

SUSTAINABLE DEVELOPMENT PLAN 20-22 "ENERGY TO THRIVE"

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. These 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 CO₂/KWh**
- Water:** reduction of water consumption, up to **<500 m³/GWh**
- R&D:** research and development investments of **€330 M**

- 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 U 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