**PROPOSAL FOR AGREEMENT ON THE FOURTH POINT OF THE AGENDA**

**“*FOURTH.- Approval of the Board of Directors Remunerations Policy for 2018, 2019 and 2020 financial years.***

*Approval of the Board of Directors Remunerations Policy for 2018, 2019 and 2020 financial years which does not include any change in comparison with the current policy.*

The English version is a translation of the original in Spanish for information purposes only. In case of adiscrepancy, the Spanish original will prevail.