



Introduction to Book Four - Social Commitment



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 España 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 16th February 2024.

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