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GOVERNING BODIES

BANKIA HAS A WELL ESTABLISHED GOVERNANCE STRUCTURE THAT OPERATES EFFECTIVELY WITHIN THE FRAMEWORK OF THE PRINCIPLES OF GOOD CORPORATE GOVERNANCE.



REMUNERATION COMMITTEE

The Remuneration Committee has general authority to propose and report on directors' and senior managers' remuneration and other terms of their contracts and to review remuneration programmes, assessing their appropriateness and results. It ensures transparency in remuneration and monitors adherence to Bankia's remuneration policy.

INDEPENDENT
NON-EXECUTIVE DIRECTORS

4

MEETINGS
IN 2017

12

Eva Castillo Sanz
Chairman

Joaquín Ayuso García

Jorge Cosmen Menéndez-Castañedo

Fernando Fernández Méndez de Andés

Miguel Crespo Rodríguez
Secretary



RISK ADVISORY COMMITTEE

The risk Advisory Committee advises the Board of Directors on the bank's overall risk propensity and risk strategy, oversees the asset and liability pricing policy and proposes risk policies to the Board of Directors through the Internal Capital Adequacy Assessment Report (ICAAP Report).

It also supervises the internal risk control and risk management function and advises the Board on the company's credit risk authority framework.

INDEPENDENT NON-EXECUTIVE DIRECTORS	3
MEETINGS IN 2017	36

Francisco Javier Campo García
Chairman

Eva Castillo Sanz

Fernando Fernández Méndez de Andés

Miguel Crespo Rodríguez
Secretary

BOARD RISK COMMITTEE

The Board Risk Committee is an executive body with responsibility for approving risk-related decisions within the scope of the authority delegated by the Board of Directors. Among other functions, it guides and administers the exercise of delegated authority by lower-ranking bodies, approves important transactions, defines overall risk limits and reports to the Board on any risks that may affect the bank's solvency, recurring results, operations or reputation.

INDEPENDENT DIRECTORS	3
EXECUTIVE DIRECTOR	1
MEETINGS IN 2017	36

José Sevilla Álvarez
Chairman

Francisco Javier Campo García

Eva Castillo Sanz

Fernando Fernández Méndez de Andés

Miguel Crespo Rodríguez
Secretary

BANKIA-BANCO MARE NOSTRUM MERGER MONITORING AND OVERSIGHT COMMITTEE

This committee's main function was to continuously monitor and oversee the Bankia-BMN merger, both during the pre-merger study and analysis phase and subsequently as regards compliance with legal requirements. On 25 January, once the merger deed had been registered in the Commercial Registry and the Bankia-BMN merger was complete, it was disbanded by resolution of the company's Board of Directors.

INDEPENDENT NON-EXECUTIVE DIRECTORS	4
MEETINGS IN 2017	12

Joaquín Ayuso García
Chairman

Francisco Javier Campo García

Eva Castillo Sanz

Antonio Greño Hidalgo

Miguel Crespo Rodríguez
Secretary