



PROFESSIONAL AND BIOGRAPHIC PROFILE

Position: Alternate Member of the Neoenergia Board of Directors

Other positions in the Company: Full Member of Neoenergia's Compensation Committee

Last election date: February 15, 2023

Job positions held and professional activities currently performed

She has been the Chief Development, Global Talent and Learning Officer at the Iberdrola Group since November 2022.

Personal profile and educational background

Divorced and a mother of two, Estrella Martin is a Psychologist graduated from the Oviedo University of Asturias, Spain, and also holds an Executive MBA from Instituto de Empresa, Madrid, Spain. She also attended the Senior Management Program at Instituto de Empresa, Madrid, Spain; Spearheading the Digital Transformation at the Escola Nova de Negócios e Economia, she is also an Occupational Health and Safety Technician, specialized in Safety by the Maritime Rescue Center of Asturias.

She is fluent in Spanish, English and Portuguese.

Experience in the energy sector

In the energy sector, she served as Director of Personnel and Organization at Ocean Winds; she was the Global Human Resources Officer and Principal of the EDP Renováveis Renewable Energy School, EDP Group; she was a Senior Human Resources Officer at the Spanish and American Companies of the EDP Group and Human Resources Manager at HC Energia (EDP Group).

