

REPORT PREPARED BY THE APPOINTMENTS, REMUNERATIONS AND SUSTAINABILITY COMMITTEE OF ELECNOR, SA REGARDING THE PROPOSAL FOR THE RE-APPOINTMENT OF MR. MIGUEL MORENÉS GILES 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. Miguel Morenés Giles** 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. Miguel Morenés Giles

Position: Board Member

Category: Proprietary

Committees:

- Board Member of the Executive Committee (18/03/2015)
- Secretary of the Audit Committee (01/06/2018)

Dates of appointment and re-election as a Board Member of ELEC NOR, S.A.:

Date of first appointment: 23/07/1987

- 1st Re-election: 21/06/1991
- 2nd Re-election: 27/06/1996
- 3rd Re-election: 18/06/1998
- 4th Re-election: 20/06/2003
- 5th Re-election: 23/06/2006
- 6th Re-election: 23/05/2012
- 7th Re-election: 01/06/2018

Shareholding in the share capital of ELEC NOR, S.A.:

- Direct: 0,000%
- Indirect: 1,011%

OTHER PROFESSIONAL POSITIONS AND ACTIVITIES CURRENTLY HELD

Elecnor Group

- Board Member of ENERFÍN SOCIEDAD DE ENERGÍA, S.L.U.
- Non-Executive Chairman of CELEO CONCESIONES E INVERSIONES, S.L.

Out of the Elecnor Group

- Padre Damián Foundation: Founder and Trustee
- Chairman of the Board of Directors of FINCAS CULTIVADAS S.L.
- AGRÍCOLA CAPDEPON S.L. Individual representing the Administrator of Fincas Cultivadas S.L.
- Board member of ACERCA PARTNERS S.L.
- Board member of KEROW INVERSIONES S.L.
- Board member of INVERSIONES TRANSITORIAS CON INMUEBLES S.L.
- Board member of EGUILUZ EQUIPAMIENTOS S.L.
- Board member of EDIFICIOS EGUILUZ S.L.

PROFESSIONAL CAREER

Out of the Elecnor Group

- He has worked as a Strategic Advisor for several companies.
- He has been Chairman and CEO of FREIGEL FOODSOLUTIONS, S.A.

- He has been Board Member and CEO of the AGROVIC ALIMENTACIÓN GROUP.
- He has been Board Member Chairman and CEO of TINAMENOR, S.A.
- He has been a Deputy Managing Director of CONSTRUCTORA INTERNACIONAL, S.A.
- He has been a Director of the International Division of WILLIAMS & HUMBERT, S.A.
- He has been a Deputy General Manager and Assistant to the Managing Director of GARVEY, S.A.

ACADEMIC EDUCATION

Graduate in Political, Economic and Business Sciences, specialising in Business, from the Complutense University of Madrid.

Master in Economics and Business Management (MED) at the Instituto de Estudios Superiores de la Empresa (IESE) of the University of Navarra in Barcelona.

Senior Business Management Programme (PADE) from the Instituto de Estudios Superiores de la Empresa (IESE) of the University of Navarra in Barcelona.

Languages: English and French.

3. Assessment of the profile of Mr. Miguel Morenés Giles

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. Morenés Giles has carried out, since 1987, 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. Miguel Morenés Giles 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. Miguel Morenés Giles, 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.