

**Proposal of candidates for the position of
members of Board of Directors of
of ArcelorMittal Tubular Products Roman S.A.**

Having in view:

- the agenda of the Company's Ordinary General Meeting of Shareholders to be held on 31.12.2025, which includes appointment of three Members of Company's Board of Directors;
- the provisions of Articles 137¹(2) of Companies' Law No. 31/1990, according to which the candidates for the position of Board members are nominated by the current members of the Board of Directors or by the shareholders;

we, the members of the Board of Directors, **hereby propose:**

- **Mrs. Elena Constantin**, Romanian citizen, domiciled in Iasi, Romania, graduate of Faculty of Letters and International Business – Post graduate School, for the position of Member of the Company's Board of Directors;
- **Mr. Ibai Dunabeitia Usategui**, Spanish citizen, domiciled in Bilbao, Biscay, Spain, graduate of Business Administration and of Management and Industrial technologies engineering, for the position of Member of the Company's Board of Directors;

**Propunere candidati pentru pozitia de membri ai
Consiliului de Administratie al
ArcelorMittal Tubular Products Roman S.A.**

Avand in vedere:

- ordinea de zi a Adunarii Generale Ordinare a Actionarilor Societatii care va avea loc in data de 31.12.2025, care include alegerea a trei membri ai Consiliului de Administratie al Societatii;
- prevederile art. 137¹(2) din Legea societatilor nr. 31/1990, conform carora candidatii pentru pozitia de membri ai consiliului de administratie sunt nominalizati de catre membrii actuali ai Consiliului de Administratie sau de catre actionari;

Noi, membrii Consiliului de Administratie **propunem pe:**

- **Dna. Elena Constantin**, cetatean roman, cu domiciliul in Iasi, Romania, absolventa a Facultatii de Litere si a studiilor postuniversitare in domeniul Afacerilor Internationale, pentru functia de Membru al Consiliului de Administratie al Societatii;
- **DL. Ibai Dunabeitia Usategui**, cetatean spaniol, cu domiciliul in Bilbao, Biscay, Spania, absolvent al Facultatii de Administrarea Afacerilor si Management, precum si al Facultatii de Inginerie a tehnologiilor industriale pentru functia de Membru al Consiliului de Administratie al Societatii;

<ul style="list-style-type: none"> • Mrs. Katerina Hristovska, Macedonian citizen, domiciled in Mullendorf, Luxembourg, graduate of Faculty of Economics, for the position of Member and Chairman of the Company's Board of Directors; 	<ul style="list-style-type: none"> • Dna. Katerina Hristovska, cetatean Macedonian, cu domiciliul in Mullendorf, Luxemburg, absolventa a Facultatii de Economie, pentru functia de Membru si Presedinte al Consiliului de Administratie al Societatii.
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Date/Data: 28.11.2025

On behalf of Company's Board of Directors,

Orlando Ortego Soler,

Chairman of Board of Directors




PERSONAL INFORMATION

ELENA CONSTANTIN

 Chimiei Ave. 59, Bl. 1, St. 1.A, Ap 15, Iasi, Romania

  0040 723 612 488

 elsieday06@yahoo.com



Sex Female | Date of birth 06/07/1980 | Nationality Romanian

JOB APPLIED FOR
POSITION
PREFERRED JOB

Risk and Compliance/Procurement

WORK EXPERIENCE

December 2023 – present

Risk and Compliance Officer (corporate - Europe)

ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com)

Main activities and responsibilities:

Compliance (Group procedures deployment; Division Standard operating procedures updates; Continuous monitoring of compliance risks, especially in Procurement and Sales);

Enterprise Risk Management (operational and strategic risk identification, evaluation, mitigation and monitoring using IB Solutions tool);

Third Parties Risk Management (Third party onboarding process in compliance with internal procedures and regulatory framework; Third Party due diligence (including transactions)–risk assessment in Dow Jones and World Check One on 4 categories of risk (AML, ABC, ES, ESG) following specific risk scoring methodology, continuous monitoring);

Internal Audit (audit process reviews – transversal or wide scope; internal audit recommendations follow-up for timely and efficient closing)

Capex (Approval of Funds proposals analysis and validation)

Business or sector: Metallurgy, Pipe manufacturing

January 2023 – December 2023

Supply Chain Manager

ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com)

Main activities and responsibilities:

Purchasing (Raw Materials, consumables and spare parts, services), Logistics (Finished goods shipments planning, warehousing and inventory), Production Planning (make-to-stock, make-to-order, WIP)

Business or sector: Metallurgy, Pipe manufacturing

June 2018 – January 2023

Purchasing Manager for European perimeter

ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com)

Main activities and responsibilities:

Structure, process and governance mechanism (Material master; Vendor Master management; Vendor Evaluation; RFQ process; Contracting)

ERP systems functionalities review and monitoring

Annual contracts for MRP items, recurrent consumables and spare parts

Savings on Spend by cost improvements (spent analysis by challenging consumption rate, performance levels, sources of supply, purchasing price components)

Optimize Cost in Services and Logistics (Rail, Road, Sea, intermodal), MRO, Energy (efficiency), CAPEX Purchasing

Purchasing global and regional coordination, process improvement (SAP MM BPO, Internal Audit)
Business or sector: Metallurgy, Pipe manufacturing

April 2015 - June 2018

Logistics Manager and Purchasing coordinator for Romanian perimeter
ArcelorMittal Tubular Products Roman, Romania (www.arcelormittal.com)

Main activities and responsibilities:

Customer service, Warehousing and Logistics, Purchasing coordination for 3 Romanian units

Business or sector: Metallurgy, Pipe manufacturing

October 2013 -April 2015

Logistics Manager

Lear Corporation Romania, Iasi (www.lear.com)

Main activities and responsibilities: customer demand forecasts, material requirement planning, production output and capacity planning, shipment JIT planning, material flow and Bill of Material maintenance, warehouse management system, ERP maintenance, lean manufacturing implementation

Business or sector: Automotive, Seating (Trim manufacturing)

September 2012-October 2013

Purchasing and Logistics Manager

ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com)

Main activities and responsibilities: Procurement, CAPEX Purchasing, Warehousing and Logistics
Cost savings, Vendor evaluation, scrap sales

Business or sector: Metallurgy, Pipe manufacturing

December 2005-September 2011

Head of Purchasing Department

ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com)

Main activities and responsibilities: Procurement, CAPEX Purchasing (2010-2011 for both Iasi and Roman plants), Regional contracts (transportation, oils and lubricants, PPE, spare parts), Outsourcing services contracts, Cost savings, Vendor evaluation

Business or sector: Metallurgy, Pipe manufacturing

January 2004-December 2005

Purchasing Analyst

Mittal Steel (currently ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com))

Main activities and responsibilities: purchasing planning according to specific consumption and plant requirements, reports on receipts, consumption and stocks

Business or sector: Metallurgy, Pipe manufacturing

Assistant Director Procurement

Mittal Steel (currently ArcelorMittal Tubular Products Iasi, Romania (www.arcelormittal.com))

Business or sector: Metallurgy, Pipe manufacturing

- August 2003 – March 2004 reviser at a local daily paper, Iasi
- May 2003 – Sept. 2003 – English translator at Coste Stefan Public Notary, Iasi
- Oct 2002 - May 2003 – Assistant Manager la SC MC Mobili SRL Iasi

EDUCATION AND TRAINING

2004-2006

- International Business at ELITEC Economics Post-graduate School, from FEEA, Al. I. Cuza University Iasi, Romania

1998-2002

- The Faculty of Letters diploma, English-Romanian Specialty, Al. I. Cuza University Iasi

1994-1998

- "I.Borcea" Buhusi High school, Foreign Languages Class

PERSONAL SKILLS

Mother tongue(s) Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	A2	A2	A2	A2	A2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills ▪ good communication skills gained due to contact interaction with suppliers and customers, intercultural experience

Organisational / managerial skills ▪ leadership
▪ personnel role assignment based on skills development and motivation

Job-related skills ▪ strong negotiation skills
▪ compliance with deadlines
▪ planning and capacity allocation
▪ 5S , 7 waste analysis, 8D analysis, PFEP

Computer skills ▪ good command of Microsoft Office™ tools
▪ Internet Explorer, Outlook Express
▪ MFG/Pro
▪ SAP

IBAI DUÑABEITIA USATEGUI

Address: Maria Diaz de Haro – 48013 Bilbao

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EDUCATION

2014 – 2019 Bachelor's degree in business administration and management at **DEUSTO BUSINESS SCHOOL**, Bilbao Campus.

2014 – 2019 Bachelor's degree in industrial technologies engineering at the **UNIVERSITY OF DEUSTO**, Bilbao Campus.

PROFESSIONAL EXPERIENCE

2022–Present Strategy Specialist at **ARCELORMITTAL TUBULAR PRODUCTS EUROPE**. This position is responsible for managing strategic projects and coordinating the strategy development process within the AMTP Europe division. The role focuses on fostering interdepartmental collaboration, conducting in-depth strategic analysis, and identifying opportunities for operational improvement.

- Prepare and participate in strategy process as part of the annual planning cycle
- Manage and steer strategic projects as project portfolio manager
 - Develop and implement processes and tools related to the strategy cycle
 - Monitor compliance and progress in achieving the different projects
 - Support project teams to succeed
- Develop and follow up on KSI's and value plan together with business units
- Plan and prepare strategy communication
- Research, analyse and execute new business initiatives & existing businesses based on business requests
- Collect customers' current and future requirements
- Support business units in business development initiatives

2019–2022 Business Consultant at **MANAGEMENT SOLUTIONS**, participating in projects for clients in the energy sector.

- Integration of US subsidiaries into the client group.
- Situation analysis and identification of needs in the SAP system, including deficiencies and possible process improvements.
- Definition of functional and technical requirements and system testing.
- Detection and correction of errors in system interfaces.
- Change management. Preparation and development of training materials.
- Monitoring of client incidents.
- Definition of master data and deduction tables.
- Control and monitoring of target achievement and KPI analysis.
- Preparation of commercial proposals.

Summer 2018 Market Operator in the logistics department of **BRIDGESTONE HISPANIA S.A.**

Management of shipments to various European countries (France, Finland, Ireland, Latvia, Estonia, and Lithuania, among others). Support to the department in problem-solving by providing more effective and innovative solutions. Analysis and optimization of cost and time in transportation.

Communication and coordination with transport companies and other collaborators.

ADDITIONAL TRAINING

2018 Finance Seminar by "FINECO Banca Privada Kutxabank" (35 hours)

LANGUAGES

Spanish: Native language.

English: High level.

Basque: High level. Secondary school and part of university credits completed in Basque.

COMPUTER SKILLS

- Microsoft Office; especially proficient in Excel and PowerPoint.
 - SAP. FI / CO / AM modules.
 - Solidworks.
 - NX CAM.
 - Programming in C++ and Python at user level.
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OTHER INFORMATION OF INTEREST

Driver's license and own car.

International geographic availability.

HRISTOVSKA KATERINA

Functional area:

FINANCE

Job family:

FINANCE

Generic job:

FINANCE

Position:

CFO AMTP Europe

Position country:

LUXEMBOURG

Designation:

Manager Exempt

Segment:

EUROPE

Business unit:

AM EUROPE AMDS

Business division:

AMTP EUROPE

Operating unit:

AMTP EUROPE



Career aspirations

Professional experiences

Company / Position	Period from	Period to	Major achievements
AMTP Europe AMTP Europe CFO	2016-01-01		<ul style="list-style-type: none"> • Provide leadership, manage and motivate the finance team (direct as well as functional reports) • Business partner in achieving budget and strategy targets – Provide information and recommendations based on financial analyses to AMTP Europe CEO and Management team for making informed decisions and achieving budget and strategy targets • Organize and lead efficient and reliable reporting and controlling process. Analyze the variance vs plan/Forecast and propose corrective action • Work with cross-divisional teams in identifying cost and productivity improvement initiatives • Mentor and develop the finance teams from the units, managing work allocation, training, problem resolution, performance evaluation and efficiency improvements • Credit management process for the BD • Continuously support the units in external and internal audit related activities. Ensure follow up and on time implementation of IA recommendations • Support the units in treasury related activities • Manage other ad hoc analysis/reports as requested by the AMTP Management team, AMDS Management team or Group Controlling.
AM Tubular Products Luxembourg SA AMTP Segment Controller	2013-06-01	2015-12-31	<ul style="list-style-type: none"> • Lead the Performance Management Process of AMTP by designing, measuring and monitoring the financial performance metrics that are aligned to the performance objectives of plants, business units and the sub-segment and through financial and operational analysis • Organize AMTP Management Reporting and Budgeting Process and to co-ordinate with AM Group Finance on External and Internal Reporting • Manage the performance, development and motivation of Direct Reports
AM Tubular Products Luxembourg SA AMTP Mechanical Automotive Europe Controller	2011-05-01	2013-05-31	<ul style="list-style-type: none"> • As a business partner to the CEO, develop tools and systems to provide critical financial and operational information to the CEO and make actionable recommendations on both strategy and operations. • Complete analysis of financial results; Develop recommendations (strategic and tactical). • Managing Budgeting and Forecasting processes for Mechanical - Automotive Europe (work with the units, MAE team and AMTP finance team) • Work with the MAE CTO and local teams in preparing of new investment projects financial justification • Work with cross-divisional teams in identifying cost improvements and productivity improvement initiatives • Mentor and develop the finance teams from the units, managing work allocation, training, problem resolution, performance evaluation and building of an effective team dynamic. • Other ad hoc analysis/reports as requested by the MAE Management team, AMTP Management team or the Group Controlling.

AM Tubular Products Luxembourg SA Senior Financial Analyst & Reporting	2008-07-01	2011-05-01	<ul style="list-style-type: none"> • Monthly Financial Performance Analysis of 18 plants / 3BUs of the Tubular Products Segment • Assisting in monthly performance review presentations to AMTP Management Team • Assist the Controller in leading the Budgeting and Forecasting processes for Tubular Products • Lead the Tubular Products Segment reporting process to AM Group (Monthly, Quarterly, ER and Budget/Forecast) • Other ad hoc analysis/reports as requested by controller and/or CFO Tubular Products • Assist /Support the units in monthly reporting in BPM. • Monitor/ensure timeliness and quality of Group/BPM reporting
ArcelorMittal Skopje Reporting & Controlling	2005-09-01	2009-02-15	<ul style="list-style-type: none"> • Preparation of monthly financial reports • Preparation of monthly, quarterly, yearly presentations according to corporate guidelines • Preparation of yearly Budget and strategic plan • CAPEX – budgeting, preparation of project approvals and monitoring • Performing analytical reviews of the financial data prior to the monthly close, variances in fixed expenses • Maintain supporting schedules for various corporate expenses, adjustments, and accruals. On a monthly basis, ensure accurate and timely journal entries to ensure all financial reporting properly reflects such accruals and adjustments • Trend analysis on a monthly, quarterly, semi annually and annually basis • Performs related duties and special projects per assignment
Faculty of Economics - Skopje Junior Assistant	2004-09-01	2005-06-30	Accounting classes to first year students - Macedonian State university
Publicist Skopje External associate	2002-01-01	2005-08-31	External associate in marketing agency responsible for planning and organizing events

Languages

Language	Reading	Writing	Listening	Speaking
Macedonian	Native speaker	Native speaker	Native speaker	Native speaker
English	General professional proficiency	General professional proficiency	General professional proficiency	General professional proficiency
Croatian	General professional proficiency	General professional proficiency	General professional proficiency	General professional proficiency
French	Elementary	Novice	Elementary	Elementary
Spanish	Elementary	Novice	Elementary	Elementary

Academic background

Degree	Institute	Period from	Period to
Accounting and Audit	University Ss. Cyril and Methodius, Faculty of Economics, Skopje	2000-09-01	2005-07-13
Economics	"Vasil Antevski-Dren", High School for Economics and Law, Skopje, Macedonia	1996-09-01	2000-06-10

Executive education

Talent Pipeline - Challenge 2016
 Women in Leadership 2012/2013
 Finance Future Leaders Program (FLAG) 2012/2013
 Talent Pipeline - Explore 2011
 Online and classroom training organized by Management Academy: Decision Making; Time Priority Management; Leader as a Coach; Leading Virtual Teams; Effective Meetings; etc