

Director's professional and biographical profile

Mr. Gregorio Marañón y Bertrán de Lis

Mr. Gregorio Marañón is the Chairman of the Compañía de Distribución Integral Logista Holdings S.A. He also serves as Chairman of Universal Music and of Air City Madrid Sur; he is member of the Board of Directors of Patrimonio Nacional and Chairman of the Board of the Teatro Real opera house.

He has a wide experience in the financial, business, academic and legal spheres, having being General Manager of Banco Urquijo, Chairman of Banif, Chairman and founder of Gescapital, and Director in BBVA, Argentaria, Banco de Jerez and Zurich Seguros. He also was Chairman of Roche Farma, and member of the Advisor Board of Vodafone, among other positions.

He was awarded the Grand Cross of Alfonso X el Sabio; the Gold Medal for Merit in Fine Arts; the Gold Medal of Castilla-La Mancha Region, and the Gold Medal of Madrid city. 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. 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.

Indirect shares: 21.832

Mr. Íñigo Meirás Amusco

Mr. Íñigo Meirás 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.

He has been member of several Board of Directors in Spain, UK, Ireland, Greece, Germany, USA, Canada, Colombia, Chile and Australia: Swissport International (Switzerland), BAA (now HAH, in UK), and Amey Plc (UK), among others.

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.

Direct shares: 55.010

Ms. Lillian Alice Blohm

Ms. Blohm graduated with honors in Law & Sociology (Exeter University, UK). She joined Imperial in Group Legal in December 2006, where she was responsible for the legal and corporate affairs of the UK market for four years before she moved into the Group Corporate Affairs team.

At the end of 2012 she moved into the manufacturing and supply area (MS). She is currently Strategy Director in MS.

Ms. Lillian Alice Blohm was appointed proprietary Director of Logista Holdings, representing Imperial Brands PLC, on 06/05/2021. and her appointment was ratified by the General Shareholders' Meeting of February 3rd, 2022.

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. 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 February 3rd, 2022.

Mr. Richard Guy Hathaway

Mr. Richard Guy Hathaway serves as Corporate Development Director at Imperial Brands, and has previously been responsible for Finance Strategic Initiatives and 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 in Economics and Business studies, and has an MBA from Columbia University (Beta Gamma Sigma).

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 Vice President of First Bank of Chicago Ltd. in London with responsibility for investment banking in Spain and Portugal. He also worked at the Human Resources Department of Abengoa, S.A. in Sevilla, from 1976 to 1980.

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, and his appointment was ratified by the General Shareholders' Meeting of 04/02/2021.

Mr. Murray Henry McGowan

Mr. McGowan holds a first class honours degree in Actuarial Mathematics and Statistics from Heriot-Watt university, Edinburgh.

He has a strong background in strategy and operations from his time in McKinsey, where he started his professional career, working with a range of leading global FMCG businesses, and more recently from various strategic and operational leadership roles for the likes of Costa Coffee (Whitbread), The Restaurant Group, Yum! Brands and Cadbury.

He joined Imperial Brands Plc.in 2020, as Chief Strategy and Development Officer. He is also part of the Imperial Executive Committee. He is responsible for leading all elements of group strategy and operational transformation, and the definition of the new five year strategic plan for the Group.

Mr. Murray McGowan was appointed proprietary Director of Logista Holdings, representing Imperial Brands PLC, on 22/07/2021, and his appointment was ratified by the General Shareholders' Meeting of February 3rd, 2022.

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 Industrielle 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, and was re-elected in his position by the General Shareholders' Meeting of February 3rd, 2022.

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. Jennifer Susan Ramsey

Ms. Ramsey studied Civil Engineering at Imperial College, London and has an MSC in Soil Mechanics and Engineering Seismology from the same institution. She is also CFA Charterholder, holds an MBA from London Business School and is a Chartered Civil Engineer.

Mrs. Ramsey joined Imperial Brands in April 2021 and serves as Senior Investor Relations Manager of Imperial Brands Plc.

Prior to joining Imperial, she worked as Head of Investor Relations at Rolls-Royce Plc and Senior Plc. She has twenty years' experience as a fund manager directing investments for both institutional and private clients in both the UK and the US. She is also a trustee and chair of the Audit & Risk Sub-Committee at the Cyclopark Trust in Kent.

Ms. Jennifer Susan Ramsey was appointed, by co-option, proprietary Director of Logista Holdings, representing Imperial Brands PLC, on April 6th, 2022.

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 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.