ESG+F at Iberdrola

Iberdrola, a pioneer in its approach to corporate governance and leader in governance vision from an ESG perspective, according to PwC

**ENVIRONMENT**
- **Dow Jones Sustainability Index**: Only electricity company included in all 22 editions
- **Energy Intelligence**: Second utility worldwide in the Green Utilities Report 2021
- **OpenODS Index**: Top 1 in ODS 2021 ranking
- **FTSE4Good**: Included since 2009

**SOCIAL**
- **Gender diversity**: Top 2\(^1\) in IBEX-35 number of women in the Board
- **Bloomberg Gender Equality Index**: Only Spanish utility included in all editions
- **8 social commitment policies**:
  - Human rights
  - Human resources
  - Equality, diversity and inclusion
  - Recruitment
  - Knowledge management
  - Innovation
  - Quality
  - Corporate security

**CORPORATE GOVERNANCE**
- **Governance and Sustainability System**: Rationale aligned with the market:
  a) Environmental commitment
  b) Covid-19 crisis as accelerator, with special importance to social dimension
  c) New governance vision from ESG perspective
- **Benchmark with 23 companies\(^2\)**: Iberdrola performs at the top of its peers in 89% of indicators
- **Business Ethics**: Iberdrola, the only Spanish company among the most ethical in the world for the 9th consecutive year

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1 Data prepared by PwC based on Iberdrola’s current data compared with latest available information in annual reports from IBEX-35 companies.

Extracted from the Results Presentation First Quarter 2022 (PPT)
Further information at www.iberdrola.com