicable, the Financial Transaction Tax) that may be levied on the share acquisition transactions.

The maximum amount authorised by the General Shareholders' Meeting also takes into account the necessary shares so that a new Target Share Incentive can be granted to new Beneficiaries or for the granting of a new Target Share Incentive to the existing Beneficiaries (hereinafter, "**Target Share Incentive Reserve**"). In this event, it will be necessary for the Company's Board of Directors to agree on this, following a favourable report from the Committee,

except in the case of Executive Directors, whose new allocations, additional to those foreseen in the Plan, must be approved by the General Shareholders' Meeting.

(6) Maximum number of shares to be handed over

Based on the preceding sections, the maximum total number of shares to be delivered at the end of each of the Cycles shall be the result of dividing the IT_A assigned to all Beneficiaries considering the percentage of the fixed remuneration assigned to each of the Beneficiaries, under maximum fulfilment of the Targets, by the arithmetic average price rounded to the second decimal place of the volume weighted average prices (vwap) of the Enagás share on the last session of the day prior to the start of the first year of the corresponding Cycle and of the 20 sessions prior to and 20 sessions after that session.

The maximum number of shares allocated to each of the Plan's Cycles shall be determined yearly by the Board of Directors, following a report from the RC, although this figure, for the three cycles of the Plan as a whole, may not exceed 850,367 shares, representing 0.32% of Enagás' share capital at the date of this proposed resolution. Amounts committed but ultimately not effectively used in each Cycle will be available for subsequent Cycles.

In any case, the total number of shares to be delivered in execution of the Plan to all the Beneficiaries (including the Executive Director) at the end of the first cycle may never exceed 0.11% of the share capital of Enagás, S.A. The maximum number of shares to be delivered will depend on the allocation approved by the Board of Directors and the degree of compliance with the Plan targets.

The maximum number of shares corresponding to the three Cycles to be delivered to the Executive Director in the event of maximum compliance with the targets of the Plan is equivalent to 194,928 shares, of which a maximum limit of 64,976 shares correspond to him for the first Cycle.

The Final Incentive, if any, corresponding to the Executive Director in each of the Cycles shall be in accordance with the provisions of the Remuneration Policy in force at all times.

For the second and third Cycle, the Board of Directors, following a report from the Committee, will determine the maximum amounts that will serve as a reference for establishing the maximum number of shares that may be delivered, based on the fixed remuneration of the Beneficiary and the corresponding PMA.

Furthermore, the maximum number of shares for each Cycle contains the potential number of shares to be handed over, without deducting the shares to be used for payment of the corresponding withholding at source of Personal Income Tax or any other applicable tax in the event of applying the maximum rates when meeting the scheduled targets.

Among other means, the Company may allocate the shares that make up or comprise its treasury stock to Plan coverage or resort to the financial instrument that in each case is more advisable.

(7) Metrics

The Level of Attainment of the Incentive will depend on the Level of Attainment of the Targets to which the Plan is linked.

For the First Cycle, the specific number of Enagás shares to be delivered, within the established maximum, and the gross cash amount to be disbursed to each Beneficiary on the corresponding Payment Date, if the conditions established for this are met, will be established in accordance with the Level of Attainment of the following indicators and targets during the Targets Measuring Period:

- Target 1. Shareholder remuneration.

The metric for this Target is the total shareholder return (hereinafter "**RTA**") which reflects ensuring an adequate and competitive compensation for the shareholder and takes into account share performance and dividend policy. This target will have two components: absolute TSR and relative TSR with a relative importance of 12.5% each.

The absolute TSR is measured as the acquisition of a target share price in 2027. The target price has been established by investing estimated share dividends and is based on profitability and market parameters.

The TSR is measured relatively in comparison with a group of fifteen companies (REDEIA, SNAM, TERNA, NATIONAL GRID, REN, IBERDROLA, NATURGY, ENEL, RWE, E.ON, ENGIE, CÉTRICA, UNITED UTILITIES, SEVERN TRENT, PENNON GROUP).

For the relative TSR indicator, a Level of Attainment will be established based on the position held by Enagás in the ranking of the 16 companies (hereinafter, "**Comparison Group**"). The ranking will be as follows:

Relative TSR target (Ranking position)	Level of Target Achievement (Relative LTA _{TSR}) (%)
1st - 2nd	125%
3rd	113%
4th	100%
5th	85%
6th	70%
7th	55%
8th	40%
9th - 16th.	0%

For determination of the absolute TSR, and to avoid atypical movements in the indicator, the arithmetic average price rounded to the second decimal place of the volume weighted average prices (vwap) of the shares of 20 sessions before and after the session, as the case may be, of December 31, will be taken into account as reference values, both on the date immediately prior to commencement of the Target Measuring Period (last session of 2024) and the Finalisation Date of the Target Measuring Period (December 31, 2027).

- Target 2. Global business.

The metric for this Target is Funds from Operations (hereinafter "**FFO**"), which reflects the financial strength and net profit growth that are at the core of the Strategic Plan. This takes into account both the EBITDA of the business and the dividends received from the subsidiaries that are not controlled by Enagás. It is a benchmark indicator for investors. It accounts for 20% of the total targets.

- Target 3. Hydrogen and new businesses

The metrics for this Target are investments in hydrogen infrastructure and business development related to other molecules for decarbonisation (hereinafter "**Hydrogen and new businesses**"). It accounts for 25% of the total targets.

- Target 4. ESG.

This Target involves the Company's commitment to long-term sustainable value creation (hereinafter "**ESG**"). The target will consist of three indicators:

Decarbonisation: Reduction of CO₂ emissions in line with the decarbonisation pathway (emissions 2027 vs emissions 2024). It accounts for 5% of the total targets.

Diversity and inclusion: Percentage of promotions which involve women in managerial and pre-managerial positions; Percentage of women in the Operations and Maintenance Department. It accounts for 5% of the total targets.

Crisis management and business continuity: Extension of the business continuity model. It accounts for 5% of the total targets.

It accounts for 15% of the total targets.

- Target 5. Transformation.

The metric for this Target is the digital transformation of the Company (hereinafter "**Transformation**"). This target combines the development of the Digital Transformation Plan 2025-2027, the key indicators, as well as the development of the associated Communication Plan.

It accounts for 15% of the total targets.

For each of the foregoing indicators, a Level of Attainment of the Incentive will be established, associated with each indicator, which may range between 0 per 100 and 125 per 100 of the assigned Target Share Incentive and of the Cash Incentive Target associated with each indicator. The Level of Attainment of the Incentive for intermediate results will be calculated by linear interpolation.

The metrics, their weightings and the Level of Attainment of the Incentive are established independently for each Cycle, and therefore, for the Second and Third Cycle, the Board of Directors, at the proposal of the Remuneration Committee, shall determine in each case, the metrics, weightings and Level of Attainment of the Incentive that corresponds in each case. The Company

will report on each of these aspects established for each Cycle in the Annual Report on Directors' Remuneration.

In any case, the details of the Targets and metrics will be set out in the Plan's Regulations.

In the event of significant internal or external changes (e.g. the Company's scope, macroeconomic environment or regulation), which make it necessary to revise the previously established targets, the Board of Directors may amend the terms of the Plan, its targets and metrics.

(8) Requirements to obtain the Final Incentive

The requirements that the Beneficiary must fulfil in each of the Cycles in order to be eligible to receive the Final Incentive derived from this Plan are as follows:

1. The targets to which the Plan is linked in the terms and conditions established in its Regulation must be met.
2. Remaining with the Company or one of the Group companies until each Payment Date of the Plan, except in special circumstances such as death, permanent disability, and other circumstances established in the Regulations and which must be approved by the Company's Board of Directors.

In the event of voluntary resignation, fair dismissal or termination on righteous grounds, the Beneficiary will therefore forfeit the right to receive the Incentive that had not been received at the time of the cessation. This is without prejudice to the possible additional application of the clawback clause set out in section 11 hereunder.

(9) Delivery of shares and availability system

Where applicable, the shares handed over to the Beneficiary in the corresponding Payment Dates will be delivered in their corresponding securities account by book-entry or the applicable stock market procedure.

The shares received through this Plan will be fully paid up, accepted for trading and free from any lien or encumbrance.

Notwithstanding the foregoing, the Beneficiaries, with the exception of the Executive Director to whom the provisions of section 12 below shall apply, shall be obliged to retain for one (1) year the ownership of the shares received on each of the Payment Dates (net of the corresponding payment on account of personal income tax and any applicable taxes), net of taxes. Once that period has elapsed, the shares will be freely available.

(10) Early settlement of the Plan

The Plan may provide for early settlement events in cases of taking or changing control of the Company or a corporate event or transaction that, in the opinion of the Board of Directors, would significantly affect the Plan.

(11) Clawback clause

The Plan will provide for a clawback clause in the Directors' Remuneration Policy for the 2025, 2026 and 2027 financial years, which will be included in the Plan Regulations. The Board of Directors will determine, if applicable, whether the circumstances that should trigger the application of this clause have concurred, and the part of the Final Incentive that, if applicable, should be clawed back.

(12) Permanent shareholding commitment

Pursuant to the provisions of the Directors' Remuneration Policy for the 2025, 2026 and 2027 financial years, the Executive Director shall hold a number of shares (including those delivered as remuneration) equivalent to two (2) annuities of his gross fixed remuneration, for as long as he remains on the Board of Directors and performs executive duties.

The deadline for meeting this requirement is five (5) years from approval of the aforementioned Directors' Remuneration Policy. For new appointments, the period shall run from the date of appointment.

Without prejudice to the foregoing, if the Executive Director has not reached the number of shares subject to the permanent shareholding commitment mentioned above, the retention period for any shares received under any variable remuneration scheme, including the ILP, would be three (3) years from their delivery.

(13) Plan management and administration.

At the proposal of the Remuneration Committee, the Enagás Board of Directors will adopt, in each case, the appropriate resolutions so that the Plan can be correctly managed and administered. Specifically, the Company has granted the Board of Directors with the broadest powers, and these can be delegated by the Board to the Remuneration Committee, the Chief Executive Officer, or any other person to whom the Board expressly empowers for such purpose to execute this resolution and implement, develop, formalise, execute and settle the Plan when and how this is deemed fit, adopting the necessary or appropriate agreements and signing any public or private documents with full effects, with the power to remedy, rectify, amend and supplement this resolution.

And, in general, to adopt resolutions and perform as many actions as are necessary or merely appropriate for the success of this resolution and the implementation, execution and settlement of the Plan, including, but not limited to, and always within the framework of the terms and conditions provided for in this resolution, the following powers:

- (i) Implement and execute the Plan when it deems it convenient and in the specific way it deems appropriate.
- (ii) Develop and set the specific conditions of the Plan for everything not provided for in this resolution.
- (iii) In the event that the legal system applicable to some Enagás Beneficiaries requires or warrants this, or if this is necessary or appropriate for legal, regulatory, operational or other similar reasons, adapt the stated basic terms and conditions generally or individually, including, but not limited to, the possibility of adapting the share delivery mechanisms without changing the maximum number of

shares linked to the Plan and envisaging and executing the Plan's partial or full cash settlement.

- (iv) Decide not to execute or totally or partially cancel the Plan, as well as to exclude certain groups of potential Enagás Beneficiaries when the circumstances so require.
- (v) Draft, sign and submit as many communications and supplementary documents as necessary or appropriate with any public or private body for the purposes of the implementation, execution or settlement of the Plan, including, if necessary, the corresponding prior communications and prospectuses.
- (vi) Carry out any action, declaration or procedure with any body or entity or public or private registry, to obtain any authorisation or verification necessary for the implementation, execution or settlement of the Plan and handover of the Enagás shares.
- (vii) Negotiate, agree and sign contracts of any kind with financial institutions or entities of any other kind that it freely designates, under the terms and conditions that it deems appropriate and which are necessary or convenient for the best implementation, execution or settlement of the Plan. This includes, whenever necessary or suitable for the legal regime applicable to some of the Beneficiaries or if necessary or convenient for legal, regulatory, operational or other reasons of a similar nature, the establishment of any legal status or reaching of agreements with any type of entities for the deposit, custody, holding and/or administration of the shares and/or their subsequent handover to the Beneficiaries within the framework of the Plan.
- (viii) Draft and publish whichever announcements that are necessary or convenient.
- (ix) Draft, sign, grant and, if applicable, certify any kind of document relating to the Plan.
- (x) Adapt the content of the Plan to the corporate circumstances and operations that may occur during the Period for Measuring Targets, both referring to Enagás and the companies that are part of the Comparison Group at any time, under the terms and conditions deemed necessary or appropriate at all times to maintain the purpose of the Plan, including early settlement. Specifically, modify the composition of the Comparison Group of companies as a result of corporate operations that involve modifications or disappearances of such companies, set the references for determination of the Target Share Incentive to be allocated, and establish and adjust the metrics and their corresponding weightings and scales of reaching targets according to the Company's situation at any given time. All of this will be within the Plan's limits approved by the General Shareholders' Meeting.
- (xi) And, in general, carry out any actions, adopt any resolutions and sign any documents that are necessary or merely appropriate for the validity, effectiveness, implementation, development, execution, settlement and performance of the Plan and of the previously adopted resolutions.

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
79,306,805	81.833	3,434,113	3.543	14,172,669 ¹	14.624	96,913,587

RESOLUTION 10º

"Approve the Annual Report on Directors' Remuneration, made available to shareholders, as established on Article 541 of the Consolidated Text of the Corporate Enterprises Act"

The agreement has been submitted as an advisory vote.

The resolution carried. The results of the vote were as follows:

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
79,532,037	82.065	3,276,118	3.380	14,105,432 ²	14.555	96,913,587

RESOLUTION 11º

"One.- To delegate to the Board of Directors the broadest powers required to supplement, develop, implement and rectify any of the resolutions adopted at the General Shareholders' Meeting. The power to rectify shall include the power to make any required or advisable modifications, amendments and additions arising from any objections or remarks made by the regulatory bodies of securities markets, stock exchanges, the Companies Register or any other public authority with powers relating to the resolutions adopted.

Two.- To delegate indistinctly to the Chairman of the Board of Directors, the Secretary, and to each of the Board members, the powers required formally to draw up the resolutions adopted by the General Shareholders' Meeting and register those so requiring, in full or in part, with powers to that end to draw

¹ (*) Regarding agenda item 9, concerning the 2025-2027 Long-Term Incentive Plan, the 92.43% of total abstentions (13,099,503 votes) corresponds to the vote of the Sociedad Estatal de Participaciones Industriales (SEPI), as reported to the Company due to the position of the Sociedad Estatal de Participaciones Industriales (SEPI) in publicly traded companies with minority participation.

² (*) Regarding agenda item 10, concerning the Annual Report on Directors' Remuneration for the year 2024, the 92.87% of total abstentions (13,099,503 votes) corresponds to the vote of the Sociedad Estatal de Participaciones Industriales (SEPI), as reported to the Company due to the position of the Sociedad Estatal de Participaciones Industriales (SEPI) in publicly traded companies with minority participation.

up all manner of notarised and non-notarised instruments, including those supplementing or rectifying those resolutions.”

For		Against		Abstention		Total
Nº of votes	%	Nº of votes	%	Nº of votes	%	Votes cast
95,747,579	98.797	308,862	0.319	857,146	0.884	96,913,587

The resolution carried. The results of the vote were as follows:

The Secretary to the Board of Directors.
Diego Trillo Ruiz
Enagás, S.A.