

At an event marking the company's 125th anniversary

His Majesty the King presents the Iberdrola Scholarships, which promote talent and employability

- *Through this initiative, Iberdrola reinforces its long-standing commitment to economic and social progress and its support for the future employability of younger generations through education and culture*
- *The company promotes training in key areas for electrification, including networks, clean energy and storage, digitalisation and artificial intelligence*
- *This programme is another example of the Group's commitment to society: by 2028, it plans to recruit 15,000 professionals, allocate €65 billion to purchases from suppliers and generate €40 billion in tax contributions*

His Majesty the King presided this morning over the ceremony for the 2025–2026 Iberdrola Scholarships, accompanied by Iberdrola's Chairman, Ignacio Galán, and the Spanish Minister for Digital Transformation and the Civil Service, Óscar López Águeda. The grants aim to promote excellence in education, professional development and improved employability.

The initiative forms part of Iberdrola's people management policies, which have been recognised with the Top Employer Enterprise certification for the second consecutive year. The company has also repeatedly been ranked as the organisation in the sector with the greatest ability to attract and retain talent in Spain, according to the Merco Talento study. In addition, Iberdrola has been awarded the Great Place to Work (GPTW) certification in Brazil, recognising it as one of the best companies to work for in the country.

"Through our scholarships, we promote training and employment for professionals in a key sector that is experiencing the greatest cycle of investment and growth in its history thanks to electrification. Through this programme, hundreds of people have already received training in network technologies, energy generation and storage, as well as in emerging fields such as artificial intelligence," explained Ignacio Galán.

The chairman also highlighted that the awarding of the scholarships takes place in a particularly significant year for the company. "We are celebrating 125 years of commitment to people, working alongside leading academic institutions — from which we recruited 4,500 professionals last year — with supplier companies that generate half a million jobs worldwide linked to our activity, 125,000 of them in Spain, and with foundations and NGOs with which we carry out extensive social initiatives, while also promoting values such as equality through sport.

“In a complex world, it is more important than ever for committed companies such as Iberdrola to continue investing in talent and in a better future for everyone.”

Iberdrola Scholarships, a demonstration of the Group’s commitment to society

The awarding of these scholarships is another example of Iberdrola’s commitment to progress and its firm determination to continue creating opportunities for growth. By 2028, the Group plans to recruit 15,000 professionals, allocate €65 billion to purchases from suppliers, and generate €40 billion in tax contributions.

The event also included a round-table discussion on the importance of talent in driving economic growth and social development, featuring Jim McDonald, Rector and Vice-Chancellor Emeritus of the University of Strathclyde; Javier Ormazabal, Chairman of Ormazabal and Grupo Velatia; Begoña Arana, Founder and Managing Director of Betania; and Sandra Sánchez, Olympic, World and European karate champion.

The ceremony took place at Iberdrola’s Innovation and Training Campus in Madrid, a facility dedicated to preparing professionals to meet the demands of a constantly evolving society and, in particular, the challenges of a strategic sector such as energy. Approximately 13,000 people pass through its classrooms each year.

A programme to attract the sector’s future leaders

The Iberdrola Scholarships have become one of the main channels for attracting talent to the company, offering internships and career opportunities in the various countries where the Group operates.

Iberdrola awards scholarships and training opportunities in several areas:

- **Iberdrola International Master’s Scholarships**, aimed at specialisation in strategic disciplines for the energy sector at universities in Spain and the United Kingdom, including the Universidad Pontificia Comillas, the Universidad Politécnica de Madrid, the University of Salamanca, the University of Strathclyde, Imperial College London, the University of Rochester and the University of Connecticut.
- **Smart Grids Master’s Internship Scholarships**, designed to train experts in smart grids by combining academic study with a subsequent placement in Spain.
- **ICAI Scholarships**, supporting high-potential university students in disciplines related to the energy sector.
- **Graduate Programme**, designed to recruit recent graduates – or professionals with up to two years’ experience – with technical profiles through a two-year development programme that includes international experience in Spain, the United Kingdom and the United States.
- **University, Technical and Project Management Apprenticeship Programmes**, as well as the **Power Academy Programme** in electrical engineering, run in the United Kingdom.

- **Iberdrola Electricians' Schools in Brazil**, which train the company's technical operators and include dedicated programmes for women. This initiative has been recognised by the World Economic Forum and the United Nations.
- **EXE STEM Women Scholarships**, which promote educational leadership and scientific and technological careers among girls from vulnerable backgrounds.
- **Advanced Cybersecurity Training Programme**, in Spain.
- **Restoration Scholarships at the Prado National Museum and the Bilbao Fine Arts Museum**, a two-year programme for specialists in the conservation of artistic heritage.
- **ADOP Plan Scholarships**, designed to facilitate the career transition of Paralympic athletes through academic training, whether at university, vocational training or other educational pathways.
- **Fundación Carolina Scholarships**, aimed at graduates from Latin America and Portugal interested in pursuing advanced studies in energy and environmental fields at Spanish universities.

About Iberdrola

With a market capitalisation of approximately €135 billion, Iberdrola is Europe's largest electricity utility and one of the two largest globally. The Group supplies energy to more than 100 million people worldwide, employs 45,400 professionals and manages total assets of €161 billion. In 2025, Iberdrola reported record net profit of approximately €6.3 billion. The company contributes nearly €10.4 billion annually in tax payments across the countries in which it operates and supports more than 500,000 jobs throughout its supply chain, driven by €13.2 billion in annual procurement from tens of thousands of suppliers.

Since 2001, Iberdrola has invested more than €175 billion in electricity networks, renewable energy and energy storage to advance an energy model centred on electrification. The company operates approximately 1.4 million kilometres of electricity networks in the United States (New York, Connecticut, Maine and Massachusetts), the United Kingdom (Scotland, England and Wales), Brazil (Bahia, Rio Grande do Norte, Pernambuco, São Paulo, Mato Grosso do Sul and Brasília) and Spain. Iberdrola also has installed capacity of 58,000 MW worldwide, of which more than 45,000 MW is renewable capacity.