APPENDIX I – PROPOSED AMENDMENT OF BYLAWS

CURRENT TEXT OF ARTICLES OF BYLAWS	PROPOSED AMENDMENT OF ARTICLES OF BYLAWS

CURRENT TEXT	PROPOSED TEXT
Article 30: Right of attendance	**Article 30: Right of attendance**
1. The general meeting may be attended by all shareholders who prove their ownership of at least 700 shares or, when the number of shares is in excess of one thousandth of the Company's share capital, the smallest number of shares that amount to the aforementioned one thousandth, at least five days before the indicated date of the general meeting. Shareholders with fewer shares may authorize a shareholder with the right of attendance to represent their shares or form a group with others so that they total the minimum required number of shares. The formation of the group must be specific to each general meeting and recorded in written form. The shareholders forming the group must authorize another to represent them.	1. The general meeting may be attended by all shareholders who prove their ownership of at least 700 shares or, when the number of shares in is excess of one thousandth of the Company's share capital, the smallest number of shares that amount to the aforementioned one thousandth, at least five days before the indicated date of the general meeting. Shareholders with fewer shares may authorize a shareholder with the right of attendance to represent their shares or form a group with others so that they total the minimum required number of shares. The formation of the group must be specific to each general meeting and recorded in written form. The shareholders forming the group must authorize another to represent them.
	2. The Company's board of directors may allow, with the notice of each general meeting, remote attendance at the meeting by shareholders and representatives through remote media that ensure the identity of the attendees and their simultaneous and instant communication, in which case the board of directors will stipulate in the notice of the meeting the procedures to be followed for the exercising of the shareholders' rights in this manner.
2. Shareholders wishing to attend the general meeting must record the ownership of their shares in the corresponding	3. Shareholders wishing to attend the general meeting must record the ownership of their shares in the corresponding

register of book-entry securities five days before the scheduled date of the general meeting and must obtain the corresponding card authorizing attendance or the document that legally identifies them as shareholders.	register of book-entry securities five days before the scheduled date of the general meeting and must obtain the corresponding card authorizing attendance or the document that legally identifies them as shareholders.
3. The members of the administration body must attend all general meetings, although the failure of any member to attend a meeting for any reason will not prevent the valid constitution of the meeting.	4. The members of the administration body must attend all general meetings, although the failure of any member to attend a meeting for any reason will not prevent the valid constitution of the meeting.
4. The chairman of the general meeting may authorize the attendance of the Company's management, technical staff and other persons who are interested in the sound performance of the Company's business and related matters. The chairman may also invite any other persons to attend the meeting.	5. The chairman of the general meeting may authorize the attendance of the Company's management, technical staff and other persons who are interested in the sound performance of the Company's business and related matters. The chairman may also invite any other persons to attend the meeting.
5. From the announcement of the notice of the meeting until the meeting itself, the Company will release on a permanent basis on its corporate website information on the remote communication media, including electronic media, that the shareholders may use to exercise their rights of representation, voting and, when applicable, attendance. The information will include the periods of time, the forms and the manners of exercising the rights of the shareholders who attend the meeting through the use of electronic or remote media, if this possibility is foreseen.	6. From the announcement of the notice of the meeting until the meeting itself, the Company will release on a permanent basis on its corporate website information on the remote communication media, including electronic media, that the shareholders may use to exercise their rights of representation, voting and, when applicable, attendance. The information will include the periods of time, the forms and the manners of exercising the rights of the shareholders who attend the meeting through the use of electronic or remote media, if this possibility is foreseen.
Article 33: Remote voting 1. Shareholders with rights of attendance may vote remotely on	**Article 33: Remote voting** 1. Shareholders with rights of attendance may vote remotely on

proposals in relation to items on the agenda of any general meeting by regular mail by submitting the card authorizing attendance and voting issued by the entity or entities in charge of the register of book-entry securities signed and completed to that effect.	proposals in relation to items on the agenda of any general meeting by regular mail **or, when applicable, remotely** by submitting the card authorizing attendance and voting issued by the entity or entities in charge of the register of book-entry securities signed and completed to that effect.
2. Votes cast as described in the preceding section will be valid only when received by the Company before midnight of the day immediately before the scheduled date of the meeting on first notice. Otherwise, the vote will be considered uncast.	2. Votes cast as described in the preceding section will be valid only when received by the Company before midnight of the day immediately before the scheduled date of the meeting on first notice. Otherwise, the vote will be considered uncast.
3. The board of directors, pursuant to the regulations of the general meeting, may implement the preceding provisions, establishing rules, resources and procedures adapted to the state of the art to enable the remote casting of votes and authorization of representation and complying with rules established to that effect, when applicable. The rules of implementation adopted in accordance with these provisions will be published on the website.	3. The board of directors, pursuant to the regulations of the general meeting, may implement the preceding provisions, establishing rules, resources and procedures adapted to the state of the art to enable the remote casting of votes and authorization of representation and complying with rules established to that effect, when applicable. The rules of implementation adopted in accordance with these provisions will be published on the website.
4. The shareholder's attendance at the general meeting, whether physical or through representation, will revoke votes cast by regular mail.	4. The shareholder's attendance at the general meeting, whether physical or through representation, will revoke votes cast by regular mail.
ARTICLE 38. APPOINTMENT AND COMPOSITION OF THE BOARD OF DIRECTORS	**ARTICLE 38. APPOINTMENT AND COMPOSITION OF THE BOARD OF DIRECTORS**
1. The members of the board of directors will be appointed by the general meeting or, in the event of an anticipated vacancy, by the board as a co-optation.	1. The members of the board of directors will be appointed by the general meeting or, in the event of an anticipated vacancy, by the board as a co-optation.

The co-optation will take place in compliance with the Corporate Enterprises Act or superseding law, with the following exceptions: a) The director appointed by the board need not be a shareholder of the Company. b) If the vacancy arises after the notice of the meeting and before the meeting is held, the board of directors may appoint a director until the next general meeting is held. The appointment of substitutes is not allowed. The proposal of appointment or reelection of members of the board of directors corresponds to the appointments and remuneration committee when it refers to independent directors and to the board in all other cases. The proposal, which must always include a supporting report from the board that evaluates the competence, experience and merits of the proposed candidate, is to be included in the minutes of the general meeting or the board meeting. The proposal of appointment or reelection of any non-independent director must be preceded by a report from the appointments and remuneration committee. The provisions of this section will be equally applicable to any individuals who are designated representatives of a legal entity serving as a director. The proposal of an individual representing a director will be subject to a report of the appointments and remuneration committee. 2. The board of directors will be comprised of a minimum of four members and a maximum of 12.	The co-optation will take place in compliance with the Corporate Enterprises Act or superseding law, with the following exceptions: a) The director appointed by the board need not be a shareholder of the Company. b) If the vacancy arises after the notice of the meeting and before the meeting is held, the board of directors may appoint a director until the next general meeting is held. The appointment of substitutes is not allowed. The proposal of appointment or reelection of members of the board of directors corresponds to the appointments and remuneration committee when it refers to independent directors and to the board in all other cases. The proposal, which must always include a supporting report from the board that evaluates the competence, experience and merits of the proposed candidate, is to be included in the minutes of the general meeting or the board meeting. The proposal of appointment or reelection of any non-independent director must be preceded by a report from the appointments and remuneration committee. The provisions of this section will be equally applicable to any individuals who are designated representatives of a legal entity serving as a director. The proposal of an individual representing a director will be subject to a report of the appointments and remuneration committee. 2. The board of directors will be comprised of a minimum of four members and a maximum of 12.

The general meeting is in charge of establishing the number of directors.	The general meeting is in charge of establishing the number of directors.
3. The general meeting will ensure to the greatest possible extent that, in the composition of the board of directors, the number of non-executive directors constitutes a majority in relation to the number of executive directors.	3. The general meeting will ensure to the greatest possible extent that, in the composition of the board of directors, the number of non-executive directors constitutes a majority in relation to the number of executive directors.
4. In this sense, executive directors are those with management duties in the Company or its group, regardless of their legal relationship with it. However, directors who are senior management or are directors of companies that are part of the parent company will be considered proprietary directors in the parent company.	4. In this sense, executive directors are those with management duties in the Company or its group, regardless of their legal relationship with it. However, directors who are senior management or are directors of companies that are part of the parent company will be considered proprietary directors in the parent company.
A director who has management duties and at the same time is or represents a significant shareholder or is represented on the board of directors will be considered an executive director.	A director who has management duties and at the same time is or represents a significant shareholder or is represented on the board of directors will be considered an executive director.
All other directors of the Company, including proprietary, independent and other external directors, will be considered non-executive directors.	All other directors of the Company, including proprietary, independent and other external directors, will be considered non-executive directors.
Proprietary directors are defined as those with a shareholding that is equal to or greater than that which is legally considered significant; those who have been appointed on the basis of their status as shareholders, although their shareholding does not total said amount; and those who represent the aforementioned shareholders.	Proprietary directors are defined as those with a shareholding that is equal to or greater than that which is legally considered significant; those who have been appointed on the basis of their status as shareholders, although their shareholding does not total said amount; and those who represent the aforementioned shareholders.
Independent directors are defined as those who have been appointed on the basis of their	Independent directors are defined as those who have been appointed on the basis of their

personal and professional qualities and may fulfil their duties without being conditioned by relationships with the Company or its group, its significant shareholders or its management. Directors who are in any of the circumstances that, pursuant to legislation, exclude them from this category of directors must not be considered independent directors. 5. The board will ensure to the greatest possible extent that the group of directors consisting mainly of external directors also includes proprietary and independent directors. **(-)**	personal and professional qualities and may fulfil their duties without being conditioned by relationships with the Company or its group, its significant shareholders or its management. Directors who are in any of the circumstances that, pursuant to legislation, exclude them from this category of directors must not be considered independent directors. 5. The board will ensure to the greatest possible extent that the group of directors consisting mainly of external directors also includes proprietary and independent directors. **6. The board of directors will ensure that the procedures for the selection of its members favor diversity insofar as matters such as age, gender, disability, training and professional experience and are free of implicit bias that might be an obstacle to the achievement of a balanced and diverse group of directors, especially in the selection of female directors.** **ARTICLE 49.A ETHICS, COMPLIANCE AND ESG COMMISSION: COMPOSITION, COMPETENCE AND FUNCTIONING.** **1. An ethics, compliance and ESG commission will be constituted within the board of directors in observance of the following rules:** **i. The ethics, compliance and ESG commission will be comprised of three non-executive directors appointed by the board of directors, at least two of which must be independent directors appointed by the board of directors.**

	They will fulfil their duties for a period of two years and may be reelected. ii. The chairman of the ethics, compliance and ESG commission will have served as one of the directors of said commission at the time of his or her designation and a different chairman must be designated every two years. A chairman may be reelected one year after he or she leaves the office. **2.** Without detriment to any other duties that may be assigned to it at any time by the board of directors, the ethics, compliance and ESG commission will be in charge of the following: **I.** To propose to the board of directors the approval of a strategy and a policy in relation to ethics, compliance and ESG, as well as their periodic revision and update. **II.** To be aware of and to oversee the degree of compliance with the Company's objectives and practices in relation to ethics, compliance and ESG. **III.** To supervise systems of management and control of non-financial risk. **IV.** To supervise the process of reporting non-financial information and diversity in compliance with applicable legislation and benchmark standards. **V.** To supervise the Company's relations with interest groups. **VI.** To supervise sanctioning procedures in relation to ethics, compliance and ESG and to inform the audit committee, when applicable. **VII.** Any other functions that are related to matters within his or her competence.

	at the behest of the board of directors or its chairman. 3. The ethics, compliance and ESG commission will meet on a half-yearly basis under ordinary circumstances. The commission will meet whenever called by its chairman, which will be whenever the board or its chairman request the issuance of a report or the passing of proposals and, in any case, whenever it is considered necessary for the suitable fulfilment of its duties.