María del Carmen Gil Marín

Date of birth 11 of February of 1973
Nacionality/Residence Spanish/Portugal
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PROFESSIONAL EXPERIENCE

2021 - Act — **Novabase S.G.P.S.** — **Portugal**
Member of the Board of Directors with specific mandate
- IT & Cybersecurity, Sustainability, Marketing, Internal & External Communications, Capital Markets and Venture Capital

2026 – Act — **Altri S.G.P.S** — **Portugal**
Administradora Não Executiva Independente e Membro da Comissão de Auditoria

2024 - Act — **Seguros SantaLucia, S.A.** — **Spain**
Independent Non-Executive Director and Member of Audit, Risks and Sustainability Comittee and the Remuneration Committee

2021 - Act — **CGD – Caixa Geral de Depósitos, S.A.** — **Portugal**
Independent Non-Executive Director and Member of the Audit Board & the Remuneration Committee

2020 - Act — **CTT – Correios de Portugal, S.A.** — **Portugal**
Independent Non-Executive Director and President of the Audit Board

2018 - 2021 — **Novabase S.G.P.S.** — **Portugal**
*Executive Member of the Board of Directors (*COO, Chief Cyber Security Officer & Chief Investors Officer)
- Leader of the strategic transformation project to reposition the company as a distinctive provider in the Digital and Cognitive markets for the next 5 years
- Responsible for the Value Portfolio Business Unit (IT offers Government, Healthcare, Transportation and Energy sectors, IT Staffing, and Venture Capital portfolio)

2001 - 2021 — **Novabase Capital S.C.R.** — **Portugal**
CEO
- Responsible for Venture Capital Funds NB Capital, NB Capital Inovação & Internacionalização and NB Capital+Inovação and Board Member in several portfolio companies *(Tec. Start-ups)*
- Leader of M&A and Capital Markets at Novabase Group

1996 - 2001 — **The Boston Consulting Group** — **Spain/ Portugal**
Project Leader, Consultant, and Associate Consultant
- Advisor in different strategic projects, mainly focused in the energy sector (electricity and oil & gas), retail, financial conglomerates, and F&B
- Responsible for MBA recruitment in Europe and USA for Iberian offices

Other Professional Experiences: Universidad Pontifícia de Comillas (I.C.A.I.) (*Marketing Professor for the 5th year of Industrial Management Engineering,* 2000*),* **Lehman Brothers** *(Investment Banking Associate,* 1999*),* **Firestone / Odin Partner / Panstar U.K. / Sistena** (*Engineering and Financial Departments,* 1993-1996*)* — **Spain/ UK/USA/ France**

OTHER ACTIVITIES

2025 - Act — **Católica Lisbon School of Business & Economics** — **Portugal**
Member of the CATÓLICA-LISBON International Advisory Board

2021 - Act — **Vieira de Almeida & Associados (VdA)** — **Portugal**
Member of the Innovation Strategic Board

2020 - 2024 — **Associação de Emitentes do Mercado (A.E.M.)** — **Portugal**
Member of the General Board. Previously Member of the Audit Board (2014-2015)

2019 - 2023 — **PWN -Lisbon** — **Portugal**
Volunteer Mentor @ PWN Lisbon's Mentoring Program

2013 - 2020 — **Forum de Investor Relations (FIR)** — **Portugal**
Member of the Board of Directors and Member of the Audit Board

EDUCATION

1990 - 1996 — **Universidade Pontifícia de Comillas (I.C.A.I.)** — **Spain**
Higher Degree in Industrial Electronic Engineering (Extraordinary Prize: classified top 1% at national level)

1998 - 1999 — **INSEAD** — **France**
MBA Programme (Dean's List distinction)

2019 - 2019 — **UCLA Anderson School of Management** — **USA**
Santander-UCLA W50: Preparing Our Women Board Members of Tomorrow

2019 - 2019 — **Nova School of Business&Economics Executive Education** — **Portugal**
Corporate Governance: A liderança de Boards

2019 - 2019 — **Harvard Business School** — **EUA**
The Women´s Leadership Forum

2019 - 2020 — **Stanford University** — **USA/ Portugal**
Cyber Security and Executive Strategy Program

2021 — **INSEAD** — **France**
International Directors Programme (SB)

LANGUAGES Spanish – Mother tongue; Portuguese, English and French – Fluent