# GENDER DIVERSITY POLICY IN GOVERNANCE BODIES

## I. Introduction

At FibraShop, having an inclusive Corporate Governance structure is of high importance as it creates value and responds swiftly to the dynamic economic environment, serving as a counterbalance and guide to ensure efficiency, fairness, transparency, accountability, and results. Our Corporate Governance structure is composed as follows:

- Technical Committee
- Corporate Practices Committee
- Audit Committee
- Compensation Committee
- Nominations Committee
- Investments Committee
- ESG Committee

## II. Objective and Scope

Therefore, in addition to our Labor Inclusion Policy, and understanding that diverse and multicultural groups are important to FibraShop, we will continue to promote the inclusion of professionals with diverse profiles, such as races, ethnicities, ages, genders, nationalities, among others.

To ensure the inclusion of these diversity factors during the board nomination process, specific requirements will be established to effectively consider these variables in the selection process. This includes implementing practices that go beyond mere statements of non-discrimination or compliance with local laws. Candidates will be evaluated not only based on their competencies and experience but also on their contribution to diversity and their ability to bring varied perspectives to the board.

This approach aligns with the fifth goal, “Gender Equality,” of the United Nations Sustainable Development Goals, aiming to ensure that diversity is adequately reflected at leadership and decision-making levels.

## III. Member Selection

Regarding internal members, those who hold executive positions or have been associated with the Company for at least three years will be considered. For independent members, professional experience relevant to the respective Committee will be considered.

All candidates must be, by way of example but not limited to, honorable, suitable, of recognized reputation, competence, experience, education, availability, commitment to their role, integrity, and whose conduct aligns with the principles established in FibraShop’s Code of Ethics. The candidate selection process will avoid any form of bias that could imply discrimination.

Furthermore, specific criteria will be applied to ensure that diversity factors are integrated into the nomination process, guaranteeing equitable representation of different racial, ethnic, and national groups.

The Technical Committee will evaluate, at least annually, the compliance with this policy and, in particular, the percentage of female board members, aiming to promote at least 40% participation.

**REFERENCE DOCUMENTS:**

| DOCUMENTO | CODE |
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1. **VERSION DESCRIPTION:**

| VERSION | DATE OF UPDATE | DESCRIPTION |
|---|---|---|
| 1 | Octubre 2023 | No aplica |

Fecha de autorización:

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