



Introduction to Book Four - Social Commitment



1. The Company's Governance and Sustainability System constitutes the internal regulatory framework for the Company, established, within exercise of the corporate autonomy that the law supports, to ensure that its purpose and values are materialised through its rules and that its business aims and goals are achieved.
2. 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 their 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 in the Company's Governance and Sustainability System.
3. They therefore entail, a positive limitation of the necessary discretion that the Company's directors and professionals must have in the exercise of their functions, thus defining safe lines of action, within the framework of respect for and observance of human rights, of the contribution to the achievement of the Sustainable Development Goals approved by the United Nations (UN), of compliance with the "ESG" requirements (*Environmental, Social and Governance*), and the goals set by the Paris Agreement and the 2030 Agenda for Sustainable Development of the United Nations (UN), the monitoring of which can be presumed, *prima facie*, the conformity and appropriateness of the corresponding actions with the *Purpose and Values of the Iberdrola Group* and with the corporate interest of the Company, to which they contribute in a specific and precise manner.
4. Policies relating to social commitment are integrated into the sustainable development strategy and constitute Iberdrola's and, therefore, the Company's decisive reaction to such unavoidable social challenges, objectives, and goals as the commitment to human rights, the empowerment of women, the promotion of diversity, inclusion, and the sense of belonging and equality of its members and of those who, in any way, make up or participate in its corporate project. 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. Iberdrola's commitment to the social demands and requirements of our time also extends to all those who act or establish relations therewith, to the extent applicable thereto, thus contributing to its maximum dissemination among 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 Company works as a comprehensive enterprise with three dimensions: business, corporate and institutional. The social policies contained in this book four are subject to an ongoing review process of adaptation and constant improvement in order to update them to the context in which the companies of the Iberdrola group carry out their activities, to applicable laws and regulations, and to applicable best practices.

In Bilbao, on 5th February 2024.

The Board of Directors of Iberdrola Energía España S.A.