

BEFESA

Biographical information

Candidates for re-appointment as members of the Board of Directors of Befesa S.A.

Mr. Javier Molina Montes

Re-appointment as Non-Independent Director



- **Personal details**

Mr. Molina was born in 1959 and holds Spanish nationality.

- **Professional experience & academic background**

In July 2022, Mr. Molina was appointed Executive Chair of Befesa, and effective 1 February 2026, he has transitioned to Non-Executive Chair of the Board. He has managed Befesa since 2000, when he was appointed Chairman and Chief Executive Officer of Befesa Medio Ambiente. Mr. Molina joined Abengoa in 1994 and later became chief executive officer of Abengoa Servicios Urbanos (Abensur). From 1989 to 1993, he was general director of Tecsa and prior to that, from 1983 to 1988, was an investment banker at Banco de Progreso. Mr. Molina holds a master's degree in law and management and business (ICADE, E3) from Universidad Pontificia Comillas, Madrid, Spain.

- **Notable Directorships / Management positions in non- listed companies**

N/A

- **Notable Directorships / Management positions in listed companies**

N/A

Mr. Asier Zarraonandia Ayo

Re-appointment as Executive Director



- **Personal details**

Mr. Zarraonandia was born in 1967 and holds Spanish nationality.

- **Professional experience & academic background**

In July 2022, Mr. Zarraonandia was appointed Chief Executive Office. Until then and since 2006, he has been Vice-President of Befesa's Steel Dust Recycling Services business unit. Mr. Zarraonandia joined the Befesa Group in 2001 and was the chief financial officer of the Aluminium Salt Slags Recycling Services business unit from 2001 to 2004 and the financial controller of the Abengoa Group from 2004 to 2006. Before joining Befesa, he was a senior audit manager and consultant for Arthur Andersen, where he worked for 10 years and specialised in mergers and acquisitions in the industrial sector. He holds a bachelor's degree in economics from the University of the Basque Country, Bilbao, Spain. He currently serves as a board member of the Canadian company Global Atomic Corporation.

- **Notable Directorships / Management positions in non- listed companies**

N/A

- **Notable Directorships / Management positions in listed companies**

Non-Executive Director at Global Atomic Corporation

Mr. Georg Graf von Waldersee

Re-appointment as Independent Director



- **Personal details**

Mr. Waldersee was born in 1955 and holds German nationality.

- **Professional experience & academic background**

Mr. Waldersee is a German-certified accountant (Wirtschaftsprüfer). For more than 25 years, he was a partner at Arthur Andersen and Ernst & Young (EY) where he served in senior management positions in the EMEIA - and global - management teams of both organisations. Until his retirement from EY in 2016, he was the managing partner of EY in Germany, Switzerland and Austria. He is currently the Chairman of the Supervisory Board of EY, Wirtschaftsprüfungsgesellschaft, Germany. Mr. Waldersee studied economics at the University of Bonn and holds a degree in business administration from the University of Hamburg, Germany.

- **Notable Directorships / Management positions in non- listed companies**

Chairman of the Supervisory Board of EY, Wirtschaftsprüfungsgesellschaft, Germany

- **Notable Directorships / Management positions in listed companies**

N/A

Ms. Frauke Heistermann

Re-appointment as Independent Director



- **Personal details**

Ms. Heistermann was born in 1971 and holds German nationality.

- **Professional experience & academic background**

In 1999, Ms. Heistermann founded AXIT AG, a digital service platform managing global supply chains, which was sold to Siemens in 2015. Ms. Heistermann served as chief digitalisation officer at Siemens Postal, Parcel & Airport Logistics GmbH in 2017. Prior to her management career, Ms. Heistermann worked as a consultant and product manager. She serves as director of AXIT.capital, a company that supports StartUps in the area of digitalization. She is currently Chairwoman of the Council of Technology of the Federal State of Rhineland-Palatinate as well as member of the Supervisory Board of Stroom Group SA and member of the Administrative Board of DKV Mobility Group SE. She holds a diploma in logistics and business administration (Diplom-Betriebswirtin) from the Cooperative State University, Mannheim, Germany.

- **Notable Directorships / Management positions in non- listed companies**

Director of AXIT.capital, a company that supports StartUps in the area of digitalization
Chairwoman of the Council of Technology of the Federal State of Rhineland-Palatinate
Member of the Supervisory Board of Stroom Group SA
Member of the Administrative Board of DKV Mobility Group SE

- **Notable Directorships / Management positions in listed companies**

N/A

Ms. Natalia Latorre Arranz

Re-appointment as Independent Director



- **Personal details**

Ms. Latorre was born in 1975 and holds Spanish nationality.

- **Professional experience & academic background**

Ms. Latorre currently serves as General Director of Energy Transition at Enagás, S.A. Before joining Enagás, she spent most of her professional career at Shell (2003-2022), where she became the President of Shell Spain (2015-2022). She is Vice President of the Spanish Gas Association and a member of its Board of Directors and Strategic Committee. She also serves on the Advisory Board of Fundación SERES, promoting the role of business in improving social outcomes and fostering individual and collective learning. Ms. Latorre is a member of the Advisory Board of Marsi Bionics, a company dedicated to the development of paediatric exoskeletons for rehabilitation. She also belongs to the Strategic Advisory Board of the Royal Academy of Engineering for the “Women and Engineering” programme and to the Advisory Board of the School of Industrial Engineering at the Technical University of Madrid. Ms. Latorre holds an Industrial Engineering.

- **Notable Directorships / Management positions in non- listed companies**

Member of the Advisory Board of Marsi Bionics, S.L.

- **Notable Directorships / Management positions in listed companies**

General Director of Energy Transition at Enagás, S.A.

Ms. Soledad Luca de Tena

Re-appointment as Independent Director



- **Personal details**

Ms. Luca de Tena was born in 1961 and holds Spanish nationality.

- **Professional experience & academic background**

Ms. Luca de Tena started her professional career as finance analyst at Midland Bank, plc. She moved to New York to work as account executive at the Central Bank, S.A., and as risk manager of the International Division in Madrid and as Deputy Director of Banco Hispanoamericano de Inversión in Lisbon. Ms. Luca de Tena has served as proprietary board member first of Prensa Española and then of Vocento. She began assisting with corporate governance matters back in 1998. In Vocento, one of the largest media groups in Spain, she has served since 2002 in several board committees ranging from the executive to the nomination and remuneration, audit, and compliance, and has chaired this one. She holds a master and a degree in Economics, from Universidad Autónoma de Madrid, Spain.

- **Notable Directorships / Management positions in non-listed companies**

Member of the board of several non-profit organizations

- **Notable Directorships / Management positions in listed companies**

Member of the Board of Directors of Vocento, S.A. as Proprietary Director (“*consejera dominical*”)

Mr. Javier Petit Asumendi

Re-appointment as Independent Director



- **Personal details**

Mr. Petit Asumendi was born in 1959 and holds Spanish nationality.

- **Professional experience & academic background**

Mr. Petit is CEO of Aracnet Partners, an independent company founded by professionals from the investment banking sector. He began his professional career at Banco de Progreso (Grupo March), with different responsibilities in the areas of Treasury, Capital Markets, Corporate Banking and Marketing. He was appointed General Manager in 1989. In 1992, he led the merger of Banca Mayorista de Banco de Progreso and Banco Urquijo and continued for a further 4 years as General Manager of Banco Urquijo. During those years, he represented the Bank on the Boards of Media Planning, Urquijo Correduría de Seguros and Torrenova de Inversiones SICAV. In 1996, he joined Banco Cooperativo Español as General Manager, a position he has held for the last 21 years. He has been Director of Ausur (Concesionaria de Autopistas), Chairman of Espiga Gestión (Private Equity), Member of the Steering Committee of Unico Banking Group (European Cooperative Central Banks) and Member of the Board of Directors of the Financial Markets Association. Mr. Petit holds a dual degree in Business Administration and Law from Universidad Pontificia Comillas (ICADE), Madrid, Spain.

- **Notable Directorships / Management positions in non- listed companies**

CEO of Aracnet Partners

- **Notable Directorships / Management positions in listed companies**

N/A

Mr. Helmut Wieser

Re-appointment as Independent Director



- **Personal details**

Mr. Wieser was born in 1953 and holds Austrian nationality.

- **Professional experience & academic background**

Mr. Wieser was chief executive officer at AMAG Austria Metall AG. Previously he served as group president for Global Rolling at Alcoa Inc. NY USA and member of the executive board at AMAG Austria Metall AG, and held several management positions at Voest-Alpine Industrieanlagenbau. He served on the Supervisory Board of Höldmayr International AG and is a member of the Supervisory Board of Benteler AG. He is also member of the Advisory Council of TTTech Industrial Automation AG. Mr. Wieser graduated as Dipl.-Ing. In mechanical engineering and economics from Graz University of Technology, Austria.

- **Notable Directorships / Management positions in non- listed companies**

Member of the Supervisory Board of Benteler AG

- **Notable Directorships / Management positions in listed companies**

N/A