

To: THE ENTIRE ORGANIZATION

From: CHAIRMAN FCC CONSTRUCCIÓN

Copy to:

Date: 21 December 2011

Number:

Subject: APPOINTMENT IN THE CONSTRUCTION AREA

Authorisation having been obtained from the Appointments and Remuneration Committee, the following appointment has been made:

- **Director of Human Resources - Construction Area: Ángel Ignacio León Ruiz**

His primary responsibility will be to manage the human resources function in FCC's Construction Area, in line with the established strategy. He will operate within an organisational matrix that will facilitate the implementation of the vision for the function and the Area.

His principal functions and responsibilities are as follows:

- Assuring the provision of Human Resources services in the Area. Implementing corporate human resources policies in his sphere of action.
- Securing for the Area the specialised services provided by the Corporation.
- Advising the business Area's senior executives on human resources matters.
- Providing the Corporation with feedback from his experience in the business area to ensure continuous improvement of the function.
- Coordinating and organising dialogue between FCC Corporation and the business Area regarding any aspect related to human resources.

Ángel Ignacio León Ruiz graduated in Law from the Autonomous University of Madrid. In 1994 he joined FCC's Human Resources Labour Litigation Department.

He has taken on broader responsibilities over the years, and has held the post of Human Resources Director at Versia since 2009.

Under this new organisational model, he will report hierarchically to the General Director of FCC Construcción and functionally to the Human Resources Corporate Director (Processes and Services to the Organization).

This appointment will be effective on 1 January 2012.

We wish Mr León every success in his new position.

Very truly yours,



José Mayor Oreja
Chairman FCC Construcción



Francisco Martín Monteagudo
FCC Group General Director of Human Resources