

The composition of the **Appointments and Remuneration Committee** of TALGO, S.A. on 31 December 2023 is as follows:

<b>Name</b>	<b>Role</b>	<b>Category</b>
MR. ANTONIO OPORTO DEL OLMO	CHAIRMAN	Independent
MR. JOHN CHARLES POPE	MEMBER	Independent
MR. FRANCISCO JAVIER BAÑÓN TREVIÑO	MEMBER	Proprietary
MS. MARÍA JOSÉ ZUECO PEÑA	SECRETARY NON DIRECTOR	

TALGO, S.A.'s Appointments and Remuneration Committee met on three occasions during 2023, on the following dates: (i) 23 February, (ii) 23 March and 23 April.

In the exercise of the duties attributed to it by both the Law and the rules that comprise the Company's Corporate Governance System, the Strategy Committee carried out the activities described below:

- Assessment on the degree of compliance with the objectives set for the Group's Top Management for the year 2022.
- Establishment of objectives for 2023 for the Group's Top Managers.
- Monitoring of the specific actions that have been carried out in different areas or fields such as strategy, risk supervision, presentations and matters to be included on the agenda of the meetings, interaction with the management team, information to be submitted to the Board -what and when- and the composition of the Board: gender diversity and size.
- Analysis of the remuneration system of the members of the Board of Directors.
- Review of issues related to the long-term incentive plan for the company's executive directors and directors.
- Issuance of proposal and preparation of report, in compliance with the provisions of article 529 NOVODECIAS of the Capital Companies Act, in relation to the proposed resolution for approval of the directors' remuneration policy for the year 2023.
- Issuance of supporting reports on the proposals for the re-election of directors with the category of "executive", "other external" and "external proprietary" to be submitted to the General Shareholders' Meeting held in 2023.

- Issuance of supporting reports and proposal of the Committee in relation to the re-election of directors with the category of "external independent" to be submitted to the General Shareholders' Meeting held in 2023.
- Issuance of supporting reports on the proposals for the proposal for the appointment of directors with the category of "external proprietary" to be submitted to the General Shareholders' Meeting held in 2023.
- Analysis of the existing company's management structure. Action plan and proposals for its development and the reinforcement of certain company's areas.
- Analysis of the quantitative and qualitative composition of the Board of Directors in the light of the CNMV's recommendations set out in the Good Governance Code of Listed Companies.
- Analysis and promotion of the implementation of recommendations on ensuring gender diversity.

Pursuant to the provisions of the Regulations governing the Board of Directors, the Appointments and Remuneration Committee is entrusted with, amongst other functions, analyzing the process that allows for the orderly succession of the Chairman, the CEO and other members of the Board, whose appointment is the responsibility of this governance body, and reporting on the appointment and dismissal of the directors that report directly to the CEO.

The matters discussed and the resolutions reached within the Appointments and Remuneration Committee were reported to the Board of Directors in the minutes of which they were recorded.