
REMUNERATION OF SENIOR OFFICIALS

2024

Information is provided on the remuneration received by the CEO and Chairman of the state-owned company ENAIRE, pursuant to Article 8.1.f. of Law 19/2013 of 9 December, on transparency, access to public information and good governance.

The gross remuneration received by **ENAIRe's CEO** in 2024 **for all items amounted to €189,932.16**. He has accrued seven three-year periods in this entity for which he has not received any remuneration since his appointment to senior management on 1 April 2017.

The applicable regulations regarding salary updates in 2024 are:

- Article 6 of Royal Decree-Law 4/2024 of 26 June, which extends certain measures to address the economic and social consequences arising from the conflicts in Ukraine and the Middle East, and adopts urgent measures in fiscal, energy, and social matters.
- Resolution of 27 June 2024, from the Secretariat of State for Budgets and Expenditures, which issues instructions on the payment to staff of the State Public Sector of the 2% salary increase for the year 2024, as outlined in Article 6 of Royal Decree-Law 4/2024, of 26 June, which extends certain measures to address the economic and social consequences arising from the conflicts in Ukraine and the Middle East, and adopts urgent measures in fiscal, energy, and social matters.

The remuneration increase applied was 2%. An additional 0.5% is pending approval as of 5 March 2025, which would be applied retroactively to 1 January 2024.

2023

In compliance with article 8.1.f of Act 19/2013 of 9 December, on Transparency, Access to Public Information and Good Governance, information is provided on the remuneration received by the CEO and by the Chairperson of the state-owned company ENAIRE.

On 10th June 2023, there was a change in leadership at the company, such that the remuneration received to date was €84,907.64 and considered eleven seniority bonuses. From that date onwards, and based on the proportional part of the remainder of the annual period, the remuneration was €103,419.77 and, due to the type of contract, seniority is not considered, although he was eligible for seven bonuses.

The Chairperson of ENAIRE does not receive remuneration from said state-owned company. The Chairperson's compensation is that received by virtue of his position as Secretary of State for Transport and Sustainable Mobility, the details of which are available to the public at this link: [Transparency - General - Search](#)

The Chairman of ENAIRE does not receive remuneration from said public business entity, since her remuneration is that provided for in her capacity as Secretary of State for Transport, Mobility and Urban Agenda, the details of which, should you be interested, are available to the general public at the following [link](#).

2022

In compliance with Article 8.1.f. of the Transparency Law, ENAIRE undertakes to make all relevant public information available to citizens.

Furthermore, pursuant, on the one hand, to Article 19.2 of Law 22/2021 of 28 December on General State Budgets for 2022, and on the other to Article 23 of Royal Decree-Law 18/2022 of 18 October, approving measures to further protect energy consumers and

helping to reduce natural gas consumption as part of the "Plan+ for energy security (+SE)", as well as measures on the remuneration of public sector employees and to protect temporary agricultural workers affected by the drought, the entity reports that in 2022, ENAIRE's CEO received a gross remuneration of €186,933.80, which includes the amount of €7,043.08 as a special seniority bonus. There was a 3.5% increase in remunerations with respect to the amount authorised for 2021.

The Chairman of ENAIRE does not receive remuneration from said public business entity, since her remuneration is that provided for in her capacity as Secretary of State for Transport, Mobility and Urban Agenda, the details of which, should you be interested, are available to the general public at the following [link](#).

2021

In compliance with Article 8.1.f. of the Transparency Law, ENAIRE undertakes to make all relevant public information available to citizens.

In compliance with the provisions of article 20. Three of Law 11/2020, of 30th December, on State Budgets for the year 2021, a gross annual remuneration of €173,827.08 was authorised for the position of General Manager of ENAIRE for 2021. This amount includes the total remuneration to be received for the performance of the duties inherent to the position, except for the seniority to which he may be entitled under current legislation and including, where applicable, any remuneration in kind. There was a 0.9% increase in remuneration compared to the amount received in 2020.

Also, in the aforementioned year, he received the amount of €6,937.04 euros by way of Seniority Bonus for Special Services (6,804.38 euros corresponding to the year 2021 and 132.66 euros as salary review arrears corresponding to the financial year 2020).

The gross remuneration received by the General Manager of ENAIRE in 2021, for all concepts, amounted to €184.141. It should be noted that this amount includes the amount of 3,489.30 euros as arrears for the 2020 salary review.

The Chairman of ENAIRE does not receive remuneration from said public business entity, since her remuneration is that provided for in her capacity as Secretary of State for Transport, Mobility and Urban Agenda, the details of which, should you be interested, are available to the general public at the following [link](#).

2020

In compliance with Article 8.1.f. of the Transparency Law, ENAIRE undertakes to make all relevant public information available to citizens.

In compliance with the provisions of Article 4. 3 of Royal Decree-Law 2/2020, of 21 January, approving urgent measures regarding remuneration in the public sector, a gross annual remuneration of €172,276.58 was authorised for the position of General Manager of ENAIRE for 2020. This amount includes the total remuneration to be received for the performance of the duties inherent to the position, except for the seniority to which he may be entitled under current legislation and including, where applicable, any remuneration in kind. There was a 2.0% increase in remuneration compared to the amount received in 2019.

Also, in the aforementioned year he received the amount of €6,610.56 by way of Seniority Bonus for Special Services.

The gross remuneration received by the General Manager of ENAIRE in 2020, for all concepts, amounted to €175,530.46. It should be noted that this amount does not include the salary review for the year 2020 of the corresponding remuneration items, which will be performed in 2021.

The Chairman of ENAIRE does not receive remuneration from said public business entity, since his remuneration is that provided for in his capacity as Secretary of State for Transport, Mobility and Urban Agenda, the details of which, should you be interested, are available to the general public at the following [link](#).

2019

In compliance with Article 8.1.f. of the Transparency Law, ENAIRE undertakes to make all relevant public information available to citizens.

In compliance with Article 4.3 of Royal Decree-Law 24/2018, of 21 December, approving urgent measures regarding remuneration in the public sector, a gross annual remuneration of €168,692.58 was authorised for the position of General Manager of ENAIRE for 2019. This amount includes the total remuneration to be received for the performance of the duties inherent to the position, except for the seniority to which he may be entitled under current legislation and including, where applicable, any remuneration in kind. There was a 2.375% increase in remuneration compared to the amount received in 2018.

Also, in said year he received the amount of €6,601.87 by way of Seniority Bonus for Special Services.

The gross remuneration received by the General Manager of ENAIRE in 2019, for all concepts, was €175,294.45

The Chairman of ENAIRE does not receive remuneration from said public business entity, since his remuneration is that provided for in his capacity as Secretary of State for Infrastructure, Transport and Housing, the details of which, should you be interested, are available to the general public at the following [link](#).

2017 y 2018

In compliance with article 8.1.f. of the Act of Transparency, ENAIRE commits to making available to the citizens all relevant public information.

In compliance with the provisions established in article 20.3 and article 18.2 of Act 6/2018 of 3 July on General State Budgets for 2017 and 2018, an annual gross remuneration of

- **Year 2017.** €161,945.14 was authorised in favour of ENAIRE's Managing Director.
- **Year 2018.** €164,576.74 was authorised in favour of ENAIRE's Managing Director.

This amount includes all the remuneration to be received for holding the position, except for the seniority due in accordance with the current regulation and including, where applicable, any payment in kind. An average annual increase of 1.625% was produced in remunerations in 2018 with respect to the amount received in 2017 and of 1% with respect to 2016.

On the other hand, during the aforementioned period he received as a Seniority Supplement Special Services the amount of:

- **Year 2017.** €5,960.33, as well as €9,240.42 as arrears for this supplement for the period between 30 May 2015 and 31 December 2016.
- **Year 2018.** €6,431.04.

The gross remuneration received by ENAIRE's Managing Director for all items amounted to

- **Year 2017.** €177,145
- **Year 2018.** €171,007.78

The Chairman of ENAIRE does not receive remuneration from said public business entity, since his remuneration is that provided for in his capacity as Secretary of State for Infrastructure, Transport and Housing, the details of which, should you be interested, are available to the general public at the following [link](#).

2015 y 2016

The remuneration of senior executives is an essential part of the public information. In compliance with article 8.1.f. of the Act of Transparency, ENAIRE commits to making available to the citizens all relevant public information.

ENAIRE, acting as a public corporate entity, in compliance with Act 19/2013, of 9 December, on Transparency, Access to Public Information and Good Governance, makes public the following information:

The Chairman of ENAIRE does not receive remuneration from said public business entity, since his remuneration is that provided for in his capacity as Secretary of State for Infrastructure, Transport and Housing, the details of which, should you be interested, are available to the general public at the following [link](#).

The gross remuneration received by ENAIRE's Managing Director in the year 2015, for all items, amounted to €94,776.36 (since his appointment from 30 May to 31 December 2015). This includes the reimbursement of 26.23% the amount discounted in 2012 as bonus pay for December 2012.

The gross remuneration received by its Managing Director in the year 2016, for all items, amounted to €161,999.98. In 2016 an increase of 1% was produced in the remunerations with respect to the year 2015, in accordance with the provisions established in the General State Budget Act for the public sector. In addition, in 2016 the remaining 49.73% of the bonus pay discounted in 2012 was reimbursed.