

**ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED
COMPANIES**

ISSUER IDENTIFICATION

YEAR-END DATE: 31/12/2022

C.I.F.: A-28430882

Company name:

PROSEGUR COMPAÑÍA DE SEGURIDAD, S.A.

Registered office:

CALLE PAJARITOS, 24, 28007 MADRID, SPAIN

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

A COMPANY REMUNERATION POLICY FOR CURRENT FINANCIAL YEAR

A.1.1 Explain the current director remuneration policy applicable to the year in progress. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific and concrete.

The specific determinations for the year in progress, both as regards the remuneration of directors in their capacity as such and for the performance of executive functions, made by the Board pursuant to the contracts signed with executive directors and to the remuneration policy approved by the General Shareholders' Meeting should be described.

In any event, at minimum, the following aspects should be reported:

- a) **Description of the procedures and company bodies involved in determining, approving and applying the remuneration policy and its terms and conditions.**
- b) **Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.**
- c) **Information on whether any external advisors took part in this process and, if so, their identity.**
- d) **Procedures contemplated in the current director remuneration policy to apply temporary exceptions to the policy, terms on which such exceptions may be used and components that may be subject to exceptions according to the policy.**

The principles and basic grounds of the directors' remuneration system of Prosegur Compañía de Seguridad, S.A. (the "**Company**") are set out in subarticles 3 to 5 of article 22 of the Company Bylaws, which refer to directors' remuneration in the following terms:

"22.3. The office of Director is remunerated. Remuneration for Directors, in their capacity as such, shall consist of an annual fixed allocation and fees for attendance at each session of the Board of Directors and of the Committees they serve on. The remuneration that may be paid by the Company to all of its Directors, in their capacity as such, may not exceed the maximum amount set aside for such purpose by the General Shareholders' Meeting, which amount shall remain in force until the General Shareholders' Meeting resolves otherwise. The Board of Directors shall be responsible for determining the exact amount to be paid within this limit and its distribution

among the different Directors, at the proposal of the Sustainability, Corporate Governance, Appointments and Remuneration Committee.

22.4. Additionally, notwithstanding the provisions of the previous paragraph, remuneration systems linked to the market value of the shares or involving the delivery of shares or stock options may be established for the Directors. The application of such remuneration systems must be approved by the General Shareholders' Meeting on the terms established by law.

22.5. Regardless of the remuneration provided for in the preceding paragraphs derived from membership of the Board of Directors, directors who perform other executive or advisory functions at the Company, whatever the nature of their relationship with it, shall be entitled to receive the remuneration agreed for the performance of such functions, including, where appropriate, participation in any incentive systems generally established for the senior management of the Company, which may consist of the delivery of shares or stock options, or remuneration linked to the share value, subject at all times to the requirements established in the legislation in force from time to time, and participation in the appropriate welfare and insurance systems. Should they cease to perform these functions, they may be entitled to appropriate financial compensation, on the terms and conditions approved by the Board of Directors.”

The corresponding remuneration in accordance with article 22.5 of the Company Bylaws and the other terms and conditions of the relationship shall be included in the pertinent contract, which must be approved by the Board of Directors with the favorable vote of at least two-thirds of its members. The Director in question shall abstain from attending the deliberations and participating in the vote.

The Company's Remuneration Policy therefore distinguishes between the remuneration system for discharge of the office of director and the remuneration system for performance of executive functions by the executive directors.

In accordance with the above, article 29 of the Board Regulations states that the Board and the Sustainability, Corporate Governance, Appointments and Remuneration Committee shall adopt all measures within their reach to ensure that the remuneration of non-executive directors is in keeping with the following guidelines:

- a) Non-executive directors must be remunerated according to their effective dedication.
- b) Non-executive directors must be excluded from the welfare systems funded by the Company in the event of termination, death or any other circumstance.
- c) The remuneration of non-executive directors must be calculated so as to incentivize their dedication but without compromising their independence.

Moreover, article 28.2 of the Board Regulations establishes that the Board will endeavor to ensure that directors' remuneration is moderated in accordance with market demands and, as the case may be, if it sees fit, that part of the remuneration is linked to the Company's performance. The Remuneration Policy seeks to ensure that the remuneration of the Company's directors is commensurate with the dedication and responsibility undertaken and in line with the remuneration paid in the market at peer companies in Spain and abroad, taking into account the long-term interest of all of the shareholders.

With regard to executive directors, the fundamental principle is that of offering remuneration systems that make it possible to attract, retain and motivate high-profile professionals, thereby allowing the Company to meet its strategic goals in the increasingly competitive and internationalized market in which it operates.

Accordingly, this Remuneration Policy is based on the following principles and criteria:

- a) Creation of value at the Company in the long term, aligning its remuneration systems with the strategic plan.
- b) Attraction, motivation and retention of the best professionals.
- c) Responsible achievement of targets, in accordance with the Company's risk management policy.
- d) Transparency in the remuneration policy.

As stipulated in the Company Bylaws, the General Shareholders' Meeting must approve the Directors' Remuneration Policy. The Remuneration Policy applicable to directors in 2023 was approved by the General Shareholders' Meeting on 2 June 2022 and amended by the Special Shareholders' Meeting of 7 December 2022 and shall remain in place for the 2023, 2024 and 2025 fiscal years. Any amendment to or replacement of the policy in that period shall require the prior approval of the General Shareholders' Meeting.

Moreover, the General Shareholders' Meeting of 29 May 2017 resolved to establish the maximum remuneration payable by the Company to all of its directors, in their capacity as such, at €2,000,000 (annual fixed allocation and attendance fees, excluding remuneration comprising the delivery of shares or stock options). As stipulated in article 22.3 of the Company Bylaws, such maximum amount shall remain in place until the General Shareholders' Meeting approves its amendment, which it has not done to date.

Furthermore, on 30 January 2017, the Board of Directors approved the modification to the contract of the Chief Executive Officer (Mr. Christian Gut Revoredo), in which the different aspects of his remuneration as executive director were regulated.

On 23 February 2023, the Board of Directors, at the proposal of the Sustainability, Corporate Governance, Appointments and Remuneration Committee and within the framework established by the Company Bylaws and the Director's Remuneration Policy in force, adopted the terms and conditions of the directors' remuneration for the 2023 fiscal year.

Lastly, following the end of each year, the Sustainability, Corporate Governance, Appointments and Remuneration Committee calculates the specific amount of fixed remuneration, short-term variable remuneration and mid- and long-term variable remuneration for the current year that corresponds to the executive and non-executive directors, based on the Remuneration Policy adopted by the General Shareholders' Meeting and specified by the Board of Directors, and reports its calculation to the Board for approval. Moreover, according to article 11 of the Regulations of the Sustainability, Corporate Governance, Appointments and Remuneration Committee, the Committee is tasked with the periodic review of the remuneration policy applied to directors, including remuneration systems with or referenced to Company shares and their

application, taking into consideration their suitability and performance, as well as ensuring that individual remuneration is proportionate to that paid to the other directors.

In order to determine the remuneration of the members of the Board of Directors for fiscal year 2023, a market remuneration report by external consultant Ernst&Young, an expert in remuneration for this specific group, was taken into account. It presented a report comparing the fixed remuneration and remuneration received for membership of the Board and Board Committees with the habitual practice at companies listed on the IBEX (mainly within the IBEX Medium Cap group, which are comparable companies in terms of turnover, number of employees and market capitalization).

Finally, the Remuneration Policy applicable to the current year provides that the Board of Directors, following a favorable report by the Sustainability, Corporate Governance, Appointments and Remuneration Committee, may apply temporary exceptions to the variable components of the remuneration of the executive directors when necessary in order to serve the long-term interests and sustainability of the Company as a whole, or to ensure its viability.

This notwithstanding, during the current year and up to the date of approval of this report, these exceptions have not been applied.

A.1.2 Relative importance of variable remuneration items vis-à-vis fixed remuneration (remuneration mix) and the criteria and targets taken into consideration in their determination and to guarantee a suitable balance between the fixed and variable components of the remuneration. In particular, state the steps taken by the company in relation to the remuneration system to reduce exposure to excessive risks and adapt it to the long-term goals, values and interests of the company, which will include, as the case may be, mention of the measures to guarantee that the long-term results of the company are taken into account in the remuneration policy, the measures adopted in relation to those categories of staff whose professional activities have a material impact on the risk profile of the company and measures to avoid conflict of interest.

Furthermore, state whether the company has established any period for the accrual or vesting of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or delivery of accrued and vested financial instruments, or if any clause has been agreed that reduces the deferred remuneration not yet vested or that obliges the director to return remuneration received, when such remuneration has been based on figures that have since been clearly shown to be inaccurate.

The only director who receives variable remuneration is the CEO as he is the only executive director. In order to reduce exposure to excessive risk and to bring remuneration into line with the targets, values and long-term interests of the Company, executive directors' remuneration includes a fixed component, a short-term variable component (annual bonus) and a medium- and long-term variable component ("LTI") as specified below:

- Executive directors' fixed remuneration is determined by taking into account the content of the executive functions attributed to them and taking into consideration that this part of the remuneration must be in keeping with that paid in the market by comparable companies in terms of their capitalization, turnover and international presence. As it accrues in all cases,

it serves to limit risk exposure.

In order to determine the remuneration of the CEO, a market remuneration report was requested from external consultant Willis Towers Watson, an expert in remuneration matters. It submitted a report on the remuneration situation of the CEO in comparison to similar positions at comparable companies in terms of turnover, number of employees and market capitalization. The fixed remuneration of the CEO has remained unchanged since 2018.

- The short-term variable remuneration (annual bonus) is payable in cash and must be linked for the most part to achievement of the Company's economic and financial targets (on the basis of relevant business metrics, such as EBITA, cash, CAPEX, etc. during the reference period). The degree to which these are achieved is assessed by the Sustainability, Corporate Governance, Appointments and Remuneration Committee based on the results obtained.

The target amount may not exceed 80% of the annual fixed remuneration and the maximum amount is 150% of remuneration in 2023. All of which serves to avoid the assumption of excessive risks.

- In order to propose to the Board the short-term variable remuneration of executive directors, the Sustainability, Corporate Governance, Appointments and Remuneration Committee considers the quality of the long-term results, any risk associated with the variable remuneration proposal and other relevant aspects such as the impact of the exchange rate or similar. The long-term interests and values of the Company are also analyzed in order to bring the executive directors' interests into line with such interests and values through their variable remuneration.
- Variable remuneration in the medium- and long-term (long-term incentive - "LTI") is linked for the most part to Company performance with respect to certain economic and financial parameters that are aligned with the Company's strategic goals, with a view to fostering the retention and motivation of the executive directors and creating long-term value.

The above serves to avoid exposure to excessive risks and is in line with the Company's goals of creating value through its digital transformation.

Long-term incentive (LTI: 2021-2023):

It has a three-year timeframe that coincides with the duration of the Group's strategic plan for the 2021-2023 period. The incentive to be received, as applicable, will be paid 100% in Company shares, notwithstanding the possibility of settling the share component in cash (at market value), at the decision of the Company. In the case of the CEO, the incentive is settled solely in shares.

The 2021-2023 LTI covers fiscal years 2021 through 2023 (the reference performance period). Shares will be delivered to the CEO, as the case may be, within sixty (60) calendar days from the issue of the auditor's report on the Group's consolidated financial statements for 2023. The 2021-2023 LTI provides that beneficiaries must return the amount corresponding to any variable annual remuneration received (clawback) when it is verified

that the payment was not in line with the established performance conditions or when the payment was made on the basis of information subsequently shown to be inaccurate.

The above serves to avoid exposure to excessive risks and is in line with the Company's goals of creating value through its digital transformation.

- Remuneration in kind: With a view to offering a competitive and attractive remuneration package, executive directors may receive remuneration in kind, such as life and accident insurance, health insurance, an annual medical check-up or company car, in accordance with the Company's policies. In all cases, remuneration in kind shall not exceed 20% of the annual fixed remuneration.

Accordingly, the Company's remuneration mix strikes a reasonable balance in terms of time and proportionality between remuneration and targets, by taking into account the functions entrusted to the directors, their personal targets, the Company's economic and financial targets in the shorter term and long-term strategic goals and value creation, together with payment deferral systems, payments linked to the share value and the existence of clawback clauses.

A.1.3 Amount and nature of fixed components that are due to be accrued during the year by directors in their capacity as such.

The fixed remuneration components for the 2023 fiscal year for the members of the Board, in their capacity as directors, were set at the following amounts by the Board of Directors on 23 February 2023:

- Board of Directors: annual fixed remuneration of €90,000 and attendance fees of €2,200.
- Audit Committee: annual fixed remuneration of €36,000 for the Chairman and €26,000 for members; as well as attendance fees in both cases of €2,200.
- Sustainability, Corporate Governance, Appointments and Remuneration Committee: annual fixed remuneration of €20,000 for the Chairman and €15,000 for members; as well as attendance fees in both cases of €2,200.

In addition, the following annual fixed remuneration was established for discharge of office:

- Office of Chairman of the Board of Directors: €500,000.

A.1.4 Amount and nature of fixed components that are due to be accrued during the year for the performance of senior management functions of executive directors.

The fixed components of the CEO's remuneration in the 2023 fiscal year, for the performance of his senior management functions, are set at €500,000, below the maximum 10% increase in the total package established in the Remuneration Policy in force.

A.1.5 Amount and nature of any component of remuneration in kind that will accrue during the year, including, but not limited to, insurance premiums paid in favor of the director.

With a view to offering a competitive and attractive remuneration package, directors may receive remuneration in kind, such as life and accident insurance, health insurance, an annual medical check-up or company car, in accordance with the Company's policies. In all cases, remuneration in kind shall not exceed 20% of the annual fixed remuneration.

A life and health insurance premium for the CEO and the Chairman, as well as other items amounting to a total of approximately €115,000 is established for the 2023 fiscal year.

A.1.6 Amount and nature of variable components, differentiating between those established in the short and long terms. Financial and non-financial (including social, environmental and climate change) parameters selected to determine variable remuneration for the current year, explaining the extent to which these parameters are related to performance, both of the director and of the company, and to its risk profile, and the methodology, required timeframe and techniques envisaged to be able to determine, at the end of the year, the effective degree of compliance with the parameters used in the design of the variable remuneration, explaining the criteria and factors applied in regard to the time required and methods of verifying that the performance or any other conditions linked to the accrual and vesting of each component of variable remuneration have effectively been met.

State the range, in monetary terms, of the different variable components according to the degree of fulfillment of the goals and parameters established, and whether any maximum monetary amounts exist in absolute terms.

As indicated in section A.1.2 above, only the CEO received variable remuneration in the current year. Specifically, his variable remuneration consists of a short-term variable component (annual bonus) and a medium- and long-term variable component (long-term incentive - LTI).

The short-term variable remuneration (annual bonus) is payable in cash and is linked, for the most part, to the achievement of the Company's economic and financial targets, under a system of value contribution by the businesses, vertical efficiencies, digitalization and process enhancement, together with ESG targets that allow for fulfillment of the strategic plan, as well the fulfillment of personal targets. The degree to which these are achieved is assessed by the Sustainability, Corporate Governance, Appointments and Remuneration Committee based on the results obtained.

The Sustainability, Corporate Governance, Appointments and Remuneration Committee is tasked with assessing the fulfillment of the annual bonus targets at the end of each fiscal year, for which it may seek advice from an independent expert. This assessment is performed on the basis of the audited results, which are analyzed in the first instance by the Audit Committee, and on the degree of achievement of the targets.

The short-term variable remuneration established for 2023 (2023 annual bonus) consists of a target amount of €334,240 gross and a maximum amount of €501,360 gross. The achievement of the targets will be assessed by the Sustainability, Corporate Governance, Appointments and Remuneration Committee in February 2024.

Lastly, the CEO participates in the 2021-2023 LTI, the targets of which are tied to Company value creation at both global and unit level (region or country) depending on the position held and the

sphere of responsibility of the beneficiary and, where appropriate, personal targets. Value creation is calculated on the basis of relevant business metrics, such as EBITA, cash, CAPEX, etc. during the reference period.

As indicated in section A.1.2 above, and once the reference performance period has ended, that is, at the end of the 2023 fiscal year, the Sustainability, Corporate Governance, Appointments and Remuneration Committee will assess the degree of achievement of the targets and propose to the Board of Directors, for its approval, the final amount corresponding to the CEO under the 2021-2023 LTI.

The target incentive for the CEO under the LTI is 845,861 units, which can be converted into ordinary Company shares, as the theoretical total amount for the 2021-2023 period. The maximum amount would be 1,268,791 units that can be converted into ordinary Company shares.

A.1.7 Main characteristics of long-term savings systems. Among other information, state the contingencies covered by the system, whether it is a defined contribution or a defined benefit system, the annual contribution that has to be made to defined contribution systems, the benefits directors are entitled to in the case of defined benefit systems, the conditions under which economic rights vest for directors and their compatibility with any other type of payment or indemnification for early termination or dismissal of the director, or deriving from the termination of the contractual relationship, in the terms provided, between the company and the director.

State if the accrual or vesting of any of the long-term savings plans is linked to achieving certain targets or parameters related to the short- or long-term performance of the director.

There are no long-term savings systems.

A.1.8 Any type of payment or indemnification for early termination or dismissal, or deriving from the termination of the contractual relationship, on the terms provided, between the company and the director, whether at the company's or the director's initiative, as well as any type of agreement reached, such as exclusivity, post-contractual non-competition, minimum-stay or loyalty, that entitles the director to any kind of remuneration.

No specific notice periods have been established for termination of the relationship between the Executive Director and the company, nor have any indemnification or golden parachute clauses been established for the cancellation or termination of said relationship.

A.1.9 Indicate the conditions that the contracts of executive directors performing senior management functions should contain. Among others, information should be provided on the duration, limits on amounts of indemnification, minimum-stay clauses, notice periods and payment in lieu of these notice periods, and any other clauses relating to hiring bonuses, compensation or golden parachute clauses for early termination of the contractual relationship between the company and the executive director. Include, among others, the pacts or agreements on non-competition, exclusivity, minimum stay and loyalty, and post-contractual non-competition, unless these have been explained in the previous section.

The basic terms and conditions of the CEO's contract are as follows:

- Term: the CEO's contract is for an indefinite term and can be freely terminated at any time by either party by serving written notice on the other, without the need for prior notice and without the CEO being entitled to any indemnification or compensation for such termination.
- Professional ethics: the CEO shall conduct himself in accordance with the duties of good faith and loyalty, refraining from participating, directly or indirectly, in situations that may give rise to a conflict between his personal interests and those of the Company.
- Professional secrecy: the CEO must maintain professional secrecy with respect to any confidential data or information owned by the Company that he becomes aware of in the discharge of his office, undertaking not to misuse such information, whether for his own benefit or that of a third party, to the detriment of the Company.

A.1.10 The nature and estimated amount of any other supplementary remuneration that will be accrued by directors in the current year in consideration for services rendered other than those inherent in their position.

N/A

A.1.11 Other items of remuneration, such as any deriving from the company granting the director advance payments, loans, guarantees or any other remuneration.

N/A

A.1.12 The nature and estimated amount of any other planned supplementary remuneration to be accrued by directors in the current year that is not included in the previous sections, whether paid by the company or another group company.

Mr. Christian Gut Revoredo also holds the position of Executive Chairman of Prosegur Cash, S.A., a listed subsidiary of the Company, combining both relationships (Company CEO and Executive Chairman of Prosegur Cash, S.A.) and dividing the time he dedicates to each company reasonably and fairly, to adequately attend to their respective business interests (with an estimated dedication of 50% to each company). Accordingly, he also receives the corresponding remuneration from Prosegur Cash, S.A. as per the terms and conditions of its Directors' Remuneration Policy and Prosegur Cash, S.A.'s annual report on the remuneration of directors.

Ms. Chantal Gut Revoredo is a nominee director of Prosegur Cash, S.A.

The remuneration received by Ms. Chantal Gut Revoredo and Mr. Christian Gut Revoredo for their respective positions of nominee director and Executive Chairman of Prosegur Cash, S.A. is indicated in that company's 2022 report on director remuneration.

A.2 Explain any significant change in the remuneration policy applicable in the current year resulting from:

- a) **A new policy or a modification of the policy already approved by the General Meeting.**

- b) Significant changes in the specific determinations established by the Board for the current year regarding the remuneration policy in force with respect to those applied in the previous year.**
- c) Proposals that the Board of Directors has agreed to submit to the General Shareholders' Meeting to which this annual report will be submitted and which are proposed to be applicable to the current year.**

The Remuneration Policy applicable to the current year was approved by the General Shareholders' Meeting on 2 June 2022 and amended by the Special Shareholders' Meeting of 7 December 2022.

The sole amendment to the Policy approved to date consisted of reflecting the new option to deliver shares under the Global Optimum Plan approved at the same Special Shareholders' Meeting in order to offer beneficiaries of the Plan the opportunity to receive all of the shares to which they may be entitled thereunder in a single delivery, within the twenty days following the date of approval of the resolution by the Special Shareholders' Meeting held in December 2022.

This amendment reflects (i) the achievement, as reported by Company Management, of the targets linked to the "Global Optimum" Digital Transformation Plan, to which the accrual of the Long-Term Global Optimum Plan was subject, aimed at the CEO and other executives of the Prosegur Group, and which entails the delivery of Company shares, as well as (ii) the need to implement a formula that fosters the retention and motivation of the beneficiaries of the Plan, who have seen their long-term variable remuneration considerably reduced in recent years as a result of the metrics used in the long-term remuneration plans approved by the Shareholders' Meetings, for reasons unrelated to the performance of the management team.

Beneficiaries who chose this option gave an undertaking to return the proportional part of the shares received, or an equivalent amount in cash, if they leave the Prosegur Group before 31 December 2023, depending on the time of and the reason for leaving. The CEO chose this option, receiving in December the 1,042,077 shares to which he was entitled. However, should he leave the Company before 31 December 2023, he must return the proportional part of the shares or an equivalent amount in cash.

The Board has not approved any significant change to the specific determinations established for the current year of the remuneration policy in force with respect to those applied in the previous year.

Lastly, at the date of issue of this report, the Board of Directors has not sent any proposal to the Shareholders' Meeting regarding the Remuneration Policy or directors' remuneration to be applied in fiscal year 2023.

- A.3 Identify the direct link to the document containing the company's current remuneration policy, which must be available on the company's website.**

<https://www.prosegur.com/accionistas-inversores/gobierno-corporativo/junta-general-accionistas>

- A.4 Explain, taking into account the data provided in Section B.4, how account has been taken of the voting of shareholders at the General Shareholders' Meeting to which**

the annual report on remuneration for the previous year was submitted on a consultative basis.

The 2021 annual report on remuneration was approved by a majority of more than 85% of the shareholders in attendance at the General Shareholders' Meeting held on 2 June 2022. The endorsement by the shareholders of the Company's remuneration practices constitutes an express indication of the alignment of the remuneration system with the corporate interest.

B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY HAS BEEN APPLIED DURING THE YEAR ENDED

B.1.1 Explain the process followed to apply the remuneration policy and determine the individual remuneration contained in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the Board of Directors and the identity and role of any external advisors whose services may have been used in the process of applying the remuneration policy in the year last ended.

During fiscal year 2022, the remuneration corresponding to the directors in their capacity as such (i.e., aside from any activity as executives) was structured, within the framework of the law and the Company Bylaws, in accordance with the following criteria and remuneration items, within the maximum limit set for such purpose by the General Shareholders' Meeting, in compliance with the provisions of article 22 of the Company Bylaws and the Directors' Remuneration Policy approved by the General Shareholders' Meeting on 29 October 2020, in force during 2022:

In order to determine the individual fixed remuneration accrued during the 2022 fiscal year for directors in their capacity as such, the following was established:

- whether or not they hold any position on the Board;
- the number of Board meetings and, as the case may be, Committee meetings they have attended; and
- whether or not they belong to and hold any position on any Committee.

At the proposal of the Sustainability, Corporate Governance, Appointments and Remuneration Committee, the amounts approved by the Board of Directors at its meeting of 24 February 2022 have been applied for the reference year, in the context of the Remuneration Policy in force during 2022. This policy establishes that the remuneration of directors, in their capacity as such, shall consist of an annual fixed allowance, which varies depending on the body they are members of and the position held, and attendance fees for each session of the Board of Directors and of the Committees they serve on. The specific amounts are indicated in detail in section C below.

The amounts resulting from the above were proposed by the Sustainability, Corporate Governance, Appointments and Remuneration Committee for approval by the Board of Directors, which duly approved them, after which they were paid by the Company.

In order to determine the individual fixed remuneration of the CEO accrued in the 2022 fiscal year, the amounts approved for the 2022 fiscal year by the Board of Directors at its meeting of 24 February 2022 were applied.

In order to determine the short-term variable remuneration of the CEO accrued in the 2022 fiscal year, the Sustainability, Corporate Governance, Appointments and Remuneration Committee agreed, considering the CEO's excellent performance and the results achieved in the 2022 fiscal year, in addition to his special contribution to creating value at the Group, to propose to the Board of Directors the payment of 101.8% of the annual incentive, which was approved on 23 February 2023.

B.1.2 Explain any deviation from the procedure established for the application of the remuneration policy that has occurred during the year.

There were no deviations from the procedure established for the application of the remuneration policy in fiscal year 2022.

B.1.3 Indicate whether any temporary exception has been applied to the remuneration policy and, if so, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the entity believes that these exceptions have been necessary to serve the long-term interests and sustainability of the society as a whole or ensure its viability. Similarly, quantify the impact that the application of these exceptions has had on the remuneration of each director over the year.

No temporary exceptions have been applied to the remuneration policy in fiscal year 2022.

B.2 Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks, aligning it with the long-term goals, values and interests of the company, including a reference to the measures adopted to ensure that the long-term results of the company have been taken into consideration in the remuneration accrued and that an appropriate balance has been attained between the fixed and variable components of the remuneration, the measures adopted in relation to those categories of personnel whose professional activities have a material effect on the company's risk profile and the measures adopted to avoid any possible conflicts of interest.

As regards the remuneration of directors in their capacity as such, it is considered that the application of a fixed remuneration component effectively serves to limit risk exposure, aligning it with the Company's long-term goals.

As regards the remuneration of executive directors, applicable solely to the CEO as indicated in section A.1.6, his remuneration differs from the above in that, in addition to a fixed remuneration component, he also receives a variable remuneration component, both in the short term and the long term (LTI and Global Optimum Plan).

a) The fixed remuneration is determined taking into account the content of the executive functions attributed to him and considering that this part of the remuneration should be in line with what is paid in the market. As it accrues in all cases, it serves to limit risk exposure.

b) The short-term variable remuneration, consisting of an annual bonus, will be payable in cash and will be linked for the most part to achievement of the Company's economic and financial targets, as well as to fulfillment of personal targets. The degree to which these are achieved is

assessed by the Sustainability, Corporate Governance, Appointments and Remuneration Committee based on the results obtained. The Sustainability, Corporate Governance, Appointments and Remuneration Committee also considers the quality of the long-term results, any risk associated with the variable remuneration proposal and other relevant aspects such as the impact of the exchange rate or similar. The target amount may not exceed 80% of the annual fixed remuneration and the maximum amount is 150% of it. All of which serves to avoid the assumption of excessive risks.

c) Variable remuneration in the medium and long-term (long-term incentive - LTI and Global Optimum Plan) is linked for the most part to Company performance with respect to certain economic, financial and non-financial parameters that are aligned with the Company's strategic goals, with a view to fostering the retention and motivation of the executive directors and creating long-term value.

The Global Optimum Plan is a long-term remuneration system tied to the achievement of certain targets linked to the "Global Optimum" Digital Transformation Plan currently under way at the Company, and to the continuation of the relationship between the executives and the Group, with the aim of driving the Group's digital transformation during the period 2021-2023 and retaining and motivating the plan beneficiaries. The targets of the Global Optimum Plan were linked to retention and to the achievement of the Group's digital transformation target (Global Optimum), depending on the position held and the sphere of responsibility of the beneficiary and, where appropriate, to the beneficiary's personal targets, with value creation being calculated based on relevant business metrics during the reference period.

The Global Optimum Plan initially covered fiscal years 2021 through 2023 (reference performance period) for receipt of some or all of the incentive.

However, as a result of the early achievement of the targets of the Global Optimum Plan linked to digital transformation, the Board of Directors made a proposal to the 2022 Special Shareholders' Meeting, which was approved, regarding a new method of delivering shares, in addition to the existing methods, whereby the beneficiaries of the Global Optimum Plan could choose to receive all of the shares in 2022, with the beneficiaries choosing this option giving a commitment to return a proportional part of the shares received, or an equivalent amount in cash, if they leave the Prosegur Group before 31 December 2023, depending on the time of and the reason for leaving, on the terms and conditions established by the Board of Directors.

The CEO chose this option, receiving in December the 1,042,077 shares to which he was entitled. However, should he leave the Company before 31 December 2023, he must return the proportional part of the shares or an equivalent amount in cash.

The 2021-2023 LTI has a three-year timeframe, meaning that the achievement of targets will be assessed after the end of 2023, thereby helping to align shareholder targets with those of the executive directors. The LTI targets are tied to Company value creation at both global and unit level (region or country) depending on the position held and the sphere of responsibility of the beneficiary and, where appropriate, personal targets. Value Creation is calculated on the basis of relevant business metrics, such as EBITA, cash, CAPEX, etc. during the reference period.

Accordingly, the Company's remuneration mix strikes a reasonable balance in terms of time and proportionality between remuneration and targets, by taking into account the functions entrusted to the directors, their personal targets and the Company's economic and financial targets in the

shorter term and long-term strategic goals and value creation, together with payment deferral systems linked to the share value.

B.3 Explain how the remuneration accrued and vested over the year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the company's long-term and sustainable performance. Furthermore, report on the relationship between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, as the case may be, how variations in the company's performance have influenced changes in directors' remuneration, including any accrued remuneration payment of which has been deferred, and how such remuneration contributes to the short- and long-term results of the company.

During the 2022 fiscal year, directors' remuneration was structured in accordance with the provisions of the framework established by the Company Bylaws and the Company Remuneration Policy.

The total remuneration accrued by the directors, in their capacity as such, did not exceed the maximum remuneration limit of €2,000,000 (annual fixed allocation and attendance fees, excluding remuneration comprising the delivery of shares or stock options) set by the General Shareholders' Meeting of 29 May 2017, and the individual remuneration for each director was determined by applying the remuneration items approved by the Board of Directors at its meeting of 24 February 2022, which are indicated in detail in section A.1.3 above.

The individual fixed remuneration of the CEO for executive duties that accrued during the 2021 fiscal year was determined by applying the amounts approved by the Board of Directors at its meeting of 24 February 2022, which are also indicated in detail in section A.1.3 above.

Lastly, the variable remuneration of the CEO that accrued during the 2022 fiscal year was determined on the basis of the results obtained, applying the parameters of the remuneration policy approved by the Board of Directors at its meeting of 29 October 2020. In particular, the variable remuneration is directly linked to the degree of achievement of the Company's economic and financial targets, as well as to fulfillment of personal targets. These targets are established taking into account relevancy for the Company, as well as sustainable and long-term value creation for the Company.

In particular, the Sustainability, Corporate Governance, Appointments and Remuneration Committee assessed the degree of achievement of the CEO's targets for the vesting of his short-term variable remuneration (annual bonus) and made a proposal to the Board, which was accepted, to pay 101.8% of the CEO's annual incentive.

Since the targets linked to the "Global Optimum" Digital Transformation Plan, to which the accrual of the Long-Term Global Optimum Plan was subject, were achieved in 2022, the CEO chose to receive the shares to which he was entitled under that plan in fiscal year 2022 (that is, 1,042,077), in accordance with the Remuneration Policy in force.

With respect to the 2021-2023 LTI, since it has a three-year timeframe, the shares have not yet vested and, accordingly, the degree of achievement of the targets will not be reviewed until the end of 2023, in accordance with the Remuneration Policy in force.

B.4 Report on the result of the consultative vote at the General Shareholders' Meeting on remuneration in the previous year, indicating the number of votes in favor, votes against, abstentions and blank ballots:

	Number	% of total
Votes cast	449,950,909	82.02

	Number	% of votes cast
Votes against	66,181,872	14.70
Votes in favor	383,046,584	85.13
Blank ballots	0	0
Abstentions	722,453	0.16

B.5 Explain how the fixed components accrued and vested during the year by the directors in their capacity as such were determined, their relative proportion with regard to each director and how they have changed with respect to the previous year

The fixed components accrued during the year by the directors in their capacity as such were determined in accordance with the remuneration approved for the 2022 fiscal year, considering an annual fixed allocation and the establishment of attendance fees for meetings of the Board of Directors and of the Committees of which they are members. These amounts are as follows:

- Board of Directors: annual fixed remuneration of €83,500 and attendance fees of €2,200, for the Chairman and for members.
- Audit Committee: annual fixed remuneration of €36,000 for the Chairman and €26,000 for members; both roles have an attendance fee of €2,200.
- Sustainability, Corporate Governance, Appointments and Remuneration Committee: annual fixed remuneration of €20,000 for the Chairman and €15,000 for members; both roles have an attendance fee of €2,200.

In addition, the following annual fixed remuneration was established for discharge of office:

- Office of Chairman of the Board of Directors: €470,595.
- Office of Deputy Chairman of the Board of Directors: €157,500.

The amounts of the above fixed remuneration components of the Board of Directors have remained the same as those received in fiscal year 2021.

The relative percentage of the fixed components accrued by each director, which are detailed in section C of this report, is as follows:

- Ms. Helena Revoredo: 33.54% of the total remuneration received by the directors in their capacity as such.
- Mr. Christian Gut: 5.95% of the total remuneration received by the directors in their capacity as such.
- Ms. Chantal Gut: 7.36% of the total remuneration received by the directors in their capacity as such.
- Mr. Fernando D'Ornellas: 9.41% of the total remuneration received by the directors in their capacity as such.
- Mr. Eugenio Ruiz-Gálvez: 5.95% of the total remuneration received by the directors in their capacity as such.
- Mr. Ángel Durández: 9.99% of the total remuneration received by the directors in their capacity as such.
- Mr. Fernando Vives: 7.65% of the total remuneration received by the directors in their capacity as such.
- Mr. Isidro Fernandez Barreiro: 9.34% of the total remuneration received by the directors in their capacity as such.
- Mr. Rodrigo Zulueta: 6.47% of the total remuneration received by the directors in their capacity as such.
- Ms. Isela Costantini: 4.34% of the total remuneration received by the directors in their capacity as such.

B.6 Explain how the salaries accrued and vested by each of the executive directors over the past financial year for the performance of management duties were determined, and how they changed with respect to the previous year.

The remuneration of the CEO for fiscal year 2022 is as follows:

- (i) Annual fixed remuneration: €460,000.
- (ii) Short-term variable remuneration: 101.8% of the target amount of €307,500 gross.
- (iii) Participation in the 2021-2023 Long-term Incentive Plan: the same number of shares (in equivalent terms) as granted under the 2018-2020 Long-term Incentive Plan, allocating 845,861 Company shares as a theoretical total amount for the 2021-2023 period, the maximum amount of which is 1,268,791.
- (iv) Participation in the Global Optimum Plan: the maximum number of shares, 1,042,077, were delivered in 2022.

Compared to the previous year:

- The fixed remuneration in 2021 was €460,000.
- The variable remuneration in 2021 was €246,615, reflecting the achievement of 80.2% of the 2021 targets, as approved by the Board of Directors on 24 February 2022, at the proposal of the Sustainability, Corporate Governance, Appointments and Remuneration Committee of the same date.

B.7 Explain the nature and the main characteristics of the variable components of the remuneration systems accrued and vested in the year last ended.

In particular:

- a) **Identify each of the remuneration plans that determined the different types of variable remuneration accrued by each of the directors in the year last ended, including information on their scope, date of approval, date of implementation, any vesting conditions that apply, periods of accrual and validity, criteria used to evaluate performance and how this affected the establishment of the variable amount accrued, as well as the measurement criteria used and the time needed to be able to adequately measure all the conditions and criteria stipulated, explaining in detail the criteria and factors applied in regard to the time required and the methods of verifying that the performance or any other conditions linked to the accrual and vesting of each component of variable remuneration have effectively been met.**
- b) **In the case of share options and other financial instruments, the general characteristics of each plan must include information on the conditions both for acquiring unconditional ownership (vesting) of these options or financial instruments and for exercising them, including the exercise price and period.**
- c) **Each director that is a beneficiary of remunerations systems or plans that include variable remuneration, and their category (executive director, nominee non-executive director, independent non-executive director or other non-executive director).**
- d) **As applicable, information is to be provided on any periods for accrual, vesting or deferment of payment of vested amounts applied and/or the periods for retention/lock-up of shares or other financial instruments, if any.**

Short-term variable components:

Only the CEO receives short-term variable remuneration, tied to targets, consisting of an annual bonus payable in cash and linked for the most part to the achievement of the Company's economic and financial targets and the fulfillment of personal targets. The target amount may not exceed 80% of the annual fixed remuneration and the maximum amount is 150% thereof.

The short-term variable remuneration of the CEO for the 2022 fiscal year is a target amount of €307,500 gross, of which he was entitled to receive 101.8%.

Long-term variable components:

Only the CEO receives long-term variable remuneration. Variable remuneration in the medium- and long-term (long-term incentive - LTI and Global Optimum Plan) is linked for the most part to Company performance with respect to certain economic and financial parameters that are aligned with the Company's strategic goals, with a view to fostering the retention and motivation of executive directors and creating long-term value. These parameters are established in the LTI itself.

The plans in force in 2022 were the Global Optimum Plan and the 2021-2023 LTI.

The Global Optimum Plan, as described in section B.2 of this report, is a long-term remuneration system tied to the achievement of certain targets linked to the "Global Optimum" Digital Transformation Plan currently under way at the Company, and to the continuation of the relationship between the executives and the Group, with the aim of driving the Group's digital transformation during the period 2021-2023 and retaining and motivating the plan beneficiaries.

As the Global Optimum Plan vesting targets were achieved in fiscal year 2022, the Special Shareholders' Meeting of 7 December 2022 approved a new method for settlement of the plan, such that its beneficiaries could choose its early settlement in 2022, instead of in 2024 as initially envisaged. The CEO chose this method and consequently received the 1,042,077 shares to which he was entitled under the plan in fiscal year 2022.

In turn, the Company's 2021-2023 Long-Term Incentive Plan coincides with the duration of the Group's strategic plan for the 2021-2023 period and its goals are tied mainly to Value Creation at both global and unit level (region or country) depending on the position held and the sphere of responsibility of the beneficiary and, where appropriate, personal targets, with Value Creation being calculated on the basis of the relevant business metrics for the three-year reference period, in accordance with the regulations governing the plan and approved by the Board of Directors. The incentive to be received, if any, will be paid in Company shares in fiscal year 2024, once the degree of achievement of targets has been measured.

The CEO is allocated a target incentive of 845,861 units, which can be converted into ordinary Company shares, as the theoretical total amount for the 2021-2023 period. The maximum amount would be 1,268,791 units that can be converted into ordinary Company shares.

B.8 Indicate whether certain accrued variable components have been reduced or clawed back when, in the former case, payment of non-vested amounts has been deferred or, in the latter case, amounts have vested and been paid, on the basis of data that have subsequently been clearly shown to be inaccurate. Describe the amounts reduced or clawed back through the application of reduction (malus) or clawback clauses, why they were implemented and the years to which they refer.

N/A

B.9 Explain the main characteristics of the long-term savings systems where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefits that are financed in whole or in part by the company or through internal or external contributions, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies

covered, the conditions on which the economic rights vest in favor of the directors and their compatibility with any type of indemnification for early termination or termination of the contractual relationship between the company and the director.

N/A

B.10 Explain, where applicable, the indemnification or any other type of payment deriving from early termination, whether at the company's or the director's initiative, or from the termination of the contract in the terms provided therein, accrued and/or received by directors during the year last ended.

N/A

B.11 Indicate whether there have been any significant changes in the contracts of persons exercising senior management functions, such as executive directors, and, if so, explain them. In addition, explain the main conditions of the new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.

N/A

B.12 Explain any supplementary remuneration accrued by directors in consideration of the provision of services other than those inherent in their position.

N/A

B.13 Explain any remuneration deriving from advances, loans or guarantees granted, indicating the interest rate, their key characteristics and any amounts returned, as well as the obligations assumed by way of guarantee.

N/A

B.14 Itemize the remuneration in kind accrued by the directors during the year, briefly explaining the nature of the different salary components.

The CEO and the Chairman receive remuneration in kind consisting of life and accident insurance and health insurance, within the limits established in the Remuneration Policy.

Total remuneration in kind for the 2022 fiscal year was €100,279.

B.15 Explain the remuneration accrued by any director by virtue of payments made by the listed company to a third company in which the director provides services when these payments seek to remunerate the director's services to the company.

N/A

B.16 Explain and detail the amounts accrued in the year in relation to any other remuneration item other than those set forth above, whatever its nature or the group entity that pays it, including all benefits in any form, such as when it may be considered a related-party transaction or, especially, when it significantly affects the true and fair view of the total remuneration accrued by the director. Explain the

amount granted or pending payment, the nature of the consideration received and the reasons why it would have been considered, as applicable, not to constitute director remuneration in their capacity as such or in consideration for the performance of their executive functions, and whether or not it has been considered appropriate to be included among the amounts accrued under the “Other items” heading in Section C.

N/A

C. BREAKDOWN OF THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH DIRECTOR

Name	Type	Year t accrual period
Ms. Helena Revoredo Delvecchio	Nominee Chairwoman	01.01.22 – 31.12.22
Mr. Christian Gut Revoredo	CEO	01.01.22 – 31.12.22
Ms. Chantal Gut Revoredo	Nominee director	01.01.22 – 31.12.22
Mr. Fernando D’Ornellas	Independent director	01.01.22 – 31.12.22
Mr. Eugenio Ruiz-Galvez Priego	Other non-executive director	01.01.22 – 31.12.22
Mr. Ángel Durández Adeva	Independent director	01.01.22 – 31.12.22
Mr. Fernando Vives Ruiz	Independent director	01.01.22 – 31.12.22
Mr. Isidro Fernandez Barreiro	Other non-executive director	01.01.22 – 02.06.22
Mr. Rodrigo Zulueta Galilea	Other non-executive director	01.01.22 – 31.12.22
Ms. Isela Angélica Costantini	Independent director	02.06.22 – 31.12.22

ii) Table of changes in share-based remuneration systems and gross profit from vested shares or financial instruments

Name	Name of plan	Financial instruments at start of year t		Financial instruments granted during year t		Financial instruments vested during the year				Instruments matured but not exercised	Financial instruments at end of year t	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	Price of vested shares	Gross profit from vested shares or financial instruments (thousands of €)	No. of instruments	No. of instruments	No. of equivalent shares
Mr. Christian Gut Revoredo	2021-2023 LTI Plan	1,268,791	1,268,791			0	0	0	0	0	1,268,791	1,268,791
	Global Optimum Plan	1,042,077	1,042,077			1,042,077	1,042,077	1.72	1,790	0	0	0

iii) Long-term savings systems

N/A

iv) Details of other items

Name	Item	Amount of remuneration
Ms. Helena Revoredo Delvecchio	Life insurance and health insurance	64
Mr. Christian Gut Revoredo	Life insurance and health insurance	36

b) Remuneration of directors of the listed company for membership of the boards of other subsidiary companies:

i) Remuneration accrued in cash (thousands of €)

Name	Fixed remuneration	Attendance fees	Remuneration for membership of Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other items	Total year t	Total year t-1
Mr. Christian Gut Revoredo	54	18		460	337		-	-	869	795
Ms. Chantal Gut Revoredo	54	18		-	-	-	-	-	72	72

ii) Table of changes in share-based remuneration systems and gross profit from vested shares or financial instruments

Name	Name of plan	Financial instruments at start of year t		Financial instruments granted during year t		Financial instruments vested during the year				Instruments matured but not exercised	Financial instruments at end of year t	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	Price of vested shares	Gross profit from vested shares or financial instruments (thousands of €)	No. of instruments	No. of instruments	No. of equivalent shares
Mr. Christian Gut Revoredo	Global Optimum Plan	3,441,098	3,441,098			3,441,098	3,441,098	0.58	2,010	0	0	0
Mr. Christian Gut Revoredo	2021-2023 LTI Plan	4,543,684	4,543,684								4,543,684	4,543,684

iii) Long-term savings systems

N/A

iv) Details of other items

N/A

c) Summary of remuneration (thousands of €):

The summary should include the amounts of all remuneration items included in this report and accrued by the director (thousands of €).

Name	Remuneration accrued at the Company					Remuneration accrued at group companies					Total fiscal year t company + group
	Total cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration from other items	Total fiscal year t, company	Total cash remuneration	Gross profit from vested shares or financial instruments	Remuneration from savings systems	Remuneration from other items	Total fiscal year t, group	
Ms. Helena Revoredo Delvecchio	569			64	633						633
Mr. Christian Gut Revoredo	875	1,790		36	2,701	869	2,010			2,879	5,580
Ms. Chantal Gut Revoredo	125				125	72				72	197
Mr. Fernando D'Ornellas	160				160						160
Mr. Eugenio Ruiz-Galvez Priego	102				102						102
Mr. Ángel Durández Adeva	170				170						170
Mr. Fernando Vives Ruiz	130				130						130
Mr. Isidro Fernandez Barreiro	160				160						160
Mr. Rodrigo Zulueta Galilea	111				111						111
Ms. Isela Angélica Costantini	74				74						74
Total:	2,476	1,790		100	4,366	941	2,010			2,951	7,317

C.2 Indicate the evolution in the last five years of the amount and percentage variation of the remuneration accrued by each of the directors of the listed company who have held this position during the year, the consolidated results of the company and the average remuneration on an equivalent basis with regard to full-time employees of the company and its subsidiaries that are not directors of the listed company.

	Total amounts accrued and % annual variation								
	Year 2022	% variation 2022/2021	Year 2021	% variation 2021/2020	Year 2020	% variation 2020/2019	Year 2019	% variation 2019/2018	Year 2018
Executive Directors									
Mr. Christian Gut Revoredo	5,580	240.45%	1,639	10.07%	1,489	-9.21%	1,640	-75.92%	6,811
Non-executive Directors									
Ms. Helena Revoredo Delvecchio	633	0.96%	627	34.55%	466	-23.23%	607	7.63%	564
Ms. Chantal Gut Revoredo	197	-1.01%	199	25.95%	158	-9.71%	175	-0.57%	176
Mr. Fernando D'Ornellas	160	-1.23%	162	21.80%	133	-14.19%	155	1.31%	153
Mr. Eugenio Ruiz-Galvez Priego	102	-0.97%	103	25.61%	82	-14.58%	96	3.23%	93
Mr. Ángel Durández Adeva	170	-1.16%	172	36.51%	126	-16%	150	7.14%	140
Mr. Fernando Vives Ruiz	130	-1.52%	132	29.41%	102	-12.82%	117	2.63%	114
Mr. Isidro Fernandez Barreiro	160	-49.21%	315	24.51%	253	-17.05%	305	0.99%	302
Mr. Rodrigo Zulueta Galilea	111	88.14%	59	-		-		-	
Ms. Isela Angélica Costantini	74	-							
Consolidated results of the Company	190,936	37.38%	138,982	-71.27%	483,736	82.63%	264,867	-5.42%	280,039
Average employee remuneration	14.6	15.38%	13	8.33%	12	-7.69%	13	8.33%	11.7

Remarks
In fiscal year 2020, there was a voluntary extraordinary reduction in director remuneration due to the Covid-19 pandemic. The remuneration of the CEO includes the delivery of shares under Global Optimum Plan of the Company and of its subsidiary, Prosegur Cash, S.A.

D. OTHER INFORMATION OF INTEREST

If there are any significant issues relating to directors' remuneration that it has not been possible to include in the previous sections of this report, but which it is necessary to include in order to provide more comprehensive and reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

This annual remuneration report was approved by the Board of Directors of the Company at the meeting held on 23 February 2023.

State whether any director voted against or abstained from approving this Report.

Yes

No

Name or corporate name of the members of the Board of Directors that did not vote in favor of approving this report	Reason (voted against, abstained, did not attend)	Explain the reasons