

**ANNEX – TWO-COLUMN TABLE SHOWING A COMPARISON FOR PURPOSES OF THE PROPOSED AMENDMENT OF THE BY-LAWS (CURRENT TEXT AND AMENDED TEXT SHOWING THE PROPOSED CHANGES)**

Current Text of the <i>By-Laws</i>	Text of the Proposed Amendment
<b>Article 34. Powers of the Board of Directors</b>	<b>Article 34. Powers of the Board of Directors</b>
5. In particular, the Board of Directors, acting upon its own initiative or at the proposal of the corresponding internal decision-making body, shall occupy itself with the matters set forth below (as an example only):	5. In particular, the Board of Directors, acting upon its own initiative or at the proposal of the corresponding internal decision-making body, shall occupy itself with the matters set forth below (as an example only):
<p>A. With respect to the General Shareholders' Meeting:</p> <p style="padding-left: 40px;">c) Propose to the shareholders at a General Shareholders' Meeting the amendment of the Regulations for the General Shareholders' Meeting.</p>	<p>A. With respect to the General Shareholders' Meeting:</p> <p style="padding-left: 40px;">c) Propose to the shareholders at a General Shareholders' Meeting <del>the amendment</del><u>the amendment</u> of the Regulations for the General Shareholders' Meeting.</p>
<p>C. With respect to information to be provided by the Company:</p> <p style="padding-left: 40px;">c) Approve the Company's Annual Corporate Governance Report, as well as the Annual Sustainability Report, the <i>Annual Remuneration Policy Report</i>, and any other report that the Board of Directors deems advisable in order to better inform shareholders and investors or that is required by legal provisions applicable at any time.</p>	<p>C. With respect to information to be provided by the Company:</p> <p style="padding-left: 40px;">c) Approve the Company's Annual Corporate Governance Report, as well as the Annual Sustainability Report, the <del>Annual Remuneration Policy Report</del><u>annual director remuneration report</u>, and any other report that the Board of Directors deems advisable in order to better inform shareholders and investors or that is required by legal provisions applicable at any time.</p>
D. With respect to the directors and	D. With respect to the directors and

NOTICE. This document is a translation of a duly approved Spanish-language document, and is provided for informational purposes only. In the event of any discrepancy between the text of this translation and the text of the original Spanish-language document that this translation is intended to reflect, the text of the original Spanish-language document shall prevail.

<p>senior officers:</p> <p>d) Approve, upon a proposal of the chairman of the Board of Directors or of the chief executive officer, the determination and modification of the Company's organisational chart, the appointment and removal of senior officers of the Company, as well as set the compensation or indemnification, if any, payable to them in the event of removal.</p> <p>As an exception to the foregoing, based on a proposal made for such purpose by the chairman of the Board of Directors, the Audit and Risk Supervision Committee shall, if applicable, submit to the Board of Directors a proposal supported by the corresponding report regarding the selection, appointment, or removal of the director of the Internal Audit Area.</p> <p>Senior officers shall be those officers who report directly to the Board of Directors, to the chairman thereof, or to the chief executive officer of the Company, and shall in any case include the director of the Internal Audit Area and any other officer given such status by the Board of Directors.</p>	<p>senior officers:</p> <p>d) Approve, upon a proposal of the chairman of the Board of Directors or of the chief executive officer, the determination and modification of the Company's organisational chart, the appointment and removal of senior officers of the Company, as well as set the compensation or indemnification, if any, payable to them in the event of removal.</p> <p>As an exception to the foregoing, based on a proposal made for such purpose by the chairman of the Board of Directors, the Audit and Risk Supervision Committee shall, if applicable, submit to the Board of Directors a proposal supported by the corresponding report regarding the selection, appointment, or removal of the director of the Internal Audit Area.</p> <p>Senior officers shall be those <del>officers</del> who report directly to the Board of Directors, to the chairman thereof, or to the chief executive officer of the Company, and shall in any case include the director of the Internal Audit Area and any other officer given such status by the Board of Directors.</p>
<p>E) Other powers:</p> <p>a) Prepare the <i>Dividend Policy</i> and submit the corresponding proposed resolutions on the</p>	<p>E) Other powers:</p> <p>a) Prepare the <del><i>Dividend Policy</i></del> <u>shareholder remuneration policy</u> and submit the corresponding</p>

<p>allocation of profits or losses and other modes of shareholder compensation to the shareholders at the General Shareholders' Meeting, as well as decide upon the payment, if any, of interim dividends.</p>	<p>proposed resolutions on the allocation of profits or losses and other modes of shareholder <del>compensation</del> <u>remuneration</u> to the shareholders at the General Shareholders' Meeting, as well as decide upon the payment, if any, of interim dividends..</p>
<p><b>Article 44. Audit and Risk Supervision Committee</b></p>	<p><b>Article 44. Audit and Risk Supervision Committee</b></p>
<p>3. The Board of Directors shall appoint a chair of the Audit and Risk Supervision Committee from among the independent directors forming part thereof, as well as its secretary, who need not be a director. The position of chair of the Audit and Risk Supervision Committee shall be held for a maximum period of three (3) years, after which period the chair may not be re-elected until the passage of at least one year from ceasing to act as such, without prejudice to the continuance or re-election thereof as a member of the committee.</p>	<p>3. The Board of Directors shall appoint a chair of the Audit and Risk Supervision Committee from among the independent directors forming part thereof, as well as its secretary, who need not be a director. The position of chair of the Audit and Risk Supervision Committee shall be held for a maximum period of <del>three (3)</del> <u>four (4)</u> years, after which period the chair may not be re-elected until the passage of at least one year from ceasing to act as such, without prejudice to the continuance or re-election thereof as a member of the committee.</p>