

Sustainable value contribution for our Stakeholders

Data at the end of 2024



Iberdrola people

Quality and future-oriented employment in an equal opportunities work environment

- Direct employment: over 42,000 people.
- New recruitments: over 6,000 new professionals.
- Training: 73.8 hours per person per year.
- International workforce: employees of 95 nationalities.
- Safe working environment.
- Flexibility and reconciliation measures to reconcile work, private and family life.
- Our employees' field of work: green jobs.
- Strengthening Young Talent Programmes: Master's Scholarships and International Graduate programme.



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.
- Financial strength. Net profit: €5.612bn (+17%), EBITDA: €16.848 bn (+17%), Cash flow: €11.836bn.
- Dividend growth: 0.15%. Total shareholder return: +15%.
- Leadership in green and sustainable finance: €9.643 billion in new green operations.
- Shareholder engagement measures.



Customers

Secure and competitive energy supply:

- Quality of supply and incidente resolution.
- Smart grids: 81.4% of total networks.
- Smart and innovative solutions: residential and industrial areas.
- Customer experience: accessible solutions for customers, as well as digital customer.
- Vulnerable customers: protection procedures.



Supply chain

Collaboration, traction and opportunities:

- Purchases worldwide: over €18bn employing 500.000 people*.
- Sustainable: 96% of the amount awarded, allocated to suppliers assessed according to sustainable criteria.
- Promoting of human rights protection.
- Partnerships and agreements for joint emission reductions and to accelerate and facilitate the development of green products.



Community

Ongoing institutional collaboration and contribution to community development:

- Record investments: 11.946 billion (+5%), plus 5 billion in the corporate operations of Avangrid and ENW.
- 2024-2026 Investment: €41 bn.
- Tax contribution: €10.3bn.
- Contribution to the community: 56.7M€ contribution to society: foundations and others.
- Foundations' activity: 10m annual beneficiaries in 2030.
- Innovation: more than 400M€ of investment in innovation.
- "Electricity for all programme": 13.8 million beneficiaries (cumulative).
- Volunteering: 22,800 volunteers with their families.
- Sport: support for 800,000 sportsmen and women.



Environment

Combating climate change and protecting biodiversity:

- CO2 emissions: emissions of 38g CO2/kWh in Europe, 5 times lower than industry average.
- Biodiversity: nature positive.
- Circular economy: 100% recycling of blades and panels by 2030, reaching 98.4% by 2024.
- Global leadership in clean energy: 84% emission-free installed capacity.
- Conservation, restoration and tree planting programme: 5M trees.
- Commitment to reduce water consumption.

**PwC study “Economic, tax, social and environmental impact of the Iberdrola Group worldwide” (prepared with 2023 data).*