

REMUNERATION POLICY

Board members shall perform the duties of their office free of charge, whereby they may not receive remuneration for said functions.

The foregoing notwithstanding, by agreement of the Board Members and compliant with current legislation, remuneration may be agreed for those Board Members who render services to the Foundation other than those involved in the performance of their duties as members of the Board of Director. This shall always be compliant with current legislation and wherever possible with the due enquiries and necessary authorisations. This shall have to be articulated via the corresponding contract, which may include those of employment.

Directors shall be entitled to be reimbursed for duly accredited expenses incurred in the performance of their duties as well as compensation for any damages produced directly and immediate due to their office as director.

Conflict of interest. In this matter articles 332.9 and 312.9 of Catalan Law 04/2008, approved on 24th April of Book III of the Civil Code of Catalonia concerning legal persons and other concordant regulations in force shall be applicable.

Remuneration policy for personnel of the Foundation is governed under the provision of the collective labour agreement of offices in Catalonia.