

### Effective member of the Compensation and Succession Committee of Neoenergia

She is also Iberdrola's Executive and Talent Management Director, establishing global guidelines and monitoring processes for attraction and selection, training and development, diversity and inclusion, succession and organizational climate.

### Personal profile and educational background

Married, mother of one child, Fabricia Abreu graduated in Law from the Universidade Católica Dom Bosco (Campo Grande-MS) and post-graduated in People Management from Fundação Getúlio Vargas (São Bernardo do Campo - SP). She participated in leadership training programs: Leadership Programme - ESADE Business School and Iberdrola Global Leadership Program - International Institute for Management Development - IMD.

She speaks Spanish and English.

### Experience in energy sector and Human Resources

In the energy sector, she held several Human Resources positions (Development Manager, Personnel Management, Compensation and Union Relations, Executive Sustainability Manager and HR Director) at Elektro (2011-2017, Campinas-SP) and previously at the Group Energias de Portugal - EDP (Portugal, São Paulo and Mato Grosso do Sul) working in the areas of recruitment and selection, training and development, compensation and safety at work (2001-2011)

### Experience in other [industries/companies]

### Other information

