

New committee established



ESTHER KOPLOWITZ ROMERO DE JUSEU, Chairman of FCC's Innovation Committee. She is the principal shareholder of FCC, S.A., as well as a director of the company and Chairman of its Strategy Committee. She is also Vice-Chairman and director of Cementos Portland Valderrivas, S.A., and Founder and President of the Esther Koplowitz Foundation, through which she devotes particular attention to developing major projects for the most disadvantaged. She is Marchioness of Casa Peñalver.

The Innovation Committee's mission will be to advance R&D and innovation policies and promote transformational processes and the application of new technologies throughout the group.

NEW APPOINTMENTS

Chairman of the Board of Directors of FCC



ESTHER ALCOCER KOPLOWITZ, Chairman of the Board of Directors of FCC. Graduated in Law. She also completed the Senior Management Program (PADE) at IESE Business School. To date, she has been Second Vice-Chairman of the Board of FCC and Chair of its Appointments & Remuneration Committee. She is also a member of the Executive, Strategy, and Audit & Control Committees of FCC. She is a director of Cementos Portland Valderrivas, Realia and Globalvía.

She has international experience as a director of FCC Environment, the UK subsidiary of FCC's Environmental Services division, and of SmVaK Ostrava a.s. (a water company in the Czech Republic), and she is a member of the Supervisory Boards of Alpine Holding GmbH and A.S.A Abfall Service AG (infrastructure, Central and Eastern Europe).

Vice-Chairman and CEO of FCC



JUAN BÉJAR OCHOA, Vice-Chairman and CEO of FCC. Graduated in Law and Business Administration from Comillas Pontifical University (ICADE E-3). His career began at Hisalba, a subsidiary of Holderbank, which was the world's leading cement producer at the time. He worked for two years at Empresa Nacional de Autopistas S.A. (ENASA), where he served as Head of Planning and Controller. Mr Béjar rejoined Holderbank (currently Holcim) to set up its new international division, UMAR. As General Manager, he was responsible for all of

the companies' cement plants and warehouses, as well as transportation of cement and ancillary products.

He joined the Ferrovial Group in 1991 and was CEO of the Infrastructure division and subsequently of Cintra until 2007, spearheading Cintra's IPO, the creation of Ferrovial Airports and the acquisition of British Airports Authority (BAA). Cintra attained a market capitalisation of 7,368 billion euro and was included in the IBEX-35 blue chip index.

He moved to London in June 2007 to take charge of Citigroup Infrastructure Management Company. As its Chairman, he raised 3.4 billion dollars for investment in the infrastructure sector and subsequently managed those assets. Notable transactions during that period include the acquisition of Kelda, an end-to-end water management company in the UK (valued at 6.2 billion pounds); Itinere (8 billion euro); and 50% of the Vancouver International Airport portfolio.

Juan Béjar has been with the FCC Group since July 2009, when he was appointed Executive Chairman of Globalvía, an infrastructure concession company owned jointly with Bankia. In February 2012, he also became Chairman and CEO of Cementos Portland Valderrivas.

Construction Area



FERNANDO MORENO GARCÍA, Chairman of FCC Construction and member of the Management Committee. Mr Moreno, who replaces José Mayor Oreja, will report to the Vice-Chairman and CEO, Juan Béjar Ochoa.

In 1973, he obtained a degree in Civil Engineering from the Madrid School of Civil Engineering. That same year he joined Dragados y Construcciones S.A., where he remained until 1986, when he was hired by Construcciones y Contratas, S.A. as Head of Civil Engineering in the Madrid area. He later became Manager of the Central Spain Area for FCC Construction.

In 1996, he was appointed General Manager of Seragua, FCC's water management subsidiary. In 2000, he was appointed General Manager of Aqualia, the end-to-end water management company resulting from the merger between Seragua and Veolia's water management companies in Spain.



AVELINO ACERO DÍAZ, General Manager of Corporate Functions and Special Projects at FCC Construction. Mr Acero is a civil engineer and has been with FCC for 27 years, most recently as General Manager of the Construction division. He has extensive experience in railway and other transport infrastructure projects. He graduated from the University of Madrid in 1971, and worked at Corsan until 1986, when he joined FCC.



MIGUEL JURADO FERNÁNDEZ, General Manager of FCC Construcción. Mr Jurado obtained a degree in Civil Engineering from the Technical University of Madrid in 1987,

and joined FCC in 1988, where he has held the positions of head of production, site manager and production manager. In 2005, he was named head of Development and Subsidiaries at Aqualia; that same year, he was appointed Deputy General Manager of Development and International Business at Aqualia, a post he has held to date.

NEW APPOINTMENTS

Services Area



FÉLIX PARRA MEDIAVILLA, Deputy General Manager – Water. He graduated from the Complutense University of Madrid in 1977 with a degree in Geology. From 1980 to 1993, he worked at Geoservices, S.A., a multinational company providing oil and gas exploration services, where he held a number of positions. In 1993, he joined Grupo General de Aguas de España (currently Veolia) as deputy regional manager for Andalucía; he was subsequently appointed Head of Development, and finally Regional Manager for Central Spain in 1998. Since 2000, he has been Manager of the Central Spain region for Aqualia.

Corporate Area



ANA VILLACAÑAS BEADES, General Manager of Organisation and a member of the Management Committee. A graduate in Civil Engineering from the Technical University of Madrid, she was formerly General Manager of Corporate Resources at Isolux Corsan.

She was previously Head of Human Resources, Quality and Environment at Ferrovial Agroman and Cintra. Ms Villacañas will report to the CEO.



CARLOS BARÓN THAIDIGSMANN, General Manager of Divestments, will retain his existing position as General Manager of Versia, and will head the office that coordinates the divestment programme announced as part of the new strategic plan. He was formerly a zone manager at Cemusa, Head of Corporate Development at Versia, and Head of Administration and Finance at FCC Agua y Entorno Urbano. Before joining FCC, he worked as CFO at Arthur Andersen, Alas, S.A. and TFE, S.A., and as manager at Dygsa.

Portland Valderrivas



JOSÉ LUIS SÁNCHEZ DE MIERA *Chairman and CEO.* He was formerly head of Mexican cement group CEMEX in Southern Europe, Africa, the Middle East and Asia and Vice-Chairman and Managing Director of CEMEX Spain. He replaces Juan Béjar, who was named Vice-Chairman and CEO of FCC Group and stepped down from his position at Cementos Portland Valderrivas. The proposal to re-appoint Juan Béjar as a director of the company will be submitted to the next Shareholders' Meeting.



ALICIA ALCOCER KOPLOWITZ. *Vice-Chairman of the Board of Directors of Cementos Portland Valderrivas.* She holds a Law degree, and was previously a director of real estate group Gesinar and of Banco Zaragozano, where she also worked on the trading desk and in the risk department.

She joined FCC's finance department in 1996, and is currently a member of the company's Board of Directors and of the Executive, Strategy, Audit and Control, and Appointments and Remuneration Committees. Within FCC Group, she is a member of the Boards of Directors of Realia and Globalvía in Spain, as well as FCC Environment in the UK and SmVak Ostrava in the Czech Republic. She is also on the Supervisory Board of Alpine, in Austria.

Ms. Alcocer is especially dedicated to innovation and the protection of animals, and is currently a director of the Centro Clinic in Madrid, Chairman and Founder of the company Igüi, and Honorary Chairman of Spain's National Abandoned Animal Welfare Association (ANAA). She is Marchioness of Campoflorido.

EXECUTIVE PERSONNEL

Chairman	Esther Alcocer Koplowitz
Second Vice Chairman and CEO	Juan Béjar Ochoa
Corporate	
Corporate Manager for Organisation	Ana Villacañas Beades
Corporate Manager for Divestments	Carlos Barón Thaidigsmann
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
Zona 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 Martíñez
Zona 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
Zona 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
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
East	Felip Serrahima Viladevall
Aragón	Julián Imaz Escorihuela
Centre and Canary Islands	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	
Deputy Corporate Manager	Félix Parra Mediavilla
Development and International	Félix Parra Mediavilla
Administration and Finance	Isidoro Marbán Fernández
European Zone	Roberto Pérez Muñoz
Italy	Roberto Pérez Muñoz
SmVak	Miroslav Kyncl
Portugal and Extremadura	Jesús Rodríguez Sevilla

EXECUTIVE PERSONNEL

Central Europe	Rafael Pérez Feito
Concessions	Luis de Lope Alonso
Aqualia Infraestructuras	Javier Santiago Pacheco
Zona I	Santiago Lafuente Pérez-Lucas
Galicia	José Luis García Ibañez
Castilla y León	Juan Carlos Rey Fraile
Castilla-La Mancha	Matias Loarces Úbeda
Asturias	Francisco Delgado Guerra
Rest of the North (Cantabria, Pais Vasco, Rioja and Navarra)	Fernando de la Torre Fernández
Centre and Canary Islands	Higinio Martínez Marín
Levante	Manuel Calatayud Ruiz
Castilla-La Mancha	Matias Loarces Úbeda
Centre and Canary Islands	
(Madrid and Canary Islands)	Higinio Martínez Marín
Aqualia Industrial	Santiago Lafuente Pérez-Lucas
Zona II	Juan Luis Castillo Castilla
Catalonia	Juan Luis Castillo Castilla
Balearic Islands	Eduardo del Castillo Fernández
Levante (Comunidad Valenciana and Murcia)	Manuel Calatayud Ruíz
Aragón	Juan Luis Castillo Castilla
Zona III	Lucas Díaz Gázquez
Andalusia	Lucas Díaz Gázquez
Business Human Resources	Carmen Rodríguez Gómez
Corporate Development	Pedro Rodríguez Medina
Studies	Alejandro Benedé Augusto
Innovation and Technology	Frank Rogalla
Service Management	Enrique Hernández Moreno
Marketing and Communication	José Arce de Gorostizaga
Health and Safety	Pascual Capmany Corchón
Contracting	Antonio Vassal 'lo Reina
Commercial	Cecilio Sánchez Martín
Management and Client Control	Manuel Castañedo Rodríguez

International	
International Manager	Tomás Núñez Vega
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
Development	Franz Predl
Egypt	Manuel Ramírez Ledesma
United Kingdom	
CEO	Paul Taylor
CFO	Vicente Orts Llopis
Development	Richard Belfield
Treatment and Disposal	Chris Ellis
Versia	
Chairman of FCC Versia	José Luis de la Torre Sánchez
Corporate Manager	Carlos Barón Thaidigsmann
Administration and Finance	Juan Carlos Andradas 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
Corporación Europea de Mobiliario Urbano (CEMUSA)	Eric Marotel Guillot
FCC Logística, S.A.	Luis Marceñido Ferrón

EXECUTIVE PERSONNEL

Construction	
Chairman of FCC Construcción	Fernando Moreno García
Corporate Manager, FCC Construcción	Miguel Jurado Fernández
Assistant Corporate Manager of Construction	Jordi Piera Coll
Corporate Manager of Corporate Functions and Special Projects	Avelino Juan Acero Díaz
Administration and Finance	César Mallo Arias
Information Systems and Technologies	Tim Riewe
Deputy Corporate Managers	
· Deputy Corporate Manager, Spain, Portugal and Africa	Francisco Javier Lázaro Estarta
· Deputy Corporate Manager, Industrial	Santiago Ruiz González
· Deputy Corporate Manager, America	Alejandro Cisneros Müller
· Studies and Contracts	Pedro Gómez Prad
· Technical Services	José Luis Álvarez Poyatos
· Corporate Area	José Ramón Ruiz Carrero
South	
	José María Torroja Ribera
	Francisco Campos García (Deputy Manager)
· Andalusia West	Jesús Amores Martín (Building)
· Andalusia East	José Antonio Madrazo Salas (Civil Engineering)
· Canary Islands and Central Africa	Juan Madrigal Martínez-Pereda
Centre	
	Antonio Pérez Gil
· Centre, Civil Engineering	Ángel Serrano Manchado
· Centre, Building	Alfonso García Muñoz
	Francisco Mérida Hermoso
· País Vasco and Rioja	Norberto Ortega Lázaro
· Portugal	Antonio Ribeiro Mendes

Northwest	
	Juan Sanmartín Ferreiro
· Castilla y León	José Manuel San Miguel Muñoz (Civil Engineering)
	Florentino Rodríguez Palazuelos (Building)
· Asturias-Cantabria	Guillermo Castanedo Elizalde
Northeast	
	Francisco José Dieguez Lorenzo
· Valencia-Murcia	Rafael Catalá Reig
· Catalonia and Balearic Islands	José Luis Negro Lorenzo (Civil Engineering)
	Jordi Mari Escanellas (Building)
· Aragón-Navarra	Roberto Javier Monteagudo Fernández
Algeria	
	Josep Torrens Font
Europe	
Europe Construction	Jorge Ferrando Cuadradas
Europe Development	Alcibiades López Cerón
· Romania	Sébastien Picaut
· Poland	Miguel Ángel Mayor Gamo
· United Kingdom and Ireland	Rafael Foulquie Echevarría
ALPINE	
Chairman of the Supervisory Board	Santiago Ruiz González
Alpine Holding CEO	Arnold Schiefer
Alpine Bau Deutschland CEO	Frank Jainz
Alpine Energie CEO	Herbert Furch
Middle East	
	Jordi Piera Coll
Middle East Development	Jesús Enrique Duque Fernández Rivero
· Saudi Arabia-Kuwait	Juan Manuel Cadenas Armentia
· Qatar	Iván Gustavo Morales Puigcerver
· Arab Emirates-Oman	Gerardo Cruz Serrano

Industrial	Santiago Ruiz González
FCC SIE (Servicios Industriales y Energéticos)	Pablo Colio Abril
FCC ACI (Actividades de Construcción Industrial)	Pablo Colio Abril
Mantenimiento de Infraestructuras (MATINSA)	Miguel Cañada Echaniz
Proyectos y Servicios (PROSER)	Amalio Aguilar Bustillos
Prefabricados DELTA and MEGAPLAS	Rafael Villa López
Manager, America Development	Álvaro Senador-Gómez Lázaro
Concessions	Félix Corral Fernández
America and Transport Area	Alejandro Cisneros Müller
· Transport	Alberto Enciso García
South-American Zone	Javier Hidalgo González
· Brazil	Antonio José A. S. Tenreiro
· Chile and Peru	Enrique Marijuán Castro
Central-American Zone	Eugenio del Barrio Gómez
· Mexico	Miguel Ángel Rodríguez Rodríguez
· Central America	Aurelio Callejo Rodríguez Julio Casla García
· Colombia	Pedro José Collado Gómez
North-American Zone	Jaime Freyre de Andrade Calonge
· USA	Pedro Carlos Vega Jorge
· Canada	Ignacio Rafael Gutierrez
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	Guillermo Aparicio Torres
Occupational Risk Prevention	Cristina García Herguedas
Legal Affairs	
Domestic	Nicolás Ossorio Martín
International	Serafín Rubén García Menéndez
Infrastructure Concessions	
Globalvía	
Chairman	Juan Béjar Ochoa
Corporate Manager	Luis Sánchez Salmerón
Cement	
Chairman and CEO of Cementos Portland Valderrivas, S.A.	José Luis Sáenz de Miera Alonso
Assistant to the Chairman	José María Aracama Yoldi
Manager, Communication	Dolores Álvarez Morales
Manager, African Market	François Cherpion
Manager, US Market	José Llontop
Manager, Industrial	Francisco Zunzunegi Fernández
Manager, Environment, Sustainability and Innovation	José Ignacio Elorrieta Pérez de Diego
Manager, Legal Affairs	José Luis Gómez Cruz
Manager, Administration and Finance	Jaime Úrculo Bareño
Manager, Strategic Planning and Investor Relations	Víctor García Brosa
Manager, Human Resources, Information Systems and General Services	Fernando Dal-Re Compaire
Manager, Internal Audits	Fernando Robledo Sáenz

EXECUTIVE PERSONNEL

Energy and Sustainability	
Corporate Manager	Eduardo González Gómez
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
General Secretary's Office	
General Secretary	Felipe B. García Pérez
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 (Domestic)
	Serafín Rubén García Menéndez (International)
Services	Alfonso Goncer Coca
Versia	Juan de los Ríos Jimeno
ALPINE Group	Astrid Menacho Erxleben
Energy	Mar Sáez Ibeas
Corporate Expenses and General Services	José María Seoane Yarza
	Francisco J.Sánchez Pérez (Deputy Manager)
Administration and Information Technologies	
Corporate Manager	Antonio Gómez Ciria
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	Javier López Costa
Reengineering and Corporate Processes	Manuel Argüello Pastor
Operation of Infrastructure and Telecoms	Marcos Navarro Alcaraz
Telecommunications	Roberto Rosario Ribada

Infrastructure Contract Management	Enrique Martín Roldán
IT Governance	Alfredo García López
Information Security and IT Risk Management	Gianluca D'Antonio
Procurement Management	Juan Carlos Montejano Domínguez
Procurement, Subcontracts	David Álvarez Rodríguez
Procurement, Vehicles and Machinery	Jaime Peromarta Regert
Procurement, Services and Supplies	Fernando Moncho Raynaud
Procurement, Technical Equipment and IT	Laura Lloro Modrego
Procurement, Materials	Luis Domínguez Ciria
Management Control and Risk Management	Raúl González Lorente
Management Control	José Martín Vázquez
Risk Control	José Ignacio Domínguez Hernández
Finance	
Corporate Manager	Víctor Pastor Fernández
Finance. Finance Manager	Manuel Somoza Serrano
Stock Market and Investor Relations	Miguel Coronel Granado
Domestic Financing and Afigesa	José Manuel Carrasco Delgado
International Financing	José Liébana Alcantarilla
Equity Financing and Investments	Guillermo Moya García-Renedo
Structured Financing	Francisco Vila Meizoso
Studies and Projects	Jesús González García
Financing Control	Mariano Pérez Lorrio
Treasury	Diego Salgado Otones
Insurance	Carlos Serantes Montalbán
Human Resources	
Corporate Manager	Francisco Martín Monteagudo
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	Mercedes Medina Rojo
Safety, Health and Well-being	Juan Carlos Sáez de Rus
Labour-related Legal Affairs and Management/Labour Dialogue	Luis Suarez Zarcos
Incorpora	Maria Antonia González Ruiz
Safety	Eduardo del Rosal Vergara
Internal Audits	
Corporate Manager	Miguel Hernanz Sanjuán
Deputy Manager, Internal Audits, Domestic Area	Maria Jesús Fernández López
Deputy Manager, Internal Audits, International Area	Sara Megía Recio
Communication and Corporate Responsibility	
Corporate Manager	José Manuel Velasco Guardado
Information Relations	Julio Pastor Bayón
Corporate Marketing and Branding	Juan Pablo Merino Guerra
Corporate Responsibility	Javier López-Galiacho Perona



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