The “Energy to Thrive” SD Plan demonstrates Iberdrola’s commitment to fight against climate change and to the well-being of society, through the development of more than 350 actions at environmental, social and governance level. This responds the demands of our Stakeholders and places the company on the highest standards at sustainable development field.

**Environmental**

We led the energy transition for more than two decades to combat climate change through the innovation and the production of clean energy.

2022 Main targets:

- **Green energy**: we will increase green energy consumption with an additional 3,300 MW
- **Digitalization**: 16.7 million smart meters installed
- **Fight against climate change**: we will reduce our emissions until 100 g CO$_2$/kWh
- **Water**: reduction of water consumption, up to <500 m$^3$/GWh
- **Hidrógeno verde**: projects to produce more than 50 MW of green hydrogen
- **Our networks**: reaching up to 75% of digitalized networks in HV & MV
- **Sustainable mobility**: we will install 150,000 recharging points by 2025
- **Renewables**: we will accelerate investment in clean energy, incorporating more than 12 GW
- **Biodiversity**: we will reforest with 2.5 million trees, reaching 8 million by 2025
- **Circular economy**: 100% of office waste will be recycled and recovered

**Social**

We work for the universal access to energy, contributing to improve people’s life quality, creating employment and assisting those most vulnerable.

2022 Main targets:

- **Training**: we will increase the number of employee training hours up to 55
- **Sensitization**: support for the initiative “Universo Mujer” of CSD across 16 federations
- **Driver of employment**: creating more than 400,000 at direct, indirect and induced level
- **Training and Education**: more scholarships and grants reaching 33,000 beneficiaries
- **Access to energy**: reaching 11.5 million people through the Electricity for all program
- **Safety**: achieve 99% of permanent contract
- **Social Action**: to reach 1.3 million beneficiaries throw the Social Foundations Program
- **Excellence**: Iberdrola Universities Program, with more than 40 initiatives
- **Equality**: reach 25% of women in managerial positions and maintain equal pay
- **Intelligent solutions**: more products and services tailored to our customers, reaching up to 12 million

**Governance**

We develop the best practices at corporate governance level, supporting the sustainable financial market and promoting social responsible practices in the supply chain.

2022 Main targets:

- **Cybersecurity**: more than 1,800 Cybersecurity analysis of per year
- **Plans for 80% of suppliers with identified needs for improvement**
- **Responsible supply**: to have 70% of our suppliers with sustainability policies
- **Sustainable events**: increase in the certification of sustainable events, with at least 5 per year
- **Sustainable financing**: maximize green financing, currently above €15 billion
- **Compliance**: continuous improvement of the compliance systems of the holding company and improvement the group’s subholding companies
- **Implement best practices in the Governance and Sustainability System**
- **New system for 100% centralized purchases**