

## Iberdrola, once again included in the Bloomberg Gender Equality Index

- The company led by Ignacio Galán has for the sixth consecutive year (all editions) been included in the Bloomberg Gender Equality Index, a market capitalization-weighted index developed to gauge the performance of public companies dedicated to reporting gender-related data.

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Iberdrola remains a benchmark in equal opportunities, as evidenced by its inclusion, for the sixth consecutive year, in the Bloomberg Gender Equality Index (GEI). The company is once again a member of the Bloomberg Gender Equality Index, a market capitalization-weighted index developed to gauge the performance of public companies dedicated to reporting gender-related data.

This benchmark index assesses gender equality across five pillars: leadership and talent development, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and brand image.

Bloomberg Chairman Peter T. Grauer congratulated the companies included in this year's index and commented that they continue to see an increase in both interest and membership globally, reflecting the shared goal of transparency in gender-related metrics.

To compile the index, which includes 484 companies from around 45 countries with a capitalisation of \$16 trillion, Bloomberg analyses data from more than 11,700 companies worldwide with capitalisations of more than \$1 billion across 11 sectors and 54 industries. 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 ESG has rated very positively the disclosure of information related to diversity and equal opportunities and the excellence of the data. In the area of gender equality (Sustainable Development Goal 5 of the 2030 Agenda), Iberdrola has made ambitious commitments.

In addition to belonging to the Bloomberg GEI index, Iberdrola is also included in the main international sustainability indexes, including the Dow Jones Sustainability Index, MSCI, CDP, FTSE4Good, Global100, Sustainalytics, Euronext Vigeo Eiris indices, EcoVadis, and others.

### Gender diversity in senior management

In recent years, Iberdrola has consolidated wage equality between 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 independent female directors on its Board of Directors and has set the goal of increasing the presence of women in management positions to reach 30% by 2025.

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