



PROPOSAL FOR DETERMINATION OF BOARD OF DIRECTORS' FEES

2026–2027 TERM

CONTEXT

The increase in the statutory minimum monthly wage (SMMLV) for 2026 significantly exceeded historical projections, generating misalignments with the current fee structure applicable to the Board of Directors.

In order to ensure internal consistency and sustainability of the compensation scheme, an update to the Board of Directors' fees for the April 2026 – March 2027 period is hereby proposed.

PROPOSAL

Taking into account that the Appointment and Remuneration Policy establishes that Directors' remuneration is based on attendance at meetings of the Board of Directors or Board Committees, it is proposed to:

- **Nominal fee amount for 2025 (COP 8,541,000) + CPI adjustment**
Per attendance at a Board of Directors meeting
- **Maintain fees at 75% of Board fees**
Per attendance at a Board Support Committee meeting