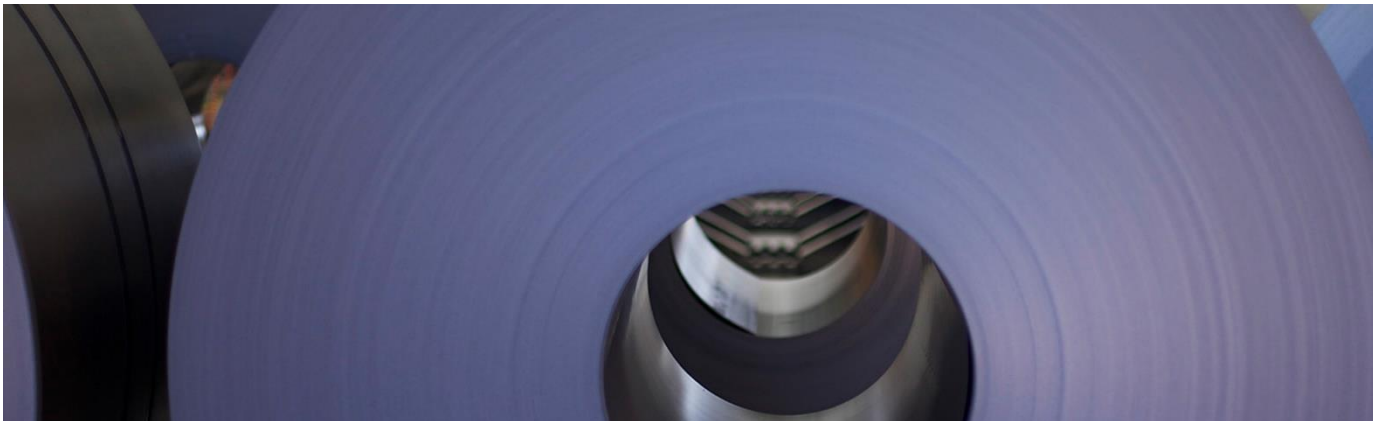


GOVERNMENT APPROVES MINIMUM WAGE FOR THE YEAR 2023

We inform the business community that the Government approved on May 25, 2023, the national minimum wage, by activity sector for the year 2023, through ministerial diplomas nº 57,58,59,60,61,62,63 and 64/2023.

According to the new national minimum wage framework, the largest increase was attributed to the Mineral Extraction Industry - Large Companies (Sector 3) sector, whose minimum wage rose from 10,353.58Mt to 12,020.20Mt, as a result of a 16.10% percentage adjustment.

We remind you that employers may set minimum wages higher than those indicated in the table below. Salaries of other professional categories not covered by the minimum wage adjustment, referred to herein, are subject to collective bargaining between employers and their unions.

The minimum wage approved for 2023 takes retroactive effect as of April 1, 2023.

Below we present, in table format, the minimum wages in effect during the year 2022 and those approved for the year 2023, by activity sector, also presenting the respective percentage of adjustment.

Sector of Activity	Minimum wage 2023 (MT)	Minimum Wage 2022 (MT)	Tax (%)	Adjustment Amount (MT)
1 - Agriculture, Livestock, Hunting and Forestry	5.800,00	5.200,00	11,50	600,00
2 - Fishing				
2.1 - Marine, Industrial and Semi-Industrial Fishing	6.220,75	5.820,75	6,90	400,00
2.2 - Kapenta Fishing	4.791,68	4.591,68	4,40	200,00
3 - Mineral Extraction Industry				
3.1 - Large Enterprises	12.020,20	10.353,58	16,10	1.666,62
3.2 - Quarries and Midsize Companies	7.380,00	6.830,00	4,50	550,00
3.3 - Salt Flats - Micro and Small Enterprises	6.034,00	5.759,00	4,78	275,00
4 - Manufacturing Industry	8.747,50	7.945,00	10,10	802,50
4.1 - Bakery	6.300,00	5.710,00	10,33	590,00
4.2 - Cashew	5.853,21	5.310,00	10,23	543,21
5 - Production and Distribution of Electricity, Gas and Water				
5.1 - Large Enterprises	10.475,00	9.325,00	12,33	1.150,00
5.2 - Small and Medium Enterprises	8.500,00	7.566,72	12,33	933,28
6 - Construction	7.409,08	6.700,00	10,06	709,08
7 - Non-Financial Services	8.574,00	7.774,50	10,28	799,50
7.1 - Hospitality Industry	7.715,00	6.950,00	11,00	765,00
7.2 - Private Security	7.825,00	7.525,00	3,98	300,00
7.3 - Fuel Retailers	8.464,50	7.774,50	8,87	690,00
8- Financial Activities				
8.1 - Banks and Insurance Companies	16.061,32	14.340,85	12,00	1.720,47
8.2 - Microfinance	14.241,29	12.741,29	11,77	1.500,00