



NEW ORGANISATIONAL STRUCTURE

The board of directors of Enagás, S.A., at the behest of Chairman Antonio Llardén, has approved a new organisational structure intended to comply with Law 12/2007 of 2 July and leave the company better placed to meet the targets set out in its Strategic Plan.

The attached note outlines the new structure.



Enagás approves a new organisational structure

- **The company has adapted itself to the new Regulatory Framework and creates the Technical System Operation Department .**
- **Enagás has reinforced its business areas to ensure the success of the company's Strategic Plan and enhance its relationships with stakeholders.**

Enagás' board of directors, at Chairman Antonio Llardén's request, has approved a new organisational structure intended to bring the company into line with recent legislative requirements and meet the targets outlined in its Strategic Plan.

The new corporate structure is strategically oriented toward the gas business and its value chain and lending greater support to the chairman and board of directors, leaving the company better positioned to face the following challenges:

- **Organic and operational separation of the functions of Technical System Operator and gas transport within the company** (Law 12/07).
- **New 2007-2012 Strategic Plan:** record investments in infrastructure, of more than €4Bn, and guaranteeing the continuity of investment efforts until 2017.
- **Development** of a **regulatory framework** adapted to the system's investment and management needs. Streamlining processes and procedures for the approval of investments.
- **Strengthening relationships with investors, the business and institutional communities and the media.**
- **Commitment to the development of quality and excellence:** development of efficiency, transparent processes and company prestige.
- **Strengthening the transport business:** a focus on profitability, the value chain and integrated management of third-party access (TPA) services.



Creation of the Technical System Operator

In order to adapt Enagás to the current regulatory framework, as stipulated by Law 12/07, the company has created the **Technical System Operation Department**, which includes the operations and processes of the technical system operator (gas system planning, capacity and viability management, programming, operation, and distribution and balances), separating these functions from transport and assigning them their own organisational unit.

The Enagás board of directors, at the request of the chairman and with approval from the Ministry of Industry, Trade and Tourism, has appointed Javier González Juliá as managing director of the Technical System Operation Department.

Enagás will hold an Extraordinary General Shareholders' Meeting on 31 October to add these modifications to its bylaws.

Changes in business areas

Enagás has appointed Juan Pons as **managing director for Strategy and Regulation**. He was formerly the general secretary of Sedigas, the association of gas industry companies. His appointment strengthens one of the company's key departments, with the objective of maintaining and encouraging dialogue with government bodies at both a Spanish and a European level.

The **Department of Technology, Engineering and Purchases**, which is responsible for Enagás' investment plan and which is headed by Antonio García Mateo, has welcomed two industry professionals to enhance one of the company's strategic areas. Juan Andrés Díez de Ulzurrun will lead the Gas Pipeline Project Department while Tomás Arrieta will be in charge of the Department of Technical and Financial Project Control. The department's new structure is designed to ensure that the investment plan is rolled out efficiently.



Additionally, the company has created an **Infrastructure Department**, led by Ramón Sánchez Valera, aimed at enhancing the operation and maintenance of the entire gas network. This unit encompasses in a single organisational entity the businesses of infrastructure management and third-party access services: customer relations, recruitment, capacity viability and management, operation and maintenance, measurement (meter reading) and billing. The company has set up the Department of Third-Party Access, with Fernando Impuesto in charge.

This unit will manage third-party access services, with the goal of optimising operating costs and maximising customer satisfaction.

Business support areas

The **Department of Economics/Finance**, led by Diego de Reina, will be responsible for two new areas: the Finance Department and the Information Systems Department.

The **Resources Department**, led by Erundino Neira, now includes the Prevention and Environment Unit. The Resources Department provides services to the different divisions and business units, managing the development and planning of internal resources with special emphasis on efficiency. At the same time, it is charged with applying policies that foster work/life balance, and the introduction of new family responsibility initiatives.

Areas of support to the chairman and board of directors

The company has created a **General Secretariat**, headed by Enagás Secretary of the Board of Directors Rafael Piqueras, which is charged with ensuring the use of Spanish and international best practices for good governance. The Audit Department has been incorporated in this area.



The **Communications Department**, led by Luis Calderón, continues its functions in the area of media relations, publications and corporate identity.

Among departments reporting directly to the chairman, Enagás' new corporate structure includes the **Department of Investor Relations**, with Antonio Velázquez-Gaztelu at the helm, and the **Chairman's Office**, headed by Ana García.

Management Committee

Following these changes the Management Committee, now comprises:

Antonio García Mateo (Technology, Engineering and Purchases Department)

Javier González Juliá (Technical System Operator Department)

Juan Pons (Department of Strategy and Regulation)

Ramón Sánchez Valera (Infrastructure Department)

Rafael Piqueras (General Secretariat)

Erundino Neira (Resources Department)

Diego de Reina (Finance Department)

Luis Calderón (Communications Department)



Javier González Juliá has a degree in naval engineering from the Universidad Politécnica de Madrid. He began his career at the Astano shipyards in Ferrol. He joined Enagás in 1996 as manager of Production and Transport before becoming managing director. In March 2001 he became managing director of the Enagás System Operator. He is also a member of Sedigas' Permanent Committee and a member of the Spanish Committee of *Lloyd's Register of Shipping*. He was previously a board member of Repsol Butano, CEO of Repsol Naviera Vizcaína and director of maritime transport at Enpetrol/Repsol Petróleo.

Juan Pons Guardia has a degree in industrial engineering from the Escuela Técnica Superior de Ingenieros Industriales de Barcelona, and a degree in philosophy from the Universidad Central de Barcelona. He began work in 1974 and became general secretary of the Asociación Española del Gas-Sedigas. He headed the Technical Association of the European Natural Gas Industry–Marcogaz, and was secretary of the Comité de Normalización 60 and a member of AENOR's Executive Committee (the Spanish Association for Standardisation and Certification) . He is a member of the board of directors of Eurogas, the Marcogaz executive committee, and the executive committee of the International Gas Union. He headed the National Organising Committee of the LNG 15 World Conference.

Juan Andrés Díez de Ulzurrun has a degree in industrial engineering from the Escuela Técnica Superior de Ingenieros Industriales de Bilbao, an MA in energy and efficiency from Cranfield University, and an MBA from the Universidad de Deusto. He has spent the greater part of his career in the energy business, mainly in the natural gas industry, holding management positions in Sociedad de Gas de Euskadi, where he was managing director from 1999 until 2004, when he joined Iberdrola. He is also a member of several scientific-professional associations (Sedigas, IGU, AFG...).

Tomás Arrieta Carrillo has degrees in business science and public works technical engineering from the Complutense and Politécnica universities in Madrid, respectively, an MBA from Instituto de Empresa and an MA in international business management from the E.O.I. in Madrid. In 1981 he joined Técnicas Reunidas, S.A., as a cost, planning and estimating engineer on both Spanish and international projects and was named director of the Budget Department in 2001. In 2005, he was appointed director of the Planning and Resources Department. He has combined his career with teaching, as an associate professor since 1995 at the Economic and Business Department of the U.C.M., and for the past three years, as director of projects at ICEX's international MBA programme.

Fernando Impuesto Noguerras has a degree in economic and business science from the Universidad Autónoma de Madrid and an MBA from the European Business School. He began his professional career as an assistant to the director of the services management company of the state of Maryland (US). He later joined Lucent Technologies–ATT as director of the Operations Department. He joined Enagás in 2001 as the head of Organisation Projects, in order to implement ISO 9001 quality management systems and projects for organisational improvement at different divisions of the company.