

DIRECTOR'S PROFESSIONAL AND BIOGRAPHICAL PROFILE

Mr. Luis Isasi Fernández de Bobadilla

Mr. Luis Isasi is the **Chairman of the Board of Directors** of Logista Integral, S.A. with the category of **independent**, appointed on 2 February 2024. He is an **independent Director** of the Company since 29/09/2020, and his appointment was ratified by the General Shareholders' Meeting of 04/02/2021.

He began his career in Abengoa in 1976, and after occupying different executive positions in JP Morgan in New York and in First National Bank of Chicago in London, he joined Morgan Stanley in London as Vice President, later Managing Director in the Investment Banking Division for Europe and, since 1997, Country Head and Chairman of Morgan Stanley in Spain. He left this position in March 2020, remaining as Senior Advisor. He has also been a Board member of Madrileña Red de Gas, S.A., of Sociedad Rectora Bolsa de Madrid, S.A., and of Grifols S.A., where he also was Chairman of its Audit Committee and member of its Appointments and Remuneration Committee.

He is today the non-executive Chairman of the Board of Santander España and external Board Member of Banco Santander, S.A., as well as Member of its Executive Committee, Appointments and Remuneration Committee, and Risk Committee.

Mr. Isasi holds a degree in Business Administration from the University of Sevilla and has an MBA from Columbia University in 1982.

Direct shares: 6.000

Ms. Cristina Garmendia Mendizábal

Ms. Cristina Garmendia is the **Vice Chair** of the Board of Directors of Logista Integral, S.A., with the category of **independent**, appointed on 2 February 2024. She is an **independent Director** of Logista since 04/06/2014 and was re-elected in her position by the General Shareholders' Meeting of 03/02/2022.

She was Minister of Science and Innovation of the Spanish Government during the IX Legislature. After leaving the Government, she restarted her responsibilities in the venture capital firm of which she is a partner and founder, Ysios Capital, and founded the consulting firm Science & Innovation Link Office (SILO) and the Spanish-American company Satlantis Microsats.

She is president of the COTEC Foundation and sits on several advisory boards, university boards and boards of directors, including Caixabank, Mediaset and Ysios Capital. She is an advisor to the European External Action Service (EEAS) and member of its Advisory Board.

She also was an advisor to the European Commission as a member of the High Level Group (HLG), which formulated the recommendations for the design of the IX Framework Program (2021-2027) of the European Union and is an advisor to the European Space Agency (ESA) to formulate recommendations on the future of space projects.

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

Ms. Cristina Garmendia obtained her PhD in Biological Sciences, specializing in Genetics. She completed her PhD in Molecular Biology in the laboratory of Dr Margarita Salas, Severo Ochoa National Center for Molecular Biology. She completed her academic training with an MBA from the IESE Business School of the University of Navarra.

Mr. Íñigo Meirás Amusco

Mr. Íñigo Meirás is the **CEO** of Logista Integral, S.A., appointed in December 2019, with the category of **executive**, and was re-elected as director by the General Shareholders' Meeting of 02/02/2024.

He started his professional career in Ferrovial in 1992, and after holding different positions, in 2009, he was appointed CEO of the group, 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, Switzerland, Italy, Portugal, 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 holds a Law Degree from the Complutense University of Madrid and obtained an MBA from the Instituto de Empresa (IE).

Direct shares: 158.083

Ms. María Echenique Moscoso del Prado

Ms. María Echenique was appointed **Secretary of the Board** of Logista Integral, S.A. in December 2019 and **executive Director** by the General Shareholders' Meeting of 24/03/2020. She was re-elected as director by the General Shareholders' Meeting of 2/2/2024.

From 2010 she held different positions in Naturgy Energy Group, S.A.'s Legal Services where, she also was appointed Deputy Secretary of the Board of Directors. Before, Ms. Echenique performed different duties in the Spanish Public Administration, such as technical advisor in the Economy Ministry and advisor in the Science & Technology Ministry.

She currently is the General Counsel of the Company and also performs functions of Head of the Company's legal services.

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

Direct shares: 12.077

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Mr. Manuel González Cid

Mr. Manuel González Cid was appointed **Director** of Logista Integral, S.A., with the category of **independent**, by the General Shareholders Meeting of 2/2/2024.

Mr. González Cid is currently Senior Advisor at Cerberus Global Investment Advisors in Europe, Chairman of the Board of Directors of Gescobro Collection Services, S.L.U. (Spain) and Member of the Board of Directors of Hamburg Commercial Bank (Germany).

He has spent many years of his professional career at BBVA, holding different positions, among others, Chief Financial Officer and member of the BBVA Group Management Committee, Director of Corporate Development and Director of Integration and Mergers, among others, as well as being a Board member of several of the group's international companies.

Mr. González Cid holds a master's degree in Economics and Business Administration specializing in Economic Analysis and Quantitative Economics, from the Complutense University of Madrid, and an International Executive MBA from the Graduate School of Business at the University of Chicago.

He is a Commercial Technician and State Economist, with teaching experience at the Autónoma and Complutense Universities of Madrid, and the CECO Centre for Commercial Studies, among others.

Direct shares: 2.118

Mr. Richard Guy Hathaway

Mr. Richard Hathaway was appointed **Director** of Logista Integral, S.A. on 24/03/2015, with the category of **proprietary**, representing Imperial Brands PLC, and was re-elected as director by the General Shareholders' Meeting of 2/02/2024.

Prior to joining Imperial Brands, he developed part of his professional career in KPMG, where he held various different positions in the UK and Europe and was a partner, initially in the audit practice (2000-2007) and then in the Transaction Services division (2007-2012). He also worked for ADS Anker.

Mr. Richard Hathaway currently serves as Corporate Development Director at Imperial Brands, and was previously Director of Finance Strategic Initiatives and responsible for leading the Risk Management function.

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.

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Ms. Julia Lefèvre

Ms. Julia Lefèvre was appointed, by co-option, **Director** of Logista Integral, S.A., on 07/11/2023, with the category of **proprietary**, representing Imperial Brands PLC, and her appointment was ratified by the General Meeting of Shareholders' of 2/02/2024.

Ms. Lefèvre serves as Head of Mergers & Acquisitions at Imperial Brands. During her six years in the Corporate Development team, she has had a relevant role in Imperial's different corporate transactions.

Prior to joining Imperial Brands, Ms Lefèvre worked as an investment banker at Credit Suisse for seven years in France, United Kingdom and Australia, advising FMCG companies on a variety of transactions. She also worked for RELX plc, a FTSE 100 technology company for two years in Corporate Finance managing bolt-on acquisitions for the Group.

Ms Lefèvre received an honours degree in economics from Sciences Po Paris in 2008. She is a French-British dual national and speaks both languages fluently.

Mr. Murray Henry McGowan

Mr. Murray McGowan was appointed **Director** of Logista Integral, S.A., with the category of **proprietary**, representing Imperial Brands PLC, on 22/07/2021, and his appointment was ratified by the General Shareholders' Meeting of 3/02/2022.

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 Group Strategy and Transformation Director, currently serving 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. McGowan holds a first-class honours degree in Actuarial Mathematics and Statistics from Heriot-Watt university, Edinburgh.

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Ms. Teresa Paz-Ares

Ms. Teresa Paz-Ares was appointed, by co-option, **Director** of Logista Integral, S.A., with the category of **independent**, on 07/11/2023, and her appointment was ratified by the General Meeting of Shareholders' of 2/02/2024.

She has developed her professional career at Uría Menéndez, where she joined in 1992 and has been a partner at the firm since 2002. She has worked in the Barcelona, London and Madrid offices.

Ms. Teresa Paz-Ares is currently a partner in the Mergers and Acquisitions Area at Uría Menéndez and co-leads the Health Group (Life Sciences & Healthcare) at the firm. Her practice focuses on commercial and corporate law, as well as mergers and acquisitions. During her more than 31 years of professional practice at Uría Menéndez, she has advised on numerous M&A operations at both the national and international levels and has provided strategic legal advice to operators in various regulated sectors (including the pharmaceutical and media sectors) across a wide range of areas, covering commercial and regulatory aspects, particularly in matters of medicine pricing and distribution.

She has been recognized for her work for many years by prestigious directories such as Chambers Europe (Band 1) and Legal 500 (Hall of Fame), among others.

Ms. Teresa Paz-Ares holds a double degree in Law and Economics and Business Administration from the Universidad Pontificia Comillas, ICADE-E-3 (1987-1993). As part of her ongoing professional development, she has also participated in the ESG Program for Directors organized by ESADE's Corporate Governance Center (November 2021). Ms. Paz-Ares is member of the Madrid Bar Association (ICAM)

Ms. Pilar Platero Sanz

Ms. Pilar Platero was appointed **Director** of Logista Integral, S.A., on 26/11/2019, with the category of **independent**, and her appointment was ratified by the General Shareholders' Meeting of 24/03/2020. She has been re-elected in her position by the General Shareholders' Meeting of 2/02/2024.

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

In the private sector, she was a Board member at Amper, partner of Equipo Económico and an advisor for the Inter-American Development Bank (IDB).

Ms. Pilar Platero 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.

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Ms. Jennifer Susan Ramsey

Ms. Jennifer Ramsey was appointed **Director** of Logista Integral, S.A. on April 6th, 2022, with the category of **proprietary**, representing Imperial Brands PLC, and her appointment was ratified by the General Shareholders' Meeting of 07/02/2023.

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.

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.

Mr. David Michael Tillekeratne

Mr. David Tillekeratne was appointed, by co-option, **Director** of Logista Integral, S.A. on April 13th, 2023, with the category of **proprietary**, representing Imperial Brands PLC, and his appointment was ratified by the General Shareholders' Meeting of 2/02/2024.

Mr. Tillekeratne serves as Group Finance Director at Imperial Brands and has previously held roles for Imperial in both the European and Australasian regions as Divisional Finance Director.

Prior to joining Imperial Brands, he worked for General Electric for 13 years across a range of finance, financial control and general management roles (including Group CFO GE Mining Equipment and General Manager, GE Digital Mining Technologies) across a range of markets including Australia, Netherlands and the United Kingdom. He also worked for Kerry Foods in the U.K. for 4 years in a range of finance and sales roles.

Mr. Tillekeratne received an honours degree in Law from the University of West England, Bristol in 1999 and is a member of the Chartered Institute of Management Accountants and is a Certified Practising Accountant (CPA) – Australia.