

## WOMEN PRESENCE IN BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

Summary Chart  
2018

	Women Total				Ibex 35				Over € 500 M.				Less € 500 M.			
	2017		2018		2017		2018		2017		2018		2017		2018	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total</b>	<b>258</b>	<b>18,9%</b>	<b>271</b>	<b>19,9%</b>	<b>103</b>	<b>22,8%</b>	<b>110</b>	<b>23,9%</b>	<b>81</b>	<b>18,4%</b>	<b>77</b>	<b>19,2%</b>	<b>74</b>	<b>15,6%</b>	<b>84</b>	<b>16,7%</b>
Proprietary	72	15,7%	72	15,7%	19	16,5%	25	20,8%	30	17,7%	22	13,9%	23	13,2%	25	13,8%
Executive	10	4,5%	10	4,7%	3	4,2%	4	5,4%	2	2,8%	1	1,7%	5	6,4%	5	6,4%
Independent	163	28,1%	178	30,6%	77	33,9%	77	34,1%	46	27,5%	53	34,2%	40	21,4%	48	24,0%
Other	13	12,2%	11	9,8%	4	10,3%	4	10,0%	3	9,4%	1	3,4%	6	16,7%	6	14,0%
<b>Key executive women (excluded executive board members)</b>	<b>156</b>	<b>14,8%</b>	<b>171</b>	<b>16,0%</b>	<b>62</b>	<b>14,3%</b>	<b>71</b>	<b>16,0%</b>	<b>60</b>	<b>16,9%</b>	<b>61</b>	<b>17,7%</b>	<b>34</b>	<b>12,9%</b>	<b>39</b>	<b>14,0%</b>

# **Companies Ibex 35**

**WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES**

Companies Ibex 35

Year 2018

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
ACCIONA, S.A.	11	3	27,27%	2	0	0,00%	2	0	0,00%	6	2	33,33%	1	1	100,00%	40	4	10,00%
ACERINOX, S.A.	15	3	20,00%	1	0	0,00%	6	0	0,00%	8	3	37,50%	0	0	0,00%	7	0	0,00%
ACS, ACTIVIDADES DE CONSTRUCCION Y SERVICIOS, S.A.	18	3	16,67%	5	0	0,00%	4	1	25,00%	5	2	40,00%	4	0	0,00%	49	5	10,20%
AENA, S.M.E., S.A.	15	3	20,00%	1	0	0,00%	8	3	37,50%	6	0	0,00%	0	0	0,00%	10	2	20,00%
AMADEUS IT GROUP, S.A.	11	2	18,18%	1	0	0,00%	0	0	0,00%	8	2	25,00%	2	0	0,00%	11	3	27,27%
BANCO BILBAO VIZCAYA ARGENTARIA, S.A.	15	4	26,67%	3	0	0,00%	0	0	0,00%	8	3	37,50%	4	1	25,00%	15	4	26,67%
BANCO DE SABADELL, S.A.	15	3	20,00%	4	1	25,00%	1	0	0,00%	10	2	20,00%	0	0	0,00%	9	1	11,11%
BANCO SANTANDER, S.A.	15	5	33,33%	3	1	33,33%	0	0	0,00%	9	4	44,44%	3	0	0,00%	18	4	22,22%
BANKIA, S.A.	12	2	16,67%	4	0	0,00%	0	0	0,00%	8	2	25,00%	0	0	0,00%	6	1	16,67%
BANKINTER, S.A.	10	3	30,00%	2	1	50,00%	2	0	0,00%	5	2	40,00%	1	0	0,00%	9	3	33,33%
CAIXABANK, S.A.	18	5	27,78%	1	0	0,00%	8	2	25,00%	9	3	33,33%	0	0	0,00%	10	2	20,00%
CELLNEX TELECOM, S.A.	12	4	33,33%	1	0	0,00%	4	1	25,00%	7	3	42,86%	0	0	0,00%	8	1	12,50%
CIE AUTOMOTIVE, S.A.	13	2	15,38%	2	0	0,00%	9	2	22,22%	2	0	0,00%	0	0	0,00%	10	3	30,00%
ENAGAS, S.A.	13	3	23,08%	2	0	0,00%	2	0	0,00%	7	3	42,86%	2	0	0,00%	10	3	30,00%
ENCE ENERGIA Y CELULOSA, S.A.	14	2	14,29%	1	0	0,00%	5	0	0,00%	5	2	40,00%	3	0	0,00%	11	2	18,18%
ENDESA, S.A.	11	2	18,18%	2	0	0,00%	4	1	25,00%	5	1	20,00%	0	0	0,00%	17	1	5,88%
FERROVIAL, S.A.	12	2	16,67%	2	0	0,00%	2	1	50,00%	6	1	16,67%	2	0	0,00%	12	2	16,67%
FOMENTO DE CONSTRUCCIONES Y CONTRATAS, S.A.	15	4	26,67%	2	0	0,00%	10	4	40,00%	3	0	0,00%	0	0	0,00%	4	0	0,00%
GRIFOLS, S.A.	13	4	30,77%	2	0	0,00%	1	0	0,00%	7	4	57,14%	3	0	0,00%	20	2	10,00%
IBERDROLA, S.A.	14	5	35,71%	2	0	0,00%	0	0	0,00%	9	4	44,44%	3	1	33,33%	5	1	20,00%
INDRA SISTEMAS, S.A.	13	3	23,08%	3	1	33,33%	3	0	0,00%	7	2	28,57%	0	0	0,00%	13	1	7,69%
INDUSTRIA DE DISEÑO TEXTIL, S.A.	9	3	33,33%	1	0	0,00%	3	1	33,33%	5	2	40,00%	0	0	0,00%	22	5	22,73%
INMOBILIARIA COLONIAL, SOCIMI, S.A.	11	1	9,09%	2	0	0,00%	5	0	0,00%	4	1	25,00%	0	0	0,00%	4	2	50,00%
INTERNATIONAL CONSOLIDATED AIRLINES GROUP, S.A.	12	4	33,33%	2	0	0,00%	0	0	0,00%	10	4	40,00%	0	0	0,00%	10	2	20,00%
MAPFRE, S.A.	14	4	28,57%	5	0	0,00%	3	0	0,00%	6	4	66,67%	0	0	0,00%	7	2	28,57%
MEDIASET ESPAÑA COMUNICACION, S.A.	13	4	30,77%	3	0	0,00%	5	1	20,00%	4	3	75,00%	1	0	0,00%	20	3	15,00%
MELIA HOTELS INTERNATIONAL S.A.	11	2	18,18%	1	0	0,00%	4	1	25,00%	5	1	20,00%	1	0	0,00%	5	1	20,00%
MERLIN PROPERTIES, SOCIMI, S.A.	12	4	33,33%	2	0	0,00%	2	1	50,00%	8	3	37,50%	0	0	0,00%	6	0	0,00%
NATURGY ENERGY GROUP, S.A.	12	1	8,33%	1	0	0,00%	6	0	0,00%	5	1	20,00%	0	0	0,00%	16	1	6,25%
RED ELECTRICA CORPORACION, S.A.	12	5	41,67%	1	0	0,00%	3	2	66,67%	7	3	42,86%	1	0	0,00%	2	1	50,00%
REPSOL, S.A.	15	3	20,00%	2	0	0,00%	3	0	0,00%	8	3	37,50%	2	0	0,00%	11	3	27,27%
SIEMENS GAMESA RENEWABLE ENERGY, S.A.	13	6	46,15%	2	0	0,00%	6	4	66,67%	5	2	40,00%	0	0	0,00%	7	0	0,00%
TECNICAS REUNIDAS, S.A.	14	1	7,14%	2	0	0,00%	2	0	0,00%	6	1	16,67%	4	0	0,00%	11	2	18,18%
TELEFONICA, S.A.	17	3	17,65%	2	0	0,00%	5	0	0,00%	9	3	33,33%	1	0	0,00%	5	1	20,00%
VISCOFAN, S.A.	10	2	20,00%	2	0	0,00%	2	0	0,00%	4	1	25,00%	2	1	50,00%	24	3	12,50%
<b>TOTAL</b>	<b>460</b>	<b>110</b>	<b>23,91%</b>	<b>74</b>	<b>4</b>	<b>5,41%</b>	<b>120</b>	<b>25</b>	<b>20,83%</b>	<b>226</b>	<b>77</b>	<b>34,07%</b>	<b>40</b>	<b>4</b>	<b>10,00%</b>	<b>444</b>	<b>71</b>	<b>15,99%</b>

**Companies with market capitalisation  
above €500 million**

## WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

Companies with market capitalisation above €500 million

Year 2018

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
AEDAS HOMES, S.A.	9	1	11,11%	1	0	0,00%	3	0	0,00%	5	1	20,00%	0	0	0,00%	8	4	50,00%
ALANTRA PARTNERS, S.A.	9	1	11,11%	1	0	0,00%	3	0	0,00%	3	1	33,33%	2	0	0,00%	4	1	25,00%
ALMIRALL, S.A.	11	2	18,18%	1	0	0,00%	3	0	0,00%	6	2	33,33%	1	0	0,00%	8	1	12,50%
AMREST HOLDINGS, SE	7	0	0,00%	1	0	0,00%	4	0	0,00%	2	0	0,00%	0	0	0,00%	8	2	25,00%
APPLUS SERVICES, S.A.	7	1	14,29%	1	0	0,00%	6	1	16,67%	6	1	16,67%	0	0	0,00%	19	3	15,79%
ATRESMEDIA CORPORACION DE MEDIOS DE COMUNICACION, S.A.	12	4	33,33%	2	0	0,00%	5	0	0,00%	4	4	100,00%	1	0	0,00%	10	1	10,00%
BOLSAS Y MERCADOS ESPAÑOLES, SDAD HOLDING DE MDOS Y STMAS FIN	11	3	27,27%	3	0	0,00%	2	0	0,00%	6	3	50,00%	0	0	0,00%	9	2	22,22%
CEMENTOS MOLINS, S.A.	14	4	28,57%	1	0	0,00%	8	2	25,00%	4	2	50,00%	1	0	0,00%	10	1	10,00%
COMPANÍA DE DISTRIBUCION INTEGRAL LOGISTA HOLDINGS, S.A.	10	1	10,00%	2	0	0,00%	4	0	0,00%	4	1	25,00%	0	0	0,00%	11	2	18,18%
CONSTRUCCIONES Y AUXILIAR DE FERROCARRILES, S.A	10	3	30,00%	2	1	50,00%	1	0	0,00%	5	2	40,00%	2	0	0,00%	10	1	10,00%
CORPORACION FINANCIERA ALBA, S.A.	12	3	25,00%	5	0	0,00%	1	0	0,00%	6	3	50,00%	0	0	0,00%	5	0	0,00%
EBRO FOODS, S.A.	13	5	38,46%	2	0	0,00%	7	3	42,86%	4	2	50,00%	0	0	0,00%	10	3	30,00%
ELECNOR, S.A.	15	2	13,33%	1	0	0,00%	10	0	0,00%	3	2	66,67%	1	0	0,00%	3	0	0,00%
EUSKALTEL, S.A.	12	3	25,00%	2	0	0,00%	4	1	25,00%	6	2	33,33%	0	0	0,00%	14	2	14,29%
FAES FARMA, S.A.	9	2	22,22%	1	0	0,00%	4	1	25,00%	3	1	33,33%	1	0	0,00%	16	4	25,00%
FLUIDRA, S.A.	12	0	0,00%	2	0	0,00%	6	0	0,00%	4	0	0,00%	0	0	0,00%	7	0	0,00%
GESTAMP AUTOMOCION, S.A.	12	1	8,33%	2	0	0,00%	3	0	0,00%	5	1	20,00%	2	0	0,00%	9	0	0,00%
GLOBAL DOMINION ACCESS, S.A.	12	2	16,67%	2	0	0,00%	6	1	16,67%	4	1	25,00%	0	0	0,00%	9	2	22,22%
GRUPO CATALANA OCCIDENTE, S.A.	16	1	6,25%	4	0	0,00%	10	1	10,00%	2	0	0,00%	0	0	0,00%	6	0	0,00%
HISPANIA ACTIVOS INMOBILIARIOS SOCIMI, S.A.	7	2	28,57%	0	0	0,00%	5	1	20,00%	2	1	50,00%	0	0	0,00%	0	0	0,00%
LABORATORIOS FARMACEUTICOS ROVI, S.A.	7	0	0,00%	3	0	0,00%	1	0	0,00%	3	0	0,00%	0	0	0,00%	11	4	36,36%
LAR ESPAÑA REAL ESTATE SOCIMI, S.A.	7	2	28,57%	0	0	0,00%	2	0	0,00%	5	2	40,00%	0	0	0,00%	4	1	25,00%
LIBERBANK, S.A.	11	3	27,27%	1	0	0,00%	6	1	16,67%	4	2	50,00%	0	0	0,00%	10	1	10,00%
MASMOVIL IBERCOM, S.A.	12	2	16,67%	1	0	0,00%	7	1	14,29%	4	1	25,00%	0	0	0,00%	13	1	7,69%
METROVACESA, S.A.	12	3	25,00%	1	0	0,00%	6	1	16,67%	4	2	50,00%	1	0	0,00%	8	5	62,50%
MIQUEL Y COSTAS & MIQUEL, S.A.	10	1	10,00%	3	0	0,00%	2	1	50,00%	2	0	0,00%	3	0	0,00%	6	1	16,67%
NEINOR HOMES, S.A.	8	1	12,50%	1	0	0,00%	2	0	0,00%	3	1	33,33%	2	0	0,00%	8	0	0,00%
NH HOTEL GROUP, S.A.	10	1	10,00%	1	0	0,00%	3	0	0,00%	5	1	20,00%	1	0	0,00%	7	2	28,57%
PARQUES REUNIDOS SERVICIOS CENTRALES, S.A.	10	2	20,00%	1	0	0,00%	4	0	0,00%	4	2	50,00%	1	0	0,00%	9	3	33,33%
PROMOTORA DE INFORMACIONES, S.A.	13	1	7,69%	1	0	0,00%	6	0	0,00%	5	1	20,00%	1	0	0,00%	10	3	30,00%
PROSEGUR CASH, S.A.	9	3	33,33%	2	0	0,00%	3	1	33,33%	4	2	50,00%	0	0	0,00%	12	3	25,00%
PROSEGUR, COMPANÍA DE SEGURIDAD, S.A.	8	2	25,00%	1	0	0,00%	2	2	100,00%	3	0	0,00%	2	0	0,00%	8	0	0,00%
REALIA BUSINESS, S.A.	7	4	57,14%	1	0	0,00%	4	2	50,00%	2	2	100,00%	0	0	0,00%	3	1	33,33%
SACYR, S.A.	13	3	23,08%	1	0	0,00%	5	0	0,00%	6	3	50,00%	1	0	0,00%	10	0	0,00%
TALGO, S.A.	15	0	0,00%	2	0	0,00%	4	0	0,00%	7	0	0,00%	2	0	0,00%	14	4	28,57%
TELEPIZZA GROUP, S.A.	7	0	0,00%	1	0	0,00%	2	0	0,00%	3	0	0,00%	1	0	0,00%	7	2	28,57%
UNICAJA BANCO, S.A.	12	5	41,67%	2	0	0,00%	5	2	40,00%	5	3	60,00%	0	0	0,00%	16	1	6,25%
VIDRALA, S.A.	10	3	30,00%	0	0	0,00%	5	1	20,00%	2	1	50,00%	3	1	33,33%	13	0	0,00%
<b>TOTAL</b>	<b>401</b>	<b>77</b>	<b>19,20%</b>	<b>59</b>	<b>1</b>	<b>1,69%</b>	<b>158</b>	<b>22</b>	<b>13,92%</b>	<b>155</b>	<b>53</b>	<b>34,19%</b>	<b>29</b>	<b>1</b>	<b>3,45%</b>	<b>345</b>	<b>61</b>	<b>17,68%</b>

**Companies with market capitalisation  
below €500 million**

## WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

Companies with market capitalisation below €500 million

Year 2018

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
ABENGOA, S.A.	7	1	14,29%	1	0	0,00%	0	0	0,00%	6	1	16,67%	0	0	0,00%	5	0	0,00%
ADOLFO DOMINGUEZ, S.A.	8	4	50,00%	2	1	50,00%	2	2	100,00%	4	1	25,00%	0	0	0,00%	5	3	60,00%
ADVEO GROUP INTERNATIONAL, S.A.	9	1	11,11%	1	0	0,00%	4	0	0,00%	4	1	25,00%	0	0	0,00%	14	1	7,14%
AIRIFICIAL INTELLIGENCE STRUCTURES, S.A.	15	2	13,33%	1	0	0,00%	8	1	12,50%	4	1	25,00%	2	0	0,00%	13	1	7,69%
AMPER, S.A.	5	0	0,00%	1	0	0,00%	0	0	0,00%	3	0	0,00%	1	0	0,00%	0	0	0,00%
ARIMA REAL ESTATE SOCIMI, S.A.	5	0	0,00%	1	0	0,00%	0	0	0,00%	4	0	0,00%	0	0	0,00%	0	0	0,00%
AUDAX RENOVABLES, S.A.	6	0	0,00%	0	0	0,00%	4	0	0,00%	2	0	0,00%	0	0	0,00%	3	1	33,33%
AYCO GRUPO INMOBILIARIO, S.A.	6	0	0,00%	0	0	0,00%	3	0	0,00%	2	0	0,00%	1	0	0,00%	1	0	0,00%
AZKOYEN, S.A.	10	1	10,00%	0	0	0,00%	5	0	0,00%	5	1	20,00%	0	0	0,00%	11	0	0,00%
BARON DE LEY, S.A.	8	1	12,50%	3	0	0,00%	1	1	100,00%	3	0	0,00%	1	0	0,00%	8	1	12,50%
BIOSEARCH, S.A.	5	1	20,00%	0	0	0,00%	3	0	0,00%	2	1	50,00%	0	0	0,00%	9	4	44,44%
BODEGAS BILBAINAS, S.A.	5	2	40,00%	1	0	0,00%	0	0	0,00%	2	1	50,00%	2	1	50,00%	0	0	0,00%
BODEGAS RIOJANAS, S.A.	10	2	20,00%	1	0	0,00%	6	2	33,33%	2	0	0,00%	1	0	0,00%	0	0	0,00%
CARTERA INDUSTRIAL REA, S.A.	15	3	20,00%	0	0	0,00%	11	2	18,18%	2	1	50,00%	2	0	0,00%	0	0	0,00%
CLINICA BAVIERA, S.A.	7	1	14,29%	1	0	0,00%	4	1	25,00%	2	0	0,00%	0	0	0,00%	1	0	0,00%
CODERE, S.A.	8	0	0,00%	0	0	0,00%	6	0	0,00%	2	0	0,00%	0	0	0,00%	16	1	6,25%
COMPANÍA ESPAÑOLA DE VIVIENDAS EN ALQUILER, S.A.	7	2	28,57%	0	0	0,00%	4	0	0,00%	2	1	50,00%	1	1	100,00%	3	0	0,00%
COMPANÍA LEVANTINA DE EDIFICACION Y OBRAS PUBLICAS, S.A.	5	1	20,00%	1	0	0,00%	2	0	0,00%	2	1	50,00%	0	0	0,00%	3	1	33,33%
CORPORACION EMPRESARIAL DE MATERIALES DE CONSTRUCCION, S.A.	5	0	0,00%	2	0	0,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%	1	0	0,00%
DEOLEO, S.A.	12	0	0,00%	1	0	0,00%	9	0	0,00%	2	0	0,00%	0	0	0,00%	11	4	36,36%
DESARROLLOS ESPECIALES DE SISTEMAS DE ANCLAJES, S.A.	13	0	0,00%	1	0	0,00%	7	0	0,00%	4	0	0,00%	1	0	0,00%	2	1	50,00%
DISTRIBUIDORA INTERNACIONAL DE ALIMENTACION, S.A.	8	2	25,00%	2	0	0,00%	0	0	0,00%	5	2	40,00%	1	0	0,00%	7	1	14,29%
DURO FELGUERA, S.A.	8	2	25,00%	1	0	0,00%	0	0	0,00%	6	2	33,33%	1	0	0,00%	6	0	0,00%
ECOLUMBER, S.A.	14	1	7,14%	2	0	0,00%	8	0	0,00%	3	0	0,00%	1	1	100,00%	0	0	0,00%
ERCROS, S.A.	5	2	40,00%	1	0	0,00%	0	0	0,00%	2	2	100,00%	2	0	0,00%	3	0	0,00%
FINANZAS E INVERSIONES VALENCIANAS, S.A.	4	1	25,00%	0	0	0,00%	1	1	100,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%
GENERAL DE ALQUILER DE MAQUINARIA, S.A.	7	1	14,29%	1	0	0,00%	4	0	0,00%	2	1	50,00%	0	0	0,00%	8	1	12,50%
GRUPO EMPRESARIAL SAN JOSE, S.A.	11	1	9,09%	3	0	0,00%	1	0	0,00%	6	1	16,67%	1	0	0,00%	10	0	0,00%
GRUPO EZENTIS, S.A.	10	4	40,00%	2	0	0,00%	2	1	50,00%	5	3	60,00%	1	0	0,00%	6	0	0,00%
IBERPAPEL GESTION, S.A.	8	1	12,50%	1	0	0,00%	1	0	0,00%	5	1	20,00%	1	0	0,00%	8	0	0,00%
INMOBILIARIA DEL SUR, S.A.	15	1	6,67%	1	0	0,00%	11	0	0,00%	3	1	33,33%	0	0	0,00%	1	0	0,00%
LABORATORIO REIG JOFRE, S.A.	8	2	25,00%	2	0	0,00%	1	1	100,00%	5	1	20,00%	0	0	0,00%	4	1	25,00%
LIBERTAS 7, S.A.	7	2	28,57%	1	1	100,00%	3	1	33,33%	3	0	0,00%	0	0	0,00%	4	1	25,00%
LINGOTES ESPECIALES, S.A.	9	1	11,11%	3	0	0,00%	1	0	0,00%	2	1	50,00%	3	0	0,00%	9	1	11,11%
LIWE ESPAÑOLA, S.A.	6	0	0,00%	3	0	0,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
MINERALES Y PRODUCTOS DERIVADOS, S.A.	8	2	25,00%	1	0	0,00%	5	1	20,00%	2	1	50,00%	0	0	0,00%	0	0	0,00%
MOBILIARIA MONESA, S.A.	8	0	0,00%	0	0	0,00%	6	0	0,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
MONTEBALITO, S.A.	7	1	14,29%	1	0	0,00%	3	1	33,33%	2	0	0,00%	1	0	0,00%	0	0	0,00%
NATRA, S.A.	7	2	28,57%	0	0	0,00%	1	0	0,00%	4	2	50,00%	2	0	0,00%	7	0	0,00%
NATURHOUSE HEALTH, S.A.	7	1	14,29%	3	1	33,33%	1	0	0,00%	3	0	0,00%	0	0	0,00%	7	0	0,00%
NICOLAS CORREA, S.A.	7	3	42,86%	2	1	50,00%	1	1	100,00%	2	0	0,00%	2	1	50,00%	0	0	0,00%
NUEVA EXPRESIÓN TEXTIL, S.A.	5	0	0,00%	1	0	0,00%	2	0	0,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
NYESA VALORES CORPORACION, S.A.	7	1	14,29%	3	0	0,00%	1	0	0,00%	3	1	33,33%	0	0	0,00%	0	0	0,00%
OBRASCON HUARTE LAIN, S.A.	10	3	30,00%	1	0	0,00%	4	1	25,00%	4	2	50,00%	1	0	0,00%	10	0	0,00%
ORYZON GENOMICS, S.A.	7	2	28,57%	2	1	50,00%	1	0	0,00%	4	1	25,00%	0	0	0,00%	6	2	33,33%
PESCANOVA, S.A.	4	0	0,00%	0	0	0,00%	0	0	0,00%	4	0	0,00%	0	0	0,00%	3	0	0,00%
PHARMA MAR, S.A.	10	2	20,00%	2	0	0,00%	2	1	50,00%	5	1	20,00%	1	0	0,00%	6	2	33,33%
PRIM, S.A.	7	1	14,29%	1	0	0,00%	2	0	0,00%	3	1	33,33%	1	0	0,00%	3	1	33,33%
QUABIT INMOBILIARIA, S.A.	4	1	25,00%	1	0	0,00%	1	0	0,00%	2	1	50,00%	0	0	0,00%	8	2	25,00%
RENTA 4 BANCO, S.A.	14	2	14,29%	4	0	0,00%	3	0	0,00%	5	2	40,00%	2	0	0,00%	1	0	0,00%
RENTA CORPORACION REAL ESTATE, S.A.	9	3	33,33%	2	0	0,00%	3	1	33,33%	3	1	33,33%	1	1	100,00%	1	0	0,00%
SAINT CROIX HOLDING IMMOBILIER, SOCIMI, S.A.	6	2	33,33%	1	0	0,00%	2	1	50,00%	2	1	50,00%	1	0	0,00%	0	0	0,00%
SERVICE POINT SOLUTIONS, S.A.	5	1	20,00%	1	0	0,00%	0	0	0,00%	2	0	0,00%	2	1	50,00%	1	0	0,00%

## WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

Companies with market capitalisation below €500 million

Year 2018

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
SNIACE, S.A.	7	1	14,29%	1	0	0,00%	2	0	0,00%	2	1	50,00%	2	0	0,00%	3	0	0,00%
SOLARIA ENERGIA Y MEDIOAMBIENTE, S.A.	5	0	0,00%	2	0	0,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%	4	0	0,00%
SOLARPACK CORPORACION TECNOLOGICA, S.A.	7	3	42,86%	1	0	0,00%	3	1	33,33%	3	2	66,67%	0	0	0,00%	12	4	33,33%
TR HOTEL JARDIN DEL MAR, S.A.	5	2	40,00%	1	0	0,00%	2	0	0,00%	2	2	100,00%	0	0	0,00%	0	0	0,00%
TUBACEX, S.A.	12	3	25,00%	1	0	0,00%	2	1	50,00%	7	2	28,57%	2	0	0,00%	9	0	0,00%
TUBOS REUNIDOS, S.A.	9	2	22,22%	0	0	0,00%	6	1	16,67%	3	1	33,33%	0	0	0,00%	10	2	20,00%
UNION CATALANA DE VALORES, S.A.	7	1	14,29%	1	0	0,00%	4	1	25,00%	2	0	0,00%	0	0	0,00%	1	0	0,00%
URBAR INGENIEROS, S.A.	5	0	0,00%	0	0	0,00%	2	0	0,00%	3	0	0,00%	0	0	0,00%	3	0	0,00%
URBAS GRUPO FINANCIERO, S.A.	7	0	0,00%	2	0	0,00%	0	0	0,00%	5	0	0,00%	0	0	0,00%	3	1	33,33%
VERTICE TRESCIENTOS SESENTA GRADOS, S.A.	5	1	20,00%	1	0	0,00%	1	0	0,00%	3	1	33,33%	0	0	0,00%	0	0	0,00%
VOCENTO, S.A.	10	1	10,00%	1	0	0,00%	6	1	16,67%	3	0	0,00%	0	0	0,00%	9	2	22,22%
<b>TOTAL</b>	<b>502</b>	<b>84</b>	<b>16,73%</b>	<b>78</b>	<b>5</b>	<b>6,41%</b>	<b>181</b>	<b>25</b>	<b>13,81%</b>	<b>200</b>	<b>48</b>	<b>24,00%</b>	<b>43</b>	<b>6</b>	<b>13,95%</b>	<b>279</b>	<b>39</b>	<b>13,98%</b>