Board of Directors Diversity Policy and Director Selection

Enagás, S.A.

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1. Introduction

The Board of Directors of Enagás, S.A. (“Enagás” or the “Company”) is legally vested with the non-delegable power to determine the general policies and strategies of the Company and of the Group of which it is the parent entity (“Enagás Group” or “Group”) and, in particular, the approval and supervision of the procedures for selecting its members.

In this regard, the Recommendations of the Good Governance Code for listed companies (the “Good Governance Code”) provide that the Board of Directors of listed companies shall approve a policy aimed at promoting an adequate composition of the Board of Directors, a power that has also been set out in the Rules of Organisation and Functioning of the Board of Directors of the Company (the “Board Regulations”).

In accordance with the foregoing, the Board of Directors of the Company has resolved, at its meeting of 18 May 2026, upon proposal of the Sustainability and Nominations Committee, to approve this Board of Directors Diversity Policy and Director Selection of Enagás, S.A. (the “Policy”), which replaces the Policy previously in force dated 21 December 2020, and which forms part of the Company’s corporate governance system.

2. Purpose

This Policy aims to establish the Company’s main commitments regarding the selection and appointment of Directors and, in this respect, to define the procedure and the diversity criteria that the Board of Directors of Enagás shall take into account in the selection processes related to the appointment or re-election of the members of the Board of Directors of Enagás, all in accordance with applicable regulations and best corporate governance practices.

3. Subjective Scope of Application

All candidates for appointment as Director and members of the Board of Directors of Enagás proposed for re-election shall be subject to this Policy, as well as the Secretary and the Deputy Secretary of the Board of Directors, to the extent applicable to them.

In the event that, pursuant to applicable regulations, a Director is a legal entity, the natural person designated as representative of the Director must meet the legal requirements established for members of the Board of Directors, shall be subject to the same duties and shall be jointly and severally liable with the legal entity Director, this Policy being applicable to them as appropriate.

4. General Principles

In line with best corporate governance practices and with the Company’s corporate values, in the processes for selecting members of the Board of Directors, the bodies with competences in this matter must bear in mind at all times the following principles:

- **Adequacy and balance** in the composition of the Board of Directors, for which purposes the Board shall ensure that its members collectively possess adequate training and profiles, and the Director selection processes must be based on a prior analysis of the competences, capabilities, knowledge and experience required for the effective performance of the Board of Directors and its Committees.
- **Promotion of diversity and equal representation** and balanced presence of women and men in the composition of the Board, for which the Board of Directors shall ensure that the selection procedures for its members promote diversity in the composition of the Board and its

Committees in matters such as professional training and experience, age and disability, contributing to a broader perspective on the part of the Board of Directors regarding the matters to be submitted to it, and achieving a balanced presence of women and men, ensuring the presence of at least forty per cent of persons of the less represented gender in accordance with applicable regulations.

Likewise, and notwithstanding that this Policy is oriented towards the selection of Directors, the Board of Directors ensures the adoption of measures to guarantee the presence of at least forty per cent of persons of the less represented gender in the Company's Senior Management, also in accordance with applicable regulations.

- **Non-discrimination and equal treatment** in the Director selection procedures, so that they are free from implicit biases that could entail any discrimination, whether on the grounds of race, sexual orientation/identity, age, disability, etc.
- **Transparency** in the procedures for selecting members of the Board, in accordance with applicable regulations in this regard.
- **Compliance** with current legislation and with the corporate governance system of Enagás, as well as with the best corporate governance practices adopted by the Company.

5. Selection Procedure

5.1. Bodies competent for the selection of candidates

In accordance with the provisions of current regulations, the Board Regulations and the Regulations of the Sustainability and Nominations Committee, both corporate bodies have competences attributed to them in the area of Director selection.

In this regard, the Board of Directors shall be responsible for approving and amending this Policy, proposing the appointment or re-election of non-independent Directors and preparing the reports justifying the proposals for appointment or re-election of Directors to be submitted to the General Shareholders' Meeting, taking into account the principles and criteria on diversity established in this Policy, which shall also apply when appointments are made through the co-optation system.

Likewise, regarding the exercise of its competences by the Sustainability and Nominations Committee in relation to the selection of Directors, said Committee shall be responsible for, among others, defining the functions and skills required in Director candidates; assessing the competences, knowledge and experience needed on the Board and reviewing its composition; preparing and updating a Board competency matrix; setting a target for representation of the less represented gender on the Board; proposing the appointment, re-election or removal of independent Directors and reporting on proposals for the appointment, re-election or removal of the remaining Directors; reporting on the appointment or removal of the Secretary and the Deputy Secretary of the Board; and annually verifying compliance with this Policy.

5.2. Positions involved in the selection of candidates

The Chairman of the Board of Directors and the chief executive of the Company may be consulted by the Sustainability and Nominations Committee, especially when dealing with matters relating to the appointment of executive Directors.

Furthermore, any Director may request the Sustainability and Nominations Committee to consider potential candidates it deems suitable to fill vacancies on the Board.

In turn, the Secretary of the Board of Directors shall ensure that the actions of the Board of Directors in relation to the appointment and re-election of Directors comply with applicable regulations and are in accordance with the corporate governance system of Enagás.

5.3. Internal advice and collaboration of external advisors

Without prejudice to the Sustainability and Nominations Committee's ability to seek internal advice as well as the attendance of executives of the Company and its Group that it deems necessary for the performance of its functions within the framework of this Policy, the Committee may also engage external advisors in order to provide the selection process with the greatest possible objectivity, in which case it must ensure the independence of said advisors and the absence of conflicts of interest.

6. Candidate Requirements

6.1. Profile and conditions of candidates

In the exercise by the Board of Directors and the Sustainability and Nominations Committee of their respective competences in relation to the selection and appointment of Directors, the different categories of Director legally defined (internal or executive, external or non-executive, proprietary, independent and Other External Directors) and any additional conditions established, where applicable, by the Company's internal regulations and the good governance recommendations adopted by it must be taken into account.

In this regard, the Board of Directors of the Company shall endeavour to ensure that in its composition, independent Directors represent a broad majority over executive Directors and that the percentage of proprietary Directors over the total number of non-executive Directors does not exceed the proportion between the Company's capital represented by said Directors and the rest of the capital, without prejudice, where applicable, to the adaptation of this criterion in the terms of the good governance recommendations adopted in this area by the Company.

Candidates for members of the Board of Directors must possess the competences, capabilities, knowledge and experience necessary for the performance of the position and enjoy recognised prestige, and the various diversity criteria established in the General Principles of this Policy must be taken into account in accordance with applicable regulations, also taking into consideration the competences of the Board of Directors and its Committees as a whole, as well as their composition.

Candidates must also have the necessary time availability for the proper discharge of the functions inherent to their position.

In turn, candidates must meet the independence requirements arising from hydrocarbon regulations given Enagás's status as a gas transmission network operator and provisional operator of the hydrogen backbone network in Spain.

In relation to proposals for the re-election of Directors, compliance with their duties and obligations must be taken into account, assessing in this regard the commitment shown by the Director during the exercise of their position and taking into account compliance with the various internal rules and codes of conduct, in particular those arising from the Company's sector of activity and its status as a natural gas transmission network operator and provisional operator of the hydrogen backbone network in Spain, as well as the rules linked, where applicable, to their status as a shareholder or senior officer of the Company.

In particular, in the processes for selecting candidates for members of the Board of Directors, the specific requirements established by Law, the Company's internal regulations and the good governance recommendations must be taken into account, in relation to the specific knowledge and experience that the members of the Audit and Compliance Committee and the Sustainability and Nominations Committee must collectively possess on the basis of the specific functions and competences of said Committees.

In addition to the above requirements, any other requirements established by applicable regulations at any given time, as well as those determined, where applicable, by the Company's Sustainability and Nominations Committee, must be taken into account.

6.2. Regime of incompatibilities and prohibitions

In the process of selecting candidates for members of the Board of Directors, it must be taken into account that those persons who fall under any of the grounds for incompatibility, prohibition or incapacity provided for in the applicable legislation and in the corporate governance system of Enagás may not be appointed as Directors of Enagás, as well as those persons who, in any form, have interests opposed to those of the Company or its Group, which shall also apply, where applicable, to the natural person representatives of a legal entity Director.

Likewise and in particular, it must be taken into account in the aforementioned selection processes that the following may not be Directors of Enagás:

a) Natural or legal persons who hold the position of director in more than 5 (five) companies whose shares are admitted to trading on domestic or foreign markets.

b) Natural or legal persons who exercise control or rights in a company that carries out natural gas production or marketing functions, or any other natural or legal persons whose presence on the Board of Directors, in accordance with the applicable legislation on hydrocarbons, could affect its status as a natural gas transmission network operator and provisional operator of the hydrogen backbone network in Spain.

6.3. Continuing education

Without prejudice to the fact that with respect to the selection of candidates for members of the Board of Directors, the various diversity criteria, including those relating to professional training and experience, are taken into account, the Company shall establish training programmes that enable and facilitate Directors to update their knowledge when circumstances so advise.

7. Supervision of the Policy

The Board of Directors shall periodically review this Policy and adopt the appropriate measures to remedy any deficiencies, making such amendments as it deems appropriate, upon proposal of the Sustainability and Nominations Committee.

Likewise, the Sustainability and Nominations Committee shall annually verify compliance with this Policy, reporting thereon to the Board of Directors, which shall be disclosed in the Company's Annual Corporate Governance Report.

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ANNEX

VERSION CONTROL

Version	Date	Responsible	Approving Body
1	19/09/2016	Board Secretariat	Board of Directors
2	21/12/2020	Board Secretariat	Board of Directors
3	18/05/2026	Board Secretariat	Board of Directors