

|                                                                                                                        | Mr. Ramón Adell                                                                     | Ms. Isabel Estapé                                                                   | Mr. Jaime Siles Fernández-Palacios                                                  | Ms. Helena Herrero                                                                                                                        | Mr. Javier de Jaime                                                                 | Mr. Rajaram Rao                                                                     | Mr. Francisco Reynés                                                                | Mr. Pedro Sainz de Baranda                                                          | Mr. Claudio Santiago                                                                  | Ms. Lucy Chadwick                                                                     | Mr. José Antonio Torre de Silva                                                       | Mr. Nicolas Villén                                                                    | Ms. Marta Martínez Alonso                                                             | Ms. Isabel Gabarró Miquel                                                             | Mr. Martin Catchpole                                                                  |
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| Energy trends<br>Global / Strategy /<br>technology                                                                     |    |                                                                                     |    |                                                          |                                                                                     |    |    |                                                                                     |    |    |                                                                                       |    |    |                                                                                       |    |
| Infrastructure<br>(investments)                                                                                        |    |    |    |                                                                                                                                           |    |    |    |                                                                                     |    |    |    |    |    |    |    |
| B2C (Customer<br>Experience)                                                                                           |    |                                                                                     |                                                                                     |                                                          |    |                                                                                     |    |    |                                                                                       |                                                                                       |    |                                                                                       |                                                                                       |                                                                                       |                                                                                       |
| Operational Excellence<br>and process optimization                                                                     |    |                                                                                     |                                                                                     |                                                          |                                                                                     |                                                                                     |    |    |    |                                                                                       |                                                                                       |    |                                                                                       |                                                                                       |                                                                                       |
| Regulators / other<br>relationships                                                                                    |    |    |    |                                                                                                                                           |                                                                                     |    |    |                                                                                     |                                                                                       |    |                                                                                       |    |    |                                                                                       |    |
| Experience in Spain                                                                                                    |    |    |    |                                                          |    |    |    |    |    |    |    |    |                                                                                       |    |                                                                                       |
| Experience in Latam                                                                                                    |  |  |  |                                                        |  |  |  |  |  |  |  |  |  |  |  |
| International experience                                                                                               |  |  |  |                                                        |  |  |  |  |  |  |  |  |  |  |  |
| Experience<br>in senior management                                                                                     |                                                                                     |                                                                                     |  |                                                        |  |  |  |  |  |  |  |  |  |                                                                                       |  |
| Accounting / Auditing /<br>Risk Management                                                                             |  |  |  |                                                        |  |  |  |  |  |  |  |  |  |  |  |
| Corporate Finance                                                                                                      |  |  |  |                                                        |  |  |  |  |  |                                                                                       |  |  |  |  |  |
| Industrial technologies<br>and energy (technologies<br>industrial)                                                     |                                                                                     |                                                                                     |                                                                                     |                                                                                                                                           |                                                                                     |                                                                                     |  |  |  |  |                                                                                       |  |                                                                                       |                                                                                       |                                                                                       |
| Tecnologías industriales<br>y energéticas (tecnologías<br>de la información)                                           |                                                                                     |                                                                                     |                                                                                     |                                                        |                                                                                     |                                                                                     |  |  |  |  |                                                                                       |                                                                                       |  |                                                                                       |                                                                                       |
| Talent Management<br>and remuneration                                                                                  |  |  |                                                                                     |                                                        |  |  |  |  |  |  |  |  |  |  |                                                                                       |
| Corporate governance<br>and sustainability (ESG)                                                                       |  |  |  |                                                        |  |  |  |  |  |  |  |  |                                                                                       |  |                                                                                       |
| Climate change                                                                                                         |                                                                                     |  |  |                                                        |                                                                                     |                                                                                     |  |                                                                                     |  |  |  |                                                                                       |                                                                                       |  |                                                                                       |
|  Executive professional experience. |                                                                                     |                                                                                     |                                                                                     |  Director experience or indirect executive experience. |                                                                                     |                                                                                     |                                                                                     |                                                                                     |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |