

To: THE ENTIRE ORGANIZATION

From: ORGANIZATION GENERAL MANAGER

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Date: 9 June 2014

Subject: APPOINTMENT OF THE DIRECTOR OF SYSTEMS

At the proposal of the Organization Department, and following a favourable report from the Appointments and Remuneration Committee, the following appointment has been made:

Manuel España Maroñas, Director of Information Systems and Technologies, who will report to Ana Villacañas Beades, Organization General Manager.

Manuel obtained a degree in agricultural engineering from the Technical University of Madrid, and a graduate degree in object-oriented programming. Previously he worked at consulting company Neoris, most recently as General Manager of Technology Services.

He has extensive professional experience in change processes, systems implementation and re-engineering.

He was formerly Senior Manager at CGI Group, a multinational IT consulting firm, and Deputy Sales Director and Head of Quality and Processes at Delaware Consulting, an IT consultancy specialised in SAP and Microsoft platforms.

His main functions will include:

- Efficiently managing the Group's IT and telecommunications infrastructure, investing in transformation, standardisation and improvements in service levels.
- Providing support to the businesses and central services, assisting them to achieve their strategic and operational objectives by re-engineering business processes and developing and implementing management applications.

- Providing sufficient, efficient, high-quality information to support decision-making by management.
- Facilitating the implementation of the new systems that the group needs.

I am confident that Manuel will receive all possible support to enable him to succeed in his new professional endeavour.

Very truly yours,



Ana Villacañas Beades

Organization General Manager