

Academic and professional experience of the members of the Board

Ignacio de Colmenares Brunet

Ignacio de Colmenares is the Chairman and CEO of Ence and Chairman of its Executive Committee. The date he was first appointed was 22/12/2010 (ratified on 29/04/2011) and he was re-elected on 30/06/2014, 30/03/2017 and 31/03/2020.

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 for Compañía Española de Laminación, born out of the CELSA steel group. Subsequently, he held the position of Commercial Director of Nueva Montaña Quijano, a common steel company, and he was General Sales Director for the CELSA Trefilerías Group.

In 1996, he became the Managing Director of Trenzas y Cable de Acero-TYCSA, a company specialising in the manufacture of steel cable, aluminium, and optical fibre. Subsequently, in 2001, he joined the Global Steel Wire steel group as Managing Director, a position that he combined with that of Corporate Development Director for the CELSA Group.

Before joining Ence, in 2008 he became CEO of Isofoton, a company producing photovoltaic panels and developing solar installations, in which he restructured the company from a technological, industrial and commercial perspective. 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 Board of Directors of the Spanish Association of Pulp, Paper and Cardboard Manufacturers (ASPAPEL) and a Director and Member of the Investment Committee for Corporación Financiera Alba.

Irene Hernández Álvarez

Irene Hernández Álvarez is an Independent Director for Ence, coordinating director and member of its Executive Committee, member of its Appointments and Remuneration Committee and Chairwoman of the Audit Committee. The date she was first appointed as a board member was 28/03/2019.

She has a degree in Economics and Business Administration from ICADE. She was granted the Special Graduation Award and Second National Prize for Economics.

She began her professional career at JP Morgan in Madrid and New York, from 1987 to 2001, where she was responsible for major fixed and variable income operations in national and international markets. She has had an outstanding career in financial advisory services for family businesses. She is one of the founding partners of the company Impulsa Capital, dedicated to corporate financial advisory services in the private capital/risk capital segment and is a Registered Adviser for BME Growth and a Listing Sponsor for Euronext.

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

Óscar Arregui Abendivar

Óscar Arregui Abendivar is a Proprietary Director for Ence. He is a member of the Executive Committee. The date he was first appointed was 26/03/2021.

He holds a degree in industrial engineering (specialising in electricity) from the Higher Technical School of Bilbao and a Master's in Business Administration (MBA) from the IESE Business School. He has held several positions of responsibility within the Guascor Group in the fields of both research and development and its expansion into the North American market.

He is currently a Director of Dehesa del Corcho XXI, S.L. and Dehesa del Castillo XXI, S.L., and a Member of the Board of Turina 2000, S.L.

Gorka Arregui Abendivar

Gorka Arregui Abendivar is a Proprietary Director for Ence. He is a member of the Executive Committee and of the Appointments and Remuneration Committee. The date he was first appointed as a board member was 26/03/2021.

With a degree in Law, he has held positions of responsibility in companies in the industrial, energy, agri-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, Ciresco S.A., Gopisa, S.A., and Investigación y Desarrollo Agrario, S.A.

Javier Arregui Abendivar

Javier Arregui Abendivar is a Proprietary Director for Ence, and a member of the Audit Committee and the Sustainability Committee. The date he was first appointed was 26/03/2021.

He has a degree in Business Administration from the University of Saint Louis (Missouri, USA) and a postgraduate degree in Finance from San Andrés University (Buenos Aires, Argentina). He has held various positions of responsibility within the Seche Group and has been a member of the Board of Directors of Cesa and the Guascor Group, among others. He is currently the Sole Administrator of Grupo Foresta, S.L.

José Ignacio Comenge Sánchez-Real

José Ignacio Comenge is a member of Ence's Executive Committee. The date he was first appointed as a physical board member was 26/03/2021.

He is an economist who held several positions in the Banco Hispano Americano between 1973 and 1983, such as Deputy Director of the Foreign Trade Department and Director of Large Companies.

From 1984 to 2002 he held the following positions in MUTUA MADRILEÑA AUTOMOVILISTA: Director of the Finance Department and Vice-chairman of the Board of Directors.

He currently holds the position of Chairman in the company Ball Beverage Can Iberica, S.L.; and is a Director for the companies COCA-COLA EUROPEAN PARTNERS, plc; EBRO FOODS S.A.; BARBOSA & ALMEIDA, S.A., 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.).

Ángel Agudo Valenciano

Ángel Agudo Valenciano is a Proprietary Director and a member of Ence's Sustainability Committee. The date he was first appointed was 31/03/2022.

He has a degree in industrial engineering from ICAI, specialising in mechanics (Madrid) and an MBA from IMD (Lausanne, Switzerland).

He is currently CEO of the Asúa Inversiones family office. He began his professional career at LVMH in Madrid, subsequently working for fund manager Fidelity Investments. He has been managing global and American equity funds for institutional clients in Europe and Asia for 18 years.

Rosa María García Piñeiro

Rosa María García Piñeiro is an Independent Director for Ence, Chairwoman of the Sustainability Committee and member of the Audit Committee. The date she was first appointed as a board member was 22/03/2018.

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 of Madrid.

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

She is currently the Alcoa Group's Global Sustainability Director and Chairwoman of the Alcoa Foundation. She is also an Independent Director on the Board of Directors of

Acerinox, S.A.

José Guillermo Zubía Guinea

José Guillermo Zubía Guinea is an Additional External Consultant for Ence and a member of the company's Executive Committee and its Audit Committee. The date he was first appointed was 30/03/2007.

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 entrepreneur, consultant and advisor for 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 Boards of Directors and Governing Bodies of the main Socio-Economic Institutions of the Basque Country: among others, the Company for Industrial Promotion and Reconversion and the Economic and Social and Labour Relations Councils. He has been a member of the Economic and Social Council of Spain and its Economic and Labour 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, summer courses at El Escorial and the summer university at the Basque Country University.

Fernando Abril-Martorell Hernández

Fernando Abril-Martorell Hernández is an Additional External Consultant for Ence and a member of its Executive Committee and its Appointments and Remuneration Committee. The date he was first appointed was 30/03/2007.

He has worked at various companies and financial entities. He was Chairman of Indra from January 2015 to May 2021. Between 2011 and 2014, he was Managing Director of the Prisa Group. 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 prior to this, Chief Financial Officer from 1997 to 2000. He began his career at JP

Morgan where he spent 10 years from 1987 to 1997 in the Madrid, New York, and London offices.

He is currently a board member for the Norwegian company Adevinta, S.A.

Maria de la Paz Robina Rosat

Maria de la Paz Robina Rosat is an Independent Director for Ence, a member of its Sustainability Committee and Chairwoman of its Appointments and Remuneration Committee. The date she was first appointed was 26/03/2021.

She has a degree in Chemical Sciences from the University of Valladolid.

She has spent her entire professional career at Michelin Spain and Portugal where she was the first woman to hold each and every position she undertook. In February 1988, she joined Michelin Spain at the Vitoria factory, holding various positions of responsibility within the quality and manufacturing areas in the production of semi-finished products. In February 1993, she transferred to the Aranda de Duero factory continuing in the area of Quality and Industrialisation, being in charge of Quality Assurance for the manufacturing of lorry tyres. In June 2004, she worked at the Central office in Valladolid in the role of Staff Management, Training and Administration Manager for the whole of Michelin Spain and Portugal. From July 2009, for 7 years, she managed the lorry tyre factory in Aranda de Duero. In August 2016, she took over the management of the Michelin Industrial Centre in Álava, one of the largest in the world, comprising 4 industrial activities in Vitoria and a logistics centre in Araia.

Currently, since March 2019, she has been the Human Resources Director, Managing Director and Chairwoman of the Board of Directors of Michelin España Portugal S.A. She is also a member of the Board of Directors of Signus Ecovalor, the Executive Board of the Rubber Consortium and the Governing Board of the FACYL automotive cluster.

Carmen Aquerreta Ferraz

Carmen Aquerreta Ferraz is an Independent Director for Ence, and a member of its Audit Committee. The date she was first appointed was 31/03/2022.

She has a degree in Economics and Business Studies and in Law from the Comillas Pontifical University, and a Master's in International Relations from Johns Hopkins University.

She has had an extensive professional career in the consulting sector. During her

professional career she has worked for large entities such as Andersen, in Madrid, in the role of global strategy and planning director (tax and legal), BCG – Boston Consulting Group and the Mitchell Madison Group, where she managed the group's global diversification strategy for consumer goods, as well as its commercial and risk strategy for the national financial entity.

She was a partner of Deloitte United Kingdom and Deloitte North West Europe (2006-2019), where she led intangible assets and intellectual property operations, global relations with the company Vodafone Plc and numerous large-scale projects for BAE Systems and Thales, among others. Additionally, she has worked as a lawyer for the World Bank (Washington) where she developed the KPIs and strategy for judicial reform in the Latin America division.

She is an Independent Director for the Andbank Group, a member of its Audit Committee and Chairwoman of its Appointments and Remuneration Committee. Additionally, she is an Independent Director for Indra Sistemas, S.A., and a member of its Sustainability Committee and its Audit Committee. She is a member of the Directors and Administrators Institute.

Rosalía Gil-Albarellos Marcos

Rosalía Gil-Albarellos Marcos is an Independent Director for Ence, and a member of the Audit Committee and the Sustainability Committee. The date she was first appointed was 31/03/2022.

She has a degree in engineering from the Polytechnic University of Madrid and a Master's in Environment and Urban Planning from the Polytechnic University of Valencia.

Additionally, she completed a General Management Programme (GMP) at the IESE Business School.

From 1987 to 1992, she worked as an environmental project technician at various engineering companies such as Inypsa, Desherca and Natural Spaces. In 1992, she joined Prointec (subsequently acquired by the Indra Group) and worked at this company until 2021. She held various management positions there such as Operations Director and Director of the Environment, Water and Ports department. Since July

2021, she has been Director of the Environment, Water Engineering and Sustainability department of Proes (Amper Group). During her time as Operations Director for Prointec (2011 to 2014), she was in charge of a deal worth 60 million euros as production manager. She was in charge of a team of 800 people in Spain and 400 people abroad. She was a member of the governing board of Tecniberia (engineering management) and chairwoman of its environmental committee from 2015 to 2021, where she brought about the creation of the "Women in Engineering" Committee.

She is currently Director of the Environment, Water Engineering and Sustainability Department of PROES (AMPER Group).