

BOARD MEMBERS' 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, in 1987 he joined Morgan Stanley in London as General Manager 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, until 1st January 2024. 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 was also 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 Director of Banco Santander, S.A., as well as Member of its Executive Committee, Appointments and Remuneration Committee, and Risk Committee.

He is also First Vice-Chairman of the Spanish Chamber of Commerce.

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

She was also 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

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(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.

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 began his career at Ferrovial in 1992, and after holding various positions, such as CEO of Ferrovial Services and CEO of Ferrovial Airports, he was appointed CEO of the group in 2009, a position he held until September 2019. Prior to joining Ferrovial, he worked for the Carrefour Group and Holcim Ltd.

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: 210,222

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

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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.

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 joined the Corporate Development team at Imperial Brands in 2017 and currently serves as Head of Mergers & Acquisitions. During her time at Imperial Brands, she has had a relevant role in different corporate transactions.

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

Ms Lefèvre received a master's degree with honours from the Paris Institute of Political Studies ("Sciences Po") in 2008. She is a French-British dual national and speaks both languages fluently.

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Mr. Celso Marciniuk

Mr. Celso Marciniuk was appointed, by co-option, **Director** of Logista Integral, S.A. on 24/07/2024, with the category of **proprietary**, representing Imperial Brands PLC. He is also member of the Audit, Control and Sustainability Committee.

Mr. Marciniuk is currently Group Financial Director at Imperial Brands. He has a long track record of business leadership, with extensive experience in strategy, finance, and mergers and acquisitions in different geographies and industries, in particular in food & beverages and mass consumption sectors. He has served as Controller and local CFO of several companies (Unilever, Fleury Group, Heineken), and his last role before joining Imperial Brands was CFO Asia Pacific at The Heineken Company.

Mr. Marciniuk holds a degree in Civil Engineering from the Universidade Federal do Paraná (Brazil), an MBA at RSM Erasmus Universiteit and an Advanced Management Program at Harvard Business School.

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 started his professional career in McKinsey & Company, based in Europe then the US, supporting a number of leading FMCG businesses across a variety of strategic topics, and later worked in various strategic, finance and operational leadership roles for the likes of Cadbury, Yum! Brands, Costa Coffee (Whitbread) and The Restaurant Group.

He joined Imperial Brands Plc. In July 2020, initially as Group Strategy and Transformation Director, and is currently serving as Chief Strategy and Development Officer (a role he has held since August 2021). He is also part of the Imperial Brands Executive Leadership Team.

He is responsible for leading all elements of group strategy, operational transformation, and corporate development (including overseeing all Group acquisitions and disposals).

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 Rodriguez

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. Also, from 1 June 2024, she is the Chair of its Appointments and Remuneration Committee.

She has developed her professional career at Uría Menéndez, where she joined in 1992 and has been a partner at the firm for 22 years until 31 December 2023. She has worked in the Barcelona, London and Madrid offices.

Her practice was focused in the last years 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.

Ms. Teresa Paz-Ares has been many times recognized for her work as a lawyer by prestigious directories such as Chambers Europe (Band 1) and Legal 500 (Hall of Fame), among others.

Currently, Ms. Teresa Paz-Ares is also an independent Director of Bankinter, S.A. and a member of its Remuneration Committee. She is also legal advisor to the Alicia Koplowitz Foundation.

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), and she is a member of the Madrid Bar Association (ICAM). 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), as well as in the senior management program 15 x 15 of EDEM (January-June 2024).

Direct shares: 1,814

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 was re-elected in her position by the General Shareholders' Meeting of 2/02/2024. She is also the Chair of its Audit, Control and Sustainability Committee.

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).

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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.

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.

Ms. Cristina Ruiz Ortega

Ms. Ruiz was appointed **Director** of Logista Integral, S.A., on November 15th, 2024, with the category of **independent**.

Ms. Ruiz is currently a director and member of the Audit Committee of SAICA Group, a leading multinational company in sustainable solutions for recycled paper and packaging, and a director at Proeduca, a multinational company dedicated to online higher education.

Previously, she was a director at Banco Santander Spain and at Santander Digital Consumer Finance, CEO of Indra Sistemas and held various management positions at Santander Spain, Boston Consulting, Accenture and Andersen Consulting.

Ms. Ruiz holds a degree in Economics and Business Administration from the Complutense University of Madrid and is an Actuary of the same University.

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Ms. Mar Oña López

Ms. Mar Oña López was appointed **Secretary (non-director) of the Board of Directors** of Logista Integral, S.A., on January 15th, 2025.

Ms. Oña is a graduate in Law from the Universidad Autónoma de Madrid, she holds a Master's Degree in Mergers and Acquisitions from the same university and a postgraduate degree in International Law from Bucerius Law School, Hamburg.

From 2018 until joining Logista, she was General Secretary and Board Secretary at Tendam (formerly Cortefiel). Previously, she was General Secretary and Secretary of the Board of Directors at Prosegur Cash and Director of the Corporate Legal Service in Prosegur; Senior Associate in Clifford Chance Madrid and Assistant Lecturer in Private International Law at the University of Castilla-La Mancha.

Ms. Ainhoa Anuncibay Abad

Ms. Ainhoa Anuncibay Abad is **Deputy Secretary (non-director) of the Board of Directors** of Logista Integral, S.A., since November 15th, 2024.

She joined Logista in September 2021, as Director of the Corporate Legal Services of the Logista group, as well as Deputy Secretary of Logista Libros and SADE, both companies participated by Logista.

Before joining Logista, she developed her professional career for 20 years in the Naturgy group, where she was Manager of the Legal department of Global Gas&LNG.

Ms. Anuncibay holds a Law Degree from the Complutense University of Madrid, and a Master in Corporate Law from Centro de Estudios Garrigues.