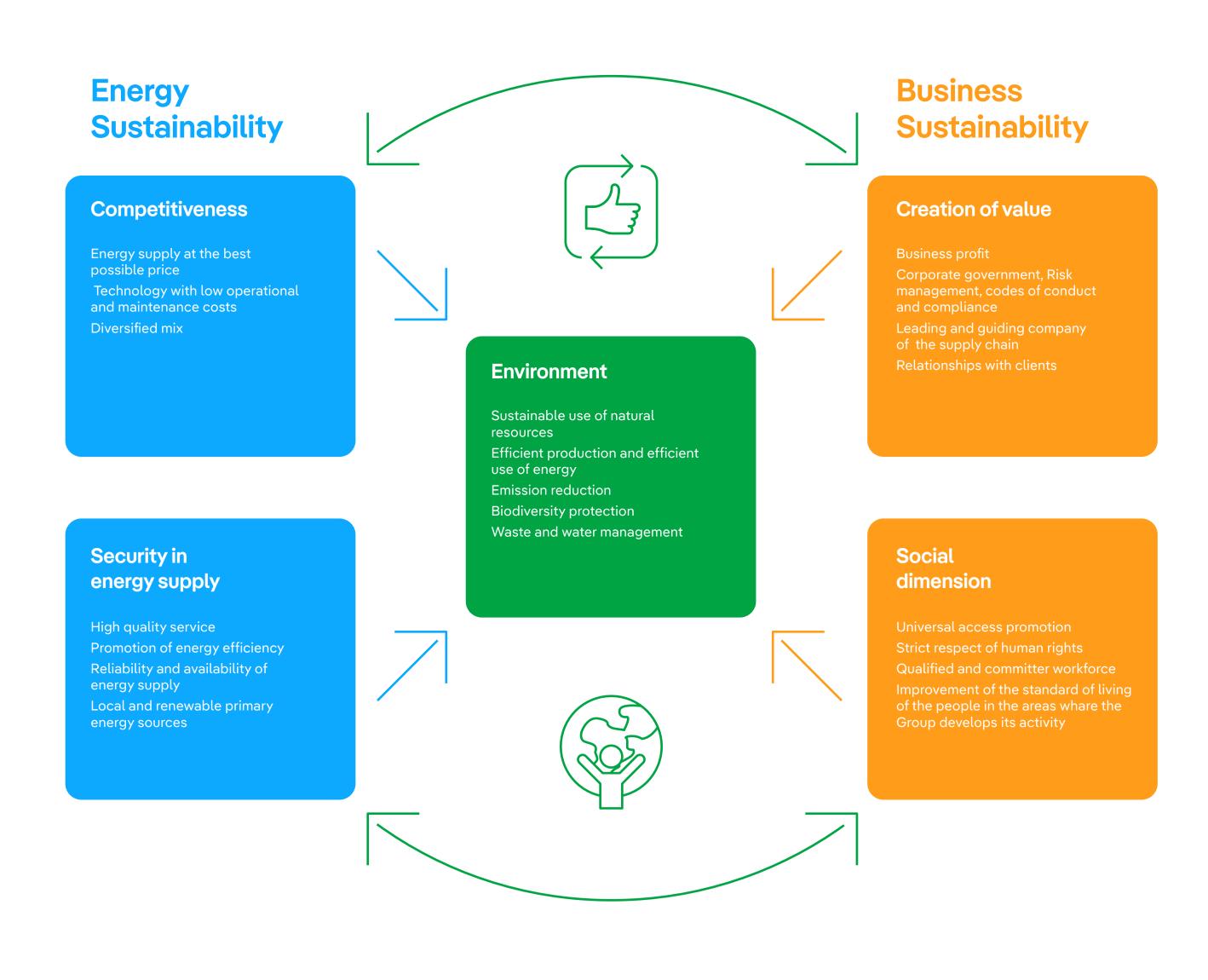


Model for a sustainable company in the energy sector

2022 Sustainability scorecard





Economic

performance

Resources	Unit (1)	2022	2021	2020
Total assets	M€	154,667	141,752	122,518
Equity	M€	58,114	56,126	47,219
Financial leveragge (2)	%	42.8	41.0	42.3
Investments during financial year	M€	10,730	9,940	9,246
Processes and operations	Unit ⁽¹⁾	2022	2021	2020
Revenues	M€	53,949	39,113.5	33,145.1
Operating expenses	M€	37,415	25,002	19,866
Employee compensation	M€	2,995	2,685	2,505
Personal Costs	M€	2,518	2,286	2,149
Payments to providers of capital	M€	5,114	3,517	2,958
Cash taxes paid	M€	1,064	832	843
Tax contribution	M€	7,458	7,836	7,475
Comunity contributions (LBG)	M€	52	58	84
Retained earnings	M€	6,991	6,581	6,595
Results	Unit (1)	2022	2021	2020
EBITDA	M€	13,228	12,005.7	10,038.2
Earnings before tax (EBIT)	M€	6,221	6,265.6	5,033.9
Net profit	M€	4,339	3,884.8	3,610.7
Marke capitalization (at 31 December)	M€	69,538	66,271	74,296
Stock price (at 31 December)	€	10.93	10.41	11.7
P.E.R.	veces	16.69	17.795	21.79
Earnings per share	€/share	0.655	0.585	0.55

Unit (1)

2022

2021

2020



performance

Resources

Number of employees	n°	40,721	39,955	37,127
Number of employees in full-time equivalent (FTE)	n°	40,237	39,788	35,923
Supply points	М	36.4	36.1	34.4
Electricity	М	32.1	31.7	30.1
Gas	М	4.3	4.4	4.3
Smart Meter penetration (4)	%	79	77	74
Volume of purchases	M€	11,533	9,424	8,494
Rural electrification programs	M€ n°	88	9,600,000	42 8,200,000
Accumulated beneficiaries Electricity for All program Customers whose data is used for secondary purposes	%	0	9,000,000	0
R&D	M€	363	337.5	293
Processes and operations	Unit ⁽¹⁾	2022	2021	2020
Full-time contracts	%	97.6	96	95
Indefinite time period contracts	%	99.6	99.5	99.8
Employees with collective bargaining agreement	%	77.6	78.5	77.9
Hours of training*	М	2.7	2.4	1.9
Hours of training per employee	h	67.9	62.3	54.9
N° of suplliers with orders in the corporate system during the year	n°	>19,000	>19,000	>20,000
Results	Unit ⁽¹⁾	2022	2021	2020
Average age of workforce	age	41.1	41.48	41.9
Average years of service of workforce	age	10.6	11.3	13.3
Average years of service of workforce	%	76/24	77/23	77/23
Women board of directors	%	43	43	36
Women in executive management	%	30	27.3	20
Women in top management positions Women in management positions	%	26.1 27.62	24.4	21.49 27.89
Women in junior management positions	%	28.81	29.9	30.6
Women in management positions in revenue-generating functions	%	20.36	20.58	19.98
Women in STEM-related positions	%	22.06	19.6	19.7
Women in non-managerial positions of total non-managerial positions	%	86.01	n.a.	n.a.
Women total promotions	%	28.72	n.a.	n.a.
Employees with disabilities	%	1.73	1.72	1.49
Average salary (men/women)	%	94.8	93.3	93.2
Mean gender pay gap [(mean salary men - mean salary women) / mean salary men]		-5.5	n.a.	n.a.
Median gender pay gap [(median salary men – median salary women) / median salary men]		-7.9	n.a.	n.a.
Mean bonus gap [(mean bonus men - mean bonus women) / mean bonus men]		-10.4	n.a.	n.a.
Median bonus gap				
[(median bonus men – median bonus women) / median bonus men]		-24.7	n.a.	n.a.
Women in pay quartiles Upper	9/	23.5	22.6	
	%			23.9
Upper-middle	%	26.4	28.1	28.7
Lower-middle Bottom	%	29.5 15.5	28.6	29 11.9
Ratio of basic initial salary to local minimum wage salary	~	110	126.1	107.7
Injury rate (IR)		1.02	1.06	1.2
Occupational disease rate (ODR)		0	0	0
Lost days	n°	5,958	4,646	4,070
Employee turnover	%	9.69	7.37	6.07
Number of fatalities	n°	0	3	4
Number of fatalities - subsontractor	n°	7	4	4
Fines related to the environment imposed during the period	M€	38	n.a.	n.a.
Total amount of fines related to the environment imposed during the period paid in the same period	M€	0.286	3.112	2.761
Fines paid in the social and economic areas	M€	5.576	3.251	33.091
Quality of supply chain				
Procurement or contracting from local suppliers	%	87.1	87.9	89
Purchases in "risk" countries	%	23.2	18.7	20.8
Purchases from local suppliers	%	87.1	87.9	89
Resources	Unit ⁽¹⁾	2022	2021	
Installed capacity Total net electricity production	MW GWh	60,761 163,031	58,320 164,266	55,111 162,842



Environmental

Total net electricity production

Installed own capacity

Total net production (electricity + steam)

performance

	metallied own edpacity		33,313	0.,	.,,,,,	
	Total net electricity own production	GWh	125,540	129,331	123,463	
	Total net own production (electricity + steam)	GWh	128,530	133,274	127,205	
	Environmental investments	M€	5,977	4,842	5,116	
	Environmental expenses	M€	676	706	671	
	Processes and operations	Unit (1)	2022	2021	2020	
	Fuel consumption	GJ	756,208,405	773,411,294	771,265,252	
	Renewable Energy Use	GJ	447,980	689,022	501,052	
	Intensity of internal energy consumption	GJ/GWh	2.73	2.73	2.64	
	Production with local sources of energy	%	50.5	56.8	97.2	
	Electricity consumption in buildings	GJ	547,829	488,777	448,180	
	Renewable Electricity consumption in buildigs	GJ	69,502	81,079	n.a.	
	Water use	hm³	88	87	96	
	Water consumption/Overall production	m³/GWh	540	531	588	
	Results	Unit (1)	2022	2021	2020	
	Emissions-free installed capacity	%	71	71	69	
	Renewable installed capacity	%	66	65	63	
	Emission-free production	%	60	59	57	
	Renewable energy production	%	46	45	42	
	Emissions-free installed own capacity	%	80	81	79	
	Renewable installed own capacity	%	75	74	73	
	Emission-free own production	%	78	75	75	
	Renewable energy own production	%	59	57	55	
	Specific CO ₂ emissions (3)	gCO ₂ /kWh	83	96	98	
	Emissions Scope 1+2/revenues	tCO₂/M€	244	392	445	
	SO ₂ emissions	t	1,011	1,180	1,352	
	NO_x emissions	t	58,186	58,672	62,517	
	Particulate emissions	t	1,165	1,174	1,270	
	Fly ash produced	t	0	0	14,024	
	Non-methane volatile organic compounds (NMVOCs)	t	468.9	454	464	
	Mercury emissions (Hg)	kg	0	0	8	
	Waste generated (ash + hazardous and non-hazadous waste)	t	361,749	472,547	527,491	
			·			
	Waste recycled (ash + hazardous and non-hazadous waste)	t (2)4#	196,974	190,563	272,057	
	Hazardous waste per electricty generated	t/GWh	0.108	0.095	0.094	
	Energy produced under certified environmental management systems	%	77.2	87	77.29	
	Facilities under certified environmental management systems	%	78.8	77.28	n.a.	
	Significant Spills	n°	12	0	0	
	CO ₂ avoided due to efficiency initiatives	kt	30,741	27,720	31,300	
	Direct CO ₂ emissions, Scope 1 ⁽³⁾	kt	11,271	13,253	13,003	
	Indirect CO ₂ emissions, Scope 2 (market-based)	kt	1,878	2,061	1,760,9	
	Indirect CO ₂ emissions, Scope 2 (location-based)	kt	1,893	2,087,8	1,890,4	
	Indirect CO ₂ emissions, Scope 3	kt	42,586	50,585	51,956	
	(1) M = millions; k = Thousands (2) Defined as: net debt/ (net debt + equity) - (3) Own production - (*) production and capacity criteria, excluding production and installed capacity "for third parties". The latter conditions of some of our plants in Mexico, which Iberdrola operates under the instruction of the Comision under the figure of Independent Energy Producer (IEP). (4) Spain, United Kingdom and U.S.A.	r reflects the particular ope	erating	Data at the close o	of the Fiscal year 2022	
Targets Environmen	tal performance					
GHG Emissions: (validated by Science Based	To reach net-zero greenhouse gas emissions across the value chain by 2039 from a 2020 base year.					
Targets initiative - SBTi)*	To reduce absolute scope 1, 2 and 3 GHG emissions 65 % by 2030 from a 2020 base year, which is in line with a 1.5°C trajectory.					
	To reduce scope 1, 2 and 3 emissions 90 % by 2039 from a 2020 base year, aligned with					

GWh

GWh

MW

163,031

166,021

53,616

162,842

166,583

47,965

164,266

168,182

51,174

In line with the science based targets set for 2030 and 2039, we estimate a path to reduce absolute scope 1, 2 and 3 GHG emissions 20 % by 2026 from a 2020 base year. Iberdrola will have a net positive impact on biodiversity by 2030. This goal is based

on the application of the conservation hierarchy principle throughout the life cycle of its facilities and the implementation of mechanisms to identify, quantify, and monitor compliance therewith.

Adaptation of 234,000 poles in the distribution lines to avoid electrocution of birds by 2025

Reduce the intensity of water use/production 63 % in 2030 from 2021 (18 % in 2025)

Electricity consumption of renewable origin in all buildings and corporate offices

Target of zero accidents. In order to achieve this target, Iberdrola has a Strategic Occupational

Reduce the Accidentality Rate among own employees (TRIR - Rate of work-related injuries)

the SBTi's 1.5°C mitigation pathways for reaching net-zero before 2050.

Pollution: Reduce NOx emissions intensity to <0.10g/kWh in 2030. **Sustainable Mobility:** Iberdrola will electrify 100 % of its light vehicle fleet of vehicles in 2030 (progress 27,7 %) **Reforestation:** No Net Deforestation in 2025 and planting 8 million trees by 2025 and reaching 20 million

(Europe and USA) in 2030 (progress 49.4 %). consumption: Recycling: 50 % of blades from wind turbines recycled in 2025 and 100 % in 2030.

Social performance

Health and Safety Plan.

in Spain (52 % progress)."

by 2030 (progress 12.5 %).

(progress -2 %).

Gender:

Health and Safety:

Sustainable Mobility:

Biodiversity:

Water:

Renewable

Ensuring that female directors continue to account for at least 40% of the Board of Directors by the years 2025 and 2030 (progress 100 %). Increase the presence of women in senior management positions to 30 % in 2025 (progress 86,7 %) and 35 % in 2030 (progress 74,5 %).

by 10 % in 2025 and 21 % in 2030 compared to 2021 (progress 30 %)

Increase the presence of women in positions of responsibility to 35 % (progress 97 %) in 2025 and 36 % in 2030 (progress 94 %). **Electricity Access:** Objective in the "Electricity for all" program to provide electricity to 16,000,000 people

who currently do not have access by 2030 (progress 69 %). **Training:** ≥55 training hours per trained employee/year by 2025 and 2030 (progress 100 %)

Installation of 110,000 charging points for electric vehicles by 2025 (progress 20 %)

€420 million annually in R&D&i by 2025 and €550 million by 2030 (progress 66 %).

and 400,000 in 2030 (8.6 % progress). Suppliers: ≥80 % purchases from local suppliers in 2025 and 2030 (progress 100 %). ≥85 % of sustainable suppliers in 2025 and 2030 (progress 100 %).

sold products 90% within the same timeframe. Iberdrola SA finally commits to reduce all remaining absolute scope 3 GHG emissions 90% within the same timeframe.

R&D&i:

* Near-Term Targets:

^{*}Overall Net-Zero Target: Iberdrola SA commits to reach net-zero greenhouse gas emissions across the value chain by 2039 from a 2020 base year.

Iberdrola SA commits to reduce absolute scope 1, 2 and 3 GHG emissions 65% by 2030 from a 2020 base year. Within that target, Iberdrola SA commits to reduce scope 1 and 2 GHG emissions from power generation 83% per kWh by 2030 from a 2020 base year. Iberdrola SA also commits to reduce scope 1 and 3 GHG emissions from fuel and energy related activities covering all sold electricity 85% per kWh within the same timeframe. Iberdrola SA further commits to reduce absolute scope 3 GHG emissions from use of sold products 42% within the same timeframe. Iberdrola SA finally commits to reduce all remaining absolute scope 3 GHG emissions 46% within the same timeframe. *Long-Term Targets: Iberdrola commits to reduce scope 1, 2 and 3 emissions 90% by 2039 from a 2020 base year. Within that target, Iberdrola SA commits to reduce scope 1 and 2 GHG emissions from power generation 84% per kWh by 2039 from a 2020 base year. Iberdrola SA also commits to reduce scope 1 and 3 GHG emissions from fuel and energy related activities covering all sold electricity 95% per kWh within the same timeframe. Iberdrola SA further commits to reduce absolute scope 3 GHG emissions from use of

^{**} Breakdown of training hours (thousands of hours): Health and Safety: 627.3 Environmental: 24.6 Management Skills: 103.3 Technical: 1,639.9 Other (courses): 246.2 Languages: 90.7 Unconscious bias training: offered in Spain, United Kingdom, USA, Brazil, Mexico and IEI. Annual anti-sexual harassment training: taught in Spain, United Kingdom, USA, Brazil, Mexico and IEI. Retention rate (employees/retention rate): Global Talent mentoring: 90% Female mentoring: 100% (has contributed to improving the percentage of women in relevant positions from 24% in 2021 to 26% in 2022)