

# REMUNERATION POLICY FOR THE BOARD OF DIRECTORS



## **1. OBJECTIVE**

Constructora Concreto S.A. is aware of the important role played by the members of the Board of Directors for the efficient determination and implementation of the strategic direction of the Company. Consequently, it has established a Remuneration Policy for the members of the Board of Directors, which allows compensating their work, seeking that it be fair yet competitive, in order to ensure that their integration contemplates appropriate directors, which will result in benefits for the Company and investors.

The determination of the Remuneration Policy for Board members is made, taking into account the responsibilities related to the position, the profile and qualities of its members and the remuneration established for this type of position in companies that are comparable to the Company.

## **2. RESPONSIBLE FOR THE RECOMMENDATION**

The main objective of the Appointment and Retribution Committee is to support the Board of Directors in exercising its functions of a decision-making or advisory nature associated with matters of appointments and remuneration of the members of the Board and Senior Management. Consequently, a report will be presented annually to the Board for approval, indicating the remuneration suggested for these positions and the variables taken as the basis for its determination.

## **3. RESPONSIBLE FOR APPROVAL**

The conclusions of the report by the Appointment and Retribution Committee to be approved by the Board will be submitted for approval to the General Assembly of Shareholders at its regular annual meeting.

## **4. POLICY GUIDELINES**

The Appointment and Retribution Committee will consider some parameters to follow to prepare the report under which it will recommend the annual remuneration for Board members, which, as stated above, must be approved by the Board in full.

The framework for action that the Appointment and Retribution Committee must take into account for its recommendation consists of the following guidelines:

- The Chairman of the Board of Directors may have a different treatment over the other members, both in his obligations as well as in his remuneration, as a result of the scope of his specific functions and his greater time commitment.
- No remuneration components involving Company shares or variable remuneration schemes associated with the value of the share or the smooth running of the corporate businesses will be established.
- Payment of the remuneration to Board members will be caused per meeting attended and will be a certain amount, which has been previously approved by the Shareholders' Assembly.
- Attendance at meetings of the Board of Directors' internal committees may generate additional remuneration.
- The Company assumes the cost of air transport and accommodations for the Board members whose headquarters are not that of the Company.
- The Company will maintain a valid civil liability policy for directors and managers in relation to members of the Board.
- Upon recommendation by the Appointment and Retribution Committee, the General Assembly of Shareholders will approve the annual increase of the remuneration for Board members during the period thereof.
- Remuneration received by the members of the Board does not involve a labor relation or a subordinate relationship of any kind with the Company.

## **5. ADVERTISING**

The actual total cost of the Board of Directors during the period evaluated, which includes all the remuneration components satisfied by members of the Board is known by shareholders and will be published on the Company's Webpage in the Corporate Governance report, with the level of disaggregation and detail approved by the Board.