



PEDRO MONTOYA

GROUP CHIEF COMPLIANCE OFFICER

EADS

Pedro Montoya was appointed Group Chief Compliance Officer by the Board of Directors of EADS in October 2008. Under the authority of the Board's Audit Committee, he designed and set up the newly created Corporate Compliance Office. Reporting to the Group CEO, he leads the EADS Ethics and Compliance Program with 140 full time employees.

Pedro graduated in his home town from the Universidad Complutense of Madrid and obtained his Master in Laws by the Instituto de Empresa. He started his career in 1986 in Procter & Gamble and 4 years later joined the Spanish Aerospace Group CASA where he became General Counsel and Company Secretary.

Upon the formation of EADS in 2000, when he actively participated to the contribution of the Spanish assets, Pedro joined the Corporate Legal Department as VP Head of Contracts, Litigation and Intellectual Property. Before his appointment as Group CCO, he served three years as General Counsel EADS International.

He has actively contributed to the drafting and implementation of the Common Industry Standards ("CIS") that become a requirement to all members of the European Aerospace Trade Association ASD. He is Vice-Chairman of IFBEC, a non-profit organisation to enforce the Global Principles of Business Ethics for the Aerospace and Defense Industry under the support of both the US Trade Association AIA and the European ASD. These Global Principles have deserved considerable attention by authorities and other stakeholders as a model of industry initiative developing global standards on business ethics.

A frequent guest speaker at conferences and business schools, such as IESE and INSEAD, Pedro represents EADS and the Aerospace Industry in international leading compliance initiatives and promotes business integrity in numerous events, including the UN Global Compact and the OECD discussions with civil society.