

To: THE WHOLE ORGANISATION

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From: JOSÉ MIGUEL JANICES. AMERICAS AND EUROPE AREA MANAGER

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Copy: SANTIAGO LAFUENTE. CEO

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Date: 07.11.25

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**Reference: Europe Regional Manager Appointment**



I am pleased to announce, with the approval of our CEO, Santiago Lafuente, the appointment of Antonio Gavira as Europe Regional Manager.

Antonio holds a degree in Biology from the University of Seville and a Master's in End-to-End Environmental Management from the European Business School. He began his professional career at the Spanish Filtered Water Company as Plant Manager, eventually becoming Regional Delegate for Andalusia, Extremadura, and Portugal.

He later joined Aqualia, where he served as Production Director for Aqualia Industrial Services, Project Manager for the expansion of the Ranilla WWTP, and Head of the Seville Management Unit, overseeing all Aqualia contracts in the province, including the management of Jerez de la Frontera.

In 2015, he joined the international division as Italy Country Manager. In 2020, his responsibilities were extended to include operations in France, and with this appointment, his remit now covers the entire European Region.

I am confident that Antonio will have the full support of the team in achieving great success in his new role.

A handwritten signature in black ink, appearing to be "JM Janices".

José Miguel Janices Carpintero  
Americas and Europe Area Manager

VV&A Santiago Lafuente Pérez-Lucas  
CEO