

EXECUTIVE COMMITTEE

Name	Position	Type of director
Mr. Juan Luis Arregui Ciarsolo	President	Proprietary
Mr. Ignacio de Colmenares Brunet	Chair	Executive
Mr. Javier Echenique Landiribar	Chair	Other external
Mr. José Guillermo Zubia Guinea	Chair	Independent
Mr. Pedro Barato Triguero	Chair	Other external
Mr. Fernando Abril-Martorell Hernández	Chair	Other external
La Fuente Salada, S.L. (represented by Mr. José Ignacio Comenge Sánchez-Real)	Chair	Proprietary
Mr. José Antonio Escalona de Molina	Secretary	Non-member

AUDIT COMMITTEE

Name	Position	Type of director
Mr. Luis Lada Díaz	President	Independent
Mr. Javier Echenique Landiribar	Chair	Other external
Turina 2000, S.L. (represented by Mr. Gorka Arregui Abendivar)	Chair	Proprietary
Ms. Isabel Tocino Biscarolasaga	Chair	Independent
Mr. José Guillermo Zubía Guinea	Secretary	Independent

NOMINATING AND COMPENSATION COMMITTEE

Name	Position	Type of director
Mr. José Guillermo Zubía Guinea	President	Independent
Mr. José Carlos del Álamo Jiménez	Chair	Independent
Ms. Rosa María García Piñeiro	Chair	Independent
Mr. Fernando Abril-Martorell Hernández	Chair	Other external

Retos Operativos XXI, S.L. (represented by Mr. Óscar Arregui Abendivar)	Secretary	Proprietary
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SUSTAINABILITY COMMITTEE

Name	Position	Type of director
Ms. Isabel Tocino Biscarolasaga	President	Independent
Mr. Juan Luis Arregui Ciarsolo	Chair	Proprietary
Mr. José Carlos del Álamo Jiménez	Chair	Independent
Mr. Víctor Urrutia Vallejo	Chair	Proprietary
Turina 2000, S.L. (represented by Mr. Gorka Arregui Abendivar)	Chair	Proprietary
Mr. Pedro Barato Triguero	Chair	Other external