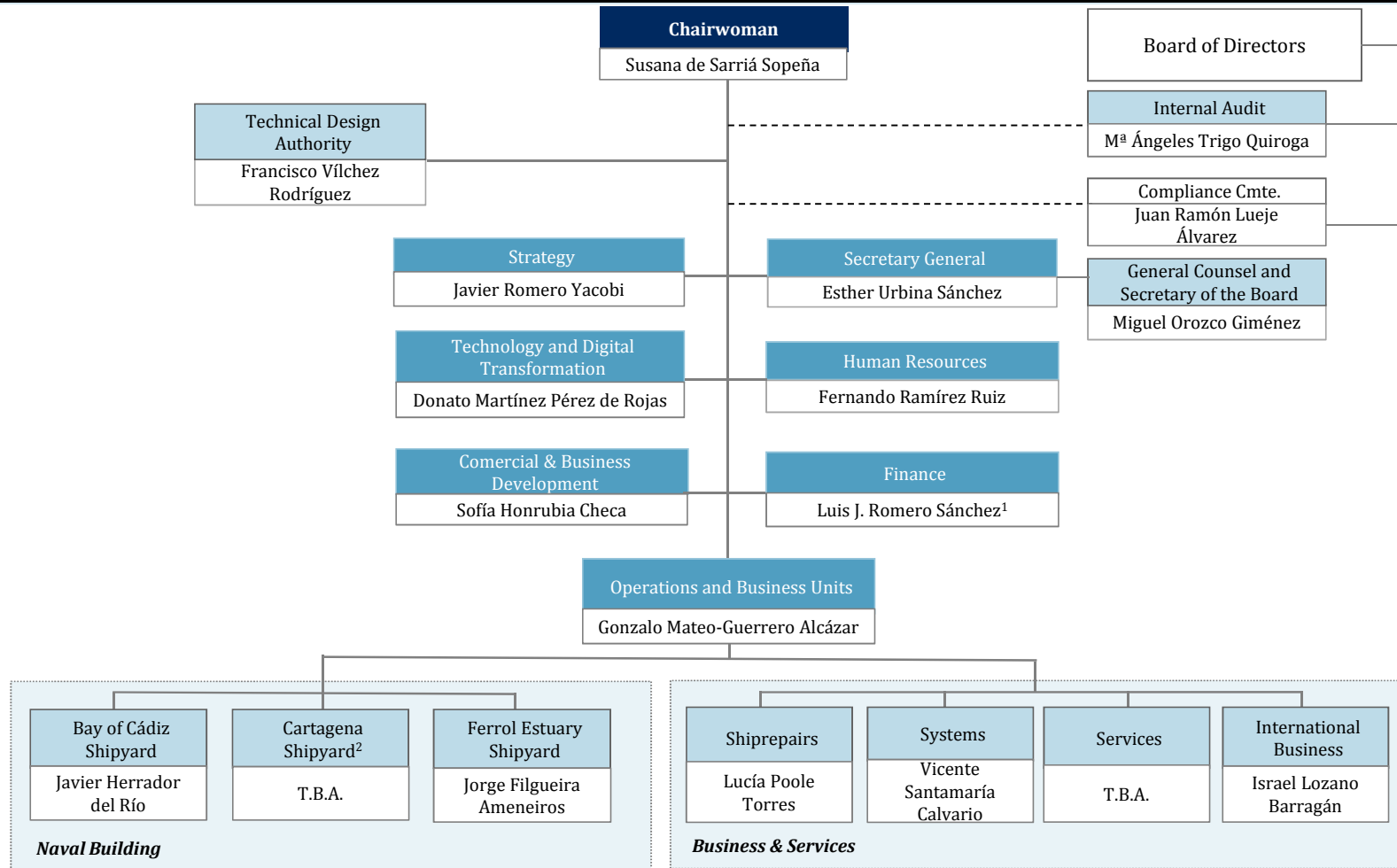


Navantia Corporate Executive Board



¹ Acting

² The management of Cartagena Shipyards is assumed temporarily by its previous director

February, 1st 2019

Members of Executive Board

Members of extended Board

T.B.A. To Be Appointed



BUSINESS DIVISIONES. MAIN FUNCTIONS

- The **Strategy** business division leads the implementation of the new Strategic Plan, including strategic planning, investments and corporate risk management, operational control, and the research services as part of the BRAIN project as well as the Corporate Social Responsibility function. Additionally, it has now adopted the responsibility of internal and external communication.
- The **Technology and Digital Transformation** business division, one of the most relevant changes, assumes all the functions related to the technology and digitalization related to the implementation of the Shipyard 4.0 vision, and the digital transformation program. It also directs the activities related with the information, communication and cybersecurity technologies. In addition, this division is responsible for the functions of R&D&i, the development and integration of the conceptual engineering functions together with the operational businesses, and of the Corporate Quality and continuous Improvement activities.
- It should be remarked the new role of **the Technical Design Authority**, acting as an authority of the technical design, as well as leading special projects.
- The **Commercial and Business Development** division carries out the commercial activity for the areas of defense, systems, services, civil and diversification, including the international delegations. It also leads transversal functions related to proposals and estimates, development of new products and services, and marketing.

BUSINESS DIVISIONES. MAIN FUNCTIONS

- The **Operations and Business Units** manages the naval construction industrial sites (Ferrol Estuary Shipyard, Bay of Cádiz Shipyard and Cartagena Shipyard), and the rest of the company's main businesses: Repairs with its commercial activity; Systems and the new Services business, which includes the engine factory and the life cycle support projects and the International Business, comprising Navantia Australia Pty Ltd and Navantia's Joint Venture with SAMI in Saudi Arabia. It also covers the procurement activities related to corporate and operational activities. With this new organisational design, Navantia intends promoting the synergies between the international business and build on the experience and success of Navantia Australia Pty Ltd.
- The new **Secretary General** division is responsible for the functions related to the Secretary of the Board, legal advice, industrial security, institutional relations and general services.
- The **Human Resources** business division integrates the human resources and health & safety and environment functions, and leads the change management plan.
- The **Finance** Business division integrates the functions of Finance, Economic Administration, Tax management and Economic Management Control.
- In addition, the **Internal Audit** division and the **Compliance Committee** maintain their current competences, with direct report to the Board of Directors.

CHAIRWOMAN

	Susana de Sarriá Sopena
	Born in Madrid (1964)
	Chairwoman of Navantia, S.A., S.M.E. (since 25th July 2018)
<p><i>Professional Career:</i> She has developed her professional career in the Public Sector, highlighting the following positions in the Regional Government of Andalusia: General Coordinator of the Vice-Ministry of Employment, Business and Trade (Feb.2017-July 2018) and Deputy General Director of Industry, Energy and Mines (2013-Feb2017); Chief of the Service of Rural Development Programs in the Regional Ministry of Agriculture and Fisheries (2011-2013); Province Manager of the Andalusian Water Agency, Director of the Operational Centre for Forest Fires Prevention and Firefighting, and other management and technical positions, all of them in the Environmental Regional Ministry (1990-2011).</p>	
<p><i>Academic Background and additional information:</i> Forestry Engineer by the Polytechnic University of Madrid. Stage in the General Directorate of Regional Policy of the European Commission (Brussels, 2016)</p>	


COMMERCIAL & BUSINESS DEVELOPMENT

	Sofía Honrubia Checa
	Born in Granada (1967)
	Business Director and Business Development Vice-President, Member of the Corporate Executive Board (since 29th June 2017)
<p><i>Professional Career:</i> She began her professional career in Bazán where she held several positions both in the Commercial and in the Engineering and Innovation divisions in Madrid (1993-2008). She participated in the main national and export programs, such as the F-100 frigate, the LHD strategic projection vessel, the S-80 submarine for the Spanish Navy, the F-310 frigate for the Norwegian Navy and the OPVs for the Navy of Venezuela. She worked in a multinational engineering consultancy, Altran, leading the business unit of the naval sector (2008-2012) She joined Navantia again as the Commercial Director of Military Vessels, actively participating in the process of internationalization of the Company (2013-jun 2017)</p>	
<p><i>Academic Background and additional information:</i> Naval Engineer by the Higher Technical School of Naval Architecture and Ocean Engineering (1993). Award Best Engineer 2017 by the Asociación Ingenieros Navales España (AINE).</p>	


TECHNOLOGY AND DIGITAL TRANSFORMATION

	Donato Martínez Pérez de Rojas
	Born in Santa Cruz de Tenerife, Tenerife (1976)
	Technology and Digital Transformation Vice-president, member of the Corporate Executive Board (since 24th January 2019)
<p><i>Professional Career:</i></p> <p>He has developed his professional career mainly in Navantia occupying the following positions; deputy to the technical director in the Paris Office for the Scorpene Program for the Chilean Navy. After several positions within the Scorpene Consortium in the areas of quality and technique, in 2006 he moved to Madrid to develop programs within the Technical Department. In 2009 he was appointed as Project Manager of the S-80 submarines for the Spanish Navy.</p> <p>In 2014 he moved to Adelaide for the creation of the Navantia Australia design and operations center. In Australia he has led the activities of the SEA 5000 program of future frigates for Australia and the Reform of the AWD destroyers program as director of production planning and engineering, being appointed Navantia Australia Manager in June 2017.</p>	
<p><i>Academic Background and additional information:</i></p> <p>Naval Engineer by the Higher Technical School of Naval Architecture and Ocean Engineering (2000) Master in Business Administration by IESE (2009) Executive Development Program by the EOI (2011)</p>	


OPERATIONS AND BUSINESS UNITS

	Gonzalo Mateo-Guerrero Alcázar
	Born in Madrid (1972)
	Chief Operating Officer, member of the Corporate Executive Board (since 27th December 2012)
<p><i>Professional Career:</i></p> <p>He began his professional career in Bridgestone-Firestone. In 2000 he joined Navantia (then called Bazán), in the company's Technical Division in Madrid. In 2004 he was appointed head of Navantia's life cycle support department. He moved to Melbourne in June 2006 to establish a delegation of Navantia in Australia and to coordinate the preparation of tenders and further negotiations within the amphibious vessels (LHDs) and Air Warfare Destroyers (AWD) programs. In 2007 he was appointed as Navantia Australia Managing Director, being responsible for managing Navantia's operations in Australia, as well as for business development in the Asia-Pacific region. In December 2012 he was promoted to Business Development & Commercial, Vice President of Navantia. In June 2017 he was appointed as Chief Operating Officer, the position that he currently holds.</p>	
<p><i>Academic Background and additional information:</i></p> <p>Msc Naval Architect and Marine Engineer by the Polytechnic University of Madrid (1998); Master in Integrated Logistic Support by ICAI/ICADE, Universidad Pontificia de Comillas (1998); Awarded with the Order of Civil Merit by His Majesty the King Juan Carlos I (2013)</p>	

GENERAL COUNSEL AND SECRETARY OF THE BOARD (reporting to the Secretary-General)

	Miguel Orozco Giménez
	Born in Madrid (1967)
	Secretary of the Board and General Counsel, member of the Corporate Executive Board (since 4th May 2007)
<p><u>Professional Career:</u> Lay Attorney of the State before the Courts of the Province of Barcelona (1998-2000); Second Head of the Legal Service in Catalonia of Spain's Taxation Agency (2000-2001); Head of the Legal Service in Catalonia of Spain's Taxation Agency (2001-2003); Deputy Director of the Legal Services of Spain's Taxation Agency (Agencia Tributaria) (2003-2007)</p>	
<p><u>Academic Background and additional information:</u> Law Degree by Universidad de Granada (1990). Attorney of the Spanish State (1998)</p>	

HUMAN RESOURCES

	Fernando Ramírez Ruiz
	Born in Madrid (1967)
	Human Resources Vice-President, member of the Corporate Executive Board (since 15th September 2017)
<p><u>Professional Career:</u> He has developed his professional career mainly in AIRBUS occupying the following previous positions: School of Apprentices (1983-1985); Responsible for different Informatics projects (1985-2000); Responsible for Quality Systems (2000-2003); Responsible for Planning, Careers Management and Salary Processes (2003-2008); Deputy Director of Compensation & Benefits and Organization (2008-2014); Director of Employment, Competences Training and Knowledge Management (2014-2016) y Director of Labor Relations and Health and Prevention Services (2016-2017)</p>	
<p><u>Academic Background and additional information:</u> Degree in Law from Universidad Complutense of Madrid (1991-1995). Master of International Human Resources at Airbus (2004-2005). PDG General Management Improvement at IESE.</p>	

FINANCE

	Luis Romero Sánchez
	Born in Madrid (1955)
	Chief Financial Officer (CFO), member of the Corporate Executive Board (since 29th June 2017)
<p><i>Professional Career:</i></p> <p>He began his professional career in SKF Española, within the INI Group (as a trainee). He worked at Banco de Bilbao (1980-1990), firstly as International Legal Adviser, including a stage of one year (1983-1984) at solicitors Herbert Smith & Co., and subsequently at the London Branch of the bank working in international financing and capital markets.</p> <p>Still in London he moved to Morgan Grenfell (1990-1994), to develop the Spanish clientele and relationship banking. In 1994 he returned to Spain, to Focoex (a Foreign Trade Development agency), to develop structured finance programs and project financing.</p> <p>He later worked in Banco Santander to develop within the Spanish market Trade Finance products and operations (1996-1998).</p> <p>Finally, he joined Astilleros Españoles (1998) to take the responsibility of structured finance operations (tax lease, 442, etc.) and after the conversion of the company in Navantia in 2005, he was appointed Finance Manager (in charge of Treasury, Corporate Finance and Insurance and Industrial Risk management). He is a member of the Boards of Navantia Australia Pty Ltd, SAES Capital, Inmize Capital and formerly of Surveillance Maritime</p>	
<p><i>Academic Background and additional information:</i></p> <p>Degree in Law by Complutense University (1977), Madrid, MBA from City University, London (1991), he completed a high management (PADE) program of the SEPI Labor Foundation with the EOI (2011), and he has been lecturer and attendant to various international financing courses and workshops</p>	


STRATEGY

	Francisco Javier Romero Yacobi
	Born in Madrid (1963)
	Strategy Vice-President, member of the Corporate Executive Board (since 29th June 2017)
<p><i>Professional Career:</i></p> <p>He has developed his professional career mainly in Navantia, occupying the following previous positions: Strategic Planning and Investments Director (2013-jun2017); Life Cycle Support Director (2009-2013); Subsidiaries Director (2007-2009); Deputy to the President at IZAR-NAVANTIA (2005-2007); Programs Director at IZAR (2003-2005); Head of Propulsion Department at AESA-IZAR-currently Navantia (1997-2003); SEAPLACE, a Spanish engineering company, working as a member of the Program Office (PMO) in Astano offshore projects (1990-1997)</p>	

Academic Background and additional information:

Doctor of Naval Engineering from the Polytechnic University of Madrid (2015). Naval Engineer by the Polytechnic University of Madrid (1990). Expert in National Defense by CESEDEN (years 2006 and 2016). Program of High Management of Companies by EOI (2012). Executive Development Program by DTI, Management Consultants (2001). Economy of Gas Natural Chain Program by Club Español de la Energía (2004).

INTERNAL AUDIT

	<p>Mª Ángeles Trigo Quiroga</p>
	<p>Born in Lugo (1973)</p>
	<p>Director of Internal Audit, member of the Corporate Executive Board (since 9th October 2017)</p>


Professional Career:

She has developed her professional career in the Spanish Administration as Deputy General Director of the State and Social Security Area, Division of Budget Analysis at the Independent Fiscal Responsibility Authority (2014-2017); Area National Auditor at the National Audit Office, IGAE Division I (2012-2014); Vocal Adviser in the Secretary of State of Budgets and Expenses (2009-2012); National Auditor Teams Leader in the National Audit Office, IGAE Division I (2004-2009); Controller Chief Auditor of Intersectorial Area, Delegate Auditor of the Machinery Pool in Delegated Intervention of the Ministry of the Environment (2002-2004).

Academic Background and additional information:

Degree in Law, Business Law speciality, by the University of San Pablo CEU, Universidad Complutense (1991-1996). European Business Certificate (EBC), Università di Economia (Italy) (1996-1997). State Controller and Auditor (2001). Executive Program in Public Sector Governance at ESADE Business School (2017)

SECRETARY-GENERAL

	<p>Esther Urbina Sánchez</p>
	<p>Born in Cádiz (1970)</p>
	<p>Secretary-General, member of the Corporate Executive Board (since 24th January 2019)</p>


Professional Career:

She started her professional career at Astilleros Españoles as Cost Controller (1997) and Contract Administrator (1997-2001). Later, in Navantia, she was named Legal Department Responsible for Cadiz Shipyard (2001-2012); Legal Department Responsible for Ship Repairs Business (2012-2016); Responsible for Investee Companies (2016-2017) and Commercial Agreement Development, Marketing and Commercial Intelligence Director (2017-2019)

Academic Background and additional information:

Degree in Business Administration from Universidad de Cadiz (1993). Degree in Law from Universidad de Cadiz (1997). Degree in Psychology from UNED (2012).

TECHNICAL DESIGN AUTHORITY

	<p>Francisco Damián Vílchez Rodríguez</p>
	<p>Born in Antequera (Málaga) (1965)</p>
	<p>Technical Design Authority, member of the Corporate Executive Board (since 29th June 2017)</p>

Professional Career:

He has developed his professional career mainly in Navantia (since his incorporation to Bazan in 1988), occupying the following previous positions: Project Manager of the F-310 Program (1997-2000); Moved to the United States to be member of the design team for the Littoral Combat Ship (LCS) program of the U.S. Navy led by Lockheed Martin (2003); Appointed as AWD Program Director for the Royal Australian Navy and the F-105 and F-110 frigates programs for the Spanish Navy during their pre contractual Phases (2004-2015); Engineering and Product and Process Development Vice President (2017-2019).

Academic Background and additional information:

Naval Engineer by the Higher Technical School of Naval Architecture and Ocean Engineering (1988)
 Awarded in 1999 with the "Association of Naval Engineers of Spain" prize to the best professional career under 35
 Executive Development Program (PDD-B) by IESE (2002)
 High Management Program (PADE) by Fundación SEPI (2018)
 Professor of "Warships Design" in the International Master in Naval Engineering organized by the Higher Technical School of Naval Architecture and Ocean Engineering of Madrid (2012 and 2014)