

Nomination and Remuneration Committee

Chairman

Dame Clara Furse

Members

Bernard Bourigeaud

Francesco Loredan

Guillermo de la Dehesa Romero

Enrique Dupuy de Lôme*

* Mr. Dupuy was replaced by Mr. Gemkow following Mr. Dupuy's appointment to the Audit Committee, as per the resolution of the Board of Directors of April 19, 2012.