



PROFESSIONAL PROFILE AND BIOGRAPHICAL DATA

Counsel to the Board of Directors and Secretary of the Remuneration Committee.

Date of appointment as counsel of the Board of Directors of Iberdrola, S.A.: 21 June 2011.

Date of appointment as secretary of the Remuneration Committee of Iberdrola, S.A.: 27 March 2015.

Other current professional activities and positions

He is founding partner of the law firm Ramón & Cajal Abogados, independent director and chair of the Remuneration and Corporate Governance Committee of Bankinter, S.A. He is also practicing lawyer registered with the Biscay and Madrid Bar Associations, and member of Real Academia de Doctores de Cataluña and of Real Academia de Jurisprudencia y Legislación.

Academic training

Degree in Law and with Extraordinary Achievement Award from Universidad Complutense de Madrid, Doctor from the Law School at Universidad Complutense de Madrid, Executive Management Programme at Harvard Business School, and Government Lawyer on voluntary leave.

Noteworthy experience in the energy and industrial engineering sector

He was secretary of the Appointments and Remuneration Committee of Iberdrola, S.A. until its division into two committees on March 2015.

He has been secretary of the Board of Directors and head of Legal Services at companies belonging to Instituto Nacional de Industria and to Instituto Nacional de Hidrocarburos, such as Endiasa, Eniepsa, and Hispanoil.

Noteworthy experience in other industries

He has been General Secretary and Secretary of the Board of Directors of Bankinter, S.A.

In addition, he has been Government Lawyer at various tax departments, and was General Deputy-Director of the Tax Ministry.

He has been a professor at Instituto de Empresa and has authored articles and papers on Commercial Law, arbitration, energy, and other issues. Regularly collaborates in the *Legal Journals for Engineers* of Iberdrola, S.A.

