

**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 MR. JOSÉ MANUEL ENTRECANALES DOMEQ	Chairman	Executive	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO
2 MR. JUAN IGNACIO ENTRECANALES FRANCO	Vice-Chairman	Executive	YES	YES	NO	NO	NO	YES	YES	NO	NO	NO
3 MR. JERÓNIMO MARCOS GERARD RIVERO	Lead Independent Director	Independent	NO	YES	YES	NO	YES	YES	YES	YES	NO	YES
4 MR. DANIEL ENTRECANALES DOMEQ	Director	Proprietary	NO	YES	YES	NO	YES	YES	YES	YES	NO	NO
5 MR. JAVIER ENTRECANALES FRANCO	Director	Proprietary	YES	NO	YES	NO	YES	YES	YES	NO	NO	NO
6 MR. JAVIER SENDAGORTA GÓMEZ DEL CAMPILLO	Director	Independent	NO	YES	YES	YES	NO	NO	YES	NO	NO	YES
7 M. JOSÉ MARÍA PACHECO GUARDIOLA	Director	Independent	NO	NO	YES	YES	YES	YES	NO	YES	YES	NO
8 MS. SONIA DULÁ	Director	Independent	NO	NO	NO	NO	YES	YES	YES	YES	NO	NO
9 MS. MARÍA DOLORES DANCAUSA TREVIÑO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	YES	YES	YES
10 MS. MAITE ARANAGO GARCIA URTIAGA	Director	Independent	NO	NO	NO	NO	NO	YES	YES	YES	NO	NO
11 MR. CARLO CLAVARINO	Director	Independent	YES	NO	NO	NO	YES	YES	YES	NO	NO	NO
12 MS. MARÍA SALGADO MADRIÑÁN	Director	Independent	YES	NO	NO	YES	NO	YES	YES	YES	NO	YES
13 MS. TERESA SANJURJO GONZÁLEZ	Director	Independent	NO	NO	NO	NO	NO	YES	YES	YES	NO	YES