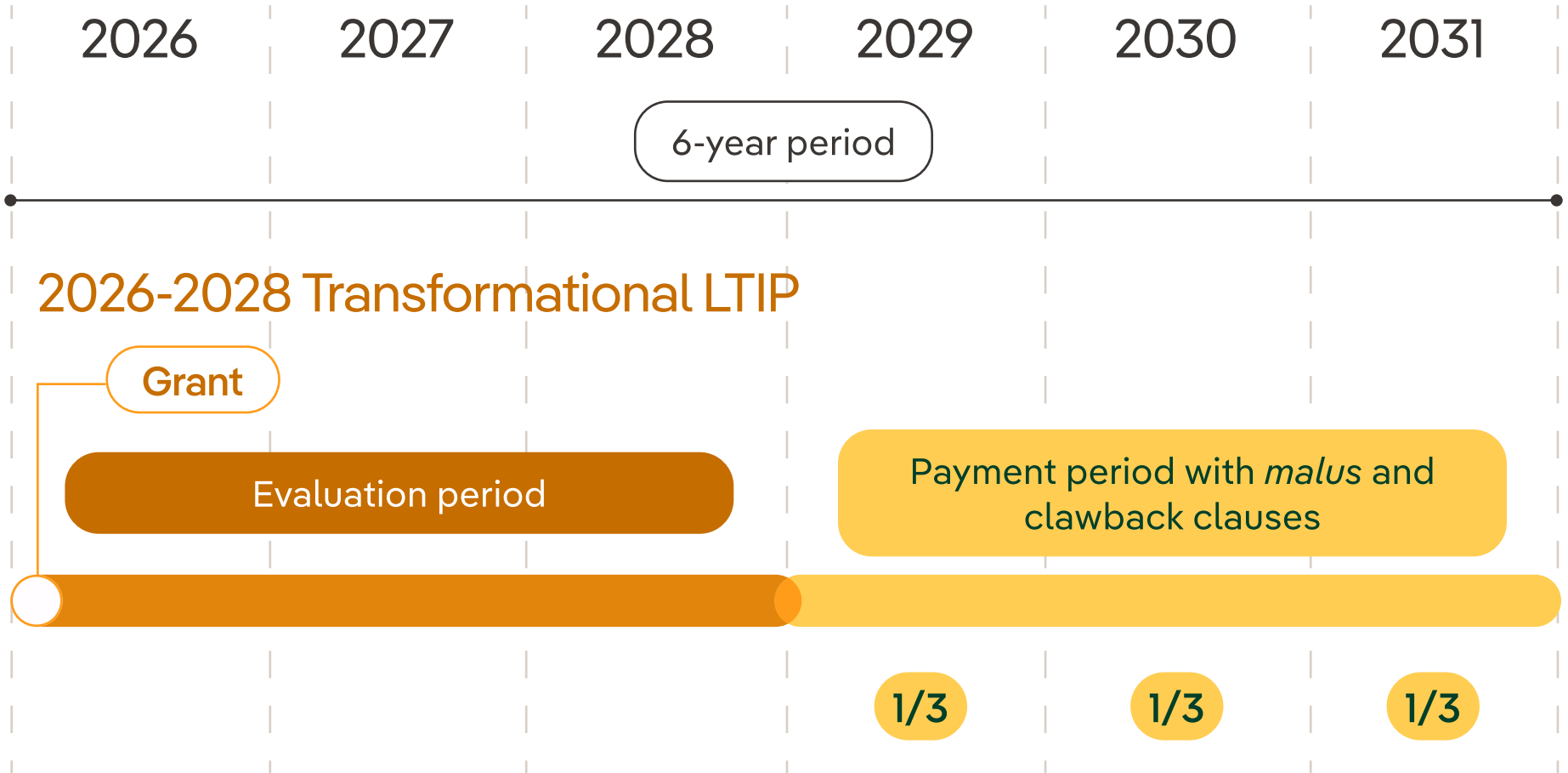


Transformational **LTIP** at Iberdrola



Subject to approval at the General Shareholders' Meeting 2026