

A decorative graphic consisting of several horizontal lines in green, orange, and blue, with some lines extending upwards and downwards at an angle from the left side.

# General Shareholders' Meeting

29 May 2026



Sustainable  
Event



Responses to questions  
asked since the call to  
meeting

## Responses to questions asked since the call to the General Shareholders' Meeting of "Iberdrola, S.A."

The Company hereby provides the following clarifications relating to questions asked regarding the proposals submitted to the shareholders acting at the General Shareholders' Meeting under items 12 and 13 on the agenda:

- **Item 12) The 2026-2028 "Transformational LTIP", aimed at professionals across the companies of the Iberdrola Group, is linked to the Company's performance during the 2026-2028 period and will be paid on a deferred basis in instalments via the delivery of shares**

The aggregate maximum number of shares to be allocated in financial year 2026 to the current executive members of the Board of Directors will not exceed 15% of the maximum number of shares to be delivered to all beneficiaries of this long-term incentive.

- **Item 13) "Director and Officer Remuneration Policy"**

The fixed remuneration of the current directors in their capacity as such for serving on the Board of Directors and its committees will remain unchanged for 2026, 2027 and 2028.