



CaixaBank S.A. Appointment Committee Activity Report 2020

December 2020

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This Activity Report was drawn up by the CaixaBank S.A. Appointment Committee (hereinafter referred to as the “**Committee**”) on 14 December 2020, in accordance with the Company By-laws and the Rules of the Board of Directors, and will be submitted for approval by the Board of Directors of CaixaBank, S.A. (hereinafter referred to as “**CaixaBank**” or the “**Company**”) at its meeting to be held on 17 December 2020.

This Report will be available on CaixaBank’s corporate website (www.caixabank.com) together with all the other documentation made available by the Company to the shareholders for the 2021 Ordinary General Meeting.

During the financial year 2020, the Committee has furthered and consolidated the performance of its functions, acting within the scope of its responsibility at all times, adopting all the necessary resolutions and issuing all the relevant reports in accordance with current legislation or as expressly required.

1. REGULATION

The **Appointment and Remuneration Committee** was created on 20 September 2007 by unanimous resolution of the Board. On 25 September 2014, in order to adapt to the regulations introduced by Law 10/2014 of 26 June on regulation, supervision and solvency of credit institutions, the Board of Directors resolved to split this Committee and that the Appointment and Remuneration Committee should subsequently be designated the **Appointment Committee** and a separate Remuneration Committee created.

Its powers and functioning are described in Article 40.5 of the Company By-laws and Article 15 of the Rules of the Board of Directors of CaixaBank¹, and this Committee is also referred to in other internal regulations of CaixaBank, such as the *Policy for selection, diversity and suitability assessment of Directors and senior management members and other key function holders of CaixaBank and its Group*.

Until now, CaixaBank has not deemed it necessary for the Committee to have its own regulations governing its organisation and functioning, as the Committee’s functioning is governed in sufficient detail by the regulations included in Rules of the Board of Directors.

The Committee’s composition and powers adhere to the criteria established in the *Guidelines on Internal Governance (EBA/GL/2017/11)*, approved by the European Banking Authority on 26 September 2017.

The functioning of the CaixaBank Appointment Committee also adheres in general terms to the principles, criteria and best practice figuring in the *Technical Guide on Appointment and Remuneration Committees 1/2019 of the Spanish Securities Market Commission (CNMV)*.

¹ Both these documents are available on the Company’s website, www.caixabank.com.

2. COMPOSITION

A diverse committee, made up of non-executive Directors (the majority independent Directors, including its Chairman) with suitable knowledge and experience to perform its functions.

At the date on which this document was drawn up the Committee members were as follows:

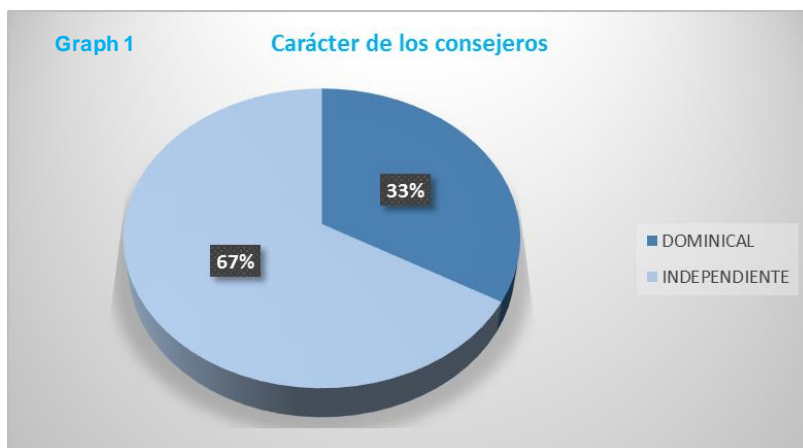
	Post	Status*	Committee member since**
John S. Reed	Chairman	Independent	1 February 2018
María Teresa Bassons Boncompte	Member	Proprietary	12 December 2013
Eduardo Javier Sanchiz Irazu	Member	Independent	22 May 2020

Chart 1. Composition of the Appointment Committee

*Graph 1

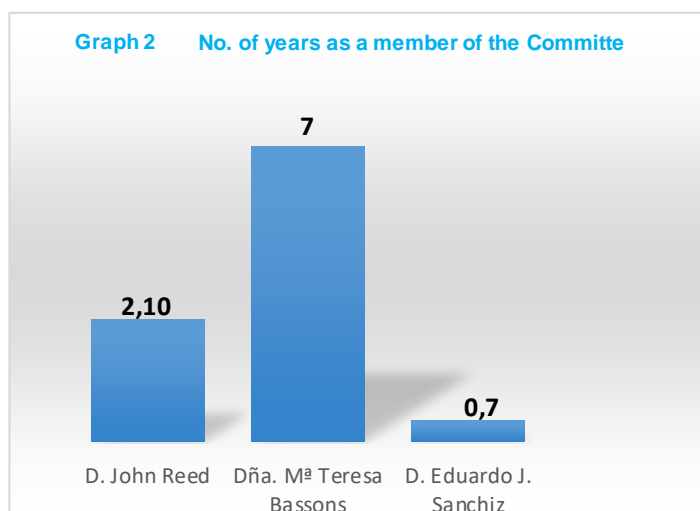
**Graph 2

The Committee consists exclusively of non-executive Directors. Two of its members (John Reed and Eduardo Javier Sanchiz Irazu) have the status of independent Directors. On 22 May 2020, the Board of Directors agreed to reorganise the composition of the committees, appointing Eduardo Javier Sanchiz Irazu as a new member of the Appointment Committee to replace Francesc Xavier Vives Torrents, whose term of office as a Director concluded on that date. The chart below shows the proportion of each type of Director.

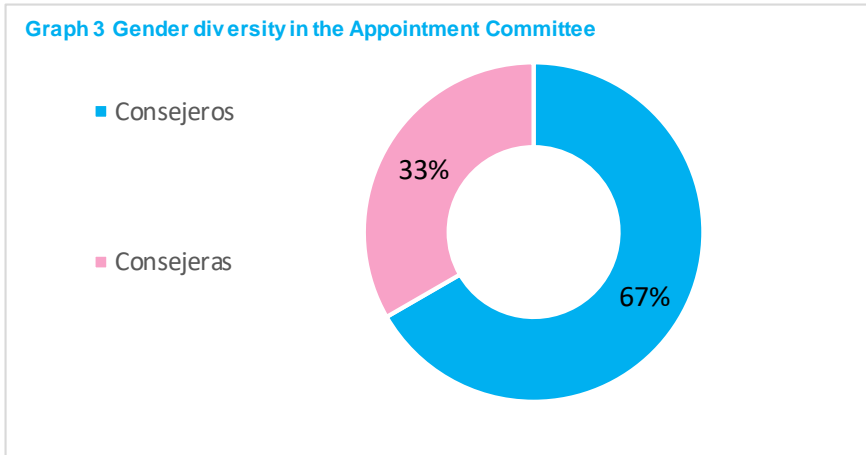


The Committee members were elected taking into consideration their knowledge and experience, and as a whole they have the relevant technical knowledge with regard to CaixaBank's business. The professional résumé of each of the Committee members is available for information purposes on the Company's website, www.caixabank.com.

Graph 2 shows the number of years each Director has been a member of the Committee.



With regard to gender diversity, Graph 3 shows the percentage of women in the Committee.



As to cross-participation of the Committee members, Eduardo Javier Sanchiz Irazu is also the Chairman of the Risk Committee and a member of the Audit and Control Committee, while John S. Reed has been the Lead Independent Director (LID) since May 22, when he replaced the previous LID, Francesc Xavier Vives Torrents.

The post of Secretary of the Committee, an advisory position, is held by the Secretary of the Board of Directors, who is also the Secretary General of CaixaBank, thus facilitating a smooth, efficient and dynamic relationship with the Company’s different Departments that collaborate with the Committee or provide it with information. The post of Deputy Secretary, an advisory position, is held by the First Deputy Secretary of the Board of Directors.

3. THE COMMITTEE’S FUNCTIONING

3.1 Preparation

In order to prepare the Committee’s meetings, its members are provided with the documentation for the meeting (draft agenda, presentations, reports, minutes of the previous meetings and any other supporting documentation) sufficiently in advance of each meeting, using specially designed computer tools to ensure the confidentiality of the information.

3.2 Attendance

In accordance with its regulations, the Committee meets whenever necessary for the proper performance of its functions. Its meetings are called at the initiative of its Chairman or on request by two members of the Committee itself and whenever the Board of Directors or its Chairman request the issue of a report or adoption of a proposal.

In 2020 the Committee held 13 meetings. The Committee members’ attendance of the meetings, either present in person or represented by proxy, was as follows in 2020:

Number of meetings in 2020	13
John Reed	13 / 13
Maria Teresa Bassons Boncompte	13 / 13
Francesc Xavier Vives Torrents	5 / 5 ¹
Eduardo Javier Sanchiz Irazu	8 / 8 ²

(1) Francesc Xavier Vives Torrents was a member of the Committee until 22 May 2020

(2) Eduardo J. Sanchiz has been a member of the Committee since 22 May 2020

In 2020, the following persons attended as guests, invited by the Committee Chairman, only attending for the specific agenda items for which they had been invited: the Managing Director of Human Resources, the Executive Director of Communication, Institutional Relations, Trademarks and Corporate Social Responsibility, the Manager of the Corporate Responsibility Department, the Corporate Manager of Labour Relations, Culture and Development, the Manager of Culture, Equality and Diversity and the Manager of Accountability & Data Intelligence.

3.3 Conduct of meetings

The Committee's system considers a meeting quorate when the majority of its members are present in person or represented by proxy. Members may delegate their proxy representation to another member. Resolutions are adopted by majority vote of the members attending in person or by proxy, and minutes of the resolutions adopted at each meeting are taken.

The Committee may request the attendance of persons from the organisation whose work is related to its functions, and it may obtain all necessary counselling for it to form an opinion on the matters within its remit. This is managed by the Secretary of the Board.

Similarly, in accordance with the recommendations in the *Guidelines on Internal Governance (EBA/GL/2017/11)*, the Committee works in suitable coordination with other committees whose activities are related to its own, particularly with the Audit and Control Committee for corporate governance-related issues, the Risk Committee for corporate social responsibility-related issues connected with reputational risk, and the Remuneration Committee.

There is constant involvement, discussion and debate between the Committee members on all the items dealt with at the Committee meetings, with the Directors providing different views of each matter.

3.4 Reporting to the Board of Directors

The Committee, via its Chairman, reports to the Board of Directors on its activity and the work it has carried out, at the meetings held by the management body for this purpose. Similarly, in accordance with the amendment to the Rules of the Board of Directors approved in February 2019, a copy of the minutes of each meeting is sent or handed to each of the Directors.

4. PERFORMANCE OF FUNCTIONS

In accordance with Article 15.2 of the Rules of the Board of Directors of CaixaBank, the Appointment Committee has the following basic functions:

- To evaluate and propose to the Board of Directors the assessment of the necessary skills, knowledge and experience for the members of the Board and the Company's key staff.

- To submit to the Board of Directors the proposals for appointment of independent Directors so that they may be appointed by co-option or submitted for decision by the General Shareholders' Meeting, and the proposals for the General Shareholders' Meeting's reappointment or removal of these Directors.
- To inform of the proposals for appointment of the other Directors for either appointment by co-option or submission for decision by the General Shareholders' Meeting, and the proposals for the reappointment or removal of these Directors by the General Shareholders' Meeting.
- To report on the appointment and, where the case may be, the termination of the Lead Independent Director, the Secretary and the Deputy Secretaries of the Board, for submission for approval by the Board of Directors.
- To evaluate the profile of the most suitable persons to form part of the Committees other than the Appointment Committee itself, on the basis of their knowledge, aptitudes and experience, and to submit to the Board of Directors the corresponding proposals for appointment of members of the Committees other than the Appointment Committee itself.
- To report on the proposals for appointment or removal of senior managers, or to make these proposals directly, which it may do if it considers it should take this initiative itself in view of the control functions or support functions for the Board or its Committees carried out by the senior manager in question. To propose basic terms of the senior managers' contracts other than remuneration aspects, if it deems appropriate, and to report on them when they have been established.
- To study and organise the Chairman's succession, under the coordination of the Lead Independent Director where the case may be and in collaboration with the Chairman of the Board of Directors, and to study and organise the succession of the Company's Chief Executive Officer, in collaboration with the Chairman, submitting proposals to the Board of Directors where the case may be to ensure this succession is orderly and well-planned.
- To report to the Board on matters of gender diversity, ensuring that the procedures for selecting its members favour diversity of experience and knowledge and facilitate the selection of female Directors, and to set a target for the underrepresented gender on the Board of Directors and draw up guidelines on how this should be achieved, always endeavouring to ensure compliance with the diversity policy applied to the Board of Directors, which will be informed of in the Annual Corporate Governance Report.
- To periodically assess (at least once a year) the structure, size, composition and work of the Board of Directors and its Committees, Chairman, CEO and Secretary, recommending possible changes to it, proceeding under the supervision of the Lead Independent Director where the case may be in the case of the Chairman's assessment. To assess the composition of the Management Committee and its replacement charts for suitably anticipating changeovers.
- To assess the suitability of the different members of the Board of Directors and the Board as a whole, with the frequency established in the regulations, and to inform the Board accordingly.
- To periodically review the Board of Directors' policy for selection and appointment of members of the senior management group and to make recommendations to it in this regard.
- To consider the suggestions made to it by the Chairman, the members of the Board, the managers and the Company shareholders.

- To oversee and control the correct functioning of the Company's corporate governance system, making any proposals it deems appropriate for its improvement, where the case may be.
- To monitor the independence of the independent Directors.
- To submit a draft Annual Corporate Governance Report to the Board.
- To oversee the Company's work with regard to corporate social responsibility matters and to submit any proposals it deems appropriate in this regard to the Board.
- To assess the balance of the knowledge, skill, diversity and experience of the Board of Directors and to draw up a description of the functions and the aptitudes required for each specific appointment, evaluating the amount of time that will need to be dedicated to this post.

The Appointment Committee may use any resources it deems appropriate to perform its functions, including external counselling, and suitable funding will be made available to it for this purpose.

There follows a summary of the work done by the **Appointment Committee** in 2020, grouping the activities together in accordance with its basic functions.

4.1. Suitability of Directors and key staff

In compliance with its function of proposing to the Board of Directors the assessment of the necessary skills, knowledge, diversity and experience of the members of the Board and the Company's key staff, the Appointment Committee carried out the following in 2020:

- With regard to the proposal to the General Shareholders' Meeting for reappointment of the Director Verónica Fisas, the Committee considered that she continued to meet the suitability requirements to hold a position on the Board of Directors of CaixaBank, as she complied with the legal requisites set forth in the applicable Spanish legislation and the criteria established in the *European Banking Authority Guidelines on the assessment of the suitability of members of the management body and key function holders (EBA/GL/2017/12)* of 26 September 2017.
- The company Russell Reynolds Associates S.L. assisted the Committee in selecting candidates for independent Directors, holding specific meetings to discuss candidate selection and conference calls during which possible candidates were contacted.
- The Committee also agreed to propose to the Board of Directors the approval of the suitability report on Francisco Javier García Sanz as a proprietary Director on proposal by Fundación Bancaria Caixa d'Estalvis i Pensions de Barcelona, "la Caixa" (hereinafter referred to as Fundación Bancaria "La Caixa"), an indirect shareholder of the Company via its wholly owned company Critería Caixa, S.A.U., and Critería Caixa, S.A.U. (hereinafter referred to as "CriteríaCaixa"). The aim of the proposal was to fill the vacancy arising from Marcelino Armenter Vidal's resignation as a member of the Board of Directors of CaixaBank with effect from 2 April 2020.

Similarly, at a later date, the Committee informed the Board of the start of the procedure for the suitability assessment of Carmen Moragues Josa, agreeing to submit the suitability report for approval by the Board of Directors so that it could declare its intention to appoint her as an independent Director by co-option to fill the vacancy expected to arise from the resignation of Fundación CajaCanarias, which placed its position at the disposal of the Board as there was no

longer any reason justifying its appointment due to the expiry of the Shareholder Agreement on August 3².

The Committee monitored the progress of the European Central Bank's suitability assessment procedures for Francisco Javier García Sanz and Carmen Moragues, in accordance with the Supervisor's requirements. However, at a later date, unexpectedly and as a consequence of the CaixaBank Board of Directors' approval on September 17 of the plan for merger by absorption of Bankia, S.A. (the "Merger Plan"), following a report by the Committee, the Company informed that Francisco Javier García Sanz and Carmen Moragues Josa, whose suitability assessments by the European Central Bank were currently being processed, would not accept their new positions³.

- By virtue of clause 16.1.1 of the "Merger Plan", the partial renewal of the Board of Directors of CaixaBank was proposed and the Appointment Committee proceeded to assess the suitability of the new candidates put forward to fill the vacancies on the Board that would arise as a result of the restructuring process. Consequently, the Committee reported favourably on approving the suitability reports on José Ignacio Goirigolzarri Tellaeché as an executive Director, Joaquín Ayuso García, Francisco Javier Campo García and María Eva Castillo Sanz as independent Directors, Fernando María Costa Duarte Ulrich in the category of Other External Directors and María Teresa Santero Quintillá as a proprietary Director on proposal by the Spanish Executive Resolution Authority FROB (by virtue of the holding she will have in CaixaBank, S.A. via the wholly owned company BFA Tenedora de Acciones, S.A.U., when the merger has become effective) and BFA Tenedora de Acciones, S.A.U. The Committee submitted the proposals or mandatory reports for these appointments.
- Finally, the Committee approved the continuous suitability assessments of all the Directors and the Entity's senior managers and other key function holders, and will inform of this at the next meeting of the Board of Directors.

4.2 Size and composition of the Board

As a result of the expiry of the Shareholder agreement on August 3 and the subsequent approval of the "Merger Plan", the Appointment Committee studied the future composition of the Board on several occasions in 2020, taking into consideration its size, composition and the expiry of its members' terms of office.

With a view to the Ordinary General Meeting to be held on 22 May 2020, the Committee agreed to propose reducing the size of the Board of Directors of CaixaBank from 16 to 15 members, within the limits set forth in the Company By-laws and the threshold established by recommendation 13 of the current *Code of Good Governance for Listed Companies* and, subsequently, on approval of the "Merger Plan", it was considered preferable to maintain the size of the Board at 15 members.

Similarly, by virtue of clause 16.1.1 of the "Merger Plan", the partial renewal of the Board of Directors proposed will entail a significant increase in the number of independent Directors when it becomes effective, who will now represent 60% of the total members of the Board of Directors of CaixaBank, in accordance with best corporate governance practices and as stipulated in recommendation 17 of the *Code of Good Governance for Listed Companies*, by virtue of which the number of independent Directors must represent at least half the total number of Directors.

The Committee has also studied an initial competency matrix for the post-merger Board of Directors.

² https://www.caixabank.com/StaticFiles/pdfs/200803_OIR_Pacto_Accionistas_es.pdf

³ <https://www.cnmv.es/Portal/verDoc.axd?t={0d2408b5-cf61-48c3-9df2-3d1058a5ba3c}>

4.3 Submission to the Board of proposals for appointment of independent Directors. Reappointment. Removal.

Following the suitability analysis referred to in section 4.1 above, in 2020 the Appointment Committee agreed to propose to the Board the appointment or reappointment of independent Directors.

In particular, the Appointment Committee agreed to propose to the Board, so that it could subsequently be proposed to the Ordinary General Meeting held on May 22, the reappointment of María Verónica Fisas Vergés as an independent Director of CaixaBank.

The Appointment Committee agreed to propose to the Board the appointment of María Carmen Moragues as a new member of the Board of Directors, as an independent Director, in accordance with the co-option system, subject to verification of her suitability by the European Central Bank and the resignation of Fundación CajaCanarias as a member of the Board. Subsequently, as indicated in section 4.1, the Company informed that the post would not be accepted⁴.

On approval of the “Merger Plan”, the Committee agreed to propose the appointment of Joaquín Ayuso García, Francisco Javier Campo García and María Eva Castillo Sanz as members of the Board of Directors, all in the category of independent Directors.

Finally, the Appointment Committee approved the Directors' Report on the proposal made to the General Meeting held on December 3 for the appointment of Joaquín Ayuso García, Francisco Javier Campo García and María Eva Castillo Sanz as independent Directors, their appointments being subject to the entry of the Merger in the Register of Companies and the competent banking supervisor's verification of their suitability as Directors.

4.4 Reporting to the Board on proposals for appointment of other Directors. Reappointment. Removal.

Following the suitability analysis referred to in section 4.1 above, in 2020 the Appointment Committee reported favourably on the proposals for appointment of the Directors not classified as independent Directors.

In particular, on proposal by Fundación Bancaria “la Caixa” and Criteria Caixa SAU, the Committee approved and submitted to the Board of Directors the favourable report on the appointment of Francisco Javier García Sanz as a proprietary Director, to fill the vacancy arising from the resignation of the Director Marcelino Armenter from his post, also approving the draft Directors' Report on the proposal for the appointment of Francisco Javier García Sanz as a proprietary Director. Subsequently, as indicated in section 4.1, the Company informed that the post would not be accepted⁵.

Also, as a result of the “Merger Plan”, the Committee reported favourably on the following proposals for appointment:

- The proposal for appointment of José Ignacio Goirigolzarri Tellaeche, as an executive Director, for a term of four years.
- On proposal by the Steering Committee of the Spanish Executive Resolution Authority FROB (by virtue of the holding it will have in CaixaBank, S.A. via the wholly owned company BFA, Tenedora de Acciones, S.A.U. when the merger becomes effective) and the Board of Directors of BFA Tenedora de Acciones, S.A.U., the Appointment Committee reported

⁴ See note 3.

⁵ See note 3.

favourably on the appointment of María Teresa Santero Quintillá, in the category of proprietary Director, for a term of four years.

- The proposal for appointment of Fernando Maria Costa Duarte Ulrich, in the category of Other External Directors, for a term of four years.

Lastly, the Appointment Committee agreed to propose to the Board of Directors, so that the latter could subsequently propose it to the Extraordinary General Meeting held on December 3, the appointment of José Ignacio Goirigolzarri Tellaeché as an executive Director, the appointment of María Teresa Santero Quintillá as a proprietary Director, and the appointment of Fernando Maria Costa Duarte Ulrich in the category of Other External Directors.

4.5 Reports on proposals for appointment or termination of posts on the Board of Directors

The Appointment Committee agreed to propose to the Board of Directors of CaixaBank the appointment of John Reed as Lead Independent Director, replacing Francesc Xavier Vives Torrents, who completed a term of 12 years as a Director this year.

4.6 Assessment of profiles of suitable persons to form part of the Committees

During 2020, the Appointment Committee worked on the design and reorganisation of the composition of the Committees of the Board of Directors, following the recommendations in the CNMV's *Code of Good Governance for Listed Companies* and in accordance with the deconsolidation conditions. In addition to complying with the legal and governance provisions, the Committee took into consideration that the number of members of the Audit and Control Committee and the Risk Committee should be increased, and that there should be a balanced distribution of the workload between the Directors.

Therefore, the Committee proposed to the Board of Directors the incorporation of the independent Director Koro Usarraga Unsain and reappointment of the independent Director María Verónica Fisas Vergés as members of the Executive Committee; the incorporation of the independent Director Cristina Garmendia Mendizábal as a new member of the Audit and Control Committee and as a member of the Remuneration Committee; and the incorporation of Verónica Fisas Vergés and Tomás Muniesa Arantegui as new members of the Risk Committee.

4.7 Succession Plans

The Appointment Committee considered that the review of the Succession Plans should be carried out when the merger with Bankia becomes effective.

4.8 Gender diversity

In accordance with Article 540.4.c) of the Spanish Corporation Law (*Ley de Sociedades de Capital*), the Appointment Committee took into consideration and valued the diversity targets established in the *Policy for Selection, Diversity and Suitability Assessment of Directors and Senior Management Members and Other Key Function Holders of CaixaBank and its Group*, attributing particular weighting to the aim of favouring diversity of gender, knowledge, training and professional experience, ages and geographical origin in the overall composition of the Board, avoiding any kind of discrimination.

In 2020, the matter of gender diversity was constantly assessed during the work sessions of the Appointment Committee, always taking into account the recommendations of the CNMV's *Code of Good Governance for Listed Companies* and, particularly, its update of June 2020.

With regard to gender diversity, after the Ordinary General Meeting, held on May 22, the percentage of women totalled 40% of the Directors. This percentage will be maintained on the Board of Directors when the merger becomes effective, in accordance with the proposals for appointment approved by the Extraordinary General Meeting of December 3. In this regard, recommendation 15 of the *Code of Good Governance for Listed Companies of the Spanish Securities Market Commission (CNMV)* was particularly taken into account, which stipulates that the percentage of female Directors must not fall below 30% of the total members of the Board of Directors at any time, and that by the end of 2022 female Directors must account for at least 40% of its members.

Similarly, the Committee took gender diversity criteria into account on reorganising the Committees of the Board of Directors.

Finally, the Committee was informed of the content of CaixaBank's Gender Diversity Programme.

4.9 Periodic suitability assessment of the Board of Directors, Committees, Chairman, Chief Executive Officer, Secretary and Management Committee. Suitability assessment of Board members and the Board as a whole. Assessment of the balance of knowledge, skills, diversity and experience of the Board of Directors

With regard to self-assessment, the Committee monitored the compliance with the main recommendations of the Board of Directors' 2019 self-assessment exercise, conducting an in-depth study of the possible improvements that could be made to the functioning of the Board.

In order to comply with the corporate governance recommendations for self-assessment, which recommend an external advisor's collaboration for carrying out the self-assessment every three years, the Committee studied different proposals for 2020. In view of the circumstances this year, such as the COVID-19 pandemic and the approval of the "Merger Plan", the Committee submitted to the Board of Directors the debate on whether the Board of Directors' self-assessment should be carried out with the collaboration of an external advisor. Finally, in view of the exceptional circumstances in 2020 resulting from the COVID-19 pandemic, and taking into account the reorganisation of the Board of Directors following the merger with Bankia, the Board of Directors decided that the self-assessment exercise should be conducted internally, which will mean partial compliance with the Recommendation, and an explanation of this will be provided in the Annual Corporate Governance Report.

Following this internal process of self-assessment and analysis of the Board's size, structure and composition, the Appointment Committee drew up a single report for submission to the Board of Directors. This report states that the functioning and composition of the Board of Directors were adequate for purposes of exercising and performing its functions, particularly with regard to the correct management of the entity carried out by the management body, especially bearing in mind the exceptional circumstances characterising the year 2020.

4.10 Corporate governance, annual verification of the Directors' status and Corporate Social Responsibility

In compliance with its function of overseeing and monitoring the Company's corporate governance system, in 2020 the Appointment Committee studied the Draft Annual Corporate Governance Report correspondent to year 2019, approving it and reporting favourably on it to the Board, a new feature this year being its submission in open format accompanied by a CNMV statistical annex.

The Appointment Committee also analysed the Board members' scores, confirming in accordance with the definitions contained in Article 529 duodecies of the Spanish Corporation Law (*Ley de Sociedades de Capital*) and included in Article 19 of the Rules of the Board of Directors that each of

them was the score that figured in the Draft Annual Corporate Governance Report submitted to the Board.

Similarly, the Appointment Committee reported favourably on the corporate governance reporting contained in the Management Report, which was verified by the Internal Audit Department, and the Socio-economic Impact Report and contribution to the 2019 OCD which was also verified by the Internal Audit Department, and publication on the company website.

The Appointment Committee reported favourably on approval of the “Merger Plan” in the section on corporate governance (clause 16). This report involved making a special examination of what is stated in the “Merger Plan” regarding the design of the future composition of the Board of Directors and, in particular, all aspects of the existence of more than one executive Director and the adequate distribution of their functions.

The Committee also studied whether to draw up a Non-financial Information Disclosure Policy and the review of the *Policy for Selection, Diversity and Suitability Assessment of Directors and Senior Management Members and Other Key Function Holders of CaixaBank and its Group* in order to reinforce the issues concerning gender diversity of the management team and to adapt it in view of the new recommendations in the CNMV’s Code of Good Corporate Governance.

Also, the Appointment Committee reported favourably to the Board of Directors on the update of the *Corporate Policy on Social Responsibility and Sustainability*, and the online publication of the version in this regard in the Corporate Responsibility section of the entity’s company website.

The Committee updated the content of all the documentation delivered to the new Directors.

Finally, the Committee reported favourably on the Corporate Communication Policy.

5. ASSESSMENT OF THE COMMITTEE’S FUNCTIONING

On assessing the functioning of the Appointment Committee, its members were asked for their opinion on the composition, organisation and performance of the functions entrusted to the Committee in the Company By-laws and the Rules of the CaixaBank Board of Directors, also asking the rest of the Directors for their opinion.

The Appointment Committee reported favourably on the quality and effectiveness of the Committee’s functioning during the year.

Barcelona, 14 December 2020
The Appointment Committee of CaixaBank, S.A