

To: THE WHOLE ORGANISATION

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From: ANTONIO GAVIRA. REGIONAL DIRECTOR FOR EUROPE

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Copy: CEO

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Date: May 13th, 2026

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**Reference: Appointment of Country Manager France**



Upon the proposal of Antonio Gavira, regional director for Europe, and with the approval of the Europe/ America Area Manager, José Miguel Janices, I am pleased to announce the appointment of David Auduberteau as country manager for France.

David holds a degree in Industrial Engineering from the University of Poitiers and a Global Executive master's degree in strategic management from HEC Paris. With more than 25 years of professional experience, 17 of which have been spent in major companies within the water sector in France, he has held various positions related to the management of municipal water services.

Throughout his career, he has carried out executive, business development and operational management responsibilities, notably leading business development projects on the island of Réunion and in the Île-de-France region.

His most recent role was regional director in the Seine-et-Marne region and general manager of the Melun Water Company. In this position, he made a significant contribution to the sustainable improvement of the service by strengthening the focus of the operational management team, as well as to the renewal of the public service concession contract with the Melun Val de Seine Agglomeration Community, a key contract with major financial and strategic implications.

I am confident that David will receive full support from the team to achieve the greatest success in the performance of his responsibilities.

A handwritten signature in blue ink, appearing to be "AGS".

Antonio Gavira Sánchez  
Europe Regional Director

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

Vº Bº José Miguel Janices Carpintero  
Europe & America Area Director