



ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED COMPANIES

ISSUER'S PARTICULARS

Financial year end: 31 December 2021

Tax identification code: A62338827

Registered name:

AUDAX RENOVABLES, S.A.

Registered office:

CALLE TEMPLE, 25 (BADALONA) BARCELONA

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1.1 Explain the directors' remuneration policy in force applicable to the current year. Insofar as it is relevant, certain information may be included regarding the remuneration policy approved by the general meeting of shareholders, provided that this additional information is clear, specific and concrete.

Specific determinations for the current year should be described regarding remuneration of directors in their capacity as such as well as for the performance of executive duties carried out by the Board pursuant to the provisions of the contracts signed with executive directors and to the remuneration policy approved by the general meeting.

In any case, at least the following aspects should be stated:

- a) Description of the company's procedures and bodies involved in determining, approving and applying the remuneration policy and its terms.
- b) Indicate and, where applicable, explain whether comparable companies have been taken into consideration in establishing the remuneration policy of the company.
- c) Information regarding whether any external advisor took part in the process and, if so, their identity.
- d) Procedures included in the current policy on directors' remuneration in order to apply temporary exceptions to the policy, conditions on which the exceptions may be introduced, and components which may be subject to exceptions according to the policy.

The directors' remuneration policy currently in force within the Company is based on the principles of private autonomy and of transparency and follows the guidelines set forth in the policy on remuneration of directors approved by the resolution of the ordinary general meeting of shareholders held on 21 April 2021 at the request of the Board of Directors and the Appointments and Remuneration Committee.

The Company's directors' remuneration policy is designed to reward dedication, qualification and responsibility required by the office of director, without compromising their independence, as well as the performance of executive duties carried out by the directors and coordination duties carried out by the coordinating director.

While developing this policy, other policies on directors' remuneration applied in comparable businesses were taken into account and it was not considered necessary for any external advisor to take part in the process.

Accordingly, the directors' remuneration policy of Audax Renovables complies with the provisions of the Corporate Enterprises Act and of article 18 of the Company's articles of association currently in force, approved by the general meeting of shareholders on 29 April 2019, which states the following:

"The position of the Company's director, in their capacity as such, will be remunerated.

The system of remuneration of the Company's directors, in their capacity as such, shall be based on attendance allowances, the specific rate of which will be determined by the board of directors within the limits established by the general meeting. The maximum amount of the annual remuneration of all the directors of the Company, in their capacity as such, must be approved by the general meeting and will remain in force until a modification is approved. Unless the general meeting determines otherwise, the distribution among the different directors shall be established by a resolution of the directors, which shall take into consideration the functions and responsibilities attributed to each director."

Additionally, the performance of executive functions by the directors, by law or by delegation of the board of directors, will be remunerated through a fixed amount of money.

The remuneration of the Directors who have been assigned executive functions shall be subject to the rest of the mandatory regulations, particularly, without limitation, those relating to the competence of the general meeting to determine the amount and concepts of their remuneration and those relating to the execution of the regulatory contract for the performance of executive functions and their remuneration."

The Company's remuneration policy shall be applied in accordance with this annual report on remuneration, although the Appointments and Remuneration Committee will continue reviewing the Company's remuneration policy in order to ensure its compliance with the amended legislation and the Unified Good Governance Code of listed companies which may be approved during the present and subsequent years, as well as with the needs and interests of the Company.

A.1.2 The relative weight of variable remuneration items compared to the fixed ones (remuneration mix) and the criteria and objectives taken into account in order to determine such items and to ensure a suitable balance between fixed and variable remuneration components. In particular, state the actions adopted by the company pertaining to the remuneration system in order to reduce excessive exposure to risk and to adjust it to the company's long term objectives, values and interests, including, as the case may be, a reference to measures provided to guarantee that the remuneration policy gives due

consideration to the long-term results of the company, the measures adopted with regard to the categories of personnel whose professional activities materially affect the risk profile of the company and measures designed to avoid conflicts of interest.

Furthermore, state whether the company has determined any accrual or vesting period for specific variable remuneration items, in cash, shares or other financial instruments, a deferral period for payment of sums or assignment of accrued and vested financial instruments, or whether any clause has been agreed to reduce the deferred remuneration not yet vested or to obligate the director to return any remuneration received, when such remuneration had been based on data which was clearly shown later to be inaccurate.

The directors' remuneration policy does not feature variable remuneration items. In this sense, according to the provisions of the Company's articles of association and the regulations of the board of directors, the remuneration system and the remuneration items to be received by the Company's directors in their capacity as such is based on attendance allowances, the specific rate of which is to be determined by the board of directors within the limits established by the general meeting.

Additionally, the performance of executive functions by the directors, by law or by delegation of the board of directors, will be remunerated through a fixed amount of money. The remuneration of the directors who have been assigned executive functions shall be subject to the rest of the mandatory regulations.

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

Listed below are the fixed components of the directors' remuneration for the performance of their duties and in their capacity as such, which are expected to be accrued over the year 2022:

- a) The directors' remuneration will be determined according to their attendance (whether on-site or telematic) to the meetings of the Company's Board of Directors and will amount to €4,500 per session, with a limit of €49,500 annually per director.
- b) Those directors who simultaneously are members of the Company's Audit Committee and/or the Appointments and Remuneration Committee shall receive remuneration amounting to (i) €3,000 per session with a limit of €33,000 annually per director in the case of the Audit Committee, and a limit of €15,000 annually per director in the case of the Appointments and Remuneration Committee.

When two or more sessions of the Board of Directors and/or of the Audit Committee and/or the Appointments and Remuneration Committee are held on the same day (i.e. regardless of whether these are the sessions of the same or of different bodies), the directors will only receive remuneration for their attendance to one session and, specifically, to the session where the amount of remuneration is higher.

A.1.4 Amount and nature of fixed components that will accrue over the year to executive directors for their performance of senior management duties.

The maximum remuneration received by the executive directors for their performance of senior management duties shall amount to €500,000.

A.1.5 Amount and nature of any component of remuneration in kind that will accrue over the year including, but not limited to, insurance premiums paid to the director.

N/A.

A.1.6 Amount and nature 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 determine the variable remuneration in the current year, explaining the extent to which these parameters are correlated with the performance of both the director and the company and with its risk profile, as well as the methodology, necessary period and techniques provided to determine, at the end of the year, the degree of effective compliance with the parameters used in determining the variable remuneration, explaining the criteria and factors applied with regard to the required time and methods of verifying the compliance with the performance criteria or any other requirements concerning the calculation and vesting of each component of the variable remuneration.

State, in monetary terms, the range of individual variable components according to the degree of compliance with the established objectives and parameters, and whether there is any maximum monetary amount in absolute terms.

N/A.

A.1.7 Main features of long-term savings schemes. Among other information, state the following: the contingencies covered by the system, whether it is a defined contribution or allowance system, the annual contribution that needs to be made to the defined contribution systems, the allowance that the beneficiaries are entitled to in case of defined allowance systems, the conditions for vesting in favour of directors and their compatibility with any type of payment or compensation due to early termination or dismissal or arising from the termination of the contractual relation between the company and the director under predetermined conditions.

It should be indicated whether or not the vesting or accrual of any of the long-term saving plans is linked to the attainment of specific goals or parameters related to the long- and short-term performance of the director.

N/A.

A.1.8 Any type of payment or compensation due to early termination or dismissal or arising from the contractual relation between the company and the director under predetermined conditions, whether by dismissal or voluntary resignation of the director, as well as any type of agreements, such as exclusivity, post-contractual non-competition, permanence or loyalty, which entitle the director to any type of consideration.

N/A.

A.1.9 Indicate the terms which should be featured in the contracts of people who perform senior management duties as executive directors. Among others, disclose the duration, limits on the amount of severance payments, permanence agreements, notice periods, payments in lieu of these notice periods, and any other provisions pertaining to hiring bonuses, as well as compensations or golden parachutes in the event of early termination of the contractual agreement between the company and the executive director. Include, among others, the non-competition, exclusivity, permanence or loyalty and post-contractual non-competence agreements, unless they have been explained in the previous paragraph.

The duration of the contracts signed by the executive directors with the Company is linked to the duration of their tenure as directors. The Company may dismiss executive directors and terminate their contracts for any reason and at any time. Executive directors dismissed by the Company are not entitled to any kind of severance or compensation payment by reason of the dismissal. On the other hand, the contracts do not include any agreements regarding non-competition, exclusivity, permanence or loyalty and post-contractual non-competence.

A.1.10 The nature and estimated amount of any other additional remuneration accrued by the directors over the current year in consideration for the services rendered, other than those inherent in their position.

N/A

A.1.11 Other remunerative items such as those arising, as the case may be, from the company's granting of advance payments, loans and guarantees and other remuneration.

N/A.

A.1.12 The nature and estimated amount of any other additional remuneration scheduled and not featured in the above sections, whether paid by the company or other entity of the group, which will accrue to the directors over the current year.

N/A.

A.2. Explain any important change in the remuneration policy applicable in the current year arising from:

- a) A new policy or a change in the policy already approved by the general meeting.
- b) Important changes in specific rates established by the board for the current year to the remuneration policy in force, in comparison to those applied in the previous year.
- c) Proposals that the board of directors may have agreed to submit to the general meeting of shareholders to which this

annual report will be submitted, expected to be applicable to the current year.

In 2022 the applicable remuneration policy will be the one approved on 21 April 2021 by the Shareholders' General Meeting of Audax Renovables, as motioned for by the Board of Directors and the Appointments and Remuneration Committee, for the years 2021, 2022 and 2023.

The policy on directors' remuneration aims to: (i) adjust the Company's remuneration policy to the actual performance of the directors as members of the Board and, in some cases, as members of the pertinent committees, as well as the executive functions carried out by the directors; and (ii) allow the Company's shareholders to vote on the remuneration policy individually and separately from the Annual Report on the Remuneration of Directors, as it is considered to be a practice that boosts good governance and transparency.

In accordance with the policy on remuneration of directors, the maximum sum of the annual remuneration (attendance allowances) expected to be paid to all the directors in their capacity as such and for coordination functions in the year 2022 will amount to €300,000.

Within the specified limit approved by the General Meeting of Shareholders and the distribution established by the Board of Directors, the directors' remuneration policy allows the Company directors to receive remuneration for their attendance (whether on-site or telematic) to the sessions of the Board of Directors, the Audit Committee and the Appointments and Remuneration Committee, as applicable, according to the following criteria set forth in the policy: a) The directors' remuneration will be determined according to their attendance (whether on-site or telematic) to the meetings of the Company's Board of Directors and will amount to €4,500 per session with a limit of €49,500 annually per director. b) Those directors who simultaneously are members of the Company's Audit Committee and/or the Appointments and Remuneration Committee shall receive remuneration amounting to €3,000 per session with a limit of €33,000 annually per director in the case of the Audit Committee, and a limit of €15,000 annually per director in the case of the Appointments and Remuneration Committee.

When two or more sessions of the Board of Directors and/or of the Audit Committee and/or the Appointments and Remuneration Committee are held on the same day (i.e. regardless of whether these are the sessions of the same or of different bodies), the directors will only receive remuneration for their attendance to one session and, specifically, to the session where the amount of remuneration is higher.

Additionally, the aforementioned policy specifies a maximum remuneration amount of all the Company directors who carry out executive duties. The maximum amount approved by the general meeting of shareholders on 21 April 2021 for the year 2021 is €350,000, and the maximum amount included in the policy for the year 2022 is €500,000.

Moreover, the director who performs coordination duties (currently Mr Ramiro Martínez-Pardo del Valle) shall have the right to receive, for their attendance to the sessions of the Board of Directors, the Audit Committee and the Appointments and Remuneration Committee, a total minimum remuneration of €90,000 annually.

A.3. Provide a direct link to the document presenting the current remuneration policy of the company, which should be available on the company's website.

<https://www.audaxrenovables.com/accionistas-e-inversores/el-rincon-del-accionista/junta-general-accionistas/>

A.4. Taking into account the data provided in section B.4, explain the outcome of the consultative vote of the shareholders at the general shareholders' meeting on the annual report on remuneration for the previous year.

99.9922% of the shareholders attending the general shareholders' meeting held on 21 April 2021 voted in favour of approving the report on the directors' remuneration for the year 2022, 0.0029% of the attending capital voted against, and 0.0049% of the attending capital abstained, therefore the decision was made to approve the remunerative items for the directors.

B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED THROUGHOUT THE PREVIOUS FINANCIAL YEAR

B.1. 1 Explain the process followed to apply the remuneration policy and to determine the individual remuneration indicated in section C of this report. This information shall feature the role played by the remuneration committee, the decisions made by the board of directors and, if applicable, the identity and role of external advisers whose services were used in the process of applying the remuneration policy in the year ended.

The Company's Appointments and Remuneration Committee has supervised and exercised control over the effective implementation of the directors' remuneration policy of the Company.

As the criteria for the accrual of the directors' remuneration for their attendance to the sessions of the Board of Directors are clearly defined in the remuneration policy, it was easy to determine the individual remuneration of each director.

B.1. 2 Explain any deviation from the established procedure of application of the remuneration policy occurred during the year.

N/A.

B.1.3 Indicate whether any temporary exceptions were applied to the remuneration policy and, if so, explain the exceptional circumstances which motivated the application of those exceptions, the specific components of the remuneration policy affected and the reasons why the entity considers that those exceptions were necessary to cater to the interests in the long term and to the overall sustainability of the company or to ensure its viability. Likewise, quantify the impact which the application of those exceptions had on the remuneration of each director over the year.

N/A.

B.2. Explain the various actions taken by the company pertaining to the remuneration system and how they contributed to reducing the exposure to excessive risk and adapting it to the company's long-term objectives, values and interests, including a reference to the measures adopted to ensure that the remuneration policy gave due consideration to the long-term results of the company and attained an adequate balance between the fixed and variable components of remuneration, which measures were adopted with regard to those categories of personnel whose professional activities affect materially the company's risk profile, and which measures were adopted to avoid conflicts of interest, if applicable.

The modification of the internal system of directors' remuneration approved by the ordinary general meeting of shareholders of the Company on 29 April 2019 featured the possibility for the directors to receive attendance allowances not only linked to the meetings of the Board of Directors, but also the sessions of the Audit Committee and the Appointments and Remuneration Committee when they are held on different days, as well as remuneration for carrying out executive or coordination duties, within the limit approved by the General Meeting and distributed by the Board of Directors according to the criteria established in the Company's Policy on Remuneration of Directors.

This remuneration system minimises the risks associated to the variable remuneration systems and makes it possible to attend to the Company's long-term results. Furthermore, the system based on attendance fees and remuneration for carrying out executive and coordination duties rewards dedication, qualification and responsibility of the directors in the performance of their duties, as their commitment and availability is a primary requirement. This is why the remuneration recognizes and rewards the attendance and participation of the directors in the sessions of the Board of Directors as well as in the sessions of the Audit Committee and the Appointments and Remuneration Committee.

These actions were taken in order to adapt the remuneration policy to the Company's situation and to the remuneration policies of the Audax group, to which the Company belongs.

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

Report also on the connection between the remuneration obtained by the directors and the results or other performance measures of the company in the short and long term, explaining, if applicable, how variations in company's performance have could affect variations in the remuneration of directors, including items accrued for which payment is deferred, and how they contribute to the long- and short-term results of the company.

In compliance with the remuneration policy in force, the remuneration accrued throughout the year to the directors reflects the number of sessions of the Board of Directors and sessions of the Audit Committee and the Appointments and Remuneration Committee attended by the directors (whether on site or by any telematic means).

This remuneration contributes positively to the short- and long-term results of the Company, because it stimulates the directors to attend to all the sessions of the Board of Directors and therefore boosts their dedication to the performance of their duties.

B.4. Report on the outcome of the consultative vote at the general meeting on the annual remuneration report for the previous year, indicating the number of abstentions, votes cast against, blank votes and votes cast in favour:

	Number	% of total
Votes cast	327,046,984	100.00
	Number	% of votes cast
Votes against	9,350	0.00
Votes in favour	327,021,634	99.99
Blank votes		0.00
Abstentions	16,000	0.00

B.5. Explain how the fixed components accrued and vested throughout the financial year to the directors in their capacity as such were determined, their relative proportion for each director, and how they varied from the previous year.

The remuneration received by the directors throughout the year was determined on the basis of their actual dedication to their duties and comprised allowances for their attendance to the sessions held during the year, in accordance with the new remuneration policy approved by the general meeting of shareholders held on 21 April 2021.

The established system of remuneration aims at rewarding the contribution and actual dedication of the directors to their duties in compliance with the Company's remuneration policy, where the remuneration system is adapted to the business and dimensions of the Company.

The Company ensured that the directors' remuneration be reasonably proportionate to the Company's importance, its economic situation at the time and the market standards of comparable businesses. The established remuneration system is aimed at promoting the Company's long-term profitability and sustainability and implementing the necessary precautions in order to avoid assuming excessive risk and compensating unfavourable results.

The fixed components accrued individually to the directors in their capacity as such and the changes from the previous year are featured in section C.1.a)i) hereof. The increase in comparison to the previous year is a consequence of a greater number of meetings of all the Board Committees, and of the fact that the new remuneration policy does not allow for reduced remuneration for the directors for their attendance to the meetings through electronic means (as was the case in the previous policy).

B.6. Explain how the salaries accrued and vested throughout the financial year to each executive director for the performance of their management duties were determined and how they varied from the previous year.

It shall be expressly stated that the directors holding executive positions have received remuneration for carrying out their management duties in the Company. In particular, the amount of €185,000 has been accrued to the executive chairman, Mr Francisco José Elías Navarro, and €115,000 to the deputy executive chairman, Mr Eduard Romeu Barceló, i.e. a total amount of €300,000.

The total maximum amount to be received by the executive directors has increased by €50,000 from the previous year as a consequence of the changes to the remuneration policy approved by the general meeting of shareholders on 21 April 2021.

B.7. Describe the nature and the main characteristics of the variable components of the remuneration systems accrued and vested throughout the financial year.

More specifically:

- a) Identify each remuneration plan that governed the individual variable items of remuneration accrued by each director throughout the financial year, including information on their extent, date of approval, date of implementation, terms of vesting, if applicable, accrual periods and maturity, the criteria used to evaluate performance and how it affected the process of determining the variable amount accrued, as well as the measurement criteria used and the time lapse necessary to be able to appropriately measure all the stipulated conditions and criteria, explaining specifically the criteria and factors applied with respect to the necessary time lapse and methods to verify the effective fulfilment of the performance or other conditions of accrual and vesting of each component of the variable remuneration.
- b) In the case of plans involving stock options or other financial instruments, the general characteristics of each plan shall include information on the conditions for acquiring unconditional ownership (vesting) as well as for enabling the exercise of such options or financial instruments, including the price and period for such exercise.
- c) Each of the directors, and their category (executive directors, external proprietary directors, external independent directors or other external directors), who are beneficiaries of remuneration systems or plans that include a variable remuneration.
- d) If applicable, include information on the applied accrual or deferment periods for payments established and/or the retention/non-disposal periods for any shares or other financial instruments.

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

N/A.

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

N/A.

B.8. Indicate whether there has been any reduction or claims for the return of specific variable components accrued, when, in the first case, the payment of non-vested amounts was deferred or, in the second case, the amounts were vested and paid, based on data which was later clearly proved to be inaccurate. Describe the amounts reduced or returned due to the application of reduction (malus) or return (clawback) clauses, explain why they were applied and in which financial years.

N/A.

B.9. Explain the main characteristics of the long-term savings plans, whose amount or annual equivalent cost appear in the tables in section C, including retirement and any other survivor benefits which are financed partially or entirely by the company, whether through internal or external contributions, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies covered, the conditions for vesting and the compatibility with any type of severance pay for early termination or termination of the contractual relationship between the company and the director.

N/A.

B.10. Explain, where appropriate, the severance payment or any other type of payment deriving from termination or early termination, whether due to dismissal or resignation, of the contract on the terms stipulated therein, accrued and/or received by the directors throughout the year.

N/A.

B.11. Indicate whether there have been any significant amendments to the contracts of persons performing senior management duties as executive directors, and if so, explain those changes. 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.

Upon a motion submitted by the Appointments and Remuneration Committee on 12 May 2021, the board of directors approved the novation of the contracts on provision of services by the executive directors, in order to amend their maximum remuneration stipulated therein, as a consequence of the changes introduced with the new remuneration policy of the Company approved by the general meeting of shareholders on 21 April 2021.

B.12. Explain any additional remuneration accrued by the directors as compensation for services provided other than those inherent to their position.

N/A.

B.13. Explain any remuneration resulting from granting advance payments, loans and guarantees, indicating the interest rate, its essential characteristics and the amounts paid back, if any, as well as the obligations undertaken on their behalf by way of a guarantee.

N/A.

B.14. Specify the remuneration in kind accrued by the directors throughout the financial year, briefly explaining the nature of the individual remunerative components.

N/A.

B.15. Explain the remuneration accrued by the director through payments made by the listed company to a third-party company in which the director renders services, when the purpose of those payments is to remunerate the director's services in the company.

Under the contract for provision of management and administration services, remuneration has accrued to the executive chairman and deputy executive chairman amounting to



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€300,000 for their services rendered to Audax Renovables, S.A. pursuant to that contract.

B.16. Explain and specify the amounts accrued over the year under any other remuneration item other than those indicated above, whatever its nature or the group entity paying it, including all the allowances in any of their forms, such as when considered as related party transaction or, particularly, when it significantly affects the fair view of the total remuneration accrued to the director, explaining the amount granted or outstanding, the nature of the received consideration and the reasons for which it was not considered, if applicable, to be the director's remuneration in their capacity as such, or consideration for the performance of their executive duties, and whether it was considered appropriate or not to include it in the amounts accrued under "other items" of section C.

N/A.

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C. ITEMISE THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH DIRECTOR

Name	Typology	Accrual period in 2021
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Executive Chairman	From 01/01/2021 to 31/12/2021
Mr EDUARD ROMEU BARCELÓ	Deputy Executive Chairman	From 01/01/2021 to 31/12/2021
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Coordinating Director	From 01/01/2021 to 31/12/2021
Mr RUBÉN CLAVIJO LUMBRERAS	Independent Director	From 01/01/2021 to 16/03/2021
Mr JOSEP MARIA ECHARRI TORRES	Independent Director	From 01/01/2021 to 31/12/2021
Ms MARÍA ROSA GONZÁLEZ SANS	Proprietary Director	From 21/04/2021 to 31/12/2021
Ms ANA ISABEL LÓPEZ PORTA	Proprietary Director	From 21/04/2021 to 31/12/2021

C.1. Complete the following tables regarding the individual remuneration of each director (including the remuneration for performing executive duties) accrued throughout the financial year.

a) Remuneration from the reporting company:

i) Remuneration in cash (in EUR thousands)

Name	Fixed remuneration	Per diem allowances	Remuneration for membership in board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2021 financial year	Total financial year 2020
Mr FRANCISCO JOSÉ ELÍAS NAVARRO				185					185	180
Mr EDUARD ROMEU BARCELÓ				115					115	70
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE		90							90	78
Mr RUBÉN CLAVIJO LUMBRERAS		6							6	21
Mr JOSEP MARIA ECHARRI TORRES		78							78	24

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Name	Fixed remuneration	Per diem allowances	Remuneration for membership in board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2021 financial year	Total financial year 2020
Ms MARÍA ROSA GONZÁLEZ SANS		27							27	
Ms ANA ISABEL LÓPEZ PORTA		57							57	

Comments

ii) Table of changes in the share-based remuneration systems and gross profit from the consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the beginning of 2021		Financial instruments granted throughout 2021		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2021		
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)		No. of instruments	No. of instruments	No. of equivalent shares
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Plan							0.00					
Mr EDUARD ROMEU BARCELÓ	Plan							0.00					
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Plan							0.00					
Mr RUBÉN CLAVIJO LUMBREERAS	Plan							0.00					
Mr JOSEP MARIA ECHARRI TORRES	Plan							0.00					

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Name	Name of the Plan	Financial instruments at the beginning of 2021		Financial instruments granted throughout 2021		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2021	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Ms MARÍA ROSA GONZÁLEZ SANS	Plan							0.00				
Ms ANA ISABEL LÓPEZ PORTA	Plan							0.00				

Comments

iii) Long-term saving schemes.

Name	Remuneration for the vesting of rights to saving schemes
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	
Mr EDUARD ROMEU BARCELÓ	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	
Mr RUBÉN CLAVIJO LUMBRERAS	
Mr JOSEP MARIA ECHARRI TORRES	
Ms MARÍA ROSA GONZÁLEZ SANS	
Ms ANA ISABEL LÓPEZ PORTA	

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Name	Company's contribution throughout the year (€ thousands)				Cumulative amount of funds (€ thousands)			
	Saving schemes with vested economic rights		Saving schemes with non-vested economic rights		Saving schemes with vested economic rights		Saving schemes with non-vested economic rights	
	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020
Mr FRANCISCO JOSÉ ELÍAS NAVARRO								
Mr EDUARD ROMEU BARCELÓ								
Mr RAMIRO MARTÍNEZ- PARDO DEL VALLE								
Mr RUBÉN CLAVIJO LUMBRERAS								
Mr JOSEP MARIA ECHARRI TORRES								
Ms MARÍA ROSA GONZÁLEZ SANS								
Ms ANA ISABEL LÓPEZ PORTA								

Comments

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iv) Details of other items

Name	Item	Remuneration amount
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Item	
Mr EDUARD ROMEU BARCELÓ	Item	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Item	
Mr RUBÉN CLAVIJO LUMBRERAS	Item	
Mr JOSEP MARIA ECHARRI TORRES	Item	
Ms MARÍA ROSA GONZÁLEZ SANS	Item	
Ms ANA ISABEL LÓPEZ PORTA	Item	

Comments

b) Remuneration to the directors of the listed company for their sitting on the governing bodies of its subsidiary companies:

i) Remuneration in cash (€ thousands)

Name	Remuneration fixed	Per diem allowances	Remuneration for membership in board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2021 financial year	Total financial year 2020
Mr FRANCISCO JOSÉ ELÍAS NAVARRO										
Mr EDUARD ROMEU BARCELÓ										
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE										

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Name	Remuneration fixed	Per diem allowances	Remuneration for membership in board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Severance pay	Other items	Total 2021 financial year	Total financial year 2020
Mr RUBÉN CLAVIJO LUMBRERAS										
Mr JOSEP MARIA ECHARRI TORRES										
Ms MARÍA ROSA GONZÁLEZ SANS										
Ms ANA ISABEL LÓPEZ PORTA										

Comments

ii) Table of changes in the share-based remuneration systems and gross profit from the consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the start of 2021		Financial instruments granted throughout 2021		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2021	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)	No. of instruments	No. of instruments	No. of equivalent shares
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Plan							0.00				

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Name	Name of the Plan	Financial instruments at the beginning of 2021		Financial instruments granted throughout 2021		Consolidated financial instruments over the year				Expired and not exercised instruments	Financial instruments at the end of 2021	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent / consolidated shares	Price of consolidated shares	Gross profit from consolidated shares or financial instruments (€ thousands)		No. of instruments	No. of instruments
Mr EDUARD ROMEU BARCELÓ	Plan							0.00				
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Plan							0.00				
Mr RUBÉN CLAVIJO LUMBRERAS	Plan							0.00				
Mr JOSEP MARIA ECHARRI TORRES	Plan							0.00				
Ms MARÍA ROSA GONZÁLEZ SANS	Plan							0.00				
Ms ANA ISABEL LÓPEZ PORTA	Plan							0.00				

Comments

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iii) Long-term saving schemes.

Name	Remuneration for the vesting of rights to saving schemes
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	
Mr EDUARD ROMEU BARCELÓ	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	
Mr RUBÉN CLAVIJO LUMBRERAS	
Mr JOSEP MARIA ECHARRI TORRES	
Ms MARÍA ROSA GONZÁLEZ SANS	
Ms ANA ISABEL LÓPEZ PORTA	

Name	Company's contribution throughout the year (€ thousands)				Cumulative amount of funds (€ thousands)			
	Saving schemes with vested economic rights		Saving schemes with non-vested economic rights		Saving schemes with vested economic rights		Saving schemes with non-vested economic rights	
	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020
Mr FRANCISCO JOSÉ ELÍAS NAVARRO								
Mr EDUARD ROMEU BARCELÓ								
Mr RAMIRO MARTÍNEZ- PARDO DEL VALLE								
Mr RUBÉN CLAVIJO LUMBRERAS								
Mr JOSEP MARIA ECHARRI TORRES								

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Name	Company's contribution throughout the year (€ thousands)				Cumulative amount of funds (€ thousands)			
	Saving schemes with vested economic rights		Saving schemes with non-vested economic rights		Saving schemes with vested economic rights		Saving schemes with non-vested economic rights	
	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020	Year 2021	Year 2020
Ms MARÍA ROSA GONZÁLEZ SANS								
Ms ANA ISABEL LÓPEZ PORTA								

Comments

iv) Details of other items

Name	Item	Remuneration amount
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	Item	
Mr EDUARD ROMEU BARCELÓ	Item	
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	Item	
Mr RUBÉN CLAVIJO LUMBRERAS	Item	
Mr JOSEP MARIA ECHARRI TORRES	Item	
Ms MARÍA ROSA GONZÁLEZ SANS	Item	
Ms ANA ISABEL LÓPEZ PORTA	Item	

Comments

c) Summary of remuneration (in EUR thousands):

The summary should include amounts of all remuneration items referred to in this report, accrued by the director, stated in EUR thousands.

Name	Remuneration accrued in the Company					Remuneration accrued in group companies					2021 financial year company total + group
	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	Total financial year 2021 company	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	Total financial year 2021 group	
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	185				185						185
Mr EDUARD ROMEU BARCELÓ	115				115						115
Mr RAMIRO MARTÍNEZ- PARDO DEL VALLE	90				90						90
Mr RUBÉN CLAVIJO LUMBRERAS	6				6						6
Mr JOSEP MARIA ECHARRI TORRES	78				78						78
Ms MARÍA ROSA GONZÁLEZ SANS	27				27						27

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Name	Remuneration accrued in the Company					Remuneration accrued in group companies					2021 financial year company total + group
	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	Total financial year 2021 company	Total Remuneration in cash	Gross profit from consolidated shares or financial instruments	Remuneration through saving schemes	Remuneration for other items	Total financial year 2021 group	
Ms ANA ISABEL LÓPEZ PORTA	57				57						57
TOTAL	558				558						558

Comments

C.2. Indicate the changes in the last 5 years of the amount and percentage variation of the remuneration accrued to each of the directors of the listed company who have served throughout the year, of the consolidated earnings of the company and of the average remuneration on a basis equivalent to the full-time employee of the company and of its subsidiary entities that are not the listed company's directors.

	Amounts accrued and annual % variation								
	Year 2021	% Variation 2021/2020	Year 2020	% Variation 2020/2019	Year 2019	% Variation 2019/2018	Year 2018	% Variation 2018/2017	Year 2017
Executive directors									
Mr FRANCISCO JOSÉ ELÍAS NAVARRO	185	2.78	180	-	0	-	0	-	0
Mr EDUARD ROMEU BARCELÓ	115	64.29	70	-	0	-	0	-	0
External directors									

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Amounts accrued and annual % variation									
	Year 2021	% Variation 2021/2020	Year 2020	% Variation 2020/2019	Year 2019	% Variation 2019/2018	Year 2018	% Variation 2018/2017	Year 2017
Ms ANA ISABEL LÓPEZ PORTA	57	-	0	-	0	-	0	-	0
Mr JOSEP MARIA ECHARRI TORRES	78	225.00	24	-44.19	43	43.33	30	66.67	18
Ms MARÍA ROSA GONZÁLEZ SANS	27	-	0	-	0	-	0	-	0
Mr RUBÉN CLAVIJO LUMBRERAS	6	-71.43	21	-12.50	24	-	0	-	0
Mr RAMIRO MARTÍNEZ-PARDO DEL VALLE	90	15.38	78	8.33	72	56.52	46	155.56	18
Consolidated earnings of the company									
	4,457	-86.91	34,049	3.08	33,031	195.55	11,176	93.16	5,786
Average remuneration of the employees									
	27,355	-5.67	28,999	6.31	27,278	-22.11	35,022	-33.24	52,458

Comments



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D. OTHER USEFUL INFORMATION

If there are any important aspects of the directors' remuneration that were not included in other sections of this report, but that are necessary to provide more comprehensive and fully reasoned information on the directors' remuneration structure and remuneration practices of the company, specify them briefly.

N/A.

This annual remuneration report has been approved by the company's board of directors in its meeting held on:

24/02/2022

State whether any directors voted against or abstained from voting in the approval of this Report.

- Yes
- No