

To: THE WHOLE ORGANISATION

From: PEDRO RODRÍGUEZ MEDINA. DIRECTOR OF SUSTAINABILITY & INNOVATION

Copy:

Date: 02.06.26

Reference: Appointment the new Director of Innovation.

I am pleased to inform you of the appointment of Víctor Monsalvo as the new Director of Innovation.



Víctor holds a PhD in Chemical Engineering from the Autonomous University of Madrid (UAM) and a Master's degree in Industrial Safety from IMF.

He has devoted 22 years to innovation, mainly in the water sector. For a decade, he was a researcher and professor in the Department of Chemical Engineering at UAM, as well as an international researcher at the Universities of Leeds (2007), Arizona (2008), Cranfield (2009), Sydney (2011), and Aachen (2013). After moving into the industrial sector, Víctor worked in the R&D departments of Aquaenviro (Suez) and served as Director of the Water Technology Area at Abengoa Research until

2016. That year, he joined Aqualia as Head of the Eco-efficiency Area, focusing on the development of solutions in water treatment and reuse, biosolids management, biogas production and purification, and drinking water treatment, including desalination technologies.

I am confident that Víctor will have your full cooperation and support in achieving the greatest success in his new responsibilities.

Kind regards,

Pedro Rodríguez Medina
Director of Sustainability & Innovation

Vº Bº Santiago Lafuente Pérez-Lucas
CEO