

# EXECUTIVE PERSONNEL

|                                              |                                   |
|----------------------------------------------|-----------------------------------|
| Chairman and Managing Director               | Baldomero Falcones Jaquotot       |
|                                              |                                   |
|                                              |                                   |
| Environment and Water                        |                                   |
|                                              |                                   |
| Chairman of FCC Servicios                    | José Luis de la Torre Sánchez     |
|                                              |                                   |
| Administration and Finance                   | Alberto Alcañiz Horta             |
| Information Systems and Technologies         | Manuel Miranda Acuña              |
|                                              |                                   |
| Environment                                  |                                   |
| Corporate Manager                            | Agustín García Gila               |
| Administration and Finance                   | Juan Ricote Garbajosa             |
| Zone I.                                      | Jordi Payet Pérez                 |
| Aragón-Rioja                                 | Manuel Liébana Andrés             |
| City of Barcelona and Balearic Islands       | Pablo Martín Zamora               |
| Catalonia I                                  | Martín Juanola Carceles           |
| Catalonia II                                 | Jesús Padulles Caba               |
| Levante I                                    | Salvador Otero Caballero          |
| Levante II                                   | Francisco Javier del Olmo Gala    |
| Serveis Municipals de Neteja de Girona, S.A. | Miquel Boix Moradell              |
| Tirssa                                       | Juan Almirall Sagué               |
| Tirmesa                                      | Pedro Barceló Martínez            |
| Zone II.                                     | Faustino Elías Morales            |
| Andalusia I                                  | Francisco Javier Irigoyen Arcelus |
| Andalusia II                                 | Francisco José Cifuentes Santiago |
| Canary Islands                               | Miguel Ángel Castanedo Samper     |
| Murcia-Almería                               | José Alcolea Heras                |
| Zone III.                                    | Jesús Medina Peralta              |
| Castilla y León                              | Antonio Rodríguez Gómez           |
| Centre                                       | José María Moreno Arauz           |
| Galicia                                      | Guillermo de Cal Alonso           |
| Guipúzcoa-Navarra                            | Carmelo Aguas Martínez            |
| Madrid                                       | Raúl Pérez Vega                   |
| North                                        | Ernesto Barrio Vega               |
| Vizcaya                                      | Eladio Orive Fernández            |

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|-----------------------------------------------|-----------------------------------|
| Central Services                              |                                   |
| Technical Services                            | Alfonso García García             |
| Machinery                                     | Antonio Bravo Díaz                |
| Procurement                                   | Santiago Muñoz Crespo             |
| Studies                                       | Antonio Pousa Blasco              |
| Management Systems                            | José María López Pérez            |
| Waste Treatment                               | Sylvain Cortés                    |
| Technical Services                            | Juan José González Vallejo        |
| Coordination and Development                  | Catherine Milhau                  |
| Information Systems and Technologies          | Ignacio Arespacochaga Maroto      |
|                                               |                                   |
| Industrial Waste                              |                                   |
| Corporate Manager                             | Aurelio Blasco Lázaro             |
| Administration and Finance                    | Domingo Bauzá Mari                |
| Activity Manager                              | Íñigo Sánz Pérez                  |
| Catalonia                                     | Felip Serrahima Viladevall        |
| Aragón                                        | Julián Imaz Escorihuela           |
| Centre and Levante                            | Javier Fuentes Martín             |
| North                                         | Iñaki Díaz de Olarte Barea        |
| South                                         | Manuel Cuerva Sánchez             |
| Paper and Cardboard                           | Javier Montero Sánchez            |
| Development                                   | María Jesús Kaifer Brasero        |
| ECODEAL                                       | Manuel Simões                     |
| USA                                           | Kenneth D. Cherry                 |
| Studies                                       | Antonio Sánchez-Trasancos Álvarez |
|                                               |                                   |
| Water Management                              |                                   |
| Corporate Manager                             | Fernando Moreno García            |
| Administration and Finance                    | Isidoro Marbán Fernández          |
| Deputy Manager, Development and International | Miguel Jurado Fernández           |
| European Zone                                 | Roberto Pérez Muñoz               |
| Italy                                         | Roberto Pérez Muñoz               |
| Sm Vak                                        | Miroslav Kyncl                    |
| Portugal and Extremadura                      | Jesús Rodríguez Sevilla           |
| Concession                                    | Luis de Lope Alonso               |
| Aqualia Infraestructuras                      | Javier Santiago Pacheco           |

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| Central Zone                  | Félix Parra Mediavilla         |
| Levante                       | Manuel Calatayud Ruiz          |
| Castilla-La Mancha            | Matias Loarces Úbeda           |
| Centre and Canary Islands     | Higinio Martínez Marín         |
| Northern Zone                 | Santiago Lafuente Pérez-Lucas  |
| Galicia                       | José Luis García Ibañez        |
| Castilla y León               | Juan Carlos Rey Fraile         |
| Asturias                      | Francisco Delgado Guerra       |
| Rest of the North             | Fernando de la Torre Fernández |
| Aqualia Industrial            | Santiago Lafuente Pérez Lucas  |
| Southern Zone                 | Lucas Díaz Gázquez             |
| Eastern Zone                  | Juan Luis Castillo Castilla    |
| Catalonia                     | Juan Luis Castillo Castilla    |
| Balearic Islands              | Eduardo del Castillo Fernández |
| Corporate Development         | Pedro Rodríguez Medina         |
| Studies                       | Alejandro Benedé Angusto       |
| Innovation and Technology     | Frank Rogalla                  |
| Service Management            | Enrique Hernández Moreno       |
| Marketing and Communication   | José Arce de Gorostizaga       |
| Contracting                   | Antonio Vassal'lo Reina        |
| Commercial                    | Cecilio Sánchez Martín         |
| Management and Client Control | Manuel Castañedo Rodríguez     |
|                               |                                |
| International                 |                                |
| <b>International Manager</b>  | <b>Tomás Núñez Vega</b>        |
| Assistant Manager             | Felipe Urbano de Saleta        |
| Operations                    | Agustín Serrano Minchán        |
|                               |                                |
| Austria and Central Europe    |                                |
| CEO                           | Petr Vokral                    |
| CFO                           | Björn Mittendorfer             |
| Austria, Hungary              | Leitner Wolfgang               |
| Czech Rep., Slovakia, Poland  | Arnost Kastner                 |
| Romania, Bulgaria, Serbia     | Jakub Koznarek                 |
| SUW Energy Recovery           | Gerhard Ganster                |
| Egypt                         | Manuel Ramírez Ledesma         |

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|---------------------------------------------------|--------------------------------------|
| United Kingdom                                    |                                      |
| CEO                                               | Paul Taylor                          |
| CFO                                               | Vicente Orts Llopis                  |
| Development                                       | Andy Ryan                            |
| Treatment and Disposal                            | Chris Ellis                          |
| PFI                                               | John Plant                           |
|                                                   |                                      |
| Proactiva Medio Ambiente, S.A.                    |                                      |
| <b>Chairman</b>                                   | <b>Olivier Orsini</b>                |
| <b>Corporate Manager</b>                          | <b>Ramón Rebuelta Melgarejo</b>      |
| Manager, Mexico                                   | Roberto Gómez Morodo                 |
| Manager, Venezuela                                | Fernando Moncaleano                  |
| Manager, Brazil                                   | Régis Hahn                           |
| Manager, Argentina                                | Juan Carlos Hegouaburu               |
| Manager, Colombia                                 | José Quevedo                         |
| Manager, Chile                                    |                                      |
| Manager, Peru                                     | Marlik Bentabet                      |
| Manager, Ecuador                                  | Óscar García Poveda                  |
|                                                   |                                      |
| Versia                                            |                                      |
|                                                   |                                      |
| <b>Chairman of FCC Versia, S.A.</b>               | <b>José Luis de la Torre Sánchez</b> |
|                                                   |                                      |
| <b>Corporate Manager</b>                          | <b>Carlos Barón Thaidigsmann</b>     |
| Administration and Finance                        | Juan Carlos Andradás Oveja           |
| Information Systems and Technologies and CSR      | Fernando del Caño Palop              |
|                                                   |                                      |
| Conservation and Systems                          | Ángel Luis Pérez Buitrago            |
| Sistemas y Vehículos de Alta Tecnología (SVAT)    | Ignacio Cabanzón Alber               |
| Handling-Flightcare                               | Ángel Felipe Marcos Fernández        |
| Corporación Europea de Mobiliario Urbano (CEMUSA) | Eric Marotel Guillot                 |
| FCC Logística, S.A.                               | Luis Marceñido Ferrón                |

## EXECUTIVE PERSONNEL

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| <b>Construction</b>                                             |                                                        |
| <b>Chairman of FCC Construcción</b>                             | <b>José Mayor Oreja</b>                                |
| <b>Corporate Manager, FCC Construcción</b>                      | <b>Avelino Juan Acero Díaz</b>                         |
| Administration and Finance                                      | Cesar Mallo Arias                                      |
| Information Systems and Technologies                            | Tim Riewe                                              |
| <b>Assistant Corporate Manager of Construction and Area III</b> | <b>Jordi Piera Coll</b>                                |
| Deputy Corporate Managers                                       |                                                        |
| · Area I: Zones I, IV, VII and VIII                             | Javier Lázaro Estarta                                  |
| · Area II: Zone II and Europe                                   | Alejandro Tuya García                                  |
| · Area III: Zones V and VI                                      | Jordi Piera Coll                                       |
| · Area IV: Investee Companies and Concessions                   | Santiago Ruiz González                                 |
| · America and Transport: America and Zone IX                    | Alejandro Cisneros Müller                              |
| · Studies and Contracts                                         | Pedro Gómez Prad                                       |
| · Technical Services                                            | José Luis Álvarez Poyatos                              |
| · Corporate Area                                                | José Ramón Ruiz Carrero                                |
| <b>Area I</b>                                                   | <b>Javier Lázaro Estarta</b>                           |
| Zone I - Andalusia                                              | José María Torroja Ribera                              |
|                                                                 | Francisco Campos García<br>(Deputy Corporate Manager)  |
| · Andalusia West                                                | Jaime Freyre de Andrade Calonge<br>(Civil Engineering) |
|                                                                 | Jesús Amores Martín (Building)                         |
| · Andalusia East                                                | José Antonio Madrazo Salas<br>(Civil Engineering)      |
|                                                                 | Andrés García Sáiz (Building)                          |
| Zone IV - Canary Islands                                        | Juan Madrigal Martínez-Pereda                          |
| · Las Palmas                                                    | Enrique Hernández Martín                               |
| Zone VII - Centre, Basque Country, Rioja and Portugal           | Antonio Pérez Gil                                      |
| · Castilla-La Mancha and Extremadura                            | Aurelio Callejo Rodríguez                              |

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|---------------------------------------------------|-----------------------------------------------------|
| · Madrid Civil Engineering Works                  | Ángel Serrano Manchado                              |
| · Basque Country and Rioja                        | Norberto Ortega Lázaro                              |
| · Portugal                                        | Antonio Ribeiro Mendes                              |
| Zone VIII - Northwestern                          | Javier Hidalgo González                             |
| · Castilla y León                                 | José Manuel San Miguel Muñoz<br>(Civil Engineering) |
|                                                   | Florentino Rodríguez Palazuelos (Building)          |
| · Galicia                                         | Juan Sanmartín Ferreiro                             |
| · North                                           | Guillermo Castanedo Elizalde                        |
| <b>Area II</b>                                    | <b>Alejandro Tuya García</b>                        |
| Zone II - Building Madrid                         | Emilio Giraldo Olmedo                               |
| · Madrid Building I                               | Alfonso García Muñoz                                |
| · Madrid Building II                              | Francisco Mérida Hermoso                            |
| · Madrid Building III - REHAVIVA                  | Francisco Pelluz Cuesta                             |
| · Madrid Building IV - Development and Management | Carlos García León                                  |
|                                                   | Guillermo Alcaide García<br>(Real Estate Assets)    |
| European Zone                                     | Alcibíades López Cerón                              |
| · Europe Construction                             | Lorenzo Aníbal-Álvarez Díaz-Terán                   |
| · Romania                                         | Sébastien Picaut                                    |
| · Poland                                          | Miguel Ángel Mayor Gamo                             |
| · United Kingdom and Ireland                      | Rafael Foulquie Echevarría                          |
| <b>ALPINE</b>                                     |                                                     |
| Corporate Manager of Alpine Holding (CEO)         | Johannes Dotter                                     |
| · Administration of Alpine Holding                | Enrique Sanz Herrero                                |
| · Operations of Alpine Holding                    | Werner Watznauer                                    |
| · Manager of Alpine Holding                       | Javier Córdoba Donado                               |
| · Liaison with Alpine                             | Ramón Gómez Andrio                                  |
| <b>Area III</b>                                   | <b>Jordi Piera Coll</b>                             |
| Zone V - Levante, Aragón and Navarra              | Teodoro Velázquez Rodríguez                         |
| · Valencia Civil Engineering Work                 | Rafael Catalá Reig                                  |

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| · Valencia Building                                 | Leopoldo Marzal Sorolla                                      |
| · Balearic Islands                                  | Miguel Ángel Rodríguez Rodríguez                             |
| · Murcia                                            | Juan Antonio López Cánovas                                   |
| · Aragón and Navarra                                | Roberto Monteagudo Fernández                                 |
| Emirates Subzone                                    | Leopoldo Marzal Sorolla                                      |
| · Qatar                                             | Iván Morales Puigcerver                                      |
| · Abu Dhabi                                         | Gerardo Cruz Serrano                                         |
| Zones III and VI - Catalonia                        | Francisco Vallejo Gómez                                      |
|                                                     | Francisco José Dieguez Lorenzo<br>(Deputy Corporate Manager) |
| · Catalonia Building                                | Jordi Marí Escanellas                                        |
| · Catalonia Civil Engineering Works I               | Josep Torrens Fonts                                          |
| · Catalonia Civil Engineering Works II              | José Luis Negro Lorenzo                                      |
| Subzone of Northern Africa, Saudi Arabia and Kuwait |                                                              |
| · Algeria                                           | Josep Torrents Fonts                                         |
| · Saudi Arabia/Kuwait                               | Juan Manuel Cadenas Armentia                                 |
| <b>Area IV</b>                                      | <b>Santiago Ruiz González</b>                                |
| · Technical Manager                                 | Miguel Ángel Lobato Kropnick                                 |
| · Specialized Construction                          | José Miguel Janices Pérez                                    |
| · FCC SIE (Servicios Industriales y Energéticos)    | Antonio Alfonso Avello                                       |
| · FCC ACI (Actividades de Construcción Industrial)  | Pablo Colio Abril                                            |
| · Mantenimiento de Infraestructuras (MATINSA)       | Miguel Cañada Echániz                                        |
| · Prefabricados DELTA and MEGAPLAS                  | Rafael Villa López                                           |
| · Proyectos y Servicios (PROSER)                    | Amalio Aguilar Bustillos                                     |
| · Concessions                                       | Félix Corral Fernández                                       |
| <b>America and Transport Area</b>                   | <b>Alejandro Cisneros Müller</b>                             |
| Zone IX - Transport                                 |                                                              |
| · Transport                                         | Alberto Enciso García                                        |
| Latin-American Zone                                 | Eugenio del Barrio Gómez                                     |
| · Mexico                                            | Pedro D. Z. Carneiro Chaves                                  |
| · Central America                                   | Julio Casla García                                           |
| · Brazil                                            | Antonio José A. S. Tenreiro                                  |

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|------------------------------------------------------------------------------------|---------------------------------------|
| · Colombia and Ecuador                                                             | Pedro José Collado Gómez              |
| · Chile and Peru                                                                   | Enrique Marijuan Castro               |
| United States and Canadian Zone                                                    | Jaime Freyre de Andrade Calonge       |
| Technical Services                                                                 | José Luis Álvarez Poyatos             |
| · Construction Support                                                             | Jesús Mateos Hernández-Briz           |
| · Quality and Training                                                             | Antonio Burgueño Muñoz                |
| · Innovation and Technology                                                        | Francisco Estaban Lefler              |
| · Machinery                                                                        | José Manuel Illescas Villa            |
| · BBR PTE                                                                          | Fernando Tejada Ximénez               |
| Corporate Areas                                                                    |                                       |
| Human Resources                                                                    | Ángel Ignacio León Ruiz               |
| Institutional Relations                                                            | Julio Senador-Gómez Odériz            |
| Occupational Risk Prevention                                                       | Cristina García Herguedas             |
| <b>Infrastructure Concessions</b>                                                  |                                       |
| Globalvía                                                                          |                                       |
| <b>Chairman</b>                                                                    | <b>Juan Béjar Ochoa</b>               |
| <b>Corporate Manager</b>                                                           | <b>Luis Sánchez Salmerón</b>          |
| <b>Cement</b>                                                                      |                                       |
| <b>Chairman and Managing Director of<br/>Cementos Portland Valderrivas, S.A.</b>   | <b>Juan Béjar Ochoa</b>               |
| Corporate Manager, US Market                                                       | Duncan Cage                           |
| Corporate Manager, African Market                                                  | François Cherpion                     |
| Corporate Manager, Industrial                                                      | Francisco Zunzunegi Fernández         |
| Corporate Manager, Environment,<br>Sustainability and Innovation                   | José Ignacio Elorrieta Pérez de Diego |
| Corporate Manager, Legal Affairs                                                   | José Luis Gómez Cruz                  |
| Corporate Manager, Administration and Finance                                      | Jaime Úrculo Bareño                   |
| Corporate Manager for Human Resources,<br>Information Systems and General Services | Fernando Dal-Re Compaire              |

## EXECUTIVE PERSONNEL

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|------------------------------------------|-------------------------------------|
| Corporate Manager for Internal Audits    | Fernando Robledo Sáenz              |
| Dirección de Comunicación                | María Dolores Álvarez               |
| Energy and Sustainability                |                                     |
| <b>Corporate Manager</b>                 | <b>Eduardo González Gómez</b>       |
| Administration and Finance               | José María Tomás Moros              |
| Renewable Energy Sources                 | Juan Cervigón Simó                  |
| Energy and Sustainability Services       | Carlos Urcelay Gordobil             |
| Planning and Investments                 | Alejandro Seco Barragán             |
| Construction and Solar Thermal           | Hermenegildo Franco Martínez-Falero |
| Real Estate                              |                                     |
| Realia                                   |                                     |
| <b>Chairman of Realia Business, S.A.</b> | <b>Ignacio Bayón Mariné</b>         |
| Corporate Manager                        | Íñigo Aldaz Barrera                 |
| Secretary of the Board of Directors      | Jesús Rodrigo Fernández             |
| Area Managers                            |                                     |
| Strategy and Investor Relations          | Jaime Llorens Coello                |
| Administration and Finance               | Juan Antonio Franco Díez            |
| Equity                                   | Agustín González Sánchez            |
| SIIC de París                            | Jorge Sanz Marcelo                  |
| Developments                             | Ana Hernández Gómez                 |
| Legal Affairs                            | José María Richi Alberti            |
| Marketing and Communication              | María Prieto Peña                   |
| General Secretary's Office               |                                     |
| <b>General Secretary</b>                 | <b>Felipe B. García Pérez</b>       |
| Corporate Manager for Legal Affairs      | José María Verdú Ramos              |
| Madrid Legal Affairs Office              | Javier Gil-Casares Armada           |
| Barcelona Legal Affairs Office           | Esteban Correa Artés                |
| Construction                             | Nicolás Ossorio Martín              |
| Services                                 | Alfonso Goncer Coca                 |
| Versia                                   | Juan de los Ríos Jimeno             |
| ALPINE Group                             | Astrid Menacho Erleben              |

|                                             |                                                          |
|---------------------------------------------|----------------------------------------------------------|
| Energy                                      | Mar Sáez Ibeas                                           |
| Corporate Expenses and General Services     | José María Seoane Yarza                                  |
|                                             | Francisco J. Sánchez Pérez<br>(Deputy Corporate Manager) |
| Administration and Information Technologies |                                                          |
| <b>Corporate Manager</b>                    | <b>Antonio Gómez Ciria</b>                               |
| Deputy Corporate Manager, Administration    | Juan José Drago Masià                                    |
| Administrative Coordination                 | Alberto Farré Ramos                                      |
| Taxes                                       | Miguel Mata Rodríguez                                    |
| International Taxes                         | Natalia Soto Reumkens                                    |
| Administrative Organization and Budgets     | José María Alamañac Gil                                  |
| Innovation Management                       | Enrique Unamunzaga Guisasola                             |
| Information Systems and Technologies        |                                                          |
| Reengineering and Corporate Processes       | Manuel Argüello Pastor                                   |
| Operation of Infrastructure and Telecoms    | Marcos Navarro Alcaraz                                   |
| Management Systems                          | Rafael Gómez-Acebo                                       |
| IT Administration                           | Alfredo García López                                     |
| Information Security and IT Risk Management |                                                          |
|                                             | Gianluca D'Antonio                                       |
| Procurement Management                      |                                                          |
| Procurement, Subcontracts                   | Juan Carlos Montejano Domínguez                          |
| Purchasing, Vehicles and Machinery          | David Álvarez Rodríguez                                  |
| Purchasing, Services and Supplies           | Jaime Peromarta Regert                                   |
| Purchasing, Technical Equipment and IT      | Fernando Moncho Raynaud                                  |
|                                             | Laura Lloro Modrego                                      |
| Management Control and Risk Management      |                                                          |
| Management Control                          | Raúl González Lorente                                    |
| Risk Control                                | José Martín Vázquez                                      |
|                                             | José Ignacio Domínguez Hernández                         |
| Finance                                     |                                                          |
| <b>Corporate Manager</b>                    | <b>Víctor Pastor Fernández</b>                           |
| Finance. Finance Manager                    | Manuel Somoza Serrano                                    |
|                                             | Esther Alcocer Koplowitz (Assistant)                     |
|                                             | Alicia Alcocer Koplowitz (Assistant)                     |

# EXECUTIVE PERSONNEL

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| Stock Market and Investor Relations     | Miguel Coronel Granado             |
| Domestic Financing and Afiges           | José Manuel Carrasco Delgado       |
| International Financing                 | José Liébana Alcantarilla          |
| Structured Financing                    | Francisco Vila Meizoso             |
| Studies and Projects                    | Jesús González García              |
| Financing Control                       | Mariano Pérez Lorrio               |
| Treasury                                | Diego Salgado Otones               |
| Insurance                               | Miguel Ángel Jabal Madrid          |
|                                         |                                    |
| <b>Human Resources</b>                  |                                    |
| <b>Corporate Manager</b>                | <b>Francisco Martín Monteagudo</b> |
| Organization Processes and Services     | José María Merino Matesanz         |
| Training and Development                | Alfredo Amores Gorospe             |
| Organization and Compensation           | Ana Valderrábano González          |
| Screening and Hiring                    | Germán García Caballero            |
|                                         |                                    |
| Employee Services                       | Emilio Hermida Alberti             |
| Personnel Administration                | Juan María Egido García            |
| Labour-related Legal Affairs            | Álvaro García-Orea Álvarez         |
| Employee Office                         | Carlos Cobián Babé                 |
| Occupational Risk Prevention            | Juan Carlos Sáez de Rus            |
| Labour Relations                        | Luis Suarez Zarcos                 |
| Medical Services                        | Rafael Echevarría de Rada          |
| Integral Reporting System and Scorecard | Miguel Jesús Rubio Ruiz            |
|                                         |                                    |
| Safety                                  | Eduardo del Rosal Vergara          |
|                                         |                                    |

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|-----------------------------------------------------|-------------------------------------|
| <b>Internal Audits</b>                              |                                     |
| <b>Corporate Manager</b>                            | <b>Miguel Hernanz Sanjuán</b>       |
| Deputy Manager, Internal Audits, Domestic Area      | María Jesús Fernández López         |
| Deputy Manager, Internal Audits, International Area | Sara Megía Recio                    |
|                                                     |                                     |
| <b>Communication and Corporate Responsibility</b>   |                                     |
| <b>Corporate Manager</b>                            | <b>José Manuel Velasco Guardado</b> |
| Information Relations                               | Julio Pastor Bayón                  |
| Corporate Marketing and Branding                    | Juan Pablo Merino Guerra            |
| Corporate Responsibility                            | Javier López-Galiacho Perona        |



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