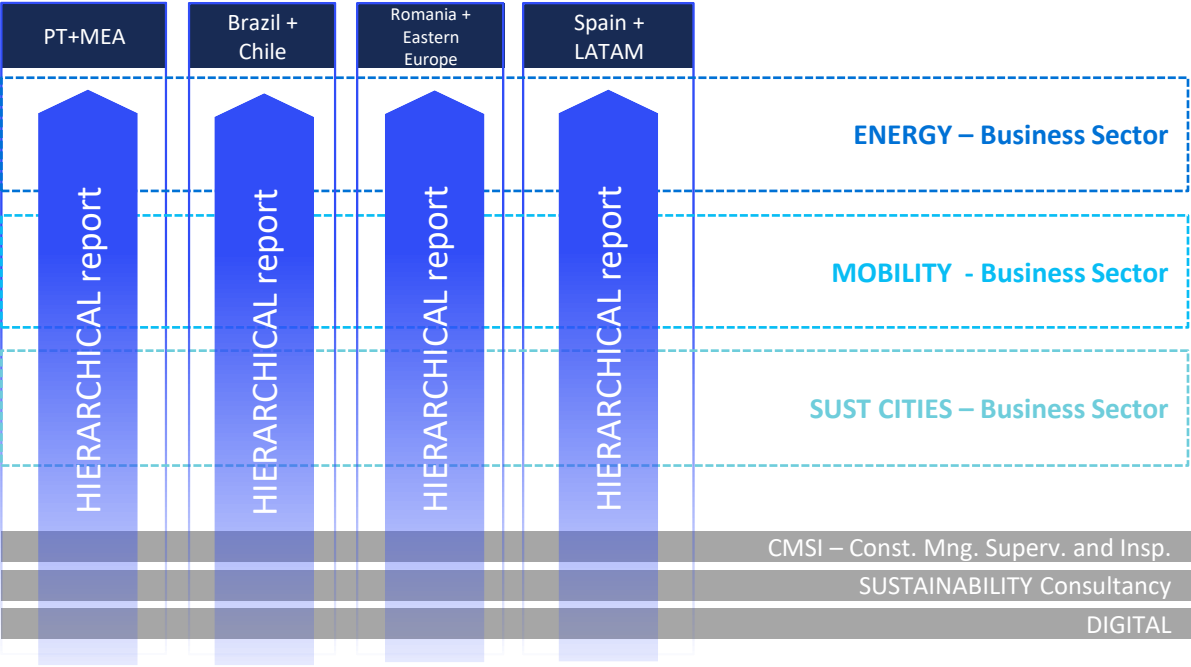


# Group Organization

We work under a global matrix leveraging client proximity and flexibility along with global coordination.  
Meta will fit into the organization without changing its structure

## Vertical hierarchical reporting to the market leadership

1. Each **Market** has its Market Leader with a vertical ownership of the market’s structure, development, Client relation and P&L. 2. The BUs within a Market have Business development and Production objectives and have direct relation with the market’s Clients. Each BU reports hierarchically to the Market Leader.

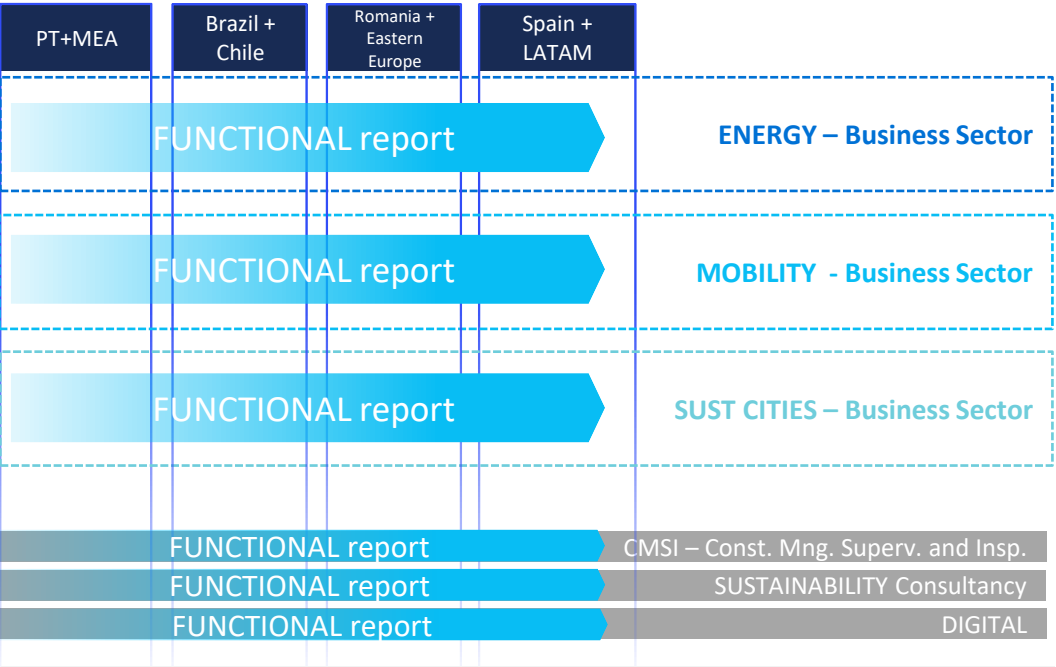


### Hierarchical reporting:

- **Definition:** refers to the traditional vertical chain of command where an employee reports directly to a supervisor or manager
- **Responsibility:** The hierarchical manager is responsible for the employee’s overall performance, including performance evaluation, career development, and daily work supervision.

## Horizontal functional reporting to the business sector leader

The **Head of Business Sectors (HBS)** will manage the Business Sector across geographies with role of managing global Accounts, pushing the development of the different BUs in the markets and levelling + developing the Sector in each geography. The HBS is responsible to optimize and find synergies in the objective of better service to the Clients and leverage existing competences across Markets.

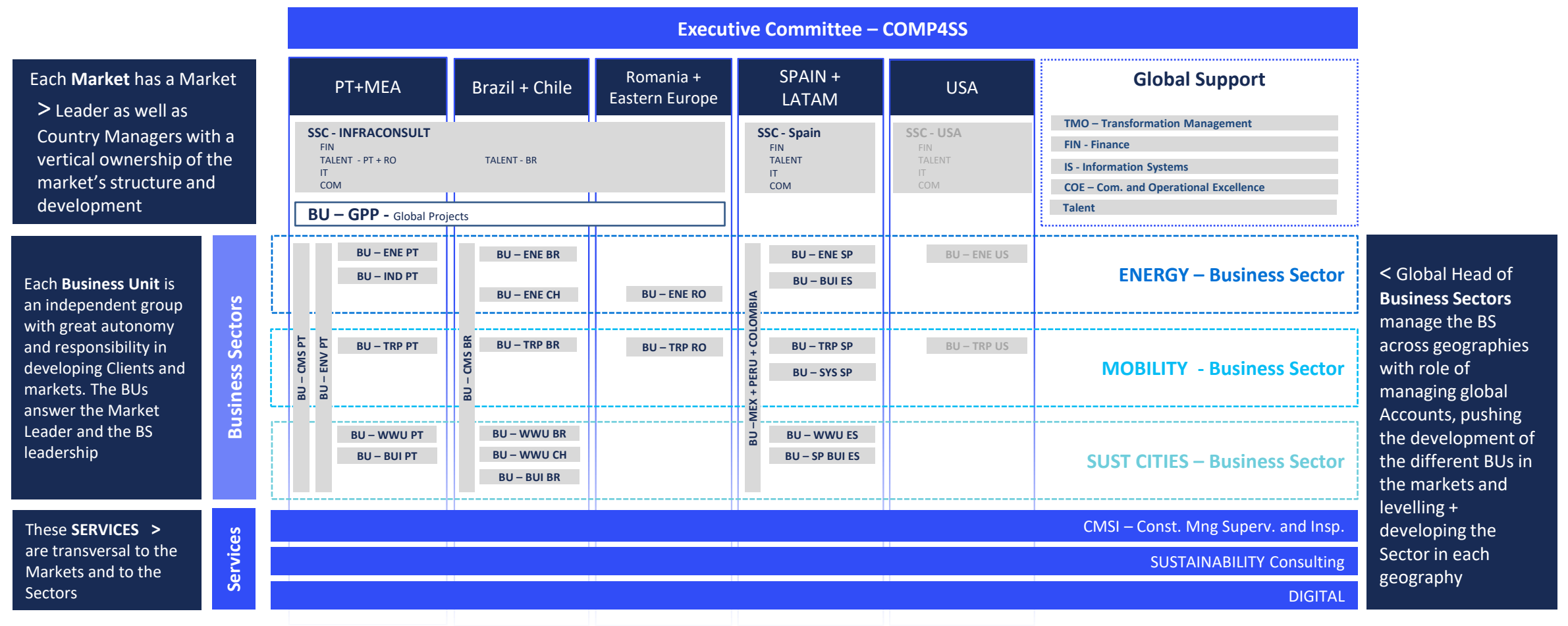


### Functional reporting:

- **Definition:** Reporting that an employee has to the Business Sector Leader, who is not their direct superior in the hierarchy.
- **Responsibility:** The functional manager – HBS - is responsible for specific actions related the Sector area of expertise, namely fostering cooperation across geographies, exploring synergies and assuring homogenous Service Quality across Markets

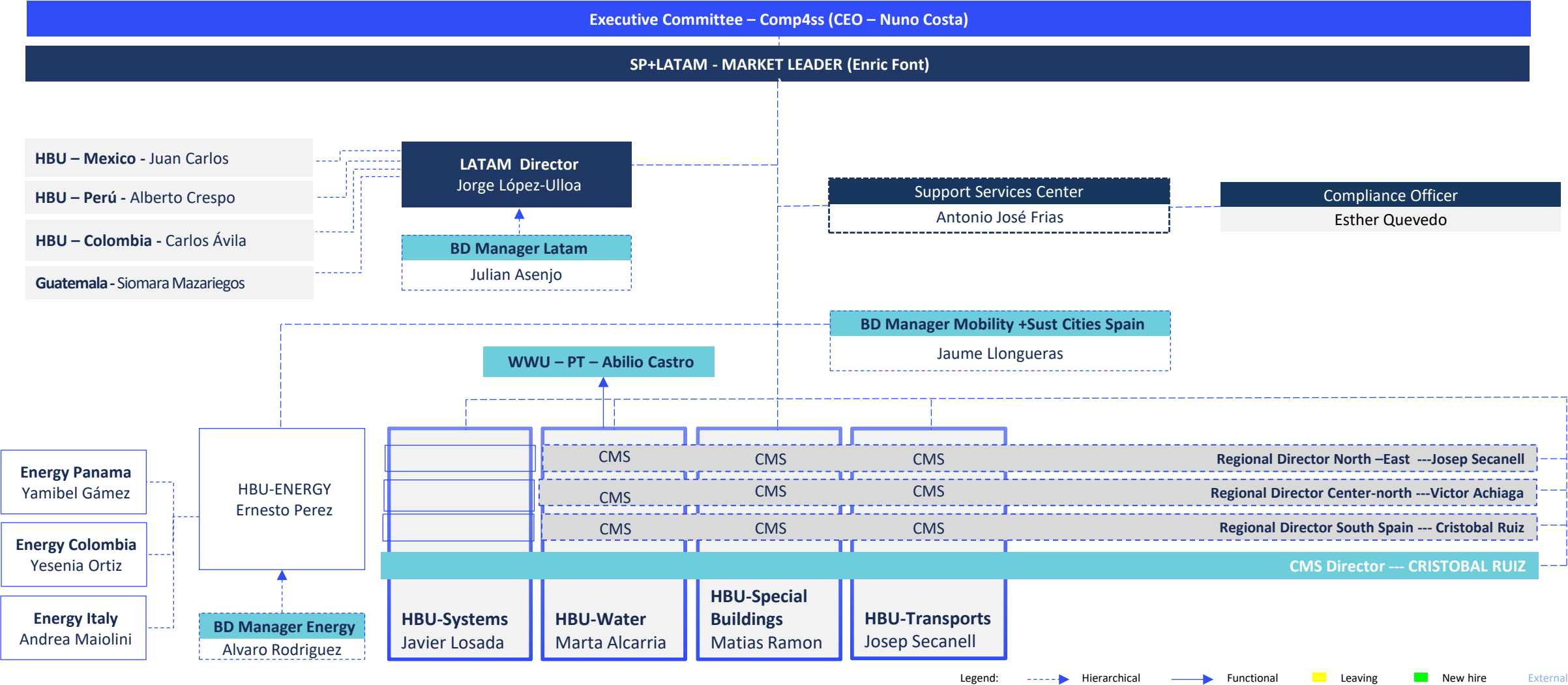
# Group Organization

We work under a global matrix leveraging client proximity and flexibility along with global coordination.  
Meta will fit into the organization without changing its structure



# Organizational Structure

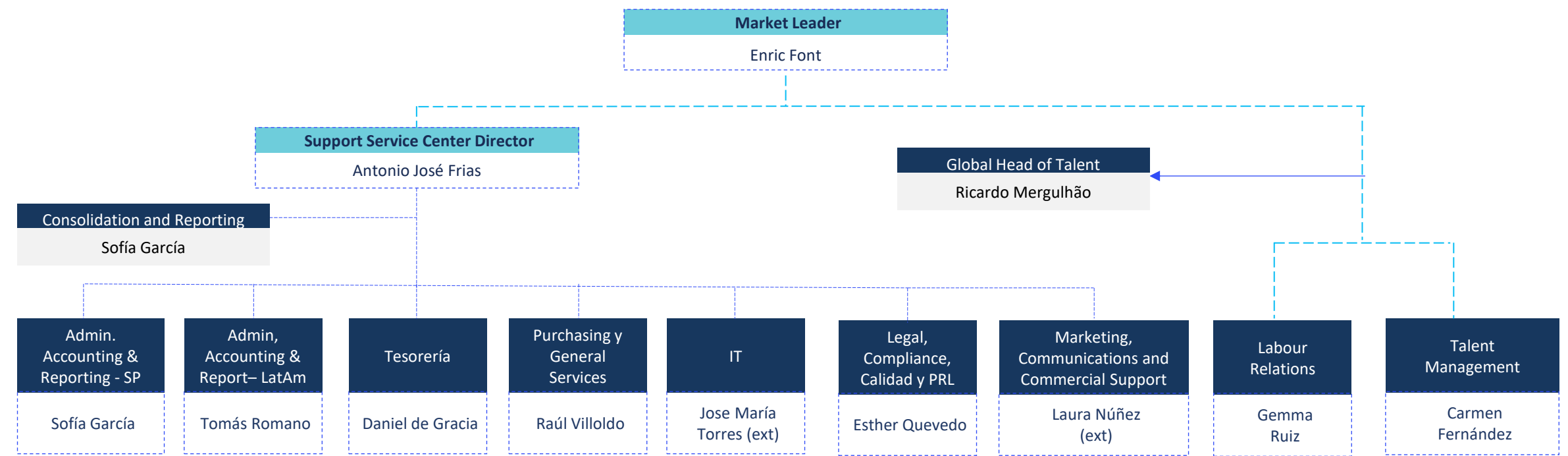
Market SP+LATAM (Spain, Italy, Mexico, Colombia, Peru, Panama) - General



Legend: -----> Hierarchical    —> Functional    Yellow box Leaving    Green box New hire    Blue box External

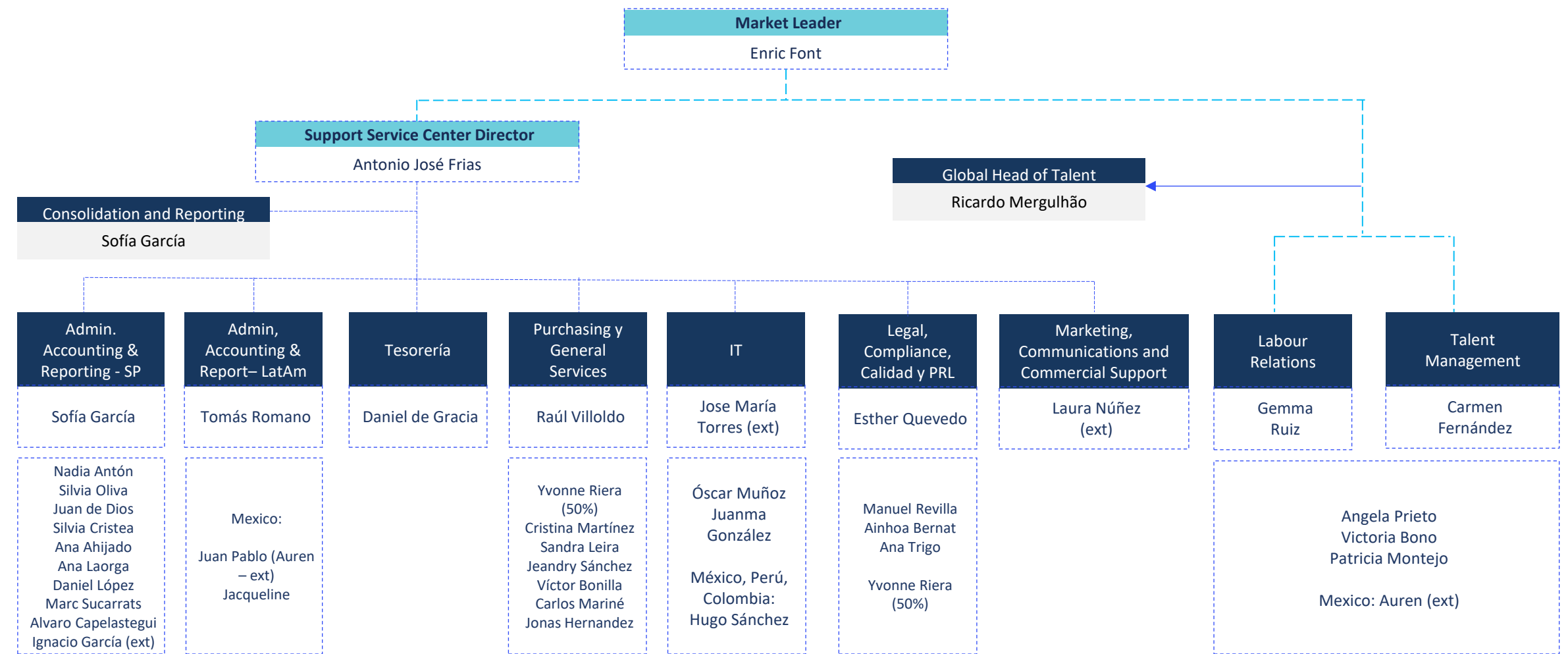
# Support Services Center

SP+LATAM - MARKET LEADER (Enric Font)



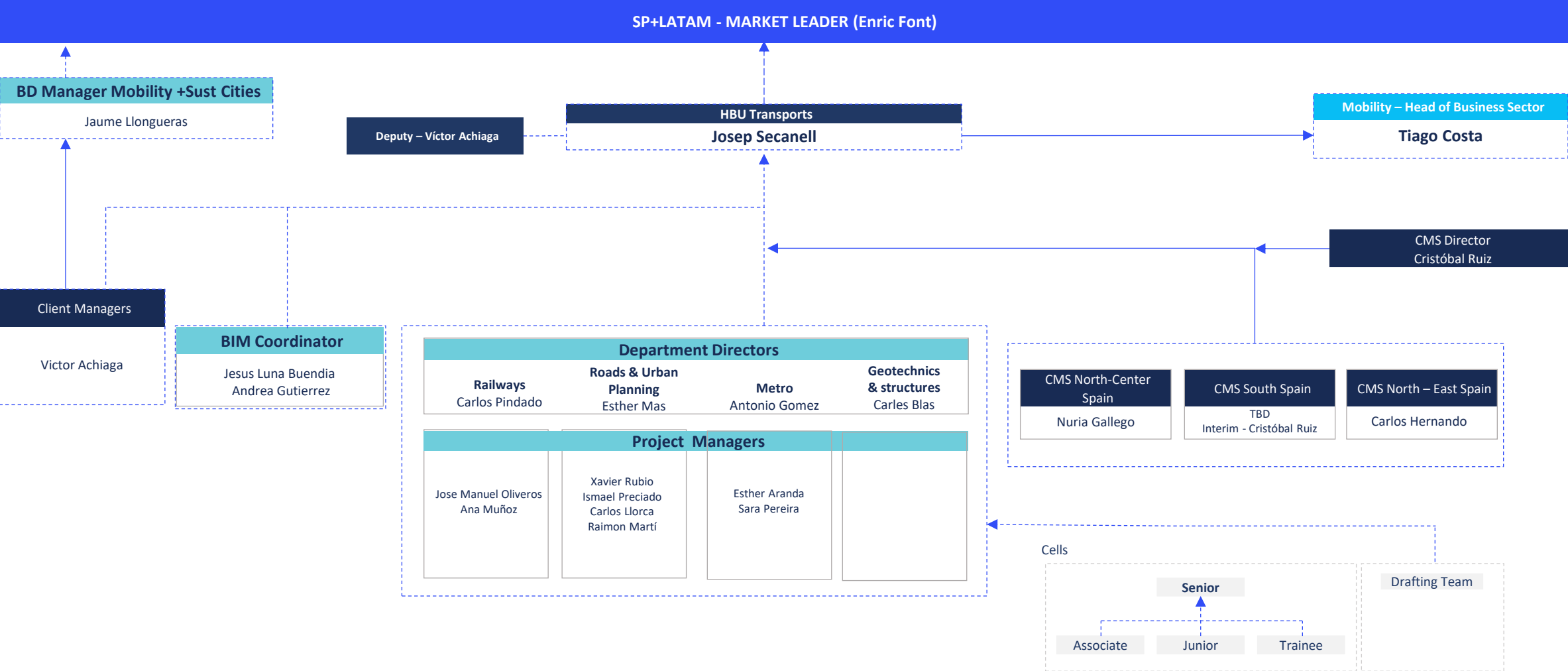
# Support Services Center

SP+LATAM - MARKET LEADER (Enric Font)



# Organizational Structure

## SP+LATAM - Transports



Legend: --- Hierarchical — Functional   Leaving   New hire External

# Organizational Structure

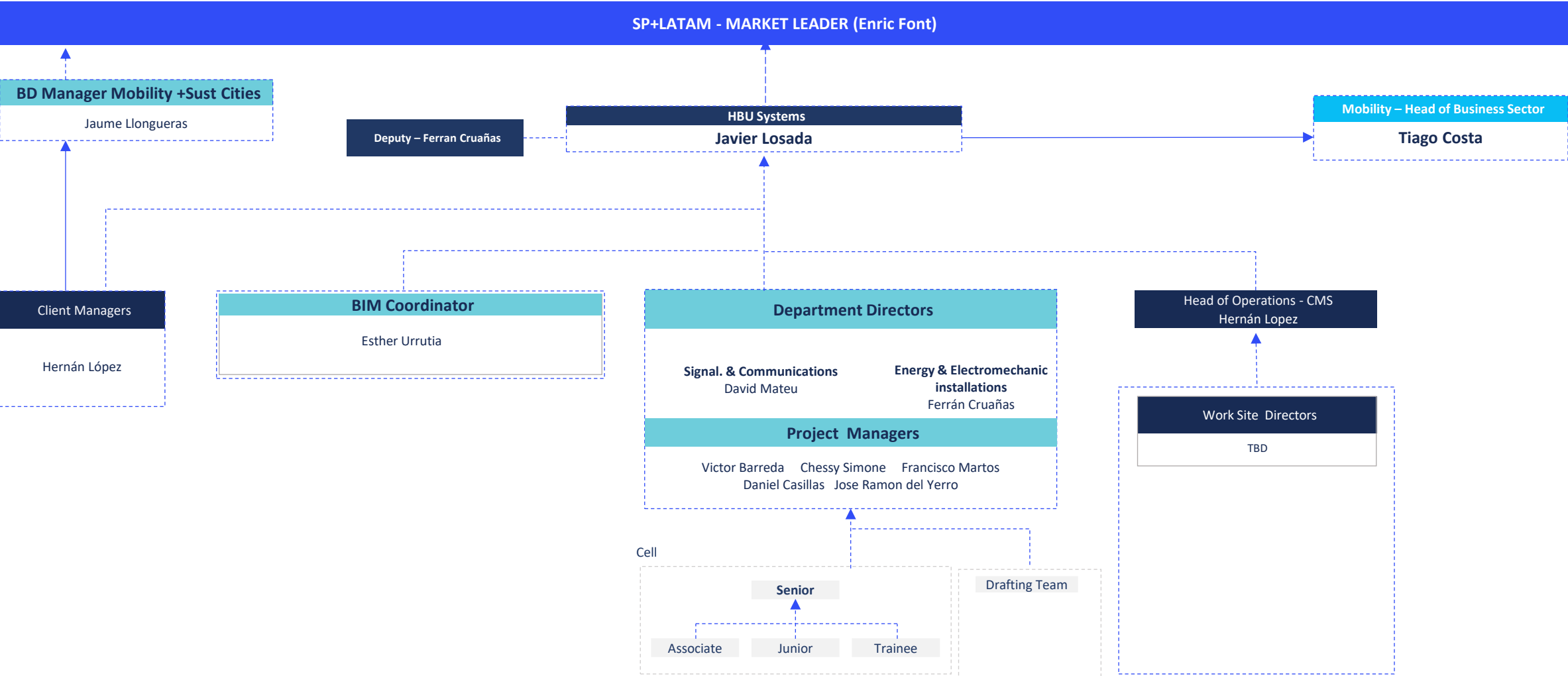
## SP- BU Transports



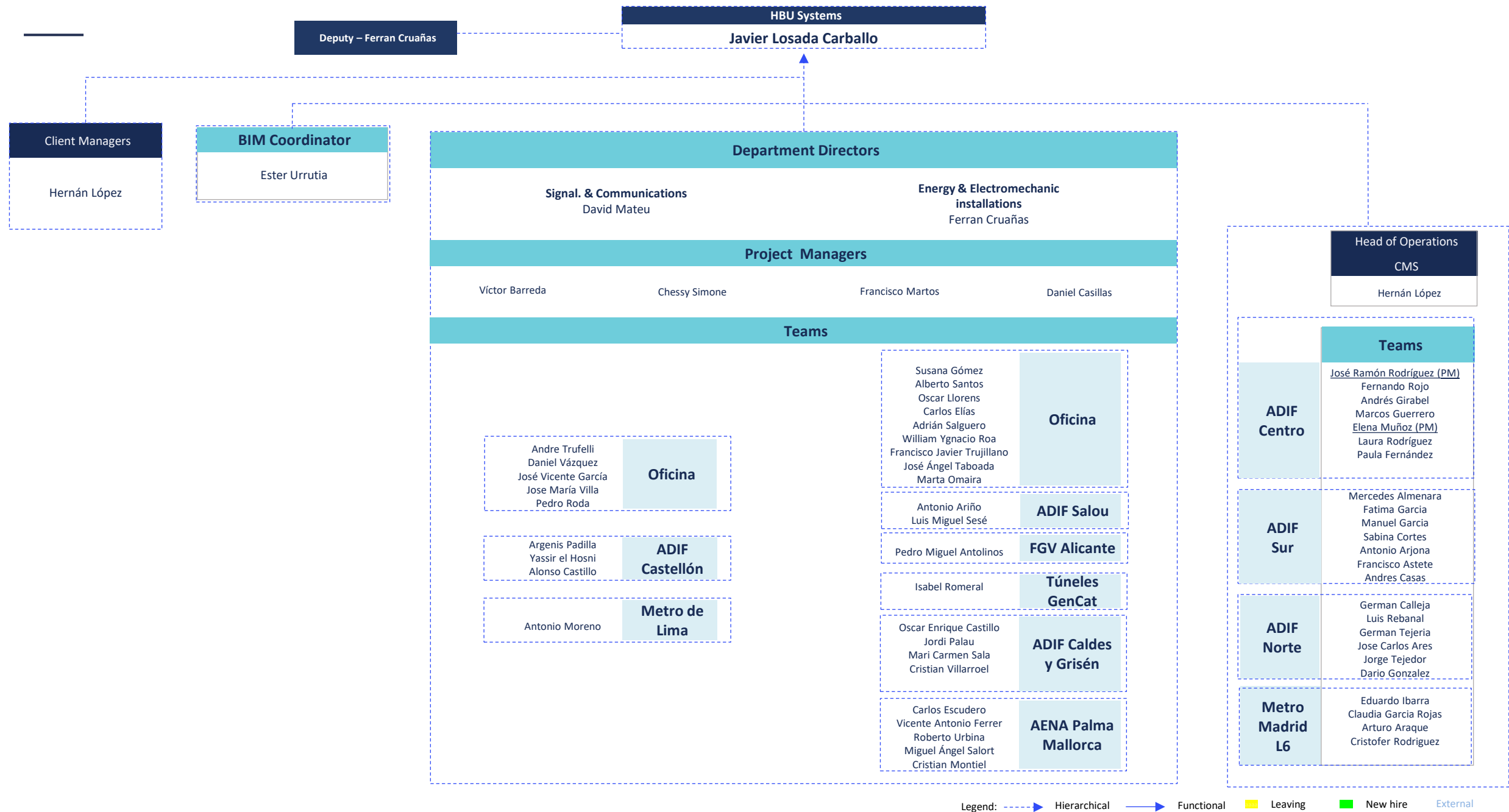
Legend: -----> Hierarchical    --> Functional    ■ Leaving    ■ New hire    External

# Organizational Structure

## SP+LATAM - Systems

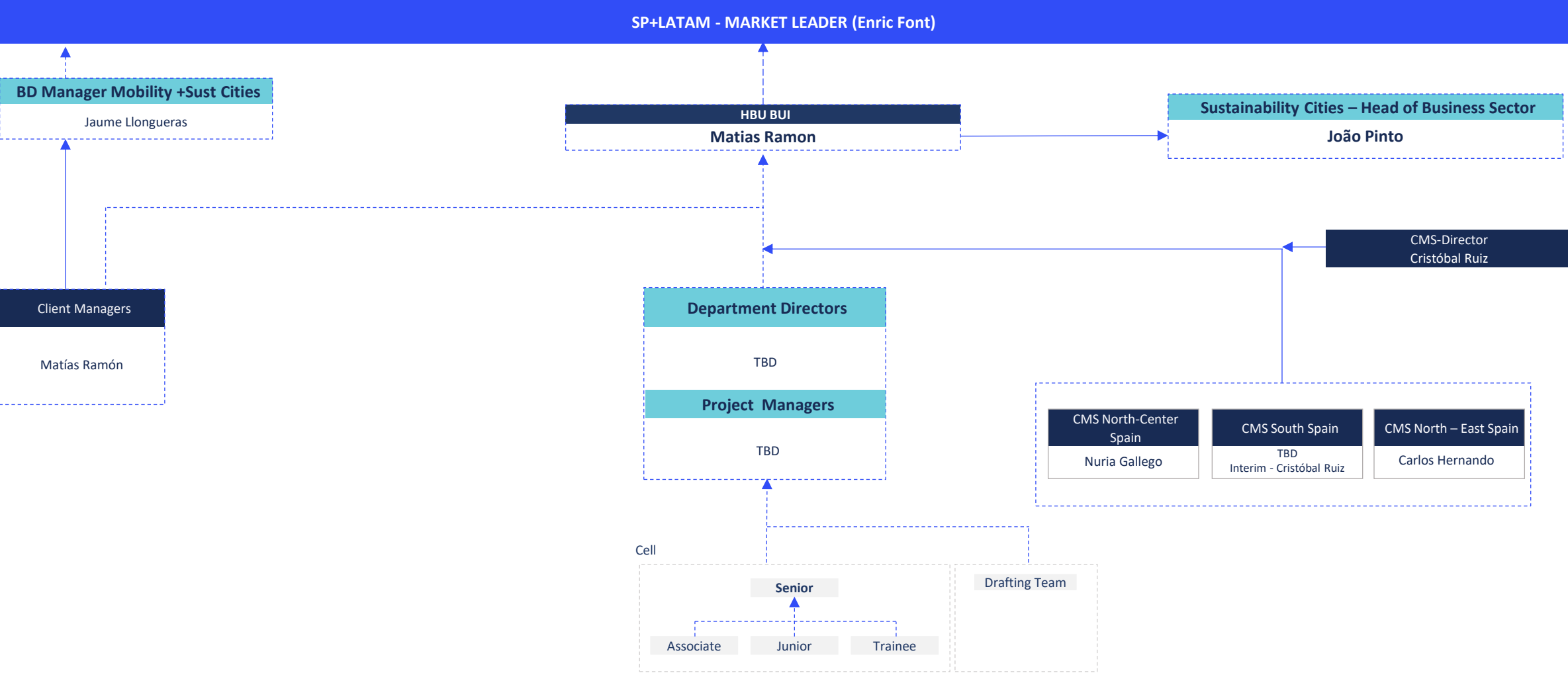


Legend: --- Hierarchical — Functional   Leaving   New hire External



# Organizational Structure

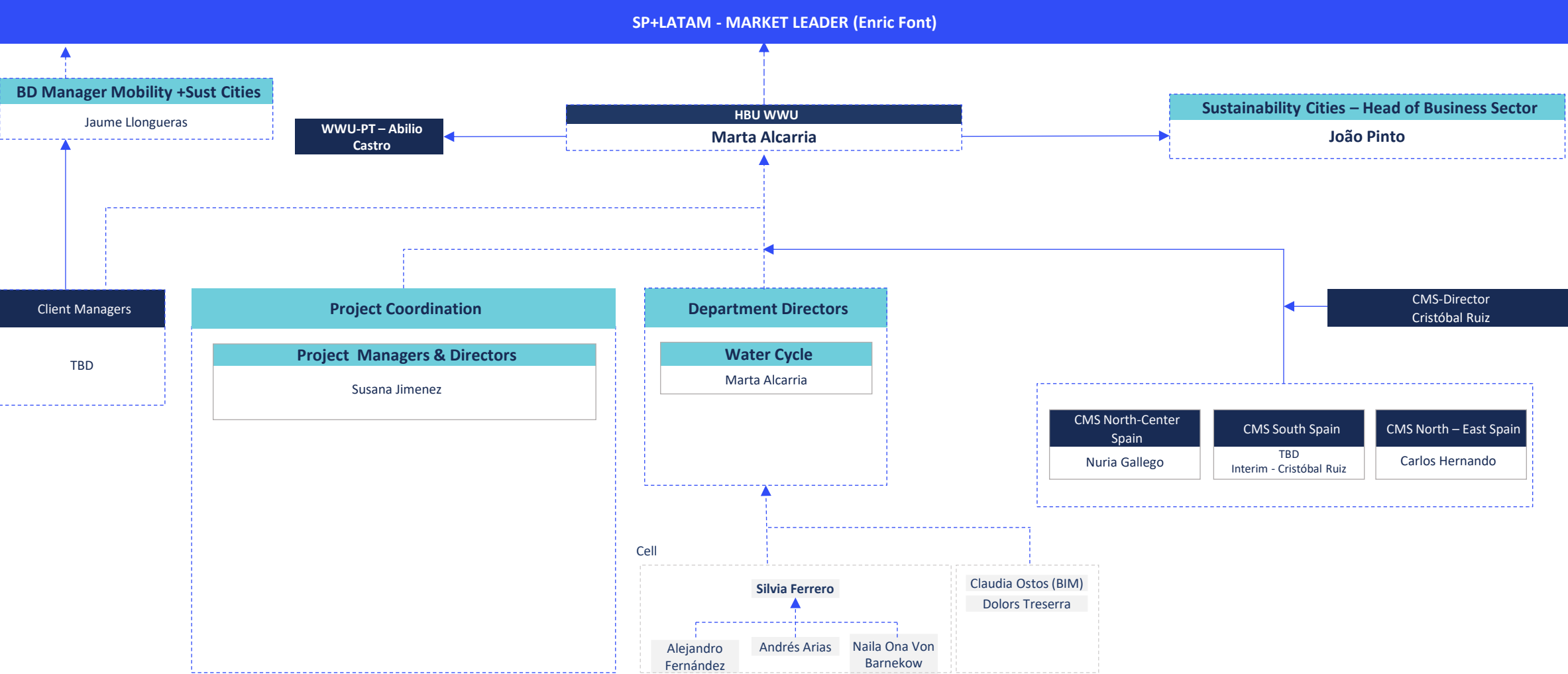
## SP+LATAM – Data Centers and Special Buildings



Legend: --- Hierarchical —> Functional ■ Leaving ■ New hire ■ External

# Organizational Structure

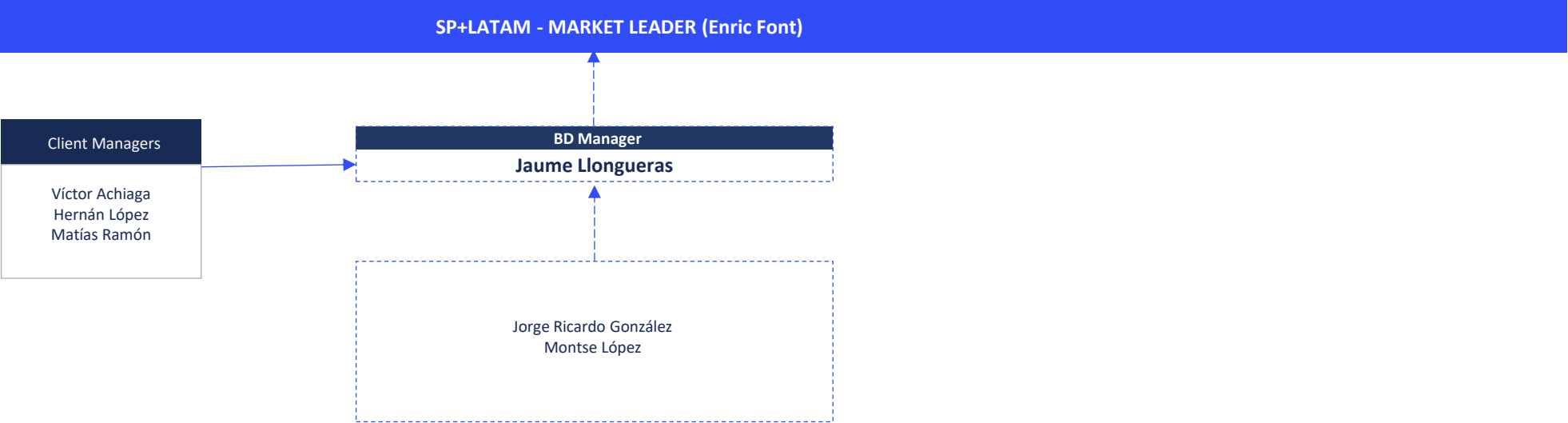
SP+LATAM – WWU –Waste and Water Utilities



Legend: ---- Hierarchical —> Functional   Leaving   New hire External

# Organizational Structure

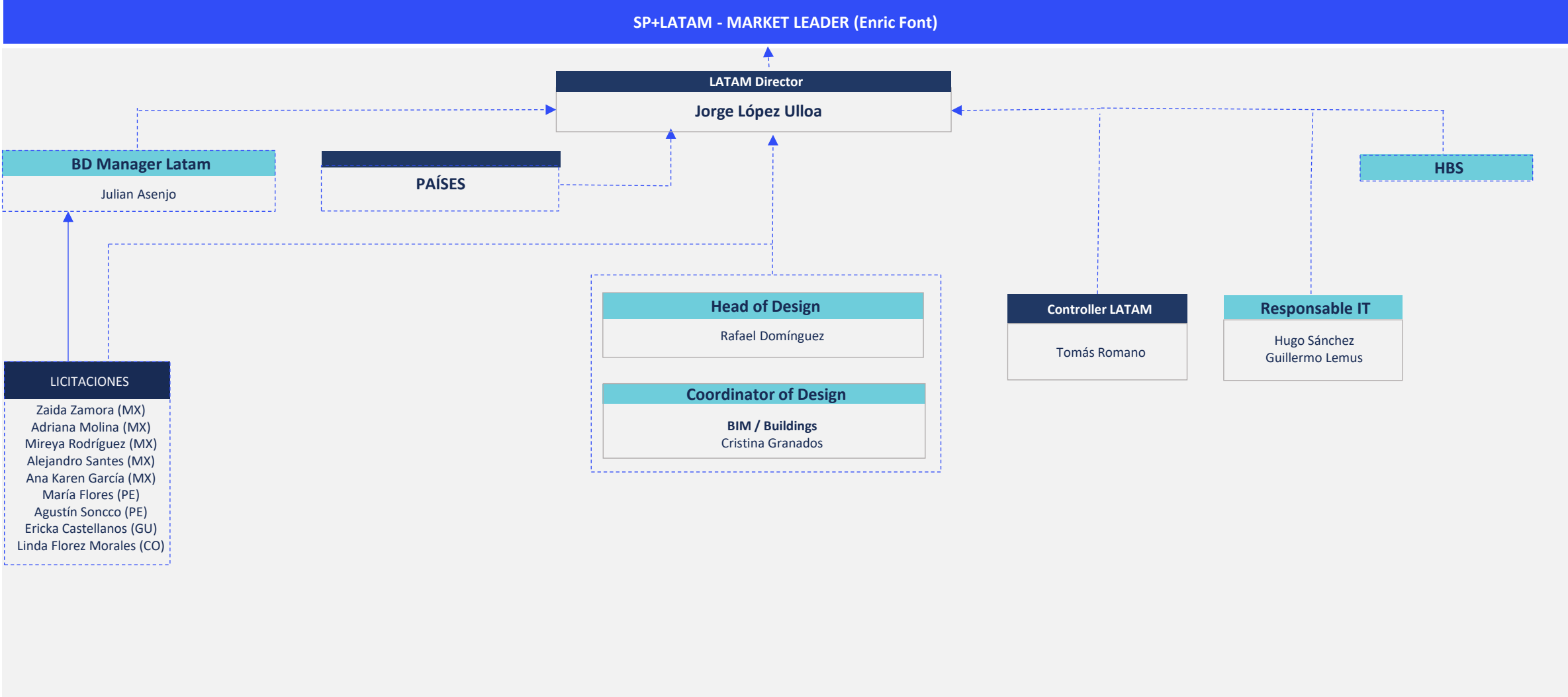
## SP+LATAM – Business Development



Legend:    Hierarchical    Functional    Leaving    New hire    External

# Organizational Structure

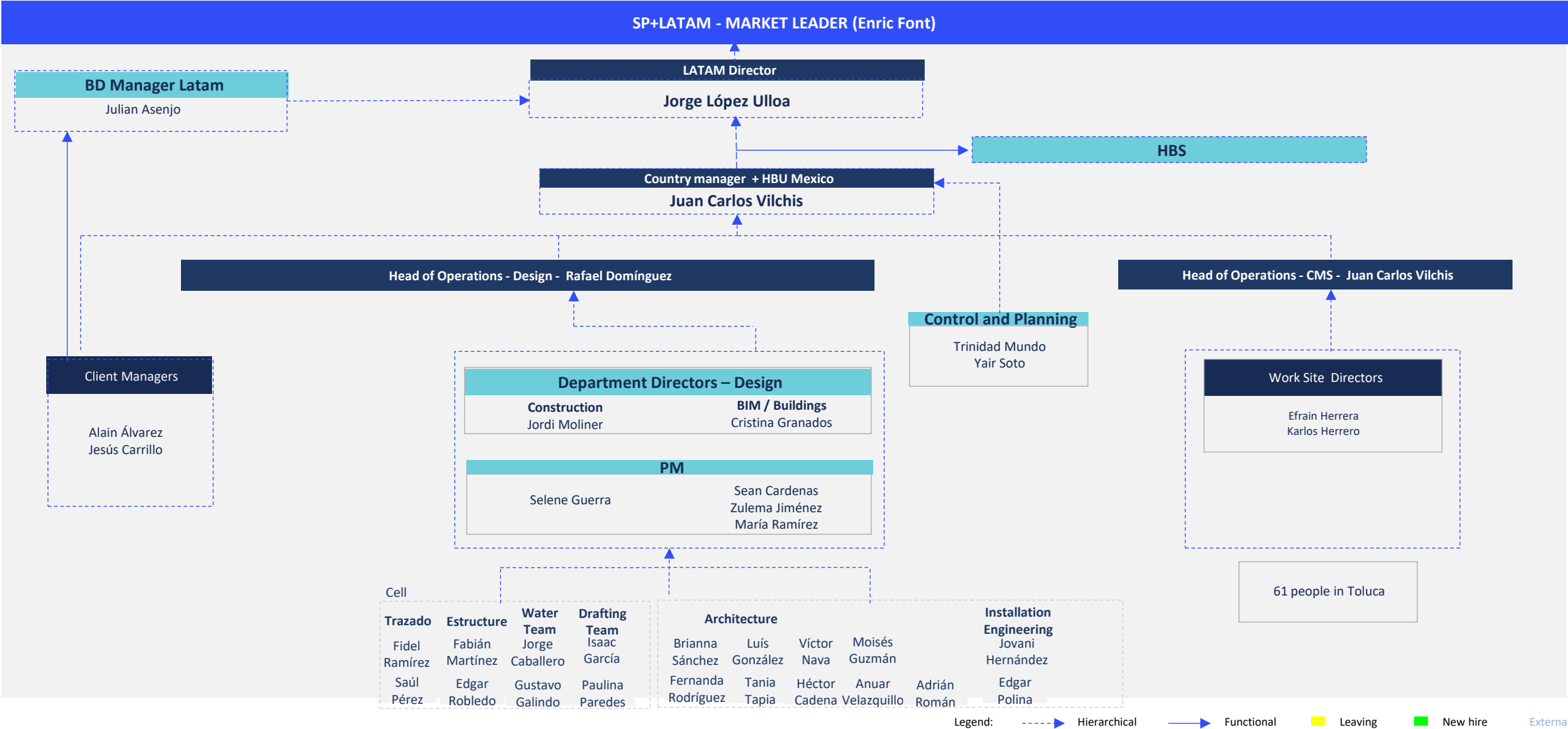
## LATAM – INTERNACIONAL



Legend: ---- Hierarchical — Functional  Leaving  New hire External

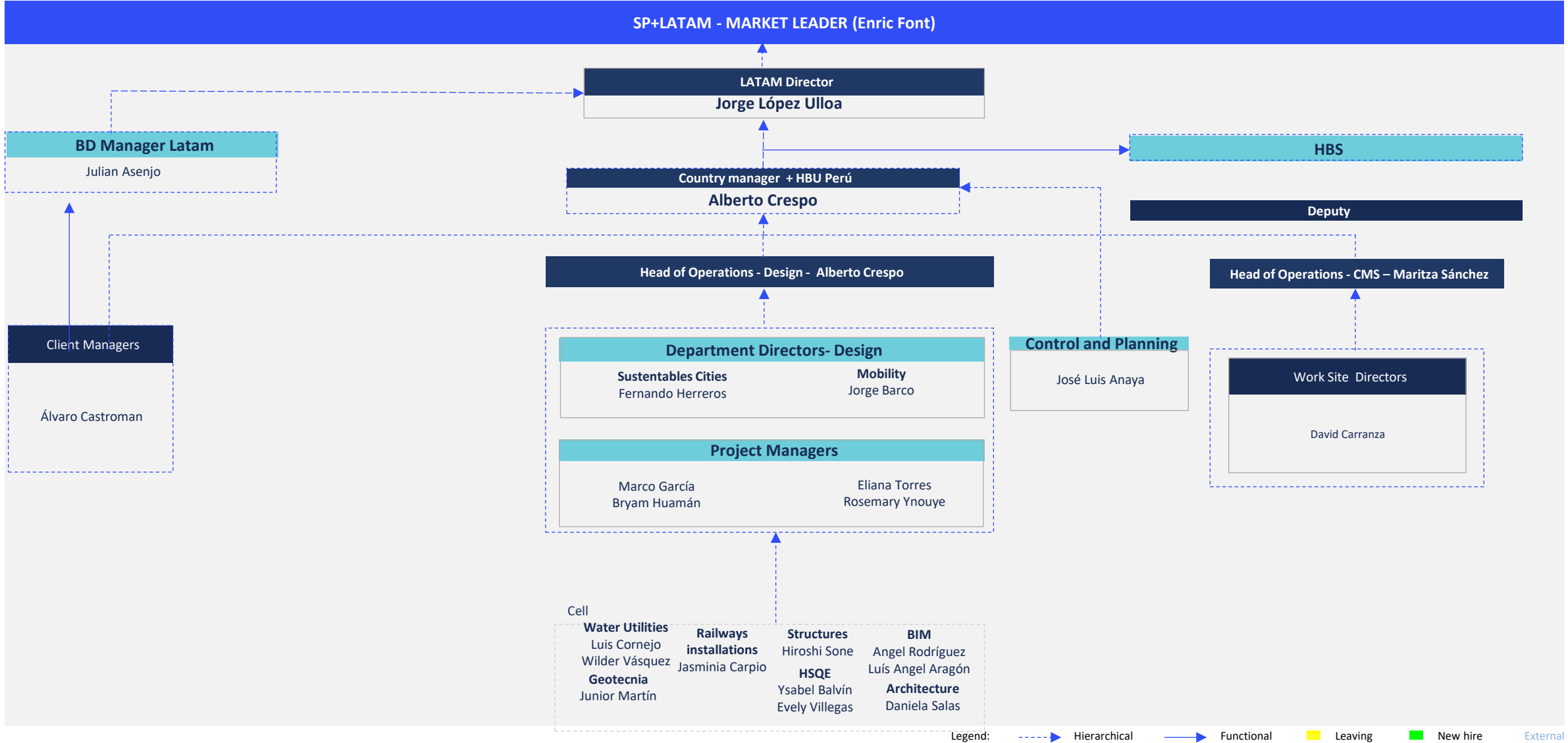
# Organizational Structure

SP+LATAM – Mexico



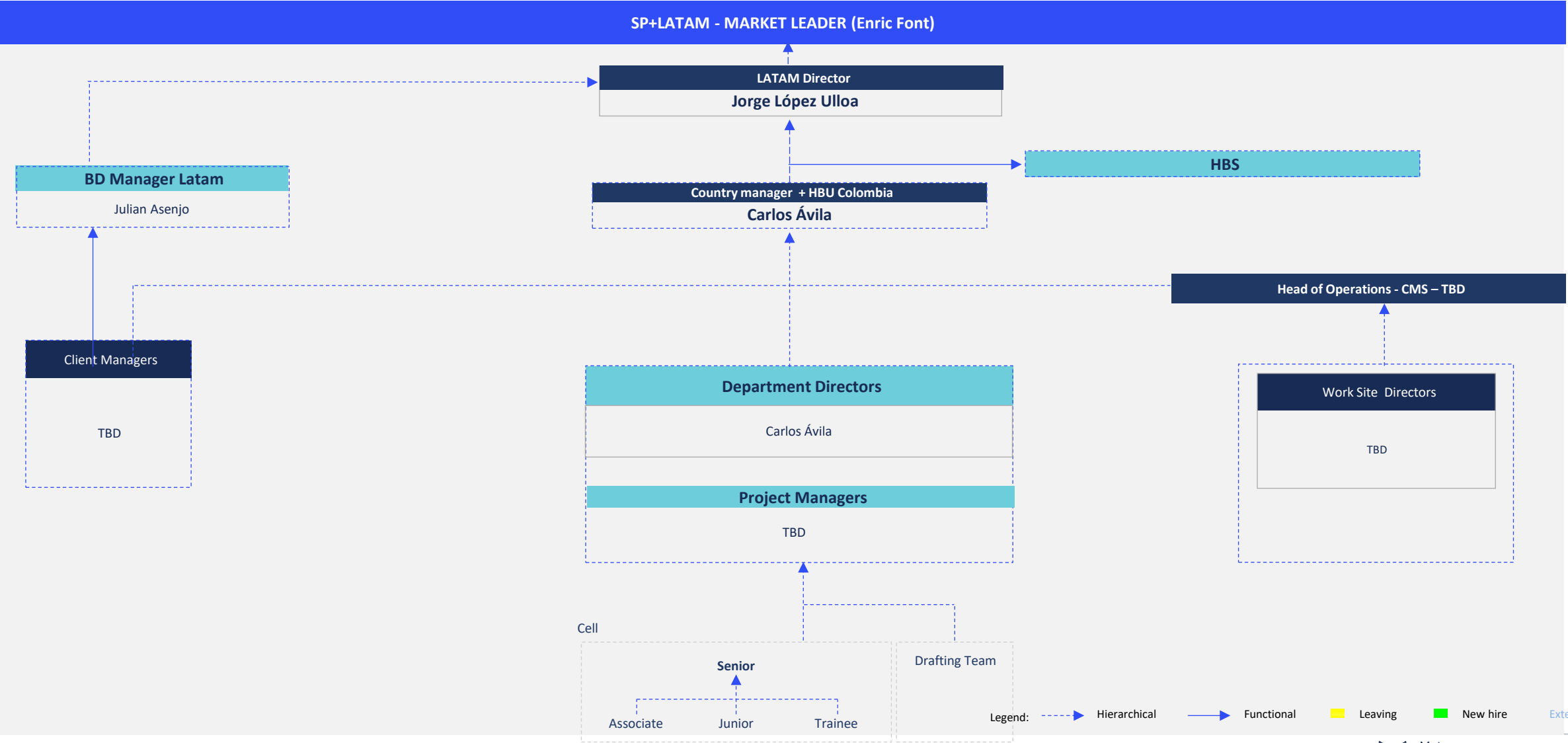
# Organizational Structure

SP+LATAM - Peru



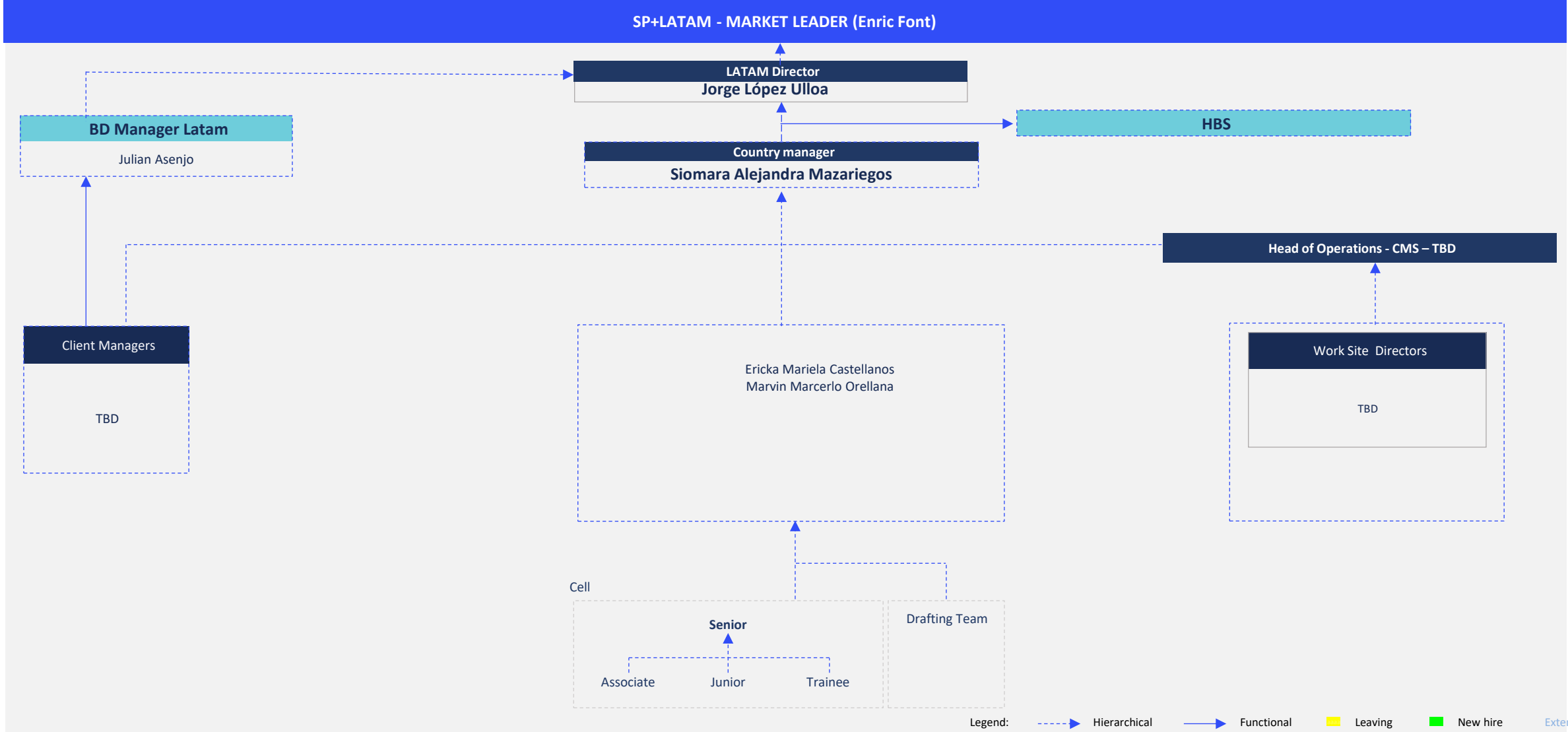
# Organizational Structure

SP+LATAM - Colombia



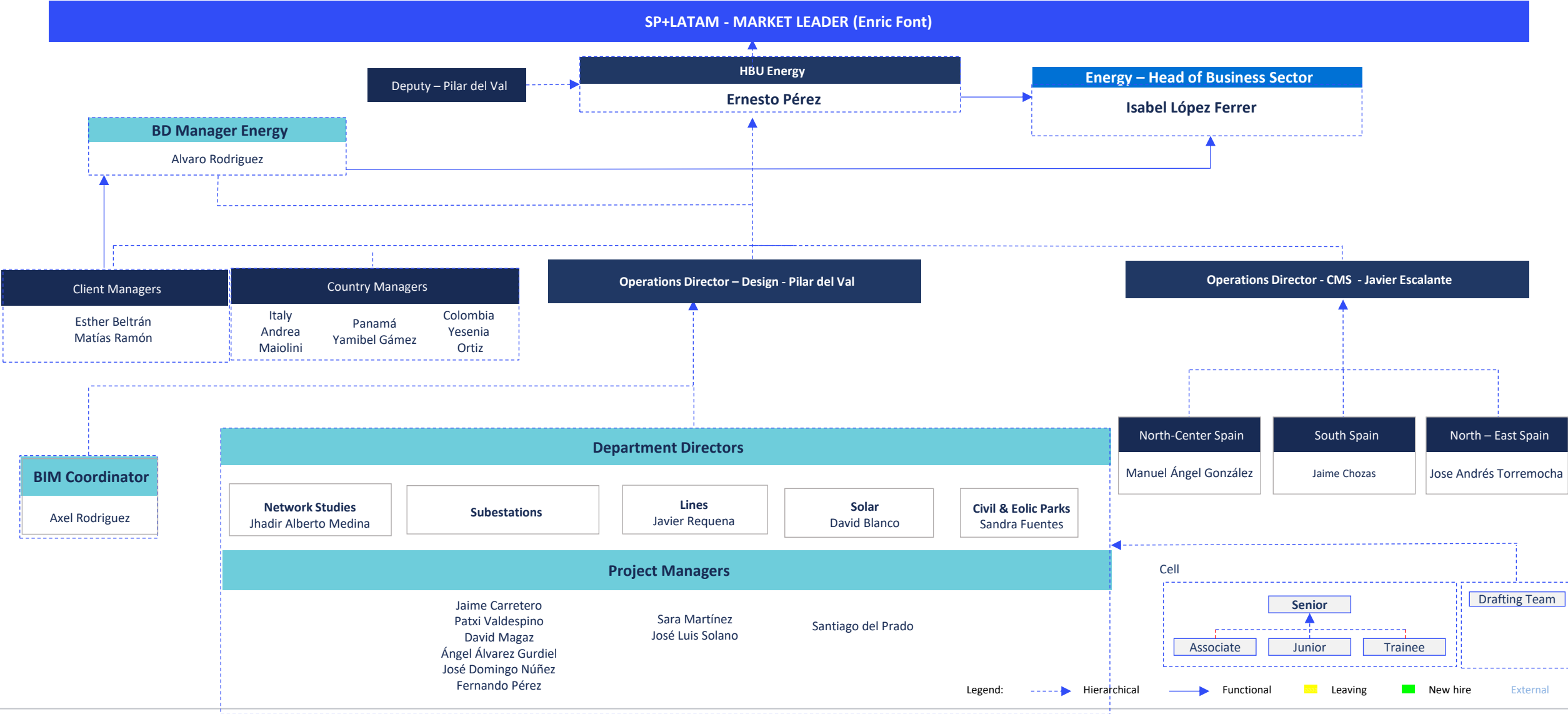
# Organizational Structure

SP+LATAM - Guatemala



# Organizational Structure

SP+LATAM - Energy (1/4)



# Organizational Structure

SP+LATAM – Energy – Business Development



Legend: Hierarchical Functional Leaving New hire External

# Organizational Structure

SP+LATAM – Energy – Substations

Operations Director - Design – Pilar del Val

Substations Department Director

Project Managers

Patxi Valdespino  
David Magaz  
Angel Alvarez  
Fernando Pérez  
Jaime Carretero  
José Domingo Núñez

Engineers

Manuel Carvajal  
Ana María Conejo  
Gabriel Fernández  
Ignacio Vergara  
Rubén Herrero  
Carmen Ron  
Juan José Cuervo  
Antonio de la Riva  
Alejandro Campamento  
Jordi Cruz  
Janetzi Noguera  
Juan Carlos Cabezas  
José Antonio Lago  
Jorge Rubio  
Xavier Otegui  
David Sánchez  
Gabriela Martínez  
David Catalina  
Belén Koehn  
Leonardo Arellano  
Beatriz Antón  
Miguel Pérez  
F. Javier Padilla  
Marcos Cid

Drafter / Technician

Javier Junco  
Oscar Santana  
Carlos Gordillo  
Oriol Fabian  
Diego Macarro  
Gabriel Triveño  
Adan A. Guzmán  
Rufino Martín-Maestro  
César Gómez  
Ana B. Moyano  
José Luis Armisen  
Mónica Fernández  
Borja Moreno  
Sara de la Fuente  
Alex Miralles  
Susana Santiago  
Beatriz Risueño  
Alejandro Gámez  
Joaquín Concha  
Verónica Fernández  
Paula Abad  
Alejandro Peralias  
Irany Y. Ramírez  
F. Javier Martín  
Miguel E. Palencia  
Jorge Pérez  
Raúl Gómez  
Samuel Lauda  
Cándido Lorente  
Jaume Serra

Legend: Hierarchical Functional Leaving New hire External

# Organizational Structure

SP+LATAM – Energy – Lines



Legend: - - - - -> Hierarchical —> Functional  Leaving  New hire External

# Organizational Structure

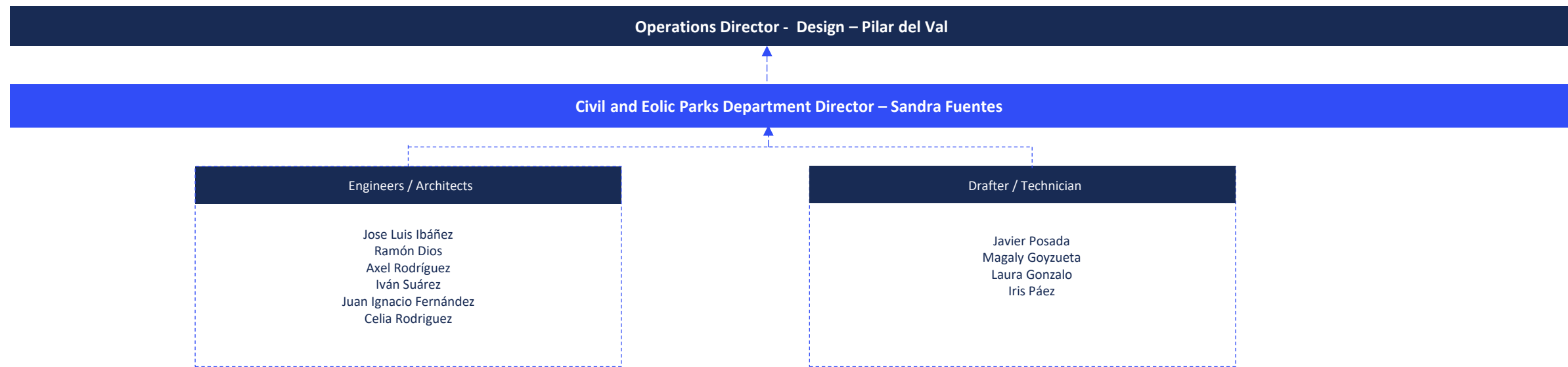
SP+LATAM – Energy – Photovoltaics Plants



Legend: ---- Hierarchical — Functional  Leaving  New hire External

# Organizational Structure - Energy

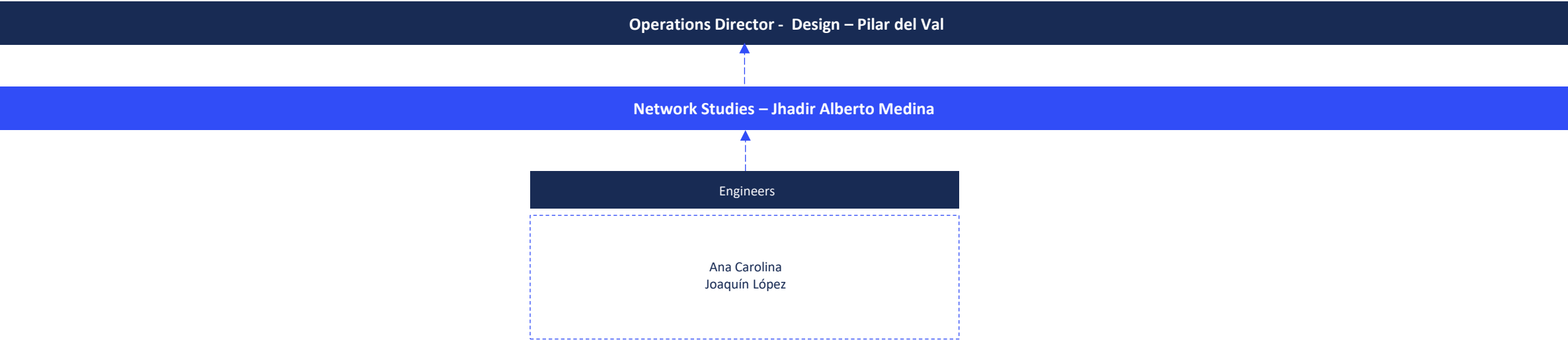
SP+LATAM – Energy – Civil and Eolic Parks



Legend: Hierarchical Functional Leaving New hire External

# Organizational Structure

SP+LATAM – Energy – Network Studies



Legend: - - - - -> Hierarchical —> Functional  Leaving  New hire External

# Organizational Structure

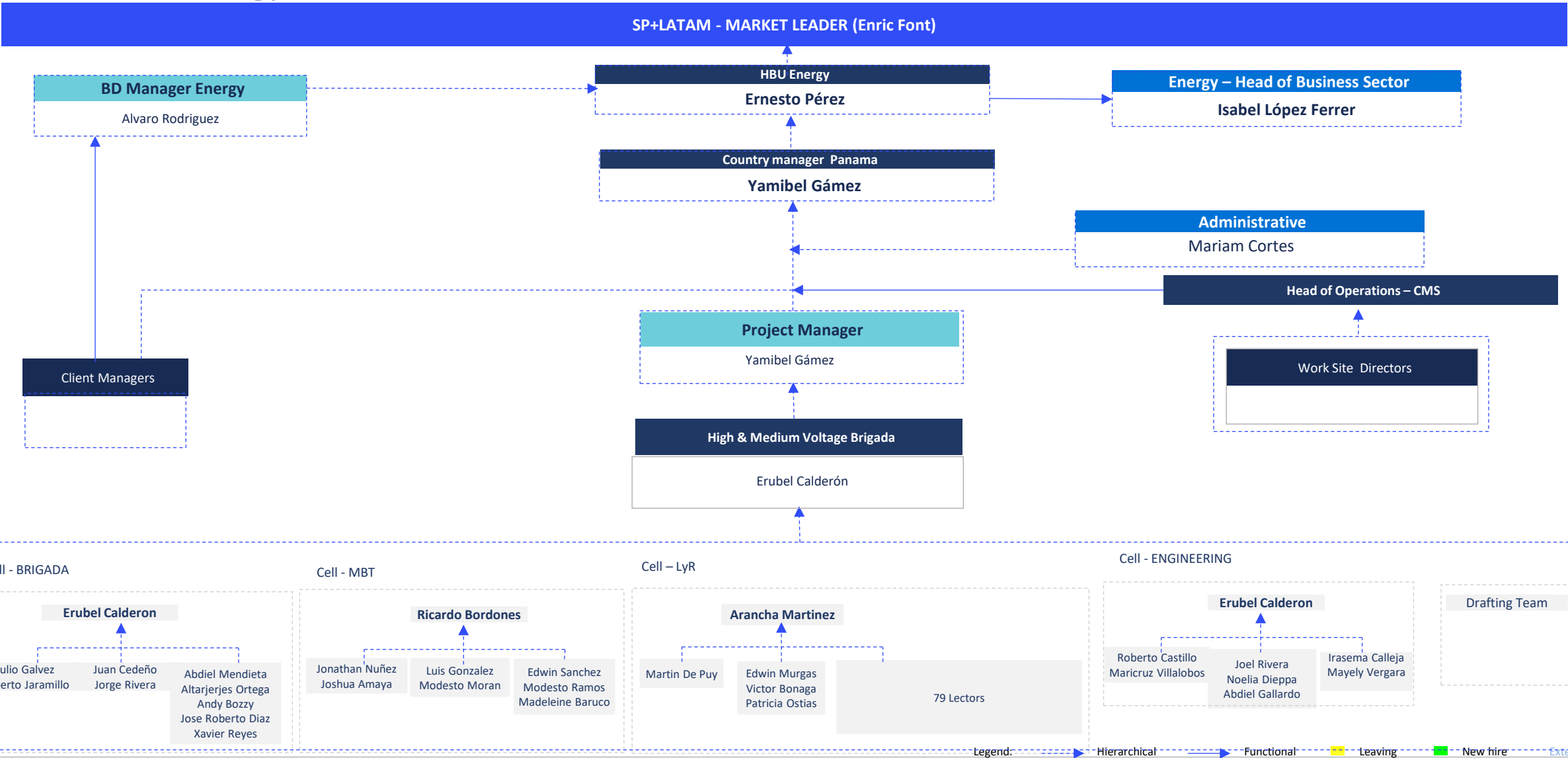
SP+LATAM – Energy – CMS



Legend: Hierarchical Functional Leaving New hire External

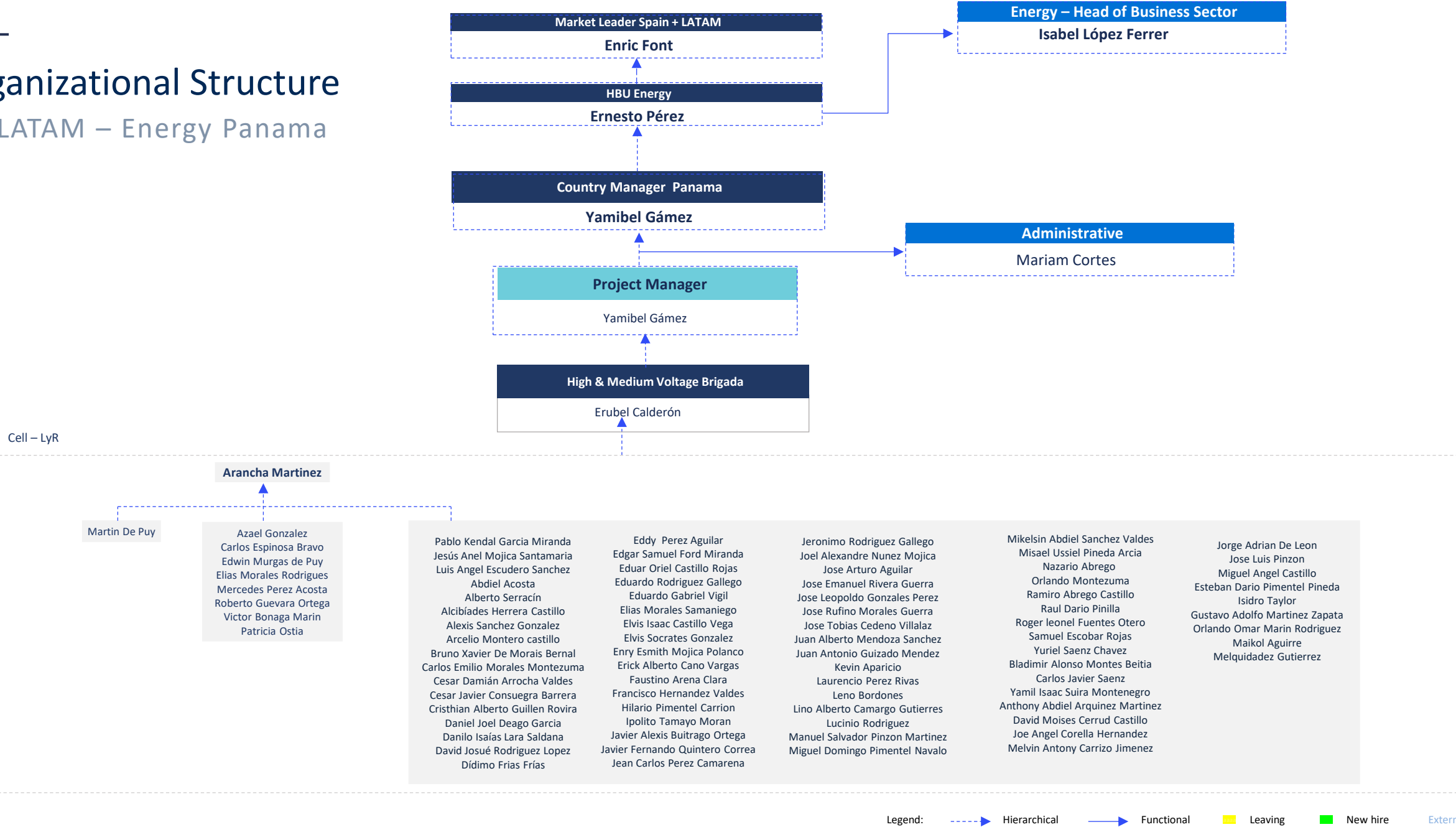
# Organizational Structure

SP+LATAM – Energy Panama



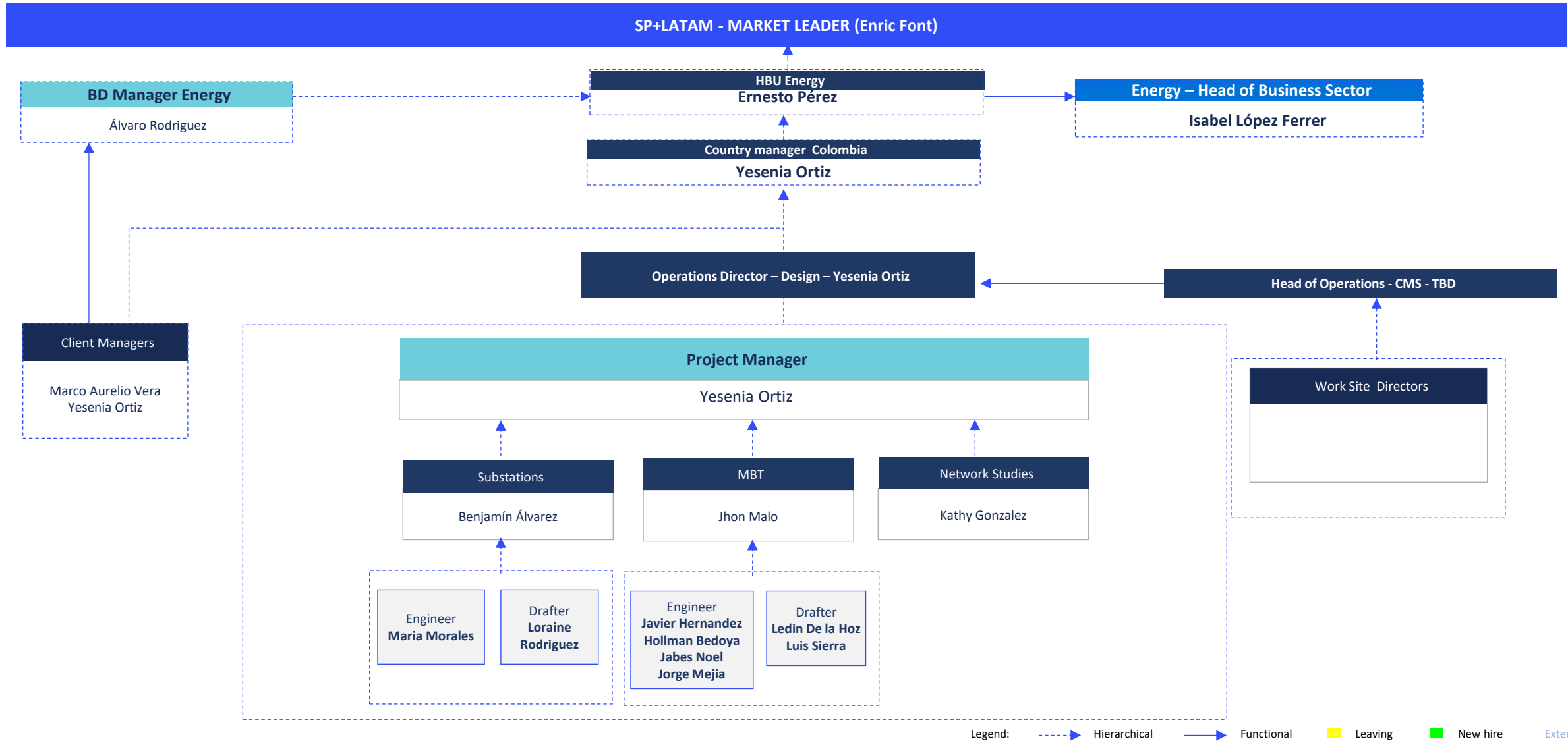
# Organizational Structure

## SP+LATAM – Energy Panama



# Organizational Structure

## SP+LATAM – ENERGY Colombia



# Organizational Structure

SP+LATAM – Energy Italy

