

**COMPETENCY MATRIX
BOARD OF ACCIONA ENERGÍA**

				Energy and climate change	Board experience	Financial management	Banking experience	Geopolitical exposure	Digital experience	Science and technology	Corporate matters	Risk management	Cybersecurity
1	Jose Manuel Entrecanales Domecq	Chairman	Non-executive proprietary	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No
2	Rafael Mateo	CEO	Executive	Yes	Yes	Yes	No	Yes	No	No	Yes	No	No
3	Juan Ignacio Entrecanales Franco	Member	Non-executive proprietary	Yes	Yes	Yes	No	No	No	No	Yes	No	No
4	Sonia Dulá	Member	Non-executive proprietary	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No
5	Karen Christiana Figueres	Member	Non-executive proprietary	Yes	Yes	No	No	Yes	No	Yes	Yes	No	No
6	Alejandro Werner	Member	Non-executive independent	Yes	No	Yes	Yes	Yes	No	No	Yes	No	No
7	María Fanjul	Member	Non-executive independent	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
8	Rosauro Varo	Member	Non-executive independent	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No
9	María Salgado	Member	Non-executive independent	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
10	Juan Luis López Cardenete	Member	Non-executive independent	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No
11	Teresa Quirós	Member	Non-executive independent	Yes	Yes	Yes	No	No	No	No	Yes	Yes	Yes