

NEWS BRIEF

As a result of its commitment to Sustainable Development Goal 5: gender equality

Iberdrola is included in the Bloomberg Gender Equality Index for the fourth year in a row

- It improves its rating from the previous year, in recognition of its practices in areas such as leadership and harnessing women's talent, equal pay and an inclusive culture

Iberdrola remains a benchmark in terms of equal opportunities, as evidenced by its inclusion in the Bloomberg Gender Equality Index (GEI) for the fourth consecutive year, which today released the results for the 2021 index.

The group has improved its ranking compared to the previous year, thanks to its drive for continuous improvement and the introduction of new equality measures. In fact, during 2019, the year that the latest GEI evaluates, Iberdrola achieved wage equality between men and women, as stated in its first [Diversity and Inclusion Report](#).

Equal pay is one of the five strands that Bloomberg analyses when compiling this index, along with women's leadership and talent management, inclusive culture, the existence of sexual harassment policies and the role of women in their brand. In total, Iberdrola has demonstrated its good performance over 74 parameters.

To compile this index, which includes 380 companies from 11 business sectors, Bloomberg analyses the data from more than 11,500 companies from all over the world, with capitalisations of more than 1 billion dollars. With its methodology, it seeks to provide transparent and comparable information to investors interested in environmental, social and governance (ESG) criteria.

In the case of Iberdrola, the ESG rated the disclosure of information related to diversity and equal opportunities very positively. As stated in its Diversity and Inclusion Report, these two aspects are considered a strategic priority for the company's sustainable growth. In the area of gender equality (Sustainable Development Goal 5 of the 2030 Agenda), Iberdrola has undertaken ambitious commitments.

For example, the company plans to increase the presence of women in management positions to 30% by 2025, up from 20% in 2019. Over the past five years, significant progress has been made in this field - despite fewer women being attracted to the sector - with the number of women in management positions increasing by 31.3%.

About Iberdrola

[Iberdrola](#) is a global energy leader, the number-one producer of wind power, and one of the world's biggest electricity utilities by market capitalisation. The Group supplies energy to almost 100 million people



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in dozens of countries including Spain, the United Kingdom (ScottishPower), the United States (AVANGRID), Brazil (Neoenergia), Mexico, Australia (Infigen), Germany, Portugal, Italy and France. With a workforce of more than 35,000 and assets in excess of €122 billion, it recorded a turnover of over €36.4 billion and a net profit slightly in excess of €3.4 billion in 2019.

Iberdrola is leading the transition towards a sustainable energy model through its investments in renewable energy, smart grids, large-scale energy storage and digital transformation in order to offer the most advanced products and services possible to customers. Committed to clean energy, Iberdrola is one of the companies with the lowest emissions and an international benchmark as a result of its contribution to the fight against climate change and to promoting sustainability.

