

10. Procedure for Determining Directors' Compensation

1. Purpose

To establish how the compensation of Board members is determined.

2. Scope

N/A

3. Definitions

N/A

4. References

The Company's bylaws.

The Corporate Governance Code.

5. Procedures

- The General Shareholders' Meeting is in charge of determining the remuneration of the Company's Board of Directors.
- Such remuneration may be determined as a monthly or per session fee for each Board member, and additional compensation may be contemplated for those who participate in certain committees or projects.
- The compensation structure may consider a fixed amount expressed as a per diem per meeting and, additionally, a variable amount to be defined at the close of each fiscal year. In no case shall the total remuneration of the Board of Directors exceed 6% of the company's net profit.
- In case the company is in a situation of insufficient liquidity, the remuneration of the Board of Directors' members may be reviewed and modified, subject to the approval of the General Shareholders' Meeting