

## **MOTION FOR RATIFICATION OF THE APPOINTMENT BY COOPTATION, RE-ELECTION AND APPOINTMENT OF BELÉN BARREIRO PÉREZ-PARDO AS INDEPENDENT DIRECTOR, TABLED BY THE NOMINATION AND REMUNERATION COMMITTEE OF EBRO FOODS, S.A.**

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### **1. Introduction**

The Nomination and Remuneration Committee of Ebro Foods, S.A. (the “**Company**” or “**Ebro**”) resolved on 25 January 2017 to submit a proposal to the Board of Directors for the appointment by cooptation of Belén Barreiro Pérez-Pardo as independent non-executive director and member of the Audit and Compliance Committee, to fill the vacancy produced by the resignation with effect as of 31 December 2016 of Eugenio Ruiz-Gálvez Priego, who had been appointed for a term of 4 years ending 4 June 2018.

The proposed appointment of Ms Barreiro Pérez-Pardo was approved by the Board on the same day, 25 January 2017, based on reports by the Nomination and Remuneration Committee and the Board, issued pursuant to section 529 decies, paragraphs 4 and 5, of the Corporate Enterprises Act.

Considering that the first general meeting of shareholders to be held after the appointment of Belén Barreiro Pérez-Pardo by cooptation was to be held on 31 May 2017 on first call, or on 1 June 2017 on second call, the Nomination and Remuneration Committee proposed that the Board table a motion at the Annual General Meeting (AGM) for ratification of the appointment by cooptation of Ms Barreiro Pérez-Pardo and her re-election and appointment as independent director for the statutory term of four years.

This proposal by the Nomination and Remuneration Committee contains the report required pursuant to Article 25.4(a) of the Regulations of the Board, which provides that said committee shall inform always prior to the submission to the General Meeting of any proposal regarding the appointment of Directors.

### **2. Analysis of the composition and present needs of the Board**

The Nomination and Remuneration Committee analyses the composition and present needs of the Board, in accordance with the Company’s Policy for Selecting Directors.

At the date of the last AGM, on 1 June 2016, the Board was made up of twelve members of a total of thirteen, two of whom were classified as executive directors, six as proprietary directors, three as independent directors and one as an “other non-executive director”. Two of the board members had been women.

The changes produced within the Board from 1 June 2016 to the date of this report are summarised below:

- Appointment by cooptation of Mercedes Costa García as independent director on 27 July 2016 to fill the vacancy produced by the resignation with effect as of 1

December 2014 of the independent director Sol Daurella Comadrán, who had been appointed for a term of 4 years ending 4 June 2018.

- Appointment by cooptation of Grupo Tradifín, S.L. (represented by Blanca Hernández Rodríguez) as proprietary director on 21 December 2016 to fill the vacancy produced by the resignation tendered on the same day by the proprietary director Hispafoods Invest, S.L. (also represented by Ms Hernández Rodríguez), which had been appointed for a term of 4 years ending 4 June 2018.
- Appointment by cooptation of Herculanz Investing Group, S.L. (represented by Félix Hernández Callejas) as executive director on 21 December 2016 to fill the vacancy produced by the resignation tendered on the same day by the executive director Instituto Hispánico del Arroz, S.A. (also represented by Mr Hernández Callejas), which had been appointed for a term of 4 years ending 4 June 2018.
- Appointment by cooptation of Belén Barreiro Pérez-Pardo as independent director on 25 January 2017 to fill the vacancy produced by the resignation tendered with effect as of 31 December 2016, by the “other non-executive” director Eugenio Ruiz Gálvez-Priego, who had been appointed for a term of 4 years ending 4 June 2018.
- Appointment by cooptation of Javier Fernández Alonso as proprietary director on 25 January 2017 to fill the vacancy produced by the resignation tendered with effect as of 31 December 2016, by the proprietary director José Nieto de la Cierva, who had been appointed for a term of 4 years ending 4 June 2018.
- Vacancy produced by the death of an independent director on 16 February 2017.

The Company is considering the appointment of a new independent director to fill the vacancy produced in February 2017. To allow the vacancy to be filled by cooptation once the Nomination and Remuneration Committee has submits a candidate independent director to the Board, the Board plans to table a motion at the forthcoming AGM to maintain the number of Board members at thirteen, as agreed at the AGM held on 1 June 2016.

Once the vacancy produced in February 2017 has been filled, it will have thirteen members: two executive directors, six proprietary directors and five independent directors (hence 38.46% of the board members would be independent directors). If the new independent director is a woman, the number of female directors will rise from four to five, accounting for 38.46% of the Board members. Otherwise, it will remain at four (30.76% of the Board, thus over the 30% target set for 2020 in the Company Policy for Selecting Directors).

The Nomination and Remuneration Committee considers that with this composition the Board will have an adequate level of stability and balance and, therefore, with a view to the forthcoming AGM scheduled for 31 May 2017 on first call and 1 June 2017 on second, it has decided (i) to recommend and, in the case of non-independent directors, issue a favourable report to the Board, ratification of all the aforesaid appointments by

cooptation and the re-election and appointment of them all as directors for the statutory term of four years; and (ii) issue a favourable report on the Board's motion at the AGM to keep the number of Board members at thirteen, as agreed at the AGM on 1 June 2016.

The Nomination and Remuneration Committee has also taken into account that all the directors have been appointed considering their expertise, skills, professional experience, availability and suitability to be adequate for the performance of their duties.

In view of the different professional profiles of the directors (all specialists in very different, but complementary, sectors, such as economic, financial, legal, industrial, consumer markets, beverages, rice and pasta) and the thorough knowledge some of them have of the Group overall, the Nomination and Remuneration Committee considers that the composition of the Board has an adequate diversity of professional experience and expertise to suit the interests of the Company and the Group.

### **3. Motion tabled by the Nomination and Remuneration Committee**

The Nomination and Remuneration Committee submits to the Board, to be tabled at the AGM scheduled for 31 May 2017 on first call and 1 June 2017 on second call, a motion to ratify the appointment by cooptation of Belén Barreiro Pérez-Pardo as director, as resolved by the Board on 25 January 2017, and re-elect and appoint her as independent director for the statutory term of four years.

### **4. Assessment of the candidate to report to the Board**

Pursuant to Article 25.4(a) of the Regulations of the Board, the Nomination and Remuneration Committee must inform always prior to the submission to the General Meeting of any proposal regarding the appointment of Directors.

In view of the foregoing, the motion for ratification, re-election and appointment set out above is made on the grounds of the assessed suitability of the candidate. In this regard, the proposal and favourable report by the Nomination and Remuneration Committee are based on the following considerations:

- a) it is convenient to keep Belén Barreiro Pérez-Pardo on the Board in order to maintain an adequate level of stability and balance in the composition of this body;
- b) ratification of the appointment by cooptation of Belén Barreiro Pérez-Pardo as independent director complies with the necessary requirements of the law, articles and regulations, since the vacant position on the board that she was appointed to fill had a term of four years, i.e. up to 4 June 2018;
- c) ratification of the appointment by cooptation, re-election and appointment of Ms Barreiro Pérez-Pardo as independent director for the statutory term of four years is

in keeping with the principles established in the Company Policy for Selecting Directors;

- d) the academic qualifications and professional experience of Belén Barreiro Pérez-Pardo, particularly in sociology and public opinion research, which expands the Board's diversity of knowledge;
- e) the category of independent director that the candidate would hold and the fact that her appointment would be in line with the target set in the Policy for Selecting Directors to increase the presence of women as the gender least represented on the Board; and
- f) the fact that Ms Barreiro Pérez-Pardo has enough time to guarantee adequate performance of her duties.

The Nomination and Remuneration Committee appends the professional curriculum of the candidate to this proposal and report, submitted to the Board of Directors to be laid before the shareholders at the Annual General Meeting.

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Madrid, 26 April 2017

**The English version of this document is purely informative.  
In the event of any discrepancy between the Spanish and English versions of this  
document, the Spanish version will prevail.**

## **Annex 1**

### **Curriculum of Belén Barreiro Pérez-Pardo**

(Madrid, 13 May,1968)

Belén Barreiro Pérez-Pardo is a sociologist and entrepreneur.

She headed the Sociological Research Centre (CIS by its Spanish initials), the most prestigious institution in Spain in the field of advanced social research.

In 2012 she founded MyWord, of which she is currently Manager. MyWord is engaged in advanced, social and market research. Among other activities, it runs the ObSERvatory of Cadena SER, the Deusto Social Barometer of Deusto University, the sociological study Ulises of 20minutos and Mikroskopia, a pioneer research programme in social and market trends.

She has a PhD in Political Science, Sociology and Social Anthropology from the Autonomous University of Madrid and Master in Social Sciences from the Juan March Institute of Studies and Research, of which she is a Doctor Member.

She has over twenty years' experience in scientific analysis of society and counselling on public opinion research. She has been a lecturer and researcher at several foreign universities. She was formerly an adviser for the Spanish Prime Minister's Office and Laboratory Manager of the Alternatives Foundation (think tank).

She has written some twenty books and numerous academic articles. She is a regular collaborator in several media. She writes opinion articles for El País and other press and also participates in radio and television programmes. She gives numerous conferences and seminars and is a visiting lecturer at several universities.

In September 2011, she was selected by the magazine Tiempo as one of the 100 most influential Spanish women in the XXI century. In June 2016, she was also included in the list of the Top 100 Women Leaders, in the category of Thinkers and Experts.

She is on the Advisory Board of the Spanish Association of Foundations.

She speaks English, French and Italian.