



Mr. Javier Castro

**Director of the General Secretariat department**

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Javier holds a degree in Law from the Comillas Pontifical University (ICADE) and holds a diploma in International Relations from the same university. He joined The State Lawyers Corps in 2013.

His professional career got underway in the Office of the State Attorney in Cantabria and later moved to Toledo, where he handled the legal defence of General State Administration matters in all jurisdictions while, at the same time, advising different entities and bodies, including the Port Authority of Santander and the Regional Economic-Administrative Courts of Cantabria and Castilla - La Mancha.

He was subsequently assigned to the Office of the State Attorney's International Arbitration Department, where he defended Spain in investment arbitrations while advising the state-owned company, AENA, and coordinating international actions in the US and UK, as well as before the UN and the CJEU. More recently, before joining COFIDES, Javier was assigned to The Office of the State Attorney before the Central Contentious-Administrative Courts (National Court), combining this work with advising other entities (SEIASA, AESA) and the Secretariat of the Board of Directors of SAECA.



Mr. Miguel Ángel Ladero

**Director of the Investments department**

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Miguel Ángel Ladero holds a law degree from the University of Salamanca and an MBA from IESE (University of Navarre).

He joined COFIDES in 2001, where he has held positions of responsibility in various areas, such as Legal Consultancy, Investment and Operations.

As Head of Investment Division, he is responsible for commercial work with recurrent clients, the analysis, structuring and formalisation of operations, and the follow-up of portfolio transactions carried out with both COFIDES and FIEX and FONPYME funds.

Currently, he is also responsible for the management of the Recapitalization Fund for Companies affected by COVID-19 as director of the Investments department.



Ms. Ana Cebrián

**Head of the Internationalization division**

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Ana Cebrián is an economics and business graduate from Comillas Pontifical University, ICADE-ICAI, Madrid, Spain and has an MBA from the Rotterdam School of Management, Netherlands. Prior to joining COFIDES, she held positions of responsibility in the financial areas of the REALE Seguros insurance company, pharma firm Eli Lilly and food industry player Vensy. She has worked at COFIDES since 2002, where she has held different positions linked to operation origin, analysis and structuring. She is currently the Head of the Internationalization and Business Development division.



Ms. Ana Victoria Fernández

**Head of the General Secretariat division**

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Ana Victoria Fernández Sáinz de la Maza holds a law degree from the Complutense University of Madrid. She has pursued various specialisation programmes in commercial, corporate, insolvency, arbitration and procedural law, among others. She has spent most of her career at COFIDES, after joining in 1997. She has been the company's general secretary since 2007, responsible for corporate legal advice, the regulatory section, procedural area and general services. She is also the coordinator of the independent bodies for regulatory compliance, prevention of money laundering and terrorist financing and prevention of criminal liability. Currently, she is the Head of the General Secretariat division.



Ms. Carolina Fernández-Puebla

**Head of the Finance division**

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Carolina Fernández-Puebla has a degree in Economics and Business Administration from the Universidad Autónoma de Madrid and a Master's degree in Banking and Finance from Analistas Financieros Internacionales (AFI). Prior to joining COFIDES, she worked in the Financial and Risk Consultancy of Analistas Financieros Internacionales and was Director of Control at Gespastor, S.A., S.G.I.I.C. At COFIDES she worked as Deputy Head of the Risk Division from 2011 to 2020. She is currently Head of the Finance Division.



Mr. Fernando Aceña

**Head of the Talent and IT division**

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Fernando Aceña has a university background in law, international business management and development cooperation. He held various positions of responsibility in investment management and business cooperation at ICEX as of 1990. He served as an industrial cooperation consultant for the Centre for Enterprise Development (CDE) in Spain from 1993 to 2001 and has held positions of responsibility at COFIDES in the business and corporate development areas since 2007.



Mr. José Carlos Villena

**Head of the Partnerships for Development division**

Degree in Law, Business Administration and Management and in Actuarial and Financial Sciences from University Carlos III. Master's in International Business Management from the Centre of Economic and Commercial Studies (CECO), Master's in Microfinance and Social Development from the University of Alcalá; MBA from the Centre of Economic and Commercial Studies (CECO). He joined the Company in 2007 and since then he has held various positions in the Monitoring, Investment and Development Financing departments. During 2012 and 2013 he undertook a secondment term at the World Bank, working as Operations Analyst for the Multilateral Investment Guarantee Agency (MIGA) in Washington. Prior to joining COFIDES, he held various roles in Mercer HR (MMC Group) and Krämer Marktforschung in Germany.



Mr. José Luis Ocasar

**Head of the Solvency division**

Graduate in Economics and Business Studies from Universidad de Zaragoza. Programme for Management Development (PMD) at IESE Business School. European Financial Analyst Professional Qualification (EFFAS). He has completed a large number of Executive Courses at prestigious business schools (London Business School, IE, ESADE, among others) in subjects in the field of finance. He joined COFIDES in 2008, and since then has held positions of responsibility in various areas of the company, such as Project and Investment Supervision. He is currently the deputy director of Solvency, an area dedicated to the management of the Fund for the Recapitalisation of Companies affected by COVID-19. Prior to joining COFIDES, he worked at Orange Spain, where he had different responsibilities in the areas of Strategic Projects, Planning and Management Supervision.



Ms. María Victoria de Luis

**Head of the Internal Control division**

María Victoria de Luis has worked with COFIDES since 2008, developing different responsibilities in the Operations Monitoring Division and as its deputy director between 2010 and 2012. She has been the deputy director of the Control, Internal Audit and Quality division since its creation in 2012. She has more than 20 years' professional experience in mergers and acquisitions at Grupo BNP Paribas and two years in financial auditing at Ernst & Whitney. María Victoria is an economics and business graduate from the Complutense University of Madrid's College of Financial Studies and has an MBA from IESE (Barcelona, University of Navarre).