# ANNUAL REPORT ON THE CORPORATE GOVERNANCE OF PUBLICLY TRADED COMPANIES

ISSUER'S IDENTITY DATA	
END DATE FOR THE FINANCIAL YEAR BENCHMARK 2018	
TAX IDA-08055741	
Corporate Name: MAPFRE S.A.	
<b>Registered office:</b> MAJADAHONDA (MADRID) CARRETERA DE POZUELO 52	No.

# ANNUAL REPORT ON THE CORPORATE GOVERNANCE OF PUBLICLY TRADED COMPANIES

## A. OWNERSHIP STRUCTURE

A.1 Complete the following table on the company's share capital:

Date of last modification Share capital (€)		Number of shares	Number of voting rights	
	07/01/2011	307,955,327.30	3,079,553,273	3,079,553,273

Observations

Indicate if there are different kinds of shares with different rights associated with them:

Yes □ No 🗵

Class	Number of shares	Denomination per unit	Number of voting rights	Rights and obligations conferred

Observations

A.2 State the direct and indirect holders of substantial holdings of the company at the close of the financial year, excluding directors:

Name or company name of the	% voting rights attributed to the shares		% voting rights t instru	% total voting	
shareholder	INSURANCE	Indirect	INSURANCE	Indirect	rights
FUNDACIÓN MAPFRE	0	67.71%	0	0	67.71%

			Observations			

Detail of indirect participation:

Name or company name of the indirect holder	company name of the indirect  Name or company name of the direct holder		% voting rights through financial instruments	% total voting rights
FUNDACIÓN MAPFRE	CARTERA MAPFRE , S.L. SOCIEDAD UNIPERSONAL	67.60%	0	67.60%
FUNDACIÓN MAPFRE	FUNDACIÓN CANARIA MAPFRE GUANARTEME	0.11%	0	0.11%

Observations	

State any significant modifications in the shareholding structure that have occurred during the financial year:

Observations

A.3 Complete the following tables about the members of the Board of Directors of the company who have voting rights on company shares:

Name or company name	% voting rights attributed to the shares		% voting rights through financial instruments		% total voting	% voting rights <u>that can</u> be transferredthrough financial instruments	
of the director	INSURANCE	Indirect	INSURANCE	Indirect	rights	INSURANCE	Indirect
MR. ANTONIO HUERTAS MEJÍAS	0.01	0.00	0.00	0.00	0.01	0.00	0.00
MR. IGNACIO BAEZA GÓMEZ	0.01	0.00	0.00	0.00	0.01	0.00	0.00

MS. CATALINA MIÑARRO BRUGAROLAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. JOSÉ ANTONIO COLOMER GUIU	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. GEORG DASCHNER	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MS. MARÍA LETICIA DE FREITAS COSTA	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. FRANCISCO JOSÉ MARCO ORENES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. FERNANDO MATA VERDEJO	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. ANTONIO MIGUEL- ROMERO DE OLANO	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MS. PILAR PERALES VISCASILLAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MR. ALFONSO REBUELTA BADÍAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total % of voting rights held by the Board of Directors	0.02
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Observations

Detail of indirect participation:

Name or company name of the director	Name or company name of the direct holder	% voting rights attributed to the shares	% voting rights through financial instruments	% total voting rights	% voting rights <u>that can be</u> transferredthrough financial instruments

Observations

A.4 Where applicable, list any family, commercial, contractual or corporate relationships between holders of significant shareholdings, insofar as the company is aware of them, unless they are of little relevance or due to ordinary commercial traffic and exchange, excluding those reported in section A.6:

Related name or company name	Type of Relationship	Brief description

A.5 Where applicable, list any family, commercial, contractual or corporate relationships between holders of significant shareholdings, and the company and/or its group, unless they are of little relevance or due to ordinary commercial traffic and exchange:

Related name or company name	Type of Relationship	Brief description

A.6 Describe the relationships, unless they are barely relevant for both parties, that exist between the significant shareholders or those represented on the board and the directors, or their representatives, in the case of legal company administrators.

Explain, as the case may be, how significant shareholders are represented. Specifically, those directors who have been appointed on behalf of significant shareholders, those whose appointment would have been promoted by

significant shareholders, or who are linked to significant shareholders and/or companies of their group, explaining the nature of such relationships, shall be indicated. Notably, where appropriate, the existence, identity and position of board members, or representatives of directors, of the listed company, who are, in turn, members of the administrative body, or their representatives, in companies that hold significant participations of the listed company or in entities of the group of said significant shareholders shall be indicated.

Name or company name of the related director or representative	Name or company name of the affiliated significant shareholder	Company name of the significant shareholder group	Description relationship/position
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Appointed director as proposed by the significant shareholder
MR. ANTONIO MIGUEL-ROMERO DE OLANO	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Appointed director as proposed by the significant shareholder
MR. ALFONSO REBUELTA BADÍAS	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Appointed director as proposed by the significant shareholder
MR. ANTONIO HUERTAS MEJÍAS	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Chairman of the Board of Directors of CARTERA MAPFRE, S.L. UNIPERSONAL
MR. IGNACIO BAEZA GÓMEZ	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Director of CARTERA MAPFRE, S.L. UNIPERSONAL
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Director of CARTERA MAPFRE, S.L. UNIPERSONAL
MR. FERNANDO MATA VERDEJO	CARTERA MAPFRE , S.L.	CARTERA MAPFRE , S.L.	Director of CARTERA MAPFRE, S.L. UNIPERSONAL

A.7 Indicate if any shareholder agreements have been disclosed to the company that affect it under art. 530 and 531 of the Companies Act. Where applicable, briefly describe them and list the shareholders bound by such agreement:

Yes □ No 🗵

Parties to the shareholders agreement	% of share capital affected	Brief description of the agreement	Expiration date of the agreement, if any

	Observations				
	ne company knows lers. If so, describe tl	of the existence of them briefly:	f concerted action		
	Yes □	No ⊠			
Participants in concerted action	% of share capital affected	Brief description of the concerted action	Expiration date of t		
	Obse	rvations			
or concerted actions	•	year, indicate this ex	-		
Indicate whether ar	during the financial		nay exercise con		
Indicate whether ar	during the financial	year, indicate this ex	ay exercise con		
Indicate whether ar	ny person or organiza pursuant to article	zation exercises or m 5 of the Securities	ay exercise con		
Indicate whether ar	ny person or organiza pursuant to article	zation exercises or m 5 of the Securities  No	ay exercise con		
Indicate whether ar over the company dentify them:	ny person or organiza pursuant to article	zation exercises or m 5 of the Securities  No	ay exercise con		
Indicate whether ar over the company dentify them:	y person or organize pursuant to article  Yes   Name or co	zation exercises or m 5 of the Securities  No	ay exercise con		

## As at the closing date of the financial year:

Number of direct shares	Number of indirect shares (*)	% on social capital
24,431,890	0	0.79

Observations	

## Through:

Name or company name of the direct holder of the shares	Number of direct shares
TOTAL	

Ī	Observations
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Explain the significant variations during the financial year:

	Explain significant changes
Sale on the market of 2,079,216 shares.	

A.10 Describe the terms and conditions of the current General Meeting authorization to the Board of Directors to issue, buy back or transfer treasury stock.

The Board of Directors is currently authorized by the shareholders at the General Meeting to increase the company's share capital once or several times by up to a maximum of €153,977,663.65, equivalent to 50 percent of the share capital. The duration of the authorization is five years calculated from the date of the resolution, passed on March 9, 2018.

The Board of Directors is currently authorized by the shareholders at the General Meeting to allow the company to proceed, directly or through subsidiaries, to the derivative acquisition of treasury stock, subject to the following limits and requirements:

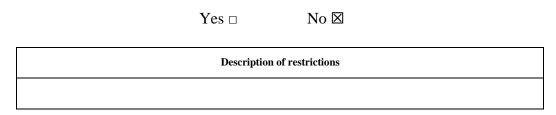
- a) Schemes: Acquisition by sale or by any other transaction inter vivos for good and valuable consideration, of shares free of any liens or encumbrances.
- b) Maximum number of shares to be acquired: Shares whose face value, added to the face value of the shares already owned by the company and its subsidiaries, does not exceed 10 percent of the share capital of MAPFRE S.A.

- c) Minimum and maximum purchase price: 90% and 110%, respectively, of their market value on the date of acquisition.
- d) Duration of the authorization: Five years calculated from the date of the resolution, passed on March 11, 2016. The shares purchased may be fully or partially used: (i) for disposal or amortization, (ii) delivery to workers, employees or administrators of the company or its group whenever there is a recognized right to do so directly or as a result of exercising call option rights held thereby as provided for in the last paragraph of article 146, section 1, letter a) of the Recast Text of the Companies Act, and (iii) reinvestment plans involving dividends or similar instruments.

## A.11 Estimated floating capital:

	%	
Estimated floating capital	31.48	
Observations		

A.12	Indicate whether there are any restrictions (statutory, legal or otherwise) on the
	transfer of securities and/or any restriction on the right to vote. Particularly, the
	existence of any type of restrictions that may make it difficult to take control of
	the company through the acquisition of its shares in the market shall be
	communicated, as well as those authorization or prior notice systems that, over
	the acquisitions or transfers of financial instruments of the company, are
	applicable by sectoral regulations.



A.13 Indicate whether the General Meeting has approved measures to counteract a public acquisition bid, pursuant to Law 6/2007.

Yes □ No 🗵

If so, explain the measures approved and the terms and conditions under which the restrictions would become inefficient:

Explain the measures approved and the terms and conditions under which the inefficient shall take place:

A.14	Indicate whether the corregulated EU market.	s that are not traded on a	
		Yes □ No ⊠	
	If so, indicate the different and obligations conferred	t kinds of shares and, for eac.	ch kind of shares, the rights
		Indicate the different types of shares	,
В.	General Meeting		
B.1	differences from the min	plicable, give details, about imum standards established in and constitution of the Ger	under the Companies Act
		% of quorum different from quorum in art. 193 of the SCA for general cases	% of quorum different from quorum in art. 194 of the SCA for the special cases cited in art. 194
	Quorum required on first		
	Quorum required on second summon		
		Description of differences	
B.2		icable give details, whether ards established under the Cate resolutions:	•

No □

Yes ⊠

Describe any differences from the guidelines established under the Companies Act.

	Reinforced majority different from that established in art. 201.2 of the Companies Act for the cases cited in art. 194.1 of the Companies Act	Other cases of reinforced majority
% established by the company for adopting agreements	0.00	50.01

#### Describe the differences

Article 201 of the Companies Act establishes that in order to adopt the resolutions referred to in article 194, if capital present or represented exceeds 50 percent, the absolute majority vote will be sufficient to pass the resolution. However, when, at the first call to the meeting, shareholders present or represented at the meeting own more than 25 percent but less than 50 percent of subscribed capital carrying voting rights, the favorable vote by shareholders representing two-thirds of capital present or represented is required to pass the resolution.

At the second call, a minimum of 25 percent of capital is required.

Pursuant to the provisions of article 26 of the Corporate Bylaws, the amendment of the provisions of Title IV "Protection of the Company's General Interest; (articles 26 to 29) can only be amended by a resolution approved with the votes in favor of more than 50 percent of the share capital at the Extraordinary General Meeting specifically called for this purpose.

B.3 Indicate the rules applicable to amendment of the company's bylaws In particular, indicate the majorities established for the amendment of the articles of association, as well as, where applicable, the rules established for protection of the shareholders' rights in the amendment of the articles of association.

There are no particularities other than those established in the legislation in force for amendment of the company's bylaws, except for the amendment of articles 26 to 29 (Title IV- Protection of the Company's General Interest). As stated in the previous paragraph B.2, a resolution adopted with the favorable vote of more than 50 percent of share capital at the Extraordinary General Meeting called for that purpose is necessary.

B.4 Give attendance data on the General Meetings held during the financial year to which this report refers and those from the two previous financial years:

	Attendance data				
Date of general	al % physically attending by		% voting	% voting remotely	
meeting	present	proxy	E-voting	Others	TOTAL
3/9/2018	68.73	13.10	0.00	0.24	82.07
Of which floating capital:	1.26	13.10	0.00	0.24	14.60

3/10/2017	68.88	13.42	0.00	0.90	83.20
Of which floating capital:	1.15	13.42	0.00	0.90	15.47
3/11/2016	68.66	13.41	0.00	0.69	82.76
Of which floating capital:	1.56	13.41	0.00	0.69	15.66

Observations

B.5 Indicate whether at the general meetings held during the financial year there has been any item on the agenda that, for whatever reason, has not been approved by the shareholders.

Yes □ No 🗵

Items on the Agenda that have not been approved	% vote against(*)

<sup>(\*)</sup> If the non-approval of the item is due to other than the vote against, it shall be explained in the text and the "% vote against" columns shall indicate "n/a".

B.6 Indicate if there are any statutory restrictions that establish a minimum number of shares required to attend the general meeting, or to vote remotely:

Yes ⊠ No □

Number of shares necessary to attend the General Meeting	1,000
Number of shares required to vote remotely	1

Observations

B.7 Indicate whether it has been established that certain decisions, other than those established by law, involving an acquisition, transfer, contribution to another

company of essential assets or other similar corporate operations, must be submitted for approval by the general meeting of shareholders.

Yes □	No ⊠	
Explanation of the decisions that must be sub	bmitted to the board, other than those establi	shed by law

B.8 Indicate the address and method of access to the company's website, to the information on corporate governance and other information on General Meetings that must be available to shareholders through the company's website.

Access is as follows: www.mapfre.com

Shareholders and investors" section.

## C. GOVERNANCE STRUCTURE OF THE COMPANY

### C.1 Board of Directors

C.1.1 Maximum and minimum number of directors foreseen in the bylaws and the number set out by the general meeting:

Maximum number of directors	20
Minimum number of directors	5
Number of directors set by the general meeting	15

Observations

## C.1.2 Complete the following table on the board members:

Name or company name of the director	Represent ative	Category of the director	Position on the Board	Date of first appointment	Date of last appointment	Election procedure	Date of birth.
MR. ANTONIO HUERTAS MEJÍAS		EXECUTIVE	CHAIRMAN AND CEO	12/29/2006	3/9/2018	ANNUAL GENERAL MEETING RESOLUTIO N	1/18/1964

MR. IGNACIO BAEZA GÓMEZ	EXECUTIVE	FIRST VICE CHAIRMAN	3/8/2008	3/11/2016	ANNUAL GENERAL MEETING RESOLUTIO N	1/20/1962
MS. CATALINA MIÑARRO BRUGAROLA S	INDEPENDE NT	SECOND VICE CHAIRWOMA N	10/30/2013	3/9/2018	ANNUAL GENERAL MEETING RESOLUTIO N	3/6/1963
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	EXECUTIVE	THIRD VICE CHAIRMAN	7/18/2018	7/18/2018	CO-OPTING	9/22/1964
MR. JOSÉ ANTONIO COLOMER GUIU	INDEPENDE NT	DIRECTOR	2/9/2016	3/11/2016	ANNUAL GENERAL MEETING RESOLUTIO N	10/17/1952
MR. GEORG DASCHNER	INDEPENDE NT	DIRECTOR	2/10/2015	3/13/2015	ANNUAL GENERAL MEETING RESOLUTIO N	8/18/1949
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	INDEPENDE NT	DIRECTOR	7/26/2016	3/10/2017	ANNUAL GENERAL MEETING RESOLUTIO N	2/13/1959
MS. MARÍA LETICIA DE FREITAS COSTA	INDEPENDE NT	DIRECTOR	7/23/2015	3/11/2016	ANNUAL GENERAL MEETING RESOLUTIO N	3/27/1960
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	NOMINEE	DIRECTOR	4/17/1999	3/13/2015	ANNUAL GENERAL MEETING RESOLUTIO N	7/4/1952
MR. FRANCISCO JOSÉ MARCO ORENES	EXECUTIVE	DIRECTOR	3/10/2017	3/10/2017	ANNUAL GENERAL MEETING RESOLUTIO N	11/25/1957
MR. FERNANDO MATA VERDEJO	EXECUTIVE	DIRECTOR	1/1/2017	3/10/2017	ANNUAL GENERAL MEETING RESOLUTIO N	3/21/1961
MR. ANTONIO MIGUEL- ROMERO DE OLANO	NOMINEE	DIRECTOR	4/17/1999	3/13/2015	ANNUAL GENERAL MEETING RESOLUTIO	7/9/1955

					N	
MS. PILAR PERALES VISCASILLAS	INDEPENDE NT	DIRECTOR	1/1/2018	3/9/2018	ANNUAL GENERAL MEETING RESOLUTIO N	8/16/1968
MR. ALFONSO REBUELTA BADÍAS	NOMINEE	DIRECTOR	4/17/1999	3/13/2015	ANNUAL GENERAL MEETING RESOLUTIO N	1/12/1953

Total number of directors	14

Indicate the changes that, whether due to resignation, dismissal or for any other reason, have taken place in the board of directors during the informed period:

Name or company name of the director	Category of the director on cessation	Date of last appointment	Termination date	Specialized committee of which he/she was a member	Indicate whether the change occurred before the end of the mandate
MR. ANTONIO NÚÑEZ TOVAR	EXECUTIVE	3/13/2015	7/18/2018	Steering Committee	Yes
MR. RAFAEL MÁRQUEZ OSORIO	NOMINEE	3/14/2014	12/29/2018	Steering Committee  Audit and Compliance Committee  Risk Committee	NO

## Causes of the change and other observations

Mr. Antonio Núñez Tovar stood down from the Board of Directors when he retired.

Mr. Rafael Márquez Osorio resigns from his roles to since he has fulfill the maximum period foreseen in the Regulations of the Board of Directors of the company on December 29, 2018.

Both Mr. Núñez Tovar and Mr. Márquez Osorio explained the reasons for their resignation through letters addressed to all the members of the Board of Directors.

# C.1.3 Complete the following tables on the Board members and their different kinds of directorship:

## **Executive directors**

Name or company name of the director:	Position within company organization	Profile:
MR. ANTONIO HUERTAS MEJÍAS	CHAIRMAN AND CEO	Holds a law degree from the University of Salamanca. Has occupied, among others, the positions of Chairman and CEO of MAPFRE FLORIDA and MAPFRE PUERTO RICO, General Manager of MAPFRE MUTUALIDAD, Chairman of MAPFRE FAMILIAR and Third Vice Chairman of MAPFRE. For more information on the current positions please see sections A.6, C.1.10 and C.2.1.
MR. IGNACIO BAEZA GÓMEZ	FIRST VICE CHAIRMAN	Degree in Economics from the Complutense University of Madrid. He has spent a large part of his professional career at MAPFRE, holding several senior executive positions since he joined the company 1996. CEO of the global risks business unit since 2017. For more information on the current positions please see sections A.6, C.1.10 and C.2.1.
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	THIRD VICE CHAIRMAN	Law Degree by the Complutense University of Madrid and Senior Management Program by IESE. He has spent a large part of his professional career at MAPFRE, holding several senior executive positions since he joined the company. CEO of the IBERIA Territorial Area since 2015). For more information on the current positions please see sections A.6 and C.1.10.
MR. FRANCISCO JOSÉ MARCO ORENES	DIRECTOR	He has a degree in Medicine and Surgery from the University of Murcia, he is a specialist in Geriatrics from the University of Murcia and in Nutrition from the University of Granada and he has a Masters Degree in Company Administration from the IDAE. He has also been Chairman of the UNESPA Automobile Insurance Commission (2009-2014) and Chairman of the Spanish Chamber of Commerce in Peru. He is the General Manager of the Business Support Corporate Area since 2015. For more information on the current positions please see sections C.1.10.
MR. FERNANDO MATA VERDEJO	DIRECTOR	Degree in Economics from the Complutense University of Madrid. He has developed most of his

	professional career with MAPFRE,
	where he has held the positions of
	Internal Audit Manager for
	MAPFRE AMÉRICA, Financial
	Manager for MAPFRE PRAICO
	(Puerto Rico), Financial Manager for
	MAPFRE FAMILIAR, General
	Manager for the Corporate Strategy
	and Development Area and General
	Manager for the MAPFRE Risk
	Management Function. He is the
	General Manager of the Corporate
	Finance Area since 2017. For more
	information on the current positions
	please see sections A.6 and C.1.10.

Total number of executive directors	5
% of total board	35.71

Observations			

## **Independent external directors**

Name or company name of the director:	Name or company name of the substantial shareholder represented or proposing his/her appointment	Profile:
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	CARTERA MAPFRE , S.L. SOCIEDAD UNIPERSONAL	Law Degree from the Complutense University of Madrid, official agent of industrial and intellectual property in Spain and European patent agent. Member of the Board of Directors of Elzaburu, S.L.P. until 2016 and is a member of the International Association for the Protection of Industrial Property. For more information on the current positions please see sections A.6, C.1.10 and C.2.1.
MR. ANTONIO MIGUEL- ROMERO DE OLANO	CARTERA MAPFRE , S.L. SOCIEDAD UNIPERSONAL	Agricultural Engineer from the Polytechnic University of Madrid and Master's in Business Administration (MBA) at Madrid's Instituto de Empresa. Since 1986 and until 2005 he held the position of deputy risk manager at FIAT Financiera. For more information on the current positions please see sections A.6, C.1.10 and C.2.1.
MR. ALFONSO REBUELTA	CARTERA MAPFRE , S.L.	Degree in Business Sciences from

BADÍAS	SOCIEDAD UNIPERSONAL	the Pontificia Comillas University
		and Master's in Business
		Administration (MBA) from the
		University of Columbia (New York).
		He was Vice Chairman for JP
		Morgan, Vice Chairman of Citibank
		until 1991, partner at Heidrick &
		Struggles and consultant partner at
		Asset Executive. He is a partner at
		Signium International since 2004.
		For more information on the current
		positions please see sections A.6,
		C.1.10 and C.2.1.

Total number of nominee directors	3
% of total board	21.43

Observations

## **Independent external directors**

Name or company name of the director:	Profile:
MS. CATALINA MIÑARRO BRUGAROLAS	DEGREE IN LAW. STATE ATTORNEY ON LEAVE OF ABSENCE.
MR. JOSÉ ANTONIO COLOMER GUIU	BUSINESS ADMINISTRATION DEGREE FROM THE SCHOOL OF BUSINESS MANAGEMENT AND ADMINISTRATION - BARCELONA. Chairman of the Board of Directors of Adopem, S.A. and Director at GO FRUSELVA, S.A.
MR. GEORG DASCHNER	Professional career at Munich RE (1965-2014), Chairman of Munchenr Venzuela (1983-1988), member of the management board of the Munich RE Group, in charge of the Europe and Latin America business area (2003-2014).
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	DEGREE AND DOCTORATE IN ECONOMICS AND BUSINESS FROM THE UNIVERSITY OF OVIEDO. Member of the Board of Directors of BME Bolsas y Mercados Españoles, S.A., member of the corporate reporting consultative committee of the European Securities Authority and member of the Board of Directors of the Princesa de Asturias Foundation and the Banco de Sabadell Foundation. Professor of financial economics at the University of Oviedo and professor of finance at CUNEF.
MS. MARÍA LETICIA DE FREITAS COSTA	Degree in Product Engineering and Master's Degree in Business Administration (MBA). Manager of the Insper Center for Strategic Research and a partner at Prada Assessoria.

## MS. PILAR PERALES VISCASILLAS

Law degree by the Autonomous University of Madrid and PhD in law by the Carlos III University of Madrid. Professor of commercial law at the Carlos III University of Madrid.

Total number of independent directors	6
% of total board	42.86

Observations			

Indicate whether any director classified as independent receives from the company, or from its Group, any amount or earning for an item other than the director's remuneration, or maintains or has maintained during last financial year a business relationship with the company or with any company from its Group, whether on his behalf or as a significant shareholder, director or senior management member of a company that maintains or has maintained such a relationship.

No director classified as independent receives, from the company or the Group, any amount or benefit for an item other than director's remuneration.

If so, include a reasoned statement from the Board on the reasons why it considers that this director may perform his functions as an independent director.

Name or company name of the director:	Relationship description	Reasoned statement

### **OTHER EXTERNAL DIRECTORS**

Identify other external directors and explain in detail the reasons for which they cannot be considered nominee or independent directors, as well as their affiliations with the company, its management or its shareholders:

Name or company name of the director	Reasons	Company, executive or shareholder with whom holds the affiliation	Profile:

Total number of external directors	
% of total board	

Observations	

Indicate any changes that may have occurred during the period in the type of category for each director:

Name or company name of the director	Date of change	Previous category	Current category

Observations

C.1.4 Complete the following table with information relating to the number of female directors during the closing of the last four financial years, as well as the category of these female directors:

	Number of directors			% of t	he total of ea	ch type of di	rector	
	year	year	year	year	year	year	year	year
	2018	2017	2016	2015	2018	2017	2016	2015
Executives	0	0	0	0	0.00%	0.00%	0.00%	0.00%
Nominee	0	0	0	0	0.00%	0.00%	0.00%	0.00%
Independent	4	4	4	3	66.67%	66.67%	57.14%	42.86%
Other external	0	0	0	0	0.00%	0.00%	0.00%	0.00%
TOTAL	4	4	4	3	28.57%	26.67%	23.53%	16.67%

Observations

C.1.5 Indicate whether the company has diversity policies regarding the Board of Directors with regard to issues such as age, gender, disability, or professional training and experience. Small and medium-sized companies, in accordance with the definition established in the Account Audit Law, shall have to inform, at least, of the policy they have established regarding gender diversity.

## Yes ⊠ No □

If yes, please describe such diversity policies, their objectives, the measures and the way in which they have been implemented and their results in the financial year. The specific measures adopted by the Board of Directors and the Appointments and Remuneration Committee should also be indicated in order to achieve a balanced and diverse presence of directors.

Should the company not apply a diversity policy, please explain the reasons why.

## Description of the policies, objectives, measures and manner in which they have been applied, as well as the results obtained

The Institutional, Business and Organizational Principles of the MAPFRE Group, approved by the Board of Directors of MAPFRE on June 24, 2015, expressly provide that the Board of Directors of MAPFRE shall develop a plan for filling vacancies to ensure the suitableness of applicants thereto, based on their skills and professional and geographical origins, as well as a sufficient presence of members of both genders. As on December 31, 2018, this body consisted of 14 members who, as a whole, possess knowledge, qualifications and experience in relation to the following matters: insurance and financial markets, business strategies and business models, governance systems, financial and actuarial analyses and regulatory frameworks.

Similarly, it is established that the competent bodies of Group companies will ensure that, when vacancies arise, equal opportunities are guaranteed for candidates regardless of their gender, and they must seek to achieve an effective presence of directors of both genders.

Furthermore, the Director Selection Policy expressly establishes that, during the selection process, any kind of implicit biases will always be avoided, which may involve discrimination and, in particular, biases that interfere with the selection of persons of either gender. It also includes the commitment to ensure that in the year 2020 the number of female directors shall represent at least 30 percent of the total of members of the Board of Directors.

As on December 31, 2018, the number of female directors represented 28.57 percent of the total number of Board members. The majority participate in the specific committees of the Board and/or have a key role: i) Ms. Catalina Miñarro Brugarolas is the 2nd Vice Chairman of the Board of Directors and the Steering Committee, Chair of the Appointments and Remuneration Committee and independent Lead Director; ii) Ms. Ana Isabel Fernández Álvarez is a member of the Audit and Compliance Committee and the Risk Committee; and iii) Ms. María del Pilar Perales Viscasillas is a member of the Audit and Compliance Committee.

In addition, geographical and cultural diversity is also present on the Board, since three different nationalities are represented in it: Spanish, Brazilian and German.

C.1.6 Explain the measures which, where applicable, the Appointments Committee has agreed so that the procedure for filling Board vacancies

has no implicit bias against women candidates, and the company makes a conscious effort to include women with the target profile among the candidates for Board seats and which allows to reach a balanced presence between men and women:

#### Explanation of the measures

The Appointments and Remuneration Committee must ensure that during the candidate selection process any kind of implicit biases are always avoided, which may involve discrimination and, in particular, those biases that interfere with the selection of persons of either gender.

In 2015 the Appointments and Remuneration Committee approved a renewal plan for the Board of Directors establishing the steps to follow in the period 2015-2020 to adapt the structure of the Board of Directors to the new legal requirements and recommendations contained in the Code of Good Governance of the National Securities and Exchange Commission.

When, in spite of the measures which, where applicable, have been adopted, there are few or no female directors, explain the reasons that justify this.

#### **Explanation of the reasons**

Not applicable

C.1.7 Explain the conclusions of the Appointments Committee on the verification of compliance with the director selection policy. In particular, explain how this policy is promoting the objective that by 2020 the number of female directors represents at least 30 percent of the total of members of the Board of Directors.

MAPFRE's Director Selection Policy aims to ensure that the proposals for nomination and re-election of directors are based on a preliminary analysis of the Board of Directors needs, and to promote a diversity of knowledge, experiences and gender on the Board. It expressly sets out the commitment to ensure that in the year 2020 the number of female directors shall represent at least 30 percent of the total of members of the Board of Directors.

In addition, as indicated in the above section C.1.6, the Appointments and Remuneration Committee approved a renewal plan for the Board of Directors with specific measures to promote the objective that by 2020 the number of female directors represents at least 30 percent of the total of members of the Board of Directors. As of the closing date, the Company is close to reaching the objective of thirty percent, since currently the percentage stands at 26.67 percent.

The Appointments and Remuneration Committee considers that the company adequately complied with the Director Selection Policy during 2018. Specifically, the proposals for the appointment of Mr. José Manuel Inchausti Pérez and Mr. Antonio Gómez Ciria (director with effect from January 1, 2019) and the re-election of Mr. Antonio Huertas Mejías, Ms. Catalina Miñarro Brugarolas and Ms. Maria del Pilar Perales Viscasillas, have been carried out in accordance with the Selection of Directors Policy.

C.1.8 Explain, where applicable, the reasons why nominee directors have been appointed at the behest of shareholders whose shareholding is less than 3 percent of the capital:

Name or company name of the shareholder	Justification

Indicate whether formal petitions for a seat on the Board have been ignored from shareholders whose holding is equal to or higher than others at whose behest nominee directors were appointed. Where applicable, explain why these petitions have been ignored:

Yes □ No 🗵

Name or company name of the shareholder	Explanation	

C.1.9 Indicate, if any, the powers delegated by the Board of Directors on directors or committees of the Board:

Name or company name of the director or committee	Brief description
Steering Committee	The Steering Committee is the delegate body of the Board of Directors, responsible for the senior management and permanent oversight of the strategic and operational aspects of the Company's and its subsidiaries ordinary business affairs. It also makes any decisions necessary to operate properly. It has the general capacity of decision and has been expressly delegated all the powers that correspond to the Board of Directors, except for those that may not be delegated by law, by the Corporate Bylaws or in the Regulations of the Board of Directors. It may delegate to any of its members the necessary powers for the final adoption of decisions previously discussed by the Committee, and for the implementation of the agreements it adopts.

C.1.10 Identify, where applicable, any members of the Board holding posts as directors, representatives of directors or managers in other companies that are part of the listed company of the group:

Name or company name of the director	Company name of the Group company	Position	Do they have executive functions?
MR. ANTONIO HUERTAS MEJÍAS	MAPFRE INTERNACIONAL , S.A.	CHAIRMAN AND CEO	NO
MR. IGNACIO BAEZA GÓMEZ	MAPFRE ASISTENCIA, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	CHAIRMAN	NO

MR. IGNACIO BAEZA GÓMEZ	MAPFRE GLOBAL RISKS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	CHAIRMAN	YES
MR. IGNACIO BAEZA GÓMEZ	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO
MS. CATALINA MIÑARRO BRUGAROLAS	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MS. CATALINA MIÑARRO BRUGAROLAS	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	DIRECTOR	NO
MS. CATALINA MIÑARRO BRUGAROLAS	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	VICE CHAIRMAN	YES
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	DIRECTOR	NO
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	MAPFRE GLOBAL RISKS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	MAPFRE RE, COMPAÑÍA DE REASEGUROS, S.A.	DIRECTOR	NO
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	MAPFRE SEGUROS GERAIS	DIRECTOR	NO
Mr. JOSÉ MANUEL INCHAUSTI PÉREZ	VERTI ASEGURADORA	ADMINISTRATOR	NO
MR. JOSÉ ANTONIO COLOMER GUIU	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MR. JOSÉ ANTONIO COLOMER GUIU	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	DIRECTOR	NO
MR. GEORG DASCHNER	VERTI VERSICHERUNG A.G.	DIRECTOR	NO

MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	MAPFRE GLOBAL RISKS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	MAPFRE RE, COMPAÑÍA DE REASEGUROS, S.A.	DIRECTOR	NO
MS. MARÍA LETICIA DE FREITAS COSTA	BB MAPFRE SH1 PARTICIPAÇOES S.A.	DIRECTOR	NO
MS. MARÍA LETICIA DE FREITAS COSTA	BB MAPFRE SH2 PARTICIPAÇOES, S.A.	DIRECTOR	NO
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	SECOND VICE CHAIRMAN	NO
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	SECOND VICE CHAIRMAN	NO
MR. FRANCISCO JOSÉ MARCO ORENES	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO
MR. FRANCISCO JOSÉ MARCO ORENES	FUNESPAÑA, S.A.	EXECUTIVE	NO
MR. FERNANDO MATA VERDEJO	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO
MR. FERNANDO MATA VERDEJO	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MR. FERNANDO MATA VERDEJO	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	DIRECTOR	NO
MR. ANTONIO MIGUEL-ROMERO DE OLANO	MAPFRE ASISTENCIA, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MR. ANTONIO MIGUEL-ROMERO DE OLANO	MAPFRE ESPAÑA, COMPAÑÍA DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MR. ANTONIO MIGUEL-ROMERO DE	MAPFRE VIDA DE SEGUROS Y REASEGUROS SOBRE	DIRECTOR	NO

OLANO	LA VIDA HUMANA		
MS. MARÍA DEL PILAR PERALES VISCASILLAS	MAPFRE ASISTENCIA, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	VICE CHAIRMAN	NO
MS. MARÍA DEL PILAR PERALES VISCASILLAS	MAPFRE GLOBAL RISKS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	DIRECTOR	NO
MR. ALFONSO REBUELTA BADÍAS	MAPFRE GLOBAL RISKS, COMPAÑÍA INTERNACIONAL DE SEGUROS Y REASEGUROS, S.A.	VICE CHAIRMAN	NO
MR. ALFONSO REBUELTA BADÍAS	MAPFRE INTERNACIONAL , S.A.	DIRECTOR	NO

Observations

C.1.11 Detail, where appropriate, the directors or representatives of legal persons of their company, who are members of the Board of Directors or representatives of legal persons of other companies listed on official securities markets other than their group, which have been notified to the company:

Name or company name of the director:	Company name of the listed company	Position/
MS. CATALINA MIÑARRO BRUGAROLAS	ACS, ACTIVIDADES DE CONSTRUCCIÓN Y SERVICIOS, S.A.	DIRECTOR
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	BOLSAS Y MERCADOS ESPAÑOLES, SOCIEDAD HOLDING DE MERCADOS Y SISTEMAS FINANCIEROS, S.A.	DIRECTOR

Observations

C.1.12 Indicate and, if applicable, explain if the company has established rules on the maximum number of boards of companies in which its directors can be part, identifying, where appropriate, where it is regulated:

Yes ⊠ No □

### Explanation of the rules and identification of the document where it is regulated

According to article 4 of the MAPFRE Regulation of the Board of Directors, no director can simultaneously be a member of more than five Boards of Directors of companies that do not form part of the Group, except for personal or family companies.

C.1.13 Indicate the amounts of the items related to the overall remuneration of the following board of directors:

Remuneration accrued in the financial year in favor of the Board of Directors (thousands of euros)	15,705
Amount corresponding to the rights accumulated by current directors regarding pensions (thousands of euros)	26,848
Amount corresponding to the rights accumulated by former directors regarding pensions (thousands of euros)	0

Observations

C.1.14 Identify the senior management members who are not also executive directors, and indicate the total remuneration accrued by them during the financial year:

Name or company name	Position
MR. JOSÉ MANUEL CORRAL VÁZQUEZ	GROUP CHIEF BUSINESS AND CLIENTS OFFICER
MR. ÁNGEL LUIS DÁVILA BERMEJO	GENERAL COUNSEL – GENERAL MANAGER OF LEGAL AFFAIRS
MR. JOSÉ LUIS GURTUBAY FRANCIA	GROUP CHIEF STRATEGY OFFICER
MR. JOSÉ LUIS JIMÉNEZ GUAJARDO-FAJARDO	GROUP CHIEF INVESTMENT OFFICER
MR. JOSÉ MANUEL MURIES NAVARRO	GROUP CHIEF AUDIT OFFICER
MS. EVA PIERA ROJO	GROUP CHIEF EXTERNAL RELATIONS OFFICER
MS. MARÍA ELENA SÁNZ ISLA	GROUP CHIEF PEOPLE OFFICER

Total remuneration of senior manag	ement (in thousa	nds of euros)	3,879
	Obs	servations	
C.1.15 Indicate whether duthe Board of Direct	•	•	as been any change in
	Yes □	No ⊠	
Description of modifications			

C.1.16 Indicate procedures for selection, appointment, re-election and removal of directors. List the competent bodies, the procedures to be followed and the criteria to be employed in each procedure.

The persons to whom the position of director of MAPFRE S.A. or of a subsidiary company is offered must make a prior, true and full statement of their personal, family, professional or business circumstances, specially stating: (i) the persons or companies that have, with respect to him/her, the status of related persons in accordance with the provisions of the current legislation; (ii) any circumstances that could entail any incompatibility in accordance with the laws, the Bylaws and the Regulations of the Board of Directors, or a situation of conflict of interest; (iii) his/her remaining professional obligations, in case they could interfere with the dedication required for the position; (iv) criminal cases in which he/she appears as the defendant or prosecuted party; and (v) any other event or situation that affects him/her and that may be relevant for his/her performance as a Director. This declaration must be made on the form provided for such purposes by MAPFRE, and shall include an express acceptance of the regulations set out in the corporate bylaws and other internal regulations, as well as in current legislation.

Any person who holds the position of director must be of renowned prestige in his/her professional and business area, and hold all necessary professional qualifications or experience as provided by law for financial institutions or insurance companies subject to supervision by public authorities.

Specifically, people cannot be members of the Board of Directors if they hold significant shares in, or provide professional services to, competing businesses of the company or of any company of the Group, or if they work as employees, managers, or administrators of them, unless they are granted express authorization from the Board of Directors.

- Proposals for the appointment or reappointment of independent directors must be preceded by a proposal from the Appointments and Remuneration Committee. The proposed reappointment of such directors must include an assessment of the performance of their positions by directors during the previous mandate and, where appropriate, of the positions performed by candidates on the Board, taking into account or assessing the amount and quality of the work done by them, and their commitment to the position.
- The formulation of proposals for appointment or reappointment by the Board of Directors must be preceded:
- a) In the case of nominee directors, by a suitable proposal of the shareholder backing their appointment or reappointment.
- b) In the case of executive directors, as well as the secretary, whether or not a director, by a suitable proposal from the

Chairman of the Board.

Both types of proposals must also be preceded by the corresponding report from the Appointments and Remuneration Committee.

- The proposed reappointment of nominee and executive directors must be subject to a prior report issued by the Appointments and Remuneration Committee, which must include an assessment of the performance of their positions by directors during the previous mandate and, where appropriate, of the positions performed by candidates on the Board, taking into account or assessing the amount and quality of the work done by them, and their commitment to the position.
- In any case, the proposals for appointment and reappointment of directors must be accompanied by an explanatory report from the Board which assesses the responsibility, experience and merits of the candidate.

The Board of Directors shall not propose to the General Meeting that any independent director be removed from office before the end of the term for which the director has been elected unless the Board of Directors considers, based on a report from the Appointments and Remuneration Committee, that there are grounds for doing so. In particular, the removal proposal shall be deemed justified when the director has failed to comply with the duties inherent to the position, has not complied with any requirement set forth for independent directors, or has incurred in an insuperable conflict of interest according to the provisions of current legislation.

C.1.17 Explain how the annual assessment of the Board has led to significant changes in its international organization and in the procedures that apply to its activities:

#### **Description of modifications**

In financial year 2018, the Board of Directors has carried out an assessment of the quality of its work and the operation of its Committee and Steering Committee. This assessment was carried out without the advice of an external consultant (the assessment of the year 2016 was carried out with the help of Spencer Stuart).

The annual self-assessment of the Board of Directors has put a special focus on those key aspects with respect to which the directors expressed interest in previous assessments. In particular, the following aspects have been analyzed: composition and structure of the Board of Directors and its delegate bodies and the running of the meetings.

The result of the self-assessment process in 2017 has been very positive, where the effective leadership carried out by the Chairman and the significant improvements made in the operation of said body in the last three years was highlighted.

Describe the assessment process and the areas assessed by the Board of Directors with the assistance, where applicable, by an external consultant, regarding the operation and composition of the board and its committees and any other area or aspect that has been subject to assessment.

### Description of the assessment process and assessment areas

In accordance with the provisions of the Regulations of the Board of Directors of MAPFRE, the Board undertakes an annual assessment of the quality of its work, the performance of the Chairman and CEO based on the report drawn up for this purpose by the Appointments and Remuneration Committee, and the operation of its Committees and Steering Committee. Where appropriate, it proposes an action plan to correct any deficiencies detected.

During the first half of 2019 the Steering Committee and the Audit and Compliance, Appointments and Remuneration, and Risk Committees will prepare their respective self-assessment reports on their composition and operations during 2019.

Likewise, the Board of Directors will assess its own composition and operations during 2018 as well as those of its

Committees and Steering Committees based on the aforementioned reports.

C.1.18 Itemize, in those financial years in which the assessment was carried out with an external consultant, the business relationships that the consultant or any company of its group maintains with the company or any company of its group.

None

## C.1.19 Indicate the circumstances under which directors are forced to resign.

In accordance with the corporate bylaws, the Board of Directors Regulation and the MAPFRE Group's Institutional, Business and Organizational Principles, all members of the Board of Directors will formally resign their post at the age of 70. The Chairman, Vice Chairman and directors who perform executive functions, and the secretary of the Board must retire from office on reaching 65 years of age or, on any earlier date according to the terms and conditions of their respective contracts, submitting the corresponding resignations, but they may continue as members of the Board without any executive duties for a maximum of five years in the same conditions as external nominee directors.

All directors must resign from their directorship on the Board of Directors and any office held, such as on the Committees and Steering Committee, and tender their formal resignation should the Board of Directors deem it pertinent, in the following cases:

- a) Whenever they cease to hold the executive office associated with their appointment as member of such governing bodies.
- b) Should they become subject to any disqualification or prohibition laid down at law.
- c) If they are accused of (or a court issues an order for the opening of a trial for) allegedly committing any crime or are involved in disciplinary proceedings involving a serious or very serious fault at the instance of the supervisory authorities
- d) If they receive a serious warning from the Audit and Compliance Committee due to infringement of their obligations as directors.
- e) When they are affected by circumstances in which their remaining on any such governing bodies might cause damage to the Company's credit or reputation, or place its interests at risk. When such events or circumstances are well-known or public, the Appointments and Remuneration Committee, by agreement of the majority of its members, may request the resignation of the affected director.
- f) If the reasons (if any expressly exist) for which they were appointed cease to apply.

Resignation from these positions must be formally tendered in a letter addressed to all members of the Board of Directors.

Directors who, at the time of their appointment, do not hold any executive position or perform any executive functions in the company, or in another Group company, will not be able to perform any executives functions unless they first resign their directorship, even though they may subsequently remain eligible for the position.

Nominee directors must also tender their resignation when the shareholder that appointed them sells its shareholding.

When a shareholder reduces its shareholding, a proportionally equivalent number of nominee directors that it has appointed must resign.

MAPFRE's independent directors must also tender their resignation when they have held office for 12 years in a row.

# C.1.20 Are reinforced majorities required, aside from legal majorities, for any type of resolution?

Yes □	No ⊠
If so, describe the differences.	
Description	n of differences
C.1.21 Explain whether there are spregarding directors, to be appoint	pecific requirements, other than those ted Chairman of the Board.
Yes ⊠	No 🗆
Requireme	ents description
_	gulations of the MAPFRE Board of Directors, the position of status of most senior management representative, and such a emembers of the Board of Directors.
C.1.22 Indicate whether the bylaws or limit for directors:	the Board regulations establish any age
Yes ⊠	No 🗆
	Age limit
EXECUTIVE	65 years
Managing Director	65 years
DIRECTOR	70 years
Obse	ervations
mandate or other stricter requi	the Board's regulations establish a limited rements than those legally provided for a that established in the regulations:
Yes □	No ⊠

Additional requirements and/or maximum number of mandated financial

years	

C.1.24 Indicate whether the bylaws or the regulations of the Board of Directors establish specific regulations for delegating votes on the Board of Directors in favor of other Directors, how to do it, and in particular, the maximum number of delegations a director may have, as well as whether any limit has been established regarding the categories in which it is possible to delegate, beyond the limits imposed by legislation. If so, describe such regulations briefly.

There are no specific regulations for delegating votes on the Board of

C.1.25 Indicate the number of meetings the Board of Directors has held during the financial year. Where applicable, indicate how many times the Board has met without the Chairman in attendance. In calculating this number, attendance shall mean proxies given with specific instructions.

Number of board meetings	10
Number of board meetings not attended by the Chairman	0

Observations

Indicate the number of meetings held by the Lead Director with the rest of the directors, without the assistance or representation of any executive director:

Number of meetings	0
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Observations

Indicate the number of meetings the Board's different Committees have held during the financial year.

Number of meetings of the Steering Committee	5
Number of Audit and Compliance Committee Meetings	14

Number of Appointments and Remuneration Committee meetings	5
Number of Risk Committee meetings	6

Observations

C.1.26 Indicate the number of meetings the Board of Directors has held during the financial year and the attendance information of its members:

Number of meetings attended by at least 80% of the directors	10
% of attendance over total votes during the year	100%
Number of meetings attended in person or representations carried pout with specific instructions of all directors	9
% of votes cast with in person attendance and representations made with specific instructions, on total votes during the year	100%

Observations

C.1.27 Indicate whether the individual and consolidated annual accounts presented to the Board for formulation were certified beforehand:

Yes ⊠ No □

Where applicable, identify the person(s) who certified the individual and consolidated annual accounts to be drawn up by the Board:

Name	Position/
MR. FERNANDO MATA VERDEJO	GROUP CHIEF FINANCE OFFICER
MR. JOSÉ MANUEL MURIES NAVARRO	GROUP CHIEF AUDIT OFFICER
MR. CARLOS BARAHONA TORRIJOS	ASSISTANT GENERAL MANAGER OF CONTROL AND FINANCIAL INFORMATION

Observations

C.1.28 Explain the mechanisms, if any, established by the Board of Directors to prevent the individual and consolidated accounts that it draws up from being presented to the General Meeting with reservations in the audit report.

The company has never issued financial statements with a qualified auditor's report.

The company has Corporate Finance, General Counsel and Internal Audit Areas to oversee all aspects of the annual accounts, as well as the MAPFRE Audit and Compliance Committee, which is a delegate body that was created by the Board for this purpose and granted supervisory powers in 2000.

According to article 25 of the Regulation of the Board of Directors of MAPFRE, the Board of Directors must always draw up the annual accounts so that the external auditor has no reservations or provisos regarding them. Nonetheless, when the Board considers that it must maintain its criteria, the Chairman of the Audit and Compliance Committee will publicly explain the content and scope of the discrepancies that may have led to these reservations or provisos.

## C.1.29 Is the Board secretary a director?

Yes □ No 🗵

If the secretary does not have the status of director, complete the following table:

Name or company name of the secretary	Representative
MR. ÁNGEL LUIS DÁVILA BERMEJO	

Observations

C.1.30 Indicate the specific mechanisms established by the company to preserve the independence of the external auditors, as well as, if any, the mechanisms to preserve the independence of the financial analysts, the investment banks and the rating agencies, including how they have implemented the legal provisions in practice.

In addition to abiding by statutory provisions, the company has decided to voluntarily propose compliance with a number of general guidelines that clearly and precisely aim to achieve and uphold the necessary independence of the external auditors in such regard as is advocated by the MAPFRE Board of Directors Regulations, which set out the following criteria in respect of the relationship with external auditors:

- The relationship of the Board of Directors with the company's external auditor shall be maintained through the Audit and Compliance Committee.
- The Board of Directors shall refrain from hiring any auditing firms that receive or that will receive annual fees from the Group, where the amount for all items exceeds 5 percent of its total annual revenue; and it shall report, in the annual public documentation, the total fees that the Group paid the external auditor for the various services it provided.

Apart from the Audit and Compliance Committee's powers and functions as specified in the bylaws and the Board of Directors Regulations, the Audit Committee will be informed at least once every six months of all services rendered by the external auditor and their corresponding fees.

Every year, the Audit and Compliance Committee assesses the accounts auditor, the scope of the audit and the external auditor's independence, considering whether the quality of the audit control measures is adequate and any services other than accounts audit services are compatible with the auditor's independence.

Furthermore, the Audit and Compliance Committee verifies the independence of the external auditor in relation to the Company and its subsidiaries, receiving from it the declaration of its independence and issuing the Committee the corresponding report on the independence of the auditor.

In accordance with the provisions of the Internal Code of Conduct regarding listed securities issued by MAPFRE, which sets out the procedures relating to the publication of relevant information, the financial analysts will not be provided with any relevant information that is not available to the public at large.

C.1.31 Indicate whether the company changed its external auditor during the financial year. If so, identify the incoming and outgoing auditors:

Outgoing auditor

Observations

If there were disagreements with the outgoing auditor, explain the

grounds.

Yes □

Explanation of the disagreements

No ⊠

C.1.32 Indicate whether the audit firm does other work for the company and/or its Group other than the audit. If so, declare the amount of fees received

for such work and the percentage of such fees in the total fees charged to the company and/or its Group:

Yes ⊠ No □

	Society	Group Companies	TOTAL
Amount for work other than audit (thousands of euros)	260	1,981	2,241
Amount from jobs other than audit / Amount audit jobs (in %)	35.86	21.91	22.94

Observations	

C.1.33 Indicate whether the audit report on the annual financial statements for the previous financial year contained reservations or qualifications. If any, indicate the reasons given to the shareholders at the General Meeting by the Chairman of the Audit Committee to explain the content and scope of said reservations or exceptions.

Yes □ No 🗵

Explanation of the reasons

C.1.34 Indicate the number of financial years during which the current audit firm has been continuously performing the audit of the individual and/or consolidated annual accounts of the company. Indicate the percentage of the number of financial years audited by the current auditing firm to the total number of financial years in which the annual financial statements have been audited:

	INDIVIDUAL	CONSOLIDATED
Number of financial years running	4	4

	INDIVIDUAL	CONSOLIDATED
Number of financial years audited by current audit firm / number of financial years the company or its group has been audited (in %)	13.33	13.33

Observations

C.1.35 Indicate and, where applicable, give details on the existence of a procedure for directors to obtain the information they need to prepare the meetings of the management bodies in sufficient time:

Yes ⊠ No □

### Details of the procedure

In accordance with the provisions of the Regulations of the Board of Directors, the meeting shall always include the agenda, which shall be established by the Chairman, and shall be accompanied by the appropriate information on the matters to be discussed, and duly prepared.

The agenda will be circulated to all members at least five days in advance of the meeting and will specifically state those items that are for information purposes and those that require a Board resolution. The documentation will be circulated among members at least three days ahead of the meeting, to allow for due analysis and study of the same by directors.

The Chairman of the Board of Directors, as the person responsible for the effective operation thereof, shall take the necessary measures to ensure that the Directors receive sufficient information in advance of the meeting on the items on the agenda.

In addition, Directors are vested with the broadest powers to obtain information on any aspect of the Company, to examine their books, records, documents and other background on social operations. This right to information is extended to the Group companies to the extent necessary to enable the effective performance of their duties by the Directors.

This aspect is subject to a specific analysis by the Board of Directors of the company in its annual self-evaluation session.

C.1.36 Indicate and, where applicable, give details on whether the company has established rules obliging directors to inform and, where applicable, to resign in those cases that may harm the company credit and reputation:

Yes ⊠ No □

# Explain the rules

The directors must place their office(s) at the disposal of the Board of Directors, both as directors and any other position they might hold on any Committee or Steering Committees thereof, and formalize any resignation, should the

Board deem it necessary, in the following cases:

- Whenever they are removed from the executive office associated with their appointment as a member of these governing bodies.
- Should they become subject to any disqualification or prohibition laid down under law.
- If they are accused of (or a court issues an order for the opening of a trial for) allegedly committing any crime or are involved in disciplinary proceedings involving a serious or very serious fault at the instance of the supervisory authorities.
- If they receive a serious warning from the Audit and Compliance Committee due to infringement of their obligations as directors.
- When they are affected by circumstances that might harm the company's credit or reputation or place its interests at risk were they to remain on these governing bodies. When such events or circumstances are well-known or public, the Appointments and Remuneration Committee, by agreement of the majority of its members, may request the resignation of the affected director.
- If the reasons (if any expressly exist) for which they were appointed cease to apply.
- C.1.37 Indicate whether any member of the Board of Directors has informed the company of being sued or having any court proceedings opened against him or her for any of the offenses listed in article 213 of the Companies Act:

Yes □ No 🗵

Name of director:	Criminal charge	Observations

Indicate whether the Board of Directors has analyzed the case. If so, explain the grounds for the decision reached as to whether or not the director should remain on the Board or, where applicable, explain the actions carried out by the Board of Directors until the date of this report or that it has planned to carry out.

Yes □ No □

Decision taken/action carried out	Reasoned explanation

C.1.38 List the significant resolutions adopted by the company and that take effect, are amended or conclude in the event of a change in control of the company on account of a public takeover bid, and its effects.

There are no significant resolutions adopted by the company and that take effect, are amended or conclude in the event of a change in control of the company on account of a public takeover bid.

C.1.39 Identify individually, when referring to the Directors, and in aggregate in the other cases, and indicate in details the resolutions between the company and its administration and management or employees who receive compensations, ring-fence or guarantee clauses, when these resign or are unfairly dismissed, or when the relationship comes to an end on the occasion of a public takeover bid or other type of operation.

Number of beneficiaries:	0
Type of beneficiary:	Description of the resolution
	The duration of the contracts for executive directors is related to the length of service as a director. Termination in this role implies lifting the suspension of the relationship prior to the appointment as such.
	Executive directors must have an exclusive relationship with the company, and there are no contractual conditions relating to post-contractual non-competition agreements or continuity of service.
	Early termination of the previous relationship entails compensation under the terms established in the workers' statute in relation to unfair dismissal, except where there is good cause for dismissal. In the event of early termination by decision of the company, the company must inform the director of his/her removal three (3) months prior to the date of termination.
	Contracts governing the prior relationship establish the termination of this relationship as January 1 of the year after which the director reaches the age of 60, unless annual extensions are implemented at the initiative of the company until the date on which the executive reaches the age of 65, as a maximum.
	There are no clauses related to signing bonuses.

Indicate whether, other than the cases stipulated in the regulations, these contracts have to be communicated and/or approved by the bodies of the company or its group. If so, specify the procedures, foreseen assumptions and the nature of the bodies responsible for their approval or making the communication:

	Board of Directors	General Meeting
Body authorizing the clauses	YES	NO

	Yes	NO
Is the General Meeting informed of the clauses?		X

Observations

# C.2 Committees of the Board

C.2.1 List all the Board of Directors, committees, their members and the percentage of executive, nominee, independent and other external directors that compose them:

# **Steering Committee**

Name	Position/	Category
MR. ANTONIO HUERTAS MEJÍAS	CHAIRMAN	EXECUTIVE
MR. IGNACIO BAEZA GÓMEZ	FIRST VICE CHAIRMAN	EXECUTIVE
MS. CATALINA MIÑARRO BRUGAROLAS	SECOND VICE CHAIRWOMAN	INDEPENDENT
MR. GEORG DASCHNER	MEMBER	INDEPENDENT
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	MEMBER	NOMINEE
MR. ANTONIO MIGUEL- ROMERO DE OLANO	MEMBER	NOMINEE

% of executive directors	33.33%
% of nominee directors	33.33%
% of independent directors	33.33%
% of other external directors	0.00%

Observations	

Explain the functions delegated or attributed to this committee other than those already described in section C.1.10. Likewise, describe the organization and operation procedures and rules thereof. For each of these functions, indicate its most important actions during the year and

how it has performed in practice each of the functions attributed to it, whether in the law, in the bylaws or other corporate agreements.

It is the delegate body of the Board of Directors, responsible for senior management and permanent oversight of the strategic and operational aspects of the company's ordinary business affairs and those of its subsidiaries. It also makes any decisions necessary for proper operation. It has the general capacity of decision and has been expressly delegated all the powers that correspond to the Board of Directors, except for those that may not be delegated by legal imperative or, where applicable, by express provision in the Corporate Bylaws or in the Regulations of the Board of Directors of MAPFRE S.A.

A maximum of 10 members, all members of the Board of Directors. Its Chairman, First and Second Vice Chairmen and secretary will automatically be members of the Board. Members must be appointed with a favorable vote from two-thirds of the members of the Board of Directors.

In 2018 the Steering Committee was responsible for approving appointments and removals from the company and the Group, authorizing the transactions of subsidiary and investee companies, approving the real estate transactions of the Group, being familiar with relationships with official bodies and the main contentious issues of the Group's companies, and being familiar with the purchase of MAPFRE shares by members of governing and management bodies, among other things.

### AUDIT AND COMPLIANCE COMMITTEE

Name	Position/	Category
MR. JOSÉ ANTONIO COLOMER GUIU	CHAIRMAN	INDEPENDENT
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	MEMBER	INDEPENDENT
MR. ANTONIO MIGUEL- ROMERO DE OLANO	MEMBER	NOMINEE
MS. MARÍA DEL PILAR PERALES VISCASILLAS	MEMBER	INDEPENDENT

% of nominee directors	25.00%
% of independent directors	75.00%
% of other external directors	0.00%

Observations

Explain the functions, including, as the case may be, those additional to those legally provided, that this committee has attributed, and describe the procedures and rules of organization and operation thereof. For each of these functions, indicate its most important actions during the year and how it has performed in practice each of the functions attributed to it, whether in the law, in the bylaws or other corporate agreements.

The Audit and Compliance Committee has the following responsibilities:

- a) To apprise the General Meeting of matters that are the responsibility of the Committee and, in particular, regarding the results of the audit, explaining how the committee has contributed to the integrity of the financial information and role that the Committee had in said process.
- b) To supervise the efficacy of internal controls at the company, internal audits and risk management systems, including fiscal systems, as well as discussing with the external auditor any significant weaknesses identified in the internal control system in the course of audits.
- c) To supervise the preparation and presentation process of compulsory financial information and submit recommendations or proposals to the Board of Directors, aimed at safeguarding its integrity. d) To submit to the Board of Directors proposals for the selection, appointment, re-election and replacement of the External Auditor, being responsible for the selection process in accordance with the provisions of the legislation in force, as well as the conditions of their recruitment and regularly collecting information thereof on the audit plan and its implementation.
- e) To establish appropriate relationships with the external auditor in order to receive information concerning those issues which may jeopardize their independence, so that they may be examined by the Committee, and any other issues relating to the accounts auditing process, and where appropriate, authorizations for services other than those prohibited in the terms contemplated in the corresponding legislation currently in force for auditing accounts, for the regime of independence, as well as other communications envisaged in account audit legislation and auditing standards.
- f) To issue a yearly report, prior to the publication of the accounts audit report, expressing an opinion concerning whether the independence of the external auditor has been compromised.
- g) To ensure that, as far as possible, the external auditor of the Group takes responsibility for auditing all the companies belonging to it.
- h) To ensure the independence and efficacy of the internal audit; to propose the selection, appointment, reappointment and removal of its most senior management, as well as its annual budget; to receive regular information on its activities; and to check that senior management takes the conclusions and recommendations of its reports into account.
- i) To inform the Board of Directors in advance on all matters provided in the law, the corporate bylaws and Board of Directors Regulations.
- j) To establish and supervise a mechanism that enables employees to communicate confidentially any irregularities they notice within the company that may be of potential importance, especially financial and accounting irregularities.
- k) To verify the application of the established good governance regulations at all times.
- To supervise compliance with internal and external regulations, especially with internal codes of conduct, regulations and procedures for the prevention of money laundering and financing terrorism, as well as making proposals for their improvement.
- m) To supervise the adoption of actions and measures resulting from inspection reports or actions taken by administrative supervision and control authorities.

The Committee is made up of a minimum of three and a maximum of five members, all of which must be non-executive, and the majority of which must be independent directors, one of which must be designated based on his or her knowledge and experience in the area of accounting or auditing or both. Overall, the members of the Committee should have the pertinent technical knowledge in relation to the company's sector of activity. Its chairman must be an independent director and they must be substituted in this position every four years, only to be reelected to the post one year after leaving that position. The secretary of this Committee will be the secretary to the Board of Directors. The Internal Audit General Manager of the Group shall attend the meetings as a guest.

In 2018 the Audit and Compliance Committee was responsible for issuing an opinion on the annual accounts for financial year 2017, for supervising the efficacy of the company's internal control, for the internal audit and the risk management systems of the company and the Group, for reporting on transactions with significant shareholders and senior management, for approving extra fees from the external auditor, for reporting on the relationship with the external auditor, for learning of appointments in Internal Audit, suggesting the candidate for the position of General Manager of Internal Audit, and for being familiar with the quarterly financial information presented to the Spanish National Securities and Exchange Commission, and for ensuring the correct application within the company and Group of the good governance rules and external and internal regulations.

For more information, please check the Report on the Composition and Functioning of the Committee during fiscal year 2018, available on the Company's website, which is made available to shareholders for the General Meeting.

Identify the members of the audit committee that have been appointed taking into account their knowledge and experience in accounting, auditing or both and report on the date of appointment of the Chairman of this committee in such position.

Names of experienced directors	MR. JOSÉ ANTONIO COLOMER GUIU	
Data of appointment of the Chairman in the position	3/6/2016	

Observations	

## APPOINTMENTS AND REMUNERATION COMMITTEE

Name	Position/	Category
MS. CATALINA MIÑARRO BRUGAROLAS	AS CHAIRMAN INDEPENDENT	
MR. JOSÉ ANTONIO COLOMER GUIU	MEMBER	INDEPENDENT
MR. LUIS HERNANDO DE LARRAMENDI MARTÍNEZ	MEMBER	NOMINEE
MR. ALFONSO REBUELTA BADÍAS	MEMBER	NOMINEE

% of nominee directors	50.00%
% of independent directors	50.00%
% of other external directors	0.00%

#### Observations

Explain the functions, including, as the case may be, those additional to those legally provided, that this committee has attributed, and describe the procedures and rules of organization and operation thereof. For each of these functions, indicate its most important actions during the year and how it has performed in practice each of the functions attributed to it, whether in the law, in the bylaws or other corporate agreements.

The Appointments and Remuneration Committee is the delegate body of the Board of Directors for the coordinated development of appointment and remuneration policy regarding the directors and senior management of the Group.

It has the following responsibilities:

- a) To evaluate the balance of skills, knowledge and experience required on the Board, defining the functions and capabilities required of the candidates to fill each vacancy accordingly and deciding the time and dedication necessary for them to properly perform their functions.
- b) To establish a representation target for the gender least represented on the Board of Directors and to draw up guidelines on how to achieve this target.
- c) To bring before the Board of Directors the appointment proposals of independent directors for them to be designated by cooptation or for them to be subject to the decision of the General Meeting, as well as proposals for reappointment or removal, and to report on cases related to proposals that affect the remaining directors.
- d) To notify proposals for the appointment and termination of senior managers and their basic contractual conditions.
- e) To examine and organize the succession of the Chairman of the Board, and where appropriate, to make the corresponding proposals to the Board so that this succession is orderly and well-planned.
- f) To propose to the Board of Directors the remuneration policy for directors and general managers or anyone who performs senior management functions under the direct control of the Board, the Steering Committee or the Managing Directors, as well as individual remuneration and other conditions of the contracts of executive directors, ensuring their enforcement.
- g) To propose to the Board of Directors the candidates for Fundación MAPFRE trustees whose appointment is the responsibility of the company.
- h) To authorize the appointment of external directors in the other Group companies.

The Committee is made up of a minimum of three and a maximum of five members, all of whom must be non-executive, and at least two of whom must be independent directors. The chairman must be an independent director. The secretary of the Board of Directors will also be the secretary of the Committee.

During financial year 2018, the Appointments and Remuneration Committee was responsible, among others duties, for reporting the appointments and dismissals of directors and executives, for reporting the Chairman's actions during 2017, for submitting proposals for re-election to the Board of Directors of the independent directors, to suggest to the Board of Directors the Remuneration Policy of the Directors, to approve the salary of the Senior Management Positions for financial year 2018, to authorize the granting of pension obligations, to approve the granting of management contracts and of proposing to the Board of Directors the candidates for the appointment of Trustees of FUNDACIÓN MAPFRE.

For more information, please check the Report on the Composition and Functioning of the Committee during fiscal year 2018, available on the Company's website, which is made available to shareholders for the General Meeting.

### RISK COMMITTEE

Name	Position/	Category		
MR. GEORG DASCHNER	CHAIRMAN	INDEPENDENT		
MR. JOSÉ ANTONIO COLOMER GUIU	MEMBER	INDEPENDENT		
MS. ANA ISABEL FERNÁNDEZ ÁLVAREZ	MEMBER	INDEPENDENT		
MR. ANTONIO MIGUEL- ROMERO DE OLANO	MEMBER	NOMINEE		

% of nominee directors	75.00%
% of independent directors	25.00%
% of other external directors	0.00%

Observations

Explain the functions that this committee has attributed, and describe the procedures and rules of organization and operation thereof. For each of these functions, indicate its most important actions during the year and how it has performed in practice each of the functions attributed to it, whether in the law, in the bylaws or other corporate agreements.

This delegate body of the Board of Directors supports and advises the Board on the definition and evaluation of the Group's risk management policies and on the determination of susceptibility to risk and the risk strategy.

It has the following functions:

- a) To support and advise the Board of Directors on the definition and evaluation of the Group's;s risk policies and on the determination of susceptibility to risk and the risk strategy.
- b) To assist the Board of Directors in overseeing the application of the risk strategy.
- c) To be familiar with and assess the risk management methods and tools, monitoring the models applied regarding results and validation.

The Committee will be made up of a minimum of three and a maximum of five members, all of whom must be non-executive, and at least two of whom must be independent directors. The chairman must be an independent director. The Board of Directors must designate a secretary, a position which need not be filled by a director.

In 2018 the Risk Committee was responsible for reviewing the policies approved by the company in connection with Solvency II and determining the susceptibility to risk and the risk strategy.

C.2.2 Complete the following table with information related to the number of directors who have belonged to Board of Directors' Committees at the closing of the last four financial years:

	Number of directors							
	2018		2017		Year 2015		2015	
	Nui	nber	Nur	nber	Number		Number	
Steering Committee	1	16.67%	1	12.50%	1	10.00%	1	10.00%
AUDIT AND COMPLIANCE COMMITTEE	2	50.00%	2	40.00%	2	40.00%	1	25.00%
APPOINTMENTS AND REMUNERATION COMMITTEE	1	25.00%	2	50.00%	2	50.00%	1	25.00%
RISK COMMITTEE	1	25.00%	1	20.00%	0	0.00%	0	0.00%

Observations	

C.2.3 Indicate, where applicable, the existence of regulations for the Board committees, where they can be consulted and any amendments made to them during the financial year. Indicate whether an annual report on the activities of each committee has been drawn up voluntarily.

Committee name

Steering Committee

Brief description

The Steering Committee is regulated in the bylaws and the Board Regulations.

 $These \ are \ available \ on \ the \ Company's \ website, \ www.mapfre.com, \ in \ the \ public \ records \ of \ the \ CNMV \ and \ in \ the \ Madrid \ Company$ 

Committee name

AUDIT AND COMPLIANCE COMMITTEE

Brief description

Regulated in the bylaws and the Board Regulations.

These are available on the Company's website, www.mapfre.com, in the public records of the CNMV and in the Madrid Company

Committee name

APPOINTMENTS AND REMUNERATION COMMITTEE

Brief description

Provided for in the bylaws and regulated in the Board of Directors Regulations.

These are available on the Company's website, www.mapfre.com, in the public records of the CNMV and in the Madrid Company

Committee name

RISK COMMITTEE

Brief description

Provided for in the bylaws and regulated in the Board of Directors Regulations.

These are available on the Company's website, www.mapfre.com, in the public records of the CNMV and in the Madrid Company

In financial year 2018, no modifications were made to the operating regime of the Committee and Steering Committee.

# D. RELATED-PARTY TRANSACTIONS AND INTRA-GROUP TRANSACTIONS

D.1 Explain, where applicable, the procedure and competent bodies for approving related-party and intra-group transactions.

MAPFRE has a policy for managing conflicts of interest and related-party transactions with significant shareholders and senior representative or management positions, which regulates the procedure to be followed in relation to related-party transactions.

The Board of Directors shall be familiar with the transactions conducted by the company, directly and indirectly, with directors, with significant shareholders or shareholders represented on the Board of Directors, or with individuals associated with them, and these transactions shall require authorization by the Board of Directors, after receiving a report from the Audit and Compliance Committee, unless they are transactions that are part of the normal or ordinary activities of the parties concerned, which are undertaken under normal market conditions and for amounts that are insignificant or irrelevant to the company.

Significant shareholders, directors and senior management must inform the secretary of the Board of Directors of MAPFRE in writing regarding any transaction that they or individuals associated with them (in this last case, whenever the affected person is aware of it) intend to conduct with MAPFRE or with any other company of its Group and which constitutes a related-party transaction subject to authorization by the Board of Directors.

The notification must include sufficient information on the aspects of the transaction to make it possible for MAPFRE to properly identify it.

D.2 List any significant transactions between the company or its Group companies and the company's;s significant shareholders which are relevant due to their amount or subject matter:

Name or company name of the significant shareholder	Name or company name of the company or Group company	Nature of the relationship	Type of transaction	amount (thousands of euros)	
CARTERA MAPFRE , S.L. SOCIEDAD UNIPERSONAL	MAPFRE S.A.	Corporate	Dividends and other profits distributed	304,360	

Observations

D.3 List the transactions between the company or Group companies and the company's;s directors or executives which are relevant due to their amount or subject matter.

Name or company name of the managers or directors	Name or company name of the related party	Link	Nature of the transaction	amount (thousands of euros)	

Observations

D.4 Report on the significant transactions into which the company has entered with other companies belonging to the same group, as long as they are not eliminated in the process of drawing up the consolidated financial statements and are not part of the company's;s usual trade with respect to its purpose and conditions.

In any case, report any intra-group transaction carried out with companies established in countries or territories which have the consideration of tax haven:

	Brief description of the transaction	amount (thousands of euros)
	Observations	
ŭ	t operations carried out between the related parties, which have	• •
Company name of the related party	Brief description of the transaction	amount (thousands of euros)
	Observations	
of interest between th	in place to detect, determine ar ne company and/or its Group, a reholders.	•
of interest between the and/or significant share.  All directors and managers mu	ne company and/or its Group, a	and its directors, executiv
of interest between the and/or significant share.  All directors and managers mu Furthermore, they are required conflict arises.  Additionally, the internal code	ne company and/or its Group, a reholders.  st make a prior declaration at the time of their	appointment with regard to these matters, and whenever a potential situation soft interest and related transactions we
All directors and managers mu Furthermore, they are required conflict arises.  Additionally, the internal code significant shareholders and se potential conflicts of interest.  The Board of Directors has to resolutions with regard to matt	ne company and/or its Group, a reholders.  Its make a prior declaration at the time of their d to update this declaration on a regular basic of conduct and policy for managing conflict.	appointment with regard to these matters, and whenever a potential situation soft interest and related transactions we egulate the special obligations relating a special procedure for the approval
All directors and managers mu Furthermore, they are required conflict arises.  Additionally, the internal code significant shareholders and se potential conflicts of interest.  The Board of Directors has a resolutions with regard to matt must refrain from attending or	ne company and/or its Group, a reholders.  In the st make a prior declaration at the time of their d to update this declaration on a regular base of conduct and policy for managing conflict enior representative or management positions of the final decision on these issues. There is ers where there is a potential conflict of interest.	appointment with regard to these matters, and whenever a potential situation of interest and related transactions we egulate the special obligations relating a special procedure for the approval at with a director. The director in quest
All directors and managers mu Furthermore, they are required conflict arises.  Additionally, the internal code significant shareholders and se potential conflicts of interest.  The Board of Directors has the resolutions with regard to matter must refrain from attending or the statement of the s	ne company and/or its Group, a reholders.  Its make a prior declaration at the time of their d to update this declaration on a regular base of conduct and policy for managing conflictenior representative or management positions rethe final decision on these issues. There is ers where there is a potential conflict of interesparticipating in these decisions.	appointment with regard to these matters, and whenever a potential situation of interest and related transactions we egulate the special obligations relating a special procedure for the approval at with a director. The director in quest

D.5

D.6

D.7

	Mechanisms to solve possible conflicts of interest
D.7	Identify the mechanisms in place to resolve possible conflicts of interest between the listed company and other Group companies:

# E. CONTROL SYSTEMS AND RISK MANAGEMENT

E.1 Explain the scope of the Control System and Risk Management of the company, including taxation.

The consolidated group of insurers has a Risk Management System (RMS) based on the continuous and integrated management of each of the business processes and on the adequacy of the level of risk to the established strategic objectives, consolidating said management by area, business unit, activities, subsidiaries, geographical areas and corporate support areas,

The different types of risks have been grouped under four areas, or categories, as described below:

- Financial and Credit Risks: This includes interest rate, liquidity, exchange rate and credit risks.
- Insurance Activity Risks: This groups together, separately for Life and Non-Life, the risk of premium shortfalls and insufficient technical provisions.
- Strategic Risks and Corporate Governance: This includes business ethics and corporate governance risks as well as risks related to the organizational structure, alliances, mergers and acquisitions derived from the regulatory environment, including those of a tax nature, and competition risks.
- Operational Risks: This includes possible losses arising from the inadequacy or malfunction of internal processes, personnel or systems, or arising from external events (not including risks arising from strategic decisions or reputational risk).

Operational risk includes compliance risk, which entails the risk of sanctions and material financial losses as a result of the failure to comply with laws and other regulations, rules, internal and external standards or administrative requirements. Tax noncompliance risk is considered to be a category of compliance risk in that it includes the risk of conflicting interpretations of tax law and the determination of market prices in transactions between related companies.

E.2 Identify the bodies of the company which are responsible for the preparation and implementation of the Controls System and Risk Management, including taxation.

The internal Control and Risk Management systems are integrated into the organizational structure of the Group according to the three lines of defense model, so that all the staff of the organization are assigned responsibilities for the compliance with the control and risk management objectives.

The Board of Directors is ultimately responsible for guaranteeing the effectiveness of the internal control and risk management systems. It is its sole competence to determine the general policies and strategies, and in particular the risk identification, management and control policy, including fiscal risks, and the supervision of internal information and control systems.

The Steering Committee has the general capacity of decision with express delegation in its favor of all powers that correspond to the Board of Directors, except for those that may not be delegated by legal imperative or, where

applicable, by express provision in the Corporate Bylaws or in the Regulations of the Board of Directors of MAPFRE S.A.

The Risk Committee of MAPFRE S.A. is the delegate body of the Board of Directors to support and advise the same in defining and evaluating the control and risk management policy and determining the susceptibility to risk and the risk strategy, in addition to overseeing the correct application of the good governance rules and external and internal regulations in the Group.

The Risk Committee has the following functions:

- To support and advise the Board of Directors on the definition and evaluation of the risk policies of the Group and on the determination of the susceptibility to risk and the risk strategy.
- To assist the Board of Directors in overseeing the implementation of the risk strategy.
- To be familiar with and assess the risk management methods and tools, monitoring the models applied regarding results and validation.

The Audit and Committee monitors the effectiveness of the company's internal control, internal auditing and the risk management systems, including taxes.

E.3 List the main risks, including tax risks and, to the extent that they are significant, those derived from corruption (understood within the scope of Royal Decree Law 18/2017), which may impact the achievement of business objectives.

#### 1. Financial and Credit Risks

MAPFRE mitigates its exposure to this type of risk by means of a prudent investment policy characterized by a high proportion of top-quality fixed-income securities.

Four different types of portfolios are managed within the investment portfolio:

Those that seek strict immunization from the obligations deriving from insurance contracts.

Portfolios that cover unit-linked policies made up of assets whose risk is assumed by the policyholders.

Those that look to exceed the guaranteed return and achieve the highest return for the policyholders within prudential parameters, such as portfolios with profit sharing.

Open-management portfolios where the active management is only conditioned by legal rules and internal risk limits.

In the first case, immunized portfolios minimize interest rate risk through matching adjustments and immunization techniques based on the matching of flows and duration.

In the second case, portfolios that cover the unit-linked policies are made up of financial instruments whose risk is assumed by the policyholders.

A certain degree of market risk is accepted in the remaining portfolios, as set out below:

The management variable for interest rate risk is modified duration, which is conditioned by the limits established in the investment plan approved by the Board of Directors of MAPFRE S.A. for open-management portfolios, and the modified duration of liabilities in the event of long-term commitments to policyholders.

The exposure to exchange rate risk is minimized in the case of insurance liabilities. For investment management reasons, the exposure to this type of risk may not exceed the fixed percentage established in the annual investment plan.

Investments in shares are subject to a maximum limit of the investment portfolio.

The risk limitations are established in easily-observable quantitative terms of variables. However, a risk analysis in probabilistic terms is carried out in accordance with past volatility and correlations.

With regard to credit risk, the policy is based on applying criteria of prudence in line with the issuer's solvency and seeking a high degree of geographical correspondence between the issuers of the assets and the commitments. The fixed-income and equity investments are subject to limits per issuer.

The credit risk management policy sets out limits according to the risk profile of the counterparty or the investment instrument, as well as exposure limits in relation to the solvency of the said counterparty. There is also a system for monitoring and reporting credit risk exposure.

The Security Committee reviews the main exposures to insurance and reinsurance counterparties.

### 2. Insurance Activity Risks

The organization of MAPFRE, specializing in various business lines, requires them to be highly autonomous in the management of their business, in particular in the underwriting of risks and tariff fixing, as well as the indemnities or provision of services in the case of incident.

The adequacy of premiums is an element of particular importance and its determination is supported by specific computer applications.

Claims processing and the adequacy of provisions are basic principles of insurance management. Technical provisions are estimated by the actuarial teams of the different companies and their amount is validated by an independent party that did not participate in the calculation. The prevalence of the personal injuries business at MAPFRE, with rapid liquidation of claims, and the relative insignificance of long-term risks insured, such as asbestos or professional liability, are elements mitigating the risk of insufficient technical provisions.

MAPFRE operates in countries highly prone to disasters (earthquakes, hurricanes, etc.), which calls for special treatment of these types of risk. Companies exposed to this type of risks have specialized analyses on catastrophe exposure, usually drawn up by independent experts, which estimate the extent of the losses in the event of a catastrophe occurring. Underwriting catastrophic risks is undertaken based on this information and the economic capital available to the underwriter. Where appropriate, the equity exposure to these types of risk is mitigated by taking out specific reinsurance coverage.

In this respect, it is important to highlight the contribution of MAPFRE RE, which provides the Group with its extensive experience in the catastrophe risk market. Every year this company determines the global catastrophic capacity that it assigns to each territory and establishes the maximum underwriting capacity per risk and event. It also has risk retrocession protection programs to cover deviations or increases in catastrophe claims in different territories.

MAPFRE's policy with respect to reinsurance risk is to cede business to reinsurers with proven financial capacity, which basically means those with a high credit rating (quality grade 2 or higher). Business is ceded to other reinsurers on an exceptional basis after an internal analysis demonstrating the possession of a solvency margin equivalent to the aforementioned classification or if adequate guarantees are provided.

# 3. Operational Risks

Operational risks are identified and assessed through the risk control model, which is based on a dynamic analysis of each company process by process, in which the managers of each area or department assess the potential risks that affect their activities and the effectiveness of the controls related to each process. This control is conducted using risk self-evaluation questionnaires, internal control manuals, inventory controls associated with risks, assessment of their effectiveness, and the corrective measures in place to mitigate or reduce the risks and/or improve the control environment.

With respect to tax risks, the performance of the Group in the field of taxation has always been dominated by compliance with current tax legislation in the territories in which it operates, which constitutes a practical application of the institutional principle of ethically and socially responsible taxation.

The tax risks of the Group in each jurisdiction are handled internally by the Administration and Tax Affairs departments, subcontracting tax consulting services with the leading companies in the sector whenever required.

As regards the valuation of transactions between Group companies, significant in terms of global projects, technology and reinsurance, annual reviews and the documentation of individual transactions are conducted in collaboration with an independent expert firm.

# 4. Strategic and Corporate Governance Risks

MAPFRE has always applied ethical principles to its business management and indeed these principles form part of its bylaws and day-to-day activities. In order to streamline this business culture and update the legal governance and management transparency requirements, on June 24, 2015 the Board of Directors of MAPFRE S.A. approved the "MAPFRE Group Institutional, Business and Organizational Principles", the minimum mandatory framework for all the companies making up MAPFRE and their respective governing bodies. The strict application of these principles is considered the most efficient way to mitigate this type of risk.

# E.4 Identify whether the company has tolerance levels for risks, including tax risks.

The risk appetite document of the MAPFRE Group, approved by the Board of Directors of MAPFRE S.A., establishes the risk level that the Group would be ready to assume to attain its business objectives with no relevant deviations, even in adverse situations. That level, which defines limits and sub-limits per risk type, constitutes the MAPFRE Group's risk appetite.

As one of its risk management objectives, the MAPFRE Group strives to maintain an amount of eligible own funds at the consolidated level which is equivalent to a target solvency ratio of 200 percent of the solvency capital required under Solvency II, with a tolerance of 25 percentage points. A secondary risk management objective is to maintain a sufficient level of economic capital at the consolidated level to meet its obligations in accordance with a rating of "A" or higher, or its equivalent.

The prospective capital required of the insurance and reinsurance subsidiaries is generally determined pursuant to an estimation based on the budgets for the following financial year, and it is reviewed on a regular basis during the course of the year in line with risk trends.

For other metrics that quantify the MAPFRE Group's aggregate risk, tolerance levels are established on the basis of a "traffic light" system (green, amber and red).

The governing bodies regularly receive half-yearly information relating to the quantification of the main risks to which the Group is exposed and the capital resources available to cover them, as well as information relating to compliance with the established risk appetite limits and other specific risk policies.

# E.5 Indicate the risks, including tax risks, which have arisen during the financial year.

During fiscal year 2018, insurance business risks have materialized as a result of catastrophic events, among which typhoons in Japan and winter storms on the East Coast of the United States stand out. While these events have had a significant effect on the profit attributable for the fiscal year (€108.3 million), it should be noted that the reinsurance protection for this type of event has been effective, so that the Group maintains its compliance with the legal solvency requirements and remains within the limits of tolerance foreseen in the risk appetite.

On the other hand, within the Financial and Credit Risks, there was an appreciation of the euro during fiscal year 2018 with respect to the currencies of some of the main subsidiaries, such as the Brazilian real and the Turkish lira, with the subsequent negative effect on the Group's shareholders' equity (through negative conversion differences) and operating results and cash flows in euros from the said subsidiaries.

# E.6 Explain the response and supervision plans for the main company risks, including fiscal risks, as well as the procedures followed by the company to ensure that the Board of Directors responds to the new challenges that arise

The integration of internal control and risk management systems into the organizational structure is performed under the three lines of defense model, assigning responsibilities regarding compliance with the internal control and risk management objectives according to the said model:

1. A first line of defense consisting of employees, management and operational, business and support areas that are responsible for maintaining effective control of the activities they carry out as an intrinsic part of their everyday work.

Therefore, they assume the risks and are responsible for designing and applying the control mechanisms that are necessary to mitigate the risks associated with the processes that they carry out and to ensure that they do not exceed established limits.

- 2. A second line of defense integrated by the key functions of risk, actuarial and compliance management and other insurance functions, which guarantee the operation of the internal control and risk management systems.
- 3. A third line of defense consisting of the Internal Audit, which carries out the independent assessment of the suitability, adequacy and effectiveness of the internal control and risk management systems, communicating any deficiencies to the parties responsible for applying the corrective measures in a timely manner, including senior management positions and governing bodies, as the case may be.

To guarantee the effective control and management of risks, MAPFRE has a written policy on Internal Control and has developed a set of Risk Management policies in which the different types of risk it faces are identified, and it sets out the risk appetite considered acceptable, the measures foreseen to mitigate the impact of the risks identified, in the event that they materialize, and the information and internal control systems to be used in this respect.

In carrying out their functions, the risk management areas coordinate the strategies, processes and procedures necessary to continuously identify, measure, monitor, manage and report the risks to which the company is or may be exposed, as well as their interdependencies.

The Group's General Counsel is responsible for issuing instructions and monitoring compliance with the various regulations affecting the company and the Group. General Counsel also obtains information from the Tax Affairs Department about the tax risks detected in each country.

In any case, the actions to adopt regarding the risks identified are decided by the Board of Directors, which is informed immediately of any risk which:

Depending how it evolves, may exceed the established risk limits.

May lead to losses equal to or in excess of the established risk limits.

- May endanger compliance with the solvency requirements or the continuity of the Group's operation.

The Risk Management Area of the Group provides assistance and advises the Governing Bodies, Executive Chairman and Senior Management of the Group within the scope of their powers and informs the Governing Bodies on the level of exposure to the different risks, taking into consideration their interdependencies, and compliance with the limits established.

The foregoing includes the internal risk and solvency assessment of the Group, as well as the reports requested by the Governing Bodies on certain risk areas.

In a complementary way, the Group promotes different procedures for the identification and assessment of risks and controls that involve the main areas and departments, showing a comprehensive and complete view of all the risks intrinsic to the business and identifying those risks that may be faced by the company throughout the period set out in its business plan.

At the operational level, the MAPFRE Group has a corporate business continuity model developed by the Security and Environment Area, the ultimate aim of which is to be able to provide a timely and effective response should a high-impact incident occur, therefore minimizing the damage caused. The model adopts the form of contingency plans that include recovery strategies for each process based on the criticality of the process and situation and the availability of the elements affected (employees, buildings, technology and providers).

# F. INTERNAL RISK CONTROL AND MANAGEMENT SYSTEMS IN RELATION TO THE FINANCIAL REPORTING PROCESS (ICFR)

Describe the mechanisms that comprise control systems and risk management in relation to the company's procedure for the issuing of financial information (ICFR).

# F.1 Control environment of the company

Report on the following, indicating the main characteristics:

F.1.1. Which bodies and/or functions are responsible for: (i) the existence and maintenance of an adequate and effective ICFR; (ii) its implementation; and (iii) its supervision.

The MAPFRE internal control system takes the form of a set of continuous processes for which the MAPFRE S.A. Board of Directors is ultimately responsible. The Board is assisted by the Executive Committee and the executive teams of the different units, companies, corporate areas and other departments as regards the implementation, update and monitoring of the tasks and processes related to compliance with the objectives of the internal control system. The MAPFRE internal control system is implemented across the organization through the three-lines-of-defense model, as indicated in the latest update to the Group's internal control policy, approved by the Board of Directors on December 21, 2017.

The Regulation of the Board of Directors, which was amended and approved on February 7, 2017, with effect from March 10, 2017, includes the functions and responsibilities of the Board of Directors, the Steering Committee and other Board committees (Audit and Compliance, Appointments and Remuneration, and Risk).

The Board of Directors delegates ordinary management to the Steering Committee and to Senior Management, and reserves the approval of risk control and management policies and approval of the periodic follow-up of both internal information and control systems and financial information to be published, owing to its status as a listed company.

The Executive Committee is the body which, under mandate from the Board of Directors, exercises direct supervision over management of the business units and corporate areas and ensures the coordinated actions of the same.

The Audit and Compliance Committee, in its capacity as a delegate body of the Board of Directors, and in relation to the internal information and control systems, is responsible, among other things, for supervising the preparation and presentation of the requisite financial information and presenting recommendations or proposals to the Board of Directors in order to safeguard the integrity of the information. It also regularly reviews the efficacy of internal control and the risk management systems to ensure that the main risks are identified, managed and sufficiently well known.

The document titled "Internal Audit Policy and Charter," which was updated and approved by the Audit and Compliance Committee on November 29, 2017 and by the Board of Directors on December 21, 2017, sets out the main Internal Control System supervisory activities as well as those relating to the Solvency II Directive, conducted by the Audit and Compliance Committee through the Corporate Internal Audit Area, which are listed in section 5.1 of this document.

- F.1.2. Whether there are, particularly relative to the procedure for the preparation of financial information, the following items:
  - Departments and or mechanisms in charge: (i) The design and review of the organizational structure; (ii) the clear definition of lines of responsibility and authority, with an appropriate distribution of tasks and functions; and (iii) ensuring the existence of sufficient procedures for correct diffusion in the company.

The regulation on the Institutional, Business and Organizational Principles of the MAPFRE Group, approved by the Board of Directors of MAPFRE S.A. at its meeting on June 24, 2015 and amended on February 7, 2017 with effect from March 10, 2017, is the minimum mandatory framework for all the companies making up MAPFRE and their respective governing bodies.

The Board of Directors reviews and authorizes the Group's organizational structure and approves the lines of responsibility and authority based on the organizational structure defined. During financial year 2018, changes have taken place in the organizational structure, such as the approval of the new Management Organization, which will come into force on January 1, 2019, at the session of the Board of Directors of MAPFRE S.A. held on December 13, 2018.

The distribution of functions and definition of scopes of activity/authority and of hierarchical levels are undertaken in line with the organizational structure manual approved by the Corporate Human Resources Area.

Concordance between the organization of positions and the hierarchical structure is essential because it maps functions to roles and responsibilities, ensuring that business activities are conducted properly.

The Corporate Finance Area establishes the accounting policies and standards applicable to the Group and is responsible for the coordination between the various business units and corporate areas in relation to the consolidated financial information preparation procedure.

 Code of conduct, approval body, degree of diffusion and instruction, principles and values included (indicating if there are specific mentions to the registry of operations and preparation of financial information), body entrusted with analyzing noncompliance and recommending corrective measures and sanctions.

The Code of Ethics and Conduct was approved by the Board of Directors on December 21, 2017, replacing the one previously approved in 2016.

It aims to reflect corporate values and the basic principles that should guide the conduct of MAPFRE and its staff.

Communication campaigns were conducted to ensure that all employees were aware of the code, and it is available to them on the Intranet and the Group's website.

By December 31, 2018, a total of 20,342 employees worldwide had completed the e-learning course on the Code of Ethics and Conduct (approximately 57,6 percent of the workforce).

The code sets out specific principles that are binding for all employees, regarding the processing of the Group's financial information so as to ensure its confidentiality, integrity and availability in accordance with MAPFRE's information security policy. It also states that all employees are responsible for ensuring that the information provided is accurate, clear and truthful.

To guarantee application of the code, as well as supervision and control of its compliance, the Ethics Committee is entrusted with ensuring its compliance and analyzing and resolving any complaints lodged as a result of its violation. Any employee who has a query about the application of the code, or who observes a situation that might involve a breach or violation of any of the principles and rules of ethics or conduct, must report it to the Ethics Committee, which acts within the scope of its advisory functions or resolves any complaints that may arise regarding breaches of the code.

To notify the Ethics Committee of any queries or complaints, employees have access to an Ethical Whistleblower Channel on the Group's internal portal. The operation of this channel is set out in the Code of Ethics and Conduct.

Every year, the Ethics Committee reports to the Steering Committee on the activities carried out during the financial year.

 Whistleblower channel that allows employees to report financial and accounting irregularities to the Audit Committee, in addition to possible breaches of the code of conduct and irregular activities in the organization, indicating whether any of the information reported is confidential.

In addition to the Ethical Whistleblower Channel indicated in the previous section, there is a Financial and Accounting Whistleblower Channel which allows Group employees to report any potentially significant financial and accounting irregularities they observe to the Audit and Compliance Committee confidentially, via an electronic mailbox or written correspondence to a specific address.

The operating standards of the Financial and Accounting Complaints Channel of MAPFRE Group, with its last updated approved by the Audit Committee in 2016, are published on the intranet or internal portal of the Group.

The Audit and Compliance Committee receives the complaints and reviews and resolves them by addressing each one as it deems appropriate. In order to perform its functions properly, it relies on assistance from General Counsel and the Corporate Internal Audit Area.

In cases of complaints concerning the Group's subsidiary companies which have their own mandatory Whistleblower Channel, the Audit and Compliance Committee and the competent body of the subsidiary company liaise in handling and resolving any complaints received.

The parties involved in the channel have controls for restricting access to the information, and the confidentiality of the whistleblower's identity is assured through the collection of personal data provided in accordance with the requirements of current data protection legislation.

General Counsel issues an annual report for the Audit and Compliance Committee outlining the activities conducted through the Whistleblower Channel and the final result of the complaints made.

 Regular training and refresher programs for staff involved in the preparation and review of financial information, as well as evaluation of the ICFR, covering at least the accounting rules, internal control and risk management.

MAPFRE has a Global Training Model that is the basis of the Corporate University. This university is organized into Schools of Knowledge, which encompass all of the training programs that are developed locally and globally.

Among the Technical Knowledge Schools, further progress was made on the creation of the Finance School with the aim of providing all employees in all the finance areas with the necessary knowledge to ensure efficient financial and risk management, a key aspect of MAPFRE's growth. The training content of this school is based on the following pillars:

- Risk management.
- Management, Administration and Accounting Control
- Corporate Finance
- Investments

In 2018 MAPFRE organized several training programs in Spain on financial, risk and internal control issues, representing a total of 6,242 training hours delivered to 572 participants.

In the Iberia Regional Area it is worth noting the financial certification training plan for MAPFRE's commercial network taught by the FEF School (Fundación Estudios Financieros).

The agreement signed by MAPFRE and FEF grants a wide group of professionals from the Commercial Organization throughout Spain to have access to a high level program that qualifies them as Financial Advisors approved by the CNMV as required by MiFID II standard. This training adds great value to the MAPFRE sales network by providing cutting-edge, complete and practical knowledge that will significantly help sales efforts related with savings and investments.

At the close of 2018, 468 employees and 386 brokers had received certification.

The program has a minimum duration of 225 hours and uses a blended system: in-person, video training, website and forums.

With regard to e-learning, it is worth mentioning the "Internal Control Rules" course which all Group employees must take. In 2018 there were 699 course registrations. Since its inception in 2008, the total number of students enrolled in this course stands at 69,126.

MAPFRE also offers an e-learning course on the Regulatory Compliance Function, developed and integrated into the eCampus platform, whose objective is to advertise this function, its features, objectives and responsibilities and the importance acquired by the implementation of the Compliance Function in organizations to minimize the risk of legal and regulatory non-compliance to which they are exposed. In 2018, 71 employees received 71 training hours through this course.

In 2017, a 45 minutes e-learning course was developed on the Solvency II regulations, aimed at all employees around the world who perform their duties in the Risk, Financial, Actuarial, Compliance and Audit Areas, which is available in two of the three corporate languages (Spanish and English). 596 employees were enrolled in this online training program during 2018, available on the eCampus platform.

In 2018, the online training "GREA: Risk Management in Insurance Matter" was offered, a global program in Spanish language with a duration of 280 hours, which provides a certification upon its completion. There are currently 31 employees from 6 different countries are participating in this online program.

Internal Audit training also continued in 2018, aiming to provide all professionals in MAPFRE audit areas around the world with the knowledge necessary to perform internal audits and to share established management tools and best practices.

In June 2018, the IT audit program, with a duration of 40 hours, with the participation of 23 auditors from eight countries.

Between September to December 2018, an on-line Solvency II course was developed by ICEA (Cooperative Research among Insurance Companies and Pension Funds), which was attended by 40 internal auditors, both from Spain and overseas. The course has been adapted to the training needs required by auditors in this area, with a duration of approximately 55 hours and has been taught through webinars.

Furthermore, the international seminar of audit directors from all countries was held in November 2018, with an approximate duration of 30 teaching hours, and it was attended by 51 employees. This seminar is held every two years and its main purpose is to deal with issues related to the audit function and the management of the activity in each of the countries, as well as the main activities of MAPFRE's corporate areas.

Similarly, a training seminar was held in December 2018, for the auditors in Spain and Portugal with an approximate duration of 12 hours, attended by 56 employees, and whose content mainly revolved around aspects related to MAPFRE's strategy, MAPFRE Iberia's business model, the new international financial reporting standards, the Global Risks Business Unit, and the new mediation law, among others.

## F.2Financial information risk assessment

Report on at least the following:

- F.2.1. The main characteristics of the risk identification process, including error or fraud risks, in relation to:
  - Whether the process exists and is documented.

MAPFRE has a risk management system (hereinafter, RMS) that applies to Group companies, in accordance with the internal regulations of each of the risk categories considered.

The description of the RMS is included in Section E. Risk Control and Management Systems of this Corporate Governance Report.

Regarding the risk control system, risk factors are identified for each of the processes that the Group considers to be critical, which are classified into 24 risk types. Among the risk factors listed for each process, one is always included on the registration and accounting of financial information.

These risk factors are associated with the key figures for the main items in financial statements. In this process of identifying the key figures, quantitative and qualitative factors (complexity of transactions, risk of fraud and other aspects) were considered.

The Group also updates and monitors its Risk Control System through specific questionnaires on controls and risk, implementing corrective measures where necessary.

 the procedure covers all financial information objectives (existence and occurrence; integrity; assessment; presentation, breakdown and comparability; and rights and obligations), whether it is updated and how frequently.

The risks that cover the objectives of existence and occurrence, integrity, assessment, presentation, breakdown and comparability, and rights and obligations of financial information are identified through the process of preparing the quarterly questionnaire on internal controls of financial information.

The purpose of this procedure is to identify and verify that controls are implemented during the process of preparing the financial information, to create documentary evidence of the controls carried out by the company relating to the Treasury and Investment, Consolidation, Accounting and Tax processes, as well as of the result of its application, and acting as an internal communication channel to share the relevant information related to the issuance of financial information.

The procedure was reviewed in the first quarter of 2018, the main change being the increase in the number of controls in each of the four above-mentioned processes, from a total of 105 in the last quarter of 2017 to 234 controls in the questionnaire of the first quarter of 2018.

 existence of a procedure for identifying the consolidation scope, bearing in mind, inter alia, the possible existence of complex corporate structures, instrumental companies or those with a special purpose.

The MAPFRE Consolidation Manual, prepared by the Corporate Finance Area, describes the process for identifying the scope of consolidation, which encompasses all the companies of the Group and is updated on a monthly basis.

The Consolidation Division provides the Consolidation Team Leader of each subgroup with the list of companies included in the scope of consolidation, along with the direct and indirect participation percentages and the consolidation method that applies. Any modification to the information provided must be reported to the Consolidation Division, which will make a decision on the modification after analyzing the reasons given.

The functional structure and the tasks assigned to the process managers are reflected in the Consolidation Manual.

• Whether the procedure takes into account the effects of other risk types (operational, technological, financial, legal, fiscal, reputational, environmental, etc.) insofar as they affect financial statements.

Risk control takes into account the different types of operational, technological, financial, legal, reputational and environmental risks, as well as the risks inherent in the insurance and reinsurance business

In this process, each risk factor, where appropriate, is linked to the section of the financial statements that would be affected if the potential risk became a reality, the main sections being: premiums, provisions, financial returns, acquisition expenses, administration expenses and benefit expenses.

Risk control is promoted in the Group, both in Spain and abroad, through the Riskm@p computer application, which is developed internally by MAPFRE and which aids in the creation of company risk

maps. These maps analyze the significance and probability of occurrence of different risks. The management model is based on a dynamic analysis by processes, in which the managers of each area or department identify and assess the potential risks that affect business and support processes, as well as key economic figures, among other aspects, by completing self-evaluation questionnaires.

# Which of the company's governing bodies oversees the process?

The Audit and Compliance Committee, in regards to the information and internal control systems, has the competence, among other tasks, to periodically review the internal control systems and the risk identification and management systems, an ongoing task undertaken throughout the year by Internal Audit.

Regarding the SCIIF report, prepared by the Financial Department, the External Audit reviews and analyzes its contents, issuing its own report on the consistency or incidents of the information that could impact it.

The SCIIF report, alongside the report prepared by External Audit, is supervised by the Audit and Compliance Committee prior to its approval by the Board of Directors.

### F.3 Control activities

Indicate whether at least the following are in place and describe the main characteristics:

F.3.1. Procedures for reviewing and authorizing financial information and the ICFR description (to be published in securities markets), indicating responsible personnel, as well as descriptive documentation on activity and control flows (including those related to fraud risk) of the different types of transactions that could have a material effect on the financial statements, including the procedure for accounting closes and the specific review of relevant opinions, estimates, assessments and projections.

The financial reports on the annual accounts and biannual and quarterly information prepared by the Corporate Finance Area are submitted to the Audit and Compliance Committee first and then to the Board of Directors

In the case of individual and consolidated annual accounts, the Chief Financial Officer, the Internal Audit General Manager and the executive responsible for preparing these accounts certify their accuracy and integrity to the Board of Directors.

The closing calendar, prepared by the Internal Accounting Control and Supervision Division, lists the main activities of the process of consolidating and preparing the annual and biannual accounts and the corresponding controls, providing deadlines for compliance.

The different Group companies report financial information through their assigned representatives, which the Corporate Finance Area consolidates to prepare the reports. During the consolidation process, controls are in place to detect any errors liable to significantly affect the financial statements.

The Audit and Compliance Committee supervises the following information:

- The management report and individual and consolidated annual accounts of MAPFRE S.A. and its subsidiaries.
- The report on the limited review of the intermediate summarized consolidated financial statements of MAPFRE S.A. corresponding to the intermediate period ending on June 30 of each financial year.
- The information that MAPFRE S.A. sends to the Spanish National Securities and Exchange Commission (the "CNMV") every quarter.

- The information prepared by MAPFRE S.A. for investors and analysts, which is reviewed and analyzed by the Audit and Compliance Committee before publication.
- The documents related to Pillar II and Pillar III of Solvency II: ORSA (Own Risk and Solvency Assessment), SFCR (Solvency and Financial Condition Report) and RSR (Regular Supervisory Report).

Additionally, as indicated in the previous section, each quarter the companies complete the questionnaire on internal controls of financial information. This questionnaire includes documented evidence of the activities and controls performed with regard to the main financial information processes.

In addition to the procedures indicated above, during the risk control process, internal control manuals and other descriptive documents are prepared that contain procedures and activities and the parties involved in them, identifying the associated risks and the controls for mitigating them, including those related to fraud risk and the accounting close process.

Regarding the judgments and estimates, the Board of Directors makes them based on assumptions on the future and about uncertainties which are mainly related to technical provisions; losses due to deterioration of certain assets; the calculation of provisions for risks and expenses; the actuarial calculation of liabilities and commitments for post-employment remuneration; the useful life of intangible assets and tangible fixed assets; and the fair value of certain non-listed assets.

The estimates and assumptions used are included in the accounting close instructions, are reviewed regularly, and are based on historical experience and on other factors that may be considered more reasonable at the time. If the review leads to changes in estimates in a given period, their effect is applied during that period and, if applicable, in subsequent periods.

F.3.2. Internal control policies and procedures for information systems (inter alia, safe access, change control, operation, operational continuity and separation of functions) that concern the company's relevant procedures in relation to the preparation and publication of financial information.

The Corporate Security and Environmental Division (DISMA), which until July 18, 2018, was dependent on the Corporate Resources and Institutional Coordination Area, becomes dependent from that date on the Corporate Business Support Area, which is managed by the Director General of Business Support. These changes were approved by the Board of Directors of MAPFRE S.A. on June 18, 2018. The DISMA acts directly on the regulations regarding information security.

In particular, the measures established are specified in a Documentary Information Security System (DISS) or Regulatory Body for Information Security (RBIF), which derives from the Master Plan for Security and Environment and the Corporate Security and Privacy Policy, both documents whose latest update has been approved by the Board of Directors of MAPFRE S.A., at its meeting held on December 13, 2018. In this version, these documents have been adapted to the new regulatory requirements, mainly regarding the General Data Protection Regulations (GDPR), and the creation of the Privacy and Data Protection Committee as the delegated body of the Security and Environment Committee, and as a support body of the Crisis and Business Continuity Committee.

The information systems are subject to three types of security procedures and controls: preventive, informative and reactive, resulting in the publication of standards, the monitoring of networks and systems, and the review of any measures and controls in place.

Among other aspects, the Information Security Regulations (ISR) set out the following: information systems must be tracked and monitored through inventory procedures to identify the resources and the information that they contain; verification of the identity of the people who use them; and the use of passwords in keeping with the password strength criteria laid down in the regulations, which help maintain the appropriate separation of functions.

To facilitate compliance with the obligations established in the ISR, MAPFRE has a General Control Center (which acts as a Computer Emergency Response Team (CERT) and belongs to the international network known as FIRST or Forum of Incident Response and Security Teams). This center monitors activity in the networks and in the Group's information systems, and it is the body responsible for responding to potential security incidents.

Additionally, every year the Corporate Security and Environment Division implements a calendar of security checks to verify the security controls in place and discover any vulnerabilities in the information systems.

Both the Corporate Security and Privacy Policy and the Security and Environment Governance Model, and the rules and standards of the Information Security Regulatory Body, are published on the Global Intranet in order to enable access to all employees.

In addition, the Group has a Corporate Business Continuity Model consisting of a Policy, a Governance Framework and a Business Continuity Methodology that define the framework and the necessary actions to be taken to ensure the correct development of the operation before the materialization of a high impact incident, so that the damage caused is minimized.

Every two years, the Corporate Internal Audit Area verifies the proper functioning of the Internal Control System of the main IT Systems whose scope is the general controls of information technology (IT), the IT control environment, and the application controls. In those years where no specific review is carried out, the identified action plans are monitored and their status is reviewed.

F.3.3. Internal control policies and procedures designed to supervise the management of activities subcontracted to third parties, as well as those aspects of evaluation, calculation or valuation entrusted to independent experts, which may have a material effect on financial statements.

All services subcontracted to third-parties are articulated through specific contracts and the contracting units or areas directly supervise the providers, except in the case of exceptional services (that are not recurring over time), which due to their reduced amount, duration and lesser importance are processed through the system based on the provider's offer.

Providers are selected on the basis of objective criteria that assess factors such as quality, price, provider infrastructure, market recognition and, in particular, membership of the groups of associates that collaborate with the Group's companies and their track record in terms of service quality.

Compliance with prevailing legislation in the various countries and the implementation of security measures where warranted are prerequisites. Other highly rated attributes include response times, after-sales service, geographic reach and the added value they can contribute.

Currently, the Purchasing and Media Division is under development, which, until July 18, 2018, depended on the Corporate Media and Institutional Coordination Area, and as from that date forward it shall depend on the Corporate Financial Area, as approved by the Board of Directors of MAPFRE S.A. on June 18, 2018, a project to perform the deployment in the countries concerned of the Global Procurement and Contracting Services Plan, which includes different categories, including the one corresponding to services provided by independent professionals that includes those with a possible financial impact derived from the assessment, calculation or assessment entrusted.

In implementing this plan, in 2013 the Steering Committee approved the Procurement Regulations which contain the principles and basic criteria for the procurement of goods and services by all Group companies, irrespective of their geographic location and type of business. A Purchasing Procedure is also defined and approved internally that completes the Purchasing Standard, which was updated during 2017 and which entered into force on January 1, 2018. Additionally, each organization or country that has been given the ability to negotiate contracts must develop a specific procedure to regulate its hiring, always respecting and in compliance with the minimum criteria established in the Purchase Standard and General Procedure.

In general, providers are approved and contracted by the Procurement Area, and once the contract has been formalized it is the requester who ensures that the service is delivered correctly and in accordance with current legislation.

Notwithstanding the foregoing, in those cases in which outsourced independent professional services require specific technical knowledge (corporate operations, valuation of assets and portfolios, real estate appraisal, advice, audit related services, etc.), the areas themselves directly perform the contracting and supervision of the service by having qualified personnel to assess the capacity and qualification of the provider, as well as the conclusions reflected in the reports issued.

Currently, the main providers that are contracted repeatedly have been approved and, in accordance with the Procurement Procedure, the aim is to approve all recurring providers or providers with special relevance for the MAPFRE Group.

# F.4 Information and communication

Indicate whether at least the following are in place and describe the main characteristics:

F.4.1. A specific function responsible for defining, keeping accounting policies up-to-date (accounting policies area or department) and resolving queries or disputes derived from their interpretation, maintaining continuous communication with those responsible for operations in the organization, as well as an updated manual of accounting policies that is communicated to the units through which the company operates.

The Internal Accounting Control and Supervision Division, which reports to the Corporate Finance Area, is responsible for updating accounting policies and applicable rules that concern the Group's financial information, and for resolving queries and disputes derived from their interpretation.

This division also maintains a close and fluid relationship with the financial divisions of the different companies and with the corporate areas, to which it communicates formally established accounting procedures and rules.

With regard to the preparation of financial information, General Counsel and the Corporate Finance Area issued memos containing instructions and updates on applicable regulations. The heads of the finance divisions also have specific models and instructions for preparing financial information, provided in the Consolidation Manual (which includes applicable accounting rules and policies), and the accounting models that are updated on an annual basis.

The Group's subsidiaries receive the information about the applicable procedures and regulations through the parent companies of the subgroups, which receive the instructions directly from the Internal Accounting Control and Supervision Division.

The Internal Accounting Control and Supervision Division updates the individual and consolidated annual accounting models used by the various Group companies, which include accounting policies and breakdowns of information to be presented. The Consolidation Division of the Corporate Finance Area defines instructions on accounting policies and breakdowns for preparation of the Group's consolidated information using the consolidation manual.

At least once a year, and during the last quarter of the financial year, the annual accounting models and the consolidation manual are reviewed and any changes are reported to the parties involved. However, whenever there are changes that affect periods of time of less than one year, these changes are reported immediately.

F.4.2. Mechanisms for the capture and preparation of financial information with standard formats, for application and use by all units of the company or the Group, that support the main financial statements and notes, as well as information provided on the ICFR.

The financial information of MAPFRE Group companies is managed through the corporate consolidation application, a tool that represents a centralized database (common and single data repository). This application has been programmed to automatically execute the consolidation entries and process controls, which guarantees that the criteria set out in the consolidation manual are applied uniformly to all the automatic entries and minimizes the likelihood of errors.

Within the procedure for preparing financial information, the consolidation certificates constitute the channel of communication about the information required in the consolidation procedure or in the preparation of consolidated financial statements. The certificates are reviewed and updated at least one a year.

Based on the information contained in the consolidation certificates and using the accounting model prepared by the Internal Accounting Control and Supervision Division, the Consolidation Division prepares the annual accounts and all the other financial statements.

The Internal Accounting Control and Supervision Division is responsible for preparing the ICFR-related report. To do this, it identifies the areas involved in the financial information preparation process, sends them instructions on how to complete the report, and at least once a year asks them to update the support documentation for the actions performed.

# F.5 Supervision of system operation

Report on the following, indicating the main characteristics:

F.5.1. The supervision activities of the ICFR conducted by the Audit Committee and whether the company has an internal audit function that includes supporting the committee in its supervision of the internal control system, including the ICFR. At the same time, the scope of evaluation of the ICFR conducted during the financial year and the procedure whereby the person responsible for executing the evaluation notifies the results, whether the company has an action plan defining possible corrective measures, and whether its impact on financial information has been taken into account.

MAPFRE S.A. has a Corporate Internal Audit Area consisting of six Internal Audit Services located in Spain (Seguros Iberia, Seguros Latam, Seguros Internacional, Reinsurance, Assistance and Global Risks, and Information Technologies), a Continuous Internal Audit Unit in Spain and 27 internal audit units and departments abroad that are fully independent, and which review and assess the adequacy and correct functioning of the Group's processes, as well as the Internal Control System.

The structure of MAPFRE's Corporate Internal Audit Area depends functionally on the Board of Directors of MAPFRE S.A. through the Audit and Compliance Committee (delegate body of the Board) and on the Chairman of the Board in particular.

The managers of the audit departments and units depend (functionally and hierarchically) on the General Manager of Internal Auditing.

The Audit and Compliance Committee supervises the financial information described in the previous Section F.3.1 of this report, and also approves the Internal Audit Plan and monitors it on a quarterly basis.

The Audit Plan outlines the supervisory work that the Corporate Internal Audit Area will carry out during the next fiscal year, the content and scope of which are established in terms of the risks identified, requests received and own experience. The plan is managed uniformly through a single Group-wide technological platform that allows the information to be processed in accordance with the access levels established for the different responsibilities. The 2018 Internal Audit Plan was approved by the Audit and Compliance Committee in the session held on February 6, 2018.

The MAPFRE Group Internal Audit Policy and Charter establishes the following functions, among others, for the Corporate Internal Audit Area:

- To supervise the suitability and efficacy of the Internal Control System and other elements of the Governance System, which is centered on:
  - Evaluating the suitability, sufficiency and efficacy of elements of the Internal Control System.
  - Evaluating the Risk Management System (RMS), based on the integrated management of all the
    business processes and adaptation of the risk level to MAPFRE's strategic objectives by reviewing,
    as a minimum requirement, the risk quantification and qualification processes stated in the
    Solvency II Directive.

- Evaluating the suitability and performance of the key functions set out in the governance system
  provided for in the Solvency II Directive.
- Contributing to good corporate governance by verifying compliance with the rules established by the MAPFRE Group's Institutional, Corporate and Organizational Principles and the Solvency II Directive
- Evaluating the reliability and integrity of accounting and individual and consolidated information and
  other economic information prepared by MAPFRE S.A., its subsidiaries, business units, territorial
  areas, regional areas and corporate areas, as well as the validity, sufficiency and application of the
  accounting and legal principles and rules.

The evaluation and assessment of the MAPFRE Internal Control System conducted by the Internal Audit Corporate Area follows a pre-established methodology based on variables such as the review of the IT internal control, the assessments of the audits conducted during the year and compliance with recommendations, which are first approved by the Audit and Compliance Committee. The result of this review is reflected in an annual report on the effectiveness of internal control procedures. Whenever appropriate, individual recommendations are made to the company with a view to improving the internal control system and then the Audit and Compliance Committee monitors their compliance.

Every year the Audit and Compliance Committee holds a meeting on internal control to analyze the assessments and any recommendations issued by the Corporate Internal Audit Area on the Internal Control System (which includes the ICFR).

The Corporate Internal Audit Area checks the internal control system for the main IT systems, as indicated in section 3.2 above.

Additionally, the Corporate Internal Audit Area carries out a check on the work carried out throughout the year that is related to SCIIF.

Likewise, as part of the audit procedures performed to validate the annual financial statements, the external auditor issues a memorandum of conclusions and incidents after his/her interim visit, which is presented to the Audit and Compliance Committee.

F.5.2. Whether there is a procedure for discussion whereby the account auditor (pursuant to the provisions of the NTAs), the internal audit function and other experts can notify senior management and the Audit Committee or company directors of any significant weaknesses in internal control identified during procedures to review the annual accounts or others that may have been commissioned. Also indicate whether there is an action plan that endeavors to correct or mitigate the weaknesses observed.

The previous section F.5.1 indicates the procedure used by Internal Audit to report assessments of aspects relating to internal control.

Communication with the external auditor is very frequent and fluid in the MAPFRE Group. Both at the beginning, during and at completion of work to review the company's annual accounts by the external auditors, planning, follow-up and coordination meetings are held and attended by the external auditors, internal auditors, General Counsel and the Corporate Finance Area. Additionally, on completion of the work a meeting is held with the General Manager of Internal Audit to discuss the results and conclusions detected. If there are any action plans to correct or mitigate the weaknesses observed, which also include the responses prepared by the division to implement the recommendations put forward by the external auditors, these plans are presented to the Audit and Compliance Committee. The external auditor attends the Audit and Compliance Committee when the agenda includes issues regarding the review of the annual and half-yearly accounts, their preliminary review, and whenever required on account of other issues.

### F.6 Other relevant information

There is no other relevant information about the ICFR that has not been included in this report.

# F.7 Report of the external auditor

Indicate:

Complies  $\square$ 

F.7.1. Whether the ICFR information sent to the markets has been reviewed by the external auditor. If so, the company should attach the relevant report as an annex. Otherwise, state the reasons.

The ICFR information has been reviewed by the external auditor, whose report is attached as an annex.

# G. DEGREE OF COMPLIANCE WITH CORPORATE GOVERNANCE RECOMMENDATIONS

Indicate the extent to which the company follows the recommendations of the Good Governance Code for listed companies.

In the event that any recommendation is not followed or is partially followed, a detailed explanation of the reasons should be included so that shareholders, investors and the market in general have enough information to assess the conduct of the company. No general explanations will be accepted.

1.	1. The bylaws of listed companies should	not place a maximum limit on the
	votes that can be cast by a single sharehold	der, or impose other obstacles to the
	takeover of the company by purchasing the	eir shares on the market.
	Complies $\boxtimes$ Ex	xplain □

- 2. When a dominant and a subsidiary company are publicly traded, both should provide detailed disclosure on:
  - a) The type of activity they engage in, and any business dealings between them, as well as between the subsidiary and other companies of the Group.

Explain  $\square$ 

Not applicable ⊠

b) The mechanisms in place to resolve possible conflicts of interest.

3. During the Ordinary General Meeting, in addition to broadcasting the Annual Corporate Governance Report, the Chairman of the Board must inform the shareholders verbally, in sufficient detail, of the most relevant corporate

governance aspects of the company and, in particular:

Partially complies  $\square$ 

- a) The changes that have occurred since the last Ordinary General Meeting.
- b) The specific reasons why the company does not follow any of the recommendations of the Corporate Governance Code and, if applicable, the alternative rules that it applies on these matters.

	Complies  ☐ Partially complies ☐ Explain ☐
4.	The company shall define and promote a new policy on communication and contact with shareholders, institutional investors and proxy advisors that is fully respectful of the rules against market abuse and treats all shareholders in the same position equally.
	The company shall make this policy public through its website, including information relating to the way in which it has been put into practice and identifying the interlocutors or those responsible for this happening.
	Complies  ☐ Partially complies ☐ Explain ☐
5.	At the General Meeting, the Board of Directors shall not put forward a proposal for delegating powers to issue shares or convertible values excluding the right of first refusal, for more than 20 percent of the capital at the time of delegation.
	When the Board of Directors approves any issuance of shares or convertible bonds, excluding the right of first refusal, the company shall publish the reports on this exclusion, referred to by corporate legislation, on its website immediately.
	Complies   ☐ Partially complies ☐ Explain ☐
6.	The listed companies that prepare the reports indicated below, whether on a mandatory or voluntary basis, shall publish them on their website with sufficient notice before the Ordinary General Meeting is held, even if their distribution is not mandatory:
	a) Report on the independence of the auditor.
	b) Report on the operation of the Audit Committee and the Appointments and Remuneration Committee.
	c) Report of the Audit Committee on related operations.
	d) Report on the corporate social responsibility policy.
	Complies   ☐ Partially complies ☐ Explain ☐
7.	The company shall broadcast the Annual General Meeting live on its website.
	Complies ⊠ Explain □

8. The Audit Committee shall ensure that the Board of Directors avoids presenting accounts to the Annual General Meeting without limitations or reservations in the audit report. When this is not possible, both the chairman of the Audit Committee and the auditors must clearly explain the content and scope of these limitations or reservations.
Complies ⊠ Partially complies □Explain □
9. On its website, the company shall make publicly and permanently available the requirements and procedures that it shall accept to support the ownership of shares, the right to attend the Annual General Meeting and voting or proxy voting.
These requirements and procedures shall promote attendance and the exercising of rights of the shareholders and must be applied in a non-discriminatory manner.
Complies ⊠ Partially complies □Explain □
10. When, prior to the Annual General Meeting, any entitled shareholder has exercised the right to complete the agenda or present new proposals for resolution, the company:
a) Shall immediately broadcast these new and additional proposals for resolution.
b) Shall publicize the model attendance card or proxy form or distance vote with the necessary modifications so that they can vote on the new points in the agenda and proposed alternatives for resolution in the same terms as those proposed by the Board of Directors.
c) Shall submit all of those points and proposed alternatives to voting and apply the same voting rules as those set by the Board of Directors, including, in particular, the presumptions or inferences on how to vote.
d) Following the Annual General Meeting, it shall communicate the breakdown of the vote on those additional points or proposed alternatives.
Complies $\square$ Partially complies $\square$ Explain $\square$ Not applicable $\boxtimes$
11. If the company plans to pay attendance premiums for the Annual General Meeting, it shall establish a general policy on those premiums previously and this policy must be permanent.

	Complies $\boxtimes$	Partially com	plies □	Explain 🗆	Not		
		applic	able □				
12.	2. The Board of Directors shall perform its functions with a unified purpose and independent judgment, treat all shareholders in the same position equally and be guided by corporate interest, understood as a profitable business that is sustainable in the long term and that promotes the continuation and maximization of the economic value of the company.						
	In the pursuit of corporate interest, in addition to compliance with the laws and regulations and a behavior based on good faith, ethics and in compliance with the commonly accepted uses and good practices, it shall seek to reconcile, as appropriate, corporate interest with the legitimate interests of its employees, providers, clients and those of the other stakeholders that may be affected, as well as the impact of the company's activities on the community as a whole and the environment.						
	Complies ⊠	Partially	complies	□Explain □			
13.	The Board of Directors a participatory operation, if five and 15 members.		-	-			
	Con	mplies ⊠	Explain				
14.	The Board of Directors s	shall approve a	director selec	ction policy whi	ch:		
	a) Is specific and reason	nable.					
	b) Ensures that the appointment or reappointment proposals are based on a prior analysis of the needs of the Board of Directors.						
	c) Promotes diversity of knowledge, experience and gender.						
	The results of the prior analysis of the needs of the Board of Directors shall be included in the explanatory report of the Appointments Committee that is published when the Annual General Meeting is called, to which the ratification, appointment or reappointment of each director is submitted.						

The director selection policy shall promote the objective for the number of directors in year 2020 to represent at least 30 percent of the total members of the Board of Directors.

		ction policy annually and shall inform on this in the Annual Corporate ernance Report.
		Complies   ☐ Partially complies ☐ Explain ☐
15.	Boar mini refle	nominee and independent directors shall constitute a large majority of the rd of Directors, and the number of executive directors should be the mum required to deal with the complexity of the corporate group and ct the percentage of shares held in the company by the executive ctors.
		Complies  ☐ Partially complies ☐ Explain ☐
16.	direc	percentage of nominee directors of the total number of non-executive ctors should not be greater than the ratio between the company capital esented by these directors and the rest of the capital.
	This	criterion can be relaxed:
	a)	In large cap companies where there are few equity stakes that are legally considered as significant.
	b)	In companies with a plurality of shareholders represented on the Board of Directors who are not related.
		Complies ⊠ Explain □
17.		pendent directors should account for at least half of the total number of etors.
	one of th	ever, when the company is not high cap, or when, even though it is, it has or several shareholders acting in unison controlling more than 30 percent he share capital, the number of independent directors should represent at a third of all directors.
		Complies ⊠ Explain □
18.		panies shall publish the following director particulars on their website keep them permanently updated:
	a)	Professional experience and background.

The Appointments Committee shall verify the compliance with the director

well as other paid activities performed, whatever their nature.

Other boards to which they belong, whether or not listed companies, as

	c)	shareholder	r-nominat	ed or indepe	endent; in th	hip is executive the case of noming thom they are af	nee directors,
	d)			first and sater reappoir	-	appointments as	a company
	e)	Company sl	hares, and	d share optic	ns, of those	which are held.	
		Compl	lies 🗵	Partially	y complies	□Explain	
19.	App nom perc Boar	ointments C inee directo ent of capita	Committee ors at the al; and it s m shareho	e, shall disc behest of should expla olders whose	lose the rea shareholders in any rejec e equity stak	llowing verifications for the appless controlling less tion of a formal are is equal to or p.	pointment of ss than three request for a
		Complies [		Partially cor appli	nplies □ cable ⊠	Explain 🗆	Not
20.	their there	ownership i	interest in ome of th	n its entirety neir entitlem	If such sha	olders they represent the reduced need irectors, the region of the regio	their stakes,
		Complies [		Partially cor appli	nplies □ cable ⊠	Explain 🗆	Not
21.	befo due	re the expiry cause is for	y of their und by th	term in offi he Board of	ce pursuant Directors,	oval of independ to the bylaws, of based on a rep e understood tha	except where ort from the

due cause is found by the Board of Directors, based on a report from the Appointments Committee. In particular, it must be understood that there is just cause when the director takes on new positions or contracts new obligations that prevent him/her from devoting the necessary time to the performance of the functions of a director, fails to comply with the work inherent to his/her position or is involved in any of the circumstances that cause the loss of his/her independent status, in accordance with that established in applicable legislation.

The removal of independent directors can also be proposed as a result of public takeover bid, merger or similar corporate actions that cause changes in the capital structure of the company, when these changes in the structure of the Board of Directors are supported by the proportionality criteria, indicated in recommendation 16.

	Compli	es ⊠	Explain			
22.	22. Companies shall establish rules obliging directors to inform the Board Directors of any circumstance that might undermine the organization's nar or reputation, tendering their resignation as the case may be, with particumention of any criminal charges brought against them and the progress of a subsequent proceedings.					
	If a director is indicted or trithe Board of Directors should view of the particular circum called on to resign. The Board the Annual Corporate Govern	d examine the design of Direction	ne matter as ide whether ons should a	soon as possil or not he/she	ole and, in should be	
	Complies ⊠	Partially co	mplies 🗆	Explain $\Box$		
23.	. The directors should clearly of resolution submitted to the linterest. In particular, indepeding the potential conflict of interests of share Directors.	Board of Directorndent directornest should of	ectors may ors and other challenge an	go against the directors una decision that	corporate affected by the could go	
	When the Board of Directors adopts important or reiterated resolutions of issues about which a director has expressed serious reservations, it must draw the pertinent conclusions. If chosen to resign, the reasons for this must be sout in the letter referred to in the following recommendation.					
	This recommendation shoul Directors, even if the secretary			eretary of the	Board of	
	Complies ⊠ Par	tially compli	es 🗆	Explain 🗆	Not	
		applicab	е □			
24.	24. If leaving office before the end of his/her term, whether due to resignation other reasons, the director should explain the reasons in a letter sent to a members of the Board of Directors. Whether or not such resignation is filed a significant event, the reasons for leaving must be explained in the Annu Corporate Governance Report.					
	Complies ⊠ Par	tially compli	es 🗆	Explain $\square$	Not	
		applicabl	le 🗆			

25. The Appointments Committee must ensure that non-executive directors have sufficient time available to perform their functions correctly.
The Board regulations establish the maximum number of company directorships that can form part of their directors.
Complies  ☐ Partially complies ☐ Explain ☐
26. The Board of Directors should meet with the necessary frequency to perform its functions properly, and at least eight times a year, following the schedule of dates and matters established at the beginning of the financial year, to which each director may propose the addition of other items individually.
Complies  ☐ Partially complies ☐ Explain ☐
27. Directors should keep their absences to a bare minimum. Absences should be quantified in the Annual Corporate Governance Report. When they have to be absent, they should delegate their representation with instructions.
Complies  ☐ Partially complies ☐ Explain ☐
28. When directors or the company secretary express concerns about a proposal or, in the case of directors, about the company's performance, and such concerns are not resolved by the Board of Directors, the person expressing them may request that they be recorded in the minutes.
Complies  ☐ Partially complies ☐ Explain ☐ Not
applicable □
29. The company must establish the appropriate channels for the directors to obtain precise advice for the fulfillment of their functions, including, if the circumstances demand it, external advice at the company's expense.
Complies  ☐ Partially complies ☐ Explain ☐
30. Irrespective of the knowledge demanded of the directors to perform their functions, companies also offer refresher programs, when the circumstances so advise.
Complies  ☐ Partially complies ☐ Explain ☐
31. The agenda of the sessions must clearly indicate the points about which the Board of Directors must make a decision or a resolution that enables the

directors to study or previously obtain the information required for this to take place.

When, in exceptional circumstances, as a matter of urgency, the director wishes to submit decisions or resolutions that are not part of the agenda to the Board of Directors, prior and express consent must be obtained from the directors present, which must be duly recorded in the minutes.

Complies 
☐ Partially complies ☐ Explain ☐

32. The directors must be informed periodically on the transactions of the shareholders and the opinions that the significant shareholders, investors and ratings agencies have on the company and Group.

Complies  $\square$  Partially complies  $\square$  Explain  $\square$ 

33. The Chairman, responsible for the efficient operation of the Board of Directors, as well as for performing the legal and bylaw functions that are attributed to it, must prepare and submit a schedule of dates and matters to discuss to the Board of Directors, organize and coordinate the periodic evaluation of the Board, as well as, where applicable, the chief executive of the company. He/she shall also be responsible for managing the Board and the efficiency of its performance, ensuring that enough time is devoted to discussing strategic matters, and must consent to and review the refresher programs for each director, when the circumstances so advise.

Complies  $\square$  Partially complies  $\square$  Explain  $\square$ 

34. When there is a lead director, the bylaws or regulations of the Board of Directors, as well as the powers that are legally entitled, he/she is assigned the following: to chair the Board of Directors in the absence of the Chairman and Vice Chairmen, if applicable, voice the concerns of the non-executive directors, maintain contact with investors and shareholders to be aware of their points of view in order to form an opinion on their concerns, particularly in relation to the corporate governance of the company, and coordinate the succession of the chairman.

Complies □ Partially complies ☑ Explain □ Not applicable □

The company complies with the entire recommendation, except with respect to assigning the lead director with the power to chair the Board of Directors in the absence of the Chairman, to maintain contact with investors and shareholders, and to coordinate the succession of the Chairman. The Regulations of the Board of Directors assigns the Lead Director the powers to request the Board of Directors to be convened, or the inclusion of new points in the agenda from a Board meeting already convened, coordinate and bring together the non-executive directors and, if required, direct the periodic evaluation of the Chairman of the Board of Directors.

In accordance with the Board of Directors Regulations, in the absence of the Chairman and Vice Chairmen, the oldest director is called upon to chair the meeting. However, the Lead female Director is also the Second Vice Chairman of the Board and, accordingly, is entrusted with chairing meetings in the absence of the Chairman and the First Vice Chairman.

With respect to relationships with shareholders and investors, article 21 of the Board of Directors Regulations establishes that the Board of Directors is responsible for establishing and supervising appropriate communications and relations mechanisms with shareholders and investors, establishing the pertinent communications channels in the Policy for Communication with Shareholders, Institutional Investors and Proxy Advisors. The company considers that this configuration ensures better and more efficient coordination of the company's relationships with its investors and shareholders.

Finally, the Board of Directors' Regulations assign the Appointments and Remuneration Committee the power to examine and organize the succession of the Chairman of the Board, as established in article 529 of the Companies Act.

35. The secretary of the Board of Directors should in particular ensure that Board of Directors has the recommendations on good governance at hand during its actions and decisions applicable to the company. These are contained in this Good Governance Code.

- 36. The Board of Directors should evaluate and adopt an action plan in full once a year, if applicable, that corrects the weaknesses detected, in relation to:
  - a) The quality and efficiency of the operational aspects of the Board of Directors.
  - b) The operational aspects and composition of its committees.
  - The diversity in the composition and responsibilities of the Board of Directors.
  - d) The performance of the Chairman of the Board of Directors and the chief executive of the company.
  - e) The performance and contribution of each director, paying special attention to those responsible for the different board committees.

The various committees are evaluated on the basis of the report that they present to the Board of Directors, and for the latter, on the report presented to the Appointments Committee.

Every three years, the Board of Directors shall be assisted by an external advisor to perform the evaluation, the independence of whom shall be verified by the Appointments Committee.

group with the company or any company in its Group must be indicated in the Annual Corporate Governance Report. The process and the areas evaluated must be described in the Annual Corporate Governance Report. Complies Partially complies  $\square$  Explain  $\square$ 37. When there is an executive committee, the breakdown of its members by director category should be similar to that of the Board of Directors. The secretary of the Board should also act as secretary to the executive committee. Complies ⊠ Partially complies □ Explain  $\square$ Not applicable □ 38. The Board of Directors should be kept fully informed of the matters discussed and resolutions adopted by the Executive Committee. To this end, all members of the Board of Directors should receive a copy of the Executive Committee's minutes. Partially complies □ Complies ⊠ Explain Not applicable □ 39. All members of the Audit Committee, particularly its Chairman, should be appointed with regard to their knowledge and background in accounting, auditing and risk management. The majority of these members should be independent directors. Complies ⊠ Partially complies  $\square$  Explain  $\square$ 40. Under the supervision of the Audit Committee, there should be a unit that assumes the internal audit function that ensures the proper performance of the information and internal control systems, and functionally operates under the non-executive director of the Board or the Audit Committee. Complies ⊠ Partially complies  $\square$  Explain  $\square$ 41. The manager of the unit that assumes the internal audit function must present an annual work program to the Audit Committee, report to it directly about any incidents arising during its implementation, and present an activity report

The business relationships maintained by the advisor or any company in its

at the end of each financial year.

Complies $\boxtimes$	Partially complies $\square$	Explain $\square$	Not
	applicable $\square$		

- 42. In addition to the provisions of the law, the Audit Committee has the following functions:
  - 1. In relation to the information and internal control systems:
  - a) To supervise the process of preparing the financial information and its integrity for the company and Group, reviewing compliance with regulatory requirements, checking the scope of the consolidation perimeter and making sure that the accounting principles are applied properly.
  - b) To ensure the independence of the unit that assumes the internal audit function; to propose the selection, appointment, reappointment and removal of the internal audit officer; to propose the budget for the internal audit department; to approve the guidance and work programs, ensuring that the unit's activity primarily focuses on risks relevant to the company; to receive periodic information on its activities; and to check that senior management takes the conclusions and recommendations of its reports into account.
  - c) To establish and supervise a mechanism that enables employees to confidentially and, if this is deemed possible and appropriate, anonymously report any irregularities they notice within the company which may be of potential importance, especially financial and accounting irregularities.
  - 2. With respect to the external auditor:
  - a) Should the external auditor resign, to examine the circumstances leading to the resignation.
  - b) To ensure that the remuneration of the external auditor for his/her work does not compromise his/her quality or independence.
  - c) To ensure that the company notifies any change of auditor to the Spanish National Securities and Exchange Commission as a significant event, accompanied by a statement of any disagreements arising with the outgoing auditor and the reasons for these.
  - d) To ensure that the external auditor holds an annual plenary meeting of the Board of Directors to inform them about the work performed, the accounting situation and any risks to the company.

e)	prevailing standards on the provision of services other than auditing, the limits on the concentration of the auditor's;s business and, in general, other standards established to guarantee auditors' independence.
	Complies  ☐ Partially complies ☐ Explain ☐
	Audit Committee can summon any company employee or executive, even ring their appearance without the presence of another executive.
	Complies $\square$ Partially complies $\square$ Explain $\square$
mod next mod	Audit Committee must be informed of any corporate and structural ifications which the company plans to make so that, in advance of the Board of Directors meeting, the committee can analyze these ifications and draw up a report about any economic conditions and unting impact, particularly as regards the proposed exchange ratio.
	Complies $\boxtimes$ Partially complies $\square$ Explain $\square$ Not
	applicable □
45. The	risk control and management policy should specify at least the following:
a)	The different types of risk, both financial and non-financial (operational, technological, legal, social, environmental, political and reputational), faced by the company. In the case of financial or economic risks, the contingent liabilities and other off-balance-sheet risks must be identified.
b)	The risk level that the company considers acceptable.
c)	The measures established to mitigate the impact of the risks identified, should they materialize.
d)	The internal oversight and reporting systems that shall be used to control and manage these risks, including contingent liabilities and off-balance-sheet risks.
	Complies  ☐ Partially complies ☐ Explain ☐
spec risk	er the direct supervision of the Audit Committee, or, if applicable, a ialized committee of the Board of Directors, there should be an internal control and management function performed by a unit or department in the company that is expressly assigned the following functions:

		properly and, in particular, that they identify, manage and quantify all the significant risks that affect the company.
	b)	To actively participate in the development of the risk strategy and important decisions regarding its management.
	c)	To ensure that the risk control and management systems mitigate the risks properly and in accordance with the policy defined by the Board of Directors.
		Complies  ☐ Partially complies ☐ Explain ☐
47.	or the must	members appointed to the Appointments and Remuneration Committee— ne Appointments Committee and Remuneration Committee if separate— t have the knowledge, skills and experience appropriate for the functions they are called to fulfill. The majority of these members should be pendent directors.
		Complies  ☐ Partially complies ☐ Explain ☐
48.		large cap companies have a separate Appointments Committee and a uneration Committee.
		Complies □ Explain ⊠ Not applicable □
		ompany considers the issues regarding appointments and remuneration to be closely related, and it refore seen as appropriate for them to be analyzed by the same committee.
49.	Chai	Appointments and Remuneration Committee must consult with the rman of the Board of Directors and the company Chairman and CEO, cularly with respect to matters relating to executive directors.
	•	Board member may ask the Appointments Committee to take into ideration any candidates he/she deems suitable to fill a director vacancy.
		Complies  ☐ Partially complies ☐ Explain ☐
50.		Remuneration Committee must perform its functions independently and, Idition to the functions assigned by law, the following ones:
	a)	To propose the basic conditions for the contracts of the senior managers to the Board of Directors.
	b)	To check compliance with the remuneration policy set by the company.

To ensure that the risk control and management systems function

a)

	c)	To periodically review the remuneration policy applicable to directors and senior managers, including remuneration systems with shares and their application, as well as to guarantee that individual remuneration is proportional to that paid to the rest of the directors and senior managers of the company.
	d)	To ensure that possible conflicts of interest do not compromise the independence of the external advice provided to the committee.
	e)	To check the information on remuneration of directors and senior managers contained in the different corporate documents, included in the annual report on the remuneration of directors.
		Complies  ☐ Partially complies ☐ Explain ☐
51.	CEC	Remuneration Committee must consult with the company Chairman and e, especially with respect to matters related to executive directors and or managers.
		Complies  ☐ Partially complies ☐ Explain ☐
52.	Contro	rules governing the composition and operation of the supervision and collision committees must be included in the regulations of the Board of ctors and be consistent with those applicable to legally obliged mittees in accordance with the previous recommendations, including:
	a) of in	They are formed exclusively of non-executive directors, with a majority dependent directors.
	b)	Their chairmen are independent directors.
	c)	The Board of Directors appoints the members of these committees based on their knowledge, skills and experience and the terms of reference of each committee; discusses its proposals and reports; and reports on and defends its activity at the first plenary Board of Directors meeting held after its own meetings.
	d)	The committees may engage external advice when it is considered necessary for the performance of their functions.
	e)	Minutes must be taken at their meetings and made available to all directors.
		Complies $\square$ Partially complies $\square$ Explain $\square$ Not applicable $\square$

- 53. The supervision of compliance with the rules of corporate governance, the internal codes of conduct and the social corporate responsibility policy shall be attributed to one or distributed among several committees of the Board of Directors, which may be the Audit Committee, the Appointments Committee, the Corporate Social Responsibility Committee, if applicable, or a specialized committee which the Board of Directors, exercising its powers of self-organization, decides to create for the purpose. These committees have the following minimum functions:
  - Supervision of the company's compliance with its internal codes of contact and rules of corporate governance.
  - b) Supervision of the communication strategy and relationship with shareholders and investors, including the small and medium shareholders.
  - c) Periodic assessment of the suitability of the company's corporate governance system to fulfill its mission of promoting the corporate interest and bearing in mind, as applicable, the legitimate interests of the remaining stakeholders.
  - d) Review of the company's corporate responsibility policy to ensure that it is aimed at the creation of value.
  - e) Monitoring of the corporate social responsibility strategy and practices and evaluation of the degree of compliance.
  - f) Supervision and evaluation of the relational processes with other stakeholders.
  - g) Evaluation of everything relating to the non-financial risks of the company, including operational, technological, legal, social, environmental, political and reputational.
  - h) Coordination of the report process for non-financial and diversity information, in accordance with the applicable regulations and international reference standards.

Complies □	Partially complies	$\boxtimes$	Explain 🗆

Functions a) and c) expressly correspond to the Audit and Compliance Committee and duty g) to the Risk Committee.

As indicated in recommendation 34, the Board of Directors itself is responsible for establishing and supervising appropriate communication mechanisms and relations with shareholders and investors.

With regard to the responsibilities relating to corporate social responsibility, the company has a Corporate Social Responsibility Committee. This permanent internal body has executive functions and is

responsible among other things for approving the social responsibility strategy and proposing specific actions, objectives and deadlines. In accordance with the corporate social responsibility policy, this committee reports annually to the MAPFRE S.A. Board of Directors and/or the relevant Board delegate body on the degree of compliance with the corporate social responsibility policy and strategy.

- 54. The corporate social responsibility policy shall include the principles and commitments which the company assumes voluntarily in its relationship with other stakeholders and it should identify at least the following:
  - a) The objectives of the corporate social responsibility policy and development of support instruments.
  - b) The corporate strategy related to sustainability, the environment and social issues.
  - c) Specific practices on matters relating to: shareholders, employees, clients, providers, social issues, the environment, diversity, fiscal responsibility, respect for human rights, and the prevention of illegal conduct.
  - d) Methods or systems for monitoring the results of the application of the specific practices indicated above, as well as the associated risks and their management.
  - e) Mechanisms for supervising non-financial risk, ethics and corporate conduct.
  - f) Channels of communication, participation and dialog with stakeholders.
  - g) Responsible communication practices that prevent the manipulation of information and protect honor and integrity.

Partially complies

Partially complies

□ Explain

□ Explain

П

55.	The com	pany report	s or	matter	s rela	ating to corpor	ate socia	al respo	nsibi	lity	in a
	separate	document	or	within	the	management	report,	using	one	of	the
	internation	onally accep	ted	method	olog	ies.					

Complies

Complies

56. The remuneration of directors must be sufficient to attract and retain directors from the desired profile and reward the commitment, qualification and responsibility demanded by the position, but not so high that the independence of criteria for non-executive directors is compromised.

Complies ⊠ Explain □

57. The executive directors must receive the variable remuneration relating to the performance of the company and their individual performance, as well as remuneration in the form of shares, options or rights on shares and instruments referenced to the share value and long-term saving systems such as pension plans, retirement systems or other social protection systems.

The delivery of shares shall be considered as remuneration for non-executive

The delivery of shares shall be considered as remuneration for non-executive directors on condition that the shares are held for the duration of the directorship. This does not apply to the shares that a director needs to transfer, if necessary, to meet the costs related to their acquisition.

Complies	Partially complies	□ Explain	
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58. In the case of variable remuneration, the remuneration policies must include the limits and specific technical safeguards to ensure that the remuneration reflects the professional performance of the beneficiaries and not simply the general progress of the markets, the company sector or similar circumstances.

In particular, the variable components of the remuneration:

- a) Are linked to performance criteria that are predetermined and measurable, and these criteria must take into account the risk accepted for achieving a result.
- b) Promote the sustainability of the company and include non-financial criteria that are suitable for creating long-term value, such as compliance with the internal rules and procedures of the company and its policies for risk control and management.
- c) Are defined on the basis of a balance between compliance with short, medium and long-term objectives, permitting remuneration for continued performance over a period of time sufficient to appreciate the contribution to the creation of sustainable value. Accordingly, the elements used to measure performance are not based solely on specific, occasional or extraordinary events.

Complies $\boxtimes$	Partially complies □	Explain □	Not
	applicable □		

59. The payment of a significant portion of the variable components of remuneration is deferred for a minimum period that is sufficient to verify compliance with the previously established performance conditions.

Complies $\boxtimes$	Partially complies $\square$	Explain □	Not
	applicable $\square$		
	to the company's results mentioned in the external s.		•
Complies ⊠	Partially complies □	Explain □	Not
	applicable $\square$		
•	age of the variable remune delivery of shares or finan		
Complies ⊠	Partially complies □	Explain 🗆	Not
	applicable $\square$		
remuneration system, shares equivalent to the	s or rights to corresponding directors cannot transfer of wice their fixed annual ren il after a period of at les	ownership of a nuneration, or ex	number of ercise any
This does not apply to to meet the costs relate	the shares that a director ned to their acquisition.	eds to transfer, if	necessary,
Complies ⊠	Partially complies □	Explain □	Not
	applicable $\square$		
demand re-payment of has not been adjusted	ements include a clause the formation of result to the performance condition of the formation of the performance conditions of	emuneration when itions or when it	n payment has been
Complies ⊠	Partially complies □	Explain □	Not
	applicable $\square$		
•	termination do not exceed a remuneration, and shall no	=	

criteria.

has confirmed that the director has met the pre-established performance

Complies $\square$	Partially complies ⊠	Explain $\square$	Not
	applicable □		

For external directors, there is no compensation for leaving the position.

Regarding executive directors, leaving the position means lifting the suspension of the relationship prior to the appointment as executive director.

The early termination of the previous relationship (prior, in all cases, to the approval of the Good Governance Code for listed companies), except when there is good cause for dismissal, implies compensation under the terms established by the workers' statute in relation to unfair dismissal.

## H. OTHER USEFUL INFORMATION

- 1. If there is any relevant aspect regarding corporate governance in the company or in the Group companies that has not been covered in the remaining sections of this report, but that should be included in order to provide more complete and explanatory information about the structure and governance practices of the company or Group, please provide a brief explanation here.
- 2. This section may also include any other relevant information, clarification or detail related to previous sections of the report so long as they are relevant and not repetitive.
  - Specifically, indicate whether the company is subject to the corporate governance legislation of any country other than Spain and, if so, include the compulsory information to be provided when different from that required by this report.
- 3. The company may also indicate if it has voluntarily adhered to other codes of ethical principles or best practices, international, sectoral or of another scope. If this is the case, the code in question and the adherence date must be indicated. In particular, it shall mention whether it has adhered to the Code of Good Taxation Practices, of July 20, 2010.

Since July 22, 2010 the company has adhered to and complies with the Code of Good Taxation Practices approved and sponsored by the Forum for Large Companies and the Spanish Tax Agency.

This annual report on corporate governance was approved by the company's Board of Directors at its meeting on 02/06/2019.

Indicate whether any directors voted against the report or abstained.

Yes □

Name or company name of the Director, which has not voted in favor of the approval herein

Reasons (against, abstention, nonattendance)

Explain the reasons

No 🗵



KPMG Auditores, S.L. Paseo de la Castellana, 259 C 28046 Madrid

## Auditor's Report on the "Information concerning the System of Internal Control over Financial Reporting (ICFR)" of MAPFRE, S.A. for 2018

(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the Directors of MAPFRE, S.A.

As requested by the Board of Directors of MAPFRE, S.A. (the "Company") and in accordance with our proposal letter dated 16 January 2019, we have applied certain procedures to the "Information concerning the ICFR" attached in section F of the Annual Corporate Governance Report of MAPFRE, S.A. for 2018, which summarises the Company's internal control procedures for annual financial reporting.

The Directors are responsible for adopting appropriate measures to reasonably ensure the implementation, maintenance and oversight of an adequate system of internal control, the development of improvements to that system and the preparation and definition of the content of the information concerning the ICFR attached.

In this respect, it should be borne in mind that irrespective of the quality of the design and operation of the internal control system adopted by the Company in relation to annual financial reporting, the system may only provide reasonable, but not absolute assurance in relation to the objectives pursued, due to the limitations inherent in any internal control system.

In the course of our audit work on the annual accounts and in accordance with Technical Auditing Standards, our evaluation of the Company's internal control was solely aimed at enabling us to establish the scope, nature and timing of the audit procedures on the Company's annual accounts. Consequently, the scope of our evaluation of the internal control, performed for the purposes of the audit of accounts, was not sufficient to enable us to issue a specific opinion on the efficiency of this internal control over regulated annual financial reporting.

For the purposes of issuing this report, we have applied only the specific procedures described below and set out in the Guidelines for preparing the auditor's report on the information on the system of internal control over financial reporting of listed entities, published on the website of the Spanish National Securities Market Commission (CNMV), which defines the work to be performed, the minimum scope of the work and the content of this report. As the scope of the work resulting from these procedures is in any event limited and substantially less than that of an audit or review of the internal control system, we do not express an opinion on its effectiveness or design or operational efficiency, with respect to the Company's annual financial reporting for 2018 described in the attached Information concerning the ICFR. Consequently, had additional procedures other than those defined in the aforementioned Guidelines been applied, or an audit or review been performed of the internal control system in relation to regulated annual financial reporting, other events or matters could have been identified, which would have been reported to you.



Moreover, as this special engagement does not constitute an audit of accounts nor is it subject to prevailing legislation regulating the audit of accounts in Spain, we do not express an audit opinion in the terms envisaged in such legislation.

The procedures applied were as follows:

- Reading and understanding of the information prepared by the Company in relation to the ICFR –
  disclosures included in the directors' report and evaluation of whether it covers all the
  information required, taking into account the minimum content described in Section F, concerning
  the description of the ICFR, the Annual Corporate Governance Report model set out in Spanish
  National Securities Market Commission (CNMV) Circular 5/2013 of 12 June 2013, subsequently
  amended by CNMV Circular 7/2015 of 22 December 2015 and CNMV Circular 2/2018 of 12 June
  2018 (hereinafter, the CNMV Circulars).
- Inquiries of personnel responsible for preparing the information detailed in point 1 above in order to: (i) gain an understanding of the preparation process; (ii) obtain information that allows us to assess whether the terminology used conforms to the definitions contained in the reference framework; (iii) obtain information on whether the control procedures described are in place and operational in the Company.
- 3. Review of explanatory documentation supporting the information detailed in point 1 above, and which will mainly include that made directly available to those responsible for preparing the descriptive information on the ICFR. This documentation includes reports prepared by internal audit, senior management and other internal or external specialists supporting the audit and compliance committee.
- 4. Comparison of the information detailed in point 1 above with the understanding of the Company's ICFR gained as a result of the procedures performed within the framework of the audit work on the annual accounts.
- 5. Reading of the minutes of the meetings of the Board of Directors, audit and compliance committee and other committees of the Company for the purposes of assessing the consistency of the matters discussed at these meetings in relation to the ICFR with the information detailed in point 1 above.
- 6. Procurement of a representation letter concerning the work performed, duly signed by those responsible for preparing and drawing up the information detailed in point 1 above.

As a result of the procedures applied to the Information concerning the ICFR, no inconsistencies or incidents have come to light that could affect it.



This report has been prepared exclusively in the context of the requirements established in article 540 of the Revised Spanish Companies Act and the CNMV Circulars for the purposes of the description of the ICFR in Annual Corporate Governance Reports.

KPMG Auditores, S.L.

(Signed on original in Spanish)

Jorge Segovia Delgado

7 February 2019