



Board of Directors Members' Profiles

February 2026

Criteria for the Selection of Board Members

Corporate Governance Code and Appointment, Compensation and Succession Policy

- Members of the Board of Directors may not be over 72 years of age and must have experience serving on boards of directors, as well as in at least one professional specialty that is relevant to the company's activities, as defined from time to time by the Board of Directors.
- When appointing the Board of Directors, the Company will seek to include independent members with experience in corporate finance, accounting, and/or matters related to the design and implementation of internal control systems. At least one of them must be appointed to the Audit, Finance and Risk Committee.
- In addition to the basic competencies required for the proper performance of their duties, such as analytical and managerial skills, a strategic business vision, global perspective, objectivity, the ability to articulate their point of view, and the ability to assess senior management teams, each Board member must also have other specific competencies that enable them to contribute knowledge of the industry, financial and risk matters, legal, environmental, social and corporate governance issues, commercial matters, and crisis management.
- Finally, diversity in the composition of the Board of Directors is considered relevant. Accordingly, the Company promotes having members with different skills, professional and industry backgrounds, experience, cultural diversity, gender, age, race, nationality, tenure, and diversity of thought.

Commitment: Corporate Governance Code

- Directors must attend at least 80% of the meetings to which they are convened each year.

Proposal of Personal and Functional Profiles for the Composition of the Board of Directors

Executive Summary

EgonZehnder

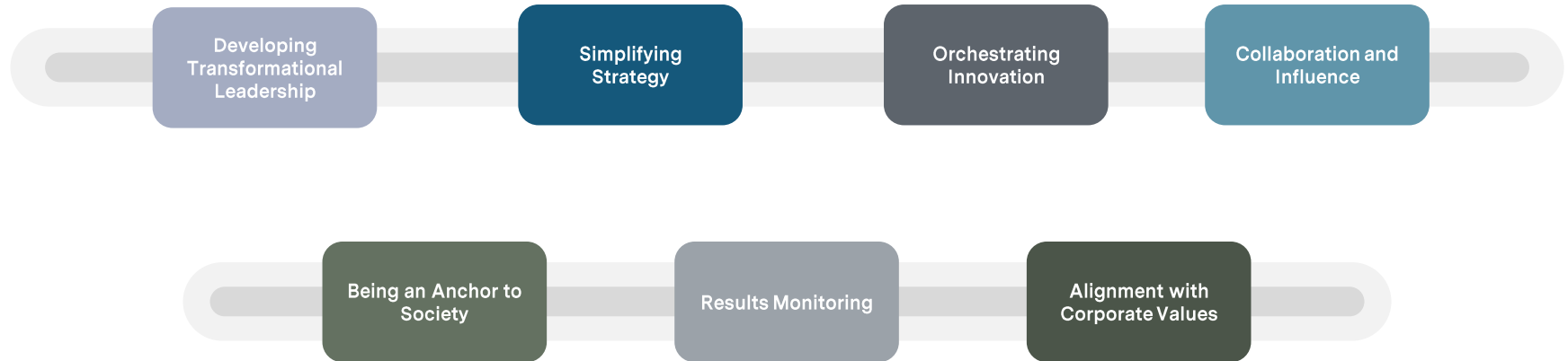


GRUPO ARGOS



Personal Profiles | Leadership Competencies for Directors

Directors must have developed certain leadership competencies that are characteristic of organizations undergoing transformation. Individual directors may have some competencies more developed than others, but the Board of Directors as a team must achieve a solid balance of all these competencies.



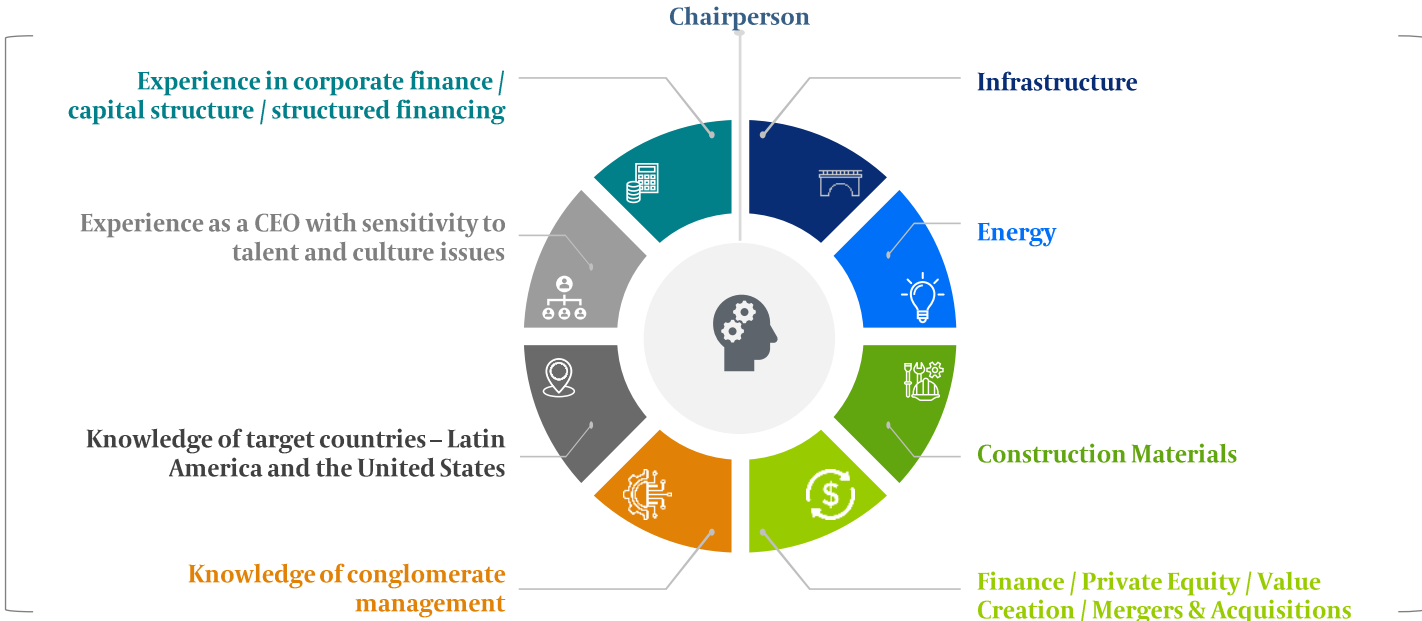
Functional Profiles | Archetypes and Experience for the Composition of the Board of Directors

A combination of archetypes and experience

Experience

Archetypes

Specific experience to be sought across the four archetypes so that, collectively, the Board possesses all of them.



Four archetypes with different types of experience

All candidates must have prior experience serving on boards of directors.