

## ***Academic and professional experience of the members of the Board***

### **Juan Luis Arregui Ciarsolo**

Juan Luis Arregui Ciarsolo 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 qualified as a technical engineer at the Higher Technical School of Engineering in Bilbao, has a degree 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, a company which he founded in 1976. Until 2017 he also occupied the offices of Vice-Chairman of the Board of Directors, Member of the Delegated Executive Committee and Member of the Appointments and Remuneration Committee of that company.

He was a Director of Iberdrola (1993-2010), also holding the offices of Member of the Audit Committee (1999-2001), Member of the Executive Committee (2002-2010), Member of the Appointments and Remuneration Committee (2004-2010) and Vice-Chairman of the Board of Directors (2006-2010) in that company.

He founded Corporación Eólica Cesa, of which he was Chairman until 2006. He has been Chairman of Guascor, a group specialising in cogeneration and environmentally friendly technology, a Director of Gestora de Proyectos y Contratos, a company which he co-founded, a Director of GRL Aceite and Chairman of Viña Izadi.

He was Chairman of Foresta Capital (2002-2009), a company devoted to the production of hardwood forests (black walnut and black cherry) and to the development of energy crops since 2006 with its own clones. He has been Chairman of ARTEVINO and First Vice-Chairman of Cartera Industrial Rea since 2008.

### **Ignacio de Colmenares Brunet**

Ignacio de Colmenares 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 19,252 shares Ence (0.00% of capital). He does not hold Ence's share options.

He holds a law degree from the Central University of Barcelona and a master's degree in Economics and Business Management from the IESE Business School in Barcelona.

He has had a long professional career in the steel and energy sector. He was an Export and Trading Manager of the Compañía Española de Laminación, the embryo of the CELSA steel group. Subsequently, he held the position of Commercial Director of Nueva Montaña Quijano, a common steel company, and he was Commercial General Director of Grupo CELSA Trefilerías.

In 1996, he assumed the General Direction of Trenzas y Cable de Acero-TYCSA, a company specialised in the manufacture of steel cable, aluminum and optical fiber. Subsequently, in 2001, he joined the Global Steel Wire steel group as General Director, a position that he combined with that of Corporate Development Director of the CELSA Group.

Before joining Ence, in 2008 he was CEO of Isofoton, a company producing photovoltaic panels and promoting solar installations, in which he restructured the technological, industrial and commercial company. He has also been Chairman and CEO of Bergé Lift, a group of companies dedicated to the import, distribution, rental and maintenance of handling equipment.

He is currently a member of the Investment Committee of Arta Capital.

**Óscar Arregui Abendivar (representative of RETOS OPERATIVOS XXI, S.L.)**

Óscar Arregui Abendivar is the individual representative of the proprietary director of Ence RETOS OPERATIVOS XXI, SL. He is also a member of the Executive Committee and the Sustainability 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 an industrial engineer (electrical specialty) from Bilbao Engineering School and a Master's degree in Business Administration (MBA) from IESE Business School. He has occupied several positions of responsibility within Grupo Guascor in the fields of both research and development and its expansion into the North American market.

He is currently director of Cermanca XXI, S.L., FIPLAN XXI, S.L. and Member of the Board of Turina 2000, S.L.

**Víctor Urrutia Vallejo**

Víctor Urrutia is a proprietary director and member of the Sustainability Committee of Ence. His first appointment was on 30/06/2014 and was re-elected on 30/03/2017. He holds directly 0 shares of Ence and indirectly 15,604,000 shares of Ence through Asúa Inversiones, S.L. (6.23% of capital). He does not hold Ence's share options.

Ph.D in Economics from the Complutense University of Madrid and Law Degree from the University of Oviedo. He speaks English, French and German.

He has held the position of Director of Firestone Hispania, Director of IBM Spain, Chairman of Begano, Director of Asturbega and Norbega, Vice-Chairman of IBERDROLA, S.A., Director of Barclays Bank, S.A.E., Director and member of the Executive Committee of Vocento y Prensa Española and Chairman of CASBEGA, S.A., and Director of Coca-Cola Iberian Partners.

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

**José Ignacio Comenge Sánchez-Real (representative of La Fuente Salada, S.L.)**

José Ignacio Comenge is the individual representative of the proprietary director of Ence La Fuentes Salada, S.L., which is 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 held several positions in the Banco Hispano Americano between 1973 and 1983, such as Deputy Director of Foreign Trade and Director of Large Companies.

From 1984 to 2002, he held the following positions at MUTUA MADRILEÑA AUTOMOVILISTA: Financial Director and Vice-Chairman of the Board of Directors.

He currently occupies the position of Chairman in the company Ball Beverage Can Iberica, S.L. and Director of the companies COCA-COLA EUROPEAN PARTNERS, plc; EBRO FOODS S.A.; BARBOSA & ALMEIDA, S.A., AZORA EUROPA I, SA, Compañía Vinícola del Norte de España, S.A. and OLIVE PARTNERS, S.A. (the Director in these last two companies is MENDIBEA 2002, S.L.)

**Gorka Arregui Abendivar (representative of TURINA 2000, S.L.)**

Gorka Arregui Abendivar is the individual representative Ence's proprietary director, TURINA 2000, S.L., which is also member of the Audit Committee and member of of the Nominating and Compensation 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.

He is a Law graduate and has held positions of responsibility in companies in the industrial, energy, food and forestry investment sectors, among others. He is currently a Member of the Board of Directors of companies belonging to these sectors, such as Foresta, Cartera Industrial Rea, S.A., Artevino y Viñedos, S.L., Ciresco S.A., Gopisa, S.A. or Investigación y Desarrollo Agrario, S.A.

### **Isabel Tocino Biscarolasaga**

Isabel Tocino is an independent director in Ence, Chairwoman of the Audit Committee and member of the Nominating and Compensation Committee in Ence. Her first appointment was on 21/03/2013 and her re-elections on 16/03/2016 and 28/03/2019. She holds directly 10,312 shares of Ence (0.00% of capital). She does not hold Ence's share options.

Doctor in Law and professor at the Complutense University, she has taken top management programs at IESE and Harvard Business School. She is currently a member of the Academy of Doctors, director in ENAGÁS, S.A., Vice-Chairman of the Santander Spain Board of Directors and chairperson of Banco Pastor.

She has been a full professor at the Complutense University, Minister for the Environment, deputy and chairperson of the Foreign Affairs Committee and the European Affairs Committee at the Congress of Deputies, chairperson for Spain and Portugal and Vice-Chairman for Siebel Systems Europe.

As Minister for the Environment, she participated actively in negotiating the Kyoto Protocol and promoted various legislative initiatives on waste, water and hydrological resources and national parks. She previously worked at the Nuclear Energy Board (today CIEMAT) and was part of the OECD European Energy Agency's Governmental Legal Experts' Group and today is a member of the International Society of Nuclear Law and the Spanish Nuclear Society (SNE).

She holds the Great Cross of Knighthood of the Royal Order of Charles III and of the Cross of San Raimundo de Peñafort.

### **José Carlos Del Álamo Jiménez**

José Carlos del Álamo is an independent board member of Ence. He is Chairman of the Nominating and Compensation 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 qualified as a Forestry Engineer at the Technical University of Madrid, holds the ESADE Course for Directors diploma, and has completed two doctorate courses in the Higher Technical School of Forestry Engineering. He has occupied positions of great responsibility in central government, such as General Manager of Nature Conservation (Ministry of the Environment), and in the Regional Government of Galicia, where he was Director of the Environment from 1997 to 2003 and General Manager of Forestry and the Natural Environment from 1990 to 1996. He was also Vice-Chairman of the National Parks Authority, Chairman of Atlantic Islands National Park's Board of Trustees, member of the Environmental Advisory Council of the Ministry of the Environment, Chairman of the Environmental Council of Galicia, Chairman of the Professional Engineers Union (UPCI) and Chairman of the Professional Association of Forestry Engineers.

He is a Lecturer on the Master's Degree in Energy Efficiency and Climate Change in the University Institute of Environmental Sciences of the Complutense University of Madrid, the Master's Degree in Environmental Project Engineering at the Technical University of Madrid, the advanced course in the Fundación Carolina-CEU de Políticas e Instrumentos de Gestión Forestal, and in other academic institutions.

He is Chairman of the Spanish Engineering Institute, Patron of the Board of Trustees of the Sierra de Guadarrama National Park, Patron of the TYPESA Foundation for Cooperation, member of the pro rebus academiae foundation of the Royal Academy of Engineering of Spain, Chairman of the "Environmental Forum for Economic and Social Progress" and Member of the Environmental Council of Castile and Leon and the Community of Madrid. Member of the Advisory Board of Telemadrid.

He is currently Vice-Chairman of Grupo TYPESA and Chairman of TYPESA Estadística y Servicios.

### **Rosa María García Piñeiro**

Rosa María García Piñeiro is an independent director in Ence and member of the Audit Committee and the Sustainability Committee. Her first appointment was on 22/03/2018. She holds 0 shares of Ence. She does not hold Ence's share options.

She holds a degree in Industrial Engineering from the University of Vigo and a master's degree in Business Administration and Management from the University of Geneva, as well as a master's degree in Environmental Engineering from the EOI Business School.

She has extensive experience in the industrial sector, with a remarkable focus on environment and sustainability, and with an international vision. She has developed her professional career at Alcoa, where she has held positions such as Environmental Engineer, Internal Auditor of Environment, Occupational Safety and Health, Director of Occupational Safety and Health, Director of Government Affairs and Sustainability for Europe and Chairman of Alcoa Inespal, S.L. in Spain.

She is currently Alcoa Group's Global Sustainability Director and Chairman of the Alcoa Foundation. She is also an independent Director on the Board of Directors of Acerinox, S.A.

### **Irene Hernández Álvarez**

Irene Hernández Álvarez is an independent director in Ence and member of the Audit Committee. Her first appointment was on 28/03/2019. She holds 0 shares of Ence. She does not hold Ence's share options.

She has a degree in Economics and Business Administration from ICADE. She received a National Award For Excellence in Academic Performance, the Second National Economy Award and the VI Carlos Cubillo Valverde Award in 1988.

She began her professional career at JP Morgan in Madrid and New York, between 1988 and 2001, where she was responsible for major fixed income and equity operations in national and international markets. She has developed an outstanding career in financial advisory services for family and investors businesses of all types. She is a founding partner of Impulsa Capital, a company dedicated to providing corporate financial advice, being a Registered Advisor to MAB.

She is currently an Independent Director of Saint Croix Holding Immobilier SOCIMI, S.A. and an Independent Director of Elecnor, S.A.

### **Amaia Gorostiza Tellería**

Amaia Gorostiza Tellería is an independent director in Ence and member of the Audit Committee. Her first appointment was on 28/03/2019. She holds 0 shares of Ence. She does not hold Ence's share options.

She has studied Business at the Institute of Business Studies of the Basque Country University. She began her professional career in Industrias Amaia Tellería, becoming Chief Financial and Administrative Officer and later a member of the Board of Directors. Also, in the financial field, she has been an Auditor of the APD-Norte's Board and a member of the Finance Committee of Elkargi (mutual guarantee society).

She is a founding partner and Chairman of Geo Management, a company dedicated to business and investment advice, and Geo Ingerobotica, dedicated to engineering services and industrial automation.

She is currently an Independent Director, a member of the Audit Committee and a member of Dominion's CSR Committee dedicated to technology and innovation solutions, an Independent Director of IMQ, dedicated to health services, and Chairman of the Board of Sociedad Deportiva EIBAR.

### **José Guillermo Zubía Guinea**

José Guillermo Zubía Guinea is other external director in Ence, Chairman of the Sustainability Committee, member of the Executive Committee and member of the Audit Committee. His first appointment was on 30/03/2007 and his re-elections on 22/06/2010, 21/03/2013, 16/03/2016 and 28/03/2019. He holds directly 34,028 shares of Ence (0.01% of capital). He does not hold Ence's share options.

He has a Law degree from the Complutense University of Madrid. He studied Economics at this University and Taxation at the Centre for Economic and Tax Studies. He has been an owner, consultant and advisor of several companies. He was secretary general of the Alavés Business Union (SEA) from 1979 to 1995. He was secretary general of the Confederation of Basque Entrepreneurs (Confebask) from October 1995 to March 2011.

He has been a member of the Board of Directors and Governing Bodies of the main Socio-Economic Institutions of the Basque Country: among others the Society for Promotion and Industrial Reconversion, the Economic and Social Councils and Labour Relations. He has been a member of the Economic and Social Council of Spain and its Economic and Labor Relations Commissions. He has also been a member of the Permanent Commission of the Andalusian School of Economics and has participated in



various courses and conferences at the Menéndez Pelayo International University, the summer courses at El Escorial and the summer university at the Basque Country University.

#### **Fernando Abril-Martorell Hernández**

Fernando Abril-Martorell Hernández is other external director in Ence, member of the Executive Committee and member 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, 16/03/2016 and 28/03/2019. 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 various companies and financial entities. Between 2011 and 2014, he was Managing Director of Grupo Prisa. Between 2005 and 2011, he was CEO of Credit Suisse in Spain and Portugal. He was Chief Executive Officer of the Telefónica Group from 2000 to 2003 and previously Chief Financial Officer from 1997 to 2000. He began his career at JP Morgan where he spent 10 years between 1987 and 1997 in the Madrid, New York and London offices.

Currently he holds the position of Executive Chairman of Indra and director of Marketplaces International (MPI).

#### **Javier Echenique Landiribar**

Javier Echenique Landiribar is other external director in Ence and member of the Executive 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 holds a degree in Economics and Actuarial Science and has been a Director and CEO of Allianz-Ercos and CEO of Grupo BBVA. He has also been a 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. (of which he was Chairman) and Celistics.

He is currently Vice-Chairman of Banco Sabadell, and a Director of ACS Actividades de Construcción y Servicios, ACS Servicios, Comunicaciones y Energía and Telefónica, S.A. Telefonica Audiovisual Digital, S.L.U., Telefónica Móviles Mexico S.A. de C.V.

He is also the representative on the Board of Telefónica for the Basque Country, a consultant to Calcinor, S.A., a patron of the Fundación Novia Salcedo, a Director of the Deusto Business School, and a member of the Mckinsey Advisory Council.