

## Armando J. Ugarriza Capdevila

(Bilbao, Spain, 1975)

### PROFESSIONAL AND BIOGRAPHIC PROFILE

**Position:** Effective member of the Remuneration and Succession Committee of Neoenergia

**Date of last election:** March 13, 2025

He is also an Alternate Member of the Board of Directors of Neoenergia

### Personal profile and educational background

Married, Armando Ugarriza has a degree in Economic Sciences - Business Section and Insurance Actuary from the País Vasco University. Courses of Teaching Doctorate in Economic Sciences - País Vasco University. Executive Master's Degree in Management of Financial Entities and Investment Services Companies from the Options & Futures Institute.

He is fluent in Spanish and English.

### Experience in energy sector

In the Energy sector, he joined the Iberdrola Group in 2004 as Executive Manager to lead the implementation of the executive optimization plan, as well as plans to resize the workforce and participate in the internationalization of the Group. He has extensive experience in social security. During his path at IBERDROLA, it is worth highlighting his participation in the main negotiations of rebalancing plans and financing of pension plans, adequacy of benefits, establishment of action plans for employees, and his work on the integration of ScottishPower, Renewables, Brazil and IUSA. He is currently Director of Remuneration and Pensions Policies at Iberdrola S.A.

### Experience in other sectors

He was a Consultant at Gil y Carvajal, Insurance and later at AON, until 2001. He was also a Senior Consultant at Willis Towers Watson.

### Other information

He represents the interests of Iberdrola, among others, as a member of the Corporate Platform for the Future of Occupational Pensions in Europe, Secretary of the Iberdrola Pension Plan, President of Caja Juan Urrutia, EPSV and representative in the Federation of Social Security Entities.