

# Iberdrola's Key Sustainability Indicators for 2024

Social performance	Unit	2024	2023	2022
Workforce parameters				
Number of employees	n°	42,208	42,276	40,721
Number of employees in full-time equivalent (FTE)	n°	42,155	42,180	40,602
New hires	n°	3,898	4,653	4,695
Full-time contracts	%	97.2	97.7	97.6
Indefinite time period contracts	%	99.7	99.7	99.6
Employee turnover				
Employee turnover	%	8.99	7.35	9.69
Voluntary employee turnover <sup>1</sup>	%	3.2	3.4	n.d
Turnover of employees up to 30 years old	n°	748	644	762
Number of employees in full-time equivalent (FTE)	n°	42,155	42,180	40,602
Turnover of employees aged 31 to 50	n°	1,909	1,666	1,784
Turnover of employees over 51 years old	n°	1,138	796	1,400
Turnover of male employees <sup>2</sup>	n°	2,840	2,259	2,756
Turnover of female employees <sup>2</sup>	n°	954	847	1,190
Vacancies filled internally	n°	38	45	44
New hires				
New hires - Total	n°	3,898	4,653	4,695
New male hires <sup>2</sup>	n°	2,625	3,084	3,189
New female hires <sup>2</sup>	n°	1,268	1,565	1,500
New hires employees up to 30 years old	n°	1,834	2,275	2,142
New hires employees between 31 and 50 years old	n°	1,885	2,155	2,294
New hires employees more than 51 years old	n°	179	223	259
Leadership new hires	n°	99	132	133
Qualified Technician new hires	n°	1,774	2,279	2,220
Professional and support staff new hires	n°	2,025	2,242	2,343
Employees with collective bargaining agreement	%	76.1	76.5	77.6
Training parameters				
Hours of training <sup>3</sup>	M	3	3	2.7
Hours of training per employee	h	73.8	73.4	67.9
Training hours for employees up to 30 years old <sup>11</sup>	h	914,020	847,597	796,867
Hours of training for employees between 31 and 50 years old <sup>4</sup>	h	1,851,932	1,782,096	1,519,232
Hours of training for employees over 51 years old <sup>4</sup>	h	271,020	268,866	208,762
Average investment per employee in training and development (TFE)	€	1,010	1,003	n.d.
Security personnel trained in human rights policies or procedures	n°	213	235	187
Workforce informed about anti-corruption policies and procedures	n°	41,650.0	40,825.0	36,846.0
Workforce trained in anti-corruption	n°	15,586	28,688	27,286
Diversity parameters				
Average age of workforce	Years	41.3	41.22	41.1
Average years of service of workforce	Years	10.7	10.5	10.6
Male/female diversity	%	75/25	74/26	74/26
Women on board of directors	%	46	45	46
Women in executive management	%	50	50	30
Women in top management positions	%	28.9	27.8	26.1
Women in management positions	%	30	29	28
Women in junior management positions	%	31	30	29
Women in management positions in revenue-generating functions	%	23	22	20
Women in STEM-related positions	%	24	23	22
Women total promotions	%	26.05	30.60	28.72
Women in salary quartiles				
Superior	%	24.2	24.4	23.5
Medium-high	%	29.3	29.4	26.4
Medium-low	%	28.7	27.0	29.5
Low	%	18.8	17.4	15.5
Employees with disabilities	%	2.21	1.75	1.73
Social contribution				
Average salary (men/women) <sup>5</sup>	%	97.3	94.6	94.8
Gender pay gap				
Mean gender pay gap <sup>5</sup>	%	-2.8	-5.8	-5.5
Median gender gap <sup>5</sup>	%	-5.2	-12.0	-7.9
Mean bonus gap	%	-11.7	-10.4	-10.4
Median bonus gap	%	-27	-24.1	-24.7
Ratio of basic initial salary to local minimum wage salary (Spain)	%	109.6	103	110
Certifications in social matters				
Equity, diversity and gender equality certification	Certification	EDGE Move		
Health and safety				
Injury rate (IR)	Index	1.17 <sup>6</sup>	1.04	1.02
Occupational disease rate (ODR)	Ratio	0	0	0
Lost days	n°	9,345	5,298	5,598
Number of fatalities	n°	1	1	0
Number of fatalities - subcontractor	n°	7	2	7
Weeks of parental leave <sup>7</sup>				
Paid leave weeks for primary caregiver (or maternity leave)	n°	25	24	n.d.
Paid leave weeks for non-primary caregivers (or paternity leave)	n°	19	18	n.d.
Contribution to society				
Rural electrification programs	M €	55	57	88
Accumulated beneficiaries of the Electricity for All program	millions	13.8	12.4	11
Privacy incidents	n°	120	137	127
Data leaks, theft or loss	n°	5	3	10

<sup>1</sup> Does not include subsidiaries.

<sup>2</sup> Gender-segmented figures may not match the total presented due to individuals who identify with another gender or choose not to disclose this information.

<sup>3</sup> Of the total training hours carried out in 2024, 659,532 hours correspond to Spain, 405,283 hours to the United Kingdom, 442,678 hours to the United States, 1,500,896 hours to Brazil, 56,605 hours to Mexico and 15,446 hours to IEL.

<sup>4</sup> The total number of hours provided is not reflected because age segmentation is not available in all cases.

<sup>5</sup> The definition and methodology for calculating these values for 2022 and 2023 were based on GRI criteria, while in 2024 these criteria were adapted to ESRS.

<sup>6</sup> Frequency rate (FR) = (number of accidents with sick leave\*1,000,000)/hours.

<sup>7</sup> Primary caregiver (or maternity leave).