

Public School Teachers' Pension and Retirement Fund of Chicago

BANCO SANTANDER S.A.

ISIN	ES0113900J37	Meeting Date	25-Mar-21
Ticker		Deadline Date	18-Mar-21
Country	Spain	Record Date	19-Mar-21
Blocking	No	Vote Date	16-Mar-21

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Accounts and Reports	Management	For	For	For
1.B	Report on Non-Financial Information	Management	For	For	For
1.C	Ratification of Board Acts	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3.A	Board Size	Management	For	For	For
3.B	Ratify Co-option and Elect Gina Lorenza Diez Barroso	Management	For	For	For
3.C	Elect Homaira Akbari	Management	For	For	For
3.D	Elect Álvaro Antonio Cardoso de Souza	Management	For	For	For
3.E	Elect Francisco Javier Botín-Sanz de Sautuola y O'Shea	Management	For	For	For
3.F	Elect Ramiro Mato García-Ansorena	Management	For	For	For
3.G	Elect Bruce Carnegie-Brown	Management	For	For	For
4	Appointment of Auditor	Management	For	For	For
5.A	Amendments to Articles (Debt Instruments)	Management	For	For	For
5.B	Amendments to Articles (Share-based Remuneration)	Management	For	For	For
5.C	Amendments to Articles (General Meetings)	Management	For	For	For
5.D	Amendments to Articles (Remote Attendance)	Management	For	For	For

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6.A	Amendments to General Meeting Regulations (Debt Instruments)	Management	For	For	For
6.B	Amendments to General Meeting Regulations (Share-based Compensation)	Management	For	For	For
6.C	Amendments to General Meeting Regulations (Proxies)	Management	For	For	For
6.D	Amendments to General Meeting Regulations (Remote Voting)	Management	For	For	For
6.E	Amendments to General Meeting Regulations (Publication of Resolutions)	Management	For	For	For
7	Authority to Issue Non-Convertible Debt Instruments	Management	For	For	For
8	Remuneration Policy (Binding)	Management	For	For	For
9	Director's Fees	Management	For	For	For
10	Maximum Variable Remuneration	Management	For	For	For
11.A	2021 Variable Remuneration Plan	Management	For	For	For
11.B	2021 Deferred and Conditional Variable Remuneration Plan	Management	For	For	For
11.C	Digital Transformation Award	Management	For	For	For
11.D	Buy-Out Policy	Management	For	For	For
11.E	UK Employee Share Saving Scheme	Management	For	For	For
12	Authorisation of Legal Formalities	Management	For	For	For
13	Remuneration Report (Advisory)	Management	For	For	For

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