

ANTONIO HERNÁNDEZ CALLEJAS**Chairman**

Born in Tudela (Navarra). BA in Economics from the University of Seville and a diploma in Law. He began his professional career in 1979 in Arrocerías Herba, a rice enterprise founded by the Hernández family. In 2002, Mr Hernández Callejas was appointed Director, Vice-Chairman and member of the Executive Committee of Ebro Foods, S.A. and since then he has been a key figure in the transformation and international expansion of Ebro. In 2004, he was appointed Managing Director and in 2005 he became Executive Chairman of the Ebro Group. Under his chairmanship, Ebro Group has risen to number one in the global rice sector, the second manufacturer worldwide in the pasta sector and has positioned itself in over 70 countries in Europe, America, Africa and Asia, with a portfolio of over 80 brands. Over his professional career, he has received several prizes and awards, such as the Tiepolo Award for Italian and Spanish Business success, the University of Seville's Business Patronage Award, the "Dinero" Business Prize for the best business management, Officer of the National Order of Merit of the Republic of France, Prize for Outstanding Business Career awarded by the Social Council of Seville University and the Confederation of Entrepreneurs from Seville (CES), the Gold Medal of the City of Seville, Joly Group Award for Agri-Food Innovation and Manuel Clavero Award. He speaks English, French and Italian.

DEMETRIO CARCELLER ARCE**Vice-Chairman**

Born in Madrid. BA in Business Administration from the Private Financial Studies University 'Colegio Universitario de Estudios Financieros' (CUNEF) of Universidad Complutense de Madrid. He subsequently did an MBA at Duke University (American Fuqua School of Business of which he is a member of the Board of Visitors.). He is Executive Chairman of Sociedad Anónima Damm and Chairman of Corporación Económica Delta, SA. and DISA Corporación Petrolífera, S.A. He is also Vice-Chairman and member of the Executive Committee of Sacyr, S.A. He also chairs the Board of Trustees of the Damm Foundation and member of the Board of Trustees the Disa Foundation and the SERES Foundation (social foundation and responsibly corporate)

BELÉN BARREIRO PÉREZ-PARDO**Director**

Born in Madrid. PhD in Political Science, Sociology and Social Anthropology from the Autonomous University of Madrid and Master in Social Sciences from the Juan March Institute of Studies and Research. She is the founder and CEO of 40dB, a social and market research consultancy and is on the Scientific Council of Real Instituto Elcano / Elcano Royal Institute. She has over twenty years' experience in studying consumers and society. Drawing on her national and international experience, she has directed projects in Europe and Latin America, as well as a large volume of research into the social impact of ESG, the climate crisis, new technologies and artificial intelligence, inter alia. With a holistic vision of citizens and consumers, she has worked for the FMCG industry, food & beverages industry, retail, entertainment, media, telecommunications, energy, banking, insurance, NGOs and universities. She is the

author of “La sociedad que seremos” (Planeta, 2017) and numerous academic publications and is a visiting lecturer for different university courses. She was previously Chair of the CIS [Sociological Research Centre] (2008-2010) and on the Advisory Board of the Spanish Association of Foundations (2016- 2023) and the Economic Affairs Advisory Council of the former Deputy Prime Minister Nadia Calviño (2020-2023). She has received numerous acknowledgements and awards. In 2011 she was elected one of the 100 Leading Women by the Tiempo magazine and was in the Top 100 Leading Women in Spain in the category of thinkers and experts in 2016, 2017 and 2018 (and currently has honorary status). In 2019 she was awarded the European Prize for Women Entrepreneurs by the European Association of Economics and Competitiveness.

MARÍA CARCELLER ARCE

Director

Born in Madrid. BA in Business Studies from the European Business School, specialist in marketing and international business, with a postgraduate degree from IESE (Management Development Programme PDD-C). She has over 30 years’ professional experience in national and international companies in the food and drink sector. She has been on the Food and Drink Advisory Board of the IESE Business School since 2001. She has been Managing Director of Grupo Rodilla since January 2012. Before joining Grupo Rodilla, she held different management positions in Pepsico and McDonald’s, where she received prizes such as the President Award. She is bilingual Spanish-German and also speaks English.

JOSÉ IGNACIO COMENGE SÁNCHEZ-REAL

Director

Born in San Sebastián. He is an Economist and has a degree in International Banking. He has a lengthy track record in business administration and management in companies operating in different areas of the Spanish economy, including the financial, insurance, beverages and renewable energy sectors. He has held positions as director and executive in several financial institutions and insurance companies, such as Banco Hispano Americano, Mutua Madrileña and Axa Winterthur, among others. He is chairman of Ball Beverage Packaging Iberica S.L. and Arbitraje&Inversiones S.L. and Director of ENCE Energía y Celulosa, S.A., CVNE, S.A. (Compañía Vinícola Nacional de España), Olive Partners, S.A., Barbosa&Almeida, S.A. and Coca-Cola European Partners.

MERCEDES COSTA GARCÍA

Lead Independent Director

Born in Lleida. BA in Law from the Central University of Barcelona, LL.M. from IE Business School and PhD in Communication Sciences in December 2011. She worked in the commercial department of the law firm Bufete José Mario Armero for ten years, combining this professional activity with her teaching activity as a lecturer of Security in Legal Relations at the IE Business School. She is currently director of the Negotiation and Mediation Centre and lecturer of negotiation and mediation in all the Masters and Executive Education programmes. She also manages Foro Negocia [“Negotiate Forum”] and is a member of the Advisory Council of Ribé Salat. She has

written, in some cases, and directed and coordinated, in other cases, five books on negotiation and mediation: “Negociar para CON-vencer” (McGraw Hill, 2004), author of Chapter III “La Negociación” in the manual “Sistemas de Solución Extrajudicial de Conflictos” (Cerasa, 2006), author of Chapter III “El impacto del diálogo entre accionistas en la reputación corporativa y la confianza” (Centro de Gobierno Corporativo IE Business School 2010), “Negociar para CON-seguir” (Pearson, 2011) and “El Negociador efectivo: comunicación persuasiva con técnicas de mindfulness” (LID, 2017). She is a Trustee of Fundación Contigo Contra el cáncer de la mujer (Foundation “Working together against cancer in women”) and Fundación Quiero Trabajo (Foundation “I want to work”).

JAVIER FERNÁNDEZ ALONSO

Director

Born in Bilbao. BA Summa Cum Laude in Business Management and Administration from Deusto University, majoring in Finance. He began his career in investment banking and M&A at Goldman Sachs in London in 2000 and in 2002 he joined ABN AMOR in Madrid. In 2006 he joined the Investment Department of Corporación Financiera Alba, S.A., where he was appointed Deputy Investment Director in 2007, Chief Investment Officer in 2012 and CEO in 2020, still serving to this day in the latter capacity. He currently represents Corporación Financiera Alba, S.A. on the boards of CIE Automotive, Profand Fishing Holding, Viscofan and the investment vehicles Rioja and Rioja Acquisition (Naturgy). He is also a Director of the private equity vehicle of the Alba Group and is on the Investment Committees of two funds managed by Artá Capital. He has formerly served on the boards of Acerinox, ACS, Dragados, ACS Servicios y Concesiones, Euskaltel, Parques Reunidos and Clínica Baviera, among others.

JAVIER GÓMEZ-TRENOR VERGÉS

Representative of the director Empresas Comerciales e Industriales Valencianas, S.L.

Born in Barcelona. BA in Economics and Business Studies from the University of Valencia. He has a lengthy track record in the business sector, as executive and director of numerous companies in the beverages, agricultural, livestock and concentrated juice sectors. He is currently the representative of the corporate Chairman of the Board of Empresas Comerciales e Industriales Valencianas, S.L. and the corporate Vice-Chairman of the Board of Olive Partners S.A., he is Chairman of the Board of Inversiones Caspatró, S.L. and is on the boards of several financial investment, property and agricultural companies.

FELIX HERNÁNDEZ CALLEJAS

Director

Born in Tudela (Navarra). BA in Law. Extensive track record in the rice and food business, in general. He has held several positions as director and executive in different rice companies. He is director of He is director of Magallanes Value Investors, S.A., SGIIC, Instituto Hispánico del Arroz, S.A. and Herculianz Investing Group, S.L. He is management of Herba Ricemills, S.L.U. and director of other subsidiaries of the Ebro Group.

BLANCA HERNÁNDEZ RODRÍGUEZ**Director**

Born in Seville. BA in Economics and Business Studies (University of Seville) and Humanities (European University of Madrid) and Master in Finance (CUNEF). Extensive experience in the financial sector. She is founder and managing director of Magallanes Value Investors, S.A., S.G.I.I.C. Magallanes is an independent investment fund manager with a value philosophy that promotes ESG characteristics, a signatory of the United Nations PRI principles and all its funds are articles 8 and 9. She is founder and chairs of Techo Hogar Socimi, an innovative social enterprise created to help end homelessness, and Director of PharmaMar, S.A. She is on the Board of Trustees of Proyecto Hombre and the Capacis Foundation and chairs the Ebro Foods Foundation.

ALEJANDRA OLARRA ICAZA**Representative of the director Corporación Financiera Alba, S.A.**

Born in Bilbao. She has a BA in Business Administration & Management and Law from Universidad Pontificia de Comillas, Madrid (ICADE). She has extensive experience in the investment banking industry and strong international background in Mergers & Acquisitions and Capital Markets transactions across sectors. She is a member of the Investment Department of Corporación Financiera Alba, S.A. She speaks English.

ELENA SEGURA QUIJADA**Director**

Born in Sevilla. She has BA in Business Management and Administration from the University of Seville. Master in Portfolio Management from the Options&Futures Institute IEB and Women Angles from IESE. She participates in annual ESG training courses from IDD Consultoría. She has over 20 years' professional experience in national and international experience in Equity Sales & Trading, investor relations and asset, financial and tax management for private banking and family office customers. She previously worked at JP Morgan Investment Banking, BPM and A&G Banca Privada. She was formerly on the Board and the Economic and Legislative Affairs Committee at RTVA Radio Televisión de Andalucía. She is bilingual in English and Italian.

JORDI XUCLÀ COSTA**Director**

Born in Olot (Girona), he has a Law degree from the University of Girona, a master in National Defence (CESEDEN) and a PhD in Communication from Ramón Llull University, among other qualifications. He is a jurist and consultant in International Relations and was formerly a lecturer in Administrative Law at the University of Girona and the University of Barcelona. He has also served as senator-elect for Girona, CiU (2000-2004, VII Legislature) and as deputy, Congress of Deputies (2004-2019), member of the Parliamentary Assembly of both the Western European Union (2008-2011) and NATO (2008-2011), and member of Council of Europe (2008-2019). He currently lectures in International Relations at San Pablo CEU University and Ramón Llull University and is at the same time a member of the Advisory Council



of Llorente&Cuenca and member of the Board and Chairman of the Audit and Compliance Council of RENFE Mercancías. He is Trustee of Foundation Josep Pla. Since October 2023 he has been Vice- Chairman of the Spanish Federal Council of the European Movement. Among other distinctions, he has been awarded the 'Encomienda al Mérito Civil' (Commendation for Civil Merit).
