

To: ALL ORGANISATION

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From: GENERAL MANAGER OF NATIONAL ENVIRONMENTAL SERVICES

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CC:

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Date: 13 January 2015

Number: JP/mg

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**Reference:**

At the proposal of the Chairman of FCC Servicios Medioambientales, and with the favourable report from the Appointments and Remuneration Committee, the following appointments shall be made:

**ANGEL GARCILLÁN FONTECHA, Head of Levante II Office**, reporting directly to Pablo Martin, Manager of Area I.

Angel is an Industrial Engineer and graduate of the Alfonso X el Sabio University in Madrid. With 12 years experience in FCC, he has held different positions of responsibility in the Environmental branch. The last stage of his career took place in Local Office in Madrid, where he worked as Head of Department of MSW activity.

His aim is to maintain the commercial position in the Provinces of Alicante and Alicante, as well as to drive business in efficient energy activity and, finally, to optimise the operating account and the client portfolio.

**FRANCISCO JOSÉ HUETE ARROYO, Head of Management Systems Department**. He will report directly to Jorge Payet, General Manager of National Environmental Services

Francisco José is an Aeronautical Engineer and graduate of the Polytechnic University of Madrid. Since his incorporation in FCC in 1996, he has held various posts of responsibility in the Environmental branch, with his most recent post as Head of the Quality Department of National Environmental Services.

His main aim is to safeguard the current implementation of the quality management system, environmental management and prevention, to promote new initiatives with the aim of encouraging the maintenance of the FCC leadership in the sector and the consolidation of the comprehensive prevention system.

I hope I have your ultimate cooperation with the new roles they have been assigned in the company, wishing them the very best of success.

Kind regards,



Signed: Jorge Payet Pérez  
General Manager National Environmental Services