

## SKILLS MATRIX OF THE APPOINTMENTS AND REMUNERATIONS COMMITTEE OF ACCIONA

|                                                                                                |  |  |  |  |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <b>Mr. Javier Sendagorta Gómez del Campillo</b><br>Chairman of the ARC<br>Independent Director |                                                                                   |                                                                                     |                                                                                     |                                                                                     |
| <b>Ms. Teresa Sanjurjo González</b><br>Independent Director                                    |                                                                                   |                                                                                     |                                                                                     |                                                                                     |
| <b>Mr. Jerónimo Marcos Gerard Rivero</b><br>Other External Director                            |                                                                                   |                                                                                     |                                                                                     |                                                                                     |
| <b>Ms. María Salgado Madriñán</b><br>Independent Director                                      |                                                                                   |                                                                                     |                                                                                     |                                                                                     |



Talent management,  
Human Resources  
and remuneration  
experience



Finance,  
Accounting and  
Audit  
experience



Innovation  
and Digital  
Experience



Information Security/  
Cyber security  
experience