

To: THE WHOLE ORGANISATION

From: ROCÍO SANTIAGO BARRAJÓN. TENDERS AND OPERATIONS DIRECTOR

Copy: SANTIAGO LAFUENTE PÉREZ-LUCAS. CEO

Date: 25.11.25

Reference: Appointments in the Operations Division.

With the approval of Santiago Lafuente, our CEO, I am pleased to announce the following appointments within the Operations Division:



Adolfo Cuesta Barbado, Head of the Technical Reporting, Taxonomy and Sustainable Financing Area.

Adolfo holds a degree in Agricultural Engineering from the University of Valladolid and has a solid postgraduate background in management and executive development, project finance and digital transformation.

With 19 years of experience in the sector, he began his career at Aqualia in the production area as Service Manager, after which he took on an expatriate role in Saudi Arabia in 2011 as Contract Manager for hydraulic performance optimisation in Riyadh. In 2014, he joined the International Tenders Department as Bid Manager, working cross-functionally with all the company's functional areas. Since 2020, he has held positions of responsibility in the Operations and Technological Transformation Department, driving process digitalisation.

In his new role, Adolfo will coordinate corporate technical reporting on environmental matters, sustainability and carbon footprint, as well as implement the European taxonomy and promote and support green financing initiatives.



Fernando Guzmán Galán, Head of the Energy Efficiency, Asset Management and Desalination Area.

Fernando holds a degree in Industrial Organisation Engineering and an MBA from the International University of La Rioja. With over 20 years of experience in the energy and water sectors, he has led projects focused on production, optimising and fostering continuous improvement.

Since joining Aqualia in 2010, he has held key positions in desalination plants such as Mostaganem and Cap Djinet and has overseen the commissioning of major facilities such as El Alamein (Egypt), Salitre WWTP (Colombia) and Abu Rawash (Egypt). In recent years, he has been responsible for Aqualia's energy efficiency, promoting and coordinating the management of Energy Savings Certificates (ESCs) and energy audits.



INTERNAL NOTE

In this new stage, Fernando will lead actions to optimise energy consumption, enhance and promote asset management, as well as provide technical support for the desalination process during the O&M phase.

We count on your collaboration to facilitate the development of their new responsibilities.

Kind regards,

Rocío Santiago Barrajón
Tenders and Operations Director

VV&A Santiago Lafuente Pérez-Lucas
CEO