

INFORMATIVE NOTE

A total of 85,000 women in 40 countries were surveyed for the study. The assessment is based on criteria such as salary equality and parental leave

Iberdrola is among the top ten women-friendly companies in the working world

- **Women account for 23 % of the Iberdrola workforce. The goal for 2022 is to fill 25 % of management positions with women**
- **By 2025, the target is to increase this to 30 % and to maintain salary equality**

Iberdrola is among the top ten companies in the world when it comes to integrating women. This was the finding of the study *World's Top Female Friendly Companies 2021*, for which Forbes collaborated with market research company Statista to identify leading companies that support women within and outside the workplace.

Gender equality is among the commitments that Iberdrola includes in its labour policy and which, through different initiatives, it integrates into four areas of its management, namely recruitment and selection, salary conditions, training and professional development, and communication.

Women account for 23 % of the Iberdrola workforce. Significant improvements have already been achieved, but the aim is to keep making progress until the company is an international equality benchmark.

By 2022, the company has set itself the goal of filling 25 % of all management positions with women - as opposed to the current 21.53 % - reaching 30 % by 2025, as well as maintaining salary equality.

A pioneering company in work-life balance

Iberdrola has more than 70 measures to enable employees to balance their work and personal lives. As well as complying with the applicable regulations in its areas of influence, the company applies measures such as paying 100 % of salary during parental leave, 15 days of paid leave before giving birth, flexible reduction in work hours to five hours (without a salary reduction until the child is one year old), leave of absence of up to four years - during which time vocational training is available - and comprehensive action plans to address inequality on all fronts.

The Iberdrola Group also has a long history of supporting projects to empower women. Supporting more than 330,000 female athletes in several countries, the company is the main sponsor of sportswomen in European sport.

Iberdrola is the top sports partner-sponsor of the Spanish National Women's Football Team, the national sub-19 and sub-17 teams, the Queen's Cup and First Division Women's Football: the Liga Iberdrola.

In 2019, it ratified its commitment to the project and is continuing to support several national federations. It currently supports 16 women's sports federations: athletics, badminton, handball, boxing, ice sports, fencing, football, gymnastics, hockey, karate, rugby, canoeing, triathlon, table tennis, surfing and volleyball.

In Brazil, through Neoenergia, it was the first company in the country to be the exclusive sponsor of the National Women's Football Team, support which extends to the Brazilian championship,



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which has now been renamed Brasileirão Feminino Neoenergia (Neoenergia Women's Championship). The company helped the Brazilian women's squad to prepare for the Tokyo Olympic Games and will be there in the run-up to the Copa América Femenina 2022, the South American Grassroots Football Championship, the Women's World Cup 2023 and the Paris Olympic Games in 2024.

About Iberdrola

[Iberdrola](#) is one of the world's principal energy companies, a leader in renewables, and it is spearheading the energy transition towards a low-emission economy. The group supplies energy to around 100 million people in dozens of countries and has renewable, grid and commercial activities in Europe (Spain, the UK, Portugal, France, Germany, Italy and Greece), the US, Brazil, Mexico and Australia, while counting markets including Japan, Ireland, Sweden and Poland as growth platforms.

With a workforce of more than 37,000 and assets of over €122.5 billion, it recorded a turnover in excess of €33 billion and net profit slightly exceeding €3.6 billion in 2020. The company helps maintain 400,000 jobs in its supply chain, with an annual procurement budget of 14 billion euros. A leader in the fight against climate change, Iberdrola has committed more than €120 billion over the last two decades to building a sustainable energy model based on sound environmental, social and governance (ESG) principles.