NOMINATING, COMPENSATION, AND ESG COMMITTEE REGULATIONS

(R-81006 version 03)

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1. INTRODUCTION:

1.1 These Regulations govern the operations of the Nominating, Compensation, and ESG Committee, which reports to the Board of Directors of Bolsas y Mercados Argentinos S.A. (hereinafter, "BYMA").

1.2 These Regulations may be amended by the Committee, subject to the approval of the Board of Directors.

1.3 These Regulations shall be published on BYMA's website.

2. COMPOSITION:

2.1 The Nominating, Compensation, and ESG Committee shall consist of at least 3 (three) regular members of the Board of Directors, along with their 3 (three) alternate members. The alternate members of the Committee shall replace their respective regular members in the event of absence, incapacity, death, or termination of service, this being the only basis on which the Committee's alternates may participate in meetings.

2.2 The composition of the Committee shall be published on BYMA's website.

3. APPOINTMENT:

3.1 Committee members shall be appointed by a majority vote of the Board of Directors. Committee members shall serve for a term of 1 (one) year term and may be reelected indefinitely, provided that the relevant member retains their status as a Director.

3.2 The Committee shall appoint a Chair from among its independent members.

3.3 The Chair shall have the following duties, without prejudice to any other duties not listed here that are inherent to the nature of the position:

a) to convene the Committee;

b) to set the agenda;

c) to represent the Nominating, Compensation and ESG Committee, Committee, for which purpose he or she shall attend meetings of the Board of Directors and Shareholders' Meetings on its behalf when requested.

3.4 In the event of the Chair's absence, he or she shall be replaced by one of the Committee members who qualifies as independent, as determined by the members present or participating via other means of simultaneous transmission of sound, images, and/or words.

4. MEETINGS:

4.1 The Committee shall meet at least 4 (four) times a year and more frequently if circumstances so require or if requested by any of its members.

4.2 The Corporate Secretary shall act as the Secretary of the Committee. If multiple Committee meetings overlap, the Corporate Secretary shall elect to attend any one of them, notifying the respective Committee of his or her absence.

5. NOTICE OF MEETING:

5.1 The convening and conduct of meetings shall comply with the same formalities as Board meetings, as established in the Board Regulations, the Bylaws, and the Law.

5.2 In case of urgency, meetings may be called with (three) calendar days' notice, or even on the same day if necessary.

5.3 The notice of meeting shall be sent via email with a read receipt. To this end, upon assuming their duties, each member of the Committee shall provide the Corporate Secretariat or the person designated for that purpose with an email address at which all notifications shall be valid.

5.4 The notice shall be accompanied by the agenda and all information and documentation pertaining to such agenda.

5.5 If an item is to be added to the agenda, its inclusion shall first be approved by the unanimous vote of all members present or participating via remote communication means through other simultaneous transmission methods of sound, images, and words. Notwithstanding the foregoing, in the event of a tie in the vote, the Chair shall have the casting vote.

6. ATTENDANCE AT MEETINGS:

6.1 The regular members of the Committee shall attend its meetings.

6.2 In the event of the absence of a member, he or she shall be replaced by the corresponding alternate director, who shall also hold the same status if the regular member is independent. In any case, Committee members shall remain in office until their replacement is appointed.

6.3 The admission of other members of the Board of Directors or members of the Audit Committee to a meeting shall be determined by a majority of the Committee members. Any person participating in the meetings who is not a member of the Committee shall not have the right to vote.

6.4 The Committee may request that directors, officers, employees of BYMA, or any other person whose advice and counsel are sought, attend meetings and provide the relevant information requested. The Committee may also exclude from its meetings any person it deems inappropriate.

7. MINUTES:

7.1 The Committee shall keep minutes of its meetings and shall report regularly to the Board of Directors, including its conclusions, recommendations, and any other matters it deems necessary. Reports to the Board of Directors shall be presented orally by the Committee Chair or any member designated by the Committee.

8. POWERS AND DUTIES:

1. Upon assuming office, Committee members shall sign an affidavit stating their knowledge of the current Code of Conduct and Ethics.
2. Committee members shall attend the Company's Annual General Meeting of Shareholders to address matters pertaining to the Committee's responsibilities.
3. The Committee shall assist the Board of Directors in matters relating to:
   a) corporate governance;
   b) nominations;
   c) compensation;
   d) human capital; and
   e) sustainability.

4. In relation to Corporate Governance, the Committee shall:

   a) recommend corporate governance practices and policies and ensure compliance therewith;
   b) review and issue an opinion on the Corporate Governance Report and any other corporate disclosures related to corporate governance;
   c) consider and recommend proposals to amend the Bylaws, the Board of Directors' Regulations, and the rules of the respective Committees;
   d) coordinate the annual evaluation of the Board of Directors, as well as the structure, organization, operation, performance, and effectiveness of the Board

and its Committees, ensuring that individual evaluations (including peer reviews) are conducted for each member of the Board and that written reports on the results and recommendations for improvement are prepared;

e) ensure that individual performance evaluations of Board members are conducted through appropriate mechanisms, including peer reviews, and that reports with recommendations for improvement are prepared.

5. In relation to Nominations, the Committee shall:

   a) periodically review the structure, size, and composition of the Board, evaluating the skills, experience, independence, diversity, and level of commitment of its members, and recommend appropriate changes, including whether to increase or decrease the number of members.
   b) analyze and recommend candidates for the appointment, election, or reelection of Directors;
   c) recommend candidates to fill vacancies on the Board, defining selection criteria and procedures that take into account independence, diversity, age, skills, experience, business knowledge, and availability to serve in the position;
   d) coordinate the onboarding processes for Board members;
   e) recommend succession plans for the Chair of the Board, Directors, the and CEO.

6. In relation to Compensation, the Committee shall:

   a) assist the Board of Directors in defining compensation policies applicable to the Board, the CEO, and Senior Management.
   b) recommend the Company's general compensation and benefits policy, taking into account applicable regulations, strategic goals, long-term sustainability, and internal policies.
   c) recommend executive compensation plans, including:
      i. annual base salary;
      ii. annual bonuses;
      iii. long-term incentives;
      iv. special or supplemental benefits; and
      v. stock plans or stock options, if any.
   d) recommend policies regarding the reimbursement and accounting of expenses for the CEO and Senior Management.

7. In relation to Human Resources, the Committee shall:

   a) assist the Board of Directors in matters related to human resources, professional development, training, evaluation, and general policies applicable to the Company's staff.
   b) oversee policies and initiatives related to organizational culture, diversity and inclusion, well-being, and talent attraction and retention.
   c) review, together with Management, succession plans for key management positions.

8. In relation to Sustainability and Market Development, the Committee shall:

   a) assist the Board of Directors in defining strategies, policies, and initiatives related to sustainability and environmental, social, and governance (ESG) factors.
   b) oversee internal sustainability initiatives aimed at:
      i. minimizing environmental impacts;
      ii. promoting eco-efficiency programs;
      iii. optimizing the use of energy and resources;
      iv. managing waste and greenhouse gas emissions;
      v. identifying risks and opportunities related to climate change;

vi. promoting actions with social impact.

c) encourage issuers to adopt sustainable practices, develop products and services aligned with international standards, and provide training to market participants.

9. AUTHORITY:

The Committee shall have the necessary authority to perform its functions and duties, as stipulated in the Company's internal regulations or as recommended or required by applicable regulations. To this end, all employees shall cooperate directly with any request made by the Committee.

10. COMPENSATION:

Committee members shall be entitled to receive their respective Director's fees, plus an additional amount to be determined by the Board of Directors for the performance of specific duties on the Committee, in accordance with the Company's compensation policy.

CHANGE CONTROL

DATE	CHANGE REASON
June 2026	Comprehensive update. Approved by the Committee on March 6, 2026 (Minutes No. 53). The Board of Directors delegated the drafting of this document to the Committee pursuant to Minutes No. 133 dated May 7, 2026, ratifying the terms of the final document.
March 2021	Updated to the current format.