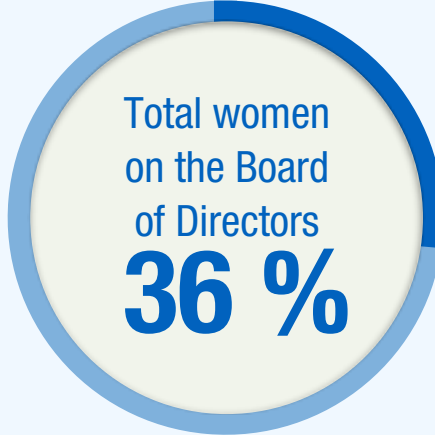


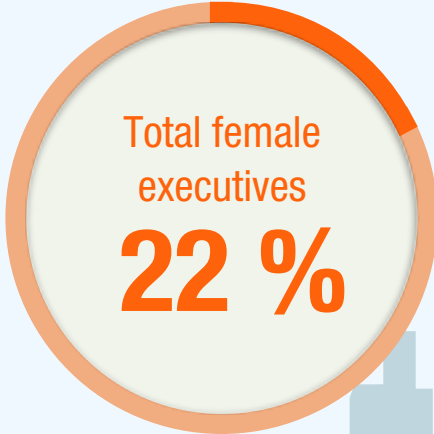
Representation of women in Iberdrola



Total women
on the staff
23 %



Total women
on the Board
of Directors
36 %



Total female
executives
22 %



Data at the end of Fiscal Year 2020