

[Iberdrola is one of only two electricity companies worldwide to have this seal](#)

Iberdrola receives the EDGE international certificate – the leading certification standard for Diversity, Equity and Inclusion

- *Among the institutions certified by EDGE (Equity, Diversity, and Gender Equality) are the United Nations, the OECD and the World Bank*
- *The Company has achieved the EDGE Move label (the second on the scale of 3 possible, which is exceptional for companies in their first year) and is committed to achieving the highest EDGEplus certification by 2026*
- *In the last two decades, Iberdrola has doubled the percentage of women in its workforce*

Iberdrola has received EDGE (*Equity, Diversity, and Gender Equality*) certification – leading global assessment methodology that assesses and certifies companies and institutions for their efforts to promote gender equality in the workplace. Among the institutions certified by EDGE are the United Nations, the OECD and the World Bank.

To obtain this certification, an independent external assessment was carried out in which the policies and practices of the Group's companies were comprehensively reviewed, statistical data were analysed and employee perception surveys were conducted.

Iberdrola has received the second level of certification (EDGE Move), which shows that the organisation has not only made a commitment to gender equality, but has also taken concrete steps to transform this commitment into action. It also highlights that equitable practices have been sustainably integrated into the organisation and represent a key strategic area for its future success.

It is unusual for a company to obtain this second level in its first year applying to get this certification. In addition, Iberdrola is committed to achieving the highest EDGEplus certification in 2026, which also values commitment to diversity of gender, ethnicity, sexual identity/orientation, age, disability and nationality.

Iberdrola is one of the 3 energy companies in the world that currently have this certification and, in Spain, it is the only company in the sector that has it. Since the launch of this certification at the World Economic Forum in 2011, only 750 companies in 61 countries have received this seal.

Iberdrola's Executive Chairman Ignacio S. Galán stressed that "receiving this certification is further proof of our commitment to equality, diversity and inclusion, which we have been promoting for decades among our over 40,000 employees; and also outside the Company through initiatives such as promoting women's sports. In the last 20 years, we have doubled the percentage of women in our workforce, we have more than 90 nationalities among our employees and our goal is to continue to advance along this path to contribute to a more inclusive and diverse world and, therefore, a fairer world for everyone".

Iberdrola's commitment to equality, diversity and inclusion

Iberdrola has been deepening its commitment to diversity and inclusion in its broadest sense for years. Only in the last year, the Company increased the presence of women in the team by 8%, and the percentage of women in positions of responsibility has now reached 34.5% – a figure that practically meets the 2025 target. In the last 20 years, Iberdrola has doubled the percentage of women in the workforce.

In terms of diversity, the Company now has professionals of 93 different nationalities in the Group and has made progress in generational balance thanks to promoting and developing youth employment. Iberdrola has a Global Committee and local Diversity and Inclusion committees, which ensure that all initiatives are deployed in accordance with the particularities and specific needs of each territory.

Among other awards in this area, Iberdrola has been selected for the sixth consecutive year to form part of the Bloomberg Gender Equality Index, and Forbes has placed the Company among the ten top companies in the world in terms of inclusion of women as part of its World's Top Female Friendly Companies index.