





# Executive Personnel

Fomento de Construcciones y Contratas, S.A.

## Vice Chairman and Managing Director

## Baldomero Falcones Jaquotot

## Environment and Water

Chairman of FCC Servicios José Luis de la Torre Sánchez

## Environment

|                            |                                |                   |                                   |
|----------------------------|--------------------------------|-------------------|-----------------------------------|
| Corporate Manager          | Agustín García Gila            | Zone II           | Faustino Elías Morales            |
| Zone I                     | Jordi Payet Pérez              | Andalucía I       | Blas Campos Gabucio               |
| Aragón-Rioja               | Manuel Liébana Andrés          | Andalucía II      | Manuel Calderón Capilla           |
| Barcelona City             | Pablo Martín Zamora            | Canary Islands    | Miguel Ángel Castanedo Samper     |
| Outer Barcelona            | Martín Juanola Carceles        | Murcia-Almería    | José Alcolea Heras                |
| Lleida-Tarragona           | Jesús Padulles Caba            | Zone III          | Jesús Medina Peralta              |
| Levante I                  | Salvador Otero Caballero       | Castilla y León   | César Trueba Diego                |
| Levante II                 | Francisco Javier del Olmo Gala | Centre            | José María Moreno Arauz           |
| Municipal de Serveis, S.A. | Ramón Marimón Marimón          | Galicia           | Guillermo de Cal Alonso           |
| Tirssa                     | Juan Almirall Sagué            | Guipúzcoa-Navarra | Ignacio Eguiguren Tellechea       |
| Tirmesa                    | Ángel Fernández Omar           | Madrid            | Raúl Pérez Vega                   |
|                            |                                | Murcia-Almería    | José Alcolea Heras                |
|                            |                                | North             | Ernesto Barrio Vega               |
|                            |                                | Vizcaya           | José Angel Bolumburu Aurrecoechea |

## Industrial Waste

|                    |                            |                            |                                   |
|--------------------|----------------------------|----------------------------|-----------------------------------|
| Corporate Manager  | Aurelio Blasco Lázaro      | Development                | María Jesús Kaifer Brasero        |
| Activity Manager   | Iñigo Sáenz Pérez          | Administration and Finance | Domingo Bauzá Mari                |
| Cataluña           | Felip Serrahima Viladevall | Studies                    | Antonio Sánchez-Trasancos Álvarez |
| Aragón             | Julián Imaz Escorihuela    |                            |                                   |
| Centre and Levante | Javier Fuentes Martín      |                            |                                   |
| North              | Iñaki Díaz de Olarte Barea |                            |                                   |
| South              | Manuel Cuerva Sánchez      |                            |                                   |

## Water Management

|                                                  |                                     |                            |                                                   |
|--------------------------------------------------|-------------------------------------|----------------------------|---------------------------------------------------|
| Corporate Manager                                | Fernando Moreno García              | Southern Zone              | Leandro Melgar Chacón                             |
| Deputy Manager,<br>Development and International | Miguel Jurado Fernández             |                            | Alberto Gutiérrez Montoliú (Assistant)            |
| European Zone                                    | Roberto Pérez Muñoz                 |                            | Benito Pérez Santos (Assistant)                   |
| Central Europe                                   | Francisco Jiménez Medina            | Andalucía North            | Nicolás Martínez Bautista                         |
| Portugal and Extremadura                         | Jesús Rodríguez Sevilla             | Andalucía South            | José Luis Leal Morán                              |
| Concessions                                      | Luis de Lope Alonso                 | Eastern Zone               | Santiago Lafuente Pérez-Lucas                     |
| Industrial Water                                 | Luis de Lope Alonso                 |                            | Juan Luis Castillo Castilla (Deputy Zone Manager) |
| Aqualia Infrastructure                           | Javier Santiago Pacheco             | Cataluña                   | Juan Luis Castillo Castilla                       |
|                                                  |                                     | Balearic Islands           | Ferrán Bosch Mabilón                              |
| Central Zone                                     | Manuel Calatayud Ruiz               | Technical Manager          | Pedro Rodríguez Medina                            |
| Murcia                                           | Manuel Calatayud Ruiz               | Contracting                | Antonio Vassal'lo Reina                           |
| Castilla-La Mancha                               | Matias Loarces Úbeda                | Commercial                 | Cecilio Sánchez Martín                            |
| Centre and Canary Islands                        | Higinio Martínez Marín              | Studies                    | Alejandro Benedé Angusto                          |
| Northern Zone                                    | Santiago Lafuente Pérez-Lucas       | Administration and Finance | Isidoro Marbán Fernández                          |
|                                                  | José Luis García Ibañez (Assistant) | Management Control         | Manuel Castañedo Rodríguez                        |
| Galicia                                          | José Luis García Ibañez             | Marketing                  | Juan Pablo Merino Guerra                          |
| Castilla y León                                  | Juan Carlos Rey Fraile              | Computer Development       | Francisco José Martín-Moreno Carnero              |
| Asturias                                         | Francisco Delgado Guerra            |                            |                                                   |
| North                                            | Fernando de la Torre Fernández      |                            |                                                   |

| International              |                         |                      |                  |
|----------------------------|-------------------------|----------------------|------------------|
| Manager                    | Tomás Nuñez Vega        | United Kingdom       |                  |
| Operations                 | Agustín Serrano Minchán | CEO                  | Jim Meredith     |
| Austria and Central Europe |                         | CFO                  | Les Cassells     |
| CEO                        | Rudolf Platzer          | Legal Affairs        | Steven Hardman   |
| CFO                        | Björn Mittendorfer      | Technical Manager    | Andy Ryan        |
| Austria                    | Leitner Wolfgang        | Northern Zone        | Steve Jennings   |
| Eastern Countries          | Petr Vokral             | Southern Zone        | Malcolm Robinson |
| Energy Recovery, RSU       | Helmut Wurian           | Commercial           | Chris Cox        |
| Egypt                      | Manuel Ramírez Ledesma  | Energy Recovery, RSU | Jim Wiegner      |
| Portugal                   | Eduardo Segura Delgado  | Manager, PFI         | John Plant       |

| Proactiva Medio Ambiente, S.A.           |                          |                       |                               |
|------------------------------------------|--------------------------|-----------------------|-------------------------------|
| Chairman                                 | Olivier Orsini           | Legal Affairs Manager | Ignacio Montes Pérez del Real |
| Assistant Corporate Manager - Operations | Ramón Rebuelta Melgarejo | Manager, Mexico       | Roberto Gómez Morodo          |
| Assistant Corporate Manager - Finance    | Marcos García García     | Manager, Venezuela    | Isidre Sabaté Muzas           |
|                                          |                          | Manager, Brazil       | Régis Hahn                    |
|                                          |                          | Manager, Argentina    | Felipe Urbano                 |
|                                          |                          | Manager, Colombia     | José Quevedo                  |
|                                          |                          | Manager, Chile        | Juan Carlos Hegouaburu        |

| Central Services                  |                        |                                      |                             |
|-----------------------------------|------------------------|--------------------------------------|-----------------------------|
| Technical Services                | Alfonso García García  | Information Systems and Technologies | Ignacio Arespachocha Maroto |
| Machinery                         | Antonio Bravo Díaz     |                                      |                             |
| Supplies                          | Santiago Muñoz Crespo  |                                      |                             |
| Studies                           | Antonio Pousa Blasco   | Administration and Finance           | Alberto Alcañiz Horta       |
| Quality Assurance and Environment | José María López Pérez |                                      |                             |
| Waste Treatment                   | Sylvain Cortés         |                                      |                             |
| Coordination and Development      | Catherine Milhau       |                                      |                             |

## Versia

| Chairman of FCC Versia, S.A.                   |                                   | José Luis de la Torre Sánchez                     |                            |
|------------------------------------------------|-----------------------------------|---------------------------------------------------|----------------------------|
|                                                |                                   |                                                   |                            |
| Corporate Manager                              | Carlos Barón Thaidigsmann         | Zone II                                           | Luis Marceñido Ferrón      |
| Zone I                                         | Vicente Beneyto Perles            | Handling-Flightcare                               | Ignacio Garrido Santamaría |
| Car Parks and Services                         | José María Paz Sánchez            | Corporación Europea de Mobiliario Urbano (Cemusa) | Eric Marotel Guillot       |
| Vehicle Inspections (ITV)                      | Jorge Antonio Soriano San Agustín |                                                   |                            |
| Conservation and Systems                       | Ángel Luis Pérez Buitrago         | FCC Logística, S.A.                               | Miguel Ángel Gómez Ibáñez  |
| Sistemas y Vehículos de Alta Tecnología (SVAT) | Ignacio Cabanzón Alber            |                                                   |                            |
|                                                |                                   | Administration and Finance                        | Juan Carlos Andradás Oveja |
|                                                |                                   |                                                   |                            |

## Construction

### Chairman of FCC Construcción, S.A. José Mayor Oreja

|                                                        |                                                                      |                                   |                                                                                |
|--------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------|--------------------------------------------------------------------------------|
| <b>Corporate Manager</b>                               | <b>Francisco José García Martín</b>                                  | <b>Studies Services</b>           | <b>Valentín García Domínguez</b>                                               |
| <b>Deputy Corporate Managers</b>                       |                                                                      | <b>Development and Management</b> | <b>Jaime Redondo Vergé</b><br><b>Antonio Moreno-Aurioles Serra (Assistant)</b> |
| Area I: Zones I, V, VII and Prefabricados Delta, S. A. | Santiago Ruiz González                                               |                                   |                                                                                |
| Area II: Zones II, VIII, IX and Europe                 | Alejandro Tuya García                                                | <b>Concessions</b>                | <b>Félix Corral Fernández</b>                                                  |
| Area III: Zones III and VI                             | Jorge Piera Coll                                                     | <b>Administration and Finance</b> | <b>Cesar Mallo Arias</b>                                                       |
| Area IV: Zone IV, Portugal and America                 | José Ordóñez Sáinz                                                   | <b>Administration and Finance</b> | <b>Enrique Sanz Herrero</b>                                                    |
| <b>Studies and Contracts</b>                           | <b>Francisco Varona López</b><br><b>Pedro Gómez Prad (Assistant)</b> | <b>Alpine Liaison Unit</b>        |                                                                                |
|                                                        |                                                                      | <b>Institutional Relations</b>    | <b>Julio Senador-Gómez Odériz</b>                                              |

### Construction Technical Services

|                             |                                           |                       |                                  |
|-----------------------------|-------------------------------------------|-----------------------|----------------------------------|
| <b>Corporate Manager</b>    | <b>José Enrique Bofill de la Cierva</b>   | <b>Special System</b> | <b>Luis Viñuela Rueda</b>        |
| <b>Technical Manager</b>    | <b>José Luis Álvarez Poyatos</b>          | <b>Machinery</b>      | <b>Juan Antonio Muro Murillo</b> |
| <b>Quality and Training</b> | <b>Enrique Carrasco Ruiz de la Fuente</b> |                       |                                  |

### Domestic Construction

|                             |                                                                                     |                                                  |                                                                              |
|-----------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------|
| <b>Zone I</b>               | <b>José María Torroja Ribera</b><br><b>Francisco Campos García (Deputy Manager)</b> | <b>Zone VI</b>                                   | <b>Francisco Vallejo Gómez</b>                                               |
| Andalucía West Construction | Jesús Amores Martín                                                                 | Cataluña Civil Work I                            | Josep Torrens Fonts                                                          |
| Andalucía West Civil Work   | Jaime Freyre de Andrade Calonge                                                     | Cataluña Civil Work II                           | Francisco Diéguez Lorenzo                                                    |
| Andalucía East Construction | Andrés García Sáiz<br>José Manuel Garrido Reyes                                     | Technical Manager Zones III and VI               | Javier Ainchil Lavín                                                         |
| Andalucía East Civil Work   | José Antonio Madrazo Salas                                                          | <b>Zone VII</b>                                  | <b>Antonio Pérez Gil</b>                                                     |
| <b>Technical Manager</b>    | <b>José Luis García-Orad Carles</b>                                                 | Castilla-La Mancha and Extremadura               | Aurelio Callejo Rodríguez                                                    |
| <b>Zone II</b>              | <b>Emilio Giraldo Olmedo</b>                                                        | Madrid Civil Work                                | César Carretero Ramos<br>Ángel Serrano Manchado (Deputy Manager)             |
| Madrid Construction I       | Alfonso García Muñoz                                                                | Aragón, Navarra and Rioja                        | Roberto Monteagudo Fernández<br>José Manuel Ojanguren Gamba (Deputy Manager) |
| Madrid Construction II      | Francisco Mérida Hermoso                                                            | <b>Zone VIII</b>                                 | <b>Francisco Javier Lázaro Estarta</b>                                       |
| Madrid Construction III     | Francisco Javier Córdoba Donado<br>Enrique Díaz Valdés (Deputy Manager)             | Castilla y León Building                         | Florentino Rodríguez Palazuelos                                              |
| Madrid Construction IV      | Carlos García León                                                                  | Castilla y León Civil Work                       | José Manuel San Miguel Muñoz                                                 |
| <b>Technical Manager</b>    | <b>Fernando Arrechea Veramendi</b>                                                  | Galicia                                          | Juan Sanmartín Ferreiro                                                      |
| <b>Zone III</b>             | <b>Francisco Vallejo Gómez</b>                                                      | North                                            | Javier Hidalgo González                                                      |
| Cataluña Building I         | Antonio Torrens Potau<br>Rafael Cañas Clemente (Deputy Manager)                     | País Vasco                                       | Norberto Ortega Lázaro                                                       |
| Cataluña Building II        | Juan Antonio Rodríguez Callao                                                       | <b>Zone IX</b>                                   | <b>Avelino Acero Díaz</b>                                                    |
| <b>Zone IV</b>              | <b>Juan Madrigal Martínez-Pereda</b>                                                | Transport                                        | Alejandro Cisneros Müller<br>Ricardo Gil Edo (Deputy Manager)                |
| Las Palmas                  | Enrique Hernández Martín                                                            | <b>Technical Manager Zones IV, V, VII and IX</b> | <b>Jesús Mateos Hernández-Briz</b>                                           |
| Tenerife                    | Pablo López Marzo                                                                   |                                                  |                                                                              |
| <b>Zone V</b>               | <b>Teodoro Velázquez Rodríguez</b>                                                  |                                                  |                                                                              |
| Valencia Building           | Leopoldo Marzal Sorolla                                                             |                                                  |                                                                              |
| Valencia Civil Work         | Rafael Catalá Reig                                                                  |                                                  |                                                                              |
| Balearic Islands            | Miguel Ángel Rodríguez Rodríguez                                                    |                                                  |                                                                              |
| Murcia                      | Juan Antonio López Cánovas                                                          |                                                  |                                                                              |

### International Construction

|                                     |                                    |                              |                                          |
|-------------------------------------|------------------------------------|------------------------------|------------------------------------------|
| <b>Portuguese and American Zone</b> | <b>Eugenio del Barrio Gómez</b>    | <b>European Zone</b>         | <b>Alcibiades López Cerón</b>            |
| Central America                     | Julio Casla García                 | <b>Europe Construction I</b> | <b>Lorenzo Aníbal-Álvarez Díaz-Terán</b> |
| Mexico                              | Pedro Diftel Zarco Carneiro Chaves |                              |                                          |

| Specialised Construction and Investee Companies   |                                           |                                             |                               |
|---------------------------------------------------|-------------------------------------------|---------------------------------------------|-------------------------------|
| Corporate Manager                                 | José Ordóñez Sáinz                        | Investee Companies                          | Ramón Fontcuberta García      |
| Specialised Construction                          | José Miguel Janices Pérez                 | Proyectos y Servicios, S.A. (Proser)        | Amalio Aguilar Bustillos      |
| Ibérica de Servicios y Obras, S.A.                | Fernando Rodríguez Madinabeitia           | Megaplas, S.A. and Megaplas Italia, S.A.    | José Antonio Martínez Jiménez |
| Auxiliar de Pipelines, S.A. (APL)                 | Eduardo Yges Peña                         | Industrial Companies                        |                               |
| Mantenimiento de Infraestructuras, S.A. (Matinsa) | Fernando Martín Barrios                   | Espelsa                                     | Dámaso Bueno Crespo           |
|                                                   | Ignacio Sánchez Salinero (Deputy Manager) | Internacional Tecair, S.A. and Eurman, S.A. | Daniel Emilio Candil Menes    |
| Pinturas Jaque, S.L                               | Fernando Martín Barrios                   | Technical Manager                           | Miguel Ángel Lobato Kropnick  |

| Globalvía |                                     |                   |                     |
|-----------|-------------------------------------|-------------------|---------------------|
| Chairman  | Jesús E. Duque Fernández del Rivero | Corporate Manager | Javier Falces Valle |

## Cement

| Chairman and Managing Director of Cementos Portland Valderrivas, S.A. |                                  | José Ignacio Martínez-Ynzenga Cánovas del Castillo                   |                           |
|-----------------------------------------------------------------------|----------------------------------|----------------------------------------------------------------------|---------------------------|
| Corporate Planning and Control Manager and Assistant to the Chairman  | José Manuel Revuelta Lapique     | Corporate Manager of Cementos Portland Valderrivas EE.UU.            | Manuel Llop Albaladejo    |
| General Secretary                                                     | Vicente Ynzenga Martínez-Dabán   | Corporate Manager for the Corporate Area and Institutional Relations | Manuel de Melgar y Oliver |
| Corporate Administration and Finance Manager                          | Jaime Úrculo Bareño              | Corporate Marketing and Sales Manager                                | Ángel Luis Heras Aguado   |
| Corporate Legal Affairs Manager                                       | José Luis Gómez Cruz             | Corporate Human Resources Manager                                    | Fernando Dal-Re Compaire  |
| Corporate Internal Audit Manager                                      | José Ignacio Domínguez Hernández | Corporate Technical Manager                                          | Pablo Espeso Martínez     |
| Corporate Manager of Cementos Portland Valderrivas España             | Angel Luis Heras Aguado          |                                                                      |                           |

## Real Estate

### Realia

| Chairman of Realia Business, S.A. |                          | Ignacio Bayón Maríné                          |                             |
|-----------------------------------|--------------------------|-----------------------------------------------|-----------------------------|
| Corporate Manager                 | Íñigo Aldaz Barrera      | Administration and Finance                    | Juan Antonio Franco Díez    |
| Assistant Corporate Manager       | Antonio Moyano Paredes   | Strategy and Investor Relations               | Jaime Llorens Coello        |
| Area Managers:                    |                          | Secretary to the Board of Directors           | Jesús Rodrigo Fernández     |
| Assets                            | Agustín González Sánchez | Assistant Secretary to the Board of Directors | Daniel Ángel Rodríguez Olay |
| Development                       | Tomás Marín Zarza        |                                               |                             |

### Torre Picasso

|                   |                          |
|-------------------|--------------------------|
| Corporate Manager | Guillermo Alcaide García |
|-------------------|--------------------------|

## Administration

|                             |                                 |                                         |                              |
|-----------------------------|---------------------------------|-----------------------------------------|------------------------------|
| <b>Corporate Manager</b>    | <b>José Luis Vasco Hernando</b> | <b>Taxes</b>                            | <b>Miguel Mata Rodríguez</b> |
| Assistant Corporate Manager | Carlos Pujol Lianas             | Administrative Organisation and Budgets | José María Alamañac Gil      |
| Administrative Coordination | Alberto Farré Ramos             | Economic Control                        | Juan José Drago Masià        |

## Finance

|                          |                                      |                                            |                               |
|--------------------------|--------------------------------------|--------------------------------------------|-------------------------------|
| <b>Corporate Manager</b> | <b>Victor Pastor Fernández</b>       | <b>Stock Market and Investor Relations</b> | <b>Miguel Coronel Granado</b> |
| Finance. Finance Manager | Manuel Somoza Serrano                | Financing                                  | José Manuel Carrasco Delgado  |
|                          | Esther Alcocer Koplowitz (Assistant) | Afigesa                                    | Luis Mora Callejas            |
|                          | Alicia Alcocer Koplowitz (Assistant) | Asiris, S.A.                               | Miguel Ángel Jabal Madrid     |

## General Secretary's Office

|                                        |                               |                                               |                                       |
|----------------------------------------|-------------------------------|-----------------------------------------------|---------------------------------------|
| <b>General Secretary</b>               | <b>Felipe B. García Pérez</b> |                                               |                                       |
| <b>Corporate Legal Affairs Manager</b> | <b>José María Verdú Ramos</b> | <b>Corporate Responsibility</b>               | <b>Javier López-Galiacho Perona</b>   |
| Madrid Legal Affairs Office            | Javier Gil-Casares Armada     | Information Systems and Technologies Division | Juan Sánchez Espinosa de los Monteros |
| Barcelona Legal Affairs Office         | Esteban Correa Arlés          | Information Security and Risk Management      | Gianluca D'Antonio                    |
| Construction                           | Nicolás Ossorio Martín        | Communications                                | Francisco Javier Hernández Fernández  |
| Services                               | Alfonso Goncer Coca           | Corporate Image                               | Antonio de Lorenzo Vázquez            |
| Versia                                 | Juan de los Ríos Jimeno       |                                               |                                       |

## Human and Other Resources

|                          |                                                                                     |                                    |                            |
|--------------------------|-------------------------------------------------------------------------------------|------------------------------------|----------------------------|
| <b>Corporate Manager</b> | <b>Antonio Pérez Colmenero</b><br><b>Emilio Hermida Alberti (Assistant Manager)</b> |                                    |                            |
| Administration           | Carlos Cerdán Ruano                                                                 | Safety                             | Eduardo del Rosal Vergara  |
| Employee Litigation      | Álvaro García-Orea Álvarez                                                          | Occupational Safety (Construction) | José Gascón y Marín Laguna |
| Training                 | Carlos Cobián Babé                                                                  | Occupational Safety (Services)     | Juan Carlos Sáez de Rus    |
| International            | José María Merino Matesanz                                                          | Screening                          | Ciro Martín Muñoz          |
| Industrial Relations     | Luis Suarez Zarcos                                                                  | Medical Services                   | Rafael Echevarría de Rada  |
|                          |                                                                                     | Central General Services           | José María Martí Maqueda   |

## Internal Audits

|                          |                            |
|--------------------------|----------------------------|
| <b>Corporate Manager</b> | <b>Antonio Gómez Ciria</b> |
|--------------------------|----------------------------|

|                                                   |                       |                                                        |                  |
|---------------------------------------------------|-----------------------|--------------------------------------------------------|------------------|
| Deputy Manager, Internal Audits,<br>Domestic Area | Miguel Hemanz Sanjuan | Deputy Manager, Internal Audits,<br>International Area | Sara Megía Recio |
|---------------------------------------------------|-----------------------|--------------------------------------------------------|------------------|

## International Corporate Strategy and Development

|                             |             |                                                |                           |
|-----------------------------|-------------|------------------------------------------------|---------------------------|
| Assistant Corporate Manager | Gérard Ries | International Corporate Development<br>Manager | José Liébana Alcantarilla |
|-----------------------------|-------------|------------------------------------------------|---------------------------|

## Energy & Sustainability

|                   |                        |
|-------------------|------------------------|
| Corporate Manager | Eduardo González Gómez |
|-------------------|------------------------|

## Cost Optimisation

|                          |                         |
|--------------------------|-------------------------|
| Deputy Corporate Manager | José Ramón Ruiz Carrero |
|--------------------------|-------------------------|

|                                                              |                                                               |
|--------------------------------------------------------------|---------------------------------------------------------------|
| <b>Investor Relations</b>                                    | <b>Other communications</b>                                   |
| ir@fcc.es<br>Tel.: +34 91 359 32 63<br>Fax: +34 91 350 71 54 | fcc@fcc.es<br>Tel.: +34 91 359 54 00<br>Fax: +34 91 345 49 23 |



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