

PROFESSIONAL AND BIOGRAPHIC PROFILE

Position: Full member of the Compensation and Succession Committee of Neoenergia

Other positions held in the Company: Full Member of the Neoenergia Board of Directors

Date of last election: August 22, 2023

Positions held and professional activities currently performed

He is also Deputy Secretary of the Iberdrola's Board of Directors and Full member of the Board of AVANGRID, Iberdrola Group's subholding in the United States.

He is currently the Secretary General and Managing Director of Legal Services for the Iberdrola Group in Spain.

Personal profile and educational background

Married and a father of four children, Santiago Martínez is a lawyer graduated from Universidad Complutense (Madrid), and also holds a Business degree from Centro Universitario San Pablo CEU, in Spain.

He is also a Ph.D. in Business Law from Universidad Autónoma de Barcelona, in Spain.

He is fluent in Spanish, English and Portuguese.

Experience in energy sector

In the energy sector, he worked as a Director of Legal Services at Iberdrola Corporation, in Spain.

He was a board member, learned advisor and secretary of the Board of Directors of Iberdrola Renováveis, as well as secretary of the Board of Directors of Iberdrola Spain and secretary of the Iberdrola Foundation.

Santiago Martinez was also a Director of Elektro Redes, a company of the Neoenergia Group, in Brazil.

Experience in other sectors

He has developed his professional career as a Government Lawyer at the High Courts of Justice of Catalonia and Castile-La Mancha and at the Ministry of Internal Affairs. He was also a lawyer for the Junta de Castilla y León and legal counsel for the Ministry of Health.

He was Chief of Staff of the Secretary of State for Justice and Chief of Staff of the Ministry of Justice, as well as a member of various boards of public and private companies, among others, of the Board of Directors of Transmediterrânea, Infoinvest and the State Society of International Exhibitions.

Other information

He is a patron and secretary of the Pro-Real Academy Foundation for Case Law and Legislation and bears the Cross of Honor of the Order of Saint Raymond of Peñafort.

Member of IESE Executive Management Programme course at Universidad de Navarra (Navarra), and member of the Government's Legal Service of Castile and León on voluntary leave.