

**APPOINTMENTS AND REMUNERATION COMMITTEE'S REPORTS ON THE PROPOSALS
FOR THE APPOINTMENT, RE-ELECTION, OR RATIFICATION OF BOARD DIRECTORS
(AGENDA ITEM 2)**

**PROPOSAL FOR THE REELECTION OF MS. MARIA LETICIA DE FREITAS
COSTA AS AN INDEPENDENT BOARD DIRECTOR**

The MAPFRE,S.A. Appointments and Remuneration Committee, at the meeting held on February 7, 2024, unanimously agreed to propose to the MAPFRE S.A. Board of Directors, in accordance with the provisions of Article 529 decies.4 of the Recast Text of the Companies Act and Article 6.2 of the Board of Directors Regulations, that the Annual General Meeting should approve the reelection of Ms. María Leticia de Freitas Costa as Independent Board Director for a period of four years.

The Appointments and Remuneration Committee considers that the conduct of Ms. María Leticia de Freitas Costa as a member of the MAPFRE S.A. Board of Directors since her appointment by the Annual General Meeting on March 13, 2020, has been very satisfactory in all aspects: performance of the role of Board Director; quantity and quality of her work; and dedication to the role.

Madrid, February 7, 2024
Committee Secretary

Ángel L. Dávila Bermejo

**PROPOSAL FOR REELECTION OF MS. ROSA MARÍA GARCÍA GARCÍA AS
AN INDEPENDENT BOARD DIRECTOR**

The MAPFRE, S.A. Appointments and Remuneration Committee, at the meeting held on February 7, 2024, unanimously agreed to propose to the MAPFRE S.A. Board of Directors in accordance with the provisions of Article 529 decies.4 of the Recast Text of the Companies Act and Article 6.2 of the Board of Directors Regulations, that the Annual General Meeting should approve the reelection of Ms. Rosa María García García as an Independent Board Director for a period of four years.

The Appointments and Remuneration Committee considers that the conduct of Ms. Rosa María García García as a member of the MAPFRE S.A. Board of Directors since her appointment by the General Meeting on March 13, 2020, has been very satisfactory in all aspects: performance of the role of director; performance of her roles in the Committee and/or Steering Committees, quantity and quality of her work; and dedication to the role.

Madrid, February 7, 2024
Committee Secretary

Ángel L. Dávila Bermejo

REPORT TO THE MAPFRE S.A. BOARD OF DIRECTORS
RELATING TO THE PROPOSED RE-ELECTION OF MR. EDUARDO PÉREZ
DE LEMA HOLWEG AS EXECUTIVE DIRECTOR

The MAPFRE S.A. Appointments and Remuneration Committee, at its meeting held on February 7, 2024, 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 Recast Text of the Companies Act and Article 6.4 of the Board of Directors Regulations, with regard to the proposed re-election of Mr. Eduardo Pérez de Lema Holweg as an Executive Board Director for a period of four years.

The Appointments and Remuneration Committee considers that the conduct of Mr. Eduardo Pérez de Lema Holweg as a member of the MAPFRE S.A. Board of Directors since his appointment by the Board, through the co-option procedure, on October 26, 2023, with effect from January 1, 2024, has been very satisfactory in all aspects: performance of the role of 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. Eduardo Pérez de Lema Holweg as an Executive Board Director for a period of four years.

Madrid, February 7, 2024
Committee Secretary

Ángel L. Dávila Bermejo