

## Mercedes Moreno Nieto

(Madrid, Spain, 1974)

### PROFESSIONAL AND BIOGRAPHIC PROFILE

**Position:** Alternate Member of the Remuneration and Succession Committee of Neoenergia

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

### Personal profile and educational background

Mercedes Moreno Nieto has a degree in Business Studies (CEU Luis Vives University College, linked to the University of Alcalá de Henares) and a postgraduate degree in Human Resources Management (Autonomous University of Madrid - Madrid Chamber of Commerce).

She is fluent in Spanish and English.

### Experience in energy sector

She joined the Iberdrola Group in 1998 and since then has held various positions in the human resources area, specializing in the remuneration area.

Since 2017, she has been responsible for the Iberdrola Group's remuneration systems, analyzing and identifying the best practices in remuneration systems that allow the attraction, retention and motivation of the most qualified professionals so that the Group can achieve its objectives within the increasingly competitive and globalized framework in which its activity is carried out.

### Experience in other sectors

She is a member of the Iberdrola Group's Equality and Work-Life Balance Monitoring Committee.