

## **INFORMATION ABOUT THE PROCEDURES FOR EVALUATING THE SUITABILITY OF THE MEMBERS OF THE BOARD OF DIRECTORS AND KEY AGENTS.**

Official notice 2/2016 from the Bank of Spain and Royal Decree 84/2015, of 13 February, implementing Law 10/2014, of 26 June, on the organisation, supervision and solvency of credit institutions, and the Directives on the assessment of the suitability of the members of the Board of Directors and key agents (EBA / GL / 2017/12), establishes that the directors, Executive Officers or Assistant Directors, the persons who assume internal control functions, and people in charge of key aspects for the daily development of banking activity, must at all times comply with the conditions of trustworthiness, honesty and integrity and have the knowledge, skills and experience required for their business activity as per the laws in force. The members of the Board of Directors must also be in a position to exercise good governance of the institution, also ensuring that, as a whole, they have sufficient knowledge and professional experience in the governance of credit institutions, as well as complying with the requirements regarding working hours and independence.

The Board of Directors of Bankia has established adequate procedures and policies to ensure that, at all times, the members of the group subject to evaluation are suitable.

These are:

- *Suitability Policy for Directors and General Managers or similar, and other key agents of Bankia*, dated 26 June 2019, which establishes, among other things, the requirements that must be met at all times both individually and as a whole by the members of the Board of Directors and all personnel subject to a suitability evaluation.
- *Bankia Group suitability manual*, initially approved on 25 June 2013, as last amended by the Board of Directors on 25 April 2019, and which also implements the suitability assessment procedure for Bankia, SA's directors, General Managers or Assistant Managers and key agents.

The internal suitability assessment procedure consists in evaluating all the necessary aspects for determining individual suitability and the suitability of the board as a whole.

The aspects evaluated are:

- ✓ Ability to spend sufficient time
- ✓ Number of positions in management bodies
- ✓ Knowledge, skills and experience
- ✓ Reputation, honesty and integrity
- ✓ Independence