
ISSUER'S PARTICULARS

Financial year end: [31/12/2018]

Tax identification code: [A62338827]

Registered name:

[**AUDAX RENOVABLES, S.A.**]

Registered address:

[AVENIDA NAVARRA, 14 (BADALONA) BARCELONA]

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

- A.1.** Explain the directors' remuneration policy in force applicable to the current year. Insofar as it is relevant, certain information may be included regarding the remuneration policy approved by the general meeting of shareholders, provided that this additional information is clear, specific and concrete.

Specific determinations for the current year should be described regarding remuneration of directors in their capacity as such as well as for the performance of executive duties carried out by the Board pursuant to the provisions of the contracts signed with executive directors and to the remuneration policy approved by the general meeting.

In any case, at least the following aspects should be stated:

- Description of the company's procedures and bodies involved in determining and approving the remuneration policy and its terms.
- Indicate and, where applicable, explain whether comparable companies have been taken into consideration in establishing the remuneration policy of the company.
- Information regarding whether any external advisor took part in the process and, if so, their identify.

The directors' remuneration policy currently in force within the Company is based on the principles of private autonomy and of transparency and follows the guidelines set forth in the policy on remuneration of directors approved by the resolution of the ordinary general meeting of shareholders held on 29 June 2017 at the request of the Board of Directors and the Appointments and Remuneration Committee.

The Appointments and Remuneration Committee proposed also an amendment to the policy, which will be subject to approval of the General Meeting of Shareholders held in April 2019 in order to include the possibility for the directors to receive per diem allowances for their attendance not only to the meetings of the Board, but also to the meetings of the Audit Committee and the Appointments and Remuneration Committee when they are held on different days.

The Company's policy on directors' remuneration aims to reward dedication, qualification and responsibility required from the directors in the performance of their duties without compromising their independence.

While developing this policy, other policies on directors' remuneration applied in comparable businesses were taken into account and it was not considered necessary for any external advisor to take part in the process.

Accordingly, the directors' remuneration policy of Audax Renovables complies with the provisions of the Corporate Enterprises Act and of article 18 of the Company's articles of association, which states the following:

"The position of the Company's director, in their capacity as such, will be remunerated. The system of remuneration of the Company's directors, in their capacity as such, shall be based on attendance allowances, the specific rate of which will be determined by the board of directors within the limits established by the general meeting.

The maximum amount of the annual remuneration of all the directors of the Company, in their capacity as such, must be approved by the general meeting and will remain in force until a modification is approved. Unless the general meeting determines otherwise, the distribution among the different directors shall be established by a resolution of the directors, which shall take into consideration the functions and responsibilities attributed to each director."

The remuneration compensates the performance of duties, whether they are carried out individually or collectively, as well as the supervision and responsibility required by the position. The Company's remuneration policy shall be applied in accordance with this annual report on remuneration, although the Appointments and Remuneration Committee will continue reviewing the Company's remuneration policy in order to ensure its compliance with the amended legislation and the Unified Good Governance Code of listed companies which may be approved during the present and subsequent years, as well as with the needs and interests of the Company.

- The relative weight of variable remuneration items compared to the fixed ones (remuneration mix) and the criteria and objectives taken into account in order to determine such items and to ensure a suitable balance between fixed and variable remuneration components. In particular, state the actions adopted by the company pertaining to the remuneration system in order to reduce excessive exposure to risk and

to adjust it to the company's long term objectives, values and interests, including, as the case may be, a reference to measures provided to guarantee that the remuneration policy gives due consideration to the long-term results of the company, the measures adopted with regard to the categories of personnel whose professional activities materially affect the risk profile of the company and measures designed to avoid conflicts of interest, if applicable.

Furthermore, state whether the company has determined any accrual or vesting period for specific variable remuneration items, in cash, shares or other financial instruments, a deferral period for payment of sums or assignment of accrued and vested financial instruments, or whether any clause has been agreed to reduce the deferred remuneration or to obligate the director to return any remuneration received, when such remuneration had been based on data which was clearly shown later to be inaccurate.

The directors' remuneration policy does not feature variable remuneration items. In this sense, according to the provisions of the Company's articles of association and the regulations of the board of directors, the remuneration system and the remuneration items to be received by the Company's directors in their capacity as such is based on attendance allowances, the specific rate of which is to be determined by the board of directors within the limits established by the general meeting.

- Amount and nature of the fixed components that are expected to accrue over the year to the directors in their capacity as such.

Listed below are the fixed components of the directors' remuneration for the performance of their duties and in their capacity as such which are expected to be accrued over the year 2019 if the new directors' remuneration policy specified in section A.4. of this report is approved by the Company's General Meeting of Shareholders:

a) The directors' remuneration will be determined according to their attendance (whether on-site or telematic) to the meetings of the Company's Board of Directors and will amount to (i) €4,500 per session in case of on-site attendance, or (ii) €2,700 per session in case of attendance via any telematic means; and in either case, a limit applies of €31,500 annually per director.

b) Those directors who simultaneously are members of the Company's Audit Committee and/or the Appointments and Remuneration Committee shall receive remuneration amounting to (i) €3,000 per session attended on site, or (ii) €1,800 per session attended by any telematic means.

When two or more sessions of the Board of Directors and/or of the Audit Committee and/or the Appointments and Remuneration Committee are held on the same day (i.e. regardless of whether these are the sessions of the same or of different bodies), the directors will only receive remuneration for their attendance to one session and, specifically, to the session where the amount of remuneration is higher.

Lastly, it is expected that Mr Francisco José Elías Navarro, Mr Eduardo Romeu Barceló and Mr Rafael Garcés Beramendi will renounce entirely their remuneration applicable to them as directors in their capacity as such in the present year 2019, just as they did in recent years.

- Amount and nature of fixed components that will accrue over the year to executive directors for their performance of senior management duties.

It is expected that during the current year fixed components amounting to €110,000 will accrue to Mr Rafael Garcés Beramendi for his performance senior management duties as Investment Manager of the Company.

- Amount and nature of any component of remuneration in kind that will accrue over the year including, but not limited to, insurance premiums paid to the director.

N/A

- Amount and nature of the variable components, differentiating between those established in the short and long term. Financial and non-financial parameters, the latter including social, environmental and climate change parameters, selected to determine variable remuneration

in the current year, explaining the extent to which these parameters are correlated with the performance of both the director and the company and with its risk profile, as well as the methodology, necessary period and techniques provided to determine, at the end of the year, the degree of compliance with the parameters used in determining the variable remuneration.

State, in monetary terms, the range of individual variable components according to the degree of compliance with the established objectives and parameters, and whether there is any maximum monetary amount in absolute terms.

Over the current year possible variable components may accrue to Mr Rafael Garcés Bermanedi amounting to €40,000 for his discharge of senior management duties as Investment Manager, depending on the results obtained by the Company.

- Main features of long-term savings schemes. Among other information, state the following: the contingencies covered by the system, whether it is a defined contribution or allowance system, the annual contribution that needs to be made to the defined contribution systems, the allowance that the beneficiaries are entitled to in case of defined allowance systems, the conditions for vesting in favour of directors and their compatibility with any type of payment or compensation due to early termination or dismissal or arising from the termination of the contractual relation between the company and the director under predetermined conditions.

It should be indicated whether or not the vesting or accrual of any of the long-term saving plans is linked to the attainment of specific goals or parameters related to the long- and short-term performance of the director.

N/A

- Any type of payment or compensation due to early termination or dismissal or arising from the contractual relation between the company and the director under predetermined conditions, whether by dismissal or voluntary resignation of the director, as well as any type of agreements, such as exclusivity, post-contractual non-competition, permanence or loyalty, which entitle the director to any type of consideration.

N/A

- Indicate the terms which should be featured in the contracts of people who perform senior management duties as executive directors. Among others, disclose the duration, limits on the amount of severance payments, permanence agreements, notice periods, payments in lieu of these notice periods, and any other provisions pertaining to hiring bonuses, as well as compensations or golden parachutes in the event of early termination of the contractual agreement between the company and the executive director including, among others, the non-competition, exclusivity, permanence or loyalty and post-contractual non-competence, unless they have been explained in the previous paragraph.

In general, there are no predetermined conditions of the contracts of people who perform senior management duties as executive directors. Those contracts are subject to approval in every individual case.

- The nature and estimated amount of any other additional remuneration accrued by the directors over the current year in consideration for the services rendered, other than those inherent in their position.

N/A

- Other remunerative items such as those arising, as the case may be, from the company's granting of advance payments, loans and guarantees and other remuneration.

N/A

- The nature and estimated amount of any other additional remuneration scheduled and not featured in the above sections, whether paid by the company or other entity of the group, which will accrue to the directors over the current year.

N/A

A.2. Explain any important change in the remuneration policy applicable in the current year arising from:

- A new policy or a change in the policy already approved by the general meeting.
- Important changes in specific rates established by the board for the current year to the remuneration policy in force, in comparison to those applied in the previous year.
- Proposals that the board of directors may have agreed to submit to the general meeting of shareholders to which this annual report will be submitted, expected to be applicable to the current year.

On 25 February 2019 the Company's Appointments and Remuneration Committee formulated a report to the Board of Directors in accordance with the provisions of article 529 novodecies of the Corporate Enterprises Act, in relation to the approval of the new policy on remuneration of directors for the years 2019, 2020 and 2021. The policy, should it be approved by the Board of Directors, will enter into force on the day when the Company's General Meeting of Shareholders approves it and will be effective from 1 January 2019.

The new policy on directors' remuneration aims to: (i) adjust the Company's remuneration policy to the actual performance of the directors as members of the Board and, in some cases, as members of the pertinent committees; and (ii) allow the Company's shareholders to vote on the remuneration policy individually and separately from the Annual Report on the Remuneration of Directors, as it is considered to be a practice that boosts good governance and transparency.

The maximum annual sum of remuneration (attendance allowances) to be paid to all the directors in their capacity as such for the year 2019, proposed by the Board of Directors to the General Meeting of Shareholders amounts to €250,000, which corresponds to the amount already approved by the General Meeting of Shareholders on 27 June 2018, therefore said amount will remain in force, in compliance with article 217.3 of the Corporate Enterprises Act.

Within the specified limit approved by the General Meeting of Shareholders and the distribution established by the Board of Directors, the directors' remuneration policy allows the Company's directors to receive remuneration for their attendance (whether on-site or telematic) to the sessions of the Board of Directors, the Audit Committee and the Appointments and Remuneration Committee, as applicable, according to the following criteria set forth in the policy:

a) The directors' remuneration will be determined according to their attendance (whether on-site or telematic) to the meetings of the Company's Board of Directors and will amount to (i) €4,500 per session in case of on-site attendance, or (ii) €2,700 per session in case of attendance via any telematic means; and in either case, a limit applies of €31,500 annually per director.

b) Those directors who simultaneously are members of the Company's Audit Committee and/or the Appointments and Remuneration Committee shall receive remuneration amounting to (i) €3,000 per session attended on site, or (ii) €1,800 per session attended by any telematic means.

When two or more sessions of the Board of Directors and/or of the Audit Committee and/or the Appointments and Remuneration Committee are held on the same day (i.e. regardless of whether these are the sessions of the same or of different bodies), the directors will only receive remuneration for their attendance to one session and, specifically, to the session where the amount of remuneration is higher.

A.3. Provide a direct link to the document presenting the current remuneration policy of the company, which should be available on the company's website.

https://www.audaxrenovables.com/wp-content/uploads/2013/05/Pol%C3%ADtica-Retribuciones-Consejeros_Fersa1.pdf

A.4. Taking into account the data provided in section B.4, explain the outcome of the consultative vote of the shareholders at the general shareholders' meeting on the annual report on remuneration for the previous year.

Taking into consideration that 99.9983% of the shareholders attending the general shareholders' meeting held on 27 June 2018 voted in favour of approving the report on the directors' remuneration for the year 2017 and the remaining 0.0017% of the attending capital abstained, the company decided to maintain the same remunerative items for the directors.

B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED THROUGHOUT THE PREVIOUS FINANCIAL YEAR

B.1. Explain the process followed to apply the remuneration policy and to determine the individual remuneration indicated in section C of this report. This information shall feature the role played by the remuneration committee, the decisions made by the board of directors and, if applicable, the identity and role of external advisors whose services were used in the process of applying the remuneration policy in the year ended.

The Company's Appointments and Remuneration Committee has supervised and exercised control over the effective implementation of the directors' remuneration policy of the Company.

As the criteria for the accrual of the directors' remuneration for their attendance to the sessions of the Board of Directors are clearly defined in the remuneration policy, it was easy to determine the individual remuneration of each director.

B.2. Explain the various actions taken by the company pertaining to the remuneration system and how they contributed to reducing the exposure to excessive risk and adapting it to the company's long-term objectives, values and interests, including a reference to the measures adopted to ensure that the remuneration policy gave due consideration to the long-term results of the company and attained an adequate balance between the fixed and variable components of remuneration, which measures were adopted with regard to those categories of personnel whose professional activities affect materially the company's risk profile, and which measures were adopted to avoid conflicts of interest, if applicable.

By the amendment of the directors' remuneration system established by the articles of association, approved by the ordinary General Meeting of Shareholders of the Company on 29 June 2017, the previous remuneration system – which included fixed and variable components – was repealed, and a new system was approved, which is based on attendance fees and by virtue of this new system the Company's directors may receive attendance allowances for their attendance to the sessions of the Board of Directors, within the limits approved by the General Meeting and distributed by the Board of Directors in accordance with the criteria established in the Company's Directors' Remuneration Policy.

This remuneration system minimises the risks associated to the variable remuneration systems and makes it possible to attend to the Company's long-term results. Furthermore, the system based on attendance fees rewards dedication, qualification and responsibility of the directors in the performance of their duties, as their commitment and availability is a primary requirement. This is why the remuneration recognizes and rewards the attendance and participation of the directors in the sessions of the Board of Directors.

These actions were taken in order to adapt the remuneration policy to the Company's situation and to the remuneration policies of the Audax group, to which the Company belongs.

With respect to the conflict of interests, article 16.1 of the Regulations of the Board of Directors stipulates the following :

"The directors shall perform their duties with the loyalty of a faithful representative, acting in good faith and in the best interest of the Company. In particular, loyalty commitment obliges the directors to: (...) (iii) Abstain from participating in the deliberation and voting on resolutions or decisions in which they or a related person have a direct or indirect conflict of interest. The resolutions or decisions which affect them as directors, such as their appointments or dismissals for positions in the governing bodies or other decisions of similar meaning, shall be excluded from this prohibition. (iv) Carry out their duties on the principle of personal responsibility, with freedom of opinion or judgement and independence from the instructions and links to third parties. (v) Adopt the necessary measures to avoid finding themselves in situations of conflict with the Company's interest or with their duties towards the Company."

Article 16.2 of the aforementioned regulations expands on section (v) above and, at the same time, on the provisions of article 229 of the Corporate Enterprises Act.

B.3. Explain how the remuneration accrued throughout the financial year complies with the provisions of the remuneration policy in force.

Report also on the connection between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, if applicable, how variations in company's performance have could affect variations in the remuneration of directors, including items accrued for which payment is deferred, and how they contribute to the long- and short-term results of the company.

In compliance with the remuneration policy in force, the remuneration accrued throughout the year to the directors reflects the number of sessions of the Board of Directors attended by the directors (whether on site or by any telematic means).

This remuneration contributes positively to the short- and long-term results of the Company, because it stimulates the directors to attend to all the sessions of the Board of Directors and therefore boosts their dedication to the performance of their duties.

B.4. Report on the outcome of the consultative vote at the general meeting on the annual remuneration report for the previous year, indicating the number of votes cast against.

	Number	% of total
Votes cast	99,987,707	71.42
	Number	% of votes cast
Votes against		0.00
Votes in favour	99,986,007	100.00
Abstentions	1,700	0.00

Comments

B.5. Explain how the fixed components accrued throughout the financial year to the directors in their capacity as such were determined and how they varied from the previous year.

The remuneration received by the directors throughout the year was determined on the basis of their actual dedication to their duties and comprised allowances for their attendance to the sessions held during the year, and there was no variation from the previous year.

The established system of remuneration aims at rewarding the contribution and actual dedication of the directors to their duties in compliance with the Company's remuneration policy, where the remuneration system is adapted to the business and dimensions of the Company.

The Company ensured that the directors' remuneration be reasonably proportionate to the Company's importance, its economic situation at the time and the market standards of comparable businesses. The established remuneration system is aimed at promoting the Company's long-term profitability and sustainability and implementing the necessary precautions in order to avoid assuming excessive risk and compensating unfavourable results.

B.6. Explain how the salaries accrued throughout the financial year to each executive director for the performance of their management duties were determined and how they varied from the previous year.

N/A

B.7. Describe the nature and the main characteristics of the variable components of the remuneration systems accrued throughout the financial year.

In particular:

- Identify each remuneration plan that governed the individual variable items of remuneration accrued by each director throughout the financial year, including information on their extent, date of approval, date of implementation, accrual periods and maturity, the criteria used to evaluate performance and how it affected the process of determining the variable amount accrued, as well as the measurement criteria used and the time lapse necessary to be able to appropriately measure all the stipulated conditions and criteria.

In the case of plans involving stock options or other financial instruments, the general characteristics of each plan shall include information on the conditions for acquiring unconditional ownership (vesting) as well as for enabling the exercise of such options or financial instruments, including the price and period for such exercise.

- Each of the directors, and their category (executive directors, external proprietary directors, external independent directors or other external directors), who are beneficiaries of remuneration systems or plans that include a variable remuneration.
- If applicable, include information on the applied accrual or deferment periods for payments established and/or the retention/non-disposal periods for any shares or other financial instruments.

Explain the short-term variable components of the remuneration systems:

N/A

Explain the long-term variable components of the remuneration systems:

N/A

B.8. Indicate whether there has been any reduction or claims for the return of specific variable components, if any, in the first case when payment is vested or deferred, or in the second case vested and paid, based on data which was later clearly proved to be inaccurate.

Describe the amounts reduced or returned due to the application of reduction or return (clawback) clauses, explain why they were applied and in which financial years.

N/A

B.9. Explain the main characteristics of the long-term savings plans, whose amount or annual equivalent cost appear in the tables in section C, including retirement and any other survivor benefits which are financed partially or entirely by the company, whether through internal or external contributions, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies covered, the conditions for vesting and the compatibility with any type of severance pay for early termination or termination of the contractual relationship between the company and the director.

N/A

B.10. Explain, where appropriate, the severance payment or any other type of payment deriving from termination or early termination, whether due to dismissal or resignation, of the contract on the terms stipulated therein, accrued and/or received by the directors throughout the year.

N/A

B.11. Indicate whether there have been any significant amendments to the contracts of persons performing senior management duties as executive directors, and if so, explain those changes. Furthermore, explain the main conditions of the new contracts signed with executive directors during the financial year, unless they have already been explained in section A.1.

N/A

B.12. Explain any additional remuneration accrued by the directors as compensation for services provided other than those inherent to their position.

In the financial year 2018 the proprietary director, Mr Rafael Garcés Beramendi, received a remuneration amounting to €140,000 as compensation for his services as Investment Manager of the Company.

B.13. Explain any remuneration resulting from granting advance payments, loans and guarantees, indicating the interest rate, its essential characteristics and the amounts paid back, if any, as well as the obligations undertaken on their behalf by way of a guarantee.

N/A

B.14. Specify the remuneration in kind accrued by the directors throughout the financial year, briefly explaining the nature of the individual remunerative components.

N/A

B.15. Explain the remuneration accrued by the director through payments made by the listed company to a third-party company in which the director renders services, when the purpose of those payments is to remunerate the director's services in the company.

[N/A]

B.16. Explain any other remuneration item other than those indicated above, whatever its nature or the group entity paying it, especially if considered to be a related party transaction or when its payment could distort the true and fair image of the total remuneration accrued by the directors.

[N/A]

C. ITEMISE THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH DIRECTOR

Name	Type	Accrual period in 2018
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Proprietary chairman	From 01/01/2018 to 31/12/2018
Mr RAFAEL GARCÉS BERAMENDI	Proprietary Director	From 01/01/2018 to 31/12/2018
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Proprietary Director	From 01/01/2018 to 31/12/2018
Mr EDUARD ROMEU BARCELÓ	Proprietary Director	From 01/01/2018 to 31/12/2018
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	Independent Director	From 01/01/2018 to 31/12/2018
Mr JOSEP MARIA ECHARRI TORRES	Independent Director	From 01/01/2018 to 31/12/2018
Mr EMILIO MORALEDA MARTÍNEZ	Proprietary Director	From 01/01/2018 to 10/05/2018

C.1. Complete the following tables regarding the individual remuneration of each director (including the remuneration for performing executive duties) accrued throughout the financial year.

a) Remuneration from the reporting company:

i) Remuneration accrued in cash (in EUR thousands)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2018 financial year	Total 2017 financial year
Mr FRANCISCO JOSÉ ELÍAS NAVARRO										
Mr RAFAEL GARCÉS BERAMENDI										
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	46								46	18
Mr EDUARD ROMEU BARCELÓ										
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	18								18	18

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Fixed remuneration	Per diem allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2018 financial year	Total 2017 financial year
Mr JOSEP MARIA ECHARRI TORRES	30								30	18
Mr EMILIO MORALEDA MARTÍNEZ	9								9	18

Comments

ii) Table of changes in the share-based remuneration systems and gross profit from consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the start of 2018		Financial instruments granted during 2018		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2018	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Plan							0.00				
Mr RAFAEL GARCÉS BERAMENDI	Plan							0.00				
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Plan							0.00				
Mr EDUARD ROMEU BARCELÓ	Plan							0.00				
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	Plan							0.00				

Name	Name of the Plan	Financial instruments at the start of 2018		Financial instruments granted during 2018		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2018	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Mr JOSEP MARIA ECHARRI TORRES	Plan							0.00				
Mr EMILIO MORALEDA MARTÍNEZ	Plan							0.00				

Comments

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iii) Long-term saving schemes.

Name	Remuneration for the vesting of rights to saving schemes
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	
Mr RAFAEL GARCÉS BERAMENDI	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	
Mr EDUARD ROMEU BARCELÓ	
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	
Mr JOSEP MARIA ECHARRI TORRES	

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

Name	Remuneration for the vesting of rights to saving schemes
Mr EMILIO MORALEDA MARTÍNEZ	

Name	Company's contribution throughout the year (€ thousands)				Cumulative amount of funds (€ thousands)			
	Saving schemes with vested economic rights		Saving schemes with non-vested economic rights		Saving schemes with vested economic rights		Saving schemes with non-vested economic rights	
	Year 2018	Year 2017	Year 2018	Year 2017	Year 2018	Year 2017	Year 2018	Year 2017
Mr FRANCISCO JOSÉ ELÍAS NAVARRO								
Mr RAFAEL GARCÉS BERAMENDI								
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE								
Mr EDUARD ROMEU BARCELÓ								
Mr PEDRO LUIS FERNÁNDEZ PÉREZ								
Mr JOSEP MARIA ECHARRI TORRES								
Mr EMILIO MORALEDA MARTÍNEZ								

Comments

iv) Details of other items

Name	Item	Remuneration amount
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Item	
Mr RAFAEL GARCÉS BERAMENDI	Item	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Item	
Mr EDUARD ROMEU BARCELÓ	Item	
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	Item	
Mr JOSEP MARIA ECHARRI TORRES	Item	
Mr EMILIO MORALEDA MARTÍNEZ	Item	

Comments

b) Remuneration to company directors for their sitting on the boards of other group companies:

i) Remuneration in cash (in EUR thousands)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership in board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2018 financial year	Total 2017 financial year
Mr FRANCISCO JOSÉ ELÍAS NAVARRO										
Mr RAFAEL GARCÉS BERAMENDI										
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE										8
Mr EDUARD ROMEU BARCELÓ										
Mr PEDRO LUIS FERNÁNDEZ PÉREZ										
Mr JOSEP MARIA ECHARRI TORRES										
Mr EMILIO MORALEDA MARTÍNEZ										8

Comments

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ii) Table of changes in the share-based remuneration systems and gross profit from the consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the start of 2018		Financial instruments granted during 2018		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2018	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Plan							0.00				
Mr RAFAEL GARCÉS BERAMENDI	Plan							0.00				
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Plan							0.00				
Mr EDUARD ROMEU BARCELÓ	Plan							0.00				
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	Plan							0.00				
Mr JOSEP MARIA ECHARRI TORRES	Plan							0.00				

Name	Name of the Plan	Financial instruments at the start of 2018		Financial instruments granted during 2018		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2018	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Mr EMILIO MORALEDA MARTÍNEZ	Plan							0.00				

Comments

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iii) Long-term saving schemes.

Name	Remuneration for the vesting of rights to saving schemes
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	
Mr RAFAEL GARCÉS BERAMENDI	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	
Mr EDUARD ROMEU BARCELÓ	
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	
Mr JOSEP MARIA ECHARRI TORRES	

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Name	Remuneration for the vesting of rights to saving schemes
Mr EMILIO MORALEDA MARTÍNEZ	

Name	Company's contribution throughout the year (€ thousands)				Cumulative amount of funds (€ thousands)			
	Saving schemes with vested economic rights		Saving schemes with non-vested economic rights		Saving schemes with vested economic rights		Saving schemes with non-vested economic rights	
	Year 2018	Year 2017	Year 2018	Year 2017	Year 2018	Year 2017	Year 2018	Year 2017
Mr FRANCISCO JOSÉ ELÍAS NAVARRO								
Mr RAFAEL GARCÉS BERAMENDI								
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE								
Mr EDUARD ROMEU BARCELÓ								
Mr PEDRO LUIS FERNÁNDEZ PÉREZ								
Mr JOSEP MARIA ECHARRI TORRES								
Mr EMILIO MORALEDA MARTÍNEZ								

Comments

iv) Details of other items

Name	Item	Remuneration amount
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Item	
Mr RAFAEL GARCÉS BERAMENDI	Item	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Item	
Mr EDUARD ROMEU BARCELÓ	Item	
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	Item	
Mr JOSEP MARIA ECHARRI TORRES	Item	
Mr EMILIO MORALED A MARTÍNEZ	Item	

Comments

c) Summary of remuneration (in EUR thousands):

The summary should include amounts of all remuneration items referred to in this report, accrued by the director, stated in EUR thousands.

Name	Remuneration accrued in the company					Remuneration accrued in group companies				
	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	2018 financial year company total	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	2018 financial year group total
Mr FRANCISCO JOSÉ ELÍAS NAVARRO										
Mr RAFAEL GARCÉS BERAMENDI										
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	46				46					
Mr EDUARD ROMEU BARCELÓ										
Mr PEDRO LUIS FERNÁNDEZ PÉREZ	18				18					
Mr JOSEP MARIA ECHARRI TORRES	30				30					
Mr EMILIO MORALEDA MARTÍNEZ	9				9					
TOTAL	103				103					

Comments

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D. OTHER USEFUL INFORMATION

If there are any important aspects of the directors' remuneration that were not included in other sections of this report, but that are necessary to provide more comprehensive and fully reasoned information on the directors' remuneration structure and remuneration practices of the company, specify them briefly.

[N/A]

This annual remuneration report has been approved by the company's board of directors in its meeting held on:

[15/03/2019]

State whether any directors voted against or abstained from voting on the approval of this report.

[] Yes

[] No