

## INFORMATION NOTE

*As a result of its commitment to Sustainable Development Goal 5: gender equality*

### Iberdrola included in the Bloomberg Gender Equality Index for the fifth year in a row

- **It improves its rating over the previous year, in recognition of its practices in areas such as leadership and harnessing women's talent and female support of our brand and inclusive culture.**

Iberdrola remains a benchmark in terms of equal opportunities, as evidenced by its inclusion, for the fifth consecutive year, in the Bloomberg Gender Equality Index (GEI), which today released the results of its 2021 edition.

The group has improved its score from the previous year, thanks to its transparent reporting of the indicators required by the index and its increase in the inclusive culture and female leadership scores.

Inclusive culture is precisely the most relevant of the five pillars that Bloomberg analyses to compose this index, along with women's leadership and talent management, equal pay, the existence of sexual harassment policies and the role of women in their brand.

To compile this index, which includes 418 companies from around 45 countries, Bloomberg analyses the data of more than 11,500 companies from all over the world, with capitalisations of more than 1 billion dollars. With its methodology, it seeks to provide transparent and comparable information to investors interested in environmental, social and governance (ESG) criteria.

In the case of Iberdrola, the GEI has given a very positive assessment of the dissemination of information related to diversity and equal opportunities. As stated in its Diversity and Inclusion Report, these two aspects are considered a strategic priority for the company's sustainable growth. In the area of gender equality (Sustainable Development Goal 5 of the 2030 Agenda), Iberdrola has made ambitious commitments.

#### Gender diversity in senior management

In recent years, Iberdrola has consolidated equal pay for men and women and supports gender diversity not only in its Board of Directors, but also in its management positions. Increasing their presence is an objective that forms part of the company's strategic plan. Currently, female representation represents 24% of the total, above the 20% average in the STEM labour ecosystem.

Since 2013, Iberdrola has become one of the companies with the highest percentage of female directors among Ibx companies: it has 50% of external female directors on its Board of Directors and has set itself the goal of increasing the presence of women in management positions to reach 30% by 2025.

