

Functions of the Remunerations Committee
BANCO DE CRÉDITO SOCIAL COOPERATIVO, SA

The Board of Directors shall set up a permanent Remunerations Committee, an internal reporting and advisory body, with no executive functions, with the power to inform, report, advise, and formulate proposals within its sphere of action. Its main responsibilities are as follows:

- a. Propose to the Board of Directors the remuneration policy applicable to directors and managing directors as well as anyone who performs senior executive and management duties and reports directly to the Board, the Executive Committee, or the CEOs, along with the individual remuneration of executive directors and other conditions in their contracts, ensuring said conditions are enforced, along with the basic conditions of senior executive contracts.
- b. Draw up the mandatory reasoned report about the remunerations policy applied to directors.
- c. Report to the Board of Directors on the issues and decisions adopted in its meetings, providing the Board members with a copy of the minutes of said meetings.