

**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	Talent management, Human Resources and remuneration experience
MR. JOSÉ MANUEL ENTRECANALES DOMEcq	Chairman	Executive	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	YES
MR. JUAN IGNACIO ENTRECANALES FRANCO	Vice-Chairman	Executive	YES	YES	NO	NO	NO	YES	YES	NO	NO	NO	YES
MR. JERÓNIMO MARCOS GERARD RIVERO	Lead Independent Director	Independent	NO	YES	YES	NO	YES	YES	YES	YES	NO	YES	YES
MR. DANIEL ENTRECANALES DOMEcq	Director	Proprietary	NO	YES	YES	NO	YES	YES	YES	YES	NO	NO	YES
MR. JAVIER ENTRECANALES FRANCO	Director	Proprietary	YES	NO	YES	NO	YES	YES	YES	NO	NO	NO	YES
MR. JAVIER SENDAGORTA GÓMEZ DEL CAMPILLO	Director	Independent	NO	YES	YES	YES	NO	NO	YES	NO	NO	YES	YES
M. JOSÉ MARÍA PACHECO GUARDIOLA	Director	Independent	NO	NO	YES	YES	YES	YES	NO	YES	YES	NO	YES
MS. SONIA DULÁ	Director	Independent	NO	NO	NO	NO	YES	YES	YES	YES	NO	NO	YES
MS. MARÍA DOLORES DANCAUSA TREVIÑO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES
MS. MAITE ARANAGO GARCIA URTIAGA	Director	Independent	NO	NO	NO	NO	NO	YES	YES	YES	NO	NO	YES
MR. CARLO CLAVARINO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	NO	NO	NO	YES
MS. MARÍA SALGADO MADRIÑÁN	Director	Independent	YES	NO	NO	YES	NO	YES	YES	YES	YES	YES	YES
MS. TERESA SANJURJO GONZÁLEZ	Director	Independent	NO	NO	NO	NO	NO	YES	YES	YES	NO	YES	YES