



1. The Governance and Sustainability System constitutes the internal regulatory framework for the Company and is established in the exercise of the corporate autonomy that the law supports to ensure the realisation of its purpose and its values and the achievement of its business ends and goals through its rules.
2. The corporate policies are characterised by their development, conjunction, and extension, as well as by their function of binding and specifying the ideological and axiological content of its purpose and values in guidelines and criteria that rationalise management decisions in recurring or particularly important fields and issues that so require and constitute an essential part of the Governance and Sustainability System of the Company.
3. They therefore involve a positive limitation of the necessary discretion that the directors and professionals of the Iberdrola Group must have in the performance of their duties, thereby defining safe lines of action within the framework of the respect for and observance of human rights, the contribution to the achievement of the Sustainable Development Goals approved by the United Nations, the compliance with ESG (*Environmental, Social and Governance*) requirements and with the goals established by the Paris Agreement and the 2030 Agenda for Sustainable Development of the United Nations, which, if adhered to, can lead to the *prima facie* presumption of approval for and suitability of the corresponding actions with the *Purpose and Values of the Iberdrola Group* and corporate interest of Iberdrola, S.A., shared by all Group companies, whose materialisation and fulfilment they contribute to.
4. The policies regarding the social commitment are included within the sustainable development strategy and constitute the reaction of the Iberdrola and therefore, the Company to the inescapable challenges, objectives and social goals, such as the commitment to human rights, empowering women and promoting the diversity, inclusion and sense of belonging and equality of its members and of those who, in any way, constitute and participate in its business enterprise. In short, they involve the articulation of the recognition and valuation of human and personal capital by the Company, without which its progress would not be possible.
5. The Iberdrola's commitment to the social demands and requirements of our time also extends to all those that act or interact with it to the extent that it is applicable, thus contributing to its maximum dissemination and application amongst its Stakeholders.
6. The work of giving shape to ideas, values and principles in guidelines or protocols of conduct can and should be subject to ongoing attention in order to adjust them to the changing circumstances within which the Iberdrola Renovables Internacional works as a comprehensive enterprise with three dimensions: business, corporate and institutional. Social policies contained in this fourth book are subject to a process of continuous review, interest and adaptation and constant improvement in order to update them to the context in which the Company and the Iberdrola Group carry out their business activities, the applicable law and the best applicable practices.

In Bilbao, on February 8th, 2024.

The Board of Directors of Iberdrola Renovables Internacional, S.A.U.

1. Policy on Respect for Human Rights

20 June 2023

Revised text approved by the sole shareholder of Iberdrola Renovables Internacional, S.A.U. on 11/07/2023.



The Board of Directors of IBERDROLA, S.A. (the “**Company**”) has the power to design, assess and continuously revise the Governance and Sustainability System, and specifically to approve and update the corporate policies, which contain the guidelines governing the conduct of the Company and of the companies belonging to the group of which the Company is the controlling entity, within the meaning established by law (the “**Group**”).

In fulfilling these responsibilities, and aware that respect for human rights is one of the main pillars on which the purpose and values of the Group’s companies rest and an aspect that is inextricably linked to the United Nations (UN) 2030 Agenda for Sustainable Development, the Board of Directors hereby approves this *Policy on Respect for Human Rights* (the “**Policy**”), which has been prepared taking into account the most stringent international standards.

1. Purpose

The purpose of this *Policy* is to formalise the commitment of the Group’s companies to the human rights recognised in domestic and international legislation and to define the principles that shall be applied within the boundary of the Group for due diligence in the area of human rights pursuant to the *Guiding Principles on Business and Human Rights*, the *OECD Guidelines for Multinational Enterprises*, the principles underpinning the *United Nations Global Compact*, the *Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy*, the conventions of the International Labour Organization (including convention 169), the Sustainable Development Goals (SDGs) approved by the United Nations (UN), the Company’s *Code of Ethics*, as well as such documents and texts as may replace or supplement those mentioned above.

2. Scope of Application

This *Policy* applies to all companies of the Group, as well as to all investees not belonging to the Group over which the Company has effective control, within the limits established by law.

Without prejudice to the provisions of the preceding paragraph, listed country subholding companies and their subsidiaries, based on their own special framework of strengthened autonomy, may establish an equivalent policy, which must be in accord with the principles set forth in this *Policy* and in the other environmental, social and corporate governance and regulatory compliance policies of the Governance and Sustainability System.

At those companies in which the Company has an interest and to which this *Policy* does not apply, the Company will promote, through its representatives on the boards of directors of such companies, the alignment of their own policies with those of the Company.

This *Policy* shall also apply, to the extent relevant, to the joint ventures, temporary joint ventures (*uniones temporales de empresas*) and other equivalent associations, if the Company assumes the management thereof.

3. Main Principles of Conduct

To achieve the aforementioned goals and commitments, the following main principles of conduct that must govern the innovation strategy of the companies comprising the Group in all areas are adopted and promoted at the Group level:

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