

Academic and professional experience of the members of the Board

Juan Luis Arregui Ciarsolo

Juan Luis Arregui Ciarsolo was born in Mallavia (Vizcaya). He is currently proprietary director of Ence and chairman of the board of directors, as well as chairman of the Executive Committee of Ence and member of the Sustainability Committee. His first appointment was on 07/02/2006 and his re-elections 29/06/2009, 26/04/2012, 28/04/2015 and 22/03/2018. He holds directly 500,000 shares of Ence and indirectly 71,598,540 shares of Ence through Retos Operativos XXI, S.L. (29.27% of capital). He does not hold Ence's share options.

He has a degree in technical engineering from the Higher School of Engineering of Bilbao, a diploma in numerical control from Wandsdorf (Germany) and a Master's degree in micro-mechanical engineering from Besançon (France).

Until 1995 he was chairman of Gamesa Corporación Tecnológica, which he founded in 1976, and where, until 2017, he has been vice Chairman and member of both the Appointments and Remunerations Committee and the Executive Committee.

He has been director of Iberdrola (1993-2010), where he has been chair of the Audit Committee (1999-2001), chair of the Executive Commission (2002-2010), chair of the Appointments and Remuneration Committee (2004-2010) and Vice chairman of the Board of director (2006-2010).

He founded Corporación Eólica Cesa, being Chairman until 2006. He has been Chairman of Guascor, director of Gestora de Proyectos y Contratos, which he co-founded, director of GRL Aceite and chairman of Viña Izadi.

He was chairman of Foresta Capital (2002-2009), which became the world leader in the production of plants with in vitro technology. He is chairman of ARTEVINO and Vice chairman first of Cartera Industrial Rea since 2008.

Ignacio de Colmenares Brunet

Ignacio de Colmenares Brunet was born in Madrid. He is CEO and Vice Chairman of ENCE, member of the Executive Committee at Ence and member of the governing board of the Spanish pulp, paper and cardboard manufacturers association (ASPAPEL). His first appointment was on 22/12/2010 (ratified on 29/04/2011) and his re-elections 30/06/2014 and 30/03/2017. He holds directly 8,612 shares Ence (0.00% of capital). He does not hold Ence's share options.

He holds a law degree from the Universidad Central in Barcelona and a Master's degree in Economics and Business Management from the Instituto de Estudios Superiores de la Empresa (IESE) in Barcelona.

He has extensive professional experience in the steel and energy sectors. He was Export and Trading Manager at Compañía Española de Laminación, spin-off of steel group CELSA. He later was the Commercial Director of Nueva Montaña Quijano, a common steelworks company, and General Manager of the CELSA Trefilerías Group.

In 1996, he assumed General Management of Trenzas y Cable de Acero-TYCSA, company specialising in the manufacturing of steel, aluminium and fibre optic cables. He then became General Manager of the steel group Global Steel Wire in 2001, a responsibility that he made compatible with the Corporate Development Director of the CELSA Group.

Before joining Ence, in 2008 he was CEO of Isofotón, photovoltaic panel manufacturer and solar power facility promoter, which he restructured company technologically, industrially and commercially. He was also Chairman and CEO of Bergé Lift, a group of companies that import, distribute, rent and maintain service equipment.

Javier Echenique Landiribar

Javier Echenique is Director at Ence and member of Ence's Executive Commission and Audit Committee. His first appointment was on 29/12/2005 and his re-elections 29/06/2009, 26/04/2012, 28/04/2015 and 22/03/2018. He holds directly 834 shares of Ence and indirectly 91,644 shares of Ence through Bilbao Orvieto, S.L. (0.03% of capital). He does not hold Ence's share options.

He has a Degree in Economics and Actuarial Sciences and has been a board member and Managing Director of Allianz-Ercos and Managing Director of the BBVA Group, as well as member of the board of directors of Telefónica Móviles, S.A., Telefónica Móviles México, Sevillana Electricidad, S.A., Acesa, Hidroeléctrica del Cantábrico, Metrovacesa, Corporación Patricio Echevarría, Corporación IBV, Grupo BBVA Seguros, Uralita, Abertis Infraestructuras, S.A., Banco Guipuzcoano, S.A. del que fue Presidente and Celistics.

He is currently Vice Chairman of Banco Sabadell, S.A. and a board member of ACS Actividades de Construcción y Servicios, S.A., ACS Servicios, Comunicaciones y Energía, S.L., and Telefónica S.A.

He is also a delegate of the board of Telefónica in the Basque Country, counsel of Calcunor, S.A., trustee of the Novia Salcedo Foundation and director of Deusto Business School.

José Ignacio Comenge Sánchez-Real

He is the natural person representing the proprietary director of La Fuentes Salada, S.L., which is in turn member of Ence's Executive Committee. The first appointment of La Fuente Salada, S.L. as a director was on 22/03/2018. La Fuente Salada, S.L. holds directly 14,000,000 shares of Ence (5.68% of capital). He does not hold Ence's share options.

Economist who has held various positions at Banco Hispano Americano from 1973 to 1983 as sub-director of the Foreign Trade Department and director of Large Business Accounts.

Between 1984 and 2002 he held the following positions at MUTUA MADRILEÑA AUTOMOVILISTA: Director of the Financial Area and Vice Chairman of the Board of Directors.

He is currently Chairman at Ball Beverage Can Iberica, S.L.; and Director at COCA-COLA EUROPEAN PARTNERS, plc; EBRO FOODS; BARBOSA & ALMEIDA, S.A., AZORA EUROPA I,

SA, Compañía Vinícola del Norte de España, S.A. and OLIVE PARTNERS, S.A. (in the last two companies, the board member is MENDIBEA 2002, S.L.)

Gorka Arregui Abendivar

Gorka Arregui is the natural person representing Ence's proprietary director, TURINA 2000, S.L., which is also chair of the Nominating and Compensation Committee and chair of the Sustainability Committee. The first appointment of TURINA 2000, S.L. as a director was on 20/12/2017 (ratified 22/03/2018). TURINA 2000, S.L. holds directly 0 shares of Ence and indirectly 71,598,540 shares of through Retos Operativos XXI, S.L. (29.07% of capital). He does not hold Ence's share options.

Bachelor in Law, he has held positions of responsibility in companies in the industrial, energy, food and forestry investments sectors, among others. Currently, he is a member of the Board of Directors of companies belonging to these sectors, such as Foresta, Cartera Industrial Rea, S.A., Artevino and Viñedos, S.L., Ciresco S.A., Gopisa, S.A. or Agricultural Research and Development, S.A.

Óscar Arregui Abendivar

Óscar Arregui Abendivar has an industrial engineer (electrical specialty) from Bilbao Engineering School and a Master's degree in Business Administration (MBA) from IESE Business School. He is the individual representative of the Nominee Director of Ence RETOS OPERATIVOS XXI, SL. He is also a member of the company's Nominating and Compensation Committee. The first appointment of Retos Operativos XXI, S.L. was on 07/02/2006 and his re-elections 29/06/2009, 26/04/2012, 28/04/2015 and 22/03/2018. Retos Operativos XXI, S.L. holds directly 71,598,540 shares of Ence (29.07% of capital). He does not hold Ence's share options.

He has held positions of great responsibility within Guascor group, both in research and development side and its expansion in the North American market.

He is actually manager in Cermanca XXI, S.L., Vice secretary of Torneados Numéricos, S.A. and Daima Global, S.L., and chair of Turina 2000, S.L.

Víctor Urrutia Vallejo

Proprietary director and member of the Sustainability Committee of Ence. His first appointment was on 30/06/2014 and re-elections 30/03/2017. He holds directly 0 shares of Ence and indirectly 545,100 shares of Ence through Asúa Inversiones, S.L. (6.23% of capital). He does not hold Ence's share options.

Ph.D in Economics Sciences (Universidad Complutense de Madrid) and degree in Law (Universidad de Oviedo). He speaks English, French and German.

He is currently the Chairman of the Compañía Vinícola del Norte de España, S.A. (CVNE), member of the executive committee and member of the Instituto de Empresa Familiar, Sole Director of Asúa Inversiones, S.L. and Vice Chairman of OCIBAR, S.A.

He previously held the position of director at Firestone Hispania, director at IBM España, chairman of Begano, director at Asturbega y Norbega, vice chairman of IBERDROLA, S.A., director at Barclays Bank, S.A.E., chairman and member of the executive committee at Vocento y Prensa Española and chairman of CASBEGA, S.A, and director at Coca-Cola Iberian Partners.

Isabel Tocino Biscarolasaga

Isabel Tocino is external independent director in Ence, member of the Audit Committee and President of the Sustainability Committee in Ence. Her first appointment was on 21/03/2013 and her re-election 16/03/2016. She holds directly 10,312 shares of Ence (0.00% of capital). She does not hold Ence's share options.

She is Doctor in Law and professor of Universidad Complutense de Madrid and she has performed Business Management Programs at IESE and Harvard Business School. She is currently member of la Academia de Doctores, director in ENAGÁS, S.A., Vice-chairwoman in Santander España and Chairwoman in Banco Pastor.

She was Minister of Environment, Deputy and Chairwoman of the Foreign Affairs Committee and Chairwoman of the European Affairs Committee and Chairwoman for Spain and Portugal and Vice Chairwoman for Europe of Siebel Systems.

She participated in Kyoto Protocol on behalf of the Government of Spain as Minister of Environment and she promoted various legislative initiatives on waste, water and water resources and national parks. She previously worked in Nuclear Energy Board (now CIEMAT) and she was a member of the Group of Legal Experts of the European

Governmental Energy OECD and currently she is a member of the International Society of Nuclear Law (INLA) and the Spanish Nuclear Society (SNE).

She holds the Grand Cross of the Order of Carlos III and the Cross of St. Raymond of Peñafort.

José Carlos Del Álamo Jiménez

José Carlos Del Álamo Jiménez currently holds the position of independent board member of Ence. He is member of the appointments and remuneration committee and member of the Sustainability Committee in Ence. His first appointment was on 29/06/2009 and re-elections on 26/04/2012, 28/04/2015 and 22/03/2018. He holds directly 11,195 shares of Ence (0.00% of capital). He does not hold Ence's share options.

He has a Degree in forestry from the Polytechnic University of Madrid and a Diploma from ESADE and developed two doctor courses in the Higher Technical School of Forestry Engineers. He is also a lecturer in the Energy Efficiency and Climate Change Master Degree at the Environmental Sciences University Institute, part of Madrid's Complutense University, a lecturer in the Environmental Project Engineering Master degree at the Polytechnic University of Madrid and a lecturer in Carolina Foundation's Higher Course on Forestry Management Policies and Instruments as well as a professor at the San Pablo CEU University and other academic institutions..

He has held positions of great responsibility in both central government, for which he served as Director-General of Nature Conservation (Ministry of Environment), and at the autonomous community level, where he founded the Regional Ministry of Environment of Galicia and was board member from 1997 to 2003 and Director General of Forest and the Natural Environment from 1990 to 1996. He was also vice chairman of the Autonomous National Parks Authority, president of the trusteeship of the Islas Atlánticas National Park, member of the Environmental Advisory Board of the Ministry of Environment and chairman of the Galician Environmental Council, President of the Professional Union of Engineering Associations (UPCI) and Professional Union of Engineering Associations.

He is President of the Engineering Institute of Spain, chair of the Consejo de la Red de Parques Nacionales del MAPAMA, patron of the patronato del Parque Nacional de la Sierra de Guadarrama, secretary of forum "Forests and Climate Change", President of "Environmental Forum for Economic and Social Progress" and chair of Castilla y León and Madrid Environment Council.

He is currently vice chairman of TYPASA Group and chairman of TYPASA Estadística y Servicios.

José Guillermo Zubía Guinea

He currently holds the position of independent board member of Ence, and is a member of the company's Executive Committee Chair of the Audit Committee and Chairman of the Nominating and Compensation Committee. His first appointment was on 30/03/2007 and his re-elections on 22/06/2010, 21/03/2013 and 16/03/2016. He holds directly 34,028 shares of Ence (0.01% of capital). He does not hold Ence's share options.

He has a Degree in Law from the Madrid's Complutense University. He has also studied economics at the Complutense University and taxation at the Centre for Economics and Tax Studies (Centro de Estudios Económicos y Tributarios). He has been a business owner and consultant and board member for various public and private firms. He was General Secretary of the Alava Business Union (SEA) from 1979 to 1995. He was General Secretary of the Basque business confederation (Confebask) from October 1995 to March 2011.

He has been a member of the Boards of Directors or Governing Bodies of the main Socioeconomic Institutions of the Basque Country: among others, the Society for the Industrial Promotion and Reconversion, the Economic and Social Councils and Labor Relations. He is also a member of the Economic and Social Council of Spain and its Economic and Labour Relations Committees.

He is currently also a member of the Standing Committee at the Andalusia School of Economics and regularly participates in various courses and conferences at the Universidad Internacional Menéndez Pelayo, the summer courses of El Escorial and the summer university of the País Vasco University.

Pedro Barato Triguero

Pedro Barato Triguero is an Independent Director at Ence, Chair of its Advisory Committee on Forestry and Regulatory Policy and member of the Executive Committee. His first appointment was on 25/06/2008 and his re-elections on 29/04/2011, 30/06/2014 and 30/03/2017. He holds directly 0 shares of Ence. He does not hold Ence's share options.

He holds a degree in law and has been a member of the Spanish agricultural and livestock federation (Confederación Nacional de Agricultores y Ganaderos) since 1978, national chairman of the Asociación Agraria-Jóvenes Agricultores (ASAJA) since 1990. He is also member of the Spanish confederation of business organisations (CEOE), member of the chairman's office on the EU's Committee of Professional Agricultural

Organisations (COPA), committee member in the European Commission's CAP board, chairman of the cross-industry trade union organisation for Spanish olive oil (Organización Interprofesional del Aceite de Oliva Español), chairman of the Spanish confederation of beet and cane sugar cultivators (Confederación Nacional de Remolacha y Cultivadores de Caña de Azúcar) and chairman of the Spanish federation of self-employed workers (CEAT).

He is currently a proprietary director of DEOLEO, S.A., member of the Advisory Board of MAPFRE AGROPECUARIA, Compañía Internacional de Seguros y Reaseguros, S.A. and voting member of the governing board of FREMAP, S.A.

He was member of the European Social and Economic Commission from 1997 to 2007, and member of the Social and Economic Board from 1991 to 2007.

Fernando Abril-Martorell Hernández

Fernando Abril-Martorell Hernández holds the position of external board member of Ence, member of the Executive Commission and member of the Appointments and Remuneration Committee. His first appointment was on 30/03/2007 and his re-elections on 22/06/2010, 21/03/2013 and 16/03/2016. He holds directly 905,337 shares of Ence (0.36% of capital). He does not hold Ence's share options.

He has developed his activity in different companies and financial entities. Since January 2015, he is Chief executive of Indra. From 2011 to 2014 he has been CEO at Grupo Prisa. From 2005 to 2011 he was CEO at Credit Suisse in Spain and Portugal. He was CEO of Telefónica Group from 2000 to 2003. He has a broad financial experience as Managing Director and treasurer of JP Morgan in Spain, for 10 years, before his incorporation to Telefónica.

Luis Lada Díaz

D. Luis Lada Díaz is an Engineer of Telecommunication by the Polytechnic University of Madrid, of which he is Professor "Ad Honorem", and Academic of number of the Real Academy of Engineering.

He is currently Director and Member of the Audit and Compliance Committee of Indra Sistemas, member of the Advisory Board of Assia, Inc. and Non-Executive Chairman of Banco Inversis, S.A.

In 1973, he joined the Research and Study Center of Telefónica, a company in which he has spent most of his professional career. Between 1989 and 1993, he worked for the

Amper Group as General Director of Planning and Control and Deputy General Manager for the Presidency, after which Telefónica was reinstated as Deputy Director General of Subsidiaries and Affiliates.

In 1994 he was appointed President of Telefónica Móviles España and in 2000 was appointed Executive Chairman of Telefónica Móviles, becoming General Director of Development, Planning and Regulation of the Telefónica Group in 2002.

Between 2005 and 2006 he was Executive President of Telefónica de España. He has also been Chairman and Advisor of several companies, having received several professional and business distinctions.

Luis Lada is independent director of Ence and President of its Audit Committee. His first appointment was on 16/03/2016. He holds directly 200 shares of Ence (0.00% of capital). He does not hold Ence's share options.

Rosa María García Piñeiro

Ms. Rosa María García is an industrial engineer from the University of Vigo and also has a master's degree in business management from the University of Geneva as well as a master's degree of environmental engineering by the School of Industrial Organization. He has extensive experience in the industrial sector, highlighting his focus on environment and sustainability and his international vision. She has developed her professional career at Alcoa, where she has held positions as environmental engineer, internal environmental auditor, occupational safety and health, Director of Occupational Health and Safety, Director of Government Affairs and Sustainability for Europe and President of Alcoa Inespal, S.L. in Spain. She is currently the Global Sustainability Director of Grupo Alcoa and President of the Alcoa Foundation. In addition, she is an independent director on the board of directors of Acerinox, S.A.

Her first appointment was on 22/03/2018. She holds 0 shares of Ence. She does not hold Ence's share options.