

Card for:

- ✓ Attendance
- ✓ Delegation
- ✓ Distance-vote



2024 Annual General Meeting

Card for attendance, delegation and distance-voting at the Annual General Meeting of IBERPAPEL GESTION, S.A. to be held at Hotel María Cristina, Paseo República Argentina 4, 20004 San Sebastián on 27 May 2024 at twelve p.m., on first call, or on **28 May 2024, on second call**, at the same place and time (the AGM is usually held on second call).

Holders		Address
Security account number	Number of shares	
Minimum no. of shares to attend	No. of votes	
1		0.006 euros X share (gross)

PERSONAL ATTENDANCE AT THE AGM

A shareholder wishing to attend the AGM in person must sign the space below and show this card on the day and at the place of the AGM.

Signature of attending shareholder

In, on 2024

DELEGATION

The shareholder grants representative status for the AGM in relation to the Agenda on page 2 of 2 hereof to:

- 1. The Chairman of the Board of Directors
- 2. The representative ID number, who must hand in this card on entering the AGM

Any delegation that does not specify the name of the person delegated will be understood to be granted to the Chairman of the Board of Directors of IBERPAPEL GESTION, S.A.

In order to give voting instructions, mark the corresponding box with a cross in the following table.

Should any box not be marked, I issue precise instructions to vote in favour of the proposals made by the Board of Directors.

Agenda item	1.1	1.2	1.3	1.4	2	3	4.1	4.2	4.3	5.1	5.2	5.3	5.4	5.5	6	7	8	10	11	
In favour																				
Against																				
Abstention																				
Blank																				

Unless otherwise specifically indicated, delegation extends to proposed resolutions not made by the Board of Directors or items not included in the attached agenda, where the representative will vote as deemed most favourable for the shareholders' interests, within the framework of the company's interests. Mark the NO box below only if you object to this extension of delegation, in which case the shareholder will be understood to instruct the representative to abstain:

NO

For the purposes of Articles 523 and 526 of the Spanish Companies Act (SCA), it is stated that the Chairman of the Board of Directors and any other member of the Board of Directors may be subject to a conflict of interest (i) with respect to Agenda item 7 (Approval of the Directors' Remuneration Policy), (ii) with respect to Agenda item 8 (Consultative vote on the Annual Report on Directors' Remuneration, regulated by Article 541.4 of the Spanish Companies Act); (iii) with respect to item 5 (Adoption of the following resolutions on the re-appointment and appointment of members of the Board of Directors), only in the specific case of the directors whose ratification is proposed; and (iv) in the circumstances stipulated in letters a), b), c) or d) of Article 526.1 SCA (appointment, re-appointment or ratification of directors; dismissal, removal or resignation of directors; action for directors' liability brought by the company; and approval or ratification of the company's transactions with the director in question), which may be presented outside the Agenda in accordance with the Law. In all respects, where the shareholder has not given precise voting instructions and unless otherwise specifically stated below, representative status will be deemed to have been granted to the Secretary to the Board of Directors. Mark the NO box below only if you do not authorise this substitution (in which case the shareholder will be understood to instruct the representative to abstain):

NO

Signature of the shareholder

Signature of the representative

In, on 2024

DISTANCE-VOTE

The shareholder stated on this card exercises his or her voting right in favour of all the resolutions proposed by the Board of Directors in relation to the items on the attached Agenda published by the Company, unless indicated otherwise below (mark the corresponding boxes with a cross):

Agenda item	1.1	1.2	1.3	1.4	2	3	4.1	4.2	4.3	5.1	5.2	5.3	5.4	5.5	6	7	8	10	11	
In favour																				
Against																				
Abstention																				
Blank																				

Distance voting on proposals not included on the agenda is not possible.

Signature of the shareholder

In, on 2024

AGENDA

One.- Annual accounts, application of results and management of the Company's affairs.

1.1 Approval of the Annual Accounts (balance sheet, income statement, statement of recognised income and expense, statement of changes in equity, cash flow statement and notes to the accounts) and Management Report of Iberpapel Gestión, S.A. and of its Consolidated Group for the financial year ended 31 December 2023.

1.2 Approval of the proposed application of results for the financial year ended 31 December 2023.

1.3 Approval of the consolidated non-financial information statement for the financial year ended 31 December 2023.

1.4 Approval of the management activities carried out by the Board of Directors during the financial year ended 31 December 2023.

Two.- Appointment of the firm Deloitte, S.L. as the auditor of the Company and of its consolidated group for financial years 2024, 2025 and 2026.

Three.- Capital increase charged to voluntary reserves, amendment of Article 5 of the Bylaws on share capital and cancellation and annulment of the capital increase charged to reserves approved by the Annual General Meeting on 30 May 2023 under agenda item 9. Delegation of powers.

Four.- Amendment of the Bylaws:

4.1.- Approval, if applicable, of the amendment to Article 21 of the Bylaws.

4.2.- Approval, if applicable, of the amendment to Article 22 of the Bylaws.

4.3.- Approval, if applicable, of the amendment to Article 24.1 of the Bylaws.

Five.- Adoption of the following resolutions on the re-appointment and appointment of members of the Board of Directors, and setting of the number of Board directors:

5.1.- Re-appointment of Jesús Alberdi Areizaga to the office of independent director.

5.2.- Re-appointment of Rosa María Sanz García as an independent director.

5.3.- Re-appointment of María Luisa Guibert Ucin in the other external director category.

5.4.- Appointment of Miguel Ángel Tapiador Silanes as executive director with effect on 30 September 2024.

5.5.- Setting of the number of Board directors at 11 (eleven).

Six.- Partial reimbursement of the share premium balance in the amount of €0.50 per share.

Seven.- Approval of the Remuneration Policy applicable to the members of the Board of Directors.

Eight.- Consultative vote on the Annual Report on Directors' Remuneration for 2023.

Nine.- Acknowledgement of the amendment to the Board Regulations.

Ten.- Delegation of powers to formalise, interpret, correct and execute the resolutions adopted by the General Shareholders' Meeting.

Eleven.- Appointment of scrutineers to approve the Minutes of the General Meeting.

PERSONAL DATA PROTECTION

IBERPAPEL will process the personal data furnished by shareholders or by custodians so as to arrange the calling and holding of the General Shareholders' Meeting.

Pursuant to Organic Law 3/2018 of 5 December on Personal Data Protection and Digital Rights, IBERPAPEL's personal data processing policy may be obtained by shareholders at the following email address: protecciondatos@iberpapel.es. The rights of access, rectification, objection, data portability and restriction of processing may be exercised in accordance with the above-mentioned policy.