

REPORT ON THE OPERATION OF THE SUSTAINABILITY, HEALTH AND SAFETY COMMITTEE OF AMREST HOLDINGS, SE FOR FINANCIAL YEAR 2025

1. INTRODUCTION

In accordance with the provisions in the internal regulations of AmRest Holdings, SE ("**AmRest**" or the "**Company**"), and so that the Board of Directors may supervise the correct functioning of the Sustainability, Health and Safety Committee (the "**Committee**"), pursuant to Article 6.1.(v) of the Regulations of the Board of Directors and Article 529 nonies of Legislative Royal Decree 1/2010 of 2 July, which approves the consolidated text of the Spanish Capital Companies Act (Ley de Sociedades de Capital) ("**Companies Act**"), this Committee prepares this report on its performance.

This report, in reference to the activities developed by the Sustainability, Health and Safety Committee during 2025, will be available to shareholders and investors on the Company's website (www.amrest.eu) well in advance of the Ordinary General Shareholders' Meeting.

2. REGULATIONS OF THE COMMITTEE

In addition to the provisions of the applicable legal regulations and good governance recommendations, the rules of organization and operation of the Sustainability, Health and Safety Committee of AmRest are recorded in the Regulations of the Board of Directors, which is available on the Company's website (www.amrest.eu).

3. COMPOSITION OF THE COMMITTEE

Article 21 bis of the Regulations of the Board of Directors establishes that this Committee must be composed of a minimum of three and a maximum of five directors, appointed by the Board of Directors from among its non-executive directors, with the majority being independent directors.

Likewise, this article establishes that the members of the Sustainability, Health and Safety Committee as a whole, and in particular its Chairman (the “**Chairman**”), will be appointed taking into account their knowledge, skills and experience, as well as the duties assigned to the Committee.

The Chairman of the Sustainability, Health and Safety Committee must be an independent director.

At year-end 2025, the Sustainability, Health and Safety Committee was composed as follows, with no change through the date of issuance of this Report:

- Ms. Romana Sadurska (Chairman), external independent director of AmRest since 14 May 2019.
- Mr. Pablo Castilla Reparaz (member), external independent director of AmRest since 5 October 2017.
- Ms. Mónica Cueva Díaz (member), external independent director of AmRest since 1 July 2020.

Mr. Eduardo Rodríguez-Rovira, non-director Secretary of the Board of Directors, holds the office of Secretary of the Sustainability, Health and Safety Committee in accordance with the provisions of the Regulations of the Board of Directors, while Mr. Mauricio Gárate Meza, non-director Vice-Secretary of the Board of Directors, holds the office of Vice-Secretary of the Committee.

Accordingly, the composition of the Committee in 2025 complies with the provisions of the Companies Act and the Regulations of the Board of Directors, since it is composed exclusively of non-executive directors, all of whom are independent, with its Chairman also being an independent director.

All information concerning the members of the Sustainability, Health and Safety Committee, including their professional and biographical profiles, is available on the Company's website (www.amrest.eu).

Considering the professional and biographical profiles, the composition of the Committee is diverse in terms of gender, professional experience, competencies and

personal abilities, and its members possess the knowledge, skills and experience necessary to fulfill their duties.

4. FUNCTIONS AND DUTIES OF THE COMMITTEE

In accordance with the provisions of the Regulations of the Board of Directors, the Sustainability, Health and Safety Committee shall have the following responsibilities, notwithstanding other tasks the Board of Directors and applicable legislation may entrust to it:

- (a) Regarding occupational safety, nutrition, food safety and sustainability:
 - (i) Reviewing, monitoring and recommending to the Board of Directors the respective management framework and policies.
 - (ii) Advising, reviewing, and recommending to the Board of Directors for approval strategies for achieving the Company's objectives in these areas, and assessing performance against those targets.
 - (iii) Aiming the Company's compliance with its sustainability and health policies, and with the laws applicable to such matters, particularly in relation to the areas referred to in item (a).
 - (iv) Aiming that the systems used to identify and manage the risks related to these areas are fit-for-purpose, being effectively implemented, regularly reviewed and continuously improved.
 - (v) Ensuring that the Board of Directors is properly and regularly informed and updated on matters relating to the risks related to the areas referred to in item (a).
 - (vi) Aiming that the Company is effectively structured to manage risks related to these areas, including having competent workers, adequate communication procedures and proper documentation.
 - (vii) Reviewing and recommending to the Board of Directors regarding the appropriateness of resources available for operating the health and safety

management systems and programmes, in particular for the areas already indicated.

- (viii) Reviewing and monitoring all health and safety related incidents / issues, in particular those related to the areas referred to in item (a) and the actions taken by the Board of Directors to prevent their recurrence.
- (b) To oversee and evaluate the preparation and presentation process and the integrity of the non-financial information, reporting to the Audit and Risk Committee and submitting recommendations or proposals, where appropriate.
- (c) To assist the Board of Directors in the supervision of preparation and presentation of the mandatory non-financial information and to submit recommendations or proposals to the Board of Directors that safeguard the integrity of the information, where appropriate.
- (d) To evaluate and periodically review the Company's environmental and social policy, in order to ensure that it fulfils its mission of promoting the corporate interest and takes into account, as appropriate, the legitimate interests of the remaining stakeholders.
- (e) To oversee that the Company's practices in environmental and social matters are in line with its established strategy and policy.

5. OPERATION OF THE COMMITTEE

In accordance with the provisions of the Regulations of the Board of Directors, the Sustainability, Health and Safety Committee meets as often as necessary, at the discretion of its Chairman, who must call a meeting whenever the issuance of a report or the adoption of proposals is required, and in any case, whenever it is desirable for the proper development of its duties.

In this regard, the Committee draws up a calendar of the ordinary meetings to be held during each financial year. This calendar may be modified by agreement of the Committee or by decision of its Chairman, in which case the modification must be brought to the attention of the members as soon as possible. The Committee also

has an Action Plan (Agenda) detailing and scheduling the activities to be carried out for each financial year, in accordance with its assigned duties and functions.

The Committee is validly quorate when the majority of its members are present, either in person or by proxy, and adopts its resolutions by the absolute majority of those in attendance, whether in person or by proxy.

During financial year 2025, the Committee met on five occasions. Therefore, it has met with the frequency necessary for the correct performance of its functions.

Regarding the degree of participation of each Committee member in the meetings held during 2025, all directors attended in person (attendance by proxy is not computed for these purposes) all the meetings held.

Besides the members of the Committee, Mr. José Parés Gutiérrez (Chairman of the Board of Directors), Ms. Iwona Sarachman (External Communication & Corporate Affairs Director), Mr. Ismael Sánchez Moreno (Chief People Officer), Mr. Daniel del Río Benítez (Chief Development Officer), D. Pablo Arredondo Braña (Chief Operations Officer), D. Ramanurup Sen (Food Services President), Mr. Mauricio Gárate Meza (General Counsel and Vice-Secretary of the Board of Directors) and Ms. Livia Solans Chamorro (Corporate Affairs & Transactional Legal Director) have attended some meetings as guests, limiting their attendance to those items on the agenda for which they have been called.

Regarding the preparation and development of meetings, the Chairman of the Committee calls the meetings with proper advance notice (in general, seven calendar days in advance), except when, due to urgency or timeliness, the meeting must be held on a universal basis.

In addition, the members of the Committee are provided with information on the matters to be addressed prior to each meeting, encouraging their active participation and informed adoption of resolutions. In this regard, the directors have a specific technological platform from which they can easily access the meeting documentation, allowing them to prepare for the meetings and to follow up on the information provided in a timely and appropriate manner.

All matters submitted for deliberation are addressed in due detail at all Committee meetings. Members thereof actively participate in the debates that arise.

The Secretary has drawn up the relevant minutes of all meetings held, reflecting the development (including entry and exit of participants), content, deliberations and resolutions adopted in the meetings. The minutes of the Committee are available to both its members and the members of the Board of Directors.

Therefore, the Committee exercises its functions independently and complies with the rules of operation established in the Bylaws and the Regulations of the Board of Directors, organising itself in a correct and efficient manner for the performance of its duties.

Finally, relations between the Sustainability, Health and Safety Committee and the Company's Board of Directors are based on the principle of full transparency. In this regard, the Chairman of the Committee reports to the Board of Directors on the main issues discussed and the activities and work performed by the Committee, ensuring the Board is aware of such actions for the exercise of its powers, and, when necessary, proposes to the Company's Board of Directors that any appropriate resolutions be adopted.

6. ACTIVITIES CARRIED OUT DURING 2025

At its meetings held during 2025, the Sustainability, Health and Safety Committee addressed, inter alia, the following matters:

- Monitoring of the key pillars of the Group's Sustainability Strategy: Food, People and Environment.
- Overseeing of the management of food safety policy in AmRest restaurants.
- Reviewing of Key Performance Indicators (KPI) audits performed on suppliers.
- Monitoring/reviewing the results of the waste management, energy usage and environmental activities of the Group, with a focus on transition plan and decarbonization agenda.
- Monitoring of the Group's safety measures to prevent accidents at work.

- Overseeing of the preparation of the Group's Sustainability Statement included in non-financial information.
- Monitoring of the process of collecting non-financial information, in particular sustainability information, required by Corporate Sustainability Reporting Directive (CSRD) and Law 11/2018, of December 28, to ensure compliance.
- Meetings with the external auditor PwC to supervise the audit of non-financial information, in particular sustainability information, including review of the scope and development of the audit of the Consolidated Statement of Non-Financial Information and Sustainability Information for financial year 2025.

7. EVALUATION OF THE OPERATION AND PERFORMANCE OF THE SUSTAINABILITY, HEALTH AND SAFETY COMMITTEE

The Sustainability, Health and Safety Committee evaluates its operation and performance on an annual basis, analyzing, in particular, its composition; work program; documentation; calls to meetings, frequency, duration and conduct of meetings; contacts with the Company's executives and external auditors; competencies, functions and means.

In financial year 2025, the evaluation of the Committee was carried out internally, within the framework of the global evaluation process of the Board of Directors and its Committees. The results of the evaluation, duly communicated to the Board of Directors, concluded that the Committee's operation is satisfactory, and that this evaluation has not led to significant changes in its internal organization and procedures.

8. CONCLUSIONS

Over the course of 2025, the Sustainability, Health and Safety Committee analyzed and examined the main issues and aspects within its purview, regularly reporting to the Company's Board of Directors on the most significant issues.



During financial year 2026, the Sustainability, Health and Safety Committee plans to continue reviewing and monitoring the situation affecting all matters within its purview.

9. DATE OF PREPARATION AND OF APPROVAL OF THE REPORT

This Report was prepared by the Sustainability, Health and Safety Committee on February 24, 2026, and approved by the Board of Directors on February 26, 2026.

February 2026