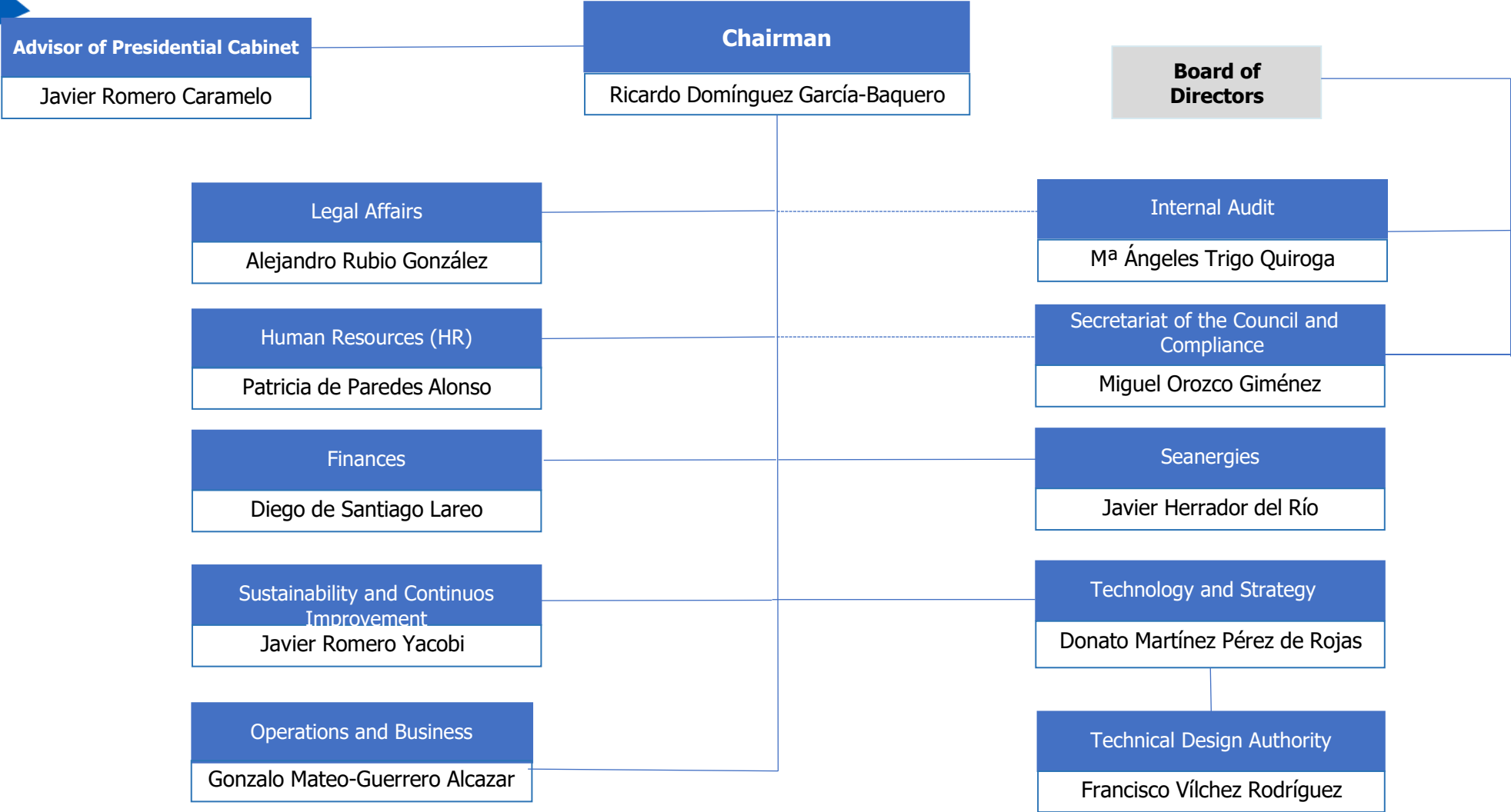



# NAVANTIA'S MANAGEMENT BOARD






## POSITION: CHAIRMAN

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

## POSITION: HEAD OF OPERATIONS AND BUSINESS

	<b>Gonzalo Mateo-Guerrero Alcazar</b>
	Born in Madrid (1972)
	<b>Head of Operations and Business; member of the Corporate Executive Board (since 24th May 2024)</b>
<p><i>Professional Career:</i></p> <p>During his professional career, he has worked in different fields, leading a multitude of projects, both nationally and internationally, always focused on obtaining results and creating value for the company, developing high-performance teams oriented to the customer, both internal and external.</p> <p>He started his professional life at Bridgestone-Firestone. In 2000, he joined Navantia where he has developed a long and intense professional career, holding among others the positions of Commercial Director (2012) and Operations and Business Director (2017), both as a member of the Corporate Management Committee. In 2021, he moved to Saudi Arabia to join SAMI, a leading defence company in the Persian Gulf area. At SAMI, he held the position of COO (Chief Operating Officer). In 2023, he rejoined Navantia as advisor to the President and in charge of commercial activity. In May 2024 and after the latest organisational changes, he was appointed Head of Operations and Business.</p>	



Academic Background and additional information:

Naval Engineer by the Superior Technical School of Naval Engineering in Madrid, Universidad Politécnica de Madrid (1996).  
Master's Degree in Integral Logistics from ICAI/ICADE, Universidad Pontificia de Comillas (1998).  
Senior Management Programme (PADE), IESE (2020). Decorated with the Commendation for Civil Merit (2013).

**POSITION: HEAD OF SEANERGIES**



**Francisco Javier Herrador del Río**

Born in Madrid (1970)

**Head of Seanergies; member of the Corporate Executive Board (since 8th February 2021)**

Professional Career:

He has developed his professional career mainly in Navantia, since joining Astilleros Españoles in 1997, highlighting his positions as Programme Manager (2005-2009) and Leading Manager of Surface Vessels Project (2009-2013) in the Engineering and Innovation area, subsequently holding the positions of Head of Department and Head of Offers and Budgets in the Commercial area (2014-2017).

Afterwards, he was appointed as Director of the Office of Management and Operational Monitoring of the Operations and Business Directorate, a position he held until January 2019. On that date, he became Director of Bay of Cádiz Shipyard Business Unit, in charge of the shipyards in Puerto Real and San Fernando (Spain), a position in which he remained from 2019 until his appointment in February 2021 as Director of Commercial and Business Development. Since 1 October 2021, he has held the position of Head of the Green Energy Business -which after the latest organizational changes in May 2024- will be renamed as Head of Seanergies.

Academic Background and additional information:

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.

**POSITION: HEAD OF TECHNOLOGY AND STRATEGY**



**Donato Martínez Pérez de Rojas**

Born in Santa Cruz de Tenerife, Tenerife (1976)

**Head of Tecnology and Strategy; member of the Corporate Executive Board (since 24th January 2019)**



Professional Career:

He has developed his professional career mainly in Navantia, starting in the Scorpene programme for the Chilean Navy as Deputy Technical Director in the Paris office. After several positions within the Scorpene Consortium in the areas of Quality and Technique, he moved to Madrid in 2006 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 (Australia) for the creation of the Navantia Australia 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.


In January 2019, he was appointed Technology and Digital Transformation Director, also taking on the management of the Systems and Services Business Unit from October 1st, 2021.

Since May 2024, following recent organisational changes, he has been appointed Head of Technology and Strategy.

Academic Background and additional information:

Naval Engineer by the Higher Technical School of Naval Architecture and Ocean Engineering (2000).  
Master's Degree in Business Administration by IESE (2009). Executive Development Program by the EOI (2011).

**POSITION: HEAD OF SECRETARIAT OF THE COUNCIL AND COMPLIANCE**

	<b>Miguel Orozco Giménez</b>
	Born in Madrid (1967)
	<b>Head of Secretariat of the Council and Compliance; member of the Corporate Executive Board (since 4th May 2007)</b>

Professional Career:

He has developed his professional career in the General State Administration as State Lawyer in the State Attorney's Office in Barcelona (1998-2000); Head State Lawyer-Assistant State Lawyer of the Legal Service of the State Agency for Tax Administration in Catalonia (2000-2001); Head of the Legal Service of the State Tax Administration Agency in Catalonia, initially as acting State Attorney and, since November 2002, as Head State Attorney (2001-2003); Deputy Director General for Organization and Legal Assistance of the Legal Service of the State Tax Administration Agency (2003-2007).


He joined Navantia in May 2007 as Secretary to the Board and Director of the Legal Department, and has been appointed Secretary to the Board and Compliance since February 2021.

Academic Background and additional information:


Law Degree by Universidad de Granada, Spain (1990).  
Attorney of the Spanish State (1998).



## POSITION: HEAD OF HUMAN RESOURCES (HR)

	<b>Patricia de Paredes Alonso</b>
	Born in Madrid (1972)
	<b>Head of Human Resources; member of the Corporate Executive Board (since 25th October 2022)</b>
<p><i>Professional Career:</i></p> <p>She has developed her professional career mainly in the private sector, starting in Balken Electronics in the Financial Area. Since 2006, she worked in the Human Resources area of AIRBUS, holding different national and international positions: Head of Transnational HR Projects (2006-2011); Head of Recruitment and Employment Marketing (2011-2014); Head of Transnational Internal Mobility in the new division of Airbus Defence and Space (2014-2017), Head of Recruitment, Training and Competences of Airbus Military Air System (2017-2018).</p> <p>In February 2018, she joined Navantia as Global HR Business Partner, being HRBP of the Operations and Business Management and then, HRBP of Shipbuilding.</p> <p>In September 2022, she was appointed as Head of Human Resources (HR).</p>	
<p><i>Academic Background and additional information:</i></p> <p>Degree in Economics and Business Studies from Universidad Complutense of Madrid (1996). Airbus Corporate Development Programme IESE Business School (2012). Management Development Programme IESE Business School (2021).</p>	

## POSITION: HEAD OF SUSTAINABILITY AND CONTINUOUS IMPROVEMENT

	<b>Francisco Javier Romero Yacobi</b>
	Born in Madrid (1963)
	<b>Head of Sustainability and Continuous Improvement; member of the Corporate Executive Board (since 9th June 2017)</b>
<p><i>Professional Career:</i></p> <p>He started his professional career in SEAPLACE (Spanish Engineering company), working as a member of the Programme Office (PMO) in Astano's offshore projects (1990-1997). Afterwards, he has developed his professional career in Navantia as Head of Propulsion Department in AESA-IZAR, currently Navantia (1997-2003); Programme Manager in IZAR (2003-2005); Deputy to the President in IZAR-NAVANTIA (2005-2007); Director of Subsidiaries (2007-2009); Director Life Cycle Support (2009-2013); Director Strategic Planning and Investments (2013-June 2017); Director of Strategy (2017- May 2024).</p> <p>In May 2024 and following the latest organisational changes, he was appointed Head of Sustainability and Continuous Improvement.</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).

**POSITION: HEAD OF LEGAL AFFAIRS**

	<b>Alejandro Rubio González</b>
	Born in Madrid (1977)
	<b>Head of Legal Affairs; member of the Corporate Executive Board (since 1st February 2021)</b>
<p><u>Professional Career:</u></p> <p>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>In February 2021, he joined Navantia as Director of the Legal Department.</p>	
<p><u>Academic Background and additional information:</u></p> <p>He holds a Double Degree in Law and Business Administration from Universidad Pontificia Comillas (ICADE). PhD in Law from Universidad Autónoma de Barcelona. He was awarded with the Officer's Cross of the Order of Civil Merit.</p>	

**POSITION: HEAD OF INTERNAL AUDIT**

	<b>Ma Ángeles Trigo Quiroga</b>
	Born in Lugo (1973)
	<b>Member of Internal Audit; member of the Corporate Executive Board (since 9th October 2017)</b>
<p><u>Professional Career:</u></p> <p>She has developed her professional career in the General State Administration as Comptroller and Auditor, Head of Intersectoral Area, Delegate Comptroller of the Machinery Pool in the Delegate Comptroller's Office of the Ministry of the Environment (2002-2004). National Auditor Team Manager at the National Audit Office,</p>	



IGAE Division (2004-2009); Advisory Member at the State Secretariat for Budget and Expenditure (2009-2012); National Auditor Area Manager at the National Audit Office, IGAE Division (2012-2014); Deputy General Director of the State and Social Security Area, Budget Analysis Division at the Independent Authority for Fiscal Responsibility (2014-2017).

She joined Navantia in October 2017 as Head of Internal Audit.

Academic Background and additional information:

Degree in Law, Business Law speciality, by the University of CEU San Pablo, 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).

**POSITION: TECHNICAL DESIGN AUTHORITY**



**Francisco Damián Vilchez Rodríguez**

Born in Antequera (Málaga) (1965)

**Technical Design Authority; member of the Corporate Executive Board (since 29th June 2017)**

Professional Career:

He has developed his professional career mainly in Navantia (since joining Bazán in 1988), with the following positions:

Project Manager of the F-310 Programme (1997-2000); moved to the United States for the Littoral Combat Ship (LCS) programme of the U. S. Navy as part of the team led by Lockheed Martín (2003); Programme Manager of the AWD Frigates for Australia and the F-105 and F-110 for the Spanish Navy in the pre-contract phase (2004-2015). S. Navy within the Lockheed Martin-led team (2003); Director of the AWD Frigate Programmes for Australia and F-105 and F-110 for the Spanish Navy in pre-contract phase (2004-2015); Director of Engineering Development and Transformation (2016).

In June 2017, he was appointed Head of Product and Process Engineering and Development and since January 2019, he is Head of Engineering Technical Authority.

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).



## POSITION: FINANCIAL DIRECTOR



**Diego de Santiago Lareo**

Born in A Coruña (1975)

**Financial Director; member of the Corporate Executive Board (since 24th May 2024)**

Professional Career:

He has developed his professional career mainly in the private sector in different companies in the industrial and engineering sectors. In Emesa (Isolux Corsan Group), he held the following positions: Site Manager (2004-2006), Head of Logistics and Planning (2006-2009) and Project Manager (2009-2014). His time at Duro Felguera was mainly spent abroad, managing EPC projects for industrial plants in India (2014-2019) and being Manager of a Mexican company (2020-2021) for the execution of a Combined Cycle Power Plant (Financed Public Works).

In March 2021, he joined Navantia at the Ría de Ferrol Shipyard as Deputy Director of Operational Planning and Economic Monitoring. From October 2023 he will assume the Financial Management on an interim basis until his appointment in May 2024.

Academic Background and additional information:

Managerial Development Programme. IESE Business School (2023), Executive Programme in Corporate Finance. IE Business School (2020), Project Management Professional (PMP). Project Management Institute, Inc.(2017). Master's Degree and Higher Technician in International Trade. Abat Oliba CEU University / IMF Business School (2015). University Expert in Business Management (2012) by the UNED. University Expert in Production and Logistics Management (2008) by UNED. Advanced Technician in Occupational Risk Prevention. CIS (2002). Industrial Technical Engineer. University of A Coruña (2002).

Professional Roller Hockey player (1993-2003) developing his career in H.C.Liceo (8 seasons) and H.C. Vilaseca (1 season).