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SIXTH ITEM OF THE AGENDA

Establish a maximum limit to the Directors' variable remuneration according to Article 26.4 of the Articles of Association.

PROPOSED RESOLUTION FOR THE SIXTH ITEM OF THE AGENDA

According to Article 26.4 of the Articles of Association, it is agreed to set the variable remuneration for the Board of Directors for the year 2014 (from the 1st of January to 31st of December of 2014), on a maximum amount of 1,000,000 Euros.