

REPORT PREPARED BY THE APPOINTMENTS, REMUNERATIONS AND SUSTAINABILITY COMMITTEE OF ELECNOR, SA REGARDING THE PROPOSAL FOR THE RE-APPOINTMENT OF MR. JUAN IGNACIO LANDECHO SARABIA INCLUDED IN THE AGENDA OF THE BOARD OF DIRECTORS' MEETING CALLED FOR 30 MARCH 2022.

1. Introduction

This **justifying report** is prepared by the **Appointments, Remunerations and Sustainability Committee of Elecnor, S.A.** (hereinafter, Elecnor or the Company), upon request of the Board of Directors in its meeting dated 26 January 2022 and in accordance with the provisions of article 529 decies and 529 quindecies of the Spanish Companies Act, in relation to the re-appointment proposal, for the term legally established in the Spanish Companies Act **for four years**, of **Mr. Juan Ignacio Landecho Sarabia** as Director, with the category of **proprietary director**, whose previous appointment, also for a period of four years, was approved by the General Shareholders' Meeting of the Company held in Madrid on 1 June 2018.

This report assesses the professional and biographical profile of the proposed candidate, and will be submitted to the Board of Directors who, taking into consideration the report, will assess the candidate's competence, experience and merits for the performance of the position of Director, in the terms of the aforementioned article 529 decies of the Spanish Companies Act.

2. Professional and biographical profile of Mr. Juan Ignacio Landecho Sarabia

Position: Board Member

Category: Proprietary

Committees: N/A

Dates of appointment and re-election as a Board Member of ELECNOR, S.A.:

Date of first appointment: 21/06/2006

- 1st Re-election: 23/05/2012
- 2nd Re-election: 1/06/2018

Shareholding in the share capital of ELECNOR, S.A.:

- Direct: 0,003%
- Indirect: 0,082%

OTHER PROFESSIONAL POSITIONS AND ACTIVITIES CURRENTLY HELD

Elecnor Group

- Board Member of ENERFÍN SOCIEDAD DE ENERGÍA, S.L.U.

Out of the Elecnor Group

- Board Member of CANTILES XXI, S.L.

PROFESSIONAL CAREER

Elecnor Group

- He has been Manager in several departments of ELECNOR, S.A.
- INTERNACIONAL DE DESARROLLO ENERGETICO, S.A.

Out of the Elecnor Group

- He has been Director and Vice President of the CLUB DE EXPORTADORES E INVERSORES.
- He has been a member of the Board of CELEO CONCESIONES E INVERSIONES, S.L.
- He has been Director and member of the Board Committee of the Association of Manufacturers of Capital Goods SERCOBE.
- Has worked at CREDIT SUISSE
- Has worked for ELECTROWATT INGENIERÍA

ACADEMIC EDUCATION

Degree in Economics and Business Administration from the Universidad Pontificia de Comillas, ICADE 2.

Languages: English.

3. Assessment of the profile of Mr. Juan Ignacio Landecho Sarabia

In preparing the proposal for the re-appointment of the aforementioned Director, the Appointments, Remunerations and Sustainability Committee has taken into account the adaptation of his professional profile to the particularities of the business carried out by the Company and its Group and of the business sectors in which it operates, as well as its international character.

On the other hand, the Appointments, Remunerations and Sustainability Committee has assessed as very satisfactory the trajectory that Mr. Landecho Sarabia has carried out, since 2006, Member of the Board of Directors of Elecnor.

In this regard, the Company's Appointments, Remunerations and Sustainability Committee understands that, in order to properly exercise its functions of defining the Group's strategic and management guidelines and supervising their implementation, as well as decisions on matters of strategic importance at the level of Group, all the members of the Board of Directors must adequately combine sufficient capacities and skills in the following areas:

- a) knowledge of the activity sectors in which the Company and its Group operate;
- b) experience and knowledge in economic and financial aspects, in the management of highly qualified human resources and in legal and regulatory frameworks;
- c) international experience and knowledge of the most relevant geographic markets for the Company and its Group; and
- d) experience and knowledge in management, leadership and business strategy.

The candidate's curriculum vitae and his career as Director widely prove his competence as a director, his merits to hold the position of Director with the category of proprietary, his extensive experience in relevant sectors for the Company and its Group, and his deep knowledge in various business fields, which guarantees the contribution of plural points of view to the debate of the matters in the Board of Directors, especially, on the management of the Company.

In addition, it is stated that the proposed re-election and this report have been formulated taking into consideration and in strict compliance with the " Policy for the diversity of the Board of Directors and selection of Directors" (the Policy), approved by the Board of Directors Administration to comply with the recommendations contained in the Good Governance Code of Listed Companies of the Spanish Securities Market Commission.

In this sense, with regard to the procedures for selecting Directors, the Policy establishes that, when appointing/re-electing a Director, corporate interests shall prevail over any other selection criteria. In this case, Mr. Juan Ignacio Landecho Sarabia is the person with the most appropriate professional profile to ensure the Company's interests in the exercise of his position, due to his extensive experience in relevant sectors for the Company and its Group, and for his deep knowledge of these, as a result of the impeccable performance of his position since his appointment.

For all these reasons, this Committee reports favorably on the re-appointment of Mr. Juan Ignacio Landecho Sarabia, as Director of the Company, with the category of proprietary, considering that he continues to have all the skills and abilities necessary to hold said position.

In Madrid, 21 February 2022.