

Santiago Martínez Garrido
General secretary and secretary of the Board of Directors

Bilbao, 16 December 2025

To the National Securities Market Commission

Other relevant information

Offering of the payment of the 2025 annual variable compensation to the employees of the Iberdrola Group in Spain in shares of Iberdrola, S.A.

Pursuant to article 227 of the *Securities Markets and Investment Services Act 6/2023, of March 17 (Ley 6/2023, de 17 de marzo, de los Mercados de Valores y de los Servicios de Inversión)*, and related provisions, we hereby inform you that, on the date hereof, the Board of Directors of Iberdrola, S.A. (the “**Company**”) has resolved to offer to the employees of the Iberdrola Group in Spain, as in previous years, the possibility of receiving, on a voluntary basis, all or a portion of their variable compensation corresponding to the fiscal year 2025 in shares of the Company.

This delivery of shares to the employees, which is framed within the general compensation policy of the Company, allows the employees electing to do so to receive shares of Iberdrola, S.A. as part of their annual variable compensation. The number of shares to be received by each employee shall be the result of dividing the portion of the annual variable compensation that the employee decides to receive in shares, with a maximum of 12,000 euros¹, by the arithmetic mean of the average weighted listing prices of the shares of Iberdrola, S.A. in the Spanish stock market (SIBE), rounded to the closest one-thousandth part of one euro, during the five trading sessions immediately preceding the payment date of the annual variable compensation.

As customary, the share delivery plan is addressed to all active employees resident in Spain for tax purposes of the Company and of its Spanish subsidiaries in which Iberdrola, S.A. holds, directly or indirectly, a controlling stake –other than the persons responsible for the day-to-day management of the companies carrying out regulated activities in Spain– who, on a voluntary basis, may elect to receive a portion of their annual variable compensation either in cash or in shares of the Company.

This information is provided to you for the appropriate purposes.

General secretary and secretary of the Board of Directors

¹ Such discretion and maximum amount will not apply to the employees of the Company and its Group who, because of their seniority, must receive in the form of shares a minimum percentage of their annual variable compensation corresponding to 2025 which amount exceeds the aforementioned threshold.

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IMPORTANT INFORMATION

This communication does not constitute an offer to purchase, sell or exchange or the solicitation of an offer to purchase, sell or exchange any securities. The shares of "Iberdrola, S.A." may not be offered or sold in the United States of America except pursuant to an effective registration statement under the Securities Act of 1934, as amended (the "**Securities Act**") or pursuant to an available exemption from the registration requirements of the Securities Act.

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