DOMINION

PRESS RELEASE

DOMINION has appointed Mikel Barandiaran as its new chairman and Germán Pradera as its new chief executive officer with effect from 1 January 2027

- The appointment is the result of a planned and orderly succession process led by the Board of Directors.
- Germán Pradera has over 14 years' experience at DOMINION and has held senior positions across various business units, departments and countries within the company.
- The new Chief Executive Officer will lead the presentation and implementation of the forthcoming 2027–2029 Strategic Plan.

Bilbao, 29 October 2026 – DOMINION's Board of Directors has agreed to appoint Germán Pradera as the company's new Chief Executive Officer and Mikel Barandiaran as the new Executive Chairman, replacing Antón Pradera, who will continue as a shareholder representative, with effect from 1 January 2027.

Germán Pradera, who has spent more than 14 years at DOMINION and has held various senior positions, will succeed Mikel Barandiarán as chief executive. From that date, he will take charge of the day-to-day running of the company, lead the executive team and oversee the implementation of the strategy.

Mikel Barandiarán, founder of DOMINION and, until now, the group's chief executive, will take on the role of executive chairman in this new phase, with the aim of facilitating an orderly transition and ensuring institutional continuity by supporting the new chief executive in the performance of his duties. Furthermore, upon assuming the position of executive chairman, he will be responsible for driving strategic planning and leading the company's corporate relations.

The decision is the result of a planned and orderly succession process, led by the Executive Committee and approved by the Board of Directors, which has deemed the experience and performance of the new CEO to be ideal; he has been with the company for over fourteen years, during which he has held positions of increasing responsibility both internationally and within the company's corporate and operational divisions.

At DOMINION, Germán Pradera has served as Country Manager of the Peruvian subsidiary, Head of M&A and Investor Relations (playing an active role in the

company's initial public offering in 2016) and Managing Director of the B2B Services division, one of the company's most significant business areas in terms of turnover, number of employees and geographical reach. He is currently Managing Director of GDE, DOMINION's strategic environmental business unit focused on the circular economy and decarbonization.

"The appointment of Mikel Barandiaran as Executive President and Germán Pradera as the new Chief Executive Officer ensures the continuity of the project, underpinned by in-depth knowledge of the company, a proven track record of leadership and a demonstrated ability to continue driving profitable growth and creating value for customers, shareholders and society as a whole," stated the Board of Directors.

For his part, Mikel Barandiarán stated: "This handover allows us to prepare for the next phase of DOMINION well in advance and in an organised manner. Germán has my full confidence and the necessary experience to take on the executive leadership role from day one."

Germán Pradera has stated: "I accept this responsibility with a sense of commitment and with the ambition to drive this evolution forward, strengthen our businesses with the greatest potential and, together with the team, shape the next strategic phase, which will better translate our capabilities into value creation for our shareholders and other stakeholders."

This handover ensures the continuity of a strategy aimed at combining profitable growth, financial discipline and long-term value creation, and marks the start of a new phase of development**, which will begin with the new 2027–2029 strategic plan, to be led by the new Chief Executive Officer** and presented to the market by him.

About DOMINION

DOMINION is a global projects and services company that drives the transformation of key sectors towards more sustainable, efficient and connected models.

We are organised into two main strategic areas: GDE, which specialises in environmental solutions, the circular economy and decarbonization; and GDT, which focuses on energy and telecommunications infrastructure and digitalisation.

Through our strategic areas, we support our clients through the major transitions facing our society: the energy, industrial and digital transitions.

Founded in Bilbao in 1999, Dominion has its own management model based on four key principles: Digitalisation, Diversification, Decentralisation and Financial Discipline. With a presence in over 30 countries, more than 750 clients and a team of over 11,000 people, we generate an annual turnover in excess of 1,000 million euros and have been listed on the Spanish Stock Exchange since April 2016 (DOM: BME).

DOMINION

PRESS RELEASE

Technology, Sustainability & Efficiency.

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