

COMPENSATION COMMITTEE CHARTER
CENTRAL BANCOMPANY, INC.
APPROVED AUGUST 18, 2025

Committee Membership:

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Central Bancompany, Inc. (the “Company”) shall consist of three or more members of the Board, a majority of which are “independent directors,” *i.e.*, those directors who neither are officers or employees of the Company or its subsidiaries nor have a relationship which, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director, and who are otherwise “independent” under the applicable exchange listing standards as they apply to compensation committee members.

Members shall be appointed by the Board based on nominations by the Company’s Nominating and Governance Committee. Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

Committee Purpose and Responsibilities:

The Committee shall have the purpose and direct responsibility to:

1. Review and approve corporate goals and objectives relevant to the compensation of the Company’s Chief Executive Officer (“CEO”), subject to any applicable employment contract, evaluate the CEO’s performance in light of those goals and objectives, and determine, or recommend to the Board for determination, the CEO’s compensation level based on this evaluation. In determining or recommending the long-term incentive component of CEO compensation, the Committee shall consider, among other factors, the Company’s performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years.
2. In consultation with the Company’s CEO and, if applicable, the Company’s Executive Chairman, determine, or recommend to the Board for determination, the compensation of all other executive officers (defined as those officers covered in Rule 16a-1(f) under the Securities Exchange Act of 1934, as in effect from time to time (the “Exchange Act”)) of the Company, including based on a review of the goals and objectives for those positions.
3. In consultation with executive management, establish the Company’s general compensation philosophy and oversee incentive compensation plans and equity-based plans, oversee the activities of the individuals and committees responsible for administering these plans, and discharge any responsibilities imposed on the Committee by any of these plans.

4. Approve any new equity compensation plan or any material change to an existing plan where shareholder approval has not been, and under the applicable exchange listing standards is not required to be, obtained, and approve any issuances under, or any material amendment of, any tax qualified, non-discriminatory employee benefit plan or parallel nonqualified plan pursuant to which a director, officer, employee or consultant will acquire stock or options.
5. Approve issuances under, or any material amendment of, any equity compensation or other similar plan pursuant to which a person not previously an employee or director of the Company, as an inducement material to the individual's entering into employment with the Company, will acquire stock or options.
6. In consultation with management, oversee regulatory compliance with respect to compensation matters, including overseeing the Company's policies on structuring compensation programs to preserve tax deductibility.
7. Review and approve any severance or similar termination payments proposed to be made to any current or former executive officer of the Company.
8. Prepare an annual Compensation Committee Report for inclusion in the Company's annual proxy statement in accordance with applicable SEC rules and regulations.
9. At least annually, review and recommend to the Board for approval a succession plan, developed by management, addressing the policies and principles for selecting a successor to the CEO, both in an emergency situation and in the ordinary course of business.
10. Review and reassess the adequacy of this Committee Charter as described below.
11. Report to the Board on a regular basis, and not less than once per year.
12. Perform any other duties or responsibilities expressly delegated to the Committee by the Board from time to time relating to the Company's compensation programs.

Committee Structure and Operations:

The Board shall designate one independent member of the Committee as its chairperson. A majority of the members of the Committee shall constitute a quorum for the transaction of business. In the event of a tie vote on any issue, the chairperson's vote shall decide the issue. The Committee shall meet at least twice per year, and perhaps more frequently, in conjunction with regularly scheduled meetings of the Board at regularly scheduled times and places determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson. The chairperson shall be responsible for providing a written agenda for all meetings. In the

chairperson's absence, the majority of the members of the Committee shall appoint a member to preside over the meeting. Members of the Committee may participate in a meeting of the Committee in person, telephonically, virtually, or in any manner permitted by law. The Committee will keep minutes of its meetings.

The CEO, Executive Chairman or any other executive officer may not be present during any voting or deliberations of the Committee regarding such executive officer's compensation.

Delegation to Subcommittee:

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee consisting of one or more members. In particular, the Committee may delegate the approval of certain transactions to a subcommittee consisting solely of members of the Committee who are "Non-Employee Directors" for the purposes of Rule 16b-3 under the Exchange Act.

Performance Evaluation:

The Committee shall prepare and review with the Board an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also recommend to the Board any improvements to the Committee's charter deemed necessary or desirable by the Committee. The performance evaluation by the Committee shall be conducted in such manner as the Committee deems appropriate. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

Resources and Authority of the Committee:

The Committee shall have the resources, funding and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate and approve the fees and other retention terms of any compensation consultants, outside legal counsel or other advisors to the Committee (each, an "Advisor"), as it deems appropriate, without seeking approval of the Board or management. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Advisor it retains. To the extent required by the applicable exchange listing standards, the Committee may select or receive advice from an Advisor only after taking into consideration all factors relevant to the Advisor's independence from management, including the following factors:

- the provision of other services to the Company by the person that employs the Advisor;
- the amount of fees received from the Company by the person that employs the Advisor as a percentage of that person's total revenue;
- the policies and procedures of the person that employs the Advisor that are designed to prevent conflicts of interest;

- any business or personal relationship of the Advisor with a member of the Committee;
- any business or personal relationship of the Advisor or the person employing the Advisor with an executive officer of the Company; and
- any stock of the Company owned by the Advisor.

Although the Committee is required to consider these factors, it is free to select or receive advice from an Advisor that is not independent.