

CONFLICT OF INTEREST POLICY

The purpose of this document is to develop the Conflict of Interest Policy of the Alianza Logistics Group. The content of this policy establishes the principles and commitments regarding Conflict of Interest for everyone linked to Alianza Logistics, who must respect it and comply with it regardless of the territory in which they are located. This Policy is in response to Alianza Logistics' express commitment to prevent the personal interests of any employee from interfering with the normal performance of their work and to ensure that there is no personal or professional benefit to the detriment of the company.

A conflict of interest arises when personal, professional, financial or other relationships affect or threaten to affect an employee's objectivity or loyalty to the company's interests.

It is not the purpose of this policy to prohibit the existence of relationships between the company and related third parties whose interests may coincide in the performance of any joint activity (in this case there is no conflict of interest).

Alianza Logistics undertakes the following commitments regarding Conflict of Interest:

- Obligation to promote the interests of the company by all persons involved in Alianza Logistics in relation to their professional activities, and under no circumstances may they put their personal interests before the interests of Alianza Logistics.
- All employees have the obligation to proactively declare the existence of a possible conflict of interest, whether their own or another's, from the moment they become aware of the situation, immediately informing their immediate superior and contacting the Ethics Committee for approval (written confirmation if such a conflict is deemed to exist).
- In the event of a suspected conflict of interest, the concerned person shall refrain from intervening in the decision-making or approval of transactions in which he/she or his/her circle of relatives and relations has a personal interest. In such a case, the professional shall withdraw from the activity and transfer it to another employee at the discretion of his or her superior.
- Impartial and professional conduct by the responsible governing or internal bodies in any transaction that may involve a potential conflict of interest within the framework of this Policy shall be ensured at all times.
- In addition, it is prohibited to use Alianza Logistics to promote external interests, business related or otherwise, or to benefit immediate or close friends or family members.
- In any case, the actions of Alianza Logistics and its group of companies must adhere to current legislation and the company's internal rules.
- Appropriate ongoing ethics and performance training will be provided to all managers and employees of the Alianza Logistics group, with particular attention to conflicts of interest and how to avoid them.

The group provides employees and third parties with an Ethical Channel (canal-etico@alianza-gt.com) as a means of reporting any of the behaviours mentioned in this policy, promoting integrity and responsibility in the face of possible conflicts of interest, allowing employees and any third party to submit any queries or report any incidents related to our code of ethics and its possible violations or non-compliance, in complete confidentiality.

Date of approval: 01 March 2022

Approved by: Vicente Aguilar Galindo