

# Iberdrola's Diversity and Inclusion Report

2023

Committed to the **diversity and inclusion** of our workforce



**93**  
nationalities

**+ 4.5 %**  
than last year

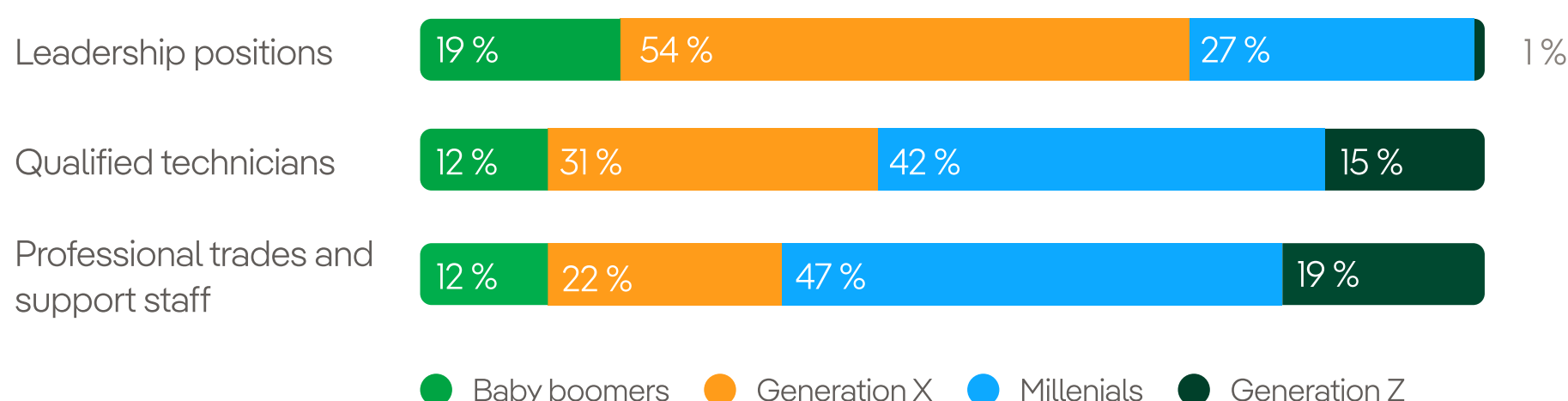


**+ 740**  
disabled people in the workforce

**+ 5.4 %**  
than last year

## 4 generations

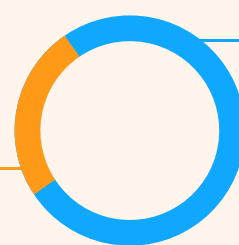
Distribution by professional category



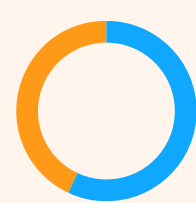
## Distribution by gender



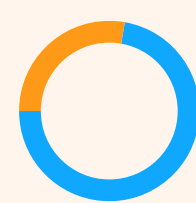
**24 %**  
women



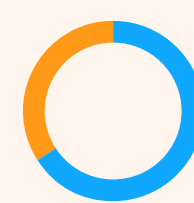
**76 %**  
men



Boards of Directors  
**43 %** women  
**57 %** men



Relevant positions <sup>(1)</sup>  
**28 %** women  
**72 %** men



Positions of responsibility <sup>(2)</sup>  
**34 %** women  
**66 %** men

<sup>(1)</sup> Leadership positions and other positions reporting to the Board of Directors or its committees.

<sup>(2)</sup> They include technical levels all the way up to senior positions.

**We have implemented countless initiatives to support diverse groups within our community**

We have more than 20 affinity employee networks

**+ 5,000**  
members participating in them.



## We serve the community



**+ 20,000**  
volunteers in the International Corporate Volunteering Programme



**90 %**  
of 2023 purchasing decisions involve sustainable suppliers



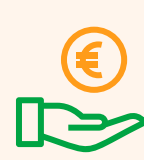
**+ 2,201**  
scholarships and educational incentives awarded  
**+ 12 %**  
than last year



**+ 1,000**  
students in our internship programme



**80**  
training and research projects



**+ 622,000**  
people benefited directly from social action initiatives

Data taken from "Iberdrola's Diversity and Inclusion Report 2023"