

ACCIONA SA - BOARD COMPETENCE MATRIX

	Name of Director	Position on the Board	Category of director	Energy - Electricity, gas, renewables.. experience	Construction, Engineering, Water and public services experience	Urban Development and Real Estate experience	Mobility, transportation experience	Private Equity, Investments, M&A experience	Sustainability experience	Finance, Accounting and Audit experience	Innovation and Digital Expertise	Information Security / Cybersecurity Experience
1	MR. JOSÉ MANUEL ENTRECANALES DOMEQ	Chairman	Executive Director	yes	yes	yes	yes	yes	yes	yes	no	no
2	MR. JUAN IGNACIO ENTRECANALES FRANCO	Vice Chairman	Executive Director	yes	yes	no	no	no	yes	yes	no	no
3	MR. JERÓNIMO MARCOS GERARD RIVERO	Lead Independent Director	Non-executive Independent	no	yes	yes	no	no	yes	yes	no	no
4	MR. DANIEL ENTRECANALES DOMEQ	Director	Non-executive Proprietary	no	no	no	no	no	no	no	yes	no
5	MR. JAVIER ENTRECANALES FRANCO	Director	Non-executive Proprietary	yes	no	yes	no	yes	yes	yes	no	no
6	MS. KAREN CHRISTIANA FIGUERES OLSEN	Director	Non-executive Independent	yes	no	yes	no	no	yes	no	yes	no
7	MR. JAVIER SENDAGORTA GÓMEZ DEL CAMPILLO	Director	Non-executive Independent	no	yes	yes	yes	no	no	yes	no	no
8	MR. JOSÉ MARÍA PACHECO GUARDIOLA	Director	Non-executive Independent	no	no	yes	yes	yes	yes	no	yes	yes
9	MS. SONIA DULÁ	Director	Non-executive Independent	no	no	no	no	yes	yes	yes	yes	no
10	MS. MARIÁ DOLORES DANCAUSA TREVIÑO	Director	Non-executive Independent	yes	no	yes	yes	yes	yes	yes	yes	yes
11	MS. MAITE ARANAGO GARCIA URTIAGA	Director	Non-executive Independent	no	no	no	no	no	yes	yes	yes	no
12	MR. CARLO CLAVARINO	Director	Non-executive Independent	yes	no	no	no	yes	yes	yes	no	no
	MR. JUAN CARLOS GARAY IBARGARAY*	Lead Independent Director	Non-executive Independent	no	no	no	no	yes	no	yes	no	no
	MS. ANA INÉS SAINZ DE VICUÑA*	Director	Non-executive Independent	no	no	yes	no	yes	no	yes	no	no

*MR. JUAN CARLOS GARAY IBARGARAY served on the Board of Director from 06/06/2013 to 23/06/2022. In the last General Shareholders Meeting his mandate concluded.

MS. ANA INÉS SAINZ DE VICUÑA served on the Board of Director from 11/06/2015 to 23/06/2022. In the last General Shareholders Meeting her mandate concluded.