

PROPOSAL OF AMENDMENT TO THE COMPANY BOARD OF DIRECTORS REMUNERATION POLICY

The following proposal to amend the Company's Board of Directors Remuneration Policy, contained in chapter 2.2.3 of the Corporate Governance Code, is submitted to the General Shareholders' Assembly for its corresponding approval under the terms of Article 29 paragraph (b) of the Company's Bylaws, in order to align the different corporate governance documents with the amendment to the Bylaws and expressly establish that the Company's employees who become members of the Board of Directors shall not receive any remuneration:

Original article	Text proposal
<p>Article 1: Remuneration of Board Members. For the activities carried out by the Board of Directors, its members shall have the right to remuneration for attending in-person and distance meetings</p>	<p>Article 1: Remuneration of Board Members. For the activities carried out by the Board of Directors, its members shall have the right to remuneration for attending in-person and distance meetings</p> <p>However, members of the Board of Directors who are employees of the Company or those employees of the Company who are required to attend any of the meetings shall not receive remuneration for their attendance.</p>
<p>Article 2: Remuneration of Board Committee Members. Members of the Board Committees shall have the right to remuneration for attending the in-person and distance Committee meetings. However, the members of said Board Committees who are Company employees, or Company employees who must attend a Committee meeting, shall not receive remuneration for their attendance at the meeting.</p>	<p>Article 2: Remuneration of the members of the Audit and Risk Committee and other Board Committees that may exist Members.</p> <p>Members of the Audit and Risk Committee and the other Board Committees that may exist shall have the right to remuneration for attending the in-person and distance Committee meetings. However, the members of said the Board Committees who are Company employees, or Company employees who must attend a Committee meeting, shall not receive remuneration for their attendance. at the meeting.</p>

Original article	Text proposal
<p>Article 3: Additional Remuneration of the Chairman of the Board and of the Board Committees. The General Meeting of Shareholders may establish additional professional fees for the Chairmen of the Board of Directors and of the Board Committees for each attendance of in-person and distance meetings of the Board of Directors or the respective Board Committee in consideration of the specific responsibilities and greater time required for said position.</p>	<p>Article 3: Additional Remuneration of the Chairman of the Board and of the Audit and Risk Committee and other Board Committees that may exist. The General Meeting of Shareholders may establish additional professional fees for the Chairmen of the Board of Directors and of the Audit and Risk Committee and other Board Committees that may exist for each attendance of in-person and distance meetings of the Board of Directors, the Audit and Risk Committee or the respective Board Committee that may exist in consideration of the specific responsibilities and greater time required for said position.</p>
<p>Article 4: Establishing Professional Fees. The value of the professional fees for members of the Board of Directors and its Board Committees shall be established for each period by the General Meeting of Shareholders at the session for the election of members for the corresponding term.</p>	<p>Article 4: Establishing Professional Fees. The value of the professional fees for members of the Board of Directors, the Audit and Risk Committee and it's the other Board Committees that may exist shall be established for each period by the General Meeting of Shareholders at the session for the election of members for the corresponding term.</p>
<p>Article 5: Criteria to Establish Remuneration. The following principles and parameters shall be followed when establishing the remuneration of the members of the Board of Directors and the Board Committees:</p> <p>a) Consistency: Remuneration shall be consistent with stringent risk management, without fostering an inappropriate assumption thereof, and be aligned with the Shareholders' interests, promoting the generation of long-term value.</p> <p>b) Competitiveness: Remuneration shall be competitive in order to attract and retain talent of the highest professional,</p>	<p>Article 5: Criteria to Establish Remuneration. The following principles and parameters shall be followed when establishing the remuneration of the members of the Board of Directors, the Audit and Risk Committee and the other Board Committees that may exist:</p> <p>a) Consistency: Remuneration shall be consistent with stringent risk management, without fostering an inappropriate assumption thereof, and be aligned with the Shareholders' interests, promoting the generation of long-term value.</p>

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<p>academic and personal quality, but at the same time be appropriate and fair.</p> <p>c) The structure, obligations, and responsibilities of the Board of Directors, as well as the methods for evaluating the performance thereof.</p> <p>d) The personal and professional qualities of its members, as well as their professional experience.</p> <p>e) The time to be invested.</p> <p>f) The remuneration for the respective position in comparable national and international companies.</p> <p>g) The other criteria that the General Meeting of Shareholders deems appropriate when making the decision.</p>	<p>b) Competitiveness: Remuneration shall be competitive in order to attract and retain talent of the highest professional, academic and personal quality, but at the same time be appropriate and fair.</p> <p>c) The structure, obligations, and responsibilities of the Board of Directors, as well as the methods for evaluating the performance thereof.</p> <p>d) The personal and professional qualities of its members, as well as their professional experience.</p> <p>e) The time to be invested.</p> <p>f) The remuneration for the respective position in comparable national and international companies.</p> <p>g) The other criteria that the General Meeting of Shareholders deems appropriate when making the decision.</p>
<p>Article 6: Expenses to Be Assumed by the Company. The Company shall directly assume the following expenses as long as they are necessary for the exercise of the functions of the Board of Directors and of the Board Committees:</p> <p>a) Travel expenses, accommodation, road transportation and sending information</p> <p>b) Expenses related to training, updates and hiring external consultants</p>	<p>Article 6: Expenses to Be Assumed by the Company. The Company shall directly assume the following expenses as long as they are necessary for the exercise of the functions of the Board of Directors, the Audit and Risk Committee and of the other Board Committees that may exist:</p> <p>a) Travel expenses, accommodation, road transportation and sending information</p>

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<p>c) Costs related to the insurance policy for the Company's Directors and Administrators</p>	<p>b) Expenses related to training, updates and hiring external consultants</p> <p>c) Costs related to the insurance policy for the Company's Directors and Administrators</p>