

APPOINTMENTS AND REMUNERATION COMMITTEE'S REPORTS ON THE PROPOSALS
FOR THE APPOINTMENT, RE-ELECTION OR RATIFICATION OF BOARD DIRECTORS

REPORT TO THE MAPFRE S.A. BOARD OF DIRECTORS
IN CONNECTION WITH THE PROPOSAL TO RE-ELECT MR. JOSÉ
MANUEL INCHAUSTI PÉREZ AS AN EXECUTIVE BOARD DIRECTOR

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to present the following report to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529-decies.6 of the Companies Act and Article 6.4 of the Regulations of the Board of Directors, with regard to the proposed re-election of Mr. José Manuel Inchausti Pérez as an executive board director for a period of four years.

The Appointments and Remuneration Committee considers that the conduct of Mr. José Manuel Inchausti Pérez as a member of the MAPFRE S.A. Board of Directors since his appointment by the Annual General Meeting on March 8, 2019, has been very satisfactory in all aspects: performance of the role of board director; quantity and quality of his work; and dedication to the role.

In view of the above, the Appointments and Remuneration Committee unanimously agrees to approve the proposed re-election of Mr. José Manuel Inchausti Pérez as an executive board director for a further four years.

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo

REPORT TO THE MAPFRE S.A. BOARD OF DIRECTORS
IN CONNECTION WITH THE PROPOSAL TO APPOINT
MRS. MARÍA ELENA SANZ ISLA AS AN EXECUTIVE BOARD DIRECTOR

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to present the following report to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529-decies.6 of the Companies Act and Article 6.4 of the Regulations of the Board of Directors, with regard to the proposed appointment of Mrs. María Elena Sanz Isla as an executive board director, which the Board will propose at the next Annual General Meeting.

“The MAPFRE S.A. Appointments and Remuneration Committee unanimously agreed to approve the proposal to appoint Mrs. María Elena Sanz Isla as a member of the MAPFRE S.A. Board of Directors, as an executive board director, for a period of four years.”

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo

REPORT TO THE MAPFRE S.A. BOARD OF DIRECTORS
IN CONNECTION WITH THE PROPOSAL TO RE-ELECT MR. ANTONIO
MIGUEL-ROMERO DE OLANO AS A NOMINEE BOARD DIRECTOR

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to present the following report to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529-decies.6 of the Companies Act and Article 6.4 of the Regulations of the Board of Directors, with regard to the proposed re-election of Mr. Antonio Miguel-Romero de Olano as a nominee board director for a period of four years.

The Appointments and Remuneration Committee considers that the conduct of Mr. Antonio Miguel-Romero de Olano as a member of the MAPFRE S.A. Board of Directors since his appointment by the Annual General Meeting on March 8, 2019, has been very satisfactory in all aspects: performance of the role of board director; performance of his roles on the Steering Committee and/or Delegate Committees, quantity and quality of his work; and dedication to the role.

In view of the above, the Appointments and Remuneration Committee unanimously agrees to approve the proposed re-election of Mr. Antonio Miguel-Romero de Olano as a nominee board director for a further four years.

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo

**PROPOSAL TO RE-ELECT MR. ANTONIO GÓMEZ CIRIA AS AN
INDEPENDENT BOARD DIRECTOR**

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to propose to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529 decies.4 of the Companies Act and Article 6.2 of the Regulations of the Board of Directors, that the Annual General Meeting should approve the re-election of Mr. Antonio Gómez Ciria as an independent board director for a four-year period.

The Appointments and Remuneration Committee considers that the conduct of Mr. Antonio Gómez Ciria as a member of the MAPFRE S.A. Board of Directors since his appointment by the General Meeting on March 8, 2019, has been very satisfactory in all aspects: performance of the role of board director; performance of his roles on the Steering Committee and/or Delegate Committees, quantity and quality of his work; and dedication to the role.

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo

**PROPOSAL TO RE-ELECT MS. MARÍA AMPARO JIMÉNEZ URGAL AS AN
INDEPENDENT BOARD DIRECTOR**

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to propose to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529 decies.4 of the Companies Act and Article 6.2 of the Regulations of the Board of Directors, that the Annual General Meeting should approve the re-election of Ms. María Amparo Jiménez Urgal as an independent board director for a four-year period.

The Appointments and Remuneration Committee considers that the conduct of Ms. María Amparo Jiménez Urgal as a member of the MAPFRE S.A. Board of Directors since her co-opted appointment by the Board of Directors on October 27, 2022, has been very satisfactory in all aspects: performance of the role of board director; performance of her roles on the Steering Committee and/or Delegate Committees, quantity and quality of her work; and dedication to the role.

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo

**PROPOSAL TO APPOINT MR. FRANCESCO PAOLO VANNI D'ARCHIRAFI
AS AN INDEPENDENT BOARD DIRECTOR**

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 2, 2023, unanimously agreed to propose to the MAPFRE S.A. Board of Directors, pursuant to the provisions of Article 529 decies.4 of the Companies Act and Article 6.2 of the Regulations of the Board of Directors, that the Annual General Meeting should approve the appointment of Mr. Francesco Paolo Vanni D'Archirafi as an independent board director for a four-year period.

The Appointments and Remuneration Committee unanimously agreed to approve the proposal to appoint Mr. Francesco Paolo Vanni D'Archirafi as member of the Board of Directors of MAPFRE S.A., as an independent board director, for a period of four years.

Madrid, February 2, 2023
Committee Secretary

Ángel L. Dávila Bermejo