



PROFESSIONAL PROFILE AND BIOGRAPHICAL DATA

Secretary of the Remuneration Committee.

Date of appointment as secretary of the Remuneration Committee of Iberdrola, S.A.: 10 January 2023.

Other current professional activities and positions

He is president of the law firm Sagardoy Abogados, S.L.P., as well as Vice President of Fundación Máshumano and of the EY-Sagardoy Talent and Innovation Institute and a member of the Board of Directors of the Association for the Rationalisation of Working Hours in Spain (*Asociación para la Racionalización de Horarios en España*) (ARHOE).

Academic training

Degree in Law and Corporate Legal Advisor from ICADE, Comillas Pontifical University. He also holds a PhD in Law from the University of Alcalá de Henares and is Professor of Labour Law at Francisco de Vitoria University.

He also holds certificates in the *Program of Instruction for Lawyers and Leading Professional Firms*, both from Harvard Business School.

Noteworthy experience in the energy and industrial engineering sectors

He has been a member of the Board of Directors of the Círculo de Empresarios and was an independent member of the Board of Directors of Solaria Energía y Medio Ambiente, S.A.

Noteworthy experience in other industries

He has been Chairman of the IRCO Institute of the IESE Business School and a member of the Editorial Board of the newspaper *Expansión*.

He has also written numerous publications on labour and social security law and has been cited as a *leading individual and recommended lawyer* in *The Legal 500 Europe, Middle East & Africa* directory, recognised as an eminent practitioner by Chambers Partners Europe in 2022 and for the previous ten years and featured in the WWL Thought Leaders Labour & Employment 2021 directory, as well as in its special Pensions & Benefits edition in recent years.

