

To: THE ENTIRE ORGANISATION

From: DIRECTOR GENERAL FOR NATIONAL ENVIRONMENT DIVISION

Copy:

Date: 29th January 2016

Number: JP/--

Reference: APPOINTMENT IN THE NATIONAL ENVIRONMENT DIVISION

With the authorisation of the Chief Executive Carlos M. Jarque, the proposal of the President of FCC Environmental Services, and a favourable report from the Appointments and Remuneration Committee, we hereby notify the appointment of **FRANCESC XAVIER GRAU ALAFONT** as **Director of the Barcelona-Balearic Island Delegation**, reporting directly to Francisco Javier Martín Garriga, Zone 1 Director.

Xavier graduated in Industrial Engineering from the Polytechnic University of Catalonia and achieved the General Management Program at IESE. He has 19 years' experience at FCC, where he has held various positions in the Environment Area within the Barcelona-Balearics Delegation. Most recently in his career, he has served as Head of Production and was instrumental in the successful renewal of the city of Barcelona Sewerage contract.

His mission shall be to maintain our commercial position in the city of Barcelona, push for the renewal and extension of contracts in the Balearic Islands, and develop our energy efficiency business to optimise our financial results.

I look forward to your full co-operation with Xavier in the performance of his new duties, for which we all wish him the greatest success.

Regards,



Signed: Jorge Payét Pérez
National Director General for Environment