

## BOARD OF DIRECTORS



**OLIVIER ORSINI**, member of the **Appointments and Remuneration Committee**. He is currently Director of International Development at *Électricité de France (EDF)*. He was Chairman of Proactiva from December 2002 to June 2013, when Veolia, one of this Group's founding shareholders, acquired 50% of the company from FCC. Orsini was formerly General Secretary and Deputy General Manager of Veolia Environnement, the world's largest environmental services group, where he spent almost his entire professional career until April 2012. He has a degree in Applied Economics and a diploma

from the *École Supérieure de Commerce de Paris*, this French executive has considerable international experience in environmental services and infrastructure management.



**GONZALO RODRÍGUEZ MOURULLO**, member of the **Appointments and Remuneration Committee** and one of the **most prestigious Spanish jurists**. He has Ph. D in Law studied at the University of Santiago. Currently he is Professor Emeritus of the Madrid Autonomous University and full member of the Royal Academy of Case Law and Legislation. He was awarded the Castelao Medal, the highest distinction of the Xunta de Galicia, for his contribution to legal science. He has been a member of the Madrid Bar since 1962.



**CLAUDE SERRA** is member of the Board of Directors, member of the Paris Bar and senior partner in the Corporate Law Department of the New York law firm *Weil, Gotshal & Manges, LLP*. A law graduate from Aix-en-Provence University and one of the most prestigious lawyers in Europe in the area of mergers and acquisitions; he advises multinationals on major transactions. An expert in shareholder disputes, Serra advises a number of boards of directors and executive committees on issues related to corporate governance, legal strategy, directors' fiduciary duties and crisis

situations. He is a member of the Legion of Honour of the French Republic.



**GUSTAVO VILLAPALOS**, Chairman of the **Audit and Control Committee** and member of the **Strategic and Appointments and Remuneration committees**. He has a Ph. D in Law and is a History of Law professor at the Madrid Complutense University. He was dean of this academic institution from 1987 to 1995. In 1995 he was appointed Minister of Education, Culture and Sports for the Autonomous Region of Madrid, a government position he held until 2001. He is Doctor Honoris Causa of over 20 universities worldwide, Chairman of OSCE's Human Rights Sub-Committee,

member of the UNESCO Advisory Committee on World Heritage cultural assets and of the Royal Academy of Case Law and Legislation.

## WATER MANAGEMENT



**EDUARDO GONZÁLEZ GÓMEZ**, *Non-Executive Chairman of FCC Aqualia*. He studied Industrial Engineering at the Madrid Polytechnic University and began his professional career at Iberduero, now Iberdrola, where subsequently he held a variety of senior management positions, both in corporate and operational areas. He is also former Chairman of the Spanish Nuclear Industry Forum and of Foratom. In 2008 he joined FCC as Chairman and General Manager of the Energy Division, a position he currently holds.



**FÉLIX PARRA MEDIAVILLA**, *General Manager of FCC Aqualia*. He graduated from Madrid Complutense University in 1977 with a degree in Geology. From 1980 to 1993 he held several positions at Geoservices, S.A., a multinational company that provides oil and gas exploration and production services. In 1993, he joined the Générale des Eaux Group (currently Veolia) in Spain, where he held the positions of Deputy Regional Manager for Andalusia, Director of Development and in 1998 he was named Regional Manager for Central Spain. In 2000, he was appointed Director of FCC Aqualia for the Central Spain region. At the end of February 2013 he was appointed Deputy General Manager of FCC Aqualia.

## ENVIRONMENTAL SERVICES



**AGUSTÍN GARCÍA GILA**, *Chairman of Environmental Services*. He has a degree in Industrial Engineering studied at ICAI and started his professional career as a project engineer at Material Auxiliar de Electrificación (MADE). Two years later he moved to FCC, where he has spent his entire career in the Environment Division, scaling from supervisor to his current position as General Manager.



**JORGE PAYET PÉREZ**, *General Manager of Environmental Services*. He studied a degree in Industrial Engineering at the Industrial Engineering Technical School in Barcelona (ETSIIB) and a Senior Management Programme at IESE. He began his professional career in 1980 at IFAC, an installations company. A year later he joined FCC in the Studies and Project Department at the Eastern Andalusia office. In 1983 he was appointed Production Manager for Sewerage and Industrial Cleaning Services in Barcelona and after that Manager of the Tarragona and Lerida areas for FCC Medio Ambiente. In 1988 he took up the position of Director of FCC Medio Ambiente's Levante I Office and in 1996 he was appointed Director of FCC Medio Ambiente's Zone I, with six regional offices under him. A position he has held up until now.

## ENVIRONMENTAL SERVICES



**BJÖRN MITTENDORFER, CEO of .A.S.A..** He has a MBA from the Karl-Franzens University, Graz (Austria) and joined .A.S.A. in 1995 as Controller of International Activities. From 1997 to 1998 he was Director of Operations Management Control for the Austrian subsidiaries. Subsequently he was appointed Finance Director for the country, responsible for all the Czech Republic entities and in 2001 Finance Director for the Group. In 2010 he was appointed member of the management board ("Vorstand") of .A.S.A. (.A.S.A. Abfall Service AG) Group, a position he held until his recent appointment.



**ANTONIO ALFONSO AVELLO, Head of the International Division of FCC Environment.** He holds an MSc in Civil Engineering from the "Universidad Politécnica de Madrid" and an MBA from the Wharton School, University of Pennsylvania. He joined FCC in 2008 as Advisor to the Chairman and CEO. In 2010 he was promoted to Managing Director of the Industrial Companies Division at FCC Construction and in 2013 was appointed CEO of Alpine Energie. Since October 2013, he combined his duties at Alpine Energie, until its sale, with the role of Deputy Managing Director of the International Division of FCC Environment. Prior to joining FCC he worked for Dragados and Goldman Sachs.

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## CENTRAL SERVICES



**JUAN JOSÉ DRAGO MASÍA, General Manager of Administration.** He has a degree in Economics and Business Studies studied at Barcelona University and he joined FCC in 1987 as an economist. For the first few years he worked in the Administrative Coordination Department, on accounting standards and on the consolidation of the Group's accounts. In 2006 he was appointed Director of the Economic Control Division to perform the analysis and monitoring of the Group companies' financial statements and to manage the modernisation of the Group's financial reporting systems in Spain.

Three years later in 2009, he took up the position of Deputy General Manager of Administration, which he held until his recent appointment.

EXECUTIVE PERSONNEL

<b>Executive Personnel</b>	
Chairwoman	Esther Alcocer Koplowitz
<b>Second Vice Chairman and CEO</b>	
	Juan Béjar Ochoa
<b>Corporate</b>	
Corporate Manager for Organisation	Ana Villacañas Beades
Corporate Manager for Divestments	Carlos Barón Thaidigsmann
<b>General Secretary's Office</b>	
General Secretary	Felipe B. García Pérez
Corporate Manager for Legal Affairs	José Fernando Cerro Redondo
Corporate and commercial law	Cristina López Barranco
Litigation	Fernando Díaz Barco
Finance	Esther Adroher Pérez
IT/Procurement	Ana Pérez Ocón
Barcelona Legal Affairs Office	Esteban Correa Artés
Construction	Leyre Navarro Aranda
Services	Alfonso Goncer Coca
Versia	Juan de los Ríos Jimeno
Corporate Expenses and General Services	José María Seoane Yarza
Deputy Manager	Francisco J. Sánchez Pérez
<b>Organization</b>	
Corporate Manager	Ana Villacañas Beades
Procurement Management	Jaime Peromarta Regert
Human Resources Department	
Organisation Processes and Services	José María Merino Matesanz
Employee Services	Emilio Hermida Alberti
Safety	Antonio Escudero Pérez

<b>Administration</b>	
Corporate Manager	Juan José Drago Masià
Administrative Coordination	Juan Carlos Andradás Oveja
Accounting Consolidation and standardisation	Daniel Sorroche Pérez
Administrative Procedures	Emilio López Pérez
Taxes	Daniel J. Gómez- Olano González
<b>Finance</b>	
Corporate Manager	Víctor Pastor Fernández
Finance Manager	Manuel Somoza Serrano
Stock Market and Investor Relations	Miguel Coronel Granado
Management and Budget Control	Romain Dvorak
Domestic Financing and Treasury	José Manuel Carrasco Delgado
International Financing	José Liébana Alcantarilla
Structured Financing	Francisco Vila Meizoso
Studies and Projects	Jesús González García
Financing Control	José Manuel Moreno Gálvez
Insurance	Carlos Serantes Montalbán
<b>Internal Audit</b>	
Corporate Manager	Miguel Hernanz Sanjuán
Deputy Manager	María Jesús Fernández López
<b>Communication and Corporate Responsibility</b>	
Corporate Manager	José Manuel Velasco Guardado
Media Relations	Julio Pastor Bayón
Corporate Responsibility	Javier López-Galiacho Perona
<b>Environmental Services</b>	
Chairman of Environmental Services	Agustín García Gila
<b>Central Services</b>	
Administration and Finance	Juan Ricote Garbajosa
Human Resources	Luis Suárez Zarcos
Legal Affairs	Alfonso Goncer Coca
International Development	Felipe Urbano de Saleta
Communication and Marketing	Juan Pablo Merino Guerra
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
<b>Spanish Environmental Services</b>	
<b>Managing Director</b>	<b>Jorge Payet Pérez</b>
<b>Zone I</b>	<b>Pablo Martín Zamora</b>
Aragón - La Rioja	Jesús Joaquín Jiménez López de Oñate
City of Barcelona and Balearic Islands	Francisco Javier Martín Garriga
Catalonia I	Martín Juanola Carceles
Catalonia II	Jesús Padullés Caba
East Coast I	Salvador Otero Caballero
East Coast 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
<b>Zone II</b>	<b>Faustino Elías Morales</b>
Andalusia I	Francisco Javier Irigoyen Arcelus
Andalusia II	Francisco José Cifuentes Santiago
Canary Islands	Miguel Ángel Castanedo Samper
Murcia-Almería	José Alcolea Heras
<b>Zone III</b>	<b>Jesús Medina Peralta</b>
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
High-tech systems and vehicles (SVAT)	Ignacio Cabanzón Alber

<b>Industrial Waste</b>	
<b>Corporate Manager</b>	<b>Aurelio Blasco Lázaro</b>
Administration and Finance	Domingo Bauzá Mari
Development	M <sup>º</sup> Jesús Kaißer Brasero
Studies	Antonio Sánchez-Trasancos Álvarez
East	Felip Serrahima Viladevall
North	Julián Imaz Escorihuela
South	Manuel Cuerva Sánchez
Paper and Cardboard	Javier Montero Sánchez
Portugal	Manuel Simões
United States	Íñigo Sanz Pérez
<b>International Environmental Services</b>	
<b>Managing Director</b>	<b>Antonio Alfonso Avello</b>
International Manager	Tomás Núñez Vega
Administration	Javier Corrales Sánchez
Legal Affairs	María Isabel Sánchez de Vivar Jiménez
Information Systems and Technologies	Manel Miranda Acuña
Central and Eastern Europe	Björn Mittendorfer
Administration	Antonio Hervella Garces
Finance	Johannes Spalek
Development	Franz Predl
Human Resources	Silvia Slusna
Information Systems and Technologies	Miroslav Cerveny
Communication and Marketing	Lucie Zumrova
Legal Affairs	
Austria, Hungary	Wolfgang Leitner
Czech Rep., Poland	Arnost Kastner
Slovakia, Romania, Bulgaria, Serbia	Tomas Antal
United Kingdom	Paul Taylor
Administration and Finance	Vicente Orts Llopis
Development	Richard Belfield
Human Resources	Lesley Callaghan
Estates	David Harker

EXECUTIVE PERSONNEL

Communication and Marketing	Kristian Dales
Legal Affairs	Carol Nunn
Operations	Agustín Serrano Minchán
Treatment and Disposal	Chris Ellis
Collection	Fernando Capelástegui
Incineration	Steve Brown
Egypt	Manuel Ramírez Ledesma
Portugal	Emilio Peñas Jiménez
<b>Water Management</b>	
Chairman	Eduardo González Gómez
Corporate Manager	Félix Parra Mediavilla
Economics Department	Isidoro Marbán Fernández
Administration	Antonio Marco Floriano
Accounting	Eduardo Rincón Maroto
Administrative services management	Bernardo Cristóbal Perela
Planning and Control	Pedro Fernández Chinchilla
Human Resources	Carmen Rodríguez Gómez
Corporate Development	Pedro Rodríguez Medina
Studies, Analyses and Investments	Alejandro Benedé Augusto
Technical Management	Pedro Ruiz Herrera
Innovation (R+D+i)	Frank Rogalla
Corporate Social Responsibility and Management Systems	Enrique Hernández Moreno
Health and Safety	Pascual Capmany Corchón
Management and Client Control	Manuel Castañedo Rodríguez
National client management	Miguel Perea Fernández-Pacheco
Planning and client strategy	Arturo Martínez de Zubieta
IT support	M <sup>a</sup> Ángeles Vicente Fernández

Legal Affairs	Elena Barroso Beltrán
Contracting	Antonio Vassal'lo Reina
Marketing and Communication	Juan Pablo Merino Guerra
<b>Zone I</b>	
<b>Santiago Lafuente Pérez-Lucas</b>	
Asturias	Francisco Delgado Guerra
Castilla y León	Juan Carlos Rey Fraile
Castilla-La Mancha	Matías Loarces Úbeda
Center and Canary Islands	Higinio Martínez Marín
Conservation and Systems	Ángel Luis Pérez Buitrago
Galicia	José Luis García Ibáñez
Rest of the North	Fernando de la Torre Ruiz
<b>Zone II</b>	
<b>Juan Luis Castillo Castilla</b>	
Balearic Islands	Eduardo del Castillo Fernández
Catalonia and Aragón	Jordi Aguilera Orpinell
East Coast (Valencia and Murcia regions)	Manuel Calatayud Ruiz
<b>Zone III</b>	
<b>Lucas Díaz Gázquez</b>	
Andalusia I	Antonio Nicola García
Andalusia II	Francisco Jiménez Medina
Extremadura	Francisco Blanco Berciano
<b>Zone IV</b>	
<b>Luis de Lope Alonso</b>	
Area I. South Europe	Roberto Pérez Muñoz
Area II. Central and Eastern Europe	Rafael Pérez Feito
Area III. North Africa and North America	José Miguel Janices Carpintero
Area IV. Middle East	José Enrique Bofill Maestre
<b>Zone V. Aqualia Infraestructuras</b>	
<b>Javier Santiago Pacheco</b>	
Area I. America	Emilio Soler Rangel
Area II. Europe	Juan Bofill Maestre
Area III. Spain and MENA	José Martínez Blázquez

Construction	
Chairman of FCC Construcción	Fernando Moreno García
General Manager of FCC Construcción	Miguel Jurado Fernández
Human Resources	María Sánchez Sanz
Economics-Finance	José Antonio Chamorro Garijo
Legal Affairs	Leyre Navarro Aranda
Management Control	María Carrasco Martínez
Institutional Relations	Guillermo Aparicio Torres
General Management	
Holdings and Middle East	Santiago Ruiz González
Studies and Transport Spain	Alejandro Cisneros Müller
Contracting	Pedro Gómez Prad
Technical Services	José Luis Álvarez Poyatos
Europe	Jordi Ferrando Cuadradas
Latin America and North Africa	Vicente Mohedano Martín
Concessions	Antonio de Santiago Peral
Managing Director of Spain	
Northeast Region	Santiago Farré
Southern Region	José M <sup>o</sup> Torroja Ribera
Central Region and Portugal	Antonio Pérez Gil
Northwest Region	Juan Sanmartín Ferreiro

Managing Director of Latin America and North Africa (Algeria)	
Algeria	Vicente Mohedano Martín
Central America	José Antonio Madrazo Salas
Mexico + Colombia	Víctor Alberola Ruipérez
Peru + Chile	Eugenio del Barrio Gómez
	Enrique Marijuan Castro
Managing Director of Holdings and the Middle East	
Riyadh	Santiago Ruiz González
Middle East	Jaime Freyre de Andrade Calonge
FCC Industrial	Yago Mijangos Gorozarri
Real Estate Development and Management	Pablo Colio Abril
	Guillermo Moya García-Renedo
Cement	
Chairman and CEO of Cementos Portland Valderribas S.A.	
	José Luis Sáenz de Miera Alonso
Corporate Human Resources	Fernando Dal-Re Compaire
Corporate Technical Management	Luis Herreras López
Corporate Strategic Planning Management	Victor García Brosa
Corporate Legal Affairs Management	José Luis Gómez Cruz
Corporate Finance and Administration Management	Jaime Úrculo Bareño
Corporate Internal Auditing Manager	Fernando Robledo Sáenz
Spanish and UK Business Management	Francisco Zunzunegui Fernández
Managing Director of Societé des Ciments d'Enfidha in Tunisia and North African Business Manager	Pablo Hidalgo Blázquez
US Business Management	José Llontop



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