

# Sustainable value contribution for our Stakeholders

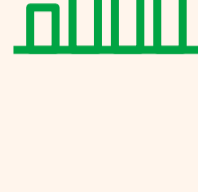
Data at the end of 2022



## Iberdrola people

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 invest:

- **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



## 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



## Supply chain

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



## Community

Colaboração institucional contínua e contribuição ao desenvolvimento de comunidades e aos ODSs:

- **Record investments:**  
more than €10.73 bn (+13 %)
- **Taxonomy and investments:**  
90 % investments in activities aligned with the European taxonomy
- **Strategic plan 2023-2025:**  
investments of €47 bn
- **Impact on GDP:**  
€ 37.5 bn (\*)
- **Direct, indirect and induced employment:**  
400,000 jobs (\*)
- **Tax contribution:**  
€7,5 bn
- **Contribution to the community:**  
52 M€, according to B4SI international standard B4SI
- **Beneficiaries of foundation activity:**  
5.7 M 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):**  
11 M beneficiaries
- **Volunteering:**  
17,000 volunteers and their families
- **Sport:**  
support for 600,000 sportsmen and sportswomen



## Environment

Combating climate change and protecting biodiversity:

- **Combatting climate change:**
  - **CO<sub>2</sub> 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

