VOTING RESULTS 2023 ORDINARY GENERAL SHAREHOLDERS' MEETING

| | FOR | | | AGAINST | | | ABSTENTION | | |
|---|-------------|-------------|--------|------------|------------|--------|------------|------------|--------|
| AGENDA | % | 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 |
| 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 |
| 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 |
| 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 |
| 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 máximum 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 $2026^{\rm 1}$ | 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.

| 9. Authorization of the allocation of shares to directors by way of Variable Annual Remuneration under the terms of Article 219 of the Spanish Companies Act ¹ | 84.939.882 | 84.939.882 | 63,122 | 108.728 | 108.728 | 0,081 | 49.515.013 | 49.515.013 | 36,797 |
|---|-------------|-------------|--------|-----------|-----------|-------|------------|------------|--------|
| 10. Consultative vote on the Annual Remuneration Report for $2022^{\scriptscriptstyle 1}$ | 76.641.704 | 76.641.704 | 56,956 | 8.434.021 | 8.434.021 | 6,268 | 49.487.898 | 49.487.898 | 36,776 |
| 11. Authorization and delegation of powers for the formalization, of the resolutions adopted by the General Meeting | 134.555.955 | 134.555.955 | 99,994 | 6.268 | 6.268 | 0,005 | 1.400 | 1.400 | 0,001 |
| 12. Information for the meeting on the changes made to the Board of Directors Regulations | | | | | | | | | |