

Director's professional and biographical profile

Mr. Gregorio Marañón y Bertrán de Lis

Mr. Gregorio Marañón y Bertrán de Lis is the Chairman of Compañía de Distribución Integral Logista Holdings S.A. He also serves as Chairman of Universal Music and of Air City Madrid Sur, and he is member of the Board of Patrimonio Nacional. He is Chairman of the Board and the Executive Committee of the Teatro Real opera house and has a wide experience in the financial and business spheres. He was awarded the Grand Cross of Alfonso X el Sabio; the Gold Medal for Merit in Fine Arts; and the Gold Medal of Castilla-La Mancha Region. He was appointed Commandeur de la Légion d'Honneur Française and Commendatore della Ordine de la Stella della Republica Italiana.

Mr. Marañón received his Bachelor of Laws from Complutense University of Madrid (1964), and completed an Advanced Management Program at the IESE Business School (1979). He is Doctorate Honoris Causa by the University of Castilla-La Mancha.

Mr. Gregorio Marañón was appointed non-executive Chairman of Logista Holdings on 13/05/2014, and re-elected in his position by the General Shareholders' Meeting of 24/03/2020. He has the category of independent Director.

Mr. Íñigo Meirás Amusco

Íñigo Meirás is CEO of Compañía de Distribución Integral Logista Holdings. He is a Law Graduate from Madrid's Complutense University and obtained an MBA from the Instituto de Empresa (IE).

He started his professional career in Ferrovial in 1992, and after holding different positions, in 2009, he was appointed General Manager and CEO, position he held until September 2019. Prior to joining Ferrovial, he worked at Holcim Ltd. and Grupo Carrefour.

Mr. Íñigo Meirás Amusco was appointed executive Director and CEO of Logista Holdings on 19/12/2019, and his appointment was ratified by the General Shareholders' Meeting of 24/03/2020.

Mr. John Matthew Downing

Mr. John Matthew Downing is a Director of Compañía de Distribución Integral Logista Holdings S.A. He joined the Imperial Brands (former Imperial Tobacco) legal department in 2005 and currently serves as Group Company Secretary of Imperial Brands PLC. Mr. Downing played a leading role in all aspects of Imperial Tobacco's acquisition of Altadis and has considerable experience in managing key corporate projects related to financing, business development and other commercial matters. Prior to joining Imperial Tobacco, he worked in the corporate department of Linklaters in both London and SE Asia (from 1998 to 2005). Mr. Downing received a Bachelor of Arts (Honors) in History from the University of Cambridge in 1993, after which he completed a conversion course in Law, passing with Distinction in 1995.

Mr. John Matthew Downing was appointed proprietary Director of Logista Holdings, representing Imperial Brands PLC, on 13/05/2014, and was re-elected in his position by the General Shareholders' Meeting of 21/03/2018.

Ms. Marie Ann D' Wit

Ms. D' Wit joined Imperial as Deputy Chief Financial Officer in March 2017. In this role, she has responsibility for different financial aspects of the Group, related, among other, to the Commercial & Supply Chain, Group Tax and Group Financial Control. She played a key role in setting the strategy for Finance at Imperial. Before joining Imperial, Ms. D'Wit held senior finance positions at Ferguson Plc, Dixons Carphone and Cadbury Schweppes.

She brings international experience specially in creating high performing teams, finance transformations, merger and acquisitions, and investor relations, supported by an early career across audit and advisory (PwC) and in investment banking.

Ms. D'Wit was appointed proprietary Director of the Company by the General Shareholders' Meeting of 24/03/2020.

Ms. Cristina Garmendia Mendizábal

Ms. Cristina Garmendia Mendizábal obtained a PhD in Biological Sciences, specialising in Genetics, and became a Doctor of Molecular Biology at the Dr Margarita Salas laboratory, Severo Ochoa Centre for Molecular Biology. She completed her studies with an MBA from the IESE Business School of the University of Navarra.

She was Minister of Science and Innovation in the Spanish Government during the whole of its IXth Legislature. Since leaving the Government, she resumed her responsibilities at the companies she herself founded, Ysios and Genetrix.

She is chairperson at the *Fundación COTEC* and a member of various advisory boards, member of university councils and sits on the Boards of several companies, including Mediaset, CaixaBank and Grupo Logista.

She is an advisor at the European Union, as member of the High Level Group (HLG), that has presented the recommendations for the design of the IX Framework Program of the EU (2021-2026).

Her work and entrepreneurial vision have been recognized on several occasions with awards for research and innovation in business.

Ms. Cristina Garmendia was appointed independent Director of Logista Holdings on 04/06/2014, and was re-elected in her position by the General Shareholders' Meeting of 21/03/2018.

Ms. Lisa Anne Gelpey

Ms. Gelpey has a BA (Hons) degree in Accountancy and is qualified as an Associate Tax Technician (ATT). She joined Imperial Brands as Group Reward Director in January 2019, responsible for Executive Remuneration and other compensations and benefits. She also sits on the Supervisory Board of Reemstma Cigarettenfabriken GmbH. Prior to joining Imperial, she was a Director at PwC for four years providing HR consulting services to clients, and she had a number of roles at Shell over 12 years. She also served as HR and tax consultancy at Arthur Andersen (now Deloitte), Towers Perrin (now Willis Towers Watson) and KPMG, and had several in-house HR roles at Morgan Stanley and MCI WorldCom (now Verizon).

Ms. Gelpey was appointed proprietary Director of the Company by the General Shareholders' Meeting of 24/03/2020.

Mr. Richard Guy Hathaway

Mr. Richard Guy Hathaway serves as Director of Finance Strategic Initiatives at Imperial Brands, and has been responsible for leading the Risk Management function.

Prior to joining Imperial Tobacco, he worked for KPMG from 2000 to 2012, where he held different positions as Partner of the Company, being the Head of Travel, Leisure and Tourism Sector for KPMG UK first (2008-2010), and after for KPMG Europe (2010-2012). He also worked for ADS Anker, where he was Project Manager for IPO (1999-2000). Mr. Hathaway received a Bachelor of Mathematics (Honors) (1988) from Oxford University in 1988, and is Fellow of the Institute of Chartered Accountants in England & Wales.

Mr. Richard Guy Hathaway was appointed proprietary Director of Logista Holdings, representing Imperial Brands PLC, on 24/03/2015, and was re-elected in his position by the General Shareholders' Meeting of 26/03/2019.

Mr. Luis Isasi Fernández de Bobadilla

Mr. Luis Isasi graduated from the University of Seville with a degree in Business Administration in 1978. He has an MBA from Columbia University (Beta Gamma Sigma) in 1982.

He joined Morgan Stanley as a Vice President in 1987. During his 33 full-time years in Morgan Stanley, he was actively involved in numerous transactions in the Spanish market for Banks, Corporates and Government Agencies, hiring and promoting a leading team of bankers in the Spanish market. Prior to joining Morgan Stanley he worked first as Assistant Treasurer in the Latin American Department of Morgan Guaranty in New York and then, from 1984, as a Vice President of First Bank of Chicago Ltd. in London with responsibility for investment banking in Spain and Portugal.

Until March 2020, Luis Isasi was the Country Head and Chairman of Morgan Stanley, S.V., S.A.U. and Morgan Stanley Spanish Holdings, S.L, where he was responsible for the Firmwide business of Morgan Stanley in Iberia, and where he still serves as Senior Advisor.

Today, he is Non-Executive Chairman of the Board of Santander Spain, and External Board Member of Banco Santander, S.A., as well as Member of its Executive Committee and its Risk and Remuneration Committees.

Mr. Luis Isasi was appointed independent Director of Logista Holdings, on 29/09/2020.

Mr. John Michael Jones

Mr. John Michael Jones joined Imperial Brands in 1998 in the Treasury Department and has been Director of Treasury since 2001. He has gained extensive financial experience over that time and played a major role in the development of the financing and risk management activities of the Imperial Brands Group, particularly with the transforming acquisitions of Reemtsma (2002), Altadis (2008) and the US brands (2015). He is currently responsible for treasury, insurance and the financial risk management of pensions for the group.

Prior to Imperial Brands, after graduating with a degree in mathematics from York University, John started his career in audit with KPMG (1992-1996) then as Assistant Group Treasurer with Hickson International PLC (1996-1998).

Mr. John Michael Jones was appointed proprietary Director of Logista Holdings, representing Imperial Brands PLC, on 29/01/2019.

Mr. Alain Minc

Mr. Alain Minc is a graduate of the Ecole des Mines de Paris and of ENA. After serving as Inspecteur des Finances, he joined Compagnie de Saint-Gobain in 1979, as Chief Financial Officer. In 1986, Mr. Minc became Vice-Chairman of CIR International (Compagnie Industriali Riunite International) and General Manager of Cerus (Compagnies Européennes Réunies) which were the non-Italian affiliates of Benedetti Group. He has been Board member of numerous companies and the Chairman of the Supervisory Board of Le Monde, the leading French newspaper (19/12/94 to 11/02/2008). Today he is Chairman of AM Conseil and Sanef. He is Commandeur de la Légion d'Honneur (France); Commander of the British Empire; Grand Cross of the Order of Civil Merit (Spain). Alain Minc wrote more than 30 books on different subjects (economics, history, social and politics, among others).

Mr. Alain Minc was appointed independent Director of Logista Holdings, on 24/04/2018.

Ms. Pilar Platero Sanz

Ms. Pilar Platero Sanz holds a Law Degree from the Complutense University of Madrid. State Comptroller and Auditor, Tax Inspector and Audit and Accounting Technician of the Ministry of Finance. Member of the Accounts Auditors Official Register.

She held various management positions at the Spanish Government General Comptroller Office, as State Auditor and Delegated Comptroller at the national museums *Museo del Prado* and *Centro de Arte Reina Sofía*, as well as in the cabinets of the Minister of Finance and the State Secretary for Budgets and Expenditures.

In the private sector, she was partner of *Equipo Económico*, an economic strategy consultancy, where she was an advisor for the Inter-American Development Bank (IDB).

Undersecretary of the Ministry of Finance and Public Administrations, and President of the Spanish state-owned industrial holding company (SEPI).

Ms. Pilar Platero Sanz was appointed independent Director of Logista Holdings, on 26/11/2019, and her appointment was ratified by the General Shareholders' Meeting of 24/03/2020.

Ms. María Carolina Echenique Moscoso (Board Secretary-Director)

Ms. María Echenique holds a Law Degree from the Universidad Complutense de Madrid, and a Diploma in English Law by the University of Kent at Canterbury. She is a civil servant (Cuerpo Superior de Administradores Civiles del Estado), on leave.

From 2010 she has held different positions in NATURGY ENERGY GROUP, S.A.'s Legal Services where, additionally, she was appointed Deputy Secretary of the Board of Directors. Before, Mrs. Echenique performed different duties in the Spanish Public Administration, such as technical advisor in the Economy Ministry and advisor in the Science & Technology Ministry.

Mrs. María Echenique was appointed Secretary of the Board of Compañía de Distribución Integral Logista Holdings on Dec. 19th, 2019 and and executive Director by the General Shareholders' Meeting of 24/03/2020.

She also performs functions of Head of the Company's legal services, as General Counsel of the Company.