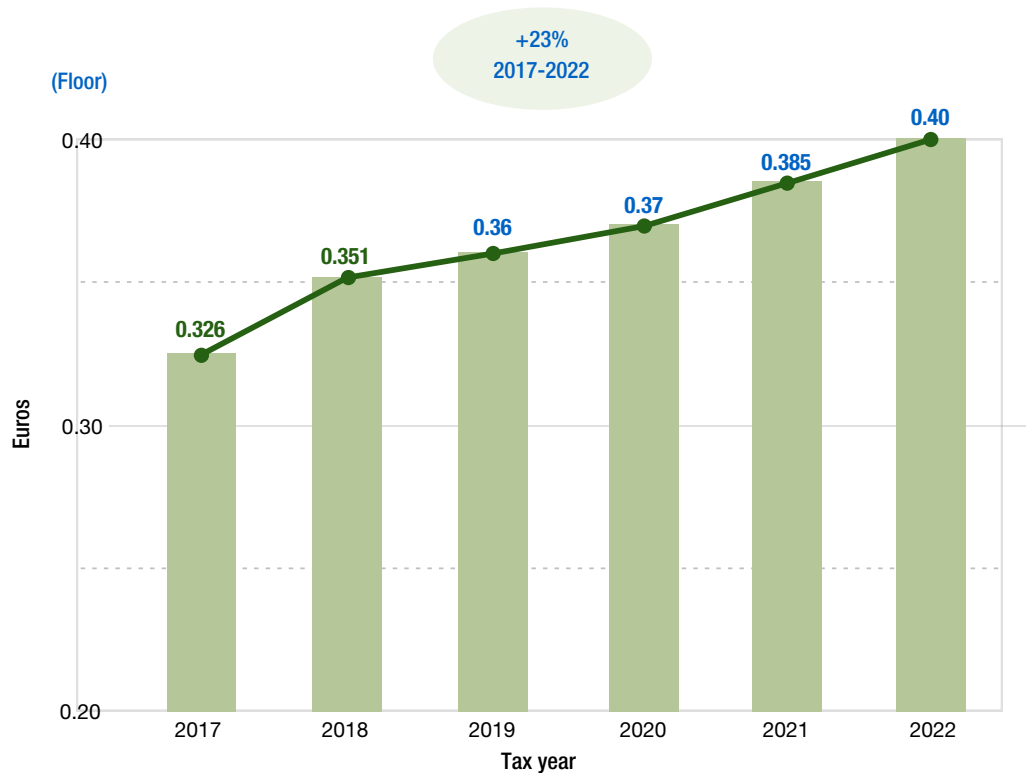


REMUNERATION POLICY

THE SUSTAINABLE SHAREHOLDER REMUNERATION POLICY FORESEES ANNUAL MINIMUM GROWTH UNTIL ACHIEVING A MINIMUM OF 23%⁽¹⁾ IN 2022...



...ALWAYS IN LINE WITH RESULTS, MAINTAINING THE SHAREHOLDER REMUNERATION POLICY:

WITH A PAYOUT BETWEEN 65% AND 75% OF THE CONSOLIDATED NET PROFIT ⁽²⁾

WITH THE FLEXIBILITY OF THE "IBERDROLA RETRIBUCIÓN FLEXIBLE" PROGRAM

AND KEEPING THE NUMBER OF SHARES STABLE AT 6.24 BILLION

HOW OFTEN ARE PAYOUTS MADE?

USUALLY, TWICE YEARLY, IN DECEMBER OR JANUARY AND JULY

OUTLOOK FOR 2018-2022

MINIMUM PAYOUT FOR 2019 EQUIVALENT OF AT LEAST 0.36 EUROS ANNUAL GROSS PER SHARE AND A FORECAST WITH ANNUAL MINIMUM INCREASING UP TO 0.4 EURO/SHARE IN 2022

⁽¹⁾ Increase in the payout forecast for 2022 calculated on the gross annual dividend paid in 2017.

⁽²⁾ Provided that there are no circumstances requiring changes, shareholder payout should be sustainable, compatible with maintaining the solid financial strength and in line with companies with a similar business profile.

Legal notice: This commitment is subject to the approval of the appropriate agreements by the corresponding corporate bodies. This document should be read in conjunction with the "2018-2022 Outlook Update" filed with the CNMV on 26 February 2019, especially including its legal notice.