



COMISION NACIONAL DEL MERCADO DE VALORES

Madrid, 20 de marzo de 2025

Muy Sres. Nuestros:

Dear Sirs,

En cumplimiento de lo dispuesto en el Art. 226 de la Ley 6/2023, de 17 de marzo, de los Mercados de Valores y de los Servicios de Inversión, **ACCIONA, S.A.** (en adelante, “**ACCIONA**” o la “**Sociedad**”), comunica la siguiente:

Pursuant to the provisions of Art. 226 of Act 6/2023, of the Securities Markets and Financial Services, **ACCIONA, S.A.** (“**ACCIONA**” or the “**Company**”) reports the following:

INFORMACIÓN PRIVILEGIADA

INSIDE INFORMATION

La Sociedad comunica cambios organizativos en el Grupo.

The Company reports organizational changes in its Group.

Se adjunta la comunicación dirigida por el Presidente a los directivos y la Nota de Prensa.

The President’s communication to the management team and the Press release are attached hereto.

Esta información privilegiada se publica en idiomas español e inglés, en caso de discrepancia entre ambas versiones, prevalecerá la versión española.

This inside information statement is published in Spanish and English, languages and in case of discrepancy between both versions, the Spanish version shall prevail.

Atentamente/Yours faithfully,

Jorge Vega-Penichet López
Secretario del Consejo
Company Secretary

Madrid, March 20th, 2025

Dear Friends,

On behalf of the Boards of Directors of Acciona, Acciona Energía, and in my own name I would like to share the following **key decisions regarding the management structure of our company.**

As of the next General Shareholders' Meeting of Acciona Energía, and after 16 years of loyal and effective service, our **CEO of Acciona Energía, Rafael Mateo**, will embark on a new stage in his professional life. Rafael has not only been a fundamental pillar in our organization but also one of its creators, playing a decisive role in its development and consolidation. His recognized prestige in the sector and his strategic vision have been key to achieving the leadership position we hold today. However, I trust that Rafael will remain connected to Acciona.

His successor in the role will be the current **Chief Operating Officer, Arantza Ezpeleta**, who, with her extensive experience in the sector and at Acciona Energía, her internal and external recognition, and her commitment to the company, we are confident will lead the organization with the same success and dedication that Rafael has demonstrated until now.

Furthermore, given the strong growth and internationalization experienced in recent years and with the aim of enhancing my own management reach, at **Acciona** and with immediate effect, **José Ángel Tejero will assume the newly created position of Chief Operating Officer (COO)**, and **José Entrecañales will take on the role of Chief Financial and Sustainability Officer (CFSO)** of the group, replacing José Ángel. **Raimundo Fernández-Cuesta**, currently Director of Finance and Investor Relations, will replace José in the position of CFSO at Acciona Energía.

I trust that these leadership reinforcements will enhance our strategic vision, expand our international presence and proximity, improve daily operations, and drive Acciona's sustainable and profitable growth.

I appreciate everyone's effort and valuable contributions, and wish them much success in their new responsibilities and future challenges.

Yours sincerely,

José Manuel Entrecañales

Organization

ARANTZA EZPELETA TO BECOME CEO OF ACCIONA ENERGÍA

ACCIONA

José Ángel Tejero will become the group's Chief Operating Officer (COO) and José Entrecanales will become Chief Financial and Sustainability Officer (CFSO)

ACCIONA ENERGÍA

Raimundo Fernández-Cuesta replaces José Entrecanales as CFSO of ACCIONA Energía

MADRID, 20 MARCH 2025. Arantza Ezpeleta will become CEO of ACCIONA Energía as of the company's next General Shareholders' Meeting, replacing Rafael Mateo, as announced today by José Manuel Entrecanales, chairman & CEO of ACCIONA and chairman of ACCIONA Energía, in an internal communication to employees on behalf of the Boards of Directors of both companies.

Arantza Ezpeleta is a Telecommunications Engineer from the Public University of Navarra and has an Executive MBA from the University of Deusto and a management development program from IE Business School. She currently holds the position of Chief Operating Officer (COO) of ACCIONA Energía and has been with the ACCIONA group for 27 years, where she has developed her professional career in various positions such as director of International Energy Business Development, International director, director of Technology and Innovation and Chief Financial and Sustainability Officer of ACCIONA Energía.

"With her extensive experience in the sector and at ACCIONA Energía, her internal and external recognition, and her commitment to the company, we are confident she will lead the organization with the same success and dedication that Rafael has demonstrated until now," said José Manuel Entrecanales.

Rafael Mateo, 66, whose term of office ends at the next General Shareholders' Meeting, joined Acciona in 2010 as general manager of the Energy division.

The chairman of ACCIONA stated that "Rafael [Mateo] has not only been a fundamental pillar in our organization but also one of its creators, playing a decisive role in its development and consolidation. His recognized prestige in the sector and his strategic vision have been key to achieving the leadership position we hold today. However, I trust that Rafael will remain connected to ACCIONA."

In addition, in his communication to the employees of both companies, José Manuel Entrecanales also announced the appointment of José Ángel Tejero as Chief Operating Officer (COO), a newly-

created position in ACCIONA's organizational chart, and José Entrecanales as Chief Financial and Sustainability Officer (CFSO) of the group.

The changes in ACCIONA, according to its chairman, are as a result of the strong growth and internationalization experienced in recent years and in order to strengthen his own management reach.

José Angel Tejero holds a degree in Law from the University of Malaga and a Master's Degree in Business Administration (MBA) from Queens University of Charlotte in North Carolina. He has developed his professional career in the financial function of the ACCIONA group for 26 years, until his current position as CFSO of ACCIONA.

José Entrecanales held, until today, the position of CFSO of ACCIONA Energía, in which he will be replaced by Raimundo Fernández-Cuesta.

José Entrecanales graduated in Business Administration and Management and Law from the Universidad Pontificia de Comillas (ICADE E-3) and holds a Master's Degree in Business Administration (MBA) from Harvard Business School in Massachusetts. He joined ACCIONA Energía in 2021 as director of Strategy and Corporate Development and subsequently took up his current position as CFSO. Previously, he worked at Goldman Sachs as an investment analyst and at the Canada Pension Plan Investment Board as a senior associate in the renewable energy sector.

Raimundo Fernández-Cuesta holds a degree in Economics from Carlos III University of Madrid and a Bachelor of Science (BS) in Financial Economics from Birkbeck College, University of London. He has been with ACCIONA for 14 years where he has held various management positions in the areas of mergers and acquisitions and investor relations, until his appointment in 2021 as director of Finance and Investor Relations of ACCIONA Energía.

"I trust that these leadership reinforcements will enhance our strategic vision, expand our international presence and proximity, improve daily operations, and drive ACCIONA's sustainable and profitable growth", concluded José Manuel Entrecanales.