



BOARD OF DIRECTORS

COMPOSITION:

Chairman

Mr. Luis Lada Díaz

- Category of Director: Other external Directors.
- Date of appointment as Chairman: 29 September 2017.
- Date of appointment: 4 April 2017.
- Expiration Date: 4 April 2022.
- 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 started 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 and 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 GAMESA, Director to dozens of other Societies in Spain and other countries, 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: 29 January 2020.
- Expiration Date: 29 January 2025.
- Date of appointment as CEO: 8 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. Treasury Director of Banca March, S.A. 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: 29 April 2020.
- Expiration Date: 29 April 2025.
- Chairman of the Appointments and Remuneration Committee and Member of the Transformation Committee of Banco Inversis, S.A.
- Commercial Law Professor with a degree in Economics&Business Administration.
- He has spent his entire professional life at the Banco de España, 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: 4 April 2017.
- Expiration Date: 4 April 2022.
- Chairman of the Joint Audit and Risk Committee of Banco Inversis, S.A. and Member of the Transformation Committee of Banco Inversis, S.A.
- Naval Engineer.
- Master in Business Management and Information Management.
- High Management Program at IESE, Advanced Management Program at INSEAD and High Management Courses at HARVARD, 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 Patron of the Foundation Center Innovation Infrastructures.

Mrs. Eva M^a Fernández Góngora

- Category of Director: Dominical.
- Date of appointment: 10 September 2019.
- Expiration Date: 10 September 2024.
- 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.



- Economics&Business Administration Degree from the Universidad Autónoma of Madrid.
- With 28 years of professional experience, she has developed most part of her career in the financial sector, specifically, in American Express, focusing her area of activity in the Financial Area (as Financial Director and Controller), as well as in the Operational Risks, Regulatory Compliance and Corporate Governance Areas. She has spent most of her career abroad in countries such as United Kingdom (London) and United States (New York) as well as in Spain.

Mr. John Siska Goytre

- Category of Director: Independent.
- Date of appointment: 29 January 2020.
- Expiration date: 29 January 2025.
- Member of the Joint Audit and Risk Committee Banco Inversis, S.A. and Member of the Appointments and Remuneration 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.

Ms. María Araceli García Cuartango

- Category of Director: Independent.
- Date of appointment: 3 de abril de 2020.
- Expiration date: 3 de abril de 2025.
- Chairman of the Transformation 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.

Mr. José Luis Acea Rodríguez



- Category of Director: Dominical.
- Date of appointment: 4 April 2017.
- Expiration Date: 4 April 2022.
- 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 and member of the Board of Directors of March-JLT.
- Director of MARCH JLT CORREDURÍA DE SEGUROS Y REASEGUROS 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., SGIIIC.

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., SGIIC.

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.