

Sustainability roadmap

ESG + F Targets

Pillar I



Boosting electricity as a clean, autonomous, local, stable, safe and competitive source of energy

What steps have we taken?

€150 Billion

Invested in the energy transition since 2001

28%

Emissions reduction compared to 2020

>54,000

M €
Sustainable financing portfolio

Our externally recognised commitment to energy transition

The rating agency Fitch Sustainable has assigned Iberdrola a 'Green' rating, the highest in green transition.

According to the agency's assessment, the company has a credible transition plan and has already oriented a large part of its business model towards "greener" activities.



What are our commitments?



Decarbonisation

Net Zero by 2040 for all three scopes.



Innovation and digitisation

550 million euros per year in R&D investment until 2030.



Sustainable finance

~90% CAPEX aligned with the Taxonomy in the period 2025-2030.

Pillar II



Protecting nature and fostering an efficient use of resources

What steps have we taken?

3.4 million

of trees planted since 2020

>95%

of water withdrawn at thermal generation and cogeneration facilities returned to the environment

Alliances with collaborators: key to our circular economy strategy

In addition, the company works with its supply chain and other actors in its value chain to develop circular production systems that reduce pressure on available resources.

In 2022, EnergyLOOP was launched together with FCC to lead the recycling of wind turbine blades on an industrial scale, one of the biggest medium and long-term challenges in the sector.

FCC and Iberdrola are also collaborating with Glencore to provide battery recycling solutions in Spain.



What are our commitments?



Preserving biodiversity

Net positive impact on biodiversity by 2030.



Efficient use of resources

>60% reduction in water consumption intensity by 2030 vs. 2021 and 100% waste from blades and solar panels diverted from landfill in 2030.

Pillar III



Working to ensure a sustainable value chain

What steps have we taken?

85 %

of main suppliers subject to sustainable development policies and standards

> 12M

of Smart Solutions contracts

A procurement model aligned with the energy transition

Iberdrola is the first company in the world to obtain the ISO 20400:2017 Sustainable Procurement certificate from AENOR, which ensures the effective integration of sustainability in the supply chain and validates our procurement model, aligned with the energy transition and committed to creating value.



What are our commitments?



Sustainable supply chain

85% of our suppliers, as well as our purchases, subject to sustainable development policies and standards



Customers

Electrification of our customers through 60,000 charging points on the public network and 21 million Smart solutions by 2030.

Facilitating the electrification of the economy with our products and services

Iberdrola has a network of more than 45,000 charging points in Spain, of which 6,000 are public and supplied with 100% green energy, the most extensive network in Spain. The intention is to further strengthen this network to provide users with the infrastructure with the best choice of charging locations and speeds.

Pillar IV



Strengthening
human and social
capital

What steps have we taken?

34% women in new hires in 2023

80 %
employees under a certified Management System

>12M
beneficiaries of the "Electricity for All" programme

What are our commitments?



Diversity and inclusion

35% of women in relevant positions by 2030.



Health and Safety

-21% employee accident rate in 2030 (vs. 2021).



Employee Upskilling

Deployment of the new Green Skilling training programme



Community development

10 million annual beneficiaries from the Foundations' programmes by 2030.

Global Green Employment: The Future is Green

In 2023 we launched Global Green Employment, the world's largest green jobs and training and mentoring platform, with which we aim to promote more than 20,000 jobs. GGE not only includes job offers, but also training options within the energy sector.

With this launch, Iberdrola aims to open the doors of the labour market to those who need it and to help companies find the best possible talent.



The volunteer programme, recognised at the highest international level

Iberdrola has been included in the *Transforming Lives and Communities* report, published by IMPACT2030 in collaboration with the United Nations Office for Partnerships. The report recognises our Volunteering programme as a pioneering practice to harness the skills and experience of employees in achieving the SDGs, being the only company in the energy sector to be featured in the report

Pillar V



Keeping our culture of ethics, transparency and good governance

What steps have we taken?

70% Independent directors on the Board of Directors

Externally validated compliance system

>40% Women on the Board of Directors

Our commitment to ethical culture, again externally recognised in 2023

Iberdrola has been chosen, for the tenth consecutive year, as one of the most ethical companies in the world, according to the *World's Most Ethical Companies 2023* ranking prepared by the Ethisphere Institute, thus recognising the ethical leadership and conduct of the organisation.

In addition, Iberdrola, S.A has been placed first in the Ibx 35 ranking of transparency and good governance in ethics and compliance by the Haz and Cumplen foundation. It has also been recognised as the most innovative company in the field of compliance, in the 4th edition of the *Compliance Awards* organised by the newspaper *Expansión*.

What are our commitments?



Composition of the BoD

Maintaining gender balance and the percentage of independent directors above 50%.



Compliance

Continually maintaining external certifications and validations of the Compliance System.



Stakeholders and Human Rights

Reaching 90% of facilities with the Stakeholder Engagement Model implemented by 2030.



