

PROPOSAL FOR AGREEMENT ON THE EIGHTH POINT OF THE AGENDA

"8. - Advisory vote on the Annual Remuneration Policy Report of the members of the Board of Directors corresponding to the fiscal year 2014."

It is submitted to an advisory vote the Report on the remuneration policy for directors, formulated by the Board of Directors upon the recommendation of the Appointments and Remuneration Committee. This report includes an overall summary of the application of this policy during the year 2014, including details of the individual remunerations payable to each of the directors during this period, as well as the policy approved by the Committee for the current year. The full text has been made available to shareholders along with the rest of the documentation for this General Meeting.

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