

the same position and equal for all members of the Statutory Audit Committee or the General Meeting Board, as well as the Chartered Accountants. The weighting of these functions should obey diverse criteria such as, for example, the responsibility, time spent or the value resulting from a given sort of intervention or institutional representation.

**b) Company's economic situation**

This criterion will also be a source of interpretation. The size of the company and the degree of functional complexity, in relative terms, will be one of the significant aspects.

**II.33. Concerning the remuneration of the Board of Directors executive members:**

**a) Reference to the fact that the executive director's remuneration includes a variable component and information on how this component depends on the performance evaluation.**

Not applicable

**b) Indication of the society's organs with the competency to conduct the evaluation of executive's board of directors performance.**

The Remuneration Committee evaluates the mentioned performance.

**c) Indication of the predetermined criteria for the evaluation of the executive's board of director's performance.**

Not applicable.

**d) Explanation of the relative importance of variable and fixed components of remuneration of Directors, as well as an indication of the maximum limits for each component.**

Not applicable.

**e) Indication of the deferment of payment of the variable remuneration component, specifying the period of deferral.**

Not applicable.

**f) Explanation on how the payment of variable compensation is subject to continued positive performance of the company during the period of deferral.**

Not applicable.

**g) Sufficient information about the criteria on which the variable remuneration in shares, as well as on the maintenance, by the executive members, the shares of the society they have entered on any contracts relating to such shares, including contracts hedging**