

## Committees

Our Board of Directors is supported by Committees approved by the Annual Ordinary General Shareholders' Meeting. Committees analyze specific matters and issue recommendations to the Board of Directors.

### Audit and Corporate Governance Committee

#### Main duties:

- Supervising, evaluating and analyzing the external auditors and their reports
- Analyzing and supervising the preparation of our financial statements and recommending their approval to the Board of Directors
- Reporting to the Board of Directors on the status of our internal controls, our internal audit and their adequacy
- Supervising related-party transactions and their execution according to the applicable laws
- Requesting our executive officers or independent experts, as appropriate, to submit reports
- Investigating and informing the Board of Directors of any irregularities encountered
- Calling shareholders' meetings

José Luis Fernández Fernández  
**Independent Chairman**

Joaquín Alberto Palomo Déneke  
John A. Slowik  
**Independent Directors**

José Carlos Silva Sanchez-Gavito  
**Independent Alternate Director**

Jaime Esteban Pous Fernández  
**Secretary Non-member**

### Compensation and Nominations Committee

#### Main duties:

- Submitting proposals to the Board of Directors relating to the appointment or removal of officers to or from the Company's first two corporate levels
- Proposing the creation and amendment of any incentive plan for Ambassadors
- Consulting with third-party experts in connection with any issues related to compensation, organizational development, labor market studies and other related matters
- Proposing compensation packages for officers within the first four corporate levels
- Proposing to our Board of Directors the execution, amendment or termination of any collective bargaining agreements
- Assessing the performance of relevant executives and reporting it to the Board of Directors and the Audit and Corporate Governance Committee

Marco Baldocchi Kriete  
**Chairman**

Brian Franke  
Harry F. Krensky  
Enrique Javier Beltranena Mejicano  
**Directors**

Rodrigo Antonio Escobar Nottebohm  
**Alternate Director**

Ricardo Maldonado Yañez  
**Secretary Non-member**



GRI 102-19, 102-20, 102-21, 102-26, 102-29, 102-31, 102-32

## Committees of Senior Mangement

The Company has also the following Committees not regulated by the Mexican Securities Market Law.

### Ethics Committee

This Committee meets monthly, and its main duties are:

- Ensuring compliance with the Volaris Code of Ethics, solving conflicts through effective and timely decisions
- Building an ethical culture in the Company and periodically reviewing and updating best practices and business conduct standards
- Ensuring that all reports sent through the Whistle Blowing Line on malpractice, misconduct or non-compliance with current standards and regulations are received and addressed
- Assessing disputes, conflicts, and misconduct related to the Code of Ethics
- Proposing sanctions and action plans for cases related to breaches of the Code of Ethics
- Reviewing the operating guidelines that guarantee compliance with the Code of Ethics
- Supervising the existence and implementation of a training plan on ethical culture for all Ambassadors

The Ethics Committee consists of the following members: the President and Chief Executive Officer, the Chief Legal Officer VP, the Customer Sales and Service Director, the Human Resources Director, the Internal Audit Director, the Comptroller and Compliance Director, the Operational Safety Director, and the Organizational Development Director.

### Cybersecurity Committee

This Committee meets monthly and its main duties are:

- Observing and discussing global trends in cybersecurity and data protection
- Analyzing the different historical threats and the steps that have been taken to solve them
- Observing and discussing the cybersecurity and data protection strategy that has been implemented and any following evolutionary steps
- In coordination with the Internal Audit department, providing certainty to the Audit and Corporate Governance Committee regarding the steps that have been taken on matters of cybersecurity, data protection and the Company's cyber incident recovery capabilities

The Cybersecurity Committee consists of the following members: the President and Chief Executive Officer, the Executive Vice President Airline Commercial and Operations, the Chief Financial Officer SVP, the Chief Legal Officer VP, the Comptroller and Corporate Compliance Director, the Technology and Corporate Transformation Senior Director, the Information Security and IT Internal Control Manager and the IT Security Manager.

### Sustainability Committee

As part of redefining the Volaris' sustainability strategy in 2020, we decided to create the Sustainability Committee. This Committee meets monthly and its main duties are:

- Ensuring the business' sustainable development
- Integrating sustainability into our business strategy by involving the Company's senior management in all matters related to ESG issues and other business sustainability trends
- Making decisions that favor the Company's sustainability strategy and setting future goals. Furthermore, we're seeking to transform into actions every one of the agreements reached by this Committee thus achieving cross-sectional sustainability in all areas of Volaris.

The Sustainability Committee consists of the following members: the President and Chief Executive Officer, the Corporate Affairs Director who is responsible for managing Volaris' Corporate Sustainability Program and serves as Secretary. The President and Chief Executive Officer reports to the Board of Directors the most relevant aspects of the Company's sustainability efforts.

