



# 5.5 Sustainable Development

The Iberdrola group has transformed its business model in recent years to make it more sustainable, achieving development that meets the needs of the present without compromising those of future generations.

## Sustainable Development Plan: Energy to thrive

Iberdrola is firmly committed to sustainable development and to improving the quality of life of people. Its contributions in the environmental, social and governance (ESG) areas are reflected in numerous projects and activities that constitute the group's 2020-2022 Sustainable Development Plan: Energy to thrive. Using this plan, the company works towards all the Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations.

Thus, the more than 350 tasks in this plan constitute Iberdrola's ESG objectives, a portion of which were presented at Capital Markets Day 2020.

Priorities of the 2020-2022 Sustainable Development Plan Energy to thrive.

### SUSTAINABLE DEVELOPMENT PLAN 20-22 "ENERGY TO THRIVE"

The "Energy to thrive" Plan demonstrates Iberdrola's commitment to fight against climate change and to the well-being of the society, through the development of more than 350 actions at environmental, social and governance level. These responds the demands of our stakeholders and places the company on the highest standards at sustainable development field.

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#### Environmental

We led the energy transition for more than two decades to combat climate change through the innovation and the production of clean energy.

**2022 Main targets:**

- Green energy:** we will increase green energy consumption with an additional 3,300 MW
- Digitalization:** 16.7 million smart meters installed
- Fight against climate change:** we will reduce our emissions until 100 g CO<sub>2</sub>/kWh
- Water:** reduction of water consumption, up to <500 m<sup>3</sup>/GWh
- R&D:** Research and development investments of 330 M €
- Green Hydrogen:** Projects to produce more than 50 MW of green Hydrogen
- Our networks:** reaching up to 75% of digitalized networks in HV & MV
- Sustainable mobility:** We will install 150,000 recharging points by 2025
- Renewables:** We will accelerate investment in clean energy, incorporating more than 12 GW
- Biodiversity:** we will reforest with 2.5 million trees, reaching 8 million by 2025
- Circular economy:** 100% of office waste will be recycled and recovered

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#### Social

We work for the universal access to energy, contributing to improve people's life quality, creating employment and assisting those most vulnerable.

**2022 Main targets:**

- Training:** We will increase the number of employee training hours up to 55
- Sensitization:** Support for the initiative Universo Mujer of CSD across 16 federations
- Driver of employment:** creating more than 400,000 at direct, indirect and induced level
- Training an Education:** More scholarships and grants reaching 33,000 beneficiaries
- Access to energy:** reaching 11.5 million people through the Electricity for all program.
- Safety:** Achieve 99 % of permanent contract
- Social Action:** To reach 1.3 million beneficiaries through the Social Foundations Program
- Excellence:** Iberdrola U Universities Program, with more than 40 initiatives
- Equality:** Reach 25% of women in managerial positions and maintain equal pay
- Intelligent solutions:** More products and services tailored to our customers, reaching up to 12 million

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#### Governance

We develop the best practices at corporate governance level, supporting the sustainable financial market and promoting social responsible practices in the supply chain.

**2022 Main targets:**

- Cybersecurity:** More than 1,800 Cybersecurity analysis of per year
- Plans for 80% of suppliers** with identified needs for improvement
- Responsible supply:** To have 70% of our suppliers with sustainability policies
- Sustainable events:** Increase in the certification of sustainable events, with at least 5 per year
- Sustainable financing:** Maximize green financing, currently above €15 billion
- Compliance:** Continuous improvement of the compliance systems of the holding company and the group's subholding companies
- Implement best practices** in the Governance and Sustainability System
- New system for 100% centralized purchases**