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MADRID, MARCH 24, 2025

APPOINTMENTS, REMUNERATION AND CORPORATE GOVERNANCE COMMITTEE Activity Report

for the year ended
December 31, 2024

2025 General Shareholders' Meeting

Table of contents

1. Introduction	3
2. Regulation	3
3. Composition and qualifications of its members	4
4. Meetings held during the year, number of attendees and other persons who were present	7
5. Functions, tasks and activities performed in 2024	8
a. Regarding the composition of the Board and its Committees	9
b. In the area of talent promotion	9
c. In terms of remuneration	10
d. Assessment of the Board of Directors	12
e. Corporate Governance	12
f. Reputational risks	13
g. Other activities	14
6. Forecasts for 2025	14
7. Conclusions	15

1. Introduction

Pursuant to the provisions of Article 4.5 of Annex III of the Regulations of the Board of Directors of Acerinox, S.A. (hereinafter, "**Acerinox**" or the "**Company**"), and for the purposes of the Board of Directors being able to carry out its annual evaluation of the Board and its Committees in accordance with the provisions of Article 529 nonies of the recast text of the Spanish Corporate Enterprises Act, approved by Royal Legislative Decree 1/2010, of July 2 (hereinafter, the "**Corporate Enterprises Act**"), the Company's Appointments, Remuneration and Corporate Governance Committee hereby issues this activity report, that includes the information set out in the Technical Guidelines 1/2019 on appointments and remuneration committees of the Spanish National Securities Market Commission (hereinafter, the "**CNMV**"), at its meeting held on March 17, 2025.

This report will be available to shareholders, investors and other interested parties on the Company's website (www.acerinox.com) from the publication of the notice of the General Shareholders' Meeting, in accordance with the provisions of Recommendation 6 of the Good Governance Code of Listed Companies ("**GGC**").

2. Regulation

The Appointments, Remuneration and Corporate Governance Committee of Acerinox is regulated in Article 12.II and Annex III of the Regulations of the Board of Directors, which incorporates the basic aspects regarding the composition, functions and operation of the Committee included in the GGC Recommendations and in the Technical Guidelines 1/2019 on appointments and remuneration committees.

The references to the Regulations of the Board of Directors of Acerinox contained in this Activity Report are understood to be made to the Regulations in force as of December 31, 2024.

The current version of the aforementioned Regulations is available on the Company's website (www.acerinox.com), under the "Shareholders and Investors" section, in the "Corporate Governance" area, specifically in the "Internal Regulations" subsection.

3. Composition and qualifications of its members

Between January 1 and December 31, 2024, the Committee comprised the following members:

Members	Category	Position	Date of appointment as a member of the Committee
Ms. Laura G. Molero	Independent	Chairwoman	March 22, 2018
Mr. Santos Martínez-Conde Gutiérrez-Barquín	Proprietary	Member	July 21, 2004
Mr. Francisco J. García Sanz	Independent	Member	October 22, 2020
Mr. Pedro Sainz de Baranda Riva	Independent	Member	June 27, 2023

Mr. Luis Gimeno Valledor, Non-Executive Secretary of the Board of Directors of the Company, acts as Secretary of the Committee.

The professional profiles of the members of the Committee as of December 31, 2024, are as follows:



Laura G. Molero

Chairwoman

Independent External Director

Ms. Laura González Molero, a Spanish citizen, has been an Independent Director since April 26, 2017, as well as a member of the Audit Committee and Chairwoman of the Appointments, Remuneration and Corporate Governance Committee of Acerinox.

Training

She holds a degree in Pharmacy, specializing in Industrial Pharmacy, from the Complutense University of Madrid and an Executive MBA from IE Business School.

Experience

Ms. González Molero is currently President of the *Asociación para el Progreso de la Dirección* (APD) and has developed her professional career in international pharmaceutical chemical companies.

Board of Directors of which she is a member and of which she has been a member

She currently holds the position of Independent Director of two other companies:

- Viscofan, S.A.
- Banco de Sabadell, S.A.

Ms. González Molero has been Chief Executive Officer and Chairwoman of Merck España and Bayer Latin America and Independent Director of Calidad Pascual, S.A.U., Bankia, S.A. and Adecco Foundation (NGO).



Santos Martínez-Conde Gutiérrez-Barquín

Member

External Proprietary Director on behalf of Corporación Financiera Alba, S.A.

Mr. Santos Martínez-Conde Gutiérrez-Barquín, a Spanish citizen, has been a member of the Board of Directors since May 30, 2002. He is also member of the Executive Committee and of the Appointments, Remuneration, and Corporate Governance Committee.

Training

He holds a degree in Civil Engineering, a Master's Degree in Business Management from ICADE and a Diploma in Nuclear Technology from ICAI.

Experience

Mr. Martínez-Conde has spent most of his professional career at Corporación Financiera Alba, S.A., where he has been the Chief Executive Officer. Prior to this he worked at Sener Técnica Naval e Industrial, S.A., Técnicas Reunidas, S.A., Bestinver, S.A., Corporación Borealis, S.A. and Banco Urquijo, S.A.

Board of Directors of which he is a member and of which he has been a member

He is currently a member of the Board of Directors of Corporación Financiera Alba, S.A., where he has previously been the Chief Executive Officer.

Furthermore, he has been a member of the Board of Directors of Banca March, S.A., Banco Inversis, S.A. and of listed companies such as ACS Actividades de Construcción y Servicios, S.A., Unión Fenosa, S.A., BME, Sociedad Holding de Bolsas y Mercados Españoles, S.A., Indra Sistemas, S.A. and CIE Automotive, S.A., as well as numerous unlisted companies in various industries.



Francisco Javier García Sanz

Member

Independent External Director

Mr. Francisco Javier García Sanz, a Spanish citizen, has been an Independent Director since October 22, 2020. He is also member of the Executive Committee and of the Appointments, Remuneration and Corporate Governance Committee.

Training

He holds a degree in Business Administration and an honorary doctorate from the University of Stuttgart (2008), and was awarded the Grand Cross of the Order of Civil Merit.

Experience

Mr. García Sanz was formerly Executive Director of Global Procurement at General Motors Corporation in Detroit (USA). He then went on to work for the Volkswagen Group, where he held the responsibilities of Vice President, as well as Executive Vice President of Seat, S.A.

Board of Directors of which he is a member and of which he has been a member

Mr. García Sanz currently serves on the Boards of Directors of the following companies:

- Indra Sistemas, S.A.
- Hochtief AG
- Fersa Bearings, S.A. (Vice Chairman).

He also previously held the position of Director and Chairman of Seat, S.A., Director of Criteria Caixa, S.A. and of Tubacex, S.A. In 2009, he was appointed Chairman of the Wolfsburg soccer team, a position he held until 2018. He was also Chairman of ANFAC (Spanish Association of Automobile and Truck Manufacturers).



Pedro Sainz de Baranda Riva

Member

Independent External Director

Mr. Pedro Sainz de Baranda Riva, a Spanish citizen, has been an Independent Director since May 23, 2023, as well as a member of the Sustainability Committee and the Appointments, Remuneration and Corporate Governance Committee.

Training

He holds a Bachelor's degree in Mining Engineering from the University of Oviedo, majoring in Energy, a Ph.D. in Engineering from Rutgers University, New Jersey, and an MBA from the Sloan School of Management of the Massachusetts Institute of Technology (MIT).

Experience

He has spent his career in the industrial sector at the United Technologies Corporation (UTC) Group and Otis Elevator Company. He has served as the manager of new teams at Otis Mexico; executive chairman of Otis Portugal; managing director and chief executive officer of Zardoya Otis, S.A.; and chairman of Otis for Southern Europe and the Middle East. In 2012, he was named executive chairman of Otis Elevator Company. He also forms part of the Advisory Board of Banco de Sabadell, S.A.

Board of Directors of which he is a member and of which he has been a member

Mr. Sainz de Baranda Riva is currently Director of other companies:

- Naturgy Energy Group, S.A.
- TK Elevator GmbH
- Scalpers Fashion, S.L.
- Gestamp Automoción, S.A.
- Sainberg Investments, S.L.

Furthermore, he is a Trustee of the Princess of Asturias Foundation (*Fundación Princesa de Asturias*).

Mr. Sainz de Baranda has been the Executive Chairman of Otis Portugal, CEO of Zardoya Otis, S.A. and the Executive Chairman of Otis Elevator Company.

All the members of the Committee have the necessary knowledge, skills, experience and dedication to perform their duties.

Detailed information on the members of the Committee and their professional careers is available to shareholders, investors and others interested in Acerinox on the Company's website.

4. Meetings held during the year, number of attendees and other persons who were present

The Board of Directors of Acerinox has considered that, despite it being a listed company in the IBEX 35 index, there are insufficient reasons to separate the functions between an appointments committee and a remuneration committee, as it states in the Company's Annual Corporate Governance Report.

In 2024, the Appointments, Remuneration and Corporate Governance Committee met on nine (9) occasions, sufficiently prior to the meetings of the Board of Directors:

Date	Type of meeting	Attendance
January 23, 2024	In-person	Three (3)
February 28, 2024	In-person	All members
March 11, 2024	In-person	All members
April 16, 2024	In-person/Remote	All members
May 27, 2024	In-person/Remote	All members
June 24, 2024	In-person/Remote	All members
September 18, 2024	In-person/Remote	All members
October 15, 2024	Remote	All members
November 26, 2024	In-person	All members

In addition to the attendance of the members of the Committee and its Secretary, the following persons attended some of the meetings of the Committee:

- Chairman of the Board, **Mr. Carlos Ortega Arias-Paz**, on five (5) occasions.
- Chief Executive Officer, **Mr. Bernardo Velázquez Herreros**, on six (6) occasions.
- Lead Independent Director, **Mr. George Donald Johnston** on one (1) occasion.
- Chief Human Resources Officer, **Ms. Marisa Dafaue Bueno**, on two (2) occasions.
- Chief Risks Officer, **Mr. Juan García de la Fuente**, on two (2) occasions.
- Chief Legal Services Officer, **Mr. Carlos Castillo Plaza**, on one (1) occasion.
- Chief Compliance Officer, **Mr. Rodrigo García Vega**, on one (1) occasion.

Exceptionally, external advisors have also appeared before the Committee to deal with particularly complex matters within their competence, with no conflicts of interest identified between the Company or its related entities and the aforementioned external advisors. In particular, external advisors from *Russell Reynolds Associates Spain, S.L.U.* and *J&A Garrigues, S.L.P* have attended meetings of the Committee.

The attendance of the aforementioned persons has always been at the invitation of the Chairwoman of the Committee and has been limited to those items on the agenda for which they were called, and they have not attended the deliberation and voting phases of the Committee. All of this has been recorded in the corresponding minutes.

The communication between the Committee and the Company's management was constant and fluent, and there were no problems in obtaining whatever information and support was required.

Furthermore, the Chairwoman, in collaboration with the Secretary, has effectively shared and ensured timely access to necessary information for the other Committee members, allowing for thorough analysis before their meetings.

The Chairwoman of the Committee has also encouraged constructive dialog among its members, promoting their free expression and analytical skills.

5. Functions, tasks and activities performed in 2024

Pursuant to the provisions of Articles 3.3, 6.2, 7.1, 8.2, 9.3, 10.3 and 11.1 of Annex III of the Regulations of the Board of Directors of Acerinox, the Appointments, Remuneration and Corporate Governance Committee of the Company has the following functions, among others:



To define the functions and skills required of the candidates for Directors who are to fill each vacancy and evaluate the time and dedication necessary for them to effectively perform their duties. It also has the function of evaluating the suitability of each candidate, stating in their proposal or report on the appointment or re-election of Directors, the evaluation carried out and the reasons justifying the suitability of the candidate.



To periodically review the Directors' and Senior Managers' Remuneration policy, including the share-based remuneration systems and their application, and ensure that it is aligned with that of other companies with similar characteristics, taking into account the economic performance of the Group companies and the different dedicated commitments of the Directors.



To verify on a yearly basis compliance with the Board Diversity and Director Selection policy and report thereon in the Annual Corporate Governance Report.



To receive information about the implementation of measures adopted at the Group level to attract, retain, manage, and promote talent, and about the established training and monitoring programs for members of Management. Furthermore, to verify the coherence of selection policies and their alignment with the Company's strategy and market conditions.



To lead and carry out, under the coordination of the Chairman of the Board, **the annual evaluation of the functioning of the Board and its Committees and to submit to the Board the results of its evaluation, together with a proposal for an action plan** or recommendations to correct any deficiencies detected or improve the functioning of all the Group's governing bodies.



To regularly evaluate and review the corporate governance system of the Company and the application of the different corporate policies in order to ensure that it complies with its mission of promoting the corporate interest and that it considers, as applicable, the legitimate interests of the remaining stakeholders and the supervision of the internal codes of conduct.



To submit to the Board the Director's Remuneration policy to be submitted to the General Shareholders' Meeting, and in general to ensure compliance with the remuneration policy established by the Company.

In accordance with the foregoing, the main activities carried out by the Committee during 2024 are set out below, grouped by subject:

a. Regarding the composition of the Board and its Committees

The Committee analyzed the competencies, knowledge, and experiences necessary on the Board of Directors, as well as those of the current Directors, to define the functions and aptitudes to be sought in future Directors. Likewise, the Committee has reviewed and updated the matrix of competencies of the Board of Directors.

Notwithstanding that it will be reported in more detail in the Corporate Governance Annual Report corresponding to the 2024 fiscal year, industrial, commercial, and financial profiles coexist on the Board, who hold or have held executive and director positions in large Spanish and international companies and in the General State Administration.

On the other hand, and within the framework of its general function of supervising and ensuring best practices of good governance in matters of diversity, the Committee has verified compliance with the Diversity Policy of the Board of Directors and the selection of Directors. In addition, it has carried out a review of the legislative developments introduced by the parliamentary Act 2/2024, of August 1, on equal representation and balanced presence of men and women, and its possible impact on the composition of the Company's governing bodies.

The Board of Directors, at the close of 2024, had 36.4% female Directors. Likewise, 63.63% of its members were Independent Directors, thus significantly exceeding the proportion established in Recommendation 17 of the GGC.

Regarding the three advisory Committees of the Board, all of them are entirely composed of non-executive Directors, with the majority of them being Independent, in accordance with best practices of good governance (Recommendations 47 and 52 of the GGC).

Likewise, the Appointments, Remuneration, and Corporate Governance Committee considers that it is noteworthy to mention that women exercise the Chairmanship of three out of the four Board Committees.

During the 2024 fiscal year, no relevant changes were made to the composition of the Board or its Committees.

b. In the area of talent promotion

Regarding the succession plans for key individuals, the Committee has periodically reviewed the succession plans of some individuals who regularly report to the Board of Directors and its Committees or perform key functions in the Company or in the Acerinox Group. The succession plans for the positions with greater responsibility have been reviewed with the collaboration of the independent expert *Russell Reynolds Associates Spain, S.L.U.*

c. In terms of remuneration

I. Remuneration of Senior Management and the Chief Executive Officer

■ Bonus

The Committee has evaluated the achievement of the objectives and targets corresponding to the accrual of the annual variable bonus of the members of Senior Management and the Chief Executive Officer corresponding to the 2023 fiscal year.

Likewise, as in previous years, it has proposed to the Board of Directors the objectives to be established to determine the bonus for the 2024 fiscal year of the Executive Director and the members of Senior Management. The bonuses have been adapted in some cases by linking them, to a greater extent, to global objectives and in others to compliance with objectives of the corresponding business unit.

In relation to the bonuses of the Chief Executive Officer and some members of Senior Management, the concept of Bonus pool has been eliminated, so the annual variable remuneration now corresponds exclusively to the Bonus target.

The Committee also proposed the reduction of the maximum amount of the Chief Executive Officer's annual variable remuneration from 250% to 175% of their fixed monetary remuneration.

■ Long-Term Incentive

The Committee has also proposed to the Board of Directors the increase in the weight of Long-Term Incentives (LTIs) for both the Chief Executive Officer and the members of Senior Management.

In 2023, the first of the three-year cycles of the Second Senior Management Long-Term Incentive Plan (2021-2023) ended, proceeding to carry out the relevant calculations and the payment of the incentive – Acerinox shares – to Senior Executives during 2024. The external auditor –*PriceWaterhouseCoopers Auditores, S.L.*– verified that the calculations on the shares to be delivered to the members of Senior Management had been correctly carried out.

Likewise, a new Senior Management Long-Term Incentive Regulation has been reviewed by the Committee, which has been proposed to the Board of Directors for approval.

The details of the payment of shares made in favor of the sole Executive Director are included in the Annual Report on Directors' Remuneration corresponding to the 2024 fiscal year, which can be consulted on the Company's corporate website (www.acerinox.com) and on the website of the Spanish National Securities Market Commission ("CNMV").

In addition, the information on the shares delivered to the Chief Executive Officer and the members of Senior Management was duly communicated to the CNMV.

■ Maximum remuneration

The amount of the Chief Executive Officer's theoretical maximum remuneration was also reviewed.

II. Directors' Remuneration Policy

The Committee has carried out a review of the remuneration system applicable to Directors during the 2024 fiscal year. As a result of the conclusions reached in the analysis process, aspects that contribute to the improvement of the Company's corporate governance system were identified.

The Committee prepared the mandatory report relating to the proposal of the Company's Directors' Remuneration Policy for the 2025, 2026, and 2027 fiscal years to be submitted for approval by the Ordinary General Shareholders' Meeting, held by way of second call on April 22, 2024. In the mentioned report, the Committee includes the details of the modifications made to the Policy in force up to that moment, among which are:

- The elimination of the possibility that the Company's Directors receive per diems for attending meetings of the Board of Directors and its Committees. Instead, the Directors, in their capacity as such, will receive a fixed annual remuneration that will be payable in arrears and will be prorated by days in the event that the corresponding position is not held for the entire year.
- The modification of the Chief Executive Officer's remuneration system in order to (i) establish adequate compensation for their executive functions that is also competitive in the market and aligned with the senior management remuneration system and (ii) reduce the weight of short-term variable remuneration components in cases of over-compliance and increase the weight of long-term components, in line with the recommendations of proxy advisors.
- The improvement in the alignment of the Policy with corporate governance trends, reorganizing and developing some sections in line with the provisions of the Corporate Enterprises Act.

The new Directors' Remuneration Policy was approved as agenda item Ten by the General Shareholders' Meeting with the favorable vote of 95.19% of the share capital present or represented at the meeting.

Finally, the Committee has verified compliance with the Policy during the 2024 fiscal year, concluding that the principles included in the Policy in force at that time have been fulfilled.

III. Contract review

The Committee has reviewed the contracts of the Chief Executive Officer and the members of Senior Management due to the modification of their remuneration system.

IV. Corporate information on remuneration

The Committee has submitted to the Board of Directors the proposal of the Annual Report on Directors' Remuneration corresponding to the 2023 fiscal year.

Likewise, it has verified the information on the remuneration of the Directors and Senior Executives contained in the different corporate documents submitted for assessment.

d. Assessment of the Board of Directors

The GGC recommends that at least once every three (3) years, the evaluation of the Board and its Committees be carried out with the help of an independent expert. The evaluation for the 2023 fiscal year was conducted in 2024 with the help of *J&A Garrigues, S.L.P.*

Taking the above into account, it was decided that the 2024 fiscal year evaluation would be conducted internally. This was led by the Appointments, Remuneration, and Corporate Governance Committee, under the coordination of its Chairwoman, with the collaboration of the Company's internal services. The methodology used in previous years was maintained to facilitate the tracking of results and the evolution of the process year after year.

The bodies and positions subject to evaluation were the Board of Directors, its Committees, the Chairman of the Board, the Chief Executive Officer, and the Secretary of the Board. The evaluated areas were: (i) the composition, operation, and size of the Board; (ii) the fulfillment of Directors' duties; (iii) the Board's strategy and planning; (iv) the Board's remuneration system; (v) the Diversity Policy; (vi) relations with the Company's Management; (vii) the integration and training of the Board; (viii) the composition, functions, and size of the Committees; and (ix) the performance of the Chairman, the Chief Executive Officer, and the Non-Executive Secretary of the Board.

As of the date of approval of this report, the Company has already concluded the evaluation for fiscal year 2024, and the evaluation report and conclusions have been presented to the Committee first and then to the Board of Directors.

The aforementioned evaluation corresponding to fiscal year 2024, carried out in 2025, has concluded that the operation of the Board of Directors and its Committees is satisfactory. No deficiencies have been detected that require the implementation of corrective measures.

e. Corporate Governance

I. Corporate Governance Annual Report

In 2024, the Committee has reported on the Corporate Governance Annual Report for the 2023 fiscal year, without prejudice to its verification by other Committees within the framework of their respective competencies.

II. Proposal of new Policies and review of the application of existing Policies

The Committee has favorably reported to the Board of Directors on the modifications included in the Compliance Policy of Acerinox, S.A. and its Group of companies, which was approved on March 12, 2024, by the Board. The Policy sets out, ratifies and promotes the development of two strategic objectives of particular relevance that govern and inspire Acerinox's activities in the different jurisdictions in which it operates:

- The firm commitment to the constant development of a general regulatory compliance framework that sets out and promotes all the efforts that the Acerinox Group carries out for compliance with the legal regulations applicable to its activities, and that are articulated through different management systems, programs, procedures, and controls.
- Maximum compliance with the applicable criminal legislation and the promotion of crime prevention or corporate criminal liability prevention, through the Crime Prevention Program implemented in the Acerinox Group.

Likewise, the Committee proposed the approval of a Personal Data Protection Policy of the Acerinox Group, which was approved by the Board of Directors at its meeting on December 18, 2024.

In relation to the existing Policies within its area of competence, the Committee has reviewed the correct application of these internal regulations. In accordance with the foregoing, this Committee has considered that the Company's practices in matters of appointments, remuneration, and corporate governance are in line with the strategy and policies established by Acerinox, without any relevant aspect having been revealed in its application.

III. Proposal to modify the Regulations of the Board of Directors

The Committee has proposed the modification of the Regulations of the Board of Directors, approved by the Board at its meeting on April 22, 2024, in order to adapt the text to the modification of the Articles of Association and the new Directors' Remuneration Policy of Acerinox, S.A. that was approved at the General Shareholders' Meeting on that same date. Likewise, the Committee reviewed the proposal for the modification of the Articles of Association that was approved at the aforementioned General Shareholders' Meeting.

IV. Update of the Management Committee

At the request of the Committee, the positions that form part of the Management Committee have been updated, and the positions of Chief Corporate Officer, Chief Compliance Officer, and Deputy General Secretary have been created.

The Committee has worked on the new organizational chart in accordance with the Global Grading System methodology and a map of reporting lines has been established.

V. Annual Activity Report of the Committee and report of the Chairman on Corporate Governance

The Committee has prepared the Activity Report of the Appointments, Remuneration, and Corporate Governance Committee for the 2023 fiscal year, which was published on the corporate website along with the documentation relating to the Ordinary General Shareholders' Meeting, as well as the report that the Chairman of the Board presented to the Ordinary General Shareholders' Meeting held on April 22, 2024, in which he explained the Company's initiatives and improvements in matters of Corporate Governance in the 2023 fiscal year.

VI. Review of the content of the corporate website

The Committee also reviewed the information on matters within the Committee's competence that the Company disseminated during the 2024 fiscal year, through its website.

f. Reputational risks

The Committee requested, strictly for training purposes, through its Chairman, two monographic appearances from the Group Risk Director, not only to highlight any possible changes in the risk map affecting those of a reputational nature, but also to form a critical opinion of the methodology followed and the efficiency of the systems in force to protect the Group in the 2024 fiscal year.

9. Other activities

During the 2024 fiscal year, the Committee has also carried out the following activities:

- Supervision of the Directors & Officers (D&O) policy.
- Coordination of the activities carried out for obtaining the Aenor UNE 19601:2017 certificate for the Criminal Compliance Management System.

6. Forecasts for 2025

The Appointments, Remuneration and Corporate Governance Committee has approved a Work Plan for 2025, in which four (4) meetings are planned for 2025, although this number may be increased if necessary. The agenda for these meetings has been set on a tentative basis.



Furthermore, during the 2025 fiscal year, the Committee will monitor the latest legislative developments and regulatory projects currently in progress at national and EU level, as well as the latest good governance practices, in consultation with the relevant divisions and departments as appropriate, in order to assess their impact on the Company's corporate governance system

2025

7. Conclusions

Based on the above, the Company's Appointments, Remuneration and Corporate Governance Committee assessed its composition, functioning and the exercise of its powers and duties during the 2024 fiscal year, considering that:



The composition of the Committee has been adjusted to the legal provisions and the recommendations of the GGC, with all of its members having the necessary knowledge in relation to the competences of the Committee and the industry of activity to which Acerinox belongs, with the majority of its members being Independent Directors.



The Committee met more frequently than established in Article 17.1 of Annex III of the Regulations of the Board of Directors and whenever it was necessary in view of the issues to be dealt with at the meeting.



The members of the Committee had at their disposal, prior to the meetings, the necessary information in relation to the different items on the agenda in order to be able to deliberate and take informed decisions. The Committee has also benefited from the advice of external experts where necessary.



Finally, the Committee deliberated and adopted agreements on matters within its competence.

In accordance with the foregoing, it can be concluded that the Appointments, Remuneration and Corporate Governance Committee complied with the standards set forth in the Law and in its internal regulations in terms of composition, frequency of meetings, attendance, informed participation of its members and skills, dealing with the matters within its competence during the 2024 fiscal year.

Laura G. Molero

Chairwoman

Appointments, Remuneration and
Corporate Governance Committee

Date of approval by the Appointments, Remuneration
and Corporate Governance Committee: March 17, 2025
Date of approval by the Board of Directors: March 24, 2025

