



María Elena Sanz Isla

**Board Director of MAPFRE
CEO of MAPFRE IBERIA**

Personal details:

Name: Elena Sanz Isla.

Date and place of birth: March 13, 1970, Madrid.

Education:

Degree in Economic and Business Science (University of Alcalá de Henares).

Master's degree in Risk and Insurance Management (Universidad Pontificia de Salamanca).

MAPFRE Global Management Program (IESE Business school).

Leadership Development Executive Program (Harvard Business School).

Main positions:

- Board Director of MAPFRE.
- CEO of MAPFRE IBERIA (January 2024).
- Member of the MAPFRE Executive Committee (January 2017).
- Chairwoman of MAPFRE ASISTENCIA (September 2025).
- Board Director of CARTERA MAPFRE, S.L.U. (January 2024).
- Trustee of Fundación MAPFRE (January 2021).

Other positions:

- First Vice Chairwoman and Managing Director of MAPFRE ESPAÑA (January 2024).
- First Vice Chairwoman of MAPFRE VIDA (January 2024).
- Vice Chairwoman of MAPFRE SEGUROS GERAIS -Portugal- (January 2024).
- Chairwoman of Santander MAPFRE SEGUROS (July 2024).
- Advisory Board Member for Technology, Innovation and Transformation at MAPFRE (January 2024).
- Board Director of MAPFRE INTERNACIONAL (January 2024).
- Board Director of MAPFRE GLOBAL RISKS (January 2024).
- Joint and Several Administrator of VERTI ASEGURADORA (January 2024).
- Board Director of MAPFRE ESPAÑA (January 2017).

- Vice Chairwoman of UNESPA (January 2024).
- Member of the Insurance and Pension Funds Advisory Board (April 2024).
- Member of the governing body of the Asociación Profesional de la Dirección (Professional Management Association).

Previous positions:

- Group Chief People Officer (December 2015 - December 2023).
- Chairwoman of the MAPFRE Sustainability Committee (2019-2023).
- Chairwoman of the MAPFRE Volunteering Committee (2016-2023).
- Joint and Several Administrator of VERTI Mediación.
- Board Director of MAPFRE ASISTENCIA (2012–2016).
- Deputy General Director of Human Resources (2012–2015).
- Administration, Organization and Remuneration Director of Human Resources and Resources General Management (2005–2011).
- Assistant Director of Administration and Reporting, Human Resources Unit (2001–2005).
- Management Control Director of MAPFRE Argentina (1996–2000).

Board director category:

- Executive Board Director.

Dates of appointment as company board director:

- First appointment: March 10, 2023.

Shares and options for shares held in the company:

<https://www.mapfre.com/media/shareholders/2025/acciones-consejeros-en.pdf>