

Iberdrola, the only global energy company to earn the Top Employer Enterprise Seal for the second consecutive year

- *The certification, awarded by the Top Employers Institute, recognises the Group's excellence in people management and its commitment to talent development in the countries where it operates*
- *Iberdrola has improved its overall score by more than four percentage points year on year, outperforming the energy and utilities sector and reinforcing its position as an international benchmark*

Iberdrola has been awarded the Top Employer Enterprise Seal for the second consecutive year, consolidating its position as the only global energy company to hold this distinction. The certification, granted by the Top Employers Institute, recognises the Group's excellence in people management and its sustained commitment to talent development across its international footprint, following a rigorous and comprehensive evaluation process.

As part of this assessment, Iberdrola successfully completed ten independent audits in Spain, the United Kingdom, the United States, Brazil, Mexico, Germany, France, Italy, Australia and Greece. These audits confirm the robustness of the Group's human resources policies and their effective adaptation to local needs and strategic priorities in each market.

Iberdrola is also the only European energy company to have received the Top Employer Enterprise Seal for a second time. This distinction is reserved exclusively for organisations certified in at least ten countries across different continents. In addition, the Group was awarded the Regional Blue Seal for Europe, reflecting its six certified companies in the region, as well as the National Red Seal in each of the ten countries mentioned above.

Globally, Iberdrola has improved its overall score by more than four percentage points compared to the previous year, exceeding the average standards of the energy and utilities sector and strengthening its position as an international benchmark.

In this latest edition, nearly 2,500 organisations worldwide were certified as Top Employers in one of the three categories. Of these, 68 operate in the energy sector, yet none have achieved the Top Employer Enterprise Seal.

To determine the awards, the Top Employers Institute assessed candidates' responses to more than 240 questions covering key areas such as people strategy, talent attraction, learning and development, career growth, leadership and employee well-being. Only practices implemented across at least 80% of the workforce are considered in the final evaluation.

With more than 30 years of experience, the Top Employers Institute is recognised as the global authority in human resources certification, benchmarking and advisory services.

About Iberdrola

With a market capitalisation of more than €125B, Iberdrola is the largest electricity company in Europe and one of the two largest in the world. The Group serves more than 100 million people worldwide and has a workforce of more than 46,000 employees and assets exceeding €160B. In 2024, Iberdrola recorded revenues of almost €50B and a net profit of €5.6B. The company contributes nearly €10.3B in taxes in the countries where it operates and supports more than 500,000 jobs among its suppliers thanks to purchases that exceeded €18B in 2024.

Since 2001, Iberdrola has invested more than €175B in electricity grids, renewable energies and energy storage to contribute to the creation of an energy model based on electrification. The company has nearly 1.4 million km of electricity grids in the United States (states of New York, Connecticut, Maine and Massachusetts), the United Kingdom (Scotland, England and Wales), Brazil (the states of Bahia, Rio Grande do Norte, Pernambuco, São Paulo and Mato Grosso do Sul, as well as Brasília) and Spain, as well as 57,000 MW of capacity worldwide, of which more than 45,000 MW are renewable.