

Diversity and inclusion

Our progress towards a more just and egalitarian society



EMPLOYEES

WE WORK FOR EQUALITY

23 %



of the workforce is female
(higher than the sector
average)

+38 %



Increase in the number
of women in the last
5 years

Women managers

21.5 %



of directors
are women

+28 %



more women in
executive posts
over the last 5
years

Goal

30 %
by 2025



Equal pay



Equal remuneration for the
same job and standard
salary review procedure



Total average salary paid
to women is now higher
than that paid to men



Firm in our commitments: we are still supporting



WE ARE WORKING FOR DIVERSITY

Almost
40,000
employees

72

nationalities

+900 young interns
in 2020

4 generations
working together*



8 %
Generation
Z

21 %
Baby
Boomers

41 %
Generation
Y

31 %
Generation
X



All skills count



554 employees with
some type of
disability**



We put suitable
measures in place
to ensure they can
adapt and to help
them integrate

+38 %
increase in
the last 3
years

1st Global Digital Mentoring Programme
for non-native digital workers

BOARD OF DIRECTORS

We are one of the **IBEX 35**
companies with the **highest**
proportion of women on the
Board

42 %

of external
directors are
women

6 different
nationalities***



We made progress in 2020: we created the first Global Diversity and Inclusion Committee

Diversity and inclusion

Our progress towards a more just and egalitarian society



CUSTOMERS

WE GIVE ACCESS TO ENERGY

8.2 million
people

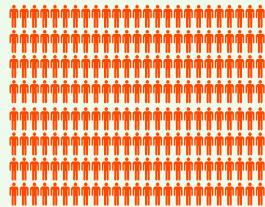
now have access to electricity as a result of our **'Electricity for All' Programme**



OBJECTIVE

To supply

+16 million people
with electricity by 2030



We believe in **physical accessibility, preferential treatment for people with any disability, and support programmes for families with visual and hearing impairments**



SUPPLIERS

WE ARE COMMITTED TO A SUSTAINABLE VALUE CHAIN

OBJECTIVE

Increase the number of suppliers subject to sustainable development policies and standards



We assess suppliers' performance in diversity and inclusion, representing

70 %
by 2022

+€5 Bn
worth of purchases made

PROCUREMENT

141 million
euros



to suppliers belonging to different collectives in the United States

2.4 million
euros



to Special Employment Centres in Spain



SOCIETY



Almost 1,000
student grants

for the advancement of STEM**** vocational education

+50 %
to women

Women and sport, a successful alliance

By promoting women's sport, Iberdrola contributes to promoting female talent, effective equality and social development, values that form part of the company's mainstay policies



WOMEN'S UNIVERSE PROGRAMME

16 Spanish
federations

300,000
beneficiaries



We support women's rugby in Scotland and Wales

Diversidad e inclusión

Our progress towards a more just and egalitarian society

Our route map for the future

LONG-TERM OBJECTIVE

Boost a diverse and inclusive culture, both within the company and in our relationship with third parties

GUIDELINES TO ACHIEVE THIS



Raise awareness and train workers in the value of diversity



Foster work-life balance, flexibility, correspondence and co-responsibility with employees



Guarantee equal, just treatment, overseeing talent management processes and procedures



Drive, disseminate and promote principles of equality, diversity and inclusion in society

(Data from the Diversity and Inclusion Report 2020)

**Baby Boomer (1949-1968), Generation X (1969-1980), Generation Y (1981-1993) and Generation Z (1994-2010).*

***Excludes information from the United Kingdom, where the company does not request this information.*

****The Mexican nationality was present at the Board of Directors until the withdrawal of Ms Georgina Kassel on 20 October 2020.*

*****Science, Technology, Engineering and Mathematics.*