

**Information
Supplementary
to the
Sustainability
Report**

/

2015



IBERDROLA

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the Sustainability
Report
/
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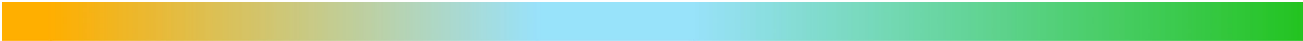
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Introduction





Iberdrola's *Sustainability Report 2015* sets forth the activities performed in the economic, environmental, social, and corporate governance dimensions, following the *Sustainability Reporting Guidelines*, of the *Global Reporting Initiative* (GRI Guidelines), version G4, also including aspects and indicators from the *Electric Utilities Sector Supplement* published by GRI in 2014.

Some of the information in such report has been summarised to avoid an excessively lengthy report and to focus attention on the most significant information.

To complete the information in accordance with the GRI Protocols, this *Information Supplementary to the Sustainability Report 2015* presents detailed information regarding those indicators that have been presented in summarised form in the *Sustainability Report 2015*.

Notes

- The tables of this report use the terms "Basic boundary", "Expanded boundary", and "Iberdrola total", which are defined in section G4-17 of the *Sustainability Report 2015*.
- The figures included in this translation follow the normal English convention, with figures in thousands separated by a comma (,) and decimals indicated by a full stop (.).

Part I



General Standard Disclosures

G4-9 Key figures

Locations of operation of the Iberdrola Group

The group of companies that belong to the Iberdrola Group carry out various activities in a large number of countries, and more than 1,200 sites or facilities have been identified at which employees of the Group carry out activities for which it is responsible.

For purposes of the GRI *Sustainability Reporting Guidelines*, the processing of information regarding such a large number of facilities presents difficulties of a practical nature that encourage the adoption of rationality standards in the treatment thereof, in order to facilitate their management, but following the rigorous and transparent standards applied in this report. The following table sets forth the significant locations of operation that have been identified, by business and by country:

Significant locations of operation 2015 by business

Corporate	17
Wholesale and Retail Business	41
Networks Business	38
Renewables Business	14
Engineering and Construction	19
Iberdrola total	129

Significant locations of operation 2015 by country

Spain	33
United Kingdom	27
United States	24
Brazil	16
Mexico	15
Other countries	14
Iberdrola total	129

For the rational treatment of these facilities, the number of persons performing their activities at a facility has been adopted as the basic standard, and based thereon:

- in the countries deemed to be at low risk for the violation of rights, the largest facilities are identified as operational locations, assuming that the personnel at the smaller facilities are part of a functional or hierarchical reporting structure that assures their rights through the tools and procedures established at the organisation.

- In countries with a higher risk the standard is more restrictive: if there are several facilities of different sizes dedicated to similar activities, the largest facilities are deemed to be operational locations, with the smaller ones deemed to be dependent centres with the same basic guarantees; if the number of facilities is low or it is deemed that the risk is higher, such facilities are considered to be operational locations, regardless of the number of persons working therein.

To establish the levels of risk for the violation of basic rights, Iberdrola referred to the 2015 report of the International Labour Organization, entitled *Report of the Committee of Experts on the Application of Conventions and Recommendations*. Countries at risk are deemed to be those that have not ratified the conventions on forced labour (C029 and C105), trade union freedom and collective bargaining (C087 and C098), as well as child labour (C138 and C182) and those countries that have made comments to such report, provided that such comments highlight that the country analysed has weak points in the application of the relevant convention(s).

G4-10 Workforce

Total workforce by employment type, employment contract, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	10,569	10,838	11,198	6,696	6,856	7,380	6,889	5,057	5,041	801	736	672
By type of employment												
Full-time	10,564	10,832	11,086	5,945	6,100	6,446	6,870	5,049	5,033	801	736	672
Men	8,614	8,866	9,168	4,512	4,610	4,794	4,807	3,526	3,527	664	620	579
Women	1,950	1,966	1,918	1,433	1,490	1,652	2,063	1,523	1,506	137	116	93
Part-time	5	6	112	751	756	934	19	8	8	0	0	0
Men	4	4	19	51	52	65	4	2	2	0	0	0
Women	1	2	93	700	704	869	15	6	6	0	0	0
By type of contract												
Permanent	10,435	10,751	11,072	6,671	6,842	7,369	6,885	5,032	5,008	574	526	503
Men	8,508	8,803	9,093	4,546	4,656	4,856	4,808	3,512	3,506	478	445	429
Women	1,927	1,948	1,979	2,125	2,186	2,513	2,077	1,520	1,502	96	81	74
Temporary	134	87	126	25	14	11	4	25	33	227	210	169
Men	110	67	94	17	6	3	3	16	23	186	175	150
Women	24	20	32	8	8	8	1	9	10	41	35	19

Total workforce by employment type, employment contract, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	3,747	3,745	3,722	158	155	244	28,860	27,387	28,257	30,938	29,597	30,532
By type of employment												
Full-time	3,408	3,389	3,357	158	155	244	27,746	26,261	26,838	29,823	28,468	29,113
Men	3,104	3,110	3,102	123	114	172	21,824	20,846	21,342	23,410	22,551	23,105
Women	304	279	255	35	41	72	5,922	5,415	5,496	6,413	5,917	6,008
Part-time	339	356	365	0	0	0	1,114	1,126	1,419	1,115	1,129	1,419
Men	129	141	138	0	0	0	188	199	224	189	201	224
Women	210	215	227	0	0	0	926	927	1,195	926	928	1,195
By type of contract												
Permanent	3,692	3,682	3,647	144	125	209	28,401	26,958	27,808	30,472	29,162	30,083
Men	3,199	3,204	3,193	111	94	153	21,650	20,714	21,230	23,233	22,419	22,993
Women	493	478	454	33	31	56	6,751	6,244	6,578	7,239	6,743	7,090
Temporary	55	63	75	14	30	35	459	429	449	466	435	449
Men	34	47	47	12	20	19	362	331	336	366	333	336
Women	21	16	28	2	10	16	97	98	113	100	102	113

G4-11 Employees covered by collective bargaining agreements

Personnel covered by a collective bargaining agreement, by region

	2015		2014		2013	
	No. of Employees	%	No. of Employees	%	No. of Employees	%
Spain	9,894	93.61	10,062	92.84	10,439	93.22
United Kingdom	4,825	72.06	4,970	72.49	5,512	74.69
United States	3,197	46.41	2,395	47.36	2,329	46.20
Mexico	212	26.47	199	27.04	175	26.04
Brazil	3,507	93.59	3,504	93.56	3,649	93.20
Other countries	0	0	91	58.71	118	48.36
Basic boundary	21,635	74.97	21,221	77.49	22,222	78.00
Expanded boundary	23,698	76.60	23,375	78.98	24,252	79.43

EU1 Installed capacity

Installed capacity by energy source (MW)

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Hydroelectric	9,712	8,807	8,807	563	563	563	118	118	118	0	0	0
Renewable ¹	6,106	6,109	6,109	1,630	1,627	1,477	5,695	5,695	5,493	367	231	231
Thermal coal-fuel	874	874	874	2,304	2,304	2,304	0	0	0	0	0	0
Combined cycle	5,695	5,695	5,894	1,967	1,967	1,967	9	30	85	4,881	4,847	4,847
Cogeneration	390	388	394	1	1	31	636	636	636	201	181	136
Nuclear	3,410	3,410	3,410	0	0	0	0	0	0	0	0	0
Total	26,187	25,283	25,488	6,465	6,462	6,342	6,458	6,479	6,332	5,449	5,259	5,214

	Brazil			Other countries			Iberdrola total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Hydroelectric	682	381	381	0	0	0	11,076	9,869	9,869
Renewable ¹	246	246	252	744	744	744	14,787	14,652	14,306
Thermal coal-fuel	0	0	0	0	0	0	3,178	3,178	3,178
Combined cycle	211	203	203	0	0	0	12,762	12,742	12,995
Cogeneration	31	32	36	0	0	0	1,258	1,238	1,233
Nuclear	0	0	0	0	0	0	3,410	3,410	3,410
Total	1,169	862	872	744	744	744	46,471	45,089	44,992

¹ Renewable: wind, solar, mini-hydro.

EU2 Energy production

Net energy output, by region and source of energy (GWh)

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Hydroelectric	12,366	17,742	14,795	708	716	665	366	392	397	N/A	N/A	N/A
Renewable ²	11,896	13,208	13,857	3,710	3,110	2,794	14,261	14,869	14,712	738	671	560
Thermal coal-fuel	3,642	2,472	2,348	7,879	9,630	10,241	N/A	N/A	N/A	N/A	N/A	N/A
Combined cycle	2,288	1,189	1,709	6,333	5,459	6,227	11	1	3	36,559	34,002	33,238
Cogeneration	2,179	2,010	2,490	4	6	9	2,780	2,287	2,878	1,569	1,255	1,269
Nuclear	23,142	24,431	22,888	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	55,512	61,052	58,086	18,635	18,921	19,936	17,418	17,549	17,990	38,866	35,928	35,067

	Brazil			Other countries			Iberdrola total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Hydroelectric	2,422	1,786	1,822	N/A	N/A	N/A	15,861	20,636	17,678
Renewable ²	645	550	281	1,561	1,454	1,779	32,812	33,862	33,983
Thermal coal-fuel	N/A	N/A	N/A	N/A	N/A	N/A	11,520	12,102	12,589
Combined cycle	1,554	1,475	1,278	N/A	N/A	N/A	46,746	42,126	42,454
Cogeneration	180	176	197	N/A	N/A	N/A	6,711	5,734	6,843
Nuclear	N/A	N/A	N/A	N/A	N/A	N/A	23,142	24,431	22,888
Total	4,802	3,987	3,578	1,561	1,454	1,779	136,793	138,891	136,435

² Renewable: wind, solar, mini-hydro.

EU3 Electricity users and producers

Electricity users (%)

	Spain			United Kingdom			United States		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Residential	93.0	93.1	93.1	94.2	94.0	93.8	87.9	87.9	88.0
Industrial	1.5	1.6	1.3	1.9	1.7	1.6	0.3	0.3	0.3
Institutional	1.1	1.1	1.2	0.0	0.1	0.0	0.0	0.0	0.0
Retail	4.4	4.2	4.4	3.9	4.2	4.6	10.9	10.8	10.7
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.9	1.0	1.0
Total users (millions)	10.4	10.9	10.9	3.3	3.5	3.5	1.9	1.8	1.8
Users that are producers of electricity (no.)	4,747	4,802	1,477	59,952	49,516	36,273	7,093	15,158	3,776

	Brazil			Other countries			Iberdrola total ³		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Residential	87.4	87.4	87.2	0	0	0	90.2	90.3	90.3
Industrial	0.3	0.4	0.5	0	0	0	0.9	1.0	0.9
Institutional	1.0	1.0	1.0	0	0	0	0.9	0.9	0.9
Retail	6.7	6.5	6.5	0	0	0	5.8	5.6	5.8
Other	4.6	4.7	4.8	0	0	0	2.2	2.2	2.1
Total users (millions)	13.1	12.8	12.4	0	0	0	28.7	29.0	28.5
Users that are producers of electricity (no.)	119	111	104	0	0	0	71,911	69,587	41,630

³ Pursuant to indicator G4-17 of this report.

EU4 Transmission and distribution lines

Power lines (Km)

	Spain			United Kingdom			United States		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Transmission									
Overhead	0	0	0	3,637	3,667	5,002	13,030	12,683	12,683
Underground	0	0	0	352	325	533	555	604	604
Total	0	0	0	3,989	3,992	5,535	13,585	13,287	13,287
Distribution									
Overhead	155,132	154,977	154,462	38,749	38,789	40,409	97,169	95,963	95,963
Underground	111,686	111,047	110,421	65,496	65,289	64,376	11,236	11,135	11,135
Total	266,818	266,024	264,883	104,245	104,078	104,785	108,405	107,098	107,098
	Brazil			Other countries			Iberdrola total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Transmission									
Overhead	13,190	13,096	17,555	0	0	0	29,857	29,446	35,240
Underground	31	31	28	0	0	0	938	960	1,165
Total	13,221	13,127	17,584	0	0	0	30,795	30,406	36,406
Distribution									
Overhead	565,411	556,552	539,051	0	0	0	856,461	846,281	829,885
Underground	410	397	316	0	0	0	188,828	187,868	186,248
Total	565,821	556,949	539,368	0	0	0	1,045,289	1,034,149	1,016,134

Part II



Specific Standard Disclosures



A.
**Economic
Dimension**

Aspect: Economic performance**G4-EC1 Direct economic value generated and distributed****Economic value generated, distributed, and retained⁴ (€ millions)**

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Revenue (sales and other income)	15,026	15,122	15,790	9,251	8,928	9,888	4,033	3,337	3,215	1,837	1,719	1,494
Operating costs	9,555	9,305	10,227	6,484	6,513	7,642	2,002	1,411	1,444	1,190	1,228	1,013
Employee remuneration (excluding company social security costs)	911	1,030	929	559	461	477	577	453	451	34	29	27
Payments to providers of capital	1,031	1,977	1,854	217	184	253	173	143	150	145	110	99
Payments to government	1,704	1,351	1,592	466	502	514	395	343	324	110	123	74
Community investments	13	13	12	13	9	8	2	2	1	0	0	1
Economic value retained	1,812	1,446	1,176	1,512	1,259	994	884	985	845	358	229	280

	Brazil			Other countries			Iberdrola consolidated total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Revenue (sales and other income)	2,006	1,800	1,441	268	528	413	32,421	31,434	32,241
Operating costs	1,500	1,279	1,010	264	176	160	20,995	19,912	21,496
Employee remuneration (excluding company social security costs)	93	99	100	13	14	14	2,187	2,086	1,998
Payments to providers of capital	146	100	70	(66)	239	128	1,646	2,753	2,554
Payments to government	50	68	63	21	58	58	2,746	2,445	2,625
Community investments	2	3	1	0	0	0	30	27	23
Economic value retained	215	251	197	36	41	53	4,817	4,211	3,545

⁴ Data for 2013 and 2014 has been revised.

Tax contribution (€ millions)^{(1) (2)}

	Company contributions			Contributions due to third-party payments			Iberdrola consolidated total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Spain	1,704	1,351	1,592	1,789	1,940	1,761	3,493	3,291	3,353
United Kingdom	466	502	514	174	(48)	209	640	454	723
United States	395	343	324	168	117	99	563	460	423
Mexico	110	123	74	65	61	56	175	184	130
Brazil	50	68	63	550	446	356	600	514	419
Other ⁽³⁾	21	58	58	28	50	54	49	108	112
Total	2,746	2,445	2,625	2,774	2,566	2,535	5,520	5,011	5,160

(1) Analistas Financieros Internacionales (AFI) has estimated that the total annual tax contribution of the Company is approximately 11,600 million euros, based on Iberdrola's activities during the 2010-2015 period.

(2) The figures for Brazil do not include the Neoenergia Group given that there is consolidation by the equity method in accordance with the consolidated financial information of the Iberdrola Group. For this reason, the figures for 2013 and 2014 have been recalculated following the same standard, so that the data set is comparable.

(3) The figure for "Other" is distributed among the countries of the European Union, mainly Greece (€20 million), Portugal (€13 million) and Hungary (€11 million).

G4-EC4 Financial assistance received from governments

Financial assistance (€ millions)

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Capital subsidies	1	0	4	0	0	5	15	0	3	0	0	0
Investment tax credits	0	0	0	0	0	0	0	0	20	0	0	0
Emissions rights	0	0	0	0	0	0	0	0	0	0	0	0
Assistance for other items included in the GRI Protocol	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	0	4	0	0	5	15	0	23	0	0	0

	Brazil			Other countries			Iberdrola consolidated total		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Capital subsidies	0	0	0	0	0	0	16	0	12
Investment tax credits	0	0	0	0	0	0	0	0	20
Emissions rights	0	0	0	0	0	0	0	0	0
Assistance for other items included in the GRI Protocol	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	16	0	32

Aspect: Market presence**G4-EC5 Ratios of entry level wage to local minimum wage**

Iberdrola's hiring terms, which are contained in the various collective bargaining agreements of the Group, guarantee that the entry level salaries applied at the Company are the same for men and women. However, due to the specific nature of the workforces of certain companies and the weighting of the calculations made, the statistical treatment of information at the Group level gives the figures in the following table, but should not be interpreted to show a difference in hiring terms between both groups.

Basic entry level wage compared to local minimum wage (%)

	2015			2014			2013		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Spain	159.87	154.06	158.80	189.48	180.70	187.88	188.82	179.78	187.20
United Kingdom	121.59	120.05	121.10	124.94	122.60	124.19	107.69	104.56	106.62
United States	204.09	166.47	193.88	177.36	167.10	174.25	184.24	145.40	172.59
Mexico	451.02	451.11	451.03	463.84	467.56	464.42	445.65	418.10	441.83
Brazil	146.40	141.20	145.68	147.74	142.13	147.19	136.66	141.10	137.20
Other countries	213.40	200.14	210.40	199.88	181.73	194.68	157.28	183.68	163.40
Basic boundary	156.27	141.49	152.36	163.43	149.41	160.87	158.67	134.41	152.25
Expanded boundary	156.31	141.83	152.51	164.59	150.13	161.38	159.54	138.51	154.06

Aspect: System efficiency**EU11 Average efficiency of thermal plants****Average thermal efficiency⁵ at generating facilities (%)**

	Spain ⁶			United Kingdom			United States		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Combined cycle	48.09	68.67	49.86	44.63	51.40	52.60	N/A	N/A	N/A
Conventional thermal	34.64	34.35	34.63	31.57	34.28	34.04	N/A	N/A	N/A
Cogeneration	64.21	63.62	62.84	76.00	51.40	50.80	47.00	47.00	48.00

	Mexico			Brazil			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Combined cycle	53.24	52.90	52.64	47.39	18.16	47.93	52.62	53.09	52.23
Conventional thermal	N/A	N/A	N/A	N/A	N/A	N/A	32.30	34.29	34.15
Cogeneration	55.64	46.85	64.13	86.60	27.78	85.88	61.58	55.46	57.62

⁵ Average of efficiencies weighted by the annual production of each thermal power plant.

⁶ Does not include the Puertollano thermo solar plant.



B.
Environmental
Dimension

Aspect: Materials**G4-EN1 Materials used by weight or volume****Distribution of fuels consumed (%)**

	Coal	Fuel-oil	Natural Gas	Gas-oil	Uranium	Biomass and WDF ⁷
Expanded boundary						
Spain	33.3	100.0	10.8	87.5	100.0	100.0
United Kingdom	66.7	0.0	11.7	11.2	0.0	0.0
United States	0.0	0.0	5.4	0.1	0.0	0.0
Mexico	0.0	0.0	69.5	1.2	0.0	0.0
Brazil	0.0	0.0	2.6	0.0	0.0	0.0
Other countries	0.0	0.0	0.0	0.0	0.0	0.0

Aspect: Energy**G4-EN3 Energy consumption within the organisation****Fuel consumption (GJ)**

	2015	2014	2013
Spain	357,769,516	344,305,029	343,671,385
United Kingdom	144,349,186	147,168,361	161,421,173
United States	21,898,280	18,693,345	22,797,032
Mexico	260,484,235	269,052,206	252,747,253
Brazil	10,872,353	14,010,479	13,369,535
Expanded boundary	795,373,571	793,228,398	794,006,378

⁷ WDF: Waste Derived Fuel (WDF): the Tarragona Power combined cycle plants and some cogeneration plants in Spain can operate with this fuel.

Internal consumption for generation (GJ)

	2015	2014	2013
Spain	15,531,695	17,751,138	19,624,130
United Kingdom	4,973,524	4,770,796	3,363,445
United States ⁸	465,851	402,981	432,756
Mexico	3,187,735	3,068,193	3,028,633
Brazil	222,687	147,385	576,920
Rest of world	71,033	71,259	93,449
Expanded boundary	24,452,524	26,211,751	27,119,333

Energy consumption in buildings (MWh)

	2015	2014	2013
Spain	49,347	41,297	43,536
United Kingdom	32,858	33,830	36,793
United States	86,729	75,004	76,703
Mexico	174	168	0
Brazil	23,320	25,302	24,921
Rest of world ⁹	262	799	650
Expanded boundary	192,691	176,400	182,604

⁸ Includes the Klamath cogeneration plant.

⁹ Rest of world: Greece, Italy, and Hungary.

Aspect: Water

G4-EN8 Total water withdrawal by source

Water use in thermal generation

The following shows the withdrawal of water at the thermal generation facilities (coal, combined cycle, nuclear, and cogeneration) in 2015.

Water use (hm³)

	Withdrawal			Discharge	
	Total withdrawal	Withdrawal process and standby services	Withdrawal for cooling	Evaporation of water used for cooling	Discharge into receptor environment
Spain	1,258.95	4.65	1,254.31	55.37	1,216.14
United Kingdom ¹⁰	1,348.79	1,348.79	0.00	0.01	1,351.79
United States	3.12	1.60	1.52	1.52	1.46
Mexico	54.34	5.01	49.33	25.41	26.18
Brazil	0.08	0.07	0.00	0.00	0.04
Expanded boundary¹¹	2,665.28	1,360.12	1,305.16	82.31	2,595.61

Water consumption at offices and control facilities (m³)

	2015	2014	2013
Spain ¹²	85,614	96,416	118,216
United Kingdom	126,707	103,429	115,305
United States	123,995	73,218	117,404
Mexico	1,246	996	996
Brazil	84,384	89,841	42,493
Other countries	1,826	4,192	3,260
Expanded boundary	423,770	368,092	397,674

¹⁰ The cooling systems in the United Kingdom are open circuits or air condensers, and therefore it is estimated that the volume of evaporated water is practically zero, except for steam from cogeneration. The data include the Daldowie thermal drying facility and the Hatfield gas storage facility.

¹¹ The total discharge figure includes the return from cooling, the return of water from processes used, and rainwater collected at some thermal facilities without an independent storm sewer system.

¹² In Spain, includes offices, substations, and control buildings at wind farms.

Aspect: Emissions, effluents, and waste**G4-EN15 Direct greenhouse gas emissions. Scope 1 (per GHG Protocol)****CO₂ emissions (t)**

	2015	2014	2013
Spain	6,036,503	4,102,756	4,658,506
Generating plants	4,737,368	2,898,266	3,224,576
Cogeneration	1,299,135	1,204,490	1,433,930
United Kingdom	9,933,933	11,315,840	12,366,085
Generating plants	9,917,776	11,315,840	12,346,437
Cogeneration	16,157	0	19,648
United States¹³	1,111,020	920,579	1,140,250
Generating plants	N/A	N/A	N/A
Cogeneration	1,111,020	920,579	1,140,250
Mexico	13,979,392	13,051,669	12,949,001
Generating plants	13,091,776	12,288,192	12,210,072
Cogeneration	887,616	763,477	738,929
Brazil	526,946	674,807	606,407
Generating plants	383,630	525,933	473,940
Cogeneration	143,320	148,874	132,470
Expanded boundary	31,587,793	30,065,651	31,720,249
Generating plants	28,130,547	27,028,231	28,255,025
Cogeneration	3,457,246	3,037,420	3,465,224

¹³ Klamath and Enstor cogeneration facility.

G4-EN16 Indirect greenhouse gas emissions. Scope 2 (per GHG Protocol)

Emissions associated with the consumption of energy at offices

	CO ₂ (kt)
Spain	11.13
United Kingdom	13.93
United States	28.36
Mexico	0.09
Brazil	3.13
Rest of world	0.13
Expanded boundary	56.76

G4-EN21 NO_x, SO_x, and other significant air emissions

Emissions of oxides of nitrogen (NO_x)(t)

	2015	2014	2013
Spain	14,121	12,096	13,732
Generating plants	8,660	7,070	6,974
Cogeneration	5,462	5,026	6,758
United Kingdom	15,218	18,651	20,381
Generating plants	15,218	18,651	20,381
Cogeneration	N/Av.	N/Av.	N/Av.
United States¹⁴	146	123	149
Generating plants	N/A	N/A	N/A
Cogeneration	146	123	149
Mexico	2,572	2,426	2,324
Generating plants	2,275	2,214	1,908
Cogeneration	296	212	417
Brazil	250	269	126
Generating plants	78	95	87
Cogeneration	172	173	39
Expanded boundary	32,306	33,564	36,712
Generating plants	26,230	28,031	29,350
Cogeneration	6,076	5,533	7,362

¹⁴ Klamath and Enstor cogeneration facility.

Emissions of sulphur dioxide (SO₂) (t)

	2015	2014	2013
Spain	5,986	3,592	3,196
Generating plants	5,845	3,483	2,962
Cogeneration	141	109	234
United Kingdom	11,182	17,934	27,136
Generating plants	11,182	17,934	27,136
Cogeneration	N/Av.	N/Av.	N/Av.
United States¹⁵	5	5	5
Generating plants	N/A	N/A	N/A
Cogeneration	5	5	5
Mexico	410	383	380
Generating plants	384	361	358
Cogeneration	26	22	22
Brazil	8	9	9
Generating plants	4	5	4
Cogeneration	4	4	5
Expanded boundary	17,592	21,923	30,727
Generating plants	17,415	21,782	30,462
Cogeneration	177	140	265

¹⁵ Klamath and Enstor cogeneration facility.

Particulate emissions (t)

	2015	2014	2013
Spain	388	309	355
Generating plants	366	292	336
Cogeneration	22	17	19
United Kingdom	302	534	680
Generating plants	302	534	680
Cogeneration	N/Av.	N/Av.	N/Av.
United States¹⁶	18	15	20
Generating plants	N/A	N/A	N/A
Cogeneration	18	15	20
Mexico	799	746	735
Generating plants	748	702	693
Cogeneration	51	44	42
Brazil	8	16	15
Generating plants	N/A	N/A	N/A
Cogeneration	8	16	16
Expanded boundary	1,515	1,620	1,806
Generating plants	1,416	1,528	1,709
Cogeneration	99	92	96

¹⁶ Klamath and Enstor cogeneration facility.

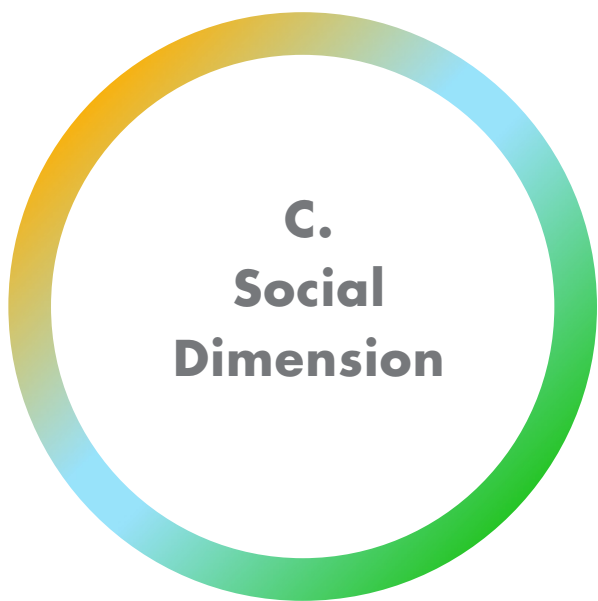
G4-EN23 Total weight of waste by type and disposal method

Hazardous waste generation (t)¹⁷

	2015			2014			2013		
	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused
Spain	19,828	16,158	3,626	15,552	9,693	5,815	9,276	3,836	5,391
United Kingdom	2,775	547	2,196	9,630	1,633	7,996	3,084	1,257	1,821
United States	591	141	451	699	302	315	772	414	358
Mexico	149	149	0	84	84	0	78	78	0
Brazil	1,258	39	1,213	3,523	3,491	241	6,512	2,726	179
Rest of world	33	7	27	119	25	66	43	6	18
Expanded boundary	24,635	17,041	7,512	29,607	15,229	14,433	19,765	8,318	7,768

	2015			2014			2013		
	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused	Produced (Total)	Deposited and/or incinerated	Recovered, recycled, reused
Spain	438,413	326,811	111,340	333,781	288,694	44,588	290,252	274,296	10,174
United Kingdom	185,790	28,174	157,013	158,848	68,603	33,571	159,570	56,773	102,266
United States	66,377	52,210	14,196	55,487	48,273	6,799	70,244	62,394	10,187
Mexico	13,901	13,901	0	15,469	15,469	0	13,756	13,756	0
Brazil	34,314	3,086	29,287	73,779	4,833	68,530	7,785	478	5,653
Rest of world	0	0	0	0	0	0	0	0	0
Expanded boundary	738,795	424,182	311,836	637,365	425,872	153,487	541,607	407,696	128,281

¹⁷ For liquid waste, kg are converted based on a density of 1.3 kg/m³.



C.
Social
Dimension

C1.

Labour Practices and Decent Work¹⁸



¹⁸ As the percentage interests in certain companies may not be 100%, the sums added may not correspond to the total presented due to rounding.

Aspect: Employment**G4-LA1 New employee hires and employee turnover****New hires by region, gender, and age group**

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	10,569	10,838	11,198	6,696	6,856	7,380	6,889	5,057	5,041	801	736	672
By gender												
Men	193	131	128	179	233	420	268	266	268	166	181	176
Women	89	63	40	51	86	107	116	116	110	41	38	27
By gender (%)												
Men	2.24	1.48	1.39	3.92	5.00	8.64	5.57	7.54	7.59	25.00	29.19	30.40
Women	4.56	3.18	2.01	2.39	3.92	4.24	5.58	7.59	7.28	29.93	32.76	29.03
By age group												
Men												
Up to 30 years old	99	60	64	119	128	198	130	149	116	74	78	94
Between 31 and 50 years old	85	63	60	54	99	184	110	107	120	85	91	73
More than 50 years old	9	8	4	6	6	38	28	10	32	7	12	9
Women												
Up to 30 years old	24	17	15	25	39	52	41	55	44	19	20	11
Between 31 and 50 years old	59	46	24	25	45	49	62	48	60	22	18	16
More than 50 years old	6	0	1	1	2	6	13	13	6	0	0	0
By age group (%)												
Men												
Up to 30 years old	24.03	11.72	9.55	20.70	20.95	31.73	24.90	39.95	32.31	52.86	62.4	72.87
Between 31 and 50 years old	1.92	1.40	1.30	2.32	4.01	6.87	5.04	6.59	7.11	18.48	20.87	17.89
More than 50 years old	0.24	0.21	0.09	0.36	0.38	2.44	1.33	0.65	2.16	10.94	20.34	21.43
Women												
Up to 30 years old	28.57	16.24	11.04	10.50	13.73	13.98	21.47	35.03	33.33	47.50	55.56	42.31
Between 31 and 50 years old	4.35	3.35	1.74	1.75	3.03	3.1	6.24	6.25	7.44	23.40	23.08	24.24
More than 50 years old	1	0.00	0.21	0.22	0.46	1.06	1.45	2.15	1.05	0.00	0.00	0.00

New hires by region, gender, and age group

	Brazil				Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	
Total workforce	3,747	3,745	3,722	158	155	244	28,860	27,387	28,257	30,938	29,597	30,532	
By gender													
Men	252	305	338	18	7	18	1,076	1,123	1,348	1,275	1,309	1,464	
Women	89	79	99	3	5	6	389	387	389	473	442	443	
By gender (%)													
Men	7.79	9.38	10.43	14.63	6.14	10.47	4.89	5.34	6.25	5.40	5.75	6.27	
Women	17.32	15.99	20.54	8.57	12.2	8.33	5.68	6.10	5.82	6.45	6.44	6.16	
By age group													
Men													
Up to 30 years old	183	214	227	5	0	5	610	629	704	744	758	782	
Between 31 and 50 years old	69	89	110	12	7	13	415	456	560	475	511	598	
More than 50 years old	0	2	1	1	0	0	51	38	84	56	40	84	
Women													
Up to 30 years old	63	59	70	0	2	2	172	192	194	226	225	227	
Between 31 and 50 years old	25	19	27	3	3	3	196	179	179	225	201	199	
More than 50 years old	1	1	2	0	0	1	21	16	16	22	16	17	
By age group (%)													
Men													
Up to 30 years old	18.07	19.40	19.47	50.00	0.00	25.00	22.83	23.01	23.69	24.31	24.43	23.7	
Between 31 and 50 years old	3.47	4.63	5.92	11.54	7.14	9.56	3.61	4.13	4.93	3.87	4.32	4.91	
More than 50 years old	0.00	0.89	0.46	11.11	0.00	0.00	0.65	0.52	1.15	0.68	0.51	1.07	
Women													
Up to 30 years old	29.72	28.23	33.98	0.00	50.00	13.33	22.43	24.19	21.86	24.84	24.56	22.62	
Between 31 and 50 years old	8.90	7.22	10.47	9.68	8.82	5.88	4.68	4.49	4.31	5.03	4.69	4.47	
More than 50 years old	4.76	4.55	0.00	0.00	0.00	0.00	1.11	1.03	0.97	1.12	0.97	0.97	

Persons leaving the Company by region, gender, and age group

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	10,569	10,838	11,198	6,696	6,856	7,380	6,889	5,057	5,041	801	736	672
Persons leaving the Company, by gender												
Men	443	450	236	264	432	354	327	292	236	120	136	146
Women	108	108	40	110	415	147	160	109	110	22	14	29
Separations by gender (%)												
Men	5.14	5.07	2.57	5.79	9.27	7.29	6.80	8.28	6.69	18.07	21.94	25.22
Women	5.54	5.46	1.99	5.16	18.92	5.83	7.70	7.13	7.28	16.06	12.07	31.18
By age group												
Men												
Up to 30 years old	7	12	13	39	57	57	51	84	53	29	52	67
Between 31 and 50 years old	83	87	73	119	192	158	97	99	86	75	79	64
More than 50 years old	353	351	151	106	183	139	179	109	97	16	5	15
Women												
Up to 30 years old	2	8	3	19	48	34	22	16	19	11	6	9
Between 31 and 50 years old	61	45	24	65	180	73	56	54	47	11	8	20
More than 50 years old	45	55	13	26	187	40	82	39	44	0	0	0
By age group (%)¹⁹												
Men												
Up to 30 years old	1.70	2.24	1.93	6.78	9.33	9.13	9.77	22.52	14.76	20.71	2.24	2.05
Between 31 and 50 years old	1.87	1.95	1.58	5.12	7.78	5.90	4.44	6.10	5.15	16.30	1.95	1.58
More than 50 years old	9.35	9.05	3.83	6.37	11.55	8.93	8.50	7.12	6.48	25.00	9.05	4.05
Women												
Up to 30 years old	2.38	7.39	2.18	7.98	16.90	9.14	11.52	10.19	14.39	27.50	7.39	3.25
Between 31 and 50 years old	4.50	3.27	1.73	4.55	12.22	4.61	5.64	7.03	5.83	11.70	3.27	1.72
More than 50 years old	8.81	11.19	2.70	5.59	42.79	7.07	9.17	6.46	7.67	0.00	11.19	2.68

¹⁹ Of the headcount of this group at year end.

Persons leaving the Company by region, gender, and age group

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	3,747	3,745	3,722	158	155	244	28,860	27,387	28,257	30,938	29,597	30,532
Persons leaving the Company, by gender												
Men	271	296	333	16	11	93	1,441	1,617	1,398	1,637	1,780	1,552
Women	68	68	77	5	12	23	473	726	426	531	762	468
Separations by gender (%)												
Men	8.38	9.10	10.28	13.01	9.16	54.71	6.55	7.68	6.48	6.92	7.82	6.65
Women	13.23	13.77	15.98	14.29	27.91	32.86	6.91	11.44	6.37	7.17	11.13	6.49
By age group												
Men												
Up to 30 years old	101	121	136	1	3	26	228	329	352	248	354	368
Between 31 and 50 years old	129	142	151	13	7	60	516	606	593	567	660	627
More than 50 years old	41	33	46	2	1	7	697	682	454	821	766	557
Women												
Up to 30 years old	36	40	49	0	3	2	90	121	116	98	127	126
Between 31 and 50 years old	26	26	23	5	8	20	224	321	207	244	339	219
More than 50 years old	6	2	5	0	1	1	159	284	103	186	296	123
By age group (%)²⁰												
Men												
Up to 30 years old	9.97	10.97	11.66	10.00	33.33	130	8.53	12.01	11.84	8.10	11.42	11.17
Between 31 and 50 years old	6.48	7.38	8.13	12.50	7.14	44.12	4.49	5.50	5.22	4.62	5.58	5.16
More than 50 years old	17.90	14.67	21.20	22.22	14.29	43.75	8.88	9.36	6.26	9.92	9.78	7.08
Women												
Up to 30 years old	16.98	19.14	23.70	0.00	75	13.33	11.73	15.22	13.06	10.77	13.88	12.46
Between 31 and 50 years old	9.25	9.89	8.91	16.13	23.53	39.22	5.35	8.04	4.98	5.46	7.93	4.94
More than 50 years old	28.57	9.09	27.78	0.00	33.33	16.67	8.39	18.21	6.25	9.49	17.91	6.99

²⁰ Of the headcount of this group at year end.

G4-LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation

Benefits offered

	2015					
	Life insurance	Medical insurance	Disability insurance	Maternity/paternity leave	Pension fund	Shares
Basic boundary						
Spain	All	All	All	All	All	N/A
United Kingdom	All	All	N/A	All	All	All
United States	All	All	Full-time	All	All	N/A
Mexico	Full-time	Full-time	All	All	Full-time	N/A
Brazil	All ²¹	All	All	All	All	All ²²

All: Includes full-time and part-time employees.

21 Only for managers/senior specialists/executives and interns.

22 Only for executives.

G4-LA3 Return to work and retention rates after parental leave, by gender

Leaves from and returns to work due to maternity/paternity, by region

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Employees entitled to parental leave												
Men	8,618	8,870	9,187	4,563	4,662	4,859	3,499	3,528	3,529	664	620	579
Women	1,951	1,968	2,011	2,133	2,194	2,521	1,508	1,529	1,512	137	116	93
Total	10,569	10,838	11,198	6,696	6,856	7,380	5,007	5,057	5,041	801	736	672
Employees taking parental leave												
Men	345	303	9	0	0	0	0	0	0	0	0	0
Women	197	198	151	142	177	179	47	50	31	8	6	5
Total	542	501	160	142	177	179	47	50	31	8	6	5

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Employees entitled to parental leave												
Men	3,233	3,251	3,240	123	114	172	20,700	21,045	21,566	22,287	22,752	23,329
Women	514	494	482	35	41	72	6,278	6,342	6,691	6,769	6,845	7,203
Total	3,747	3,745	3,722	158	155	244	26,978	27,387	28,257	29,056	29,597	30,532
Employees taking parental leave												
Men	129	119	138	0	0	0	474	422	147	474	452	158
Women	26	21	35	3	6	5	423	458	406	424	484	427
Total	155	140	173	3	6	5	897	880	553	898	936	585

Aspect: Occupational health and safety

G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.

Employees represented on health and safety committees, by region (%)

	2015	2014	2013
Spain	96.48	96.69	97.85
United Kingdom	94.64	95.25	99.23
United States	96.98	99.76	98.69
Mexico	84.27	53.40	57.29
Brazil	99.09	99.15	99.27
Other countries	25.95	0.00	8.61
Basic boundary	95.74	95.52	96.81
Expanded boundary	95.20	94.58	96.83

G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.

Number of accidents by region and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
By gender												
Men	84	102	108	105	113	106	70	113	111	0	2	7
Women	8	9	7	26	35	2	21	14	14	0	0	0
Total	92	111	115	131	148	108	91	127	125	0	2	7

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
By gender												
Men	47	92	62	1	2	2	308	424	396	326	455	434
Women	4	1	16	0	0	0	59	59	39	60	66	52
Total	51	93	78	1	2	2	366	483	435	386	521	486

Number of accidents by type, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Fatal												
Men	0	0	0	0	0	0	0	1	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	0	0	0	0
With leave												
Men	25	33	38	9	6	10	16	20	30	0	0	0
Women	3	5	0	0	0	2	7	5	4	0	0	0
Total	28	38	38	9	6	12	23	25	34	0	0	0
Without leave												
Men	59	69	70	96	107	96	55	92	81	0	2	7
Women	5	4	7	26	35	0	14	9	10	0	0	0
Total	64	73	77	122	142	96	69	101	91	0	2	7

Number of accidents by type, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Fatal												
Men	0	0	0	0	0	0	0	1	0	0	1	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	0	0	1	0
With leave												
Men	0	3	3	1	2	1	51	64	82	63	86	110
Women	0	0	0	0	0	0	10	10	6	11	15	13
Total	0	3	3	1	2	1	61	74	88	74	101	123
Without leave												
Men	47	89	59	0	0	1	257	359	314	263	367	324
Women	4	1	16	0	0	0	49	49	33	50	52	39
Total	51	90	75	0	0	1	306	408	347	313	419	363

Accident rate and absenteeism by region and gender²³

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Accident rate												
Number of fatalities - company	0	0	0	0	0	0	0	1	0	0	0	0
Number of fatalities - subcontractor	1	0	1	0	0	0	0	0	0	0	0	0
Number of lost days	2,086	2,389	1,877	1,045	819	506	695	504	709	27	1	245
Injury with leave rate (IR)	0.34	0.42	0.43	0.12	0.10	0.20	0.47	0.52	0.67	0.00	0.00	0.00
Occupational disease rate (ODR)	0.01	0.00	0.00	0.04	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00
Lost day rate (LDR)	25.40	26.63	21.24	13.78	13.20	8.24	14.31	10.06	13.97	3.24	0.13	34.44
Absenteeism												
Number of sick leaves per year	2,398	2,499	2,377	2,932	3,201	3,356	3,698	10,340	19,076	138	143	155
Men	1,735	2,031	1,930	1,748	1,798	1,878	2,433	5,353	12,957	111	119	122
Women	663	468	447	1,184	1,403	1,478	1,265	4,987	6,119	27	24	33
Lost days	91,140	89,824	76,023	51,395	56,352	60,496	23,351	36,149	34,131	141	399	129
Men	67,984	73,701	63,788	29,118	29,305	31,534	13,951	21,008	23,146	113	253	85
Women	23,156	16,123	12,234	22,277	27,047	28,962	9,400	15,142	10,985	28	146	44
Number of person equivalents	249.70	246.09	208.28	140.81	154.39	165.74	63.98	99.04	93.51	0.39	1.09	0.35
Men	186.26	201.92	174.76	79.78	80.29	86.39	38.22	57.55	63.41	0.31	0.69	0.23
Women	63.44	44.17	33.52	61.03	74.10	79.35	25.75	41.48	30.10	0.08	0.40	0.12
Absenteeism rate (AR)	8,363.36	7,673.42	6,342.93	6,557.59	6,765.42	7,088.56	4,647.94	6,974.80	6,483.94	288.38	427.73	148.23

²³ Methodology for calculating the indicators (per GRI standard):

- Injury rate (IR) = (number of injuries with missed (absentee) days*200,000)/hours worked
- Occupational disease rate (ODR) = (number of occupational disease cases/hours worked)*200,000
- Lost day rate (LDR) = (working days lost per accident/hours worked)*200,000
- Absenteeism rate (AR) = (missed (absentee) days/days worked)*200,000

Accident rate and absenteeism by region and gender ²⁴

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Accident rate												
Number of fatalities - company	0	0	0	0	0	0	0	1	0	0	1	0
Number of fatalities - subcontractor	0	0	0	0	1	0	1	1	1	1	4	2
Number of lost days	773	963	247	3	24	3	4,629	4,700	3,587	4,877	7,375	4,223
Injury with leave rate (IR)	0.00	0.09	0.09	0.86	1.13	0.40	0.25	0.31	0.36	0.28	0.39	0.46
Occupational disease rate (ODR)	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02	0.01	0.02
Lost day rate (LDR)	24.33	29.46	7.49	2.59	13.59	1.19	18.68	19.28	14.76	18.27	27.98	15.85
Absenteeism												
Number of sick leaves per year	2,865	2,530	2,664	4	64	12	12,035	18,777	27,640	13,992	21,189	31,280
Men	1,883	1,648	1,582	3	7	2	7,913	10,956	18,471	9,162	12,537	21,026
Women	982	882	1,082	1	57	10	4,122	7,821	9,169	4,830	8,652	10,254
Lost days	10,724	9,437	9,285	24	359	662	176,775	192,520	180,726	184,648	204,786	192,830
Men	7,866	6,992	6,155	21	52	396	119,053	131,310	125,104	124,019	139,388	133,657
Women	2,858	2,445	3,130	3	307	266	57,722	61,210	55,621	60,629	65,397	59,173
Number of person equivalents	29.38	25.85	25.44	0.07	0.98	1.81	484.32	527.45	495.14	505.88	561.06	528.30
Men	21.55	19.16	16.86	0.06	0.14	1.08	326.17	359.75	342.75	339.78	381.89	366.18
Women	7.83	6.70	8.58	0.01	0.84	0.73	158.14	167.70	152.39	166.11	179.17	162.12
Absenteeism rate (AR)	2,700.66	2,309.65	2,249.72	121.16	1,585.89	1,959.64	6,220.78	6,319.76	5,807.57	5,993.25	6,211.45	5,930.94

²⁴ Methodology for calculating the indicators (per GRI standard):

- Injury rate (IR) = (number of injuries with missed (absentee) days*200,000)/hours worked
- Occupational disease rate (ODR) = (number of occupational disease cases/hours worked)*200,000
- Lost day rate (LDR) = (working days lost per accident/hours worked)*200,000
- Absenteeism rate (AR) = (missed (absentee) days/days worked)*200,000

Specific accident rate in Spain	2015	2014	2013
Frequency ratio (Number of accidents with sick leave per million hours)	1.70	2.46	2.48
Incident ratio (Number of accidents with sick leave per one hundred employees)	0.26	0.38	0.38
Seriousness ratio (no standard) (Total number of days lost, actual per thousand hours)	0.13	0.16	0.13

Aspect: Training and education

G4-LA9 Hours of training

Total number of training hours by professional category, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	393,412	457,275	538,106	176,338	171,866	142,319	164,797	147,020	106,003	42,423	39,063	34,451
Men	339,753	406,265	475,146	165,953	160,128	164,339	131,573	98,369	78,216	38,128	34,043	30,483
Women	53,659	51,010	62,961	10,385	11,738	37,348	33,224	48,651	28,666	4,295	5,020	3,968
Management team												
Men	14,564	13,409	20,425	4,121	4,090	4,094	1,543	1,332	898	806	686	2,058
Women	3,323	2,502	3,252	122	181	513	594	439	395	52	25	136
Total	17,887	15,912	23,677	4,243	4,271	4,607	2,137	1,771	1,293	858	711	2,194
Middle managers and skilled technicians												
Men	135,087	135,101	164,541	91,292	86,210	87,008	23,407	31,022	15,271	14,575	17,659	14,422
Women	43,842	39,090	46,435	5,406	5,800	14,914	12,057	21,398	5,371	3,327	3,794	3,144
Total	178,929	174,191	210,976	96,698	92,010	101,922	35,464	52,420	20,642	17,902	21,453	17,566
Skilled workers and support personnel												
Men	190,102	257,755	290,180	70,541	69,828	73,237	106,623	66,014	62,047	22,747	15,698	14,003
Women	6,494	8,618	13,273	4,856	5,757	21,921	20,573	26,815	22,900	916	1,201	688
Total	196,596	266,373	303,453	75,397	75,585	95,158	127,196	92,828	84,947	23,663	16,899	14,691

Total number of training hours by professional category, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	127,278	73,912	210,619	3,639	2,615	3,506	907,907	891,750	1,095,253	983,968	1,025,883	1,194,709
Men	116,158	66,776	187,294	3,042	1,831	2,425	794,628	767,412	937,904	859,333	877,106	1,019,774
Women	11,120	7,135	23,325	597	784	1,081	113,279	124,338	157,349	124,635	148,777	174,935
Management team												
Men	243	592	1,230	61	62	178	21,338	20,172	28,884	22,792	21,608	30,083
Women	124	356	462	98	16	30	4,314	3,519	4,788	4,350	3,519	4,788
Total	367	948	1,692	159	78	208	25,652	23,691	33,672	27,142	25,127	34,872
Middle managers and skilled technicians												
Men	6,991	6,495	22,964	1,081	655	1,011	272,433	277,142	305,217	327,681	370,174	375,139
Women	3,618	3,719	9,221	236	691	659	68,486	75,291	79,744	78,109	97,929	92,839
Total	10,609	10,214	32,185	1,317	1,346	1,670	340,919	352,433	384,961	405,790	468,104	467,978
Skilled workers and support personnel												
Men	108,924	59,689	163,100	1,920	1,114	1,235	500,857	470,098	603,803	508,860	485,324	614,552
Women	7,378	3,060	13,641	263	77	393	40,480	45,528	72,817	42,176	47,329	77,308
Total	116,302	62,750	176,741	2,183	1,191	1,628	541,337	515,626	676,620	551,036	532,653	691,860

Average hours of training per employee trained, broken down by professional category, region, and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	39.11	42.41	51.15	42.56	41.02	41.04	31.28	27.56	22.32	62.02	60.19	56.11
Men	41.23	45.95	54.72	47.98	46.49	42.79	35.50	26.32	23.36	64.84	61.67	58.85
Women	29.50	26.31	34.26	15.18	15.73	34.77	21.26	30.46	19.91	44.74	51.75	41.33
Management team												
Men	36.96	31.06	55.73	46.30	47.01	41.78	16.59	15.32	14.04	31.00	28.58	66.39
Women	46.80	35.04	55.83	13.56	15.08	34.17	20.48	18.27	17.17	13.00	25.00	68.00
Total	38.47	31.63	55.74	43.30	43.14	40.77	17.52	15.95	14.87	28.60	28.44	66.49
Middle managers and skilled technicians												
Men	42.15	39.12	49.60	46.13	44.97	41.97	17.31	23.15	25.88	47.02	63.98	46.52
Women	36.66	32.63	40.65	15.58	16.29	33.00	13.40	23.80	23.35	46.21	54.20	51.52
Total	40.66	37.42	47.31	41.57	40.48	40.37	15.75	23.41	25.17	46.86	62.00	47.34
Skilled workers and support personnel												
Men	40.96	52.00	58.05	50.71	48.49	43.85	47.16	28.58	23.03	90.27	62.29	79.12
Women	11.74	13.37	20.83	14.80	15.23	36.11	32.45	39.78	19.29	45.80	46.19	20.86
Total	37.85	47.55	53.85	43.86	41.58	41.79	43.94	31.11	21.89	87.00	60.79	69.96

Average hours of training per employee trained, broken down by professional category, region, and gender

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	37.17	20.94	51.97	14.38	17.67	21.25	38.09	36.20	43.71	38.62	38.69	44.72
Men	39.94	20.58	53.51	13.64	14.77	20.55	41.54	38.48	46.88	42.18	40.92	47.83
Women	21.55	25.04	42.18	19.90	32.67	23.01	24.06	26.52	31.17	24.41	29.27	32.44
Management team												
Men	11.57	31.17	55.91	15.25	20.67	29.70	34.03	30.95	49.17	34.48	31.35	48.08
Women	20.67	71.20	77.00	49.00	16.00	30.00	35.65	30.76	45.49	35.66	30.76	45.09
Total	13.59	39.51	60.43	26.50	20.50	29.74	34.30	30.92	48.61	34.66	31.27	47.71
Middle managers and skilled technicians												
Men	16.26	14.21	44.76	14.04	14.24	15.10	37.05	37.00	44.42	39.23	43.03	47.80
Women	16.75	18.59	44.12	11.24	36.37	21.96	24.89	27.21	37.54	25.69	31.50	39.05
Total	16.42	15.55	44.58	13.44	20.71	17.22	33.74	34.36	42.80	35.62	39.97	45.76
Skilled workers and support personnel												
Men	44.33	21.56	55.01	13.06	14.85	27.45	44.92	39.83	48.11	44.79	39.98	47.83
Women	25.10	38.25	40.36	37.57	19.25	24.54	22.05	25.20	25.84	21.71	25.44	26.58
Total	42.28	22.03	53.51	14.18	15.08	26.68	41.69	37.89	44.03	41.42	38.05	43.91

G4-LA11 Employees receiving regular performance and career development reviews

Employees receiving performance reviews by region and gender

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Workforce												
Men	8,618	8,870	9,187	4,563	4,662	4,859	3,499	3,528	3,529	664	620	579
Women	1,951	1,968	2,011	2,133	2,194	2,521	1,508	1,529	1,512	137	116	93
Total	10,569	10,838	11,198	6,696	6,856	7,380	5,007	5,057	5,041	801	736	672
Receiving performance reviews (%)												
Men	94.58	95.40	94.99	98.90	100.00	99.28	20.26	19.61	20.52	95.63	98.71	67.36
Women	96.67	98.32	96.65	99.44	99.68	100.00	19.39	11.77	12.50	96.35	96.55	72.04
Total	94.97	95.93	95.29	99.07	99.90	99.53	22.21	17.24	18.11	95.76	98.37	68.01

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Workforce												
Men	3,233	3,251	3,240	123	114	172	20,700	21,045	21,566	22,287	22,752	23,329
Women	514	494	482	35	41	72	6,278	6,342	6,691	6,769	6,845	7,203
Total	3,747	3,745	3,722	158	155	244	26,978	27,387	28,257	29,056	29,597	30,532
Receiving performance reviews (%)												
Men	88.43	86.31	85.52	39.02	19.30	42.44	76.84	81.99	80.00	77.17	81.61	81.93
Women	76.46	78.14	70.95	40.00	17.07	47.22	72.27	75.79	81.19	72.75	75.80	77.43
Total	86.79	85.23	83.64	39.24	18.71	43.85	81.04	80.56	76.17	81.05	80.26	80.87

Aspect: Diversity and equal opportunity

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

Total workforce by region, gender, and professional category

	Spain			United Kingdom			United States ²⁵			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	10,569	10,838	11,198	6,696	6,856	7,380	6,889	5,057	5,041	801	736	672
By gender												
Men	8,618	8,870	9,187	4,563	4,662	4,859	4,811	3,528	3,529	664	620	579
Women	1,951	1,968	2,011	2,133	2,194	2,521	2,078	1,529	1,512	137	116	93
By professional category												
Men												
Management team	444	475	472	115	120	128	95	83	74	24	26	25
Middle managers and skilled technicians	3,501	3,517	3,623	2,589	2,582	2,609	1,292	1,277	753	389	350	310
Skilled workers and support personnel	4,673	4,878	5,092	1,859	1,960	2,122	2,112	2,168	2,702	251	244	244
Women												
Management team	71	69	66	27	34	36	31	22	24	4	3	1
Middle managers and skilled technicians	1,275	1,267	1,267	1,011	997	1,016	878	865	295	105	83	65
Skilled workers and support personnel	605	632	678	1,095	1,163	1,469	599	642	1,193	28	30	27
By age group												
Men												
Up to 30 years old	412	513	675	575	611	624	522	373	359	140	125	129
Between 31 and 50 years old	4,431	4,480	4,579	2,325	2,467	2,678	2,184	1,624	1,688	460	436	408
More than 50 years old	3,775	3,877	3,933	1,663	1,584	1,557	2,105	1,531	1,482	64	59	42
Women												
Up to 30 years old	84	102	137	238	284	372	191	157	132	40	36	26
Between 31 and 50 years old	1,356	1,375	1,390	1,430	1,473	1,583	993	768	806	94	78	66
More than 50 years old	511	492	483	465	437	566	894	604	574	3	2	1

²⁵ The breakdown by professional category does not include those for the former UIL Holdings Corporation since its merger with Avangrid in the United States on 16 December 2015, as they are not yet included in the corporate systems.

Total workforce by region, gender, and professional category

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Total workforce	3,747	3,745	3,722	158	155	244	28,860	27,387	28,257	30,938	29,597	30,532
By gender												
Men	3,233	3,251	3,240	123	114	172	22,012	21,045	21,566	23,599	22,752	23,329
Women	514	494	482	35	41	72	6,848	6,342	6,691	7,339	6,845	7,203
By professional category												
Men												
Management team	21	25	24	5	3	6	704	732	729	710	753	750
Middle managers and skilled technicians	466	459	449	65	52	83	8,301	8,237	7,827	9,416	9,393	9,011
Skilled workers and support personnel	2,746	2,767	2,767	53	59	83	11,694	12,076	13,010	12,161	12,606	13,568
Women												
Management team	6	10	9	2	2	4	141	140	140	141	140	140
Middle managers and skilled technicians	224	201	180	28	28	37	3,522	3,441	2,860	3,881	3,808	3,236
Skilled workers and support personnel	284	283	293	5	11	31	2,616	2,761	3,691	2,748	2,897	3,827
By age group												
Men												
Up to 30 years old	1,013	1,103	1,166	10	9	20	2,672	2,734	2,973	3,060	3,104	3,299
Between 31 and 50 years old	1,991	1,923	1,857	104	98	136	11,495	11,028	11,346	12,259	11,822	12,181
More than 50 years old	229	225	217	9	7	16	7,845	7,283	7,247	8,280	7,826	7,850
Women												
Up to 30 years old	212	209	206	2	4	15	767	792	888	910	916	1,007
Between 31 and 50 years old	281	263	258	31	34	51	4,185	3,991	4,154	4,470	4,277	4,448
More than 50 years old	21	22	18	2	3	6	1,896	1,560	1,648	1,959	1,652	1,747

Breakdown of Board of Directors by gender and age group

Number of members of the Board	2015	2014	2013
Men			
Up to 30 years old	0	0	0
Between 31 and 50 years old	0	0	1
More than 50 years old	9	9	9
Women			
Up to 30 years old	0	0	0
Between 31 and 50 years old	2	2	2
More than 50 years old	3	3	2

Aspect: Equal remuneration for women and men

G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by professional category and region.

The table below shows the salary ratio of men to women within the various boundaries, and although the data set forth therein might suggest inconsistency with the management approach for the “Diversity and Equal Opportunity” Aspect and the “Equal Remuneration for Women and Men” Aspect described in the *Sustainability Report 2015*, the differences between the salaries of men and women are a consequence of changes in the structure of the workforce rather than the result of a policy of discrimination, given that each professional category includes:

- different professional levels, with different proportions between men and women, and
- groups from different geographical areas, in different currencies and salary bands.

The ratio of employees by professional category and gender is available in indicator G4-LA12.

Ratio of basic salary of men to women by professional category (%)

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Middle managers and skilled technicians	115.70	102.09	100.76	115.00	116.52	117.05	106.20	130.33	117.51	126.00	129.04	137.76
Skilled workers and support personnel	101.00	96.35	95.92	127.90	129.36	133.25	137.30	138.12	130.26	98.10	102.99	98.57
	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Middle managers and skilled technicians	100.80	127.23	118.92	131.10	104.76	124.41	108.70	108.97	109.36	105.50	106.81	107.36
Skilled workers and support personnel	103.30	123.51	115.98	103.60	132.61	102.94	99.00	98.87	94.30	100.70	99.11	93.73

EU15 Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region.

Employees eligible to retire in the next 5 years

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
By professional category												
Management team	56	89	82	7	7	8	65	60	56	2	3	3
Middle managers and skilled technicians	292	366	346	334	309	310	875	859	332	8	7	5
Skilled workers and support personnel	636	810	767	372	339	393	1,091	1,177	1,661	1	5	5
Total	984	1,265	1,195	713	655	711	2,031	2,096	2,049	11	15	13
By professional category (%)												
Management team	0.53	0.82	0.73	0.10	0.10	0.11	1.30	1.19	1.11	0.25	0.41	0.45
Middle managers and skilled technicians	2.76	3.38	3.09	4.99	4.51	4.20	17.48	16.99	6.59	1.00	0.95	0.74
Skilled workers and support personnel	6.02	7.48	6.85	5.56	4.94	5.33	21.79	23.27	32.95	0.12	0.68	0.74
Total	9.31	11.68	10.67	10.65	9.55	9.64	40.56	41.45	40.65	1.37	2.04	1.93

Employees eligible to retire in the next 5 years

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
By professional category												
Management team	1	2	3	1	0	0	132	161	152	133	165	155
Middle managers and skilled technicians	60	60	54	1	3	6	1,570	1,604	1,053	1,818	1,769	1,288
Skilled workers and support personnel	119	119	96	0	0	4	2,219	2,450	2,926	2,323	2,548	3,085
Total	180	181	153	2	3	10	3,921	4,216	4,131	4,274	4,481	4,528
By professional category (%)												
Management team	0.03	0.05	0.08	0.63	0.00	0.00	0.49	0.59	0.54	0.46	0.56	0.51
Middle managers and skilled technicians	1.60	1.60	1.45	0.63	1.94	2.46	5.82	5.98	3.73	6.26	5.98	4.22
Skilled workers and support personnel	3.18	3.18	2.58	0.00	0.00	1.64	8.23	8.95	10.35	7.99	8.61	10.10
Total	4.80	4.83	4.11	1.27	1.94	4.10	14.53	15.39	14.62	14.71	15.14	14.83

Employees eligible to retire in the next 10 years

	Spain			United Kingdom			United States			Mexico		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
By professional category												
Management team	128	179	168	31	29	24	88	82	78	6	4	4
Middle managers and skilled technicians	795	888	914	844	787	801	1,192	1,206	487	25	11	17
Skilled workers and support personnel	1,723	1,966	1,984	844	813	895	1,474	1,601	2,273	16	7	7
Total	2,646	3,033	3,066	1,719	1,629	1,720	2,754	2,889	2,838	47	22	28

By professional category (%)

Management team	1.21	1.65	1.50	0.46	0.42	0.33	1.28	1.76	1.55	0.75	0.54	0.60
Middle managers and skilled technicians	7.52	8.20	8.17	12.60	11.48	10.85	17.30	23.81	9.66	3.12	1.49	2.53
Skilled workers and support personnel	16.30	18.14	17.71	12.60	11.86	12.13	21.40	29.44	45.09	2.00	0.95	1.04
Total	25.04	27.98	27.38	25.67	23.76	23.31	39.98	55.00	56.30	5.87	2.99	4.17

	Brazil			Other countries			Basic boundary			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013

By professional category

Management team	5	4	3	1	1	2	259	299	279	264	309	289
Middle managers and skilled technicians	175	98	110	1	3	8	3,032	2,993	2,337	3,420	3,477	2,799
Skilled workers and support personnel	513	278	287	0	0	11	4,570	4,665	5,457	4,731	4,917	5,745
Total	693	380	400	2	4	21	7,861	7,957	8,073	8,415	8,703	8,833

By professional category (%)

Management team	0.13	0.11	0.08	0.63	0.65	0.82	0.96	1.09	0.99	0.91	1.04	0.95
Middle managers and skilled technicians	4.67	2.62	2.96	0.63	1.94	3.28	11.24	10.93	8.27	11.77	11.75	9.17
Skilled workers and support personnel	13.69	7.42	7.71	0.00	0.00	4.51	16.94	17.03	19.31	16.28	16.61	18.82
Total	18.49	10.15	10.75	1.27	2.58	8.61	29.14	29.05	28.57	28.96	29.40	28.93

C2. Human Rights



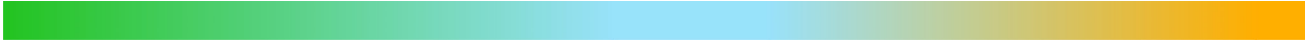
Aspect: Supplier human rights assessment**Management Approach****G4-HR10 New suppliers that were screened using human rights criteria****G4-HR11 Human rights impacts in the supply chain**

Volume of general procurement purchases in countries considered to be at risk (%)	2015
Mexico	5.77
Brazil	3.24
Canada ²⁶	0.96
Greece	0.15
India ²⁶	0.10

The standards used to identify countries at risk are the same as those described in the G4-HR4/G4-HR5/G4-HR6 indicator of the *Sustainability Report 2015*.

²⁶ Primarily projects and supplies of Iberdrola Ingeniería y Construcción for third parties.

C4. Product Responsibility



Electric utilities sector specific aspect: Access

EU27 Residential disconnections for non-payment

Residential disconnections for non-payment by region²⁷ (no.)

	Spain			United Kingdom			United States		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Paid up to 48 h after disconnection	177,854	212,749	391,565	0	0	28	55,115	57,762	52,979
Paid between 48 h and one week after disconnection	24,744	34,035	58,628	0	0	22	9,757	7,547	10,397
Paid between one week and one month after disconnection	36,484	47,319	71,594	0	0	16	4,128	3,365	3,933
Paid between one month and one year	26,093	41,628	56,841	0	0	20	2,515	2,302	2,652
Paid after more than one year	0	0	0	0	0	0	0	0	0
Outstanding and unclassified	0	0	0	0	0	0	21,534	19,529	24,907
Total	265,175	335,731	578,628	0	0	86	93,049	90,505	94,868

	Brazil			Iberdrola total		
	2015	2014	2013	2015	2014	2013
Paid up to 48 h after disconnection	737,397	983,686	867,683	970,366	1,254,197	1,312,255
Paid between 48 h and one week after disconnection	270,892	191,280	187,682	305,393	232,862	256,729
Paid between one week and one month after disconnection	173,341	154,420	180,021	213,953	205,104	255,564
Paid between one month and one year	157,314	113,821	194,615	185,922	157,751	254,128
Paid after more than one year	5	24	5	5	24	5
Outstanding and unclassified	31,952	0	827,551	53,486	19,529	852,458
Total	1,370,901	1,443,231	2,257,557	1,729,125	1,869,467	2,931,139

²⁷ The 2015 data does not include those relating to the former UIL Holdings Corporation since its merger with Avangrid in the United States on 16 December 2015, as they are not yet included in the corporate systems, but do not distort the comparability of information given the reduced impact of the 15 days since inclusion within the Group.

Residential reconnections following payment of unpaid bills, by region²⁸ (no.)

	Spain			United Kingdom			United States		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Less than 24 h after payment	261,145	322,466	558,455	0	0	6	21,534	54,650	54,763
Between 24 h and one week after payment	7,177	11,724	19,535	0	0	44	12,049	6,025	5,721
More than one week after payment	386	622	648	0	0	52	1,076	5,999	8,827
Unclassified	0	0	0	0	0	0	0	0	0
Total	268,708	334,812	578,638	0	0	102	34,659	66,674	69,311

	Brazil			Iberdrola total		
	2015	2014	2013	2015	2014	2013
Less than 24 h after payment	1,161,881	1,170,114	1,279,150	1,444,560	1,547,230	1,892,374
Between 24 h and one week after payment	143,614	156,071	142,503	162,840	173,820	167,803
More than one week after payment	103,999	106,308	75,243	105,461	112,929	84,770
Unclassified	9,156	70,512	767,143	9,156	70,512	767,143
Total	1,418,650	1,503,005	2,264,039	1,722,017	1,904,491	2,912,090

²⁸ The 2015 data does not include those relating to the former UIL Holdings Corporation since its merger with Avangrid in the United States on 16 December 2015, as they are not yet included in the corporate systems, but do not distort the comparability of information given the reduced impact of the 15 days since inclusion within the Group.

EU30 Average plant availability

The availability of a generation plant consists of the amount of time that it is capable of producing power during a particular period, divided by the amount of time passing during such period, and is calculated using standardised figures. The average availability factors for the Group are based on the availability of each facility and the net installed capacity thereof, as presented in the following table:

Average availability factor (%)

	Spain ²⁹			United Kingdom			United States				Mexico	
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
Combined cycle	92.05	91.34	93.55	93.34	84.69	84.21	N/A	N/A	N/A	95.64	95.05	93.93
Conventional thermal	90.69	96.56	93.50	69.65	75.21	67.84	N/A	N/A	N/A	N/A	N/A	N/A
Cogeneration	88.07	96.77	88.73	86.50	87.00	93.00	90.38	88.00	90.91	94.95	96.64	93.55
Nuclear	88.69	92.69	88.16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hydroelectric	84.30	84.14	86.84	91.27	91.27	89.00	35.27	59.33	38.64	N/A	N/A	N/A
Mini-hydro	95.41	94.36	96.60	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biomass	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wind	98.00	98.00	97.65	96.00	96.00	96.80	96.00	96.00	97.02	N/A	N/A	N/A

	Brazil			Other countries			Expanded boundary		
	2015	2014	2013	2015	2014	2013	2015	2014	2013
Combined cycle	72.72	N/A	N/A	N/A	N/A	N/A	93.30	91.89	90.67
Conventional thermal	N/A	N/A	N/A	N/A	N/A	N/A	75.27	80.91	85.53
Cogeneration	98.04	N/A	N/A	N/A	N/A	N/A	90.48	95.51	91.20
Nuclear	N/A	N/A	N/A	N/A	N/A	N/A	88.69	92.69	88.96
Hydroelectric	93.56	N/A	N/A	N/A	N/A	N/A	85.05	84.91	86.78
Mini-hydro	N/A	N/A	N/A	N/A	N/A	N/A	95.41	94.36	96.60
Biomass	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wind	98.50	97.00	N/A	98.00	98.00	97.45	97.00	96.70	97.29

²⁹ Does not include the Garoña nuclear plant, which remained on shutdown during 2015 as it is pending cessation of activities.



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