

To: THE WHOLE ORGANISATION

---

From: JOSE MIGUEL JANICES CARPINTERO, AMERICA & EUROPE AREA MANAGER

---

Date: September 30<sup>th</sup>, 2024

---

Cc :

---

**Subject : Appointment of Mexico's Country Manager.**

Following Latam's Regional Director's suggestion, I am pleased to announce the appointment of Carmelo Fález as México's Country Manager.

Carmelo graduated as a Civil Engineer from the university Alfonso X El Sabio and went on to earn a master's degree in environmental administration from the university of Santiago de Compostela. He is also a technical specialist in the field of occupational risk prevention.

His career in the water sector begun in the year 2000 in Galicia, where he worked as Hydraulics Projects Site Manager, and later on as Group Manager overseeing all of the company's hydraulic facilities. In 2014, he kicked off his international journey as Technical and Development Manager for Colombia and Panama.

He joined Aqualia in 2016 as manager for the Barrancabermeja Wastewater Treatment Plant, later taking on the position of Technical Manager and then as Operations Manager in the Salitre Wastewater Treatment Plant in Bogotá.



I am sure Carmelo will have the full support of the entire team in order to successfully carry out the responsibilities of his new position.

José Miguel Janices Carpintero  
Europe/América Area Manager

VV&A Santiago Lafuente Pérez-Lucas  
CEO