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**IDENTIFICATION DETAILS OF THE ISSUER**

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End date of the period of reference: [ 31/12/2021 ]

CIF (Taxpayer's Identification Code): [ A87093902 ]

Company Name:

[ **SAINT CROIX HOLDING IMMOBILIER, SOCIMI, S.A.** ]

Registered office:

[ GTA DE CUATRO CAMINOS 6 Y 7 4ª MADRID ]

**A. COMPANY'S REMUNERATION POLICY FOR THE CURRENT YEAR**

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**A.1.1** Explain the director remuneration policy in force applicable to the current year. As far as is relevant, certain information referring to the remuneration policy approved by the General Shareholders' Meeting can be included, provided that it is clear and specific.

Descriptions must be provided of the specific resolutions for the current financial year, both for the directors' remuneration for the role itself and for the board's performance of executive duties in accordance with the provisions of the contracts signed with the executive directors and with the remuneration policy approved by the general meeting.

In all cases the following must be provided:

- a) A description of the corporate procedures and bodies involved in setting and approving the remuneration policy and its conditions.
- b) Indicate and if necessary explain whether or not comparable companies were taken into account in setting the company's remuneration policy.
- c) Information on whether or not any external advisor was involved and their personal details.
- d) Procedures considered in the director remuneration policy in force to apply temporary exceptions to the policy, conditions in which these exceptions can be applied and components that can be subject to exemption according to the policy.

The Appointments and Remuneration Committee is the competent body for preparing the Company's remuneration policy, reporting and escalating proposals to the Board of Directors for their approval and submission to the General Shareholders Meeting. The remuneration policy in force for 2021 was prepared by the Appointments and Remuneration Committee at its meeting on 25 February 2021, escalated to the Board of Directors which, after approving it, submitted it to the General Shareholders Meeting, which ultimately approved it at its meeting on 29 April 2021, renewing the director remuneration policy for 2021, 2022 and 2023. No comparable companies have been taken into account when establishing the

Company's director remuneration policy. The Company has not consulted with any external adviser to establish the remuneration policy.

At the next General Shareholders Meeting set for 27 April 2022, an adaptation of the director remuneration policy to the 2021 amended Corporate Enterprises Act is expected to be approved.

At present, there are no procedures considered in the director remuneration policy in force to apply temporary exceptions to the policy, conditions in which these exceptions can be applied and components that can be subject to exemption according to the policy.

**A.1.2** Relative importance of the variable remuneration components compared to the fixed items (remuneration mix) and the criteria and objectives considered when setting them and to guarantee an adequate balance between the fixed and variable remuneration components. In particular, indicate the actions taken by the company in relation to the remuneration scheme to reduce exposure to excessive risks and to align it with the long-term objectives, values and interests of the company, including, where appropriate, measures provided to ensure that the remuneration policy addresses the company's long-term results, measures adopted in relation to categories of personnel whose professional activities have a material impact on the risk profile of the entity and measures provided to avoid conflicts of interest.

Please also indicate whether or not the company has established any period for accrual or vesting of certain variable remuneration items, in cash, shares or other financial instruments, any

deferral in the payment of amounts or delivery of already accrued and vested financial instruments or whether there is any agreed clause on reducing the deferred remuneration not yet vested or requiring the director to return the remuneration received, when the remunerations have been based on data subsequently clearly shown to be inaccurate.

The Company's remuneration policy is based on the general principles and bases of:

- Creation of value.
- Achievement of results based on prudence and responsibility in the assumption of risks.
- Compensating the level of responsibility and professional experience.
- Transparency in the remuneration policy.

The remuneration policy applicable to 2021 coincides with the policy applied in previous years and does not represent a significant change compared to the policy applied in 2020. To establish the Company's remuneration policy, the Appointments and Remuneration Committee and the Board of Directors takes into account the provisions of the Article of Association, the Regulation of the Board of Directors, the applicable regulations and the most recent remuneration policy approved by the General Shareholders Meeting. Given the specific nature of the Company, the Appointments and Remuneration Committee and the Board of Directors do not analyse any comparable groups.

The specific calculation of the amount corresponding to the variable remuneration components is set annually by the Company's Board of Directors and is subject to approval by the General Shareholders Meeting. In all cases, it is proportionately moderate in comparison to the fixed remuneration component. In turn, the amount corresponding to the fixed remuneration components is also calculated by the Board of Directors within the limits established in the Article of Association and in the remuneration policy, and must fall between

1,000 and 150,000 euros in total.

No period has been established for the accrual or vesting of variable remuneration components, either in cash, shares or other financial instruments. The remuneration system defined in Article 21 of the Article of Association and the remuneration policy approved on 29 June 2015 and renewed on 29 April 2021 respects the principles and criteria established in the Corporate Enterprises Act (to be adapted as indicated in point A.1.1.), and the maximum amounts of remuneration payable to members of the Board of Directors, including both variable and fixed components are considered prudent based on the Company's capitalisation, its recurring income and annual profit earned, without considering the need to adopt additional measures for the time being to reduce the exposure to excessive risks further still and adjust them to the long-term objectives, values and interests of the Company.

Given that the Company currently has six employees paid a salary adjusted to market conditions, it is not considered that their payment has a significant impact on the company's risk profile.

#### **A.1.3 Amount and nature of the fixed components that are expected to accrue in the year to the directors in their capacity as such.**

The General Shareholders Meeting, held on 29 April 2021, agreed to establish fixed remuneration for directors of 40,000 euros for 2021.

Subsequently, the Board of Directors on 29 July 2021 decided to distribute this amount as follows:

- Marco Colomer Barrigón (executive director): 4,000 euros;
- José Luis Colomer Barrigón (proprietary director): 3,000 euros;
- Mónica de Quesada Herrero (proprietary director): 3,000 euros;
- Irene Hernández Álvarez (independent director and committee chairwoman): 15,000 euros;
- Juan Carlos Ureta Domingo (independent director and committee chairman): 15,000 euros.

Furthermore, pursuant to Article 21 of the Article of Association, per diems are paid for attending Board of Directors meetings for the sum of 500 euros per director and per meeting. Per diems amounting to 10,000 euros were paid out in 2021.

Adding together these components, the Company has paid out a total of 50,000 euros to all directors in 2021 in terms of fixed remuneration (40,000 euros) + per diems to the Board (10,000 euros).

#### **A.1.4 The amount and type of the fixed components will accrue in the financial year for the performance of senior management functions by the executive directors.**

The sole Executive Director at the Company is the Chairman and Chief Executive Officer, who does not receive any specific remuneration for the performance of senior management functions.

**A.1.5** The amount and type of any remuneration component in kind accrued during the year, including, but not limited to, the insurance premiums paid to the director.

None.

**A.1.6** Amount and type of the variable components, differentiating between those established in the short and long-term. Financial and non-financial parameters, the latter including social, environmental and climate change parameters, selected to set the variable remuneration in the current financial year, explanation of the extent to which the parameters relate to the performance of both the director and the entity and to its risk profile, and the methodology, necessary term and techniques provided for ascertaining the effective degree of compliance with the parameters used in the design of the variable remuneration at the end of the financial year, explaining the criteria and factors it applies in terms of the time required and methods for verifying that the performance or other conditions to which the accrual and vesting of each component of variable remuneration was linked have been effectively met.

Indicate the range, in monetary terms, of the different variable components based on the degree of compliance with the established objectives and parameters and whether or not there is a maximum monetary amount in absolute terms.

The General Shareholders Meeting, held on 29 April 2021, agreed to establish variable remuneration for directors of 1,000 euros in addition to the amount accrued in 2020. Subsequently, the Board of Directors on 29 July 2021 decided to distribute this amount as follows:

- Marco Colomer Barrigón (executive director): 1,000 euros.

Pursuant to the Articles of Association, each year the General Shareholders Meeting approves variable remuneration for the Board of Directors, consisting of a share in earnings, which can only be deducted from net profit and once the legal and statutory reserve obligations have been met and paying a minimum dividend of 4% to shareholders. This variable sum may not exceed 10% of the profits to be distributed amongst the shareholders. The specific calculation of the amount corresponding to each director is performed by the Board of Directors in line with the functions performed by each director on the committee, attendance of the different committee meetings, the tasks performed, the responsibilities assumed and the amount of time dedicated.

Furthermore, the Articles of Association provide for the remuneration of directors in the form of shares, or by option rights over shares, in addition to remuneration referenced to the value of shares, provided that the application of any of these systems is approved in advance by the General Shareholders Meeting. To date, the Company's General Shareholders Meeting has not approved the use of this type of remuneration system consisting of the delivery of shares or option rights over shares.

**A.1.7** Main features of long-term savings schemes. Among other information, the contingencies covered by the system will be indicated, and also whether it is by contribution or a defined benefit, the annual contribution that must be made to defined contribution schemes, the benefit to which beneficiaries are entitled in defined benefit schemes, the vesting conditions for the economic rights for directors and their compatibility with any type of payment or compensation for early termination or dismissal or arising from severance of the contractual relationship, in the terms provided, between the company and the director.

It should be indicated whether the accrual or vesting of any of the long-term savings plans is linked to meeting certain objectives or parameters related to the director's short and long-term performance.

No long-term saving, retirement or other survival systems have been implemented at the Company in part or in full.

**A.1.8** Any type of payment or compensation for early termination or dismissal resulting from severance of the contractual relationship in the terms provided between the company and the director, whether

at the behest of the company or the director, as well as any agreements entered into, such as exclusivity, post-contractual non-competition and seniority or loyalty arrangements, which give the director the right to any type of receipt.

No compensation has been agreed or paid out for the removal of any Director.

**A.1.9** Indicate the conditions to apply to the contracts of executive directors exercising senior management functions. Among them, disclose the duration, limits on the amount of termination payments, seniority requirements, notice periods, payments related to the duration of a notice period (“garden leave”) and any other clauses covering hiring bonuses, as well as indemnities or “golden parachutes” in the event of early termination of the contractual arrangement between the company and the executive director. Include, inter alia, non-competition, exclusivity, seniority or loyalty and post-contractual non-competition agreements or arrangements, unless they have been explained in the previous section.

The relationship between the Chief Executive Officer and the Company is regulated in the contract entered into on 25 April 2015, pursuant to the provisions of Article 249 of the Corporate Enterprises Act as amended by Law 31/2014, of 3 December.

- Duration of the contract: as indicated in the Articles of Association for the role of the Director, with its validity linked to Mr Marco Colomer Barrigón remaining in this position. If re-elected, the contract shall be extended for as long as he remains in the position.

- Limits on compensation: the termination of the contract due to cessation, resignation, termination, separation or any other reason or cause shall not result in the Chief Executive Officer being paid any compensation or remuneration.

- Seniority requirements, notice periods, payments related to the duration of a notice period (“garden leave”) and any other clauses covering hiring bonuses, as well as indemnities or “golden parachutes” in the event of early termination of the contractual arrangement between the company and the executive director: none.

- Non-competition, exclusivity, seniority or loyalty and post-contractual non-competition agreements or arrangements: the duties of the Chief Executive Officer set out in the contract are as provided for in Articles 225 et seq. of the Corporate Enterprises Act governing this matter.

**A.1.10** The nature and estimated amount of any other supplementary remuneration accrued by the directors in the current year as payment for services rendered other than those integral to their role.

The Company's Directors do not receive any supplementary remuneration as consideration for any services rendered other than those integral to their role.

**A.1.11** Other remuneration items such as those resulting, where applicable, from the company granting the director advances, loans and guarantees and other remunerations.

The Company has not granted any advance, loan, credit or guarantee to Directors.

**A.1.12** The nature and estimated amount of any other expected supplementary remuneration not included in the previous sections, whether paid by the entity or another group entity, accrued by the directors in the current year.

There are no other remuneration components.

**A.2.** Explain any relevant change in the remuneration policy applicable in the current year derived from:

a) A new policy or change to the policy already approved by the Shareholders' Meeting.

- b) Significant changes in the specific board resolutions for the current financial year in respect of the current remuneration policy compared to those of the previous year.
- c) Proposals applicable to the current financial year that the board of directors would have agreed to submit to the General Shareholders' Meeting to which this annual report will be submitted.

Pursuant to Article 21 of the Articles of Association, the remuneration policy for 2015, 2016 and 2017 was approved on 29 June 2015 by the General Shareholders Meeting, renewed on 26 April 2018 by the Meeting without modification for 2018, 2019 and 2020 and renewed once again on 29 April 2021 for 2021, 2022 and 2023.

In this regard, there is no change in the remuneration policy applicable to the year referred to in this report, notwithstanding the pending adaptation referred to in point A.1.1.

**A.3.** Identify the direct link to the document that outlines the current remuneration policy of the company, which must be available on the company's website

<https://www.saintcroixhi.com/media/POLITICA-REMUNERACIONES-2021-2022-2023.pdf>

**A.4.** Explain, in the light of the information provided in section B.4, how the shareholders' vote in the general meeting to which the annual remuneration report of the previous year was submitted for a vote, in an advisory capacity, was taken into account.

All present and represented shareholders that participated at the General Shareholders Meeting on 29 April 2021 approved, as part of a consultative vote, the annual director remuneration report for 2020.

## **B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED DURING THE YEAR**

**B.1.1** Explain the process followed to apply the remuneration policy and determine the individual remunerations reflected in section C of this report. This information will include the role performed by the remuneration committee, the decisions taken by the board of directors and, where appropriate, the identity and role of the external advisers whose services have been used in the process of applying the remuneration policy in the year closed.

The Company's General Shareholders Meeting, held on 29 April 2021, approved, within the limits established in Article 21.2.b of the Articles of Association, fixed remuneration of the Board of Directors corresponding to the fiscal year running from 1 January to 31 December 2021, for the amount of forty thousand euros (€40,000). The specific calculation of the amount corresponding to each Director was performed on 29 July 2021 by the Board of Directors pursuant to the provisions of Article 21.2 of the Articles of Association and the Remuneration Policy, resulting in the individual remuneration accrued by each Director as reflected in this report.

The Company's General Shareholders Meeting, held on 29 April 2021, approved, within the limits established in Article 21.2.c of the Articles of Association, the variable remuneration of the Board of Directors corresponding to the fiscal year running from 1 January to 31 December 2020, for the amount of one thousand euros (€1,000). The specific calculation of the amount corresponding to each Director was performed on 29 July 2021 by the Board of Directors pursuant to the provisions of Article 21.2 of the Articles of Association and the Remuneration Policy, resulting in the individual remuneration accrued by each Director as reflected in this report.

In any case, the remuneration approved by the General Shareholders Meeting is distributed by resolution of the Board, at the proposal of the Appointments and Remuneration Committee held on 29 July 2021 prior to the Board meeting held the same day.

**B.1.2** Explain any deviation in the procedure established for applying the remuneration policy during the year.

There have been no deviations.

**B.1.3** Indicate whether any temporary exception to the remuneration policy has been applied and, in such cases, explain the exceptional circumstances resulting in the application of these exceptions, the specific components of the remuneration policy affected and the reasons that the company believes that these exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its feasibility. Also quantify the impact of applying these exemptions on the remuneration of each director during the year.

No temporary exceptions to the remuneration policy have been applied.

**B.2.** Explain the different actions taken by the company with respect to the remuneration scheme and how they have contributed to reducing exposure to excessive risks and adjusting it to the company's long-term objectives, values or interests, including a reference to: measures in place to guarantee that the remuneration accrued takes account of the long-term results of the company and achieves an appropriate balance between the fixed and variable components of the remuneration; the measures adopted with respect to categories of personnel whose professional activities have a material effect on the entity's risk profile and what measures have been taken to avoid conflicts of interest, if any.

The remuneration system defined in Article 21 of the Article of Association and the remuneration policy approved on 29 June 2015 and renewed on 29 April 2021 respects the principles and criteria established in the Corporate Enterprises Act; and the maximum amounts of remuneration payable to members of the Board of Directors, including both variable and fixed components, are considered prudent based on the Company's capitalisation, its recurring income and annual profit earned, without considering the need to adopt additional measures for the time being to reduce the exposure to excessive risks further still and adjust them to the long-term objectives, values and interests of the Company.

Furthermore, the Company currently has six employees paid a salary adjusted to market conditions and, therefore, it is not considered that their payment has a significant impact on the company's risk profile.

**B.3.** Explain how the remuneration accrued and vested in the year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the sustainable and long-term performance of the company.

Disclose the relationship between remuneration obtained by directors and the company's short-term and long-term profits or some other measure of enterprise results, explaining, as appropriate, how changes in the company's performance may have influenced the variation in directors' remuneration, including accruals whose payment has been deferred and how they contribute to the short and long-term results of the company.

The Company's General Shareholders Meeting, held on 29 April 2021, approved, within the limits established in Article 21.2.b of the Articles of Association, fixed remuneration of the Board of Directors corresponding to the fiscal year running from 1 January to 31 December 2021, for the amount of FORTY THOUSAND EUROS (€40,000).

The same General Shareholders Meeting approved, within the limits established in Article 21.2.c of the Articles of Association, variable remuneration of the Board of Directors corresponding to the fiscal year running from 1 January to 31 December 2020, for the amount of ONE THOUSAND EUROS (€1,000).

The specific calculation of the amount corresponding to each Director was performed on 29 July 2021 by the Board of Directors pursuant to the provisions of Article 21.2 of the Articles of Association and the Remuneration Policy, resulting in the individual remuneration accrued by each Director for 2021.

The variable remuneration of directors is calculated based on the Company's results, meaning that if there are no profits then there is no variable remuneration. This remuneration, consisting of a share in the Company's earnings, is deducted from net income, provided that legal and statutory reserves are covered, and a minimum dividend of 4% has been recognised to shareholders.

Furthermore, this variable sum may not exceed 10% of the profits to be distributed amongst the shareholders.

- B.4.** Disclose the outcome of the advisory vote at the annual general meeting on the Annual Report on Directors' Remuneration of the previous year, indicating the number of votes against:

	Number	% of the total
Votes issued	4,451,477	99.98
	Number	% of those issued
Votes against		0.00
Votes for	4,451,477	100.00
Blank votes		0.00
Abstentions		0.00

- B.5.** Explain how the fixed components accrued and vested during the year were determined by the directors in their capacity as such, and how they varied with respect to the previous year.

The Company's General Shareholders Meeting, held on 29 April 2021, approved, within the limits established in Article 21.2.b of the Articles of Association, fixed remuneration of the Board of Directors corresponding to the fiscal year running from 1 January to 31 December 2021, for the amount of FORTY THOUSAND EUROS (€40,000). The specific calculation of the amount corresponding to each Director was performed on 29 July 2021 by the Board of directors pursuant to the provisions of Article 21.2 of the Articles of Association and the Remuneration Policy, resulting in the individual remuneration accrued by each Director for 2021.

- B.6.** Explain how the salaries accrued and vested during the closed financial year were determined for each of the executive directors for the performance of management functions and how they varied with respect to the previous year.

No salaries have been accrued in relation to the executive director position in 2021.

- B.7.** Explain the nature and main features of variable components of the remuneration schemes accrued and vested in the closed financial year

In particular:

- Identify each of the remuneration plans that have set the different variable remunerations accrued by each of the directors during the year, including information on their scope, their approval date, implementation date, conditions of vesting (if any), accrual periods and validity, criteria used for the evaluation of performance and how this has impacted on the setting of the variable amount accrued, as well as the measurement criteria used and the time needed for suitable measurement of all the stipulated conditions and criteria. The criteria and factors it has applied in terms of the time required and methods for verifying that the performance or other conditions to which the accrual and vesting of each component of variable remuneration was linked have been effectively met must be explained in detail.
- In the case of share option plans or other financial instruments, the general characteristics of each plan shall include information on the conditions both for acquiring unconditional



ownership (vesting), and for the exercise of such options or financial instruments, including the price and period in which they can be exercised.

- c) Each of the directors, and their class (executive, external proprietary, external independent or other external directors) that are entitled to schemes or plans that include variable remuneration.
- d) Disclose, where applicable, the periods of accrual or deferral of payment established and/or any holding or lock-up periods of the shares or other financial instruments.

Explain the short-term variable components of the remuneration schemes:

The General Shareholders Meeting, held on 29 April 2021, agreed to establish variable remuneration for directors of 1,000 euros for 2020.

Subsequently, the Board of Directors decided to distribute this amount as follows:

- Marco Colomer Barrigón (executive director): 1,000 euros.

Pursuant to the Articles of Association, each year the General Shareholders Meeting approves variable remuneration for the Board of Directors, consisting of a share in earnings, which can only be deducted from net profit and once the legal and statutory reserve obligations have been met and paying a minimum dividend of 4% to shareholders. This variable sum may not exceed 10% of the profits to be distributed amongst the shareholders. The specific calculation of the amount corresponding to each director is performed by the Board of Directors in line with the functions performed by each director on the committee, attendance of the different committee meetings, the tasks performed, the responsibilities assumed and the amount of time dedicated.

Furthermore, the Articles of Association provide for the remuneration of directors in the form of shares, or by option rights over shares, in addition to remuneration referenced to the value of shares, provided that the application of any of these systems is approved in advance by the General Shareholders Meeting. To date, the Company's General Shareholders Meeting has not approved the use of this type of remuneration system consisting of the delivery of shares or option rights over shares.

Explain the long-term variable components of the remuneration schemes:

The Company has not implemented any long-term variable remuneration systems.

**B.8.** Indicate whether there has been a reduction or claim for the return of certain variable components accrued when, in the first case, the payment of amounts not vested was deferred or, in the second case, was vested and paid, based on data which has subsequently proved to be manifestly inaccurate. Describe the amounts reduced or returned under the reduction (malus) or clawback clauses, why they have been enforced and the financial years to which they correspond.

Not applicable.

**B.9.** Explain the main characteristics of long-term savings schemes whose amount or annual equivalent cost is shown in the tables in Section C, including retirement and any other survival benefit, which are partially or totally funded by the company, whether gifted internally or externally, indicating the type of plan, whether it is contribution based or defined benefit, the contingencies it covers, the conditions for vesting economic rights for the directors and their compatibility

with any type of compensation for early termination or severance of the contractual relationship between the company and the director.

[ Not applicable. ]

**B.10.** Explain, where appropriate, compensation or any other type of payment derived from the early termination, whether decided by the company or the director, or cancellation of contract, in the terms provided therein, accrued and/or received by the directors during the year closed.

[ No compensation has been agreed or paid out for the removal of any Director. ]

**B.11.** Indicate whether there have been significant changes in the contracts of those with senior management functions as executive directors and, where appropriate, explain them. Likewise, explain the main conditions of the new contracts signed with executive directors during the financial year, unless they have been explained in section A.1.

[ There have been no changes to this end. ]

**B.12.** Explain any supplementary remuneration accrued by directors as compensation for services provided other than those inherent in their post.

[ No supplementary remuneration has been accrued. ]

**B.13.** Explain any remuneration derived from advances, loans or guarantees granted, along with the rate of interest, essential features and any amounts returned, as well as the obligations assumed on their behalf in the form of guarantees.

[ The Company has not granted any advance, loan, credit or guarantee to Directors. ]

**B.14.** Detail the remuneration in kind accrued by the directors during the year, briefly explaining the nature of the different salary components.

[ Currently, the Company's directors do not receive any remuneration in kind. ]

**B.15.** Explain the remuneration accrued by the director by virtue of payments made by the listed company to another entity at which the director is employed where such payments are designed to remunerate the services provided by the director at the listed company.

[ The Company does not make payments to any company that provided services to any director with a view to remunerating the services rendered to the Company. ]

**B.16.** Explain and provide details of the amounts accrued during the year in relation to any kind of compensation other than those listed above, of whatever nature and provenance within the group, including all provisions, regardless of their form, especially when it may be a related-party transaction or when its issuance would detract from a true and fair view of the total remuneration accrued by the director, providing an explanation of the amount awarded or pending payment, the nature of the consideration received and the reasons for them not being considered as director remuneration, where appropriate, for their performance of said role or as a consideration for their performance of



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OF DIRECTORS AT PUBLIC LIMITED COMPANIES**

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their executive functions and whether it has been considered appropriate or not to include the amounts accrued in the “other items” heading in section C.

[ There are no other remuneration components. ]

C. ITEMISED INDIVIDUAL REMUNERATION CORRESPONDING TO EACH DIRECTOR

Name	Type	2021 accrual period
Mr MARCO COLOMER BARRIGÓN	Executive Chairman	From 01/01/2021 to 31/12/2021
Mr JOSE LUIS COLOMER BARRIGÓN	Proprietary Deputy Chairman	From 01/01/2021 to 31/12/2021
Mr JUAN CARLOS URETA DOMINGO	Independent Director	From 01/01/2021 to 31/12/2021
Ms MÓNICA DE QUESADA HERRERO	Proprietary Director	From 01/01/2021 to 31/12/2021
Ms IRENE HERNÁNDEZ ÁLVAREZ	Lead Independent Director	From 01/01/2021 to 31/12/2021

C.1. Complete the following tables regarding the individual remuneration accrued by each director (including remuneration received for the discharge of executive duties) during the year.

a) Remuneration accrued at the reporting company:

i) Remuneration accrued in cash (in thousands of euros)

Name	Fixed remuneration	Allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Compensation	Other items	Total 2021	Total 2020
Mr MARCO COLOMER BARRIGÓN	4	2			1				7	8
Mr JOSE LUIS COLOMER BARRIGÓN	3	2							5	6
Mr JUAN CARLOS URETA DOMINGO	15	2							17	18
Ms MÓNICA DE QUESADA HERRERO	3	2							5	6
Ms IRENE HERNÁNDEZ ÁLVAREZ	15	2							17	18

Remarks

ii) Table of movements in remuneration systems based on shares and gross profit of shares or vested financial instruments.

Name	Name of the Plan	Financial instruments at the start of 2021		Financial instruments awarded during 2021		Financial instruments vested during the year				Instruments maturing but not exercised	Financial instruments at the end of 2021	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. equivalent/vested shares	Price of vested shares	Gross profit on vested financial instruments or shares (thousands euros)	No. instruments	No. instruments	No. equivalent shares
Mr MARCO COLOMER BARRIGÓN	None							0.00				
Mr JOSE LUIS COLOMER BARRIGÓN	None							0.00				
Mr JUAN CARLOS URETA DOMINGO	None							0.00				
Ms MÓNICA DE QUESADA HERRERO	None							0.00				
Ms IRENE HERNÁNDEZ ÁLVAREZ	None							0.00				

Remarks

iii) Long-term savings systems

Name	Remuneration for consolidation of rights in savings systems
Mr MARCO COLOMER BARRIGÓN	
Mr JOSE LUIS COLOMER BARRIGÓN	
Mr JUAN CARLOS URETA DOMINGO	
Ms MÓNICA DE QUESADA HERRERO	
Ms IRENE HERNÁNDEZ ÁLVAREZ	

Name	Contribution by the company during the year (thousands euros)				Amount of accumulated funds (thousands euros)			
	Savings systems with vested economic rights		Savings systems with unvested economic rights		Savings systems with vested economic rights		Savings systems with unvested economic rights	
	2021	2020	2021	2020	2021	2020	2021	2020
Mr MARCO COLOMER BARRIGÓN								
Mr JOSE LUIS COLOMER BARRIGÓN								
Mr JUAN CARLOS URETA DOMINGO								
Ms MÓNICA DE QUESADA HERRERO								
Ms IRENE HERNÁNDEZ ÁLVAREZ								

Remarks
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[ ]

iv) Details of other items

Name	Item	Amount of remuneration
Mr MARCO COLOMER BARRIGÓN	None	
Mr JOSE LUIS COLOMER BARRIGÓN	None	
Mr JUAN CARLOS URETA DOMINGO	None	
Ms MÓNICA DE QUESADA HERRERO	None	
Ms IRENE HERNÁNDEZ ÁLVAREZ	None	

Remarks
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[ ]

b) Remuneration accrued by directors for sitting on the boards of other Group companies:

i) Remuneration accrued in cash (in thousands of euros)

Name	Fixed remuneration	Allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Compensation	Other items	Total 2021	Total 2020
Mr MARCO COLOMER BARRIGÓN										

Name	Fixed remuneration	Allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Compensation	Other items	Total 2021	Total 2020
Mr JOSE LUIS COLOMER BARRIGÓN										
Mr JUAN CARLOS URETA DOMINGO										
Ms MÓNICA DE QUESADA HERRERO										
Ms IRENE HERNÁNDEZ ÁLVAREZ										

Remarks

ii) Table of movements in remuneration systems based on shares and gross profit of shares or vested financial instruments.

Name	Name of the Plan	Financial instruments at the start of 2021		Financial instruments awarded during 2021		Financial instruments vested during the year				Instruments maturing but not exercised	Financial instruments at the end of 2021	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. equivalent/vested shares	Price of vested shares	Gross profit on vested financial instruments or shares (thousands euros)	No. instruments	No. instruments	No. equivalent shares
Mr MARCO COLOMER BARRIGÓN	None							0.00				



Name	Name of the Plan	Financial instruments at the start of 2021		Financial instruments awarded during 2021		Financial instruments vested during the year				Instruments maturing but not exercised	Financial instruments at the end of 2021	
		No. instruments	No. equivalent shares	No. instruments	No. equivalent shares	No. instruments	No. equivalent/vested shares	Price of vested shares	Gross profit on vested financial instruments or shares (thousands euros)	No. instruments	No. instruments	No. equivalent shares
Mr JOSE LUIS COLOMER BARRIGÓN	None							0.00				
Mr JUAN CARLOS URETA DOMINGO	None							0.00				
Ms MÓNICA DE QUESADA HERRERO	None							0.00				
Ms IRENE HERNÁNDEZ ÁLVAREZ	None							0.00				

Remarks

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iii) Long-term savings systems

Name	Remuneration for consolidation of rights in savings systems
Mr MARCO COLOMER BARRIGÓN	
Mr JOSE LUIS COLOMER BARRIGÓN	
Mr JUAN CARLOS URETA DOMINGO	
Ms MÓNICA DE QUESADA HERRERO	
Ms IRENE HERNÁNDEZ ÁLVAREZ	

Name	Contribution by the company during the year (thousands euros)				Amount of accumulated funds (thousands euros)			
	Savings systems with vested economic rights		Savings systems with unvested economic rights		Savings systems with vested economic rights		Savings systems with unvested economic rights	
	2021	2020	2021	2020	2021	2020	2021	2020
Mr MARCO COLOMER BARRIGÓN								
Mr JOSE LUIS COLOMER BARRIGÓN								
Mr JUAN CARLOS URETA DOMINGO								
Ms MÓNICA DE QUESADA HERRERO								
Ms IRENE HERNÁNDEZ ÁLVAREZ								

Remarks

iv) Details of other items

Name	Item	Amount of remuneration
Mr MARCO COLOMER BARRIGÓN	None	
Mr JOSE LUIS COLOMER BARRIGÓN	None	
Mr JUAN CARLOS URETA DOMINGO	None	
Ms MÓNICA DE QUESADA HERRERO	None	
Ms IRENE HERNÁNDEZ ÁLVAREZ	None	

Remarks

c) Summary of remuneration (in thousands of euros):

Should include amounts for all remuneration components referred to in the present report accrued by the director, in thousands of euros.

Name	Remuneration accrued at the Company					Remuneration accrued at Group companies					Total 2021 company + Group
	Total remuneration in cash	Gross profit on vested financial instruments or shares	Remuneration through savings systems	Remuneration through other items	Total 2021 company	Total remuneration in cash	Gross profit on vested financial instruments or shares	Remuneration through savings systems	Remuneration through other items	Total 2021 Group	
Mr MARCO COLOMER BARRIGÓN	7				7						7
Mr JOSE LUIS COLOMER BARRIGÓN	5				5						5
Mr JUAN CARLOS URETA DOMINGO	17				17						17
Ms MÓNICA DE QUESADA HERRERO	5				5						5
Ms IRENE HERNÁNDEZ ÁLVAREZ	17				17						17
Total	51				51						51

Remarks

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C.2. State the evolution over the past five years of the amount and percentage variation in the remuneration accrued by each of the directors at the listed company that have served in the position during the year, the company's vested results and the average remuneration against an equivalent full-time base of company and subsidiary employees not considered directors of the listed company.

	Total amounts accrued and % annual variation								
	2021	% Variation 2021/2020	2020	% Variation 2020/2019	2019	% Variation 2019/2018	2018	% Variation 2018/2017	2017
<b>Executive directors</b>									
Mr MARCO COLOMER BARRIGÓN	7	-12.50	8	14.29	7	0.00	7	-12.50	8
<b>External directors</b>									
Mr JOSE LUIS COLOMER BARRIGÓN	5	-16.67	6	20.00	5	0.00	5	-16.67	6
Ms IRENE HERNÁNDEZ ÁLVAREZ	17	-5.56	18	5.88	17	0.00	17	-	0
Mr JUAN CARLOS URETA DOMINGO	17	-5.56	18	5.88	17	0.00	17	-5.56	18
Ms MÓNICA DE QUESADA HERRERO	5	-16.67	6	20.00	5	0.00	5	150.00	2

Remarks

**D. OTHER INFORMATION OF INTEREST**

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If there are any other relevant aspects concerning director remuneration not covered in the other sections of this report, but which should be included to provide more comprehensive and reasoned information on the structure and remuneration practices of the company in relation to its directors, please provide brief details thereof.

Does not exist ]

This annual remuneration report was approved by the company's Board of Directors at its meeting held on

21/02/2022

State whether any directors either voted against or abstained from voting with regard to the approval of this Report.

Yes

No