

In accordance with article 227 of the Consolidated Text of the Spanish Securities Market Act (*Ley del Mercado de Valores*), FERROVIAL, S.A. (the "Company" or "Ferrovial"), hereby communicates the following:

The Board of Directors of the Company has approved a new share-based remuneration plan consisting of the delivery of Ferrovial shares. Its main features are as follows:

- **Object:** shares in the Company. The annual cost of the plan shall not exceed €22mn.
- **Scope:** it is aimed at Executive Directors, members of Senior Management and Managers. Application of this form of remuneration to the Executive Directors shall be submitted to the approval of the Ordinary General Shareholders' Meeting.

The maximum number of beneficiaries shall be 350.

- **Execution starting date:** it is expected to be on February 2020.
- **Frequency of concession:** the plan shall be valid for three years (2020-2022). The allocation of units (which shall serve as the basis for determining the final number of shares to be received) will take place annually.
- **Maturity period:** the maturity period shall be three years. Shares shall be delivered in the year of the third anniversary of the allocation of the units.
- **Conditions for the delivery:**
 - To remain at the Company during a maturity period of three years from the date of allocation of the units, other than in exceptional circumstances such as retirement, invalidity or demise. In the event of unfair dismissal, only a number of shares proportional to the time served can be received.
 - Compliance during the maturity period with certain ratios calculated upon the basis of (i) cash flow activity; and (ii) the total shareholder return with respect to a comparison group.

Madrid, 20 December 2019

Santiago Ortiz Vaamonde
Secretary non Director of the Board of Directors of Ferrovial S.A.