Developing talent with a global perspective

We are committed to the continuous learning of our employees so that they can take on the challenges of the future, improve

Ensure the management of critical knowledge, so that it is transferred and disseminated among collaborators.

Training in skills oriented to the company's strategic areas, in accordance with business objectives.

with a diverse offer that adapts to the profile of the employee, in virtual and face-to-face format.

The Iberdrola Group works in the following areas

<table>
<thead>
<tr>
<th>Definition of the Development Model</th>
<th>Designing and execution of a global talent review process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and implementation of development programmes</td>
<td>Management of training and development of managers at global level</td>
</tr>
</tbody>
</table>

Based on the '70/20/10 development model", which states that learning should come from a variety of sources:

70%  
Day-to-day experience

20%  
Relationships and orientation

10%  
Education and training