



Skills Gaps and Shortages for a Greener Economy

Company Perspective



May 2010

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The Main Steps of the Gamesa Value Chain

- **Marketing & Commercial**
- **Technology**
- **Manufacturing:**
 - Towers
 - Nacelles
 - Blades
 - Gearboxes
 - Generators.
- **Logistics**
- **Construction & Assembly**
- **Operation & Maintenance**
- **Promotion & Sales of Wind Farms**
- **Corporate / Areas**



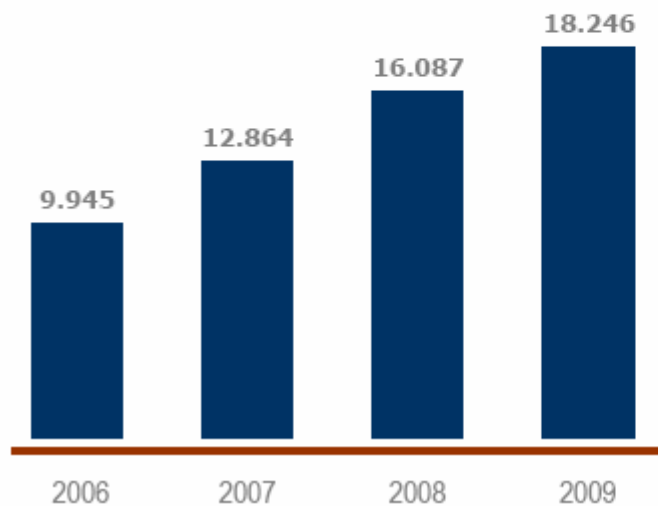


GAMESA IMPACT ON GREEN ECONOMY

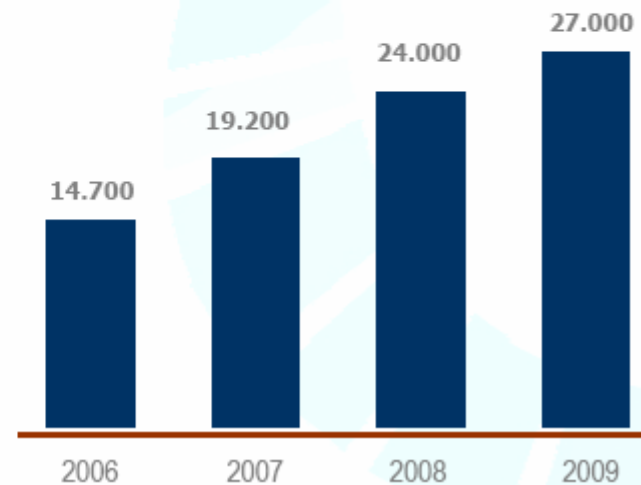
GAMESA & GREEN ECONOMY: "Facing the challenge of fighting against climate change and environmental degradations"

- > Our activities are crucial in the fight against climate change.
- > More than 18,000 MW have been installed since 1998 which has avoided the emission of 27 million tons of CO₂/year into the atmosphere.

Cumulative MW installed by Gamesa



Greenhouse gas emissions reduction
tCO₂ avoided due to MW installed



GAMESA & GREEN ECONOMY: “Commitment with human rights and environment”

Committed with human rights and environment



Included in the leading sustainability indexes

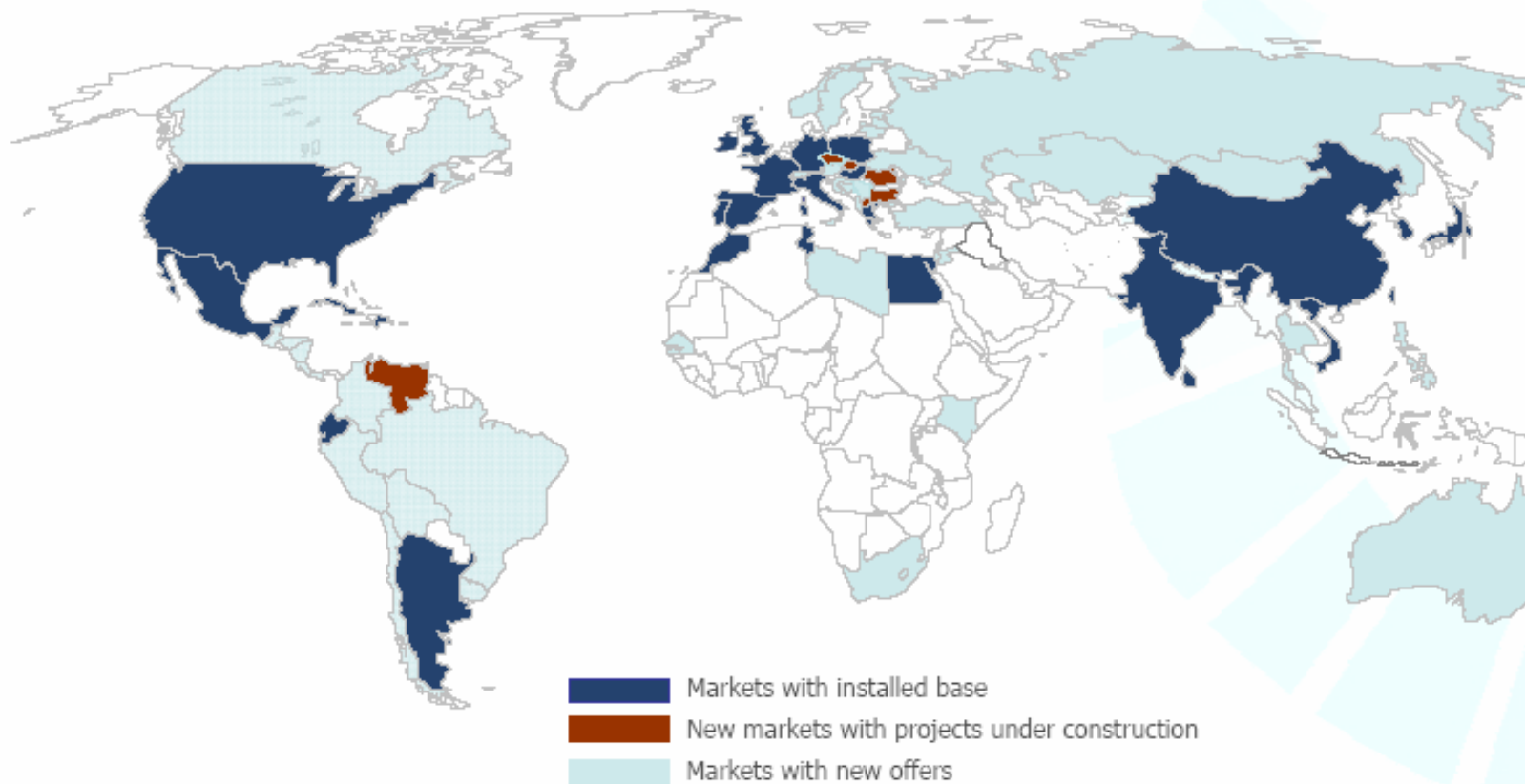


S&P Global Clean Energy Index



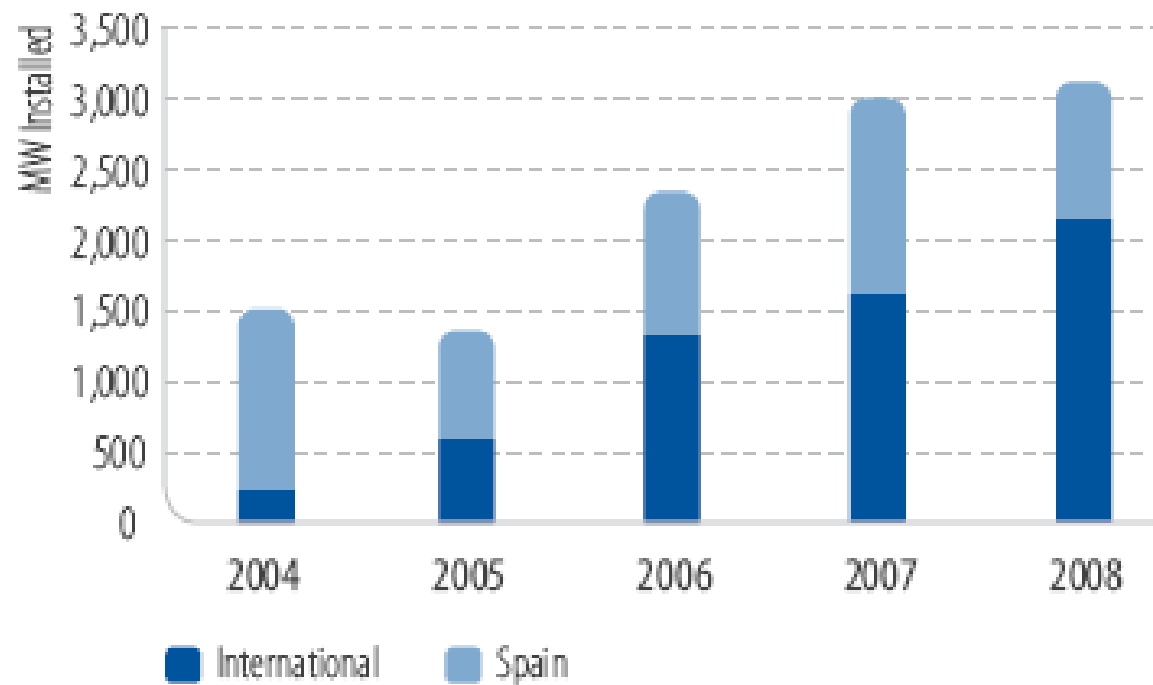
GAMESA & GREEN ECONOMY: “Demanding skills worldwide”

Gamesa approaches more than 33 new markets



GAMESA & GREEN ECONOMY: “Creating sustainable value: MW Installed”

Gamesa – MW Installed
(Evolution)

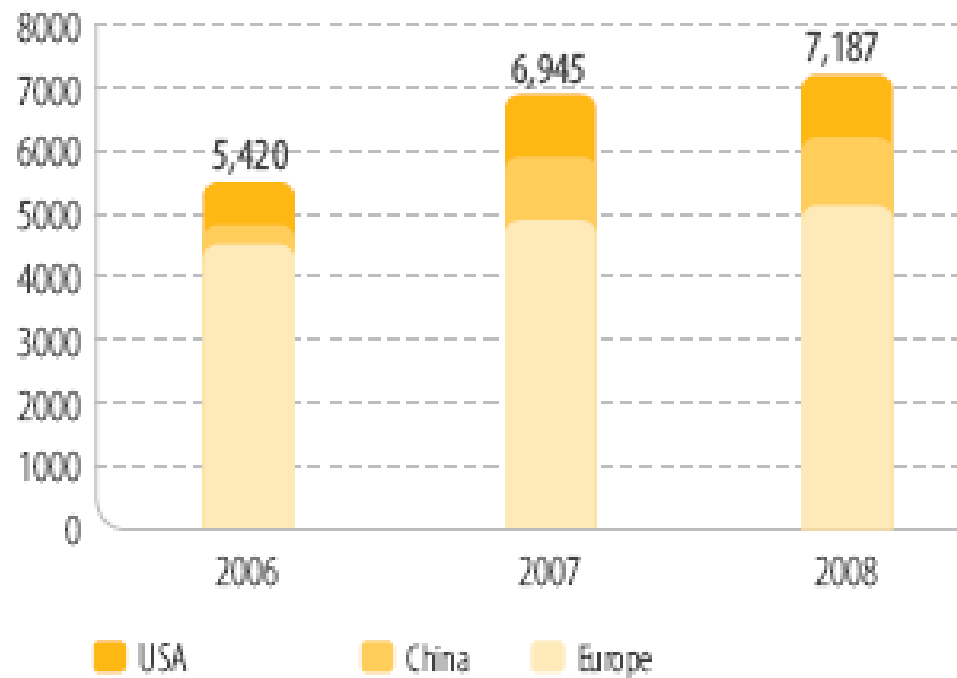


GAMESA & GREEN ECONOMY: “Creating sustainable value: Growth, Return & Financial Robustness”



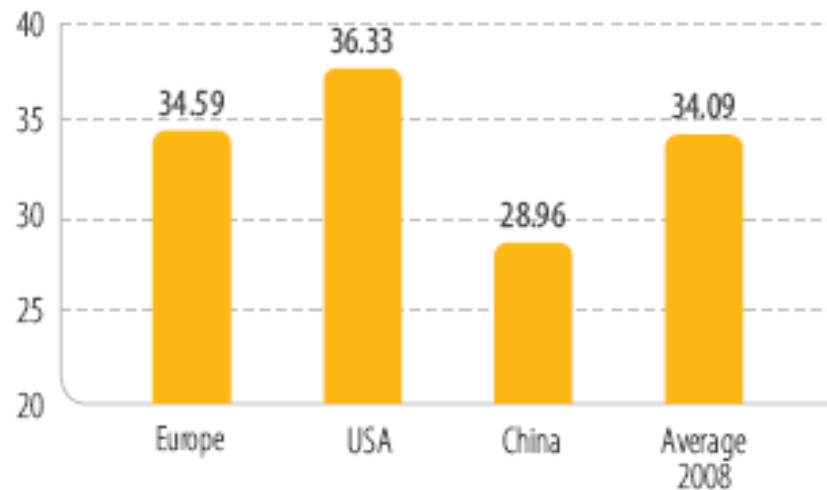
GAMESA & GREEN ECONOMY: “Increasing the number of green jobs”

Evolution of Gamesa's Workforce

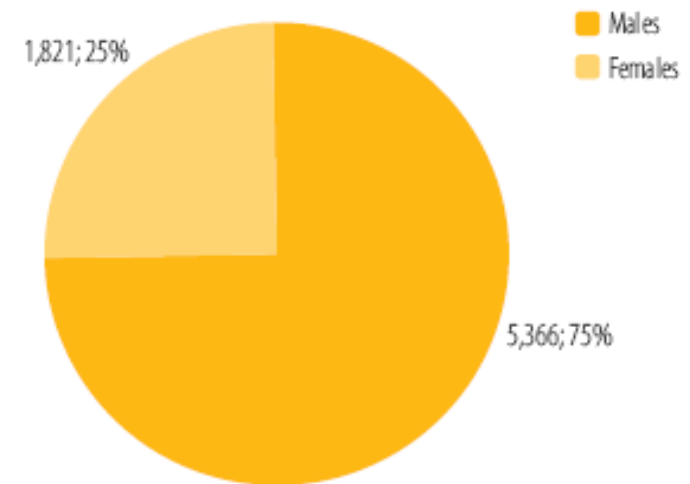


GAMESA & GREEN ECONOMY: Vulnerable collectives: Women & Youth

Gamesa's Workforce 2008
(average age)



Gamesa's Workforce
(by gender) Total: 7,187



GAMESA & GREEN ECONOMY: Open Social Dialogue: USA Experience

“ Gamesa is the only leading wind energy firm to have been included in the “Green Jobs Initiative”. Gamesa was identified as one of the largest green employers that will be crucial to environmental sustainability”.

