

Proposed integration of the Board of Directors and the Chairmen of its Committees to be submitted for approval of the General Ordinary Annual Shareholders' Meeting of Controladora Vuela Compañía de Aviación, S.A.B. de C.V. on April 28, 2025

I. Ratification of Members of the Board of Directors

<u>Proprietary Board Members</u>	<u>Position</u>	<u>Alternate Board Members</u>
Brian H. Franke	Chairman	
Andrew Broderick	Director	
Stanley L. Pace	Independent Director	
Harry F. Krensky	Independent Director	
William Dean Donovan	Independent Director	
Marco Baldocchi Kriete	Director	Rodrigo Antonio Escobar Nottebohm
Enrique Javier Beltranena Mejicano	Director	
John Slowik	Independent Director	José Carlos Silva Sánchez-Gavito
José Luis Fernández Fernández	Independent Director	
Joaquín Alberto Palomo Déneke	Independent Director	
Ricardo Maldonado Yáñez	Independent Director	Eugenio Macouzet de León
Guadalupe Phillips Margain	Independent Director	
Mónica Aspe Bernal	Independent Director	
José Alejandro de Iturbide Gutiérrez	Secretary non member	
Isela Cervantes Rodríguez	Prosecretary non member	

- Alfonso González Migoya, currently an independent member of the Board of Directors, will resign from his position.

II. Ratification of the Chairman of the Audit Committee

<u>Propietary Member</u>	<u>Position</u>	<u>Alternate Member</u>
José Luis Fernández Fernández	Chairman	José Carlos Silva Sanchez-Gavito

III. Ratification of the Chairman of the Corporate Governance Committee

<u>Propietary Member</u>	<u>Position</u>	<u>Alternate Member</u>
Ricardo Maldonado Yáñez	Chairman	-

Relevance and Contribution of the Members of the Board of Directors and Committees Chairmen

Name	Brian H. Franke
Age	61
Position	Chairman of the Board of Directors
Type of Director	Designated
Tenure	Member since 2010 and Chairman since 2020
Nationality	United States of America
Professional Experience	Brian H. Franke has served as a member of our board of directors since 2010 and as Chairman of our board of directors since 2020. He is currently a principal specializing in aviation investments with Indigo Partners LLC, a private equity firm based in the United States. Mr. Franke is also a member of the board of directors of Frontier Airlines, JetSMART Airlines, Cebu Pacific Airlines and APIJET. He previously served on the board of directors of Tiger Airways Holdings (Singapore) from 2008 to 2010 and Tiger Airways Australia from 2009 to 2010. Prior to that, Mr. Franke was vice president of Franke & Company Inc., a boutique private equity firm focused on small and medium enterprises investments. He was also a director in marketing for Anderson Company, a U.S. real estate developer, from 1987 to 1989 and a marketing manager for United Brands Inc., a U.S. distribution and licensing company for consumer goods, from 1987 to 1989. Mr. Franke holds a B.S. in Business from the University of Arizona and a M.A. in International Management from Thunderbird School of Global Management. He also serves on the University of Arizona Foundation Board and participates on its Investment Committee.
Other Public Boards	2
Reasoning for appointment	The Corporate Governance Committee believes that Brian H. Franke possesses the appropriate leadership, experience, competence, and merits to serve as Chairman of the Board of Directors. Mr. Franke brings in-depth knowledge of the Company and the airline industry, distribution systems and joint purchases. Mr. Franke has contact with the most important stakeholders in the industry, including providers, banks, and investors, due to his career with different international airlines such as Frontier, JetSMART, APIJET, Cebu Pacific Airlines, Tiger Airways Holdings and Lynx Air. Likewise, since the airline industry is a capital-intensive business, his experience in aeronautical investment is essential for the Company's strategy.

Name	Harry F. Krensky
Age	61
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2005
Nationality	United States of America
Professional Experience	Harry F. Krensky is a co-founder of the Company and has served as a member of our board of directors since our establishment in 2005 and member of our corporate governance committee since 2023. He is also a member of the board of directors of Traxion, MasAir, Merited and Kidzania. Mr. Krensky is founder and managing partner of the private equity firm Discovery Americas through this executive position he evaluates risk and opportunities of investment decisions. Previously, he was a founder of emerging market hedge fund managers Discovery Capital Management and Atlas Capital Management, and a founder of Deutsche Bank's emerging market hedge fund. Mr. Krensky holds a B.A. in Government from Colby College, a MSc from the London

	School of Economics and Political Science and a M.B.A. from the Columbia University Graduate School of Business.
Other Public Boards	1
Reasoning for appointment	The Corporate Governance Committee proposes the confirmation of Harry F. Krensky as a proprietary member of the Board of Directors of the Company based on his extensive financial experience and in-depth knowledge of the Company as a founding member of the Company. In addition, through the Discovery Americas investment fund, Mr. Krensky has had experience investing in Mexico and in various international companies from other industries. This provides the Company with a broad perspective on financial and business risks. His knowledge in Mexican and international investments, as well as the networking that he has developed gives him the experience in short and long term compensation systems and in the detection of professional profiles and talent.

Name	John A. Slowik
Age	74
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2012
Nationality	United States of America
Professional Experience	John A. Slowik has served as a member of our board of directors and as a member of our audit committee since 2012. Prior to joining our board, Mr. Slowik has had over three decades of experience in the air transportation and commercial aerospace sectors as a banker at Citi (and its predecessors) and Credit Suisse, where he managed its America's Airline Industry investment banking practice. Mr. Slowik's experience includes corporate and investment banking, where his activities involved financial risk assessment, public and private market capital raising, highly structured debt issuance, aircraft leasing, principal investment, mergers and acquisitions advisory work and restructuring troubled situations in and out of court. His cross-cultural experiences include managing teams of bankers and professionals while executing various transactions for clients in Central and South America, North America, Western Europe, the Middle-East and the Asia and Pacific regions. Mr. Slowik is also a member of the board of directors and chairman of Turbine USA LLC, private commercial jet engine leasing company operating out of Ireland and the United States, respectively. He is also an alternate director of Rotor Engine Securitization Ltd., a private commercial jet engine leasing company operating out of Ireland. Mr. Slowik serves as a senior advisor to volofin Capital Management Ltd., a specialty finance company focused on delivering innovative financing solutions for the commercial aviation market. He is a licensed, but now inactive private pilot. Mr. Slowik has a B.S. in Mechanical Engineering from Marquette University and a M.B.A. from the Kellogg School of Management at Northwestern University.
Other Public Boards	0
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of John A. Slowik as a proprietary member of the Company's Board of Directors, based on his financial expertise related to the airline industry as well as his experiences with complex, globally-situated business matters. His extensive financial experience and risk analysis position him as a relevant member of our Board. His knowledge in the investment department of Citi and Credit Suisse provided him experience in

	compliance and corporate governance with a financial, audit, control and management perspective.
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Name	Joaquín Alberto Palomo Déneke
Age	74
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2005
Nationality	Salvadoran
Professional Experience	Joaquín Alberto Palomo Déneke has served as a member of our board of directors since 2005 and as a member of our audit committee. He is also a member of the board of directors of Aeroman and of Banco Agrícola in El Salvador. Mr. Palomo has over two decades of experience in the financial air transportation and commercial aerospace sectors, assessing financial and operational risks, where he created and implemented the first organization for Grupo TACA. He also actively participated in the planning, purchasing negotiations, closing, organization and final merger of AVIATECA, Tan/Sahsa, TACA de Honduras, Nica, Lacsá, Isleña de Inversiones, La Costeña, Aeroperlas and Trans American Airlines to form Grupo TACA. Mr. Palomo has negotiated the financing of more than \$1 billion in aircraft leases, sales and leasebacks. Mr. Palomo holds a B.S. in Agricultural Economics from Texas A&M University.
Other Public Boards	1
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Joaquín Alberto Palomo Deneke as a proprietary member of the Board of Directors of the Company, as well as a proprietary member of the Audit Committee based on his experience as an executive member of various companies in the aviation industry, which provides him with relevant commercial, financial and risk analysis vision. Due to his performance as CFO in Grupo Taca during the privatization, conversion and consolidation years of the Central American airlines, and his participation as board member in Aeroman and Banco Agrícola, Mr. Palomo has extensive experience in reporting accounting practices and compliance, as well as audit, control, and risks practices.

Name	José Luis Fernández Fernández
Age	65
Position	Proprietary member of the Board of Directors and Chairman of the Audit Committee
Type of Director	Independent
Tenure	Since 2012
Nationality	Mexican
Professional Experience	José Luis Fernandez has been one of our independent directors since 2012 and is also the chairman of our audit committee. Mr. Fernandez is also a member of the audit committees of several companies including Grupo Televisa, S.A.B. de C.V., and he is also an alternate member of the board of directors of Arca Continental, S.A.B. de C.V. Mr. Fernández is a non-managing limited partner of Chevez Ruiz Zamarripa. Mr. Fernández holds a Public Accounting Degree (Licenciatura en Contaduría) from

	Universidad Iberoamericana and a certification issued by the Mexican Institute of Public Accountants. Mr. Fernandez participated in the "Director Development Program" offered by the Center of Excellence in Corporate Governance and the Mexican Stock Exchange, as well as in the "Introduction to the Stock Market" course offered by the same institution. In addition, he attended the "Corporate Governance and Performance Program" organized by the Yale University School of Business.
Other Public Boards	3
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of José Luis Fernández Fernández as a proprietary member of the Board of Directors of the Company, as well as Chairman of the Audit Committee based on his extensive experience in tax, risk management and analysis given his participation in audit committees of various international companies, completing an ideal profile to discuss within a risk control approach, including cybersecurity and ethics.

Name	Marco Baldocchi Kriete
Age	51
Position	Proprietary member of the Board of Directors
Type of Director	Patrimonial
Tenure	Since 2020
Nationality	Salvadoran
Professional Experience	Marco Baldocchi Kriete has served as a member of our board of directors since April 2020, previously serving as an interim director since July 2019. Previously serving as our alternate director since 2010. Mr. Marco Baldocchi Kriete currently serves as CEO of Dollarcity, a high-growth retail company operating more than 600 locations in Central America. Mr. Baldocchi was an independent director of Avianca Holdings, S.A. (formerly AviancaTaca Holdings, S.A.) from 2010 to 2014. He was a founding member of Transactel Inc. and a member of the board of directors of Banco Agricola from 2003 to 2007. He also served on the boards of other aviation-related companies, such as Aeromantenimiento in El Salvador. Mr. Baldocchi holds a master's degree in business administration from the Kellogg School of Management and a bachelor's degree in economics from Vanderbilt University.
Other Public Boards	0
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Marco Baldocchi Kriete as a proprietary member of the Board of Directors of the Company, based on his outstanding experience in business administration, distribution of low-cost retail products, foreign trade, business strategy and knowledge of the Latin American market.

Name	Enrique Javier Beltranena Mejicano
Age	62
Position	Proprietary member of the Board of Directors and President and Chief Executive Officer
Type of Director	Related
Tenure	Since 2016
Nationality	Guatemalan
Professional Experience	Enrique Beltranena is a cofounder and has served as our Chief Executive Officer since 2006 and as a member of our board of directors since 2016. He previously worked as Grupo TACA's chief operating officer, human resources and institutional relations vice

	<p>president, cargo vice president and commercial director for Mexico and Central America. He also held the position of general director of Aviateca in Guatemala. Mr. Beltranena started his career in the aerospace industry in 1988. During the 1990s, he was responsible for the commercial merger of Aviateca, Sahsa, Nica, Lacs and TACA Peru, which consolidated them into a single management entity called Grupo TACA. While at Grupo TACA, Mr. Beltranena also led the development of single operating codeshare and the negotiation of open skies bilateral agreements among each of the Central American countries and the United States, as well as the certification of the aeronautic authorities in Central America and Mexico and the compliance of the OACI regulation. In 2001, Mr. Beltranena led Grupo TACA's complete restructuring as its chief operating officer. In 2017, Mr. Beltranena participated in one of the biggest joint negotiations for the purchase of single aisle aircraft with Airbus. In 2009, Mr. Beltranena was awarded the Federico Bloch Award by the Latin American & Caribbean Air Transport Association. Mr. Beltranena was named to the Ernst & Young's Entrepreneur of The Year Hall of Fame in 2012 after winning the 2011 Mexico Entrepreneur of the Year award. He also received the National Order of Merit (Knight's Badge) from the President of France in 2014. In 2017 he was president of the Board of Directors of IPADE-UP Business School. He is currently a member of the IATA Board of Governors, where he has been a keynote speaker at the Flight Safety Foundation in 2018. In 2022, he participated as a mentor of AITA Board of Governors, in order to incorporate the vision of the CEOs in safety within the aviation. In February 2022, he started as national counselor of the Coordinating Council of Women Entrepreneurs.</p>
Other Public Boards	0
Reasoning for appointment	<p>The Corporate Governance Committee proposes the ratification of Enrique Javier Beltranena Mejicano as a proprietary member of the Company's Board of Directors and as President and Chief Executive Officer based on his long career in the aviation industry and noted expertise in finance. Mr. Beltranena has successfully served as a safety leader and emergency response leader on several occasions, in addition to participating in the implementation of policies and investigations and corrective actions related to air incidents and accidents. Both, in the consolidation of the Latin American airlines and the establishment and the growth of Volaris, Mr. Beltranena has collaborated in the development of aeronautical regulation, as well as manage the relation between the Company and the government.</p>

Name	Stanley L. Pace
Age	71
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2014
Nationality	United States of America
Professional Experience	<p>Stanley L. Pace has served as a member of our board of directors since 2017. He is a partner at Bain & Company where he has served as a member and chair of most of its key governance board of directors. Mr. Pace was the founder of the transformation and airline practices at Bain & Company and has led many of its largest and most successful relationships and transformations. Mr. Pace served as the chief executive officer of ATA from 1996 to 1997, at that time, ATA was the largest charter airline in the world. Mr. Pace holds a B.A. in Accounting and Finance from University of Utah - BYU, where he graduated as valedictorian, and a M.B.A. from Harvard Business School, where he graduated with high distinction.</p>

Other Public Boards	0
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Stanley L. Pace as a proprietary member of the Company's Board of Directors based on his deep knowledge of the global aviation industry. Mr. Pace is a globally recognized expert in the aviation industry and his performance within the Company has been very relevant since the elaboration of its original business plan, and the implementation and supervision of its expansion strategy. One of his most important inputs to the Company is his knowledge in the distribution and management of costs in a low-cost model.

Name	William Dean Donovan
Age	63
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2017
Nationality	United States of America
Professional Experience	William Dean Donovan has served on our board of directors since 2010 first as an alternate director and then as a full director starting in 2017. In 2009, Mr. Donovan joined the board of Prophet Brand Strategy, a marketing consultancy. At Prophet, he sits on the compensation committee and chaired the capital committee, which provided board oversight for the recapitalization of the company. He served on the board of the Metropolitan Bank from 2008 to 2015, where he chaired the compensation committee. He co-founded Volaris in 2005. Mr. Donovan worked with Bain & Company from 1989 to 2003. He was Managing Director of Bain Africa from 1999 to 2002, worked with aerospace clients, and led Bain's aviation practice and auto practice at various times. Mr. Donovan co-founded Casino Marketing Alliance, a provider of analytics services to the casino industry. Mr. Donovan has served as COO of Nimblefish Technologies, a specialized micromarketing agency and as CEO of SearchForce, a paid search workflow and optimization platform. Mr. Donovan currently leads DiamondStream Partners, an investment firm that specializes in aviation and aerospace technology. In this role, he assists companies focused on mid-mile freight, electric and hybrid electric propulsion, aircraft maintenance, revenue management, fleet management, irregular operations, unmanned aircraft, aerial inspection, drones, and the energy transition. He sits on the board or advises the following aviation and aerospace companies GPMS, Verdego Aero, Ampaire, Wingtra, Stellar Labs, SwissDrones, and Volantio, He has previously served as Chairman and on the compensation committee of Stellar Labs. He is a frequent speaker on the future of aviation and aerospace. Mr. Donovan holds a B.A. in Rhetoric and Economics from the University of California Berkeley, where he graduated Phi Beta Kappa and Summa Cum Laude, and a M.B.A. from the Wharton School of the University of Pennsylvania.
Other Public Boards	0
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of William Dean Donovan as a proprietary member of the Company's Board of Directors because he brings great value to the Company in an area as specialized and relevant today as the cybersecurity, digital, marketing and data analytics. Likewise, Mr. Donovan has extensive experience in the aviation industry and runs a thematic venture capital fund that invests in next generation aviation and aerospace technologies, which gives him with an ideal profile for the supervision of the Company's commercial area.

Name	Ricardo Maldonado Yáñez
Age	57

Position	Proprietary member of the Board of Directors and Chairman of the Corporate Governance Committee
Type of Director	Independent
Tenure	Since 2018
Nationality	Mexican
Professional Experience	Ricardo Maldonado Yáñez has been member of our Board of Directors since 2018 and is also the Chairman of the Corporate Governance Committee since 2023. He is a partner at the law firm of Mijares, Angoitia, Cortés y Fuentes, S.C., since 1999. Mr. Maldonado has been involved in the aviation industry for two decades in different roles including as Secretary of the Board of Mexicana de Aviación, board member of Grupo Aeroportuario del Centro Norte (OMA), as well as counsel of the Mexican Ministry of Communications and Transportation in OMA's initial public offering and certain M&A transactions related to Grupo Aeroportuario del Sureste (ASUR). Mr. Maldonado focuses his practice on M&A, securities and corporate governance matters, and is a member of the Board of ICA, one of Mexico's largest construction and engineering companies. Mr. Maldonado is a member of the National Association of Corporate Directors and of the International Corporate Governance Network (ICGN). Mr. Maldonado recently attended the Chief Sustainability Officer Acceleration Program in collaboration with the BIVA Institute and the Social Value Institute in 2023. He has a master's degree (LL.M.) from the University of Chicago Law School, a corporate law diploma from the Instituto Tecnológico Autónomo de México (ITAM) and a lawyer's degree from the Universidad Nacional Autónoma de México (UNAM).
Other Public Boards	1
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Ricardo Maldonado Yáñez as a proprietary member of the Board of Directors of the Company and his ratification as Chairman of the Corporate Governance Committee due to his outstanding experience in corporate governance practices and operations of all types in companies listed in Mexico and abroad, as well as his knowledge of legal risk analysis. Mr. Maldonado is also taking the Chief Sustainability Officer Acceleration Program in collaboration with the BIVA Institute and the Social Value Institute. His experience in corporate practices has provided him knowledge in the governance criteria of sustainability.

Name	Guadalupe Phillips Margain
Age	54
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2020
Nationality	Mexican
Professional Experience	Guadalupe Phillips Margain has served as a member of our board of directors since 2020. She is the Chief Executive Officer of ICA Tenedora, S.A. de C.V., and also a member of the board of directors. She previously worked in Grupo Televisa where she was Vice-president of Finance and Risk and served in other positions. Ms. Phillips serves as member of the board of directors of several companies including Grupo Televisa, Grupo Axo, AUNA, OpenBank and Club de Industriales. Ms. Phillips holds a Law Degree (Licenciatura en Derecho) from the Instituto Tecnológico Autónomo de México a M.A.L.D. (Master of Arts in Law and Diplomacy) and a Ph.D. from The Fletcher School of Law and Diplomacy, Tufts University.
Other Public Boards	1

Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Guadalupe Phillips Margain as a proprietary member of the Company's Board of Directors due to her experience in risk and business analysis and management, as well as her extensive experience in financial matters for national companies. In addition, Ms. Phillips provides great knowledge in government relations and negotiations with the public sector.
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Name	Mónica Aspe Bernal
Age	46
Position	Proprietary member of the Board of Directors
Type of Director	Independent
Tenure	Since 2020
Nationality	Mexican
Professional Experience	Monica Aspe has served as a member of our board of directors since April 2020. She is the Chief Executive Officer of AT&T Mexico and serves in the boards of Nemark and Banco Nacional de México S.A. She previously was Mexico's Ambassador to the OECD. She served as Vice-Minister in the former of Communications of the Ministry of Communications and Transportation. Ms. Aspe holds a B.A. in Political Science from Instituto Tecnológico Autónomo de México and a M.A. in Political Science from Columbia University.
Other Public Boards	1
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Mónica Aspe Bernal as a proprietary member of the Board of Directors of the Company, due to her contributions and knowledge in the area of institutional relations and public communication with various stakeholders, and her knowledge in the telecommunication sector. Ms. Aspe has experience in corporate practices that has allowed her to gain knowledge in the social criteria of sustainability.

Name	Andrew Broderick
Age	40
Position	Proprietary member of the Board of Directors
Type of Director	Patrimonial
Tenure	Since 2023
Nationality	United States of America
Professional Experience	Mr. Broderick is a Managing Director of Indigo Partners LLC, a private equity fund focused on air transportation, which he joined in July 2008. He has served on the board of directors of Frontier Airlines Holdings, Inc., an airline based in the United States, since January 2018; JetSMART Airlines SpA, an airline based in Chile, since September 2018; Wizz Air Holdings Plc, an airline based in Europe, since April 2019; and APIJET, LLC, a software company focused on providing real-time cost saving analytics to airlines, since November 2020; and CleanJoule, Inc., a sustainable aviation fuel development company. Additionally, Mr. Broderick serves on various committees of these companies, including finance, sustainability and culture, safety and security, and compensation committees. Prior to joining Indigo, Mr. Broderick was employed at a macroeconomic hedge fund and a stock-option valuation firm. Mr. Broderick holds a B.S. in Economics and a B.A. in Spanish from Arizona State University and a Masters of Business Administration from the Stanford Graduate School of Business.

Other Public Boards	2
Reasoning for appointment	The Corporate Governance Committee proposes the ratification of Andrew Broderick as a proprietary member of the Company's Board of Directors based on his knowledge on global aviation industry and finance. Mr. Broderick's professional experience is specialized in the investment and supervision of diverse airline companies around the world which provides our Company with a vast perspective of the industry. In addition, due to his participation as member of the sustainability and culture committee of Wizz, he provides the Company knowledge on this matter.

Remuneration proposal for Members of the Board of Directors, Committees and Secretary to be submitted for approval at the General Ordinary Annual Shareholders' Meeting of Controladora Vuela Compañía de Aviación, S.A.B. de C.V. on April 28, 2025

Regulatory Body	Member	Fee Type	Compensation
Board of Directors	Chairman	Annual fee	Of USD\$ 150,000.00 *
		Attendance in person or remotely to a session	Of USD\$2,500.00
	Non-Independent Proprietary Member	Annual fee	Of USD\$60,000.00 *
		Attendance in person	Of USD\$2,500.00
		Remote assistance to a session	Of USD\$500.00
	Independent Proprietary Member	Annual fee	Of USD\$60,000.00 *
		Attendance in person	Of USD\$2,500.00
		Remote assistance to a session	Of USD\$500.00
	Secretary	Annual fee	Of USD\$25,000.00
		Attendance in person	Of USD\$2,500.00
		Remote assistance to a session	Of USD\$500.00
Audit Committee	Chairman	Annual fee	Of USD\$30,000.00*
		Attendance in person	Of USD\$4,000.00
		Remote assistance to a session	Of USD\$500.00
	Proprietary Member	Attendance in person	Of USD\$4,000.00
		Remote assistance to a session	Of USD\$500.00
	Secretary	Attendance in person	Of USD\$1,000.00
		Remote assistance to a session	Of USD\$500.00
	Corporate Governance Committee	Chairman	Annual fee
Attendance in person			Of USD\$2,500.00
Remote assistance to a session			Of USD\$500.00
Proprietary Member		Attendance in person	Of USD\$2,500.00

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		Remote assistance to a session	Of USD\$500.00
	Secretary	Attendance in person	Of USD\$1,000.00
		Remote assistance to a session	Of USD\$500.00

*The payment of such annual remuneration, at the director's choice, may be in cash or in kind (shares of the Company).

Additionally, in the case of independent proprietary members of the board of directors, in addition to the remuneration described above, the company grants them a stock plan, the description of which is public and can be found in the company's annual report.