

ARQUIMEA GROUP – GOVERNANCE

Advisory Board

ARQUIMEA's governance structure combines internal leadership with external expertise.

The Advisory Board includes five members, with three external profiles contributing specialist experience in finance and audit, human resources, and legal matters.

- **Andres Tejero – Independent, Non-Executive**

- Senior Executive with extensive experience in finance, investment banking, corporate management and general management. He holds degrees in Law and Economics and a Master's degree in Finance from Southeastern University in Washington, D.C. He began his career at the Madrid Stock Exchange and later worked in investment banking, including roles in London and New York. He subsequently joined Telefónica, where he held senior corporate responsibilities, and later served in executive positions at VEO Televisión, the Instituto de la Empresa Familiar and Pronovias, where he was Vice Chairman and Chief Executive Officer.
- Area of expertise: Finance, Audit, Corporate Finance, Investment Banking, Corporate Strategy and Executive Management.

- **Ignacio de Orue – Independent, Non-Executive**

- Senior Executive with extensive international experience in strategy, organizational transformation, human resources and talent management. He holds degrees in Law and Business Administration from ICADE (E-3) and an MBA from The Wharton School, University of Pennsylvania. He began his career at Boston Consulting Group and J.P. Morgan, working in Madrid, London and New York. He later developed a broad executive career at Orange, holding senior positions in Strategy and Business Development, Legal and Regulatory Affairs, Brand and Communications, Customer Experience, Digital Transformation and Human Resources. He has also held responsibility for Talent and Culture within the Orange Group
- Area of expertise: Human Resources, Talent Management, Organizational Transformation, Strategy and Corporate Governance.

- **Santiago Pla – Independent, Non-Executive**

- Santiago Pla has more than 30 years of experience in commercial law, legal advisory and corporate governance. He joined ARQUIMEA in 2016 after a long professional career as a Partner and General Partner in different law firms. His experience combines corporate legal advisory with strong knowledge of business and governance matters, providing expertise in corporate law, compliance, contracts and governance frameworks.

- Area of expertise: Corporate Law, Legal Affairs, Corporate Governance, Compliance and Business Law.
- **Monica Viñas – Vice-Chair, Non-Independent**
- **Diego Fernandez infante – Controlling Shareholder**

External members provide the specialist oversight of the key committee areas:

- Audit and Financial Reporting,
- Compensation and People,
- Legal and Governance.

This structure reinforces independent challenge and specialist input in the main governance decisions.

All Committee members participate in the specific sub-committees, contributing their knowledge and experience. Independent and Non-Executive members represent 60% of the Committee.