

BOARD OF DIRECTORS

COMPOSITION:

Chairman

Mr. Luis Lada Díaz

- Category of Director: Independent.
- Date of appointment as Chairman: 29th September 2017.
- Date of appointment: 4th April 2017.
- Expiration Date: 27th April 2027.
- Telecommunications Engineer from the Universidad Politécnica de Madrid and Academic of the Royal Academy of Engineering.
- He has spent most of his professional career in the Telefónica Group, where he joined in 1973 at his Research and Studies Center. In 1984 He achieved the highest technical responsibility of the Company and after a stage (1989-1993) as General Manager of the AMPER Group, S.A., He went back to Telefónica as a Head of its Group of Subsidiaries. In 1994 He was appointed Executive President of Telefónica Móviles España, S.A.U. and in 2000 Executive President of Telefónica Móviles, S.A., Director of Telefónica, S.A. and member of its Executive Committee, having also been Executive President of Telefónica de España, S.A.U. before leaving the Group in 2006.
- He has been President of the Audit and Compliance Committee and Coordinating Director of GAMEESA, Director to many other Societies in Spain and all around the world, Independent Director and member of the management of several Professional Associations and Foundations, as well as Ministerial Advisory Councils, having received various distinctions.

Chief Executive Officer

Mr. Alberto del Cid Picado

- Category of Director: Executive.
- Date of appointment: 29th January 2020.
- Expiration Date: 29th January 2025.
- Date of appointment as CEO: 8th April 2020.
- Degree in Economics and Business from the University of Barcelona.
- Graduated in "Stanford Executive Program (SEP)" by the Stanford Business School of Stanford University, California.
- Graduated in "The Emerging CFO: Strategic Financial Leadership Program" by the Stanford Business School of Stanford University, California.
- He began his career as a risk analyst for the Banco de Crédito Industrial (BCI) and after holding several positions within the Treasury of La Caixa, in 1999 he joined Banca March, S.A. as a Treasury Director, where He has developed his professional career mainly as a General Manager and Director of the Financial Department of Banca March, S.A.

Non-Executive Directors

Mr. Luis Javier Rodríguez García

- Category of Director: Independent.
- Date of appointment: 29th April 2020.
- Expiration Date: 29th April 2025.

- Member of the Joint Audit and Risk Committee and Member of the Sustainability and Governance Committee, and Coordinating Director of Banco Inversis, S.A.
- Commercial Law Professor with a degree in Economics&Business Administration.
- He has spent his entire professional life at the Bank of Spain, until his retirement in 2008, where He was Inspector of Credit Institutions since 1976 and Chief of Staff of the General Directorate of Supervision since 1985.
- Until his retirement at the issuing bank, he was member representing the Bank of Spain's Banking Supervision Committee of the European Central Bank, the International Liaison Group of the Committee on Banking Supervision and Audit Committee of the Institute of Accounting and Auditing Accounts Spain.
- He has been a member of the Institute of Chartered Accountants of Spain.
- He does not belong to the Board of Directors of any listed company in Spain or abroad.

Mr. Federico Flórez Gutiérrez

- Category of Director: Independent.
- Date of appointment: 4th April 2017.
- Expiration Date: 27th April 2027.
- Member of the Joint Audit and Risk Committee of Banco Inversis, S.A. and Member of the Appointments and Remuneration Committee of Banco Inversis, S.A.
- Naval Engineer.
- Master in Business Management and Computing Management.
- High Management Program at IESE, Advanced Management Program at INSEAD and High Management Courses at HARVDARD, CRANFIELD and MIT.
- He began his professional career at IBM where he held the positions of Project Manager and Account Manager respectively until his incorporation in 1993 as Global CIO at Alcatel Access. Between 1999 and 2002, He held the position of Global CIO at Telefónica Data, where He was also a member of the Management Committee. In 2002 He joined the Bank of Spain as Director of Information Systems, where He developed his professional career until his incorporation in 2008 to Ferrovial, S.A.
- In Ferrovial, S.A. He has been the General Manager of Information Systems and Innovation and Member of the Management Committee. Likewise, He held the position of Joint Administrator at Ferrovial Corporación, S.A.
- Nowadays He is Member of the Advisory Board of Mapfre, GFT and CT engineers..

Mr. John Siska Goytre

- Category of Director: Independent.
- Date of appointment: 29th January 2020.
- Expiration date: 29th January 2025.
- Member of the Joint Audit and Risk Committee and Member of the Sustainability and Governance Committee of Banco Inversis, S.A.
- Degree in Economics&Business Administration from Universidad Pontificia de Comillas (ICADE).
- Chartered Financial Analyst (CFA).
- Master of Science in Finance from the University of Illinois.
- He began his professional career in 1982, developing much of it abroad (Mexico, Chicago and London) and in Spain. He has held various management positions in financial institutions, specifically in Continental Bank, First Chicago, Santander Asset Management, ABN AMRO Equities and Instinet. Since 2004, he has been providing advisory services to institutional and high-net-worth clients.
- Nowadays He is the sole director of Eccleston Partners, S.L.

Ms. María Araceli García Cuartango

- Category of Director: Independent.
- Date of appointment: 3rd April 2020.
- Expiration date: 3rd April 2025.

- Chairman of the Sustainability and Governance Committee and Member of the Appointments and Remuneration Committee of Banco Inversis, S.A.
- Telecommunications Engineer from the Universidad Politécnica de Madrid
- PDD Management Development Program by IESE Business School Madrid.
- She began her professional career in 1989 as an engineer at Inisel, S.A. and Ericsson España, until She joined Vodafone España in 1995, where She has developed a large part of her professional career in various positions, including Director of Technology and Networks and Director of Information Systems. In 2012 She joined Telefónica Global where She held the position of Global Director of Operations, later moving to Telefónica de España as Head of Infrastructure Operations, Data Centre and Cloud Services until 2016. She then joined IAG's global services subsidiary, IAG GBS, to lead its IT transformation programme in Spain.
- She is currently CEO of Marques Topco, S.L., owned by Asterion Industrial Partners. She collaborates with IE Business School in various activities to promote STEM education, where she created and directed the Master in Computer Science and Business Technology.

Ms. Idoia Maguregui Villalain

- Category of Director: Independent.
- Date of appointment: 10th February 2022.
- Expiration date: 10th February 2027.
- Chairman of the Appointments and Remuneration Committee and Member of the Sustainability and Governance Committee of Banco Inversis, S.A.
- Computer Science Degree from the Universidad de Deusto.
- Senior Executive Program from Columbia University and IE & CHICAGO UNIVERSITY.
- Sustainability Program for Women Executives by WBCSD - ESADE & YALE UNIVERSITY.
- She began her professional career in 1987 as a Consultant at SEMA GROUP, until She joined BANKINTER in 1988 where She has spent a large part of her professional career holding several positions including Deputy General Manager, Internal Audit Manager, Human Resources Manager, CIO, General Manager and Board Member of Gneis Global Services. In 2011 She joined NOVAGALICIA BANCO where She held the position of General Manager of Media and Director of Banco Gallego. Since 2014 and until her incorporation to Banco Inversis, She has been Deputy General Manager of Media and member of the Management Committee of SAREB, Sociedad de Gestión de Activos Procedentes de la Reestructuración Bancaria. She is currently Director of Corporate Resources at Sygris (Cambridge Business Initiatives S.L.).

Mrs. Antonio Ortega Parra

- Category of Director: Independent.
- Date of appointment: 30th September 2022.
- Expiration date: 30th September 2027.
- Chairman of the Joint Audit and Risk Committee and Member of the Appointments and Remuneration Committee of Banco Inversis, S.A.
- Law Degree and Doctor in Business Administration.
- Senior Management Program at IESE BUSINESS SCHOOL.
- He has spent most of his career in the financial sector and teaching. He began his professional career at BBVA, where he held various positions of responsibility, including Deputy General Manager of International Retail Banking, Deputy General Manager of Commercial Banking in Spain, General Manager of Banking in Europe and General Manager of Human Resources and Member of the Management Committee of the Bank, until joining the Boards and Committees of entities such as Banca Nazionale del Lavoro

(Italy), Bancomer (Mexico) and Banco Continental (Peru) in 2003 and until 2007. Between 2006 and 2012, He was a member of Garrigues' Academic Board, Director of the Master's Degree in Human Resources at Centro Garrigues-Nebrija and a lecturer on various subjects.

- From 2012 to 2021, he was Executive Director and Director of People, Media and Technology of BANKIA, as well as member of the Technology and Innovation Committee and permanent assistant to the Appointments and Remuneration Committee. During this period, he combined these responsibilities with those of Director and Member of the Appointments and Remuneration Committee of CECABANK, S.A.

Mr. José Luis Acea Rodríguez

- Category of Director: Dominical.
- Date of appointment: 4 April 2017.
- Expiration Date: 29th June 2027.
- Chief Executive Officer of Banca March, S.A. and Member of the Global Commission on Risks and Technological Change.
- Degree in Economics and Business from the University of Vigo.
- Balance ScoreCard for the Instituto de Empresa.
- Master-General Management Program at IESE BUSINESS SCHOOL.
- In 1991, He launched his professional career at the Banco Popular Español Group as a Banco de Galicia branch employee. He has held all of the positions in the network and led numerous branch offices. Furthermore, He has been Commercial Director of Banco Galicia, Regional Director of the Banco de Andalucía and Banco de Castilla, General Director of Iberagentes S.V., S.A. and Popular Banca Privada and Regional Director of Banco Popular in Asturias and Cantabria and in his latest position at Banco Popular, Regional Director for Madrid. Since 2010, the year he joined Banca March, He has held the positions of General Director of Commercial and Private Banking, General Director of Corporate Banking until his appointment as Chief Executive Officer of Banca March, S.A.
- Nowadays He holds the position of Chief Executive Officer of Banca March, S.A.

Non-Board Member Secretary

Ms. Teresa Múgica Murga

- Non-Board Member Secretary of Banco Inversis, S.A.
- Secretary of the following Committees: Appointments and Remuneration Committee, Joint Audit and Risk Committee and Transformation Committee.
- Date of appointment: 17 December 2014, Indefinite duration.
- Law degree from the Universidad Autónoma of Madrid.
- Master in Legal Consultancy of Companies from the Instituto de Empresa.
- She began her career in Price Waterhouse Coopers. In 2006 she joined Banco Inversis, S.A. as Director of the Legal Department.
- She holds the position of Secretary of the Board of Directors in the following companies of Inversis Group: Inversis Gestión, S.A.U., SGIC.

Non-Board Member Deputy-Secretary

Mr. Sergio Gil Balsalobre

- Non-Board Member Deputy-Secretary of Banco Inversis, S.A.

- Deputy-Secretary of the following Committees: Appointments and Remuneration Committee, Joint Audit and Risk Committee and Transformation Committee.
- Date of appointment: 24 February 2021, Indefinite duration.
- Law degree and Business Studies&Law Diploma (E1) from the Universidad Pontificia de Comillas of Madrid.
- Master's Degree in Banking and Financial Markets and Institutions Law from CUNEF.
- He is the Deputy Director of the Legal Department of Banco Inversis, S.A., where he joined in 2014.
- He holds the position of Deputy-Secretary of the Board of Directors in the following companies of Inversis Group: Inversis Gestión, S.A.U., SGIC.

The appointment of members of the Board of Directors and Directors General or equivalent Banco Inversis, S.A., has been adopted with the favourable report of the Appointments and Remuneration Committee.