

COMMITTEES AND INTERNAL CONTROL FUNCTIONS

YEAR 2021

1. Composition of the Nomination and Remuneration Committee

Name	Position	Expiration of mandate
Carlos Aso Miranda	Chairman	Indefinite
Jose Luis Muñoz Lasuén	Member	Indefinite

The role of the Nomination & Remuneration Committee, as a specialized committee of the Board, is to assist and advise the Board in all analyses and decisions related to nomination and remuneration that have an impact on risk and risk management. The Nomination & Remuneration Committee will also oversee the total remuneration of staff responsible for control functions.

The Nomination & Remuneration Committee is constituted in a way that enables it to exercise competent and independent judgment on the remuneration policies and practices and the incentives created for managing risks.

The Nomination & Remuneration Committee will be formed by at least two members of the Board of Directors without executive functions within the Bank. The secretary of the Nomination & Remuneration committee will be the Head of the Human Resources Department.

The nomination and Remuneration Committee has held 6 meetings in 2021.

2. Internal Control Functions

Name	Position
Julien Mareschal	Chief Risk Officer
Macarena Roa	Chief Internal Auditor
Massimiliano Conte	Chief Compliance Officer – until 31/05/21
Ricard Rodriguez	Interim Chief Compliance Officer from 31/05/21 until 16/06/21
Marc Simonet	Chief Compliance Officer from 17/06/21