

**COMPETENCY MATRIX
BOARD OF ACCIONA**

	Name of Director	Board position	Director category	Energy, electricity, gas and renewable energy experience	Construction, engineering, water and utilities experience	Urban and Real Estate Development experience	Mobility and transportation experience	Private Equity, Investment and M&A experience	Sustainability Experience	Finance, Accounting and Audit experience	Innovation and Digital Experience	Information Security/Cyber security experience	Risk Management experience
1	JOSÉ MANUEL ENTRECANALES DOMEQC	Chairman	Executive	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO
2	JUAN IGNACIO ENTRECANALES FRANCO	Chairman Vice-Lead	Executive Independent	YES	YES	NO	NO	NO	YES	YES	NO	NO	NO
3	JERÓNIMO MARCOS GERARD RIVERO	Director	Independent	NO	YES	YES	NO	YES	YES	YES	YES	NO	YES
4	DANIEL ENTRECANALES DOMEQC	Director	Proprietary	NO	YES	YES	NO	YES	YES	YES	YES	NO	NO
5	JAVIER ENTRECANALES FRANCO	Director	Proprietary	YES	NO	YES	NO	YES	YES	YES	NO	NO	NO
6	KAREN CHRISTIANA FIGUERES OLSEN	Director	Independent	YES	NO	YES	NO	NO	YES	NO	YES	NO	NO
7	JAVIER SENDAGORTA GÓMEZ DEL CAMPILLO	Director	Independent	NO	YES	YES	YES	NO	NO	YES	NO	NO	YES
8	JOSÉ MARÍA PACHECO GUARDIOLA	Director	Independent	NO	NO	YES	YES	YES	YES	NO	YES	YES	NO
9	SONIA DULÁ	Director	Independent	NO	NO	NO	NO	YES	YES	YES	YES	NO	NO
10	MARÍA DOLORES DANCAUSA TREVIÑO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	YES	YES	YES
11	MAITE ARANAGO GARCIA URTIAGA	Director	Independent	NO	NO	NO	NO	NO	YES	YES	YES	NO	NO
12	CARLO CLAVARINO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	NO	NO	NO