



INTERNAL MEMO

TO: WHOLE ORGANISATION

FROM: GENERAL ORGANISATION MANAGEMENT

Date: June, 8th 2015

Reference: IMPLEMENTATION OF A MODEL OF COMPETENCES IN THE FCC GROUP

Given the current evolution of the market and environment, defining and managing the key competencies that we FCC professionals should have is of great importance for us in order to be able to compete effectively. This is why one of the key projects in 2015 within the General Organisation Management is to define and implement a simple model of competencies that facilitates integrated management of all the key personal development processes.

These competencies will prove essential in helping us to manage the development and evolution of the employees of the Group, according to their potential, aspirations and the current needs of the company. They will also enable us to anticipate future needs by working in a global way.

We are sure that these competencies will be a fundamental force for boosting FCC growth, along with that of its professionals, joining confidence and diversity.

You will soon be made aware of the 5 competencies that we believe are and will be key for all of us.

Kind regards,

Ana Villacañas Beades

General Manager of Organisation