Remuneration and Nomination Activity Report FY26

eDreams ODIGEO
Calle Lopez de Hoyos, 35,
28002 (Madrid)

1. Regulation of the RemCo

According to the Bylaws, article 16, The Board of Directors will create an Audit Committee (hereafter AC) and a Remuneration and Nomination Committee (hereafter RemCo), each entrusted with the respective information, supervision, advisory and proposal duties specified by law and in the Bylaws and further developed in the Regulations of the Board of Directors.

The RemCo will not have executive functions, but will be entrusted with informing, advising and making proposals to the Board in its area of responsibility, as set out in the article 15 of the regulation of the Board of Directors.

2. Roles and Responsibilities

The roles and responsibilities of the RemCo are publicly available on the Company's website:

- Internal Regulations of the Board of Directors, article 15 https://investors.edreamsodigeo.com/files/doc_governance/EDR_Regulation-of-the-Board-of-Directors_20210219_ENG_CNMV.pdf
- Remuneration and Nomination Terms of Reference https://investors.edreamsodigeo.com/files/committees/EDR_Remuneration-Nominations-Committee-Terms-of-Reference_20210219_ENG.pdf

3. Composition:

The RemCo must comprise of at least three and at most five members designated by the Board itself, at the proposal of the Chair of the Board, from the pool of Non-Executive Directors. At least two members of the RemCo must be Independent Directors. The Board of Directors will appoint a Chair from among the Independent Directors serving on the RemCo
As at 31st March 2026, the RemCo was formed by three members, all of whom were Non-Executive Directors; two Independent and one Proprietary Director. The composition is:

Name	Position	Type
Amanda Wills	Chair	IndependentDirector
Thomas Vollmoeller	Member	Independent Director
Pedro Lopez	Member	Proprietary Director

Brief résumes of all members of the Board are available on the eDreams ODIGEO corporate website https://investors.edreamsodigeo.com/English/governance/board-of-directors/default.aspx

4. Meetings & Activities of the RemCo during FY26 (1st April, 2025 to 31st March, 2026):

a. Meetings held during FY 2026

The RemCo, in accordance with its regulations, meets whenever it is convened by the Board of Directors, the Committee itself, or by its Chair. The RemCo will meet at least two (2) times per annum and at such other times as it sees fit. During the fiscal year 2026 (1st April 2025 to 31st March 2026), the RemCo met on four occasions. All of its members were present or duly represented at all meetings held.

Only members of the RemCo have the right to attend Committee meetings. However, other individuals such as the Chief Executive, the Chief People Officer and external advisers may be invited to attend for all or part of any meeting, as and when appropriate and necessary.

The Company Secretary keeps Minutes of all RemCo meetings, which are made available to all members of the Board.

The main meetings held by the RemCo during the year are summarized below:

Date of Meeting	Members present the meeting	Secretary	Other Attendees (partial attendance)
11/04/25	Resolutions of the Remuneration and Nomination Committee of the Company adopted in writing and without a meeting		
22/05/25	• Amanda Wills • Pedro Lopez • Thomas Vollmoeller	Guillaume Teissonnière, General Counsel of eDreams ODIGEO acting as Secretary of the Company	**eDreams ODIGEO** • Dana Dunne, CEO • David Elizaga, CFO • CPO • Head of Internal Audit
25/02/26	• Amanda Wills • Pedro Lopez • Thomas Vollmoeller	Guillaume Teissonnière, General Counsel of eDreams ODIGEO acting as Secretary of the Company	**eDreams ODIGEO** • Dana Dunne, CEO
20/03/26	• Amanda Wills • Pedro Lopez • Thomas Vollmoeller	Guillaume Teissonnière, General Counsel of eDreams ODIGEO acting as Secretary of the Company	**eDreams ODIGEO** • Dana Dunne, CEO • CPO

b. Activities carried out

During FY26, the RemCo deliberated, approved, and recommended the following matters to the Board of Directors:

- **Policies and Reports :**
  - The Annual Directors Remuneration Report for the financial year ended 31 March 2025.
  - The Annual Report on RemCo activities for the financial year ended 31 March 2025.
  - The Annual Corporate Governance Report for the financial year ended 31 March 2025 (RemCo related matters).
  - The Non-Financial Information included in the Integrated Annual Report for the financial year ended 31 March 2025 (RemCo related matters).

- **Compensation:**

  - **Compensation and Bonuses**
    - FY25 Variable Remuneration: Proposed settlement of incentives based on the level of target achievement for:
      - Company personnel.
      - Members of the Executive Committee (CSM).
      - The Chief Executive Officer (CEO) and the Chief Financial Officer (CFO).

    - FY25 Bonus Exchange Program: Recommended a program for beneficiaries to exchange cash bonus amounts for additional LTI rights for FY27 delivery.
    - FY26/FY27 Compensation Planning: Review FY26 bonus achievements and propose FY27 compensation and bonus plans for employees, CSM members, the CFO, and the CEO

  - **LTI Plans Payout and targets:**

    - LTIP Delivery Amendments for FY25.
    - FY25 LTIP Target Performance: Validated the performance of LTIP targets for FY25.
    - FY26/FY27 LTIP Target Planning: Review of FY26 LTIP-2022 targets achievement, proposed adjustments to the LTIP-2022, and proposed FY27 LTIP targets.

- **Corporate Governance & Succession Planning:**

  - **Appointment of a Board Observer:** Following a formal request from Polus Capital, given the investor significant total economic exposure (representing a combined interest of 30.36%), the Committee unanimously recommended the appointment of a Board Observer. This appointment was subject to an agreement establishing non-voting status, confidentiality obligations, and protections against conflicts of interest.

  - **Succession Planning:**

    - Review of the succession planning for the Chair of the Board of Directors;
    - Review of the succession planning for the CEO;

- **People Update**

  - Update on the extended leadership team reporting to the CSM members

- **Other relevant business:** None

The information relating to activities in the area of remuneration is available in the Annual Report on the Remuneration of Directors. This RemCo Annual Activity Report has been approved by the Committee at its meeting held on 20th May, 2026 and by the Board of Directors at its meeting held on 26th May, 2026.

Spain, May 2026