



# TERMS AND CONDITIONS

## CALL FOR APPLICATIONS 2026

*SKILLS Energy Professionals / Profesionales de la Energía*

**SKILLS Energy Professionals** is a social investment program promoted by EDP, in collaboration with Vestas, focused on education and workforce training. It is aimed at young people at risk of labour-market exclusion and with low employability, with the objective of improving their employability in the energy sector, especially in rural environments. Ultimately, the program seeks to contribute to territorial rootedness, population retention and local development, promoting a just energy transition and reinforcing social acceptance of renewable projects through the creation of opportunities and shared value in local communities.

### **1. Context**

Spain's demographic evolution over recent decades has revealed significant territorial imbalances, associated with population loss in many rural municipalities and the concentration of population and economic activity in urban areas. This phenomenon forms part of the so-called demographic challenge, which affects territorial cohesion, service provision and the capacity of territories to retain and attract young people.

According to indicators based on the municipal register of the Spanish National Statistics Institute (INE), in 2023 Spain had 8,131 municipalities, of which 6,650 are considered rural, accounting for 7,528,340 inhabitants (15.7% of the total population). Population density in rural municipalities is well below the national average (17.8 inhabitants/km<sup>2</sup> compared to 95.1 inhabitants/km<sup>2</sup>), reflecting a low-density pattern associated with greater challenges for territorial functionality. Between 2014 and 2023, the rural population decreased by 4.4%, while the country's total population increased over the same period.

At the same time, the energy transition requires the deployment of renewable generation infrastructure, which is often located outside major urban centres. The environmental dimension of this transition—its contribution to decarbonisation and the fight against climate change—must be integrated with a just energy transition approach, aimed at maximising activity and employment opportunities associated with the ecological transition and mitigating impacts on vulnerable groups and territories, while promoting social and territorial cohesion.

In this context, vocational training and professional upskilling initiatives linked to the presence of renewable projects in the territory can help improve employability in the energy sector and



strengthen local development by creating job opportunities and reinforcing the socio-economic fabric. By fostering opportunities close to the place of residence, these initiatives can support territorial rootedness and population retention, especially among young people, and contribute to a framework of collaboration and trust with local communities—an important element for the sustainable development of projects and their social acceptance.

## **2. EDP positioning**

EDP is a company committed to sustainability and the creation of shared value in the territories where it operates, integrating social and territorial dimensions into the development of its energy projects. Beyond renewable energy generation, EDP understands the energy transition as an opportunity to drive local economic development, strengthen the social fabric and contribute to the wellbeing of the communities in which it operates.

Accordingly, EDP conducts its activities through a model of active engagement and collaboration with local communities, based on dialogue, proximity and knowledge of the local context. This community engagement approach aims to identify local needs, generate opportunities and promote initiatives that strengthen trust and social acceptance of projects, especially in rural areas or territories at risk of depopulation.

Renewable projects promoted by EDP generate positive impacts throughout their life cycle, including economic activity, direct and indirect employment, and opportunities for local companies, suppliers and services. Complementarily, EDP promotes specific initiatives in training, professional development and employability improvement, with particular attention to young people in project areas, facilitating their access to job opportunities linked to the energy sector.

Through these initiatives, EDP contributes to population retention, strengthens territorial rootedness and stimulates local economies, aligning renewable project development with the objectives of territorial cohesion, a just energy transition and sustainable development. This territorial commitment is a key element of EDP's strategy to generate positive social impact and ensure the responsible and lasting integration of its projects within local communities.

## **3. Vestas positioning**

As a global leader in wind energy solutions, Vestas also aims to lead the transition towards a decarbonised and sustainable society. As a people-centred organisation, it considers the wellbeing, health and safety of its employees to be a fundamental part of its sustainability strategy, promoting safe, diverse and inclusive workplaces.

In line with the principle of a just transition, Vestas seeks to generate a positive impact in the communities where it operates. In this sense, the initiative helps improve training and future



professional prospects for young people in rural environments, while promoting quality, long-term employment in areas at risk of social and labour exclusion.

#### 4. SKILLS Energy Professionals Program

The **SKILLS Energy Professionals program**, promoted by EDP in collaboration with Vestas, aims to boost the employability of young people in the energy sector by fully subsidizing the enrolment fee for the **Wind Farm Operation and Maintenance Technician course**, taught by the Spanish Wind Energy Business Association (AEE).

The program is primarily aimed at young people residing in municipalities with EDP renewable projects, especially in rural areas or territories at risk of depopulation, who face greater difficulties accessing employment. Its objective is to improve participants' technical and professional skills, facilitate their entry into the labour market and generate career opportunities linked to the local territory, thereby contributing to population retention and rootedness, particularly among young people.

SKILLS Energy Professionals is conceived as a tool for local development and shared value creation, aligning the energy sector's qualification needs with employment opportunities in project areas. Through specialised technical training and practical experience, the program helps stimulate local economies, strengthen the productive fabric and support a just energy transition based on equity, inclusion and equal opportunities.

The program also reinforces relationships and collaboration with local communities, promoting social acceptance of renewable projects through tangible benefits such as qualified employment, professional training and the strengthening of human capital in the territories where EDP operates.

To this end, EDP, in collaboration with Vestas, launches the 2026 edition of SKILLS Energy Professionals with the following specific objectives:

- Promote education and technical training as tools to improve youth employability and help address rural depopulation.
- Facilitate access for young people from low-density population areas to employment opportunities linked to renewable projects in their surroundings.
- Improve the technical and professional skills of young people in more vulnerable employment situations, strengthening their integration into the energy sector.
- Promote local economic dynamisation, positioning young people as active agents of territorial economic and social development.
- Foster equity and equal opportunities, ensuring access to specialised training regardless of place of residence.



- Highlight the positive impact of training, local employment and professional upskilling within a just and socially inclusive energy transition, reinforcing social acceptance of renewable projects.

## 5. Eligibility Requirements and Participants

Applications may be submitted by individuals who, by the date indicated in the application, meet the following requirements:

- Completion of compulsory secondary education and holding the corresponding qualification.
- Aged between 18 and 30 years inclusive.
- Residence and registration in one of the priority geographic areas where EDP and Vestas are present due to operating wind farms and/or projects under development in the provinces and municipalities listed (see Annex).
- Not having been a beneficiary of the program in previous editions.
- Priority will be given to candidates with an average secondary education grade above 7 out of 10; remaining places will be filled in order of academic performance.
- Previous or ongoing vocational training in electricity, electronics or mechanics will be valued.

In order to promote local employment, territorial rootedness and population retention, priority will be given to applications from municipalities listed as priority areas in the Annex.

## 6. Application Procedure

Interested applicants who meet the above conditions must submit their application by completing the form available at:

<https://edp.com/en/europe/spain/social-impact/yes-program-spain/skills-energy-professionals-spain> (form only available in Spanish)

or by sending the required documentation to: [stakeholders.iberia@edp.com](mailto:stakeholders.iberia@edp.com)

The following documentation must be provided together with the application form:

- Photocopy of national identity card
- Certificates of grades obtained during your studies.
- Certificate of registration or equivalent document proving residence in one of the priority municipalities (see Annex).



Application deadlines:

- Opening of applications: 10 March 2026
- Closing of applications: 13 April 2026

Applications submitted after the deadline will not be considered.

## 8. Study Grants

The study grant will cover 100% of the tuition fees for the Wind Farm Maintenance Technician Course (hybrid format) offered by the Wind Energy Business Association (AEE), subsidized in full by EDP.

Travel, accommodation and subsistence expenses are not included.

Any applicable taxes on the grant shall be paid by the beneficiary.

Students who complete the course within the previously defined and established time frame will be eligible to obtain the following qualifications:

### I. Wind farm maintenance technician

Students receive a certificate issued by AEE, based on training modules MF0618-2 and MF0619-2 of the ENAE 0408 certificate of professional competence in wind farm assembly and maintenance management, which complies with Royal Decree 1228/2006 of 27 October.

### II. Basic occupational risk prevention qualification

Students obtain the 60-hour basic occupational risk prevention qualification for the wind power sector.

### III. GWO certificate in working at height, first aid and manual load handling (BST GWO)

Students will receive three certificates approved by the GWO (Global Wind Organisation) for basic safety training, which are essential certifications in the wind energy sector and allow them to work internationally.

The course consists of theoretical and practical training delivered online and in person, over six weeks of training and one week of practical placement at Vestas facilities and GWO-accredited centers.

- Theoretical classes: 117 hours (including 6 hours of employment workshop) – online format.
- GWO BST modules: 24-32 hours – classroom format.



- Practical training at Vestas facilities and technical visit to wind farm: 12 hours – classroom format.

The course will begin on 27 April 2026 and end on 12 June 2026, with any other wind farm internship program that may be planned being excluded from the schedule. It is limited to 24 places per academic year.

EDP and Vestas undertake to consider, in their respective selection processes within the area of Operation and Maintenance (O&M), the profiles of students who have successfully completed the course, with the aim of enhancing employability and access to quality employment in the energy sector.

Certain classroom-based classes and maintenance internships will take place at one of Vestas' Service & Training facilities in Spain, either at the O&M centre in Centrovía (Zaragoza) or at Vestas Eólica Viveiro (Lugo), as well as at GWO-accredited facilities in the area. The AEE may propose other locations, if necessary.

## 9. Regulations

EDP and Vestas are governed by these regulations, with the Monitoring Committee and the Award Jury being responsible for their interpretation, application and resolution.

The selection criteria and grounds for decision, including the allocation of study grants to those selected, are the sole responsibility and knowledge of the promoters of the initiative.

The decisions of the Monitoring Committee and the Jury cannot be subject to complaint or appeal, and are always, and under any circumstances, unquestionable and final.

The promoters reserve the right to declare the study grants wholly or partially void when, in the opinion of the Monitoring Committee and the Jury, there are not enough applicants who meet the requirements.

The formalisation of the application implies the unreserved and unconditional acceptance of these rules and includes express authorisation to verify the authenticity of the statements made.

If the application does not meet the requirements or is not accompanied by the required documents, the interested party will be required to rectify the deficiency or provide the documents within a maximum period of 5 calendar days, with the indication that, if this is not done, the application will be considered withdrawn.

The beneficiary will lose the right to study assistance in the following cases:

- Omission of information which, had it been known, would have resulted in the assistance not being granted or being granted to another person.

- Submission of false information or documentation.
- Repeated failure to attend face-to-face classes or practical sessions (failure to attend more than 5% of classes or practical sessions will be considered repeated).
- Withdrawal of the student from the course or practical sessions, either voluntarily or for disciplinary reasons, before the end of the course.

In these cases, the student will be obliged to immediately reimburse an amount equal to the course registration fee, which amounts to €2,160 (or the updated amount corresponding to the current call for applications).

## 10. Evaluation Jury

The Evaluation Jury will be composed of representatives from EDP and Vestas, with EDP responsible for analysing applications and proposing the allocation of study grants.

## 11. Evaluation Criteria

The assessment of applications will be based on the following aspects:

- I. That they meet the requirements set out in these rules.
- II. Among those applications that meet the requirements set out in the rules, the following will be assessed:
  - The average mark obtained in Compulsory Secondary Education: priority will be given to those who obtain between 7 and 10; the rest will be selected in order of mark.
  - The order of registration (date of registration) until all vacancies (24) are filled.
  - The geographical area of origin: priority will be given to applications from priority municipalities and/or those with a smaller number of inhabitants or a higher risk of depopulation, in accordance with the programme's objective.
  - Having completed or currently undertaking a vocational training degree in the areas of electricity, electronics and mechanics.
  - Connection and commitment to the region, valuing motivation to develop a professional career in the local area, as well as availability to undertake internships and, where appropriate, take up job opportunities in the area of influence of the projects.

## **ANNEX: List of priority provinces and municipalities in Spain**

### **ANDALUCÍA**

Cádiz: Medina Sidonia, Tarifa and Vejer de la Frontera

Huelva: La Palma del Condado and Almonte

Málaga: Cañete la Real and Almargen

### **ARAGÓN**

Huesca: Almudévar, Tardienta and Gurrea de Gállego

Zaragoza: Tauste, Belchite, Perdiguera, Plenas and Luna

Teruel: Híjar

### **PRINCIPALITY OF ASTURIAS**

Allande, Salas, Grandas de Salime, Degaña, Tineo and Ibias

### **CANTABRIA**

Valdeolea, Valdeprado del Río and Campoo de Enmedio

### **CASTILE-LA MANCHA**

Albacete: Carcelén, Villa de Ves, Pozo Cañada, Chinchilla de Montearagón, Munera and Lezuza

Cuenca: Castillo Garcimuñoz, Pinarejo and Tébar

Toledo: Villarrubia de Santiago, Ocaña and Villatobas

### **CASTILE AND LEÓN**

Burgos: Merindad de Río Ubierna, Isar, Sasamón, Iglesias, Hornillos del Camino, Estépar, Fresno de Rodilla, Monasterio de Rodilla, Modúbar de la Emparedada, Cardeñadizo, Carcedo de Burgos and Ibeas de Juarros

### **CATALONIA**

Barcelona: Cerdanyola del Vallès, Rubí and Begues

### **COMMUNITY OF MADRID**

Colmenar de Oreja



**GALICIA**

A Coruña: Muxía and Dumbría

**FORAL COMMUNITY OF NAVARRE**

Corella, Ablitas and Castejón