

**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	Talent management, Human Resources and remuneration experience
1	Mr. José Manuel Entrecanales Domecq	Chairman	Non-executive proprietary	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No	Yes
2	Mr. Rafael Mateo Alcalá	CEO	Executive	Yes	Yes	Yes	No	Yes	No	No	Yes	No	No	Yes
3	Mr. Juan Ignacio Entrecanales Franco	Member	Non-executive proprietary	Yes	Yes	Yes	No	No	No	No	Yes	No	No	Yes
4	Ms. Sonia Dulá	Member	Non-executive proprietary	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes
5	Mr. Alejandro Werner Wainfeld	Member	Non-executive independent	Yes	No	Yes	Yes	Yes	No	No	Yes	No	No	Yes
6	Ms. María Fanjul Suárez	Member	Non-executive independent	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7	Mr. Rosauro Varo Rodríguez	Member	Non-executive independent	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes
8	Ms. María Salgado Madriñán	Member	Non-executive proprietary	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes
9	Mr. Juan Luis López Cardenete	Member	Non-executive independent	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No	Yes
10	Ms. Teresa Quirós Álvarez	Member	Non-executive independent	Yes	Yes	Yes	No	No	No	No	Yes	Yes	Yes	Yes
11	Vacancy													