Ranking of the members of the Board of Directors by category according to Dow Jones Sustainability Index

redeia
El valor de lo esencial

	Beatriz Corredor Sierra	Roberto García Merino	Antonio Gómez Ciria	Mercedes Real Rodrigálvarez	José Juan Ruiz Gómez	José M. Abad Hernández	Socorro Fernández Larrea	Ricardo García Herrera	Marcos Vaquer Caballería	Guadalupe de la Mata Muñoz	Esther M. Rituerto Martínez	Elisenda Malaret García
	Independent	**Executive**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**	**Independent**
1.The director must not have been employed by the company in an executive capacity within the last year.	●		●	●	●	●	●	●	●	●	●	●
2. The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of $60,000 during the current fiscal year", other than those permitted by SEC Rule 4200 Definitions, including i) payments arising solely from investments in the company's securities; or ii) payments under non-discretionary charitable contribution matching programs. Payments that do not meet these two criteria are disallowed.	●	●	●	●	●	●	●	●	●	●	●	●
3. The director must not be a "Family Member of an individual who is [...] employed by the company or by any parent or subsidiary of the company as an executive officer.	●	●	●	●	●	●	●	●	●	●	●	●
4. The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.	●	●	●	●	●	●	●	●	●	●	●	●
5. The director must not be affiliated with a significant customer or supplier of the company.	●	●	●	●	●	●	●	●	●	●	●	●
6. The director must have no personal services contract(s) with the company or a member of the company's senior management.	●	●	●	●	●	●	●	●	●	●	●	●
7. The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.	●	●	●	●	●	●	●	●	●	●	●	●
8. The director must not have been a partner or employee of the company's outside auditor during the past year.	●	●	●	●	●	●	●	●	●	●	●	●
9. The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.	●	●	●	●	●	●	●	●	●	●	●	●