

PEOPLE COME FIRST

Job creation, training, work and family life reconciliation, integration and the prevention of occupational risks are paramount for IBERDROLA RENOVABLES.

The commitment to the creation of employment is one of the key concerns of IBERDROLA RENOVABLES, and was reflected in 2008 in a substantial increase in personnel which, at year-end, stood at 1,951 employees, 36% above the 2007 level (see chart), 489 of whom are women (37% more than in 2007). Such growth was characterized by the creation of stable jobs, since 93% of the contracts with employees hired in 2008 are open-ended. Approximately 60% are holders of associate –and baccalaureate– level degrees

In addition to the growth of the workforce, the measures put into practice by the Company for the reconciliation of family and working life have promoted the integration of the workforce and increased the sense of belonging to a young, modern and dynamic Company with which its employees, whose average age is 36, can identify.

TRAINING AND PREVENTION

Major efforts were made in 2008 for the Company's workforce to receive the necessary training: in Spain,

the total number of hours of training rose from 26,424 in 2007 to 46,353 in 2008, representing a significant 75.4% increase. Furthermore, the number of hours invested in training in the prevention of occupational risks was 14,203, i.e., 18 times the number of hours invested in 2007.

GOOD PRACTICES

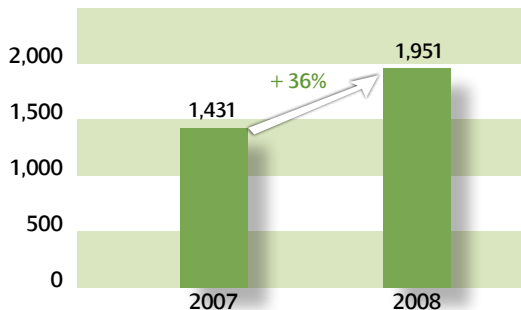
In 2008, IBERDROLA RENOVABLES renewed its existing certificates and obtained new certificates that evidence its role as the driver of policies and processes to provide support to its employees. Worth mentioning is the second edition of the EFR Standard (Family Responsible Company [*Empresa Familiarmente Responsable*]) granted by *Fundación + Familia* to the entities that have contributed the most to the reconciliation of personal and working life. Furthermore, the Company was the first company of the Group to renew its OHSAS 1800:2007 certification, the strictest compliance standard in occupational risk prevention.

Work team at the Maranchón wind farm, Guadalajara (Spain).



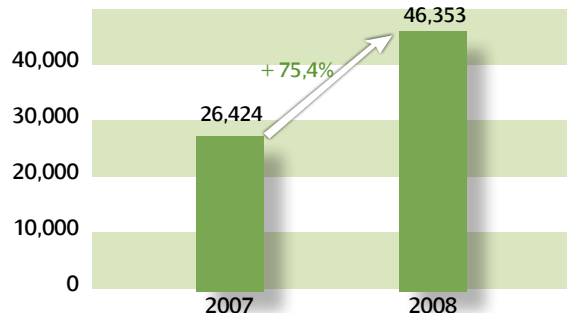
WORKFORCE

(Number of persons)



TRAINING*

(Number of hours)



* Hours of training in Spain