

## **INTERNATIONAL CONSOLIDATED AIRLINES GROUP, S.A.**

## Notification concerning remuneration schemes

Madrid, 7 March 2017

INTERNATIONAL CONSOLIDATED AIRLINES GROUP, S.A. (the "**Company**") announces the grant of rights to its executive directors and senior officers (as persons discharging managerial responsibilities) under the following share-based remuneration plans of the Company:

- Incentive Award Deferral Plan IADP 2017
- Performance Share Plan PSP 2017

The details of these awards are included in the attached notification form.

These share-based remuneration plans of the Company are described in the Company's Annual Remuneration Reports available on the corporate website (<u>www.iairgroup.com</u>) and on the website of the Spanish National Securities Market Commission (<u>www.cnmv.es</u>).

Enrique Dupuy de Lôme Chief Financial Officer

## NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

INTERNATIONAL CONSOLIDATED AIRLINES GROUP, S.A. (the "**Company**") hereby notifies the market of the following transactions of which it has been notified under article 19.1 of the EU Market Abuse Regulation ("**MAR**"), relating to:

- The award of deferred shares (in the form of conditional awards) under the Company's Incentive Award Deferral Plan (following the outcome of the 2016 annual incentive); and
- The award of nil-cost options under the Company's Performance Share Plan for 2017.

These share plans are more fully described in the Company's 2016 Directors' Remuneration Reports, which can be accessed online at <u>www.iairgroup.com</u>.

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	<ul> <li>William Walsh</li> <li>Enrique Dupuy</li> <li>Robert Boyle</li> <li>Andrew Crawley</li> <li>Alex Cruz</li> <li>Ignacio de Torres</li> <li>Luis Gallego</li> <li>Steve Gunning</li> <li>Chris Haynes</li> <li>Stephen Kavanagh</li> <li>Javier Sanchez Prieto</li> <li>Julia Simpson</li> </ul>		
2	Reason for the noti	fication		
a)	Position/status	Persons Discharging Managerial Responsibilities (PDMRs)		
		Name	Position	
		William Walsh	Executive Director	
		Enrique Dupuy	Executive Director	
		Robert Boyle	Director of Strategy	
		Andrew Crawley	Chief Executive Officer of IAG Cargo	
		Alex Cruz	Chairman and CEO of British Airways	
		Ignacio de Torres	Director of Global Services	
		Luis Gallego	Chairman and CEO of Iberia	
		Steve Gunning	Chief Financial Officer of British Airways	
		Chris Haynes	General Counsel	
		Stephen Kavanagh	Chief Executive Officer of Aer Lingus	
		Javier Sanchez Prieto	Chairman and CEO of Vueling	

This announcement is made in accordance with Article 19.3 of MAR.

		Julia Simpso	n	Chief of Staff			
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	International Consolidated Airlines Group S.A.					
b)	LEI	959800TZHQRUSH1ESL13					
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted						
a)	Description of the financial instrument, type of instrument	Ordinary shares of 0.50 euro each					
	Identification code	ES0177542018					
b)	Nature of the transaction	Award of conditional shares under the Incentive Award Deferral Plan (IADP) and nil-cost options under the Performance Share Plan (PSP), for nil consideration					
c)	Price(s) and volume(s)		IADP		PSP		
			Price(s)	Volume(s)	Price(s)	Volume(s)	
		William Walsh	£5.46	51,893	£5.46	311,355	
		Enrique Dupuy	£5.46	22,080	£5.46	147,198	
		Robert Boyle	£5.46	17,150	£5.46	102,901	
		Andrew Crawley	£5.46	10,302	£5.46	82,418	
		Alex Cruz	£5.46	0	£5.46	164,835	
		Ignacio de Torres	£5.46	8,033	£5.46	96,396	
		Luis Gallego	£5.46	26,746	£5.46	160,476	
		Steve Gunning	£5.46	16,117	£5.46	96,703	
		Chris Haynes	£5.46	12,821	£5.46	76,923	
		Stephen Kavanagh	£5.46	21,719	£5.46	130,314	
		Javier Sanchez Prieto	£5.46	15,203	£5.46	130,314	
		Julia Simpson	£5.46	7,459	£5.46	59,670	

d)	Aggregated information - Aggregated volume - Price	N/A
e)	Date of the transaction	6 March 2017
f)	Place of the transaction	Outside a trading venue