

advise, monitor and continuously assess the management of the company by the Executive Board of Directors.

The matters on which the General and Supervisory Board shall give opinion include: i) the definition of the company's strategy and general policies; ii) the group's business structure; and iii) decisions that should be considered strategic due to the amounts or the risks involved or their special characteristics.

This recommendation is not applicable because the Company is not structured under the mentioned model.

II.5.1. Unless the company is very small, the Board of Directors and the General and Supervisory Board, depending on the model adopted, shall set up any committees necessary for: i) ensuring a competent and independent assessment of the executive directors' performance as well as for the evaluation of their own overall performance and that of other committees; ii) reflecting on the adopted system of governance, checking its effectiveness and proposing, to the competent bodies, measures aimed at improving it; iii) identifying in a timely fashion, potential candidates with the necessary high profile for the performance of director's functions.

The company does not have specialized committees, unless the Remuneration Committee.

II.16. Indication of the selection process rules of candidates for non-executive directors and how to ensure the non-interference in the process of executive directors.

These rules emerge from the legal rules that are incumbent upon the electoral shareholders' meeting, where this body, without prejudice to freely elect the members of the Board, is responsible for the selection process and this one will be drawn up enjoying the profile of each candidate in terms of their qualifications, technical knowledge and professional experience. However, regarding a control position that confers to determined shareholder's, mainly being simultaneously executive Directors, the possibility of choosing executive and non-executive directors, it is not possible to assure the necessary distance the recommendation seeks to ensure. So, it arises from the Ibersol shareholders structure the failure of this recommendation.