

NOMINATION AND REMUNERATION COMMITTEE

(Articles 15th and 18th of the Board of Directors Regulation)

Updated on 22nd February 2019

- **Members**

- Chairman: Mr. Carlos Solchaga Catalán – *Independent director*;
- Member: Mr. Ángel Ochoa Crespo – *Independent director*; and
- Member: Mr. Francisco José Riberas Mera – *Proprietary director*.