

Sustainable value contribution for our stakeholders

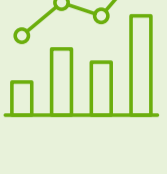
Data at the end of 2022



Workforce

Quality, employment and an equal diverse and inclusive work environment.

- **Direct employment:** 40,700 people
- **New recruitments:** 4,700 people
- **Training:** 68 hours per person per year
- **Diversity:** 90 different nationalities
- Commitment to increase the number of **women in positions of responsibility and relevance.**
- **Occupational safety:** target 0 unsafe situations for 0 accidents
- **Flexibility and reconciliation measures**
- **Launch of Iberdrola's International Graduate Programme**
- **Iberdrola Innovation and Training Campus**



Shareholders and the financial community

Stability and return on investment

- **Business model:** resilient, responsible, sustainable and long term
- **Governance and sustainability system:** based on ethics, good governance and transparency
- **Net profit:** €4.3bn (+12%)
- **EBITDA:** €13.2bn (+10%)
- **Cash flow:** €11.1bn (+25%)
- **Dividend yield:** 4.5%. Total shareholder return: 9.8%
- **Leadership in green and sustainable finance:** €9.5bn
- **Sustainability rankings:** presence in the most relevant rankings
- **Shareholder engagement measures:** dialogue and participation



Regulatory entities

Institutional collaboration

- **Leading the energy transition:** investments in renewables, smart grids, large-scale energy storage and digital transformation
- **Record investments:** more than €10.73bn (+13%)
- **Taxonomy and investments:** 90% investments in activities aligned with European taxonomy.
- **2023-2025 Strategic Plan:** investments of €47bn.



Customers

Secure and competitive energy supply

- **Quality of supply and resolution of weather incidents** in record time
- **Smart grids:** 76% of total networks
- **Smart and innovative solutions:** residential and industrial areas
- **Customer experience:** new digital initiatives
- **Vulnerable clients:** protection procedures



Suppliers

Collaboration, traction and opportunities

- **Purchases:** €17.8bn
- **Local suppliers:** 87% of purchases
- **Sustainable supply chain:** 91% of the awarded amount allocated to suppliers assessed against ESG criteria.
- **Promoting SDGs and HR in the supply chain**
- **Partnerships and agreements:** for joint emission reductions and to accelerate and facilitate the development of green products



The media

Transparency and accuracy of information

- **Immediacy and ease of access** to information
- **Innovation** in formats and media
- Ongoing **collaboration**



Society at large

Contribution to community development and to the ODS

- **Impact on GDP:** €37.152bn*
- **Direct, indirect and induced employment:** 400,000 jobs*
- **Tax contribution:** €7.5bn
- **Contribution to the community:** €52M, according to international standard B4SI
- **Beneficiaries of foundation activity:** 5.7M people
- **Innovation:** €360 M. Leading private electricity company in R&D&I investment in the world
- **Start-up programme:** more than 25 pilot projects with start-ups in IoT, robotics, batteries, grids, agrovoltatics, electric mobility and energy efficiency
- **Education and training:** Agreements with universities. Internship programmes in the company (almost 1,000 vocational training and university students) International scholarship programmes for master's degree studies (43 scholarships)
- **Access to energy (Electricity for All Programme):** 11M beneficiaries
- **Participation in just transition initiatives**
- **Volunteering:** 17,000 volunteers and their families
- **Sport:** support for 600,000 sportsmen and sportswomen



Environment

Combating climate change and protecting biodiversity

- **Combating climate change:**
 - CO₂ emissions: 59 g/kWh: 4 times less than European average
 - Goal in 2030: to be carbon neutral in Scopes 1 and 2
 - Goal by 2040: Net zero in Scopes 1, 2 and 3
- **Global leadership in clean energy:** 40,000 MW renewable installed capacity
- **Emission-free installed capacity:** 80%.
- **Biodiversity protection.** Conservation, restoration and tree planting programme: 2.5M trees.
- Commitment to reduce **water consumption**
- **Circular economy:** Wind turbine blade recycling initiative

* Data corresponding to 2021, according to the study Economic, tax, social and environmental impact of Iberdrola in the world, prepared by PwC.

Committed to the:

