



SUSTAINABILITY AND GOVERNANCE COMMITTEE

COMPOSITION:

CHAIRMAN

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 is currently Director of an IT Global Area of the IAG GBS Group, where she has held several management positions, and Academic Director of the Master's Degree in Computer Science and Business Technology at IE Instituto de Empresa of Madrid.
- Nowadays She is the Chief Executive Officer of Marques Topco, S.L. (Grupo Asterion Industrial).

MEMBERS

D^a. Idoia Maguregui Villalain

- Categoría de Consejero: Independiente.
- Fecha de nombramiento: 10 de febrero de 2022.
- Fecha de caducidad: 10 de febrero de 2027.
- Presidente de la Comisión de Nombramientos y Retribuciones y Vocal de la Comisión de Sostenibilidad y Gobernanza de Banco Inversis.
- Licenciada en Informática por la Universidad de Deusto.
- Senior Executive Programs por la Universidad de Columbia y por el IE & CHICAGO UNIVERSITY
- Programa de Sostenibilidad para mujeres directivas por WBCSD – ESADE & YALE UNIVERSITY
- Comenzó su carrera profesional en 1987 como Consultora en SEMA GROUP, hasta su incorporación en 1988 a BANKINTER donde ha desarrollado gran parte de su carrera profesional ocupando diversos puestos entre los que se encuentran Subdirectora General, Directora de Auditoría Interna, Directora de Recursos Humanos, CIO, Directora General y Consejera de Gneis Global Services. En 2011 se incorporó a NOVAGALICIA BANCO donde ocupó el cargo de Directora general de medios y Consejera de Banco Gallego. Desde 2014 y hasta su incorporación a Banco Inversis, ha sido Subdirectora general de medios y miembro del Comité de Dirección de SAREB, Sociedad de Gestión de Activos Procedentes de la Reestructuración Bancaria. En la actualidad es Directora de Recursos Corporativos Sygris (Cambridge Business Initiatives S.L.)



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. 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.

FUNCTIONS:

1. To specifically ensure the compliance by the Company and its Group with the ESG standards.
2. To advise the Board of Directors in the design of the corporate culture and values, including the strategy and policies of responsible business and sustainability and, in particular, in environmental, social and governance matters, monitoring, supervising and evaluating them.
3. To evaluate and periodically review the Company's corporate governance system and propose to the Board of Directors, for its approval or submission to the General Shareholders' Meeting, when appropriate, the modifications and updates of the policies that contribute to its development and continuous improvement.
4. To ensure compliance with the requirements of transparency, truthfulness and good practices of responsible business behavior.
5. To interact with the other committees of the Board when necessary in accordance with their functions.