

**INFORMATION DOCUMENT REGARDING
BANVİT BANDIRMA VİTAMİNLİ YEM SAN. A.Ş.
ANNUAL SHAREHOLDERS' MEETING TO BE HELD ON 14 MAY 2024**

The Ordinary Shareholders' Meeting of our Company for the year 2023 will be held in Banvit facilities located at Ömerli Mah. Ömerli Sok. No: 208 Bandırma/Balıkesir on May 14, 2024 at 11.00 a.m. with the below agenda items.

Shareholders can attend the Ordinary Shareholders' Meeting in person or by proxy physically or by electronic means. Shareholders that will make transactions in the Electronic General Assembly System (EGKS) need to register with Central Registry Agency A.Ş. (MKK) and e-MKK Information Portal, to save their information and to have an electronic signature. Shareholders or representatives that are not registered with e-MKK information portal and that do not have e-signature cannot attend the Ordinary General Assembly Meeting by electronic means.

Also, shareholders or representatives that wish to attend the meeting by electronic means need to fulfil obligations according to "Regulation on the Attendance at General Assembly Meetings of Joint Stock Companies by Electronic Means" published in the Official Gazette dated 28 August 2012 no. 28395, and "Communiqué on Electronic General Assembly Meeting System to be Implemented at the General Assembly Meetings of Joint stock Companies" published in the Official Gazette dated 29 August 2012 no. 28396.

All shareholders in the List of Attendees to Shareholders' Meeting prepared by the Board of Directors based on Shareholders Chart formed according to dematerialized shares monitored by the Central Registry Agency ("CRA") are entitled to attend the meeting. Real person shareholders may attend by submitting their identity cards; representatives authorized to represent legal entity shareholders may attend with their identities. Those who will attend the General Meeting by proxy as representatives of real person or legal entity shareholders also have to submit their authorization documents.

Since the Shareholders Chart will be determined one day before the General Assembly date at 17:00 p.m., if the investors whose identities and information regarding the shares want to be in the Shareholders Chart, they need to apply to the intermediary firms that their accounts and identifications to be informed to the Company; and they need to remove the constraints, if any, one day before the General Assembly date at 16:30 at the latest.

Shareholders that will not be able to personally attend the meeting physically or by electronic means need to issue powers of attorney in accordance with the sample below or receive the sample power of attorney from our company's headquarters or our website www.banvitas.com and they need to submit their notarized powers of attorney by fulfilling the requirements under the provisions in the "Communiqué on Voting by Proxy and Proxy Solicitation" no II.30.1 of Capital Markets Board (CMB).

According to paragraph 4 of Article 415 of the Turkish Commercial Code no. 6102, and paragraph 1 of article 30 of the Capital Markets Law; the right to attend to the general assembly meeting and to vote does not depend on the condition of storing the share certificates. Therefore, if our shareholders want to attend the Ordinary Shareholders' Meeting, they do not need to block their shares.

As required by the Corporate Governance Principles and relevant communiqués of the CMB, the agenda, the invitation of, and the sample power of attorney for, the Ordinary Shareholders' Meeting of our Company shall be submitted for the shareholders' review 21 days before the meeting on the electronic general assembly system, at the company's headquarters located at Ömerli Mah. Ömerli Sok. No: 208 Bandırma/Balıkesir, and at company's website www.banvitas.com.

Pursuant to Law on Protection of Personal Data numbered 6698, the information note regarding the processed personal data may be accessed on our Company's website.

Respectfully submitted for the information of the Shareholders.

BANVİT BANDIRMA VİTAMİNLİ YEM SAN. A.Ş.
Board of Directors

ADDITIONAL EXPLANATIONS WITHIN THE SCOPE OF THE CAPITAL MARKETS BOARD REGULATIONS

According to the Communiqué on Corporate Governance numbered II.17.1, additional explanations, which need to be made regarding the agenda items, are made in the related agenda items below and explanations are submitted for the information of our shareholders in this section:

1. Total number of shares and voting rights reflecting the shareholding structure:

Issued capital of the company is TRY 100,023,579. All share prices representing the issued capital are paid up and divided into 100,023,579 shares each having a value of TRY 1. In our Company, there are no privileges stipulated under the Articles of Association regarding using the right to vote.

The shareholding structure of the Company is as follows:

SHAREHOLDER	NUMBER OF SHARES	SHARE RATIO (%)
TBQ Foods GmbH	91,727,011.82	91.71%
Free Float	8,296,567.18	8.29%
TOTAL	100,023,579	100.00%

2. Changes in the management and activities of the corporation and subsidiaries thereof that took place in the past accounting period or that are planned for future accounting periods, which may affect the activities of the corporation significantly and information on the reasons for such changes:

There are no managerial or operational changes that has or that will significantly affect the Company's activities in the past accounting period or planned for future accounting periods. Besides that, material event disclosures made by our Company in accordance with legal requirements are available at <http://www.kap.org.tr>.

3. Written requests of shareholders submitted to the Investor Relations Department related to adding an item to the agenda:

No written request has been received by the shareholders to the Investor Relations Department in order to add an agenda item within the period of year 2023.

4. In case the shareholders' meeting agenda includes dismissal, change or election of board of directors members, the grounds for their dismissal and change and with respect to the persons whose candidacy has been declared to the corporation; their curricula vitae, duties that they have conducted in the last ten years and reasons for their resignation, feature and materiality level of their relation with the corporation and its related parties, whether they are independent or not, and information on similar issues which may affect the activities of the corporation should these persons are elected as members of board of directors:

Not available.

5. In case the agenda includes amendment of articles of association, relevant resolution of the board of directors and former and new versions of the articles of association:

According to agenda item 15 of the meeting, the amendment draft to be presented to the General Assembly subject to the approval of the Capital Market Board and T.R. Ministry of Trade are available in Annex 1 provided that the necessary permissions are received from the Capital Markets Board and T.R. Ministry of Trade.

**EXPLANATIONS REGARDING THE AGENDA ITEMS OF THE ORDINARY SHAREHOLDERS'
MEETING DATED MAY 14, 2024**

1. Commencement and the election of the Meeting Chairmanship.

Within the framework of the provisions of Turkish Commercial Code no. 6102 (“TCC”) and the Regulation of the Ministry of Customs and Commerce regarding Principles and Procedures of General Assembly Meetings of Joint Stock Companies and Representatives of the Ministry of Customs and Commerce to be Present in these Meetings (“Regulation” or “General Assembly Regulation”), and Article 7 of the General Assembly Internal Regulation, a Chairman shall be elected to chair the General Assembly meeting. Within the framework of the General Assembly Principles, at least one person will be appointed as the Clerk by the Chairman. The Chairman may also appoint adequate number of vote-collectors.

2. Reading and discussing the Activity Report of Board of Directors for the fiscal year 2023.

Within the framework of the TCC, the Regulation and the Capital Markets Law and related regulations, the Activity Report of the Board of Directors for the fiscal year 2023, which includes the corporate governance compliance statement, shall be presented at the Company’s Headquarters, on the Public Disclosure Platform (“PDP”), on the Electronic General Assembly portal of the Central Registry Agency (“CRA”) Joint Stock Company and on the corporate website of the Company at www.banvitas.com for review of our shareholders three weeks prior to the Shareholders’ meeting and it shall be read and discussed by the General Assembly.

3. Reading the summary of the Independent Audit Report for the fiscal year 2023.

Within the framework of the TCC, the Regulation, the Capital Markets Law and related regulations, a summary of the Independent Audit Report, which is presented for the review of our shareholders at Company’s Headquarters, at the PDP, on the Electronic General Assembly Portal of the CRA and on the corporate website of our Company at www.banvitas.com three weeks prior to the Shareholders’ meeting, will be read and the General Assembly shall be informed.

4. Reading, discussing and approving the Financial Statements for the fiscal year 2023.

Within the framework of the TCC, the Regulation, the Capital Markets Law and related regulations, our financial statements pertaining to year 2023, which is presented for the review of our shareholders at Company’s Headquarters, at the PDP, on the Electronic General Assembly Portal of the CRA and on the corporate website of our Company at www.banvit.com three weeks prior to the Shareholders’ meeting, shall be presented to our shareholders for their evaluation and approval.

5. Release of each member of the Board of Directors in relation to the activities of the Company's in 2023.

Within the framework of the TCC and the Regulation, the release of our Board Members for the activities, transactions and accounts for the year 2023 shall be submitted to the General Assembly for its approval.

6. Discussion on offer of the Board of Directors regarding the manner of use and distribution of the profits of 2023 in accordance with the Company's profit distribution policy and resolving on such offer.

According to our consolidated financial statements, prepared by our Company within the framework of the Communiqué on Principles of Financial Reporting in the Capital Markets (II-14.1) and audited

by Eren Bağımsız Denetim A.Ş. (Grant Thornton) covering the accounting period between 01.01.2023 – 31.12.2023; it is determined that the Company made net profit in the amount of TRY 951.965.590,00 and the Company made net profit in the amount of TRY 1.047.346.708,13 according to the TPL (VUK). Considering the Company Policy on Profit Distribution, long-term Group and Company strategies, investment and financing policies, profitability and cash situation, not distributing any profit for the fiscal year 2023 in order to strengthen the financial structure of our Company and to avoid financing needs, will be submitted to the review and approval of the General Assembly.

In this regard, the table drawn up in accordance with the Profit Distribution Table format provided in the Dividend Communiqué numbered II-19.1 and the Dividend Guide announced in accordance with the said communiqué, is provided in Annex 2.

7. Informing the shareholders on (i) "Remuneration Policy for the members of the Board of Directors and the Senior Executives" and (ii) the total sum of benefit provided to the members of the Board of Directors and the executive management in 2023.

Within the framework of the provisions of the Corporate Governance Principles, the principles for the remuneration of Board of Directors' members and senior executives shall be made available in writing and included as a separate article on the Shareholders' Meeting agenda to enable the shareholders to share their opinions on the same. In this regard, the remuneration policy of our Company is attached hereto as Annex 3 for this purpose. Information on the compensation of the members of the Board of Directors and the senior executives in 2023 is available under the heading numbered 1 "Total Amount of Financial Rights like Attendance Fee, Wages, Bonus, Premium and Dividend Payments" under the section "Financial Rights Given to Board Members and Executive Management" in the Company's Annual Activity Report for the Accounting Period between 01.01.2023-31.12.2023.

8. Decision on the annual and/or monthly salaries of the Members of the Board of Directors.

The annual and/or monthly remuneration to be paid to the members of the Board of Directors in 2024 shall be determined by the shareholders as per the remuneration policy of our Company.

9. Discussion and resolving on the proposal of the Board of Directors regarding election of Independent Audit Institution.

In accordance with the TCC and Capital Markets Board regulations, the Board of Directors resolved at their meeting on 18.04.2024 to appoint Eren Bağımsız Denetim Anonim Şirketi (Grant Thornton) to audit the Company's financial reports for the year 2024 accounting period and to fulfil all other obligations required for the auditors by the related regulations. This decision shall be submitted to the General Assembly for approval.

10. Informing the shareholders about the donations made by the Company in 2023 financial year and discussion and determining an upper limit for donations to be made in 2024 financial year.

Pursuant to Article 6 of the Capital Market Board's Communiqué on Dividends numbered II-19.1, the limit of donations to be made must be determined by the General Assembly, in cases not specified in the Articles of Association, and information concerning the donations and payments made must be provided to the information of the shareholders at the General Assembly.

The total amount of donations made by our company to public institutions and organizations regarding education, food, corporate social responsibility, maintenance, and repair, etc. in 2023 is

1.085.204,50 TRY (2022: TRY 567,592). Additionally, Company participated in social responsibility projects with TRY 666.241,24 monetary contribution (2022: 2,816,639 TL).
The upper limit of donations to be made in 2024 shall be determined by the General Assembly.

11. Informing the shareholders about the collaterals, pledges, mortgages and surety granted in favor of third parties and the income or benefits obtained in 2023 by the Company and subsidiaries.

Pursuant to Article 12 of the Capital Markets Board Corporate Governance Communiqué No. II-17.1, income or benefits derived by our Company and/or its Subsidiaries from collaterals, pledges, mortgages and sureties against third parties must be stipulated in a separate item of the agenda of the General Assembly. This is indicated in footnotes of our Financial Statements covering the accounting period between 01.01.2023 – 31.12.2023.

12. Informing the shareholders about the transactions conducted with the related parties in 2023.

According to the Corporate Governance Principles, related party transactions are stipulated under the footnotes of the Company's Consolidated Financial Statements for the Accounting Period between 01.01.2023-31.12.2023 and the Independent Audit Report. This shall be submitted for the information of our shareholders at the Shareholder's Meeting.

13. Informing the shareholders on the transactions carried out in the year 2023 by the shareholders that have management control, the members of the Board of Directors, the senior executives and their spouses and relatives related by blood or affinity up to the second degree.

Pursuant to the Capital Markets Board's Corporate Governance Principle No. 1.3.6, the General Assembly shall be informed in the event that shareholders having managerial control, shareholder board members, senior management and relatives up to the second degree of blood or affinity engaged in a significant business transaction creating a conflict of interest with the Company or its subsidiaries, competed with the company in the same line of business on their own behalf or on the behalf of others, or was involved in the same business as that of the Company as unlimited partner in another company. Information about said transactions must be included as a separate article on the agenda and recorded into the minutes of the General Assembly. In 2023, there has been no important transaction requiring disclosure within the scope of the principle number 1.3.6 of the Corporate Governance Communiqué.

14. Authorizing the Members of the Board of Directors as per the provisions of the Articles 395/1 and 396 of the Turkish Commercial Code.

The members of the Board of Directors may make transactions within the framework of the first paragraph of Article 395 titled "Prohibition of Transactions with the Company, Borrowing to the Company" and Article 396 titled "Prohibition of Competition" of the TCC.

To fulfil the requirements of these regulations, permission shall be sought from the shareholders at the General Assembly.

15. Discussion and decision on the amendment of Article 2 titled as "Commercial Title of the Company", Article 3 titled as "Headquarters and Branches of the Company", Article 6 titled as "Registered Capital and Shares" and Article 24 titled as "Announcements" of the Company's Articles of Association as per Annex 1 hereof, provided that required permits are obtained from the Capital Markets Board and Ministry of Trade.

Amendment of Article 2 titled as “Commercial Title of the Company”, Article 3 titled as "Headquarters and Branches of the Company", Article 6 titled as “Registered Capital and Shares” and Article 24 titled as "Announcements" of the Company’s Articles of Association as stipulated under Annex 1 shall be submitted for the approval of the General Assembly.

16. Wishes and opinions.

17. Closing.

Annex 1: Amendment of Articles of Association

Annex 2: Profit Distribution Table

Annex 3: Remuneration Policy

ANNEX 1: AMENDMENT OF ARTICLES OF ASSOCIATION

FORMER VERSION	NEW VERSION
<p>ARTICLE 2 – COMMERCIAL TITLE OF THE COMPANY</p> <p>The commercial title of the company is “Banvit Bandırma Vitaminli Yem Sanayi Anonim Şirketi” and in short it is used as BANVİTAŞ.</p>	<p>ARTICLE 2 – COMMERCIAL TITLE OF THE COMPANY</p> <p>The commercial title of the company is “Banvit Bandırma Vitaminli Yem Sanayi Anonim Şirketi” and in short it is used as BANVİTAŞ.</p>
<p>ARTICLE 3 – HEADQUARTERS AND BRANCHES OF THE COMPANY</p> <p>The headquarters of the company is at Bandırma. It is located at the address of Ömerli Mah. Ömerli Sok. No: 208 BANDIRMA. In cases of address changes, the new address shall be registered before commercial registry and announced in the Turkish Commercial Registry Gazette and also shall be notified to the relevant Ministry and Capital Markets Board. Notifications made to the registered and announced address are deemed to have been made to the company. If the Company moves from its registered and announced address and does not register its new address within the due time, this shall be considered as a reason for dissolution of the company.</p> <p>The Company may establish branches and agencies in Turkey and abroad through a Board of Directors’ resolution within the framework of the provisions of the Turkish Commercial Code and by notifying the relevant Ministry and the Capital Markets Board. Following the establishment of the branch, the Capital Markets Board shall be also notified.</p>	<p>ARTICLE 3 – HEADQUARTERS AND BRANCHES OF THE COMPANY</p> <p>The headquarters of the company is at Bandırma. It is located at the address of Ömerli Mah. Ömerli Sk. No: 208 BANDIRMA / BALIKESİR. In cases of address changes, the new address shall be registered before commercial registry and announced in the Turkish Commercial Registry Gazette and also shall be notified to the relevant Ministry and Capital Markets Board. Notifications made to the registered and announced address are deemed to have been made to the company. If the Company moves from its registered and announced address and does not register its new address within the due time, this shall be considered as a reason for dissolution of the company.</p> <p>The Company may establish branches and agencies in Turkey and abroad through a Board of Directors’ resolution within the framework of the provisions of the Turkish Commercial Code and by notifying the relevant Ministry and the Capital Markets Board. Following the establishment of the branch, the Capital Markets Board shall be also notified.</p>
<p>ARTICLE 6 – REGISTERED CAPITAL AND SHARES</p> <p>The Company has adopted registered capital system in accordance with the provisions of the Capital Markets Law and adopted to the registered capital system based on the permission of the Capital Markets Board dated 24.02.2011 and numbered 6/181.</p> <p>The upper limit of Company’s registered capital is TRY 300.000.000 (three hundred million) which is divided into 300.000.000 bearer shares each having a value of TRY 1 (one).</p> <p>This upper limit of registered capital allowed by the Capital Markets Board is valid for the years between 2022 and 2026 (for 5 years). Even if the upper limit of registered capital is not yet reached at the end of 2026, for capital increase resolutions to be passed after 2026, the Board of Directors must be granted an authorization by the General Assembly for a new period not exceeding 5 years, provided that the permission of the Capital Markets Board is obtained. In case such authorization is not granted, capital</p>	<p>ARTICLE 6 – REGISTERED CAPITAL AND SHARES</p> <p>The Company has adopted registered capital system in accordance with the provisions of the Capital Markets Law and adopted to the registered capital system based on the permission of the Capital Markets Board dated 24.02.2011 and numbered 6/181.</p> <p>The upper limit of Company’s registered capital is TRY 300.000.000 8.000.000.000 (eight billion) which is divided into 300.000.000 8.000.000.000 bearer shares each having a value of TRY 1 (one).</p> <p>This upper limit of registered capital allowed by the Capital Markets Board is valid for the years between 2022 and 2026 2024 and 2028 (for 5 years). Even if the upper limit of registered capital is not yet reached at the end of 2026 2028, for capital increase resolutions to be passed after 2026 2028, the Board of Directors must be granted an authorization by the General Assembly for a new period not exceeding 5 years, provided that the permission of the Capital Markets Board is obtained. In case such authorization is not granted, capital</p>

<p>increases may not be conducted based on the resolution of the Board of Directors.</p> <p>The issued capital of Company is TRY 100,023,579.00 (one hundred million twenty-three thousand five hundred and seventy-nine). This capital has been fully paid up, free from any simulation.</p> <p>Within the years between 2022 and 2026, the Board of Directors is authorized to increase the issued capital in accordance with the terms of CML as it may deem necessary from time to time by issuing new shares up to the registered capital upper limit.</p> <p>The Board of Directors is authorized to restrict the rights of the existing shareholders' pre-emption rights. The authority to restrict the right to subscribe for new shares may not be exercised in a manner to give rise to inequality among the shareholders.</p> <p>Shares representing the capital shall be monitored within the framework of dematerialization principles.</p> <p>The capital of the Company can be increased or decreased, if necessary, in accordance with the provisions of the Turkish Commercial Code and the Capital Markets Legislation.</p>	<p>increases may not be conducted based on the resolution of the Board of Directors.</p> <p>The issued capital of Company is TRY 100,023,579.00 (one hundred million twenty-three thousand five hundred and seventy-nine). This capital has been fully paid up, free from any simulation.</p> <p>Within the years between 2024 and 2028, the Board of Directors is authorized to increase the issued capital in accordance with the terms of CML as it may deem necessary from time to time by issuing new shares up to the registered capital upper limit.</p> <p>The Board of Directors is authorized to restrict the rights of the existing shareholders' pre-emption rights. The authority to restrict the right to subscribe for new shares may not be exercised in a manner to give rise to inequality among the shareholders.</p> <p>Shares representing the capital shall be monitored within the framework of dematerialization principles.</p> <p>The capital of the Company can be increased or decreased, if necessary, in accordance with the provisions of the Turkish Commercial Code and the Capital Markets Legislation.</p>
<p>ARTICLE 24 – ANNOUNCEMENTS</p> <p>In addition to the procedures stipulated by the legislation, the announcements of the company shall be made by means of all kinds of communication including electronic communication, to reach the highest number of shareholders and by taking into consideration the minimum periods specified in the Turkish Commercial Code, Capital Markets Law and other relevant legislative provisions.</p> <p>General Assembly meeting announcement is made at least three weeks prior to the general assembly meeting date. Along with the announcement of the general assembly meeting, the company's announcements and explanations that are required to be made in accordance with the legislation, as well as the issues determined by the Capital Markets Board's Corporate Governance Principles, are announced to the shareholders on the company's website.</p>	<p>ARTICLE 24 – ANNOUNCEMENTS</p> <p>The announcements of the company shall be made by taking into consideration the regulations and the minimum periods specified in the Turkish Commercial Code, Capital Markets Law and other relevant legislative provisions.</p> <p>General Assembly meeting announcement is made at least three weeks prior to the general assembly meeting date. Along with the announcement of the general assembly meeting, the company's announcements and explanations that are required to be made in accordance with the legislation, as well as the issues determined by the Capital Markets Board's Corporate Governance Principles, are announced to the shareholders on the company's website.</p>

ANNEX 2: PROFIT DISTRIBUTION TABLE

Banvit Bandırma Vitaminli Yem Sanayi A.Ş. 01.01.2023 - 31.12.2023 Period			
Dividend Payment Table (TRY)			
1. Paid-In / Issued Capital		100.023.579	
2. Total Legal Reserves (According to Legal Records)		13.548.963	
Information on privileges in dividend distribution, if any, in the Articles of Association		N/A	
		Based on CMB Regulations	Based on Legal Records
3.	Current Period Profit	1.359.155.143,00	1.360.546.658,70
4.	Taxes Payable (-)	407.189.553,00	313.199.950,57
5.	Net Current Period Profit	951.965.590,00	1.047.346.708,13
6.	Losses in Previous Years (-)	-	(806.787.743)
7.	Primary Legal Reserve (-)	47.598.279,50	12.027.948,26
8.	NET DISTRIBUTABLE CURRENT PERIOD PROFIT (=)	904.367.310,50	1.035.318.759,87
9.	Donations Made During The Year (+)	1.085.204,50	1.085.204,50
10.	Donation-Added Net Distributable Current Period Profit on which First Dividend Is Calculated	905.452.515,00	1.036.403.964,37
11.	First Dividend to Shareholders	-	
	- Cash	-	
	- Stock	-	
	- Total	-	
12.	Dividend Distributed to Owners of Privileged Shares	-	
13.	Other Dividend Distributed	-	
	• To the Members of the Board of Directors	-	
	• To the Employees	-	
	• To Non-Shareholders	-	
14.	Dividend to Owners of Redeemed Shares	-	
15.	Second Dividend to Shareholders	-	
16.	Secondary Legal Reserves	-	
17.	Statutory Reserves	-	
18.	Special Reserves	-	
19.	Extraordinary Reserves	-	
20.	Other Distributable Resources	-	

Dividend Payment Rates Table

	GROUP (*)	TOTAL DIVIDEND AMOUNT (TL)	TOTAL DIVIDEND AMOUNT (TL) / NET DISTRIBUTABLE CURRENT PERIOD PROFIT (%)		DIVIDEND TO BE PAID FOR SHARE WITH PAR VALUE OF 1 TL - NET (TL)	
		CASH (TL)	STOCK (TL)	ORANI (%)	CASH (TL)	STOCK (TL)
NET	TOTAL	-	-	-	-	-

REMUNERATION POLICY FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND THE SENIOR EXECUTIVES

This remuneration policy is prepared for the Members of our Board of Directors and our Senior Executives within the scope of the regulations of the Capital Markets Board.

1. Board of Directors

The membership remuneration, bonuses and options to be obtained at the end of the year by our company's Board of Directors are annually determined by the General Assembly.

The expenses incurred by the Members of the Board of Directors during their duties they have been assigned are borne by the company.

Stock options or payment plans based on the performance of the company shall not be used in the remuneration of the independent Members of the Board of Directors.

The Members of the Board of Directors cannot borrow money or be provided loan.

2. Senior Executives

The remuneration of Senior Executives are determined as per the current market remuneration policies and the positions of these individuals.

Furthermore, at the end of the year, senior executives may be entitled to bonuses in consideration with the performance of the company and the contribution of these executives to the performance of the company.

The expenses incurred by the senior executives and other executives during their duties they have been assigned are borne by the company.

3. Confidentiality

All elements of the remuneration are personal and confidential. This is only known by the relevant person, his/her executive and Human Resources Department. It is essential that the related person be attentive to this confidentiality subject and not disclose such information with third parties.