

Delivering an increasing, inclusive, and sustainable social dividend



More than **4,100** new recruits in 2017

Training hours per employee:  
x4 European average<sup>1</sup>



Equal opportunities and diversity

sole continental European utility in 2018  
'Bloomberg Gender-Equality Index'



~400.000 jobs<sup>2</sup>  
generated worldwide



Purchases worth  
Eur 8,700 M<sup>3</sup>  
to 22,000 suppliers during 2017



Global tax contribution<sup>4</sup>

above EUR 7,100 M in 2017



Investment R+D+i in 2017: EUR 246 M



Firm commitment to emission reduction

2017 carbon intensity 32% below European average with a goal of reaching 150 gr CO<sub>2</sub> /kWh by 2030



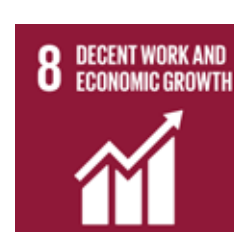
The SDGs, part of the company's business strategy

Main focus

Direct contribution



Indirect contribution to all other SDGs



<sup>1</sup> In Europe in 2016.  
<sup>2</sup> According to PwC report, based on Iberdrola's activity in 2016, jobs include direct, indirect and induced.  
<sup>3</sup> Excluding fuel procurements.  
<sup>4</sup> Taxes include due and collected taxes.