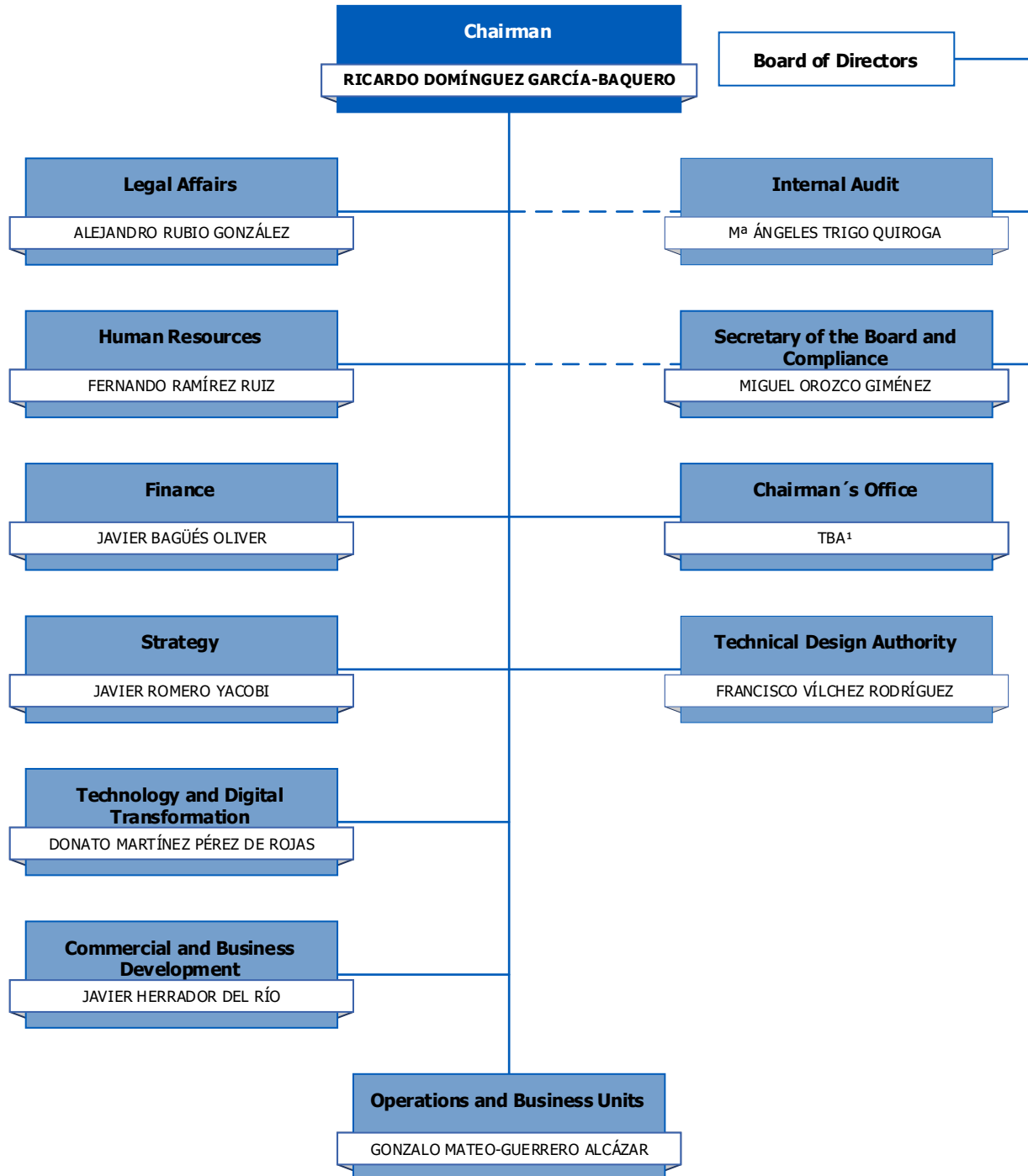



Navantia Corporate Executive Board



1. TBA: To be Appointed



POSITION: CHAIRMAN


	Ricardo Domínguez García-Baquero
	Born in Madrid (1970)
	Chairman of Navantia, S.A., S.M.E. (since April 6th, 2021)
<p><i>Professional Career:</i> He has developed his professional career in the Public and Private Sector, highlighting the following positions: Managing Director of the Fundación Patrimonio Comunal Olivarero (2019-2020); Deputy Minister of the Ministry of Agriculture, Fisheries and Rural Development of the Junta de Andalucía (2015-2019); Deputy Minister of the Ministry of the Environment and Spatial Planning of the Junta de Andalucía (2013-2015); Manager of the Campus of International Agrifood Excellence ceiA3 (2012-2013); Director of the Cabinet of the Minister of Agriculture of the Ministry of the Environment, Rural and Marine Affairs of the Government of Spain (2010-2011); Member of the Board of Directors of Extenda of the Junta de Andalucía (2005-2009); General Director of Industries and Quality and Agrifood of the Ministry of Agriculture and Fisheries of the Junta de Andalucía (2004-2005); Head of Agricultural Technical Services of the Coordinator of Farmers and Ranchers of Andalucía (1999-2004); Coordinator of Health Emergencies of the Spanish Red Cross of the Provincial Office of Córdoba (1990-1999).</p>	
<p><i>Academic Background and additional information:</i> Agricultural Engineer from the Higher Technical School of Agricultural and Forest Engineer of the University of Córdoba. Master in Business Administration, and Master in Big Data and Data Science applied to economics and business administration and management from the National University of Distance Education.</p>	

FINANCE


	Javier Bagüés Oliver
	Born in Maracaibo, Venezuela (1969)
	Chief Financial Officer (CFO), member of the Corporate Executive Board (since 3th June 2019)
<p><i>Professional Career:</i> He gathered his experience in the private sector. He began his professional career at Arthur Andersen auditors and has held different positions within the financial area in organizations such as Microsoft Spain, Canelafoods, Toys' R Us Iberia, Club Internacional del Libro, and the last 8 years in the Thomson Reuters Professional biz. where he worked as Head of Finance first in Spain and later in the IberoAmerica region (Argentina, Mexico, Chile, etc.), leading the financial team organization and strengthening the operational and management control processes for adequate tactical and strategic financial management, and the optimal allocation of investments and resources. Finally, in June 2019 he joins Navantia as Corporate Finance Director.</p>	
<p><i>Academic Background and additional information:</i> Degree in Business Administration from Universidad Autonoma of Madrid (1988-1992). Executive MBA at Instituto de Empresa (Madrid 2004). Sr. Management Program in Digital Business 2019 at The Valley (PADDB+19, Madrid 2019)</p>	



COMMERCIAL AND BUSINESS DEVELOPMENT


	Francisco Javier Herrador del Río
	Born in Madrid (1972)
	Comercial and Business Development Vice-President, member of the Corporate Executive Board (since 8th February 2021)
<p><i>Professional Career:</i> He has developed his professional career mainly in Navantia since 1997 when he joined Astilleros Españoles with special mention to his positions as Program Manager (2005-2009), Leading Manager of Surface Vessels Project in the Engineer & Innovation Area (2009-2013) and subsequently as Head of Offers and Budgets Department (2014-2017) in the Commercial Area. Afterwards he was appointed as Head of the Management Office and Monitoring until 2019, when he became Director of Bay of Cádiz Shipyard Business Unit, caring of the shipyards in Puerto Real and San Fernando. He has held that position up to 2019 when he was assigned as Director of Commercial and Business Development.</p>	
<p><i>Academic Background and additional information:</i> Naval Engineer by the Superior Technical School of Naval Engineering in Madrid (1996). Senior Management Business Programme (2018) and Executive Development Program (2016-2017) both lectured by the SEPI Foundation.</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> 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. 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> 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> 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> 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><i>Professional Career:</i> 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><i>Academic Background and additional information:</i> 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)
<i>Professional Career:</i> 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)	
<i>Academic Background and additional information:</i> 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.	

STRATEGY


	Francisco Javier Romero Yacobi
	Born in Madrid (1963)
	Strategy Vice-President, member of the Corporate Executive Board (since 29th June 2017)
<i>Professional Career:</i> 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)	
<i>Academic Background and additional information:</i> 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).	



LEGAL AFFAIRS


	Alejandro Rubio González
	Born in Madrid (1977)
	Director of Legal Affairs, member of the Corporate Executive Board (since February 1st, 2021)
<p><i>Professional Career:</i> He has developed his professional career at the Spanish Public Administration, which he joined in 2005 as member of the Legal Service. He began his career in Ciudad Real as Head of the Legal Service (2005-2008), then he practised at the Legal Service before the National High Court (Audiencia Nacional) (2008-2011; 2019-2021) and at the Legal Service before the European Court of Justice (2011-2016; 2018-2019). In addition, he was Technical Secretary General of the Ministry of Economy, Industry and Competitiveness (2016-2018).</p>	
<p><i>Academic Background and additional information:</i> He holds a double degree in Law and Business Administration from Universidad Pontificia Comillas (ICADE) and a PhD in Law from Universidad Autónoma de Barcelona. He was awarded with the Officer's Cross of the Order of Civil Merit.</p>	

INTERNAL AUDIT

	Ma Ángeles Trigo Quiroga
	Born in Lugo (1973)
	Director of Internal Audit, member of the Corporate Executive Board (since 9th October 2017)
<p><i>Professional Career:</i> 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).</p>	
<p><i>Academic Background and additional information:</i> 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)</p>	



TECHNICAL DESIGN AUTHORITY

	Francisco Damián Vílchez Rodríguez
	Born in Antequera (Málaga) (1965)
	Technical Design Authority, member of the Corporate Executive Board (since 29th June 2017)
<p><i>Professional Career:</i> 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).</p>	
<p><i>Academic Background and additional information:</i> 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)</p>	