

POLICY FOR SELECTION OF DIRECTORS AND DIVERSITY IN THE BOARD OF DIRECTORS OF TRANSFESA LOGISTICS, SA

On November 25, 2017, Royal Decree-Law 18/2017, of November 24, was published in the Official State Gazette, amending the Code of Commerce, the consolidated text of the Law on Capital Companies approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Audit of Accounts, regarding non-financial information and diversity, as well as the **Law 11/2018 on "Non-Financial Information and Diversity"**, legislative bodies that promote, in their respective fields of application, Diversity.

In accordance with the new regulation, companies required to issue an Annual Non-Financial Information Report, such as Transfesa Logistics, SA, are required as of 2018 to include in the report "A description of the diversity policy applied in relationship with the Board of Directors, including its objectives, the measures adopted, the manner in which they have been applied and the results in the reporting period, as well as the measures that, if applicable, it would have agreed in this regard...".

In this context, this Policy on Diversity and Selection of Directors responds to the need for proposals for the appointment and re-election of Directors to be based on a prior assessment of the needs of the Company's Board of Directors, seeking in the composition of the Board the diversity of knowledge, training and professional experience, of age and gender in it, without being affected by the selection processes due to any discrimination, in particular, for reasons of gender, disability, race, nationality or any other personal condition.

For this purpose, this Policy for the Selection of Directors will be subject to application to the election of candidates for Director who are natural persons and, in the event that the candidates for Director are legal persons, the provisions of this Policy will be extended to the natural persons acting on their behalf.

I.- The selection of candidates for Director will follow the following principles:

1.- The Board of Directors will seek to have a balanced composition, with a majority of Non-Executive Directors.

2. The Board of Directors will ensure that the procedures for selecting Directors favor diversity of knowledge, training, professional experience, age and gender, and that they do not suffer from implicit biases that may imply any discrimination. All this, so that the Board of Directors has a diverse and balanced composition as a whole, which i) enriches the analysis and debate, ii) contributes plural points of view and positions with an international vision, iii) favors decision-making decisions based on informed criteria, and iv) enjoy maximum independence and expert judgment in decision-making. Likewise, it will ensure that the candidates for Non-Executive Director have sufficient time available for the proper performance of their functions,

3. Likewise, the process of selecting candidates for Director will be based on a prior analysis of the needs of the Company and its Group, which will be carried out by the Company's Board of Directors.

4. The Company's Board of Directors will annually verify compliance with the Diversity and Director Selection Policy and will report on it in the annual report on Non-Financial Information and Diversity and in any other documents deemed appropriate.

5. Candidates for Director. The Board of Directors will ensure that the election of the person to be proposed for the position of Director falls on persons of recognized solvency, competence and experience, who are willing to dedicate the necessary time and effort to the performance of their functions, and must

exercise extreme rigor in relation to the election of those people called to fill the positions of Independent Directors. In relation to this, the candidates for Director will be people of recognized prestige, solvency, training and professional experience, especially in matters related to the logistics and railway sector, economic-financial, auditing, risk management, and/or business administration and normative compliance, with leadership in teams made up of people belonging to different fields of activity, and extensive knowledge in large companies. On the other hand, they may not be Directors and, if they are, they must place their position at the disposal of the Board of Directors, and formalize the corresponding resignation, in the following cases:

a) When they cease to hold the executive positions to which their appointment as Director was associated or when the reasons for which they were appointed Directors disappear.

b) When they are involved in any of the cases of incompatibility or legal prohibition. c) When their permanence on the Board of Directors may affect the credit or reputation enjoyed by the Company in the market or put at risk, in any other way, , the interests of the Company. The indicated principles will apply to the selection processes for other managerial positions in the company.

II.- Performance evaluation:

1. The Board of Directors must carry out an annual evaluation of its operation and that of its Committees, especially assessing the application, in the composition and powers of the Board of Directors, of the different aspects of diversity included in this Policy, as well as the performance of the Chairman of the Board of Directors, of the first Executive of the Company, if applicable, and of the different Directors, paying special attention to those responsible for the Board Committees, and will adopt the appropriate measures for their improvement.

2. The result of the evaluation will be recorded in the minutes of the session or will be included in it as an annex (it may be kept in a reserved manner apart from the minutes, if it is considered appropriate for reasons of confidentiality).

3. The Board of Directors may agree to be assisted in carrying out the evaluation by an independent external consultant. The business relations that the consultant, or any company of its group, maintains with the Company, or with any company of its Group, must be taken into account, to avoid any conflict of interest.

Logalty Prueba por Interposición, S.L. con CIF B84492891, sociedad que actúa en el mercado en su condición de Prestador de Servicios de Confianza generando una prueba por interposición, CERTIFICA que todos los datos recogidos en el presente documento corresponden con la acreditación certificada entre las partes abajo indicadas, con fecha de creación 12/05/2022 13:06:43 cuyo identificador único es 001001-0001-000000074249746.par, habiéndose procedido a depositar notarialmente la función resumen de su contenido.

INTERVINIENTES

EMISOR DE LA ACREDITACIÓN

GRUPO TRANSFESA LOGISTICS

OTROS INTERVINIENTES

LUIS DEL CAMPO VILLAPLANA

Identificación: 00252288R - Tipo ID: NIF
Móvil: 0034609004252
Email: ldelcampo@transfesa.com

JULIA GARCÍA

Identificación: 30518448R - Tipo ID: NIF
Móvil: 0034637301864
Email: julia.garcia@transfesa.com

ESTADO



FIRMADA

Fecha último estado: miércoles, 18 de mayo de 2022 12:54:34

VERIFICACIÓN NOTARIAL

REF. DE DEPÓSITO NOTARIAL:
20220518_Logalty_relevn

INTEGRIDAD DE CONTENIDO DE LOS DOCUMENTOS DEPOSITADOS:
501a6ba3dc43f23f2b66590b13c0465dd13e04979db0fd1eb2315fe08b6514dc

VERIFICACIÓN ELECTRÓNICA

GUID de la transacción: 001001-0001-000000074249746.par

CONTROL DE INTEGRIDAD BASADO EN LA FUNCIÓN RESUMEN DEL DOCUMENTO TRAMITADO:

- Annex 2 Social Standards Brochure.pdf
d0cf3d5306f88ead3dd37722d949d63abfc9230e1cd31c5e1d176818aa08af88
- Annex Policy Social Stand.pdf
08f16d740a7611d0dc6b3b038e495b97ea6234b12fd6f7e3168a2ca53946dc3b
- Annual report CPM 2021 TF.pdf
ebcbec078b5caa72844086c94f012392fb25cbbae140702af790c805fd7ab3a9
- Borrador opinion 31 (II).pdf
af8338ca5ef98f13b8edab52d5daaf420b06a34e9bd710a44c42ef760075640a
- Borrador opinion 31.pdf
4fba53da4b146e23ec7d32c82c9eb228fc894d442261a91870597b92e1fb6438
- Documento de Acrobat.pdf
ed4afb7926db417cf2147041f42f8332d38f4f156425f8234429f747be288dbe
- EINF 2021 verificación.pdf
97f381f2b15493711ac0c8c7f31fee09ac8a8916b47369bf1ba2bc12357562c1
- EINF 2021.pdf
2795133f5beb1e707a89719b75cbc9f8ddec32b929c33e0beaed1e918bee40bb
- Estandares sociales REV CSM.pdf
c551c412338568637ea8bcd4c8f83bcc73385aa78df80e7339a19f7915d48532
- Memoria Anual MPP 2021 grupo TF.pdf
943b49cb46e4c2b173e747fca02cd71830dc5f1394054dced33c78bc57d8014e
- Policy for Secetion fo Dire.pdf
35c7ebc7b95eff216d6e3b5f09d1495c02d4d2653f5db628cfa55c4d7153f96
- Política de estadares sociales.pdf
190d8a744ff5f8d76cede777f4f05959fe6ab5d133d4c7f493c6f16413aeae53
- Política de Negocio responsable REV 1..pdf
a066a0309bfcee0e50ddec8fd333c0b4b11cb48c6c449a3adba262f8dffe2122
- Política selección Consejeros.pdf



Puede verificar el certificado en <https://logalty.com/verificar> con el código: MPL24MTUJUHDME5CAOH2



ab78be254d5aae140daf100bf2214ec56a294454d9177401ca838c20ae3011df



Responsible business policy.pdf

2a11f097de076495c2095330f8562c7136069168a229e5bb22ca4e68c6b200d8



TF CCAA 2021.pdf

06394164a74e14ddb1e44805723e92a5524b3f79f43ae6fc3d02280be227181b

REMISIONES

INTERVINIENTE	MÉTODO	DIRECCIÓN/TELÉFONO	FECHA
Julia García	EMAIL	julia.garcia@transfesa.com	12/05/2022 13:07:00
Luis Del Campo Villaplana	EMAIL	ldelcampo@transfesa.com	12/05/2022 13:06:59
Luis Del Campo Villaplana	EMAIL	ldelcampo@transfesa.com	14/05/2022 05:07:16
Luis Del Campo Villaplana	EMAIL	ldelcampo@transfesa.com	15/05/2022 21:07:37
Luis Del Campo Villaplana	EMAIL	ldelcampo@transfesa.com	17/05/2022 13:07:52

FIRMAS

INTERVINIENTE	DOCUMENTO	FECHA	RESULTADO
Julia García	Annex 2 Social Standards Brochure.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Annex Policy Social Stand.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Annual report CPM 2021 TF.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Borrador opinion 31 (II).pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Borrador opinion 31.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Documento de Acrobat.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	EINF 2021 verificación.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	EINF 2021.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Estandares sociales REV CSM.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Memoria Anual MPP 2021 grupo TF.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Policy for Secetion fo Dire.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Politica de estadares		FIRMADA

Puede verificar el certificado en <https://logalty.com/verificar> con el código:MPL24MTUJUHDME5CAOH2

INTERVINIENTE	DOCUMENTO	FECHA	RESULTADO
	sociales.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ Firmada con PIN
	Politica de Negocio responsable REV 1..pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Politica selección Consejeros.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Responsible business policy.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	TF CCAA 2021.pdf	12/05/2022 19:07:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
👤 Luis Del Campo Villaplana	Annex 2 Social Standards Broschure.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Annex Policy Social Stand.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Annual report CPM 2021 TF.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Borrador opinion 31 (II).pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Borrador opinion 31.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Documento de Acrobat.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	EINF 2021 verificación.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	EINF 2021.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Estandares sociales REV CSM.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Memoria Anual MPP 2021 grupo TF.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Policy for Secetion fo Dire.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Politica de estadares sociales.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Politica de Negocio responsable REV 1..pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	Politica selección Consejeros.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN

Puede verificar el certificado en <https://logalty.com/verificar> con el código:MPL24MTUJUHDME5CAOH2

INTERVINIENTE	DOCUMENTO	FECHA	RESULTADO
	Responsible business policy.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN
	TF CCAA 2021.pdf	18/05/2022 12:54:33 Método: Mensaje SMS	✓ FIRMADA Firmada con PIN



Proveedor de servicios de confianza conforme reglamento eIDAS

Logalty custodiará los registros informáticos generados en las transacciones realizadas, que son acreditativos de todo lo antedicho, de acuerdo con contrato suscrito entre Logalty y el emisor.

Usted lee la impresión de un documento firmado electrónicamente por Logalty.

Zona horaria de referencia: GMT+2

Todo el que aporte y/o exhiba una impresión como ésta, podrá, a requerimiento, aportar el fichero digitalmente firmado. Los datos en él reflejados están respaldados por matriz electrónica, a disposición de los órganos judiciales o arbitrales que precisen verificación.

De conformidad con la normativa de Protección de Datos de carácter personal aplicable se informa que sus datos personales han sido facilitados por el emisor identificado más arriba, con la exclusiva finalidad de acreditar la autenticidad de la transacción a la que se refiere este certificado.

El soporte que incorpora las firmas electrónicas de las transacciones tiene la consideración de prueba documental, de acuerdo con la normativa aplicable en el Espacio Económico Europeo. Puede consultar las condiciones del servicio contratado de Tercero por Interposición en la dirección: www.logalty.com/terms/es



Puede verificar el certificado en <https://logalty.com/verificar> con el código: MPL24MTUJUHDME5CAOH2

Logalty Prueba por Interposición, S.L. – Calle Valportillo Primera, 22-24, planta 1. Ed. Caoba. 28108 Alcobendas, Madrid
CIF B84492891 - Inscrita en el Registro Mercantil de Madrid, al Tomo 22.055, Folio 60, Hoja M-393.315