

**ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF
LISTED COMPANIES**

ISSUER IDENTIFICATION

YEAR- END DATE

31/12/2018

C.I.F. A88130471

Denominación Social:

ARIMA REAL ESTATE SOCIMI, S.A.

Domicilio Social:

CALLE FERNANDO EL SANTO, 15, 4ª PLANTA, 28010 MADRID

ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF LISTED COMPANIES

A REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1 Explain the current director remuneration policy applicable to the year in progress. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific and concrete.

The specific determinations for the year in progress should be described, both the remuneration of directors in their status as such and as a result of their executive functions carried out for the Board pursuant to the contracts signed with executive directors and to the remuneration policy approved by the General Shareholders' Meeting

At any event, the following aspects should be reported:

- Description of the procedures and company bodies involved in determining and approving the remuneration policy and its terms and conditions.
- Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.
- Information on whether any external advisors took part in this process and, if so, their identity.

The Company's remuneration policy is governed by article 37 of its bylaws, to which we refer the reader (available on the Company's website at www.arimainmo.com).

At the Annual General Meeting held on 18 October 2018, the Company's shareholders resolved to remunerate its independent directors with fees for attending the meetings of the board and of the board committees on which they sit. Those fees consist of a fixed annual sum set at the Annual Meeting.

Elsewhere, it was also agreed to remunerate the executive directors (of which there is just the one, the Company's CEO) in accordance with the terms of their service agreements with the Company. All of the information pertaining to this matter is duly disclosed in article 25 of the board regulations, similarly available on the Company's website (www.arimainmo.com).

The CEO's remuneration consists of a fixed sum, a bonus and an interest in the Share Incentive Plan. The CEO is entitled to receive an annual bonus equivalent to a percentage of his fixed remuneration so long as the targets set and approved for him annually by the board are met; the actual payment of the bonus must also be approved by the board. The maximum amount of fixed pay plus bonuses received by the CEO and the rest of the Company's employees is part of the Company's overhead, a heading which additionally includes its selling, general and administrative expenses. The Company's overhead is limited to 1% of the sum of share capital and the share premium, which is well below the ceiling imposed at its sector peers. The CEO also receives in-kind benefits such as the use of a company car and health and life

insurance, all of which on the terms and conditions stipulated in the agreement in place with the Company and approved at the Annual General Meeting, as required in Spanish company law.

The Incentive Plan for executives consists of the delivery of shares or cash, at the Company's discretion. For further information, the reader can find a summary of the terms and conditions in the 2018 share listing prospectus. The Plan lasts for six years and the benefits are accrued year to year until it terminates. Under the Plan, beneficiaries accrue the right to receive shares as an incentive when, for a given calculation period, the stipulated terms and conditions are met. Namely, shareholder remuneration must be above a specified threshold, measured fundamentally in terms of the value generated on the assets acquired. The right to the incentive is accrued and calculated annually. The calculation period runs from July to June of the following year. The incentive is settled by means of the delivery of the corresponding shares at the end of that period.

In addition, under the terms of the services provision agreement with the Company, if the agreement is terminated without just cause, the CEO would be entitled to receive cash compensation equivalent to the higher of two years' fixed remuneration or the termination pay applicable to unfair dismissals under Spain's prevailing Workers' Statute. In practice, that compensation cannot be more than the above-mentioned two years' fixed remuneration since the CEO cannot hold the position for long enough to be entitled to higher damages under the Workers' Statute. Note additionally that the agreement in effect between the Company and the CEO does not include a post-agreement non-compete clause and therefore no compensation is contemplated in this respect.

The general policy principles and fundamentals are summarised by way of information in the share listing prospectus registered by the Company and approved by Spain's securities market regulator, the CNMV, in 2018. That summary outlines the governing criteria stipulated in article 25 of the board regulations and in article 36, which analyses the key aspects and duties of the appointments and remuneration committee. Its duties notably include the formulation and proposal of the Company's remuneration policy and oversight of its implementation; by extension, the committee establishes the key aspects of that policy. Since its approval, the governing principle of the policy is to articulate a mix between fixed and variable/incentive-based remuneration that aligns shareholders' overriding interests with the performance and professionalism of the executive director(s), in this case the CEO.

At 31 December, 2018, there were no employees considered 'key management personnel'. The Company's key planning, management and control decisions and the decisions that affect its financial and strategic policies are taken by the CEO and the board of directors.

- Relative importance of variable remuneration items *vis-à-vis* fixed remuneration (remuneration mix) and the criteria and objectives taken into consideration in their determination and to guarantee a suitable balance between the fixed and variable components of the remuneration. In particular, state the actions adopted by the company in relation to the remuneration system to reduce exposure to excessive risks and adapt this to the long-term objectives, values and interests of the company, which

will include, as the case may be, mention of the measures to guarantee that the long-term results of the company are taken into account in the remuneration policy, the measures adopted in relation to those categories of staff whose professional activities have a material impact on the risk profile of the company and measures to avoid conflict of interest, as the case may be.

Furthermore, state whether the company has established any period for the accrual or consolidation of certain variable remuneration items, in cash, shares or other financial instruments, any deferral period in the payment of amounts or the handover of accrued and consolidated financial instruments, or if any clause exists reducing the deferred remuneration or that obliges the director to return remuneration received, when such remuneration has been based on certain figures that have clearly been shown to be inaccurate has been agreed.

The remuneration policy was designed to duly reflect the Company's size and financial situation, market standards for comparable companies and the amount of time devoted by the Company's directors. The remuneration outlined next is considered proportionate and conducive to the Company's profitability and sustainability over the long run. It features the precautions necessary to prevent the build-up of risks or the reward of poor results. It ensures the alignment of the interests of the directors and those of the Company and its shareholders, without compromising the directors' independence.

- Amount and nature of fixed components that are due to be accrued during the year by directors in their status as such.

The non-executive directors received €41 thousand of remuneration for attending board meetings in 2018.

- Amount and nature of fixed components that are due to be accrued during the year for the performance of senior management functions of executive directors.

The executive director received fixed remuneration of €57 thousand in 2018, the amount set in his contract with the Company

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

N/A

- Amount and nature of variable components, differentiating between those established in the short and long term. Financial and non-financial, including social, environmental and climate change parameters selected to determine variable remuneration in the year in progress, explaining the extent to which these parameters are related to performance, both of the director and of the company, together with

their risk profile, and the methodology, deadline necessary and techniques established to determine the degree of compliance with the parameters used in the design of the variable remuneration at the end of the year.

State the range, in monetary terms, of the different variable components according to the degree of compliance with the objectives and parameters established, and whether any maximum monetary amounts exist in absolute terms.

N/A

- Main characteristics of long-term savings systems. Among other information, state the contingencies covered by the system, whether through defined contributions or benefits, the annual contribution that needs to be made to the defined contribution system, the benefits directors are entitled to in the event of defined benefit systems, the conditions under which economic rights are consolidated for directors and their compatibility with any other type of payment or severance pay as a result of the early termination or dismissal of the director, or deriving from the termination of the contractual relation, in the terms provided, between the company and the director.
- State if the accrual or consolidation of any of the long-term savings plans is linked to achieving certain objectives or parameters related to the short- or long-term performance of the director.

N/A

- Any type of payment or severance pay for early termination or dismissal of the director, or deriving from the termination of the contractual relation, in the terms provided, between the company and the director, whether voluntary resignation by the director or dismissal of the director by the company, as well as any type of agreement reached, such as exclusivity, post-contractual non-competition, permanence or loyalty, which entitle the director to any type of remuneration.

N/A

- State the conditions that contracts should respect for those exercising senior management functions as executive directors. Among others, information should be provided on the duration, limits on amounts of severance pay, minimum contract term clauses, notice periods and payment in lieu of these notice periods, and any other clauses relating to hiring bonuses, compensation and golden parachute clauses for early termination of the contractual relationship between the company and the executive director. Include, among others, the pacts or agreement on non-competition, exclusivity, permanence and loyalty, and post-contractual non-competition, unless these have been explained in the previous section.

Duration: The services provision agreement executed between the Company and the CEO, Mr. Luis Alfonso López de Herrera-Oria, on 18 October 2018 is open-ended, although it would terminate automatically in the event of his discontinuation as CEO.

Lock-up commitment: The CEO has committed not to terminate the agreement during the five years following its entry into effect (the Minimum Lock-Up Period). In the event that Luis Alfonso López de Herrera-Oria terminates his agreement with the Company without just cause before the end of the Minimum Lock-Up Period, the Company would be entitled to compensation from the CEO equivalent to the fixed remuneration that he would have received during the remainder of the Minimum Lock-Up Period. In the event that Luis Alfonso López de Herrera-Oria is removed as CEO of the Company or his designation as CEO is not renewed or his agreement is terminated by the Company before the end of the Minimum Lock-Up Period, Luis Alfonso López de Herrera-Oria would be entitled to compensation from the Company equivalent to the fixed remuneration that he would have received during the remainder of the Minimum Lock-Up Period, subject to a minimum of two years' fixed remuneration and net of applicable tax withholdings. That sum would directly reduce any termination benefits payable.

Termination: Either of the parties can terminate the services agreement by notifying the other in writing with at least three months' notice. If the Company terminates the agreement without just cause (i.e., unfair dismissal, as defined in Spain's Workers' Statute), the CEO would be entitled to receive cash compensation equivalent to the higher of two years' fixed remuneration or the termination pay applicable to such dismissals under the formula contemplated in Spain's prevailing Workers' Statute, net of applicable tax withholdings. If the agreement is terminated by the Company for cause, the CEO would not be entitled to any compensation. For compensation award purposes, Luis Alfonso López de Herrera-Oria has been given four years' seniority. In addition, if the Company decides to terminate the agreement and Luis Alfonso López de Herrera-Oria is refused unemployment benefits from the competent authorities, the Company would have to compensate the CEO with a sum equivalent to the unemployment benefits to which he would have been entitled had he qualified for such claims on the date of termination of his business relationship with the Company, for a maximum of two years. That sum would be paid to Luis Alfonso López de Herrera-Oria at the time of termination of his agreement as a lump sum, net of applicable tax withholdings.

Exclusivity: During the term of the agreement, the CEO must provide his services exclusively to the Company and may not provide any services to entities other than the Company without the express consent of the latter. The agreement was written to allow the CEO to continue as non-executive director of several companies and to remain as an executive director and continue to perform his executive duties at the companies he owns, insofar as so doing does not interfere with his responsibilities to the Company or imply a breach of his commitment not to compete with the Company.

Non-competition: For as long as his agreement remains in force, the CEO may not compete directly or indirectly, in any capacity (including, but not limited to, as owner, controlling party, employee, agent, consultant, officer, shareholder or director of any company) with the business or activities undertaken or to be undertaken by the Company, with the sole exception of the existing executive management and sales agreements in place with certain entities, duly reported to the Company, so long as they do not interfere with Luis Alfonso López de Herrera-Oria's obligations as CEO.

Non-solicitation: For the term of the agreement and during two years after its termination, the CEO shall not, without the prior written consent of the Company, directly or indirectly (through any person, company, association or business of any other kind): (i) solicit, induce or attempt to persuade in any other manner any current or prospective customer of the Company to cease doing business with the Company; or (ii) hire, solicit, recruit, induce, persuade, influence or encourage any employee to leave the Company.

- The nature and estimated amount of any other supplementary remuneration accrued by directors in the year in progress in consideration for services rendered other than those inherent in the post.

N/A

- Other remunerative items or by-products, as the case may be, of the company granting the director advance payments, loans, guarantees or any other remuneration.

N/A.

- The nature and estimated amount of any other planned supplementary remuneration accrued by directors in the year in progress that are not included in the previous sections, whether payment is satisfied by the company or another group company.

N/A

A.2 Explain any significant change in the remuneration policy applicable in the current year resulting from:

- A new policy or a modification of the policy already approved by the General Meeting.
- Significant changes in the specific determinations established by the board for the current year regarding the remuneration policy in force with respect to those applied in the previous year.
- Proposals that the board of directors has agreed to submit to the general shareholders' meeting to which this annual report will be submitted and which are proposed to be applicable to the current year.

There were no changes in the remuneration policy during the reporting period.

A.3 Identify the direct link to the document where the current company remuneration policy is posted, which must be available on the web page of the company.

https://arimainmo.com/wp-content/uploads/2019/01/181018-_Política-_de_remuneraciones_CA.pdf

A.4 Explain, taking into account the data provided in Section B.4, the outcome of voting, of a consultative nature, by shareholders at the General Shareholders' Meeting on the annual report on remuneration for the previous year.

Given that the Company was incorporated in 2018 there is no annual remuneration report for 2017.

B OVERALL SUMMARY OF HOW REMUNERATION POLICY HAS BEEN APPLIED DURING THE YEAR ENDED

B.1 Explain the process followed to apply the remuneration policy and determine the individual remuneration contained in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the Board of Directors and, as the case may be, the identity and the role of the external advisors whose services have been used in the process to apply the remuneration policy in the year ended.

The preparatory work and decision-making process with respect to the remuneration policy can be summed up as: the formulation of the remuneration policy by the appointments and remuneration committee; board approval of that policy; and submission of the remuneration policy for shareholder vote.

The appointments and remuneration committee is made up of three independent directors: Fernando Bautista Sagüés, who chairs it, Cato Henning Stonex and David Jiménez-Blanco Carrillo de Albornoz. Their mandate may not be longer than their mandate as directors, which is three years. The board secretary, Iván Azinovic Gamo, also serves as secretary of the appointments and remuneration committee, assisting the chairman and recording in the meeting minutes how the meetings are run, the content of the committee's deliberations and the resolutions adopted.

In drawing up its remuneration policy, the Company engaged Ernst & Young Abogados, S.L. as their external advisor.

The directors sitting on the appointments and remuneration committee, who participated in defining the remuneration policy, are independent directors.

B.2 Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and adapting them to the long-term objectives, values and interests of the company, including a reference to the measures that have been adopted to guarantee that the long-term results of the company have been taken into consideration in the remuneration accrued and that a suitable balance has been attained between the fixed and variable components of the remuneration, the measures that have been adopted in relation to those categories of staff whose professional activities have a material repercussion on the company's risk profile and the measures that have been adopted to avoid conflicts of interest, if appropriate.

Besides the bonuses, whose accrual and payment is decided on by the board of directors depending on delivery of certain criteria analysed in the Supplementary Report, the only variable remuneration plan is the Incentive Plan. The Incentive Plan is a six-year plan, starting from when the Company was launched. It is fully aligned with shareholder interests such that it only vests if the Company generates value for its shareholders on an accumulated basis.

The main way in which value is created for shareholders is via the revaluation of the Company's assets. By means of active management of those assets via repositioning and subsequent lease, management creates intrinsic value that translates into growth in the Company's underlying value and ultimately materialises in share price gains. The Incentive Plan is designed so that any increase in the Company's net asset value benefits its shareholders first and foremost. Only after they have received 10% of that value is the difference shared between the management team (20%) and the shareholders (80%).

The plan is articulated as a long-term incentive as the shares delivered are subject to a lock-up period, thus giving the Plan's beneficiaries a vested interest in the Company's future.

If the net asset value were to decline in subsequent years for causes not related to management, no new incentives would be accrued until that valuation metric rises above the last recorded high. That means that any potential rebound would not benefit the Plan's beneficiaries in any way.

The Incentive Plan does not contemplate any specific measures in the event that the figures used to determine vested rights are believed to have been manipulated. It is the law itself, namely Spain's Corporate Enterprises Act and Criminal Code, which contains the rules that would apply in the event that the board of directors or CEO overstep their duties.

However, for further assurance, the Company's net asset value is calculated by renowned sector experts and Price Waterhouse Coopers is tasked with reviewing the procedures applied to correctly determine the amounts accrued under the Plan annually.

B.3 Explain how the remuneration accrued over the year meets the provisions contained in the current remuneration policy.

Furthermore, report on the relationship between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, as the case may be, how the variations in the performance of the company have influenced changes in the remuneration of directors and how the latter contribute to the short- and long-term results of the company.

The remuneration accrued in 2018 coincides with that approved in the remuneration policy for the year, as approved at the Annual General Meeting; accordingly there were no changes in remuneration with respect to the initially approved amounts.

B.4 Informe del resultado de la votación consultiva de la junta general al informe anual sobre remuneraciones del ejercicio anterior, indicando el número de votos negativos que en su caso se hayan emitido:

	Number	% of total
Votes cast	6,300	100 %

	Number	% cast
Votes against	0	0%
Votes in favour	6,300	100 %
Abstentions	0	0%

Remarks

- B.5 Explain how the fixed components accrued during the year by the directors in their capacity as such have been determined and how they have changed with respect to the previous year

The fixed remuneration accrued during the year was set at the Annual General Meeting on 18 October 2018. Note that those amounts were disclosed in the listing prospectus approved by the CNMV.

- B.6 Explain how the salaries accrued by each one of the executive directors over the past financial year for the performance of management duties were determined, and how they have changed with respect to the previous year.

The salary accrued by the CEO was determined in accordance with the services agreement between the two parties and approved at the Annual General Meeting.

- B.7 Explain the nature and the main characteristics of the variable components of the remuneration systems accrued in the year ended.

In particular:

- Identify each one of the remuneration plans that have determined the different types of variable remuneration accrued by each of the directors in the year ended, including information on their scope, their date of approval, their date of incorporation, the periods of accrual and validity, the criteria used to evaluate performance and how this has affected the establishment of the variable amount accrued, as well as the measurement criteria used and the period necessary to be in a position to suitably measure all the conditions and criteria stipulated.

In the case of share options and other financial instruments, the general characteristics of each plan will include information on both the conditions to acquire unconditional ownership (consolidation) and to exercise these options or financial instruments, including the price and term to exercise them.

- Each one of the directors, together with their category (executive directors, proprietary external directors, independent external directors and other external directors), that are beneficiaries of remunerations systems or plans that include variable remuneration.

- As the case may be, information is to be provided on periods for the accrual or deferment of payment applied and/or the periods for withholding/unavailability of shares or other financial instruments, if they should exist.

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 certain variable components have been reduced or clawed back when, in the case of the former, payment has been consolidated and deferred or, in the case of the latter, consolidated and paid, on the basis of data that have subsequently proved to be inaccurate. Describe the amounts reduced or clawed back through the application of the reduction or clawback clauses, why they were implemented and the years to which they refer.

N/A

- B.9 Explain the main characteristics of the long-term savings systems where the amount or equivalent annual cost appears in the tables in Section C, including retirement and any other survivor benefit that are financed, totally or partially, by the company, whether through internal or external contributions, indicating the type of plan, whether it is a defined contribution or benefit, the contingencies covered, the conditions to consolidate economic rights for directors and their 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 pay or any other type of payment deriving from early dismissal or early resignation, or from the termination of the contract in the terms provided for therein, accrued and/or received by directors during the year ended.

N/A

- B.11 Indicate whether there have been any significant changes in the contracts of persons exercising senior management functions, such as executive directors, and, where appropriate, explain such changes. In addition, explain the main conditions of the new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.

N/A

B.12 Explain any supplementary remuneration accrued by directors as consideration for services rendered outside of their post.

N/A

B.13 Explain any remuneration deriving from advance payments, loans or guarantees granted, indicating the interest rate, their key characteristics and the amounts eventually returned, as well as the obligations taken on by way of guarantee or collateral.

N/A

B.14 Itemise the remuneration in kind accrued by the directors over the year, briefly explaining the nature of the different salary components.

N/A

B.15 Explain the remuneration accrued by directors by virtue of payments settled by the listed company to a third company at which the director renders services when these payments seek to remunerate the director's services to the company.

N/A

B.16 Explain any other items of remuneration other than those mentioned in the previous sections, whatever their nature or the group company that settles the payment, particularly when this is a related operation or its settlement distorts the true image of the total remuneration accrued by the director.

N/A

C ITEMISED INDIVIDUAL REMUNERATION ACCRUED BY EACH DIRECTOR

Name	Type	Period of accrual in year 2018
FERNANDO BAUTISTA SAGÜÉS	Independent	For the period 26 September 2018 to 31 December 2018
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Independent	For the period 26 September 2018 to 31 December 2018
LUIS ARREDONDO MALO	Independent	For the period 26 September 2018 to 31 December 2018
CATO HENNING STONEX	Independent	For the period 26 September 2018 to 31 December 2018
LUIS LÓPEZ DE HERRERA-ORIA	Executive	For the period 26 September 2018 to 31 December 2018

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

a) Remuneration from the reporting company:

i) Remuneration in cash (thousand euros)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership of Board's committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other grounds	Total in year 2018	Total In year 2017
FERNANDO BAUTISTA SAGÜÉS	0	10	0	0	0	0	0	0	10	0
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	0	10	0	0	0	0	0	0	10	0
LUIS ARREDONDO MALO	0	12	0	0	0	0	0	0	12	0
CATO HENNING STONEX	0	10	0	0	0	0	0	0	10	0
LUIS LÓPEZ DE HERRERA-ORIA	0	0	0	57	0	0	0	5	62	0

Remarks

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

Name	Name of Plan	Financial instruments at start of year t		Financial instruments granted at start of year t		Financial instruments consolidated during the year				Instruments matured but not exercised	Financial instruments at end of year t	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares/handed over	Price of the consolidated shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. of instruments	No. of instruments	No. of equivalent shares
Director 1	Plan 1											
	Plan 2											

Remarks

iii) Long-term saving systems

	Remuneration from consolidation of rights to savings system
Director 1	

Name	Contribution over the year from the company (thousand €)				Amount of accumulated funds (thousand €)				
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights						
	Year t	Year t-1	Year t	Year t-1	Year t		Year t-1		
					Systems with consolidated economic rights	Systems with unconsolidated economic rights	Systems with consolidated economic rights	Systems with unconsolidated economic rights	
Director 1									

Remarks

iv) Details of other items

Name	Item	Amount remunerated
LUIS LOPEZ DE HERRERA-ORIA	LOCOMOCION	5

Remarks
Luis López de Herrera-Oria is entitled to the use of a Company car. As he was not provided with that car in 2018, the Company compensated him for the equivalent amount.

b) Remuneration of the company directors for seats on the boards of other group companies:

i) Remuneration in cash (thousand euros)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership of Board's committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other grounds	Total in year 2018	Total In year 2017
FERNANDO BAUTISTA SAGÜÉS	0	0	0	0	0	0	0	0	0	0
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	0	0	0	0	0	0	0	0	0	0
LUIS MARÍA ARREDONDO MALO	0	0	0	0	0	0	0	0	0	0
CATO HENNING STONEX	0	0	0	0	0	0	0	0	0	0
LUIS LÓPEZ DE HERRERÍA-ORIA	0	0	0	0	0	0	0	0	0	0

Remarks

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

Name	Name of Plan	Financial instruments at start of year t		Financial instruments granted at start of year t		Financial instruments consolidated during the year				Instrument matured but not exercised	Financial instruments at end of year t	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares/handed over	Price of the consolidated shares	Net profit from shares handed over or consolidated financial instruments (thousand €)	No. of instruments	No. of instruments	No. of equivalent shares
Director 1	Plan 1											
	Plan 2											

Remarks

iii) Long-term saving systems

	Remuneration from consolidation of rights to savings system
Director 1	

Name	Contribution over the year from the company (thousand €)				Amount of accumulated funds (thousand €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Year t		Year t-1	
	Year t	Year t-1	Year t	Year t-1	Systems with consolidated economic rights	Systems with unconsolidated economic rights	Systems with consolidated economic rights	Systems with unconsolidated economic rights
	Director 1							

Remarks

iv) Details of other items

Name	Item	Amount remunerated
Director 1		

Remarks

c) Summary of remunerations (thousand €):

This should include a summary of the amounts corresponding to all the remuneration items included in this report that have accrued to each director (thousand €).

Name	Remuneration accrued in the company					Remuneration accrued in group companies				
	Total cash remuneration	Gross profit of consolidated shares or financial instruments	Gross profit from options exercised	Remuneration for other items	Total FY2018 company	Total cash remuneration	Gross profit of consolidated shares or financial instruments	Gross profit from options exercised	Remuneration for other items	Total year 2018 group
FERNANDO BAUTISTA SAGÜÉS	10	0	0	0	10	0	0	0	0	0
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	10	0	0	0	10	0	0	0	0	0
LUIS MARÍA ARREDONDO MALO	12	0	0	0	12	0	0	0	0	0
CATO HENNING STONEX	10	0	0	0	10	0	0	0	0	0
LUIS LÓPEZ DE HERRERÍA-ORÍA	62	0	0	0	62	0	0	0	0	0
Total:	104	0	0	0	104	0	0	0	0	0

Remarks

D OTHER INFORMATION OF INTEREST

If there are any relevant issues relating to directors' remuneration that you have not been able to address in the previous sections of this report, but which are necessary to provide more comprehensive and fully reasoned information on the remuneration structure and practices of the company with regard to its directors, list them briefly.

This annual remuneration report has been approved by the Board of Directors of the company on 01/23/2018.

State whether any director has voted against or abstained from approving this report

Yes

No

Name or company name of the member of the Board of Directors who has not voted for the approval of this report	Reasons (against, abstention, non- attendance)	Explain the reasons