

Iberdrola ranks as one of the top 100 companies worldwide in gender equality

•The group chaired by Ignacio Galán has been recognised by Equileap for its performance in gender equality and has been included in the top 100 companies worldwide.

Iberdrola is one of the 100 companies included in the 2024 gender equality report and ranking prepared by Equileap, a leading organisation dedicated to promoting gender equality and diversity and inclusion in the corporate world. This firm evaluates 3,795 companies listed on the stock exchange in 27 markets and representing more than 100 million employees.

Thus, Equileap values the efforts being made by the electricity company chaired by Ignacio Galán in favour of gender equality. The aspects it evaluates include the presence of women at different levels of the company, salaries, social benefits, human rights, training and protection of employees in terms of diversity, among others.

Iberdrola's inclusion in this index is in addition to its presence and high score in the main international sustainability indices, including the Dow Jones Sustainability Index, CDP, Moody's ESG, MSCI, FTSE4Good, Sustainalytics, ISS-ESG, [Bloomberg GEl](#) and EcoVadis, among others.

Leader in sustainability

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.

Since 2013, Iberdrola has become one of the companies with the highest percentage of female directors among Ibex companies. It has 50% independent 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.

Iberdrola has incorporated the Sustainable Development Goals (SDGs), defined by the United Nations for the 2030 horizon, into its business strategy and sustainability policy, and is a benchmark for its direct contribution to the global goals, highlighting its contributions in the field of energy and climate change.

The company focuses its efforts on the supply of affordable, non-polluting energy (goal 7) and climate action (goal 13), although it contributes directly to ensuring clean water and sanitation (goal 6), has increased its investment in R&D&I activities (goal 9), promotes respect for the life of terrestrial ecosystems (goal 15) and works to establish alliances to achieve the goals (goal 17).