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

### Environmental
- Leading the energy transition for more than two decades
- Innovation and clean energy at the core of our strategy
- Own specific CO₂ emissions already below 100 g/kWh in the last years
- Best practice in water management
- Biodiversity protection and circular economies

### Social
- Gender diversity
  - Top 2 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

### Governance
- Governance and Sustainability System
  - Rationale aligned with the market
- Benchmark with 23 companies¹ performing at the top of its peers in 89% of indicators
- Business Ethics
  - Only Spanish company among the most ethical in the world for the ninth consecutive year
- Dow Jones Sustainability Index
  - Only electricity company included in all 22 editions
- MSCI Global Sustainability Index
  - Selected AAA
- CDP Climate Change
  - A in 2021
- Global 100
  - Iberdrola selected
- Energy Intelligence
  - Second utilities worldwide in the Green Utilities Report 2021
- OpenODS Index
  - First in ODS 2021 ranking
- FTSE4Good
  - Included since 2009

¹ Data prepared by PwC based on Iberdrola’s current data compared with latest available information in annual reports from IBEX-35 companies: Repsol, Amadeus, Telefónica, Endesa, Accenture, Intercontinental, BBVA, Banco Popular, Santander, Iberdrola, Bilbao, BBVA, IAG, Inditex, CaixaBank, Enel, National Grid, Siemens, Siemens Energy, Duke Energy, AEP, Microsoft, BNP Paribas, Chongqing Tiandi, UPS. Results based on 61 indicators in the scope.