

VOTING RESULTS 2023 ORDINARY GENERAL SHAREHOLDERS' MEETING

AGENDA	FOR			AGAINST			ABSTENTION		
	%	SHARES	VOTES	%	SHARES	VOTES	%	SHARES	VOTES
1. Approval of the Annual Accounts 2022	134.452.998	134.452.998	99,918	8.618	8.618	0,006	102.007	102.007	0,076
2. Approval of the Sustainability Report 2022	134.517.021	134.517.021	99,965	8.623	8.623	0,006	37.979	37.979	0,029
3. Approval of the proposal for the distribution of profits obtained in 2022 and the subsequent payment of a dividend charged to those profits	134.555.450	134.555.450	99,994	7.973	7.973	0,006	200	200	0,000
4. Approval of the Board of Directors' management 2022	133.202.271	133.202.271	98,988	1.220.562	1.220.562	0,907	140.790	140.790	0,105
5. Amendment to article 21 of the Bylaws	129.145.746	129.145.746	95,974	5.415.251	5.415.251	4,024	2.626	2.626	0,002
6. Determination of the number of board members. Ratification, re-election and appointment of directors									
6.1. Determination of the number of board members	129.131.216	129.131.216	95,963	5.430.480	5.430.480	4,036	1.927	1.927	0,001
6.2. Ratification and re-election of José Vicente de los Mozos Obispo as executive director	119.734.654	119.734.654	88,980	14.827.278	14.827.278	11,019	1.691	1.691	0,001
6.3. Appointment of María Ángeles Santamaría Martín as independent director	134.549.519	134.549.519	99,990	13.544	13.544	0,010	560	560	0,000
6.4. Appointment of Elena García Armada as independent director	134.549.519	134.549.519	99,990	13.354	13.354	0,010	750	750	0,000
6.5. Appointment of Pablo Jiménez de Parga Maseda as proprietary director	119.086.145	119.086.145	88,498	15.474.140	15.474.140	11,499	3.338	3.338	0,003
7. Amendment of the Director Remuneration Policy for 2018-2020 and 2021-2023									
7.1. Elimination of the deferral of the allocation of shares by way of VAR accrued by executive directors ¹ :	77.202.017	77.202.017	57,372	7.798.828	7.798.828	5,796	49.562.778	49.562.778	36,832
7.2. Update of the maximum number of shares to be delivered as Medium-Term Incentive 2021-2023 and of the authorization ¹	84.672.609	84.672.609	62,924	327.590	327.590	0,243	49.563.424	49.563.424	36,833
8. Approval of the Director Remuneration Policy for 2024, 2025 and 2026 ¹	81.972.324	81.972.324	60,917	3.020.522	3.020.522	2,245	49.570.777	49.570.777	36,838

¹ The voting results of these items of the agenda is due to the abstention of SEPI whose policy is to abstain in any item related to remuneration of directors and senior managers in every AGM of the listed companies in which has a stake.

