



III. Appointment and/or ratification of the members of the Board of Directors and its Planning Committee, owners and alternates

BOARD OF DIRECTORS PROPOSAL 2025

PROPRIETARY DIRECTORS			Total	
Honorary Chairman	Guillermo González Nova	1	1 Consejero Patrimonial	6 60%
Chairman	Carlos González Zabalegui	1	2 Consejero Relacionado	1 10%
Executive Chairman	Alejandro González Zabalegui	1	3 Consejero Independiente	3 30%
Board Member	Luis Felipe González Zabalegui	1		10 100%
Board Member	Pablo José González Guerra	1		
Board Member	Antonino Benito González Guerra	1		
Board Member	Santiago García García	2		
Independent Director	Manuel García Braña	3		
Independent Director	Almudena Ariza García	3		
Independent Director	Alberto G. Saavedra Olavarrieta	3		
ALTERNATE DIRECTORS				
	Gustavo González Fernández	1		
	Rodrigo Alvarez González	1		
	Sebastián González Oertel	1		
	José Antonio Alverde González	1		
	Nicolas González Oertel	1		
	Bernardo Aguado Ortiz	3		
AUDIT COMMITTEE				
Chairman	Manuel García Braña	3		
Member	Alberto G. Saavedra Olavarrieta	3		
Member	Almudena Ariza García	3		
CORPORATE PRACTICES COMMITTEE				
Chairman	Alberto G. Saavedra Olavarrieta	3		
Member	Manuel García Braña	3		
Member	Almudena Ariza García	3		
PLANNING COMMITTEE				
	Guillermo González Nova			
	Carlos González Zabalegui			
	Alejandro González Zabalegui			
	Luis Felipe González Zabalegui			
	Antonino Benito González Guerra			
	Pablo José González Guerra			
COMPANY SECRETARY				
	Rodolfo Jesús García Gómez de Parada			

PROPOSAL FEES FOR MEMBERS OF THE BOARD OF DIRECTORS 2025

Regarding the fees to the members of the Board of Directors, the following was approved at the Ordinary Annual Meeting held on April 17, 2024: the amount of **\$33,230.00** (thirty-three thousand two hundred and thirty pesos 00/100 m.n.) for each session attended, which was covered for the owner members or the substitute who covered the absence of an owner; except for the members of the Audit and Corporate Practices Committees, who were proposed to cover the amount of **\$138,850.00** (one hundred thirty-eight thousand eight hundred and fifty pesos 00/100 m.n.), each monthly, a figure that already included the fee for their attendance at the meetings of the Board of Directors and those of the aforementioned Committees, the aforementioned fees could have been covered for each of the directors personally, or by through the entities through which they carry out their professional practice.

Regarding the fees of the 2025 Council members, it will be proposed to adjust them with inflation.