

VOTING RESULTS 2021 ANNUAL SHAREHOLDERS MEETING

AGENDA	FOR			AGAINST			ABSTENTION		
	SHARES	VOTES	%	SHARES	VOTES	%	SHARES	VOTES	%
1. Approval of 2021 individual and consolidated Financial Statements	126,145,193	126,145,193	99.9220	4,522	4,522	0.0036	94,005	94,005	0.0744
2. Approval of 2020 Sustainability Report	126,187,580	126,187,580	99.9555	43,889	43,889	0.0348	12,251	12,251	0.0097
3. Approval of allocation of profits 2020	126,228,537	126,228,537	99.9880	10,522	10,522	0.0083	4,661	4,661	0.0037
4. Approval of Board Management	122,479,606	122,479,606	97.0184	3,536,295	3,536,295	2.8012	227,819	227,819	0.1804
5. Ratification, appointment and re-election of Directors:									
5.1 Ratification and re-election of Mr. Marc Thomas Murtra	114,746,373	114,746,373	90.8927	11,166,021	11,166,021	8.8448	331,326	331,326	0.2625
5.2 Ratification and re-election of Ms. Ana María de Pro	126,122,886	126,122,886	99.9043	22,782	22,782	0.0180	98,052	98,052	0.0777
5.3 Re-election of Mr. Enrique de Leyva	126,047,321	126,047,321	99.8444	98,347	98,347	0.0779	98,052	98,052	0.0777
5.4 Re-election of Mr. Ignacio Martín	126,114,943	126,114,943	99.8980	30,725	30,725	0.0243	98,052	98,052	0.0777
5.5 Re-election of Mr. Ignacio Mataix	126,084,677	126,084,677	99.8740	60,831	60,831	0.0482	98,212	98,212	0.0778
5.6 Re-election of Ms. Cristina Ruiz	126,088,794	126,088,794	99.8773	56,714	56,714	0.0449	98,212	98,212	0.0778
6. Approval of amendments to the Bylaws									
6.1 Amendment to article 3 of the Bylaws	126,226,833	126,226,833	99.9866	4,208	4,208	0.0033	12,679	12,679	0.0101
6.2 Amendment to articles 14, 17 y 20 and creation of a new article 14 bis of the Bylaws	121,659,532	121,659,532	96.3688	4,577,769	4,577,769	3.6261	6419	6419	0.0051
6.3 Amendment to articles 22, 24 and 27 of the Bylaws	126,224,533	126,224,533	99.9848	13,858	13,858	0.0110	5,329	5,329	0.0042
6.4 Amendment to article 31 bis of the Bylaws	126,223,178	126,223,178	99.9837	9,313	9,313	0.0074	11,229	11,229	0.0089
7. Approval of amendments to the Regulations of the General Shareholders Meeting									
7.1 Amendment to articles 3 y 3 bis of the Regulations of the General Shareholders Meeting	126,225,151	126,225,151	99.9853	4,368	4,368	0.0035	14,201	14,201	0.0112
7.2 Amendment to article 5 bis of the Regulations of the General Shareholders Meeting	126,225,151	126,225,151	99.9853	4,368	4,368	0.0035	14,201	14,201	0.0112
7.3 Amendment to article 7 bis of the Regulations of the General Shareholders Meeting	121,653,950	121,653,950	96.3644	4,575,569	4,575,569	3.6244	14,201	14,201	0.0112
7.4 Amendment to article 8 of the Regulations of the General Shareholders Meeting	126,225,151	126,225,151	99.9853	4,368	4,368	0.0035	14,201	14,201	0.0112

7.5 Amendment to articles 9, 10, 12 y 13 of the Regulations of the General Shareholders Meeting	126,225,151	126,225,151	99.9853	4,368	4,368	0.0035	14,201	14,201	0.0112
7.6 Amendment to articles 14 y 15 of the Regulations of the General Shareholders Meeting	126,224,841	126,224,841	99.9850	4,678	4,678	0.0037	14,201	14,201	0.0113
8. Approval of the Directors Remuneration Policy for financial years 2021, 2022 y 2023 ¹	92,374,786	92,374,786	73.1718	780,914	780,914	0.6186	33,088,020	33,088,020	26.2096
9. Authorisation for the delivery of shares to Directors									
9.1 Authorisation for the delivery of shares as Annual Variable Remuneration ¹	92,780,771	92,780,771	73.4934	135,362	135,362	0.1072	33,327,587	33,327,587	26.3994
9.2 Approval of the 2021-2023 Medium-Term Incentive ¹	92,803,137	92,803,137	73.5111	358,863	358,863	0.2843	33,081,720	33,081,720	26.2046
10. Advisory vote on the 2020 Annual Remuneration Report ¹	92,012,903	92,012,903	72.8851	834,186	834,186	0.6608	33,396,631	33,396,631	26.4541
11. Authorisation and delegation of authority	126,233,837	126,233,837	99.9922	5,982	5,982	0.0047	3,901	3,901	0.0031
12. Information to the Meeting on amendments made to the Board Rules.									

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