



AVANGRID GRI Report

For the year-ended December 31, 2020



September 2021

ABOUT THIS REPORT:

This report has been prepared in accordance with the reporting requirements and recommendations of the Global Reporting Initiative (GRI) Standards. It follows the order of GRI indicators. To facilitate access to all available information, direct links are included throughout this report to the corporate website. Additional useful information for a better understanding of Avangrid's performance during the financial year can be found in the Annual Report.

Indicator	Description	Response / Reference to Information
GRI 102: General Disclosures		
Organizational Profile		
102-1	Name of the organization	Avangrid, Inc.
102-2	Activities, brands, products and services	AVANGRID is a leading sustainable energy company with two primary lines of business - Avangrid Networks and Avangrid Renewables. Avangrid Networks owns eight electric and natural gas utilities, serving approximately 3.3 million customers in New York and New England at the end of 2020. Avangrid Renewables owns and operates 8.5 gigawatts of electricity capacity, primarily through wind power at the end of 2020 and presence in 22 states. Please see page 6 of AVANGRID Form 10-k - 2020.
102-3	Location of headquarters	AVANGRID is headquartered in Orange, Connecticut, with significant offices in Portland and Augusta in Maine; Rochester in New York and Portland in Oregon.
102-4	Location of operations	All operations are in the United States.
102-5	Ownership and legal form	AVANGRID is an investor-owned corporation listed on the New York Stock Exchange under the trading symbol AGR. Iberdrola S.A., a corporation (sociedad anónima) organized under the laws of the Kingdom of Spain, a worldwide leader in the energy industry, directly owns 81.5% of outstanding shares of AVANGRID common stock.
102-6	Markets served	Please see the following: (1) pages 6-11 of AVANGRID Form 10-k for 2020; (2) Our Operation portfolio on page 16 of AVANGRID 2020 Sustainability Report.
102-7	Scale of organization	See the following: (1) 2020 Business Overview sections and Key Performance Indicators of AVANGRID 2020 Sustainability Report; (2) Security Ownership of Certain Beneficial Owners and Management of AVANGRID Notice of Annual Meeting and Proxy Statement; (3) AVANGRID's financial statements for the year ended December 31, 2020 available in the AVANGRID Form 10-K for 2020.
102-8	Information on Employees	At the end of 2020, AVANGRID had 7,039 employees, of which 28% were female. 99.8% work full-time and 48.9% are represented by a union. See page 70 of AVANGRID Sustainability Report.

Indicator	Description	Response / Reference to Information
102-9	Supply chain	<p>In 2020, AVANGRID purchased approximately \$2.9 billion of good and services, with 97% from local suppliers.</p> <p>The Purchasing Division guarantees equal opportunities, applying criteria of objectivity and impartiality in its relationships with suppliers, and promoting advertising and competition in the selection processes under a general framework of management efficiency. Suppliers are assessed on a number of metrics throughout the purchase process, in order to gain an understanding of the potential risks, and we ensure that each supplier's operations, practices and policies are aligned with the group's policies, principles, values and responsibilities.</p> <p>The Purchasing Division uses a supplier sustainability assessment model that is organized around the three fundamental pillars: Environmental, Social and Governance.</p> <p>Supplier evaluation includes the supplier's performance in wide-ranging areas: identification of goals linked to the Sustainable Development Goals (SDG), management of risks resulting from climate change, circular economy strategy, due diligence in human rights, etc. The supplier must provide evidence and supporting documentation for their claims and performance.</p> <p>For each of the three areas analyzed, the following information will be taken into account:</p> <ul style="list-style-type: none"> - Environmental 40%: Existing policies, management systems, greenhouse gases, biodiversity, climate change, water management - Social 30%: Human rights, diversity, management systems, contribution to society, reporting and transparency - Governance: 30%: Existing policies, SDG, ethics and compliance, penalties, stakeholders, supply chain <p>After the analysis, the suppliers are rated at two levels: "adequate" if their score exceeds 51 of 100 points (and at least 30% of the points on each of the ESG pillars), and "inadequate" otherwise.</p> <p>Improvement goals have been established throughout the Purchasing Division team for 2020 relating to the increase in purchases from analyzed suppliers and the introduction and monitoring of improvement plans for suppliers obtaining scores of less than 35 points.</p> <p>Furthermore, goals have been established in 2020 relating to the increase in purchases from analyzed suppliers and the introduction and monitoring of improvement plans for those suppliers not achieving the minimum scores established.</p> <p>AVANGRID has also adopted measures to ensure the respect for human rights through supplier management and during the purchasing process. Specifically, Purchasing Policy, the Code of Business Conduct and Ethics, the Supplier Code of Conduct and specific clauses regarding social responsibility in the contractual conditions accompanying orders include provisions require that Suppliers commit to the principles of social responsibility and human rights. During the term of the contract, the supplier must allow AVANGRID to review the degree of compliance with the principles in the contracts and, if breaches are detected and remedial plans not adopted, the company reserves the right to cancel the contracts.</p>
102-10	Significant changes to the organization and its supply chain	No significant changes in 2020.
102-11	Precautionary Principle or approach	AVANGRID manages and reports on AVANGRID risks and impacts in consideration of the precautionary principle. Please also see Risk Management Oversight on the section Business and Market Risk Factors, page 33 of AVANGRID Form 10-K for 2020.
102-12	External initiatives	<p>AVANGRID has subscribed to or endorsed external initiatives aligned with sustainable development and encouraged its affiliated companies to adhere to them.</p> <p>Sustainability is firmly entrenched in the values and principles that guide our board of directors, and respect for people, safety, communities and the environment are key priorities driving our business success. In 2018, AVANGRID incorporated the Sustainable Development Goals (SDGs) approved by the member states of the United Nations into the company's strategy and governance system. These commitments are articulated in our sustainable development policies, which have been adopted by our board of directors and support the SDGs (available at www.avangrid.com).</p> <p>In 2020, AVANGRID joined as signatories on Paradigm for Parity and CEO Action for Diversity & Inclusion.</p> <p>Avangrid participates in Reforming Energy Vision (REV) to promote a more efficient use of energy and greater penetration of renewables in the country. It is also a member of The Partnership on Climate Resilience of the U.S. Department of Energy to combat the effects of climate change and modernize energy infrastructures for the future. And it is also a signatory of the American Business Act Climate Pledge to support the fight against climate change.</p>

Indicator	Description	Response / Reference to Information
102-13	Membership of associations	Find below a list (not exhaustive) of the key associations that AVANGRID is a member of: American Council On Renewable Energy American Energy Action fka American Wind Action American Gas Association American Clean Power Business Council of New York State Edison Electric Institute Global Business Alliance (formerly known as the Organization for International Investment) Greater Binghamton Chamber of Commerce (Broome County) Greater Rochester Chamber of Commerce Interwest Energy Alliance Renewable Northwest Project
Strategy		
102-14	Statement from senior decision-maker	See Letter from our CEO and CEO Review and Outlook on pages 2-3 of AVANGRID 2020 Sustainability Report.
102-15	Key impacts, risks, and opportunities	<p>AVANGRID seeks to create value in a sustainable manner, with a long-term vision that achieves a better future for employees, customers, shareholders and other stakeholders, and focuses on providing a high-quality service through the use of environmentally-friendly energy sources and other innovations.</p> <p>In this respect, AVANGRID strives for the sustainable development of the communities in which the AVANGRID Group does business and endeavors to foster local economic development, the generation of employment, and prosperity. In addition, the AVANGRID Group is committed to:</p> <ul style="list-style-type: none"> a) contributing to the achievement of the Sustainable Development Goals (SDGs) adopted by the member states of the United Nations with particular focus on goal seven (Affordable and Clean Energy) and goal thirteen (Climate Action); b) offering safe, reliable, and high-quality energy that is respectful of the environment; c) adopting management practices based on equal opportunity, innovation, productivity, profitability, and sustainability; d) responsibly managing and controlling risk; and e) encouraging a culture of ethical behavior and transparency in our actions. <p>AVANGRID is subject to various risks inherent to the industry and markets in which it does business and to the activities it carries out, which may prevent it from achieving its objectives and successfully implementing its strategies. The Company regularly conducts risk assessments of its business operations that involve important compliance-related activities. These assessments help the Company identify key areas of risk, ensure that internal controls have been implemented for compliance, and focus compliance resources in a risk-based manner. Risk factors are described on page 25 - 37 of AVANGRID Form 10-k for 2020.</p> <p>AVANGRID has risk policies approved by the Board. Those are available on our website. AVANGRID has a Risk Committee made up of senior leaders that meets monthly to review and provide guidance on the risks of the organization to properly align the basic principles and general framework for the control and management of risks facing the Group in accordance with the mission, vision and values approved by the Board of Directors. See also Risk Management Oversight beginning on page 30 of AVANGRID's 2020 Notice of Annual Meeting and Proxy Statement for additional information regarding AVANGRID's allocation of the risk oversight function.</p>

Indicator	Description	Response / Reference to Information
Governance and integrity		
102-16	Values, principles, standards, and norms of behavior	Purpose and values on page 58 and Ethics, Integrity and Compliance on pages 59-61 of AVANGRID 2020 Sustainability Report, Corporate Governance System on page 22 and Code of Business Conduct and Ethics on page 32 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement. See the Corporate Governance section of www.avangrid.com for detailed information about AVANGRID's values, principles, standards and norms of behavior and access to the governance rules, corporate policies and compliance policies that comprise our Corporate Governance System.
102-17	Mechanisms for advice and concerns about ethics	AVANGRID's Compliance and Ethics Program serves as a resource for establishing a culture of high ethical standards and compliance with applicable laws and regulations. The Program is administered by the Company's Compliance and Ethics Division, and is based on the criteria for an effective compliance program established under Chapter 8 of the U.S. Federal Sentencing Guidelines. Central to the Program is a focus on continuous improvement and adoption of industry best practices. AVANGRID has established a 24/7 Helpline available to employees, contractors, consultants, and suppliers. The Helpline is used both to seek guidance on ethics and compliance-related matters, and to report situations that may require investigation, such as questionable accounting or auditing practices, unprofessional behavior, and potential violations of laws or company policies. Callers are given the option of reporting through the Helpline anonymously. AVANGRID strictly prohibits retaliation against employees who in good faith report ethics and compliance concerns. See the Compliance Program section of www.avangrid.com for detailed information about AVANGRID's Compliance and Ethics Program, Ethics, Integrity and Compliance on pages 59-61 of AVANGRID 2020 Sustainability Report and the Code of Business Conduct and Ethics on page 32 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for additional information.
102-18	Governance structure	Corporate Governance on pages 22 - 39 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement and Governance on pages 58-61 of AVANGRID 2020 Sustainability Report.
102-19	Delegating authority	<p>Our Chief Executive Officer is responsible for sustainability and citizenship. Strategy is developed by the CEO's office and approved by the CEO. Throughout the year the Board discusses with management the overall, long term strategy and goals of the AVANGRID Group. These strategic discussions include AVANGRID's strategies and goals with respect to economic, environmental and social impacts. Economic, environmental and social topics are also included in performance goals established for each business unit by the Board and CEO.</p> <p>Sustainability is firmly entrenched in the values and principles that guide our board of directors, and respect for people, safety, communities and the environment are key priorities driving our business success. AVANGRID has incorporated the Sustainable Development Goals (SDGs) approved by the member states of the United Nations into the company's strategy and governance system. In line with this principle, AVANGRID focuses its efforts on affordable, clean energy while nurturing sustainable communities through investments in research, development and innovation. This is aligned with the company's continued stewardship for action on climate. AVANGRID is fully committed to contributing to the social and economic development of communities in which it operates and the protection of the environment through its sustainable energy business model.</p> <p>AVANGRID has adopted a management approach to sustainability that engages all levels of the company from the board of directors to our employees and embeds a commitment to sustainable development and sustainability in all aspects of our business.</p> <p>The board of directors of AVANGRID sets the company's sustainable development strategy and oversees sustainability issues and AVANGRID's commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) approved by the member states of the United States. The Compensation, Nominating and Corporate Governance Committee is responsible for overseeing environmental, social and governance risk management and AVANGRID's non-financial sustainability reporting.</p> <p>Chief Executive Officer evaluates the risks of direct or indirect economic losses resulting from external events, including the risk related to climate change. The CRO is responsible for preparing the information and for reporting to the Audit and Compliance Committee and the Board of Directors.</p> <p>Management Team: Accountable for implementing specific elements of company's sustainable development strategy and integrating sustainability and the Sustainable Development Goals (SDGs) approved by the member states of the United Nations into their respective areas.</p> <p>In 2020, the AVANGRID Environmental, Social and Governance Committee was established as a management committee to support AVANGRID's ESG and sustainable development strategies, policies, programs, practices and initiatives. This committee is comprised of corporate and operating senior leaders and is responsible for reviewing and monitoring AVANGRID's sustainability and climate change-related activities, performance and disclosures.</p> <p>Employees: Implement departmental initiatives and identify local sustainability opportunities.</p>

Indicator	Description	Response / Reference to Information
102-21	Consulting stakeholders on economic, environmental and social topics	Shareholder Engagement: page 31 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement.
102-22	Composition of highest governance body and its committees	Section Corporate Governance pages 22-28 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for additional information about the composition of our Board of Directors and its committees.
102-23	Chair of the highest governance body	AVANGRID's Board of Directors is comprised of 14 directors, only one of whom, our Chief Executive Officer, is a member of management. Please see pages 12-20 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for additional information about the composition of our Board of Directors.
102-24	Nominating and selecting the highest governance body	AVANGRID's Corporate Governance Guidelines are available in the Corporate Governance section of www. avangrid.com and page 11 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for information about the director selection and nomination process.
102-25	Conflicts of interest	Please AVANGRID's Corporate Governance Guidelines and Code of Business Conduct and Ethics available in the Corporate Governance section of www. avangrid.com and pages 32-39 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for information about transactions with related persons and certain related party transactions.
102-26	Role of highest governance body in setting purpose, values and strategy	AVANGRID's Corporate Governance Guidelines available in the Corporate Governance section of www. avangrid.com
102-27	Collective knowledge of highest governance body	Director Qualifications and Experience, page 12 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement
102-28	Evaluating the highest governance body's performance	Annual Board Assessment, page 29 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	<p>The Board of Directors oversees AVANGRID's policies and procedures for managing sustainability and environmental, social and governance risk. The Compensation, Nominating and Corporate Governance Committee is responsible for overseeing environmental, social and governance (“ESG”) risk management and AVANGRID’s non-financial sustainability reporting.</p> <p>See AVANGRID Corporate Governance Guidelines and other governance rules, corporate policies and compliance policies available in the Corporate Governance section of www.avangrid.com.</p>
102-30	Effectiveness of risk management processes	A summary of the allocation of general risk oversight functions among management, the board of directors and its committees is shown on page 30 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement and pages 23-36 in AVANGRID Form 10-k for 2020 for additional information about our risk management process.
102-31	Review of economic, environmental, and social topics	<p>In 2020, the AVANGRID Environmental, Social and Governance Committee was established as a management committee to support AVANGRID’s ESG and sustainable development strategies, policies, programs, practices and initiatives. This committee meets regularly every quarter and is comprised of corporate and operating senior leaders and is responsible for reviewing and monitoring AVANGRID’s sustainability and climate change-related activities, performance and disclosures.</p> <p>The Compensation, Nominating and Corporate Governance Committee is responsible for AVANGRID’s non-financial sustainability reporting. Our Sustainability Report is reviewed by a core team of AVANGRID colleagues representing each business unit and other key functions. The cross-functional team is managed by our Corporate Communications department, led by the Vice President - Corporate Communications, who reports directly to the Chief Executive Officer. In addition, our Chief Executive Officer, Chief Financial Officer, Senior Vice President - General Counsel, Senior Vice President - Controller, Senior Vice President - Human Resources & Corporate Administration, and Vice President - Investor and Shareholder Relations review and approve the report, with additional senior level executives review of the sustainability report sections, as appropriate.</p> <p>The Board of Directors discusses corporate social responsibility and sustainability efforts and progress towards achievement of these goals at each regular meeting. They also review the Sustainability report at a board meeting in advance of public dissemination and have an opportunity to question management and provide comments.</p>

Indicator	Description	Response / Reference to Information
102-32	Highest governance body's role in sustainability reporting	The Compensation, Nominating and Corporate Governance Committee is responsible for AVANGRID's non-financial sustainability reporting. The Board of Directors review the report at a regularly board meeting in advance of public dissemination and have an opportunity to question management and provide comments. AVANGRID is committed to sustainable development and respect for the environment and these important values guide our strategy and actions. The Board of Directors discusses corporate social responsibility and sustainability efforts and progress towards achievement of these goals at each regular meeting. In addition, the AVANGRID Board of Directors has approved, and regularly reviews, an extensive suite of sustainable development policies that guide the AVANGRID's actions, which includes a sustainable development policy, environmental policy, biodiversity policy, sustainability policy, climate change policy, human rights policy, equal opportunity policy, and environmental health & safety policy. See the Corporate Governance section of www.avangrid.com for additional information on AVANGRID's Corporate Governance System including corporate social responsibility policies.
102-33	Communicating critical concerns	To communicate with the board or with only non-management directors or any specified individual director, please see page 31 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement.
102-35	Remuneration policies	Executive Compensation Pages 40 - 72 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for detailed information on our compensation program, practices and policies. Please also see the Compensation, Nominating and Corporate Governance Committee section of www.avangrid.com .
102-36	Process for determining remuneration.	Executive Compensation Pages 40 - 72 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for detailed information on our compensation program, practices and policies. Please also see the Compensation, Nominating and Corporate Governance Committee section of www.avangrid.com .
102-38	Annual total compensation ratio	CEO Pay Ratio. Page 72 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement.
102-40	List of stakeholders	We engage communities, customers, suppliers, employees and shareholders in the governance of our company, demonstrating leadership and transparency in our actions. The stakeholders are grouped into the following categories: a) Workforce b) Shareholders and the financial community c) Regulatory entities d) Customers e) Suppliers f) The media g) Society at large h) The environment
102-41	% of employees covered by collective bargaining agreements	At the end of 2020, AVANGRID had 7,031 employees. 48.9% are represented by a union. Please see page 70 of AVANGRID 2020 Sustainability Report.
102-42	Identifying and selecting stakeholders	See stakeholder section on www.avangrid.com/wps/portal/avangrid/aboutus/companyprofile/stakeholders The initial identification and selection of the Stakeholders of the Group was carried out through processes of internal reflection conducted by the management team. AVANGRID has a defined process for categorizing and prioritizing stakeholders and has identified eight stakeholder categories listed in indicator 102-40. Each stakeholder segment is divided into subcategories and a priority is assigned according to influence and impact criteria. We use an internal tool for segmenting, prioritizing, defining levels of engagement, reviewing channels, identifying relevant issues and risks and opportunities.
102-43	Approach to stakeholder engagement	Please see Shareholder Engagement on page 31 of AVANGRID 2021 Notice of Annual Meeting and Proxy Statement for a description of engagement and outreach to our investors and shareholders. AVANGRID seeks to create value in a sustainable manner, with a long-term vision that achieves a better future for employees, customers, shareholders and other stakeholders. The company's objective is thus to build relations of confidence with the various Stakeholders, as well as to deepen their participation, engagement and sense of belonging to AVANGRID. AVANGRID follows a Global Stakeholder Relations Model based on the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 standard (AA1000SES 2015), the AA1000 AccountAbility Principles 2018 (AA1000AP 2018) standard, and in its four principles of inclusiveness, responsiveness and impact. Among other objectives, this model seeks to systematize stakeholder relations, creates a corporate culture with respect to the significance of dialogue with the stakeholders for more sustainable performance by the company, and drives continuous improvement.

Indicator	Description	Response / Reference to Information
102-44	Key topics raised through stakeholder engagement	<p>Please also see Shareholder Engagement on page 32 of our 2020 Notice of Annual Meeting and Proxy Statement for a description of engagement and outreach to our investors and shareholders.</p> <ul style="list-style-type: none"> - Workforce: Management and retention of talent, Occupational risk prevention and health and safety training, Employee benefits and pension plans - Shareholders and financial community: Strategy and future plans, Corporate reports - Regulatory: Transition to an economy neutral in emission, Remuneration to the businesses - Customers: Service quality, Customer experience, Optimization of power and consumption and impact on billing, Service quality - Suppliers: Commercial relations with suppliers (communication of strategy, award standards, contracting terms, payments and billing) - Media: Financial results and company strategy, Operational and corporate governance performance and social impact of the activity - Society in general: Engagement in the development of the local communities, Relationship and contribution of the company in institutions and other representatives of society - Environment: Environmental performance, Climate change and energy transition.

Indicator	Description	Response / Reference to Information
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Page 8 of the AVANGRID Form 10-K for 2020. This report covers Avangrid Inc and its subsidiaries.
102-46	Defining report content and topic Boundaries	AVANGRID, as part of Iberdrola Group, participates in a materiality study in consultation with an independent outside firm, which identifies the specific aspects of interest related to the company's activity by consulting in-house and outside sources. This process identifies economic, social, environmental and ethics issues that are significant to its focus on sustainable development. AVANGRID provides an annual report on these issues through its Sustainability Report, adhering to the materiality requirements, following macro-trends in sustainable development and generally meeting Stakeholder expectations. The Topics of the GRI Sustainability Reporting Standards (and prior versions) as well as the Electric Utility Sector Supplement are incorporated in this analysis. Various Stakeholders participate in this process including representatives from business, unions, the financial markets, auditors and specialists from various disciplines in the business area, regulators and governmental authorities.
102-47	List all material topics	The Materiality study prepared by Iberdrola Group covering all the countries where the Group is present, including AVANGRID in the United States, has identified seven priority topics that are significant within the organization: <ul style="list-style-type: none"> - Occupational health and safety - Economic and financial performance - Energy transition - Connectivity, Digitalisation and Cybersecurity - Climate change - Diversity and equal opportunity - Socially responsible investment
102-48	Restatement of information	None
102-49	Changes in reporting	There were no changes deemed significant in the scope, coverage or methods of valuation used in the report in financial year 2020, keeping the ability to compare the group's key figures with those of prior years
102-50	Reporting period	Calendar year 2020
102-51	Date of previous report	2020 Avangrid Sustainability Report, issued in April 2021, focused on calendar year 2020
102-52	Reporting cycle	We report on an annual basis.
102-53	Contact point for questions	corporatecommunications@avangrid.com
102-54	Claims for reporting in accordance with GRI Standards	AVANGRID continues to evolve its approach to non-financial reporting. We have prepared this GRI reference table to help readers more readily locate relevant information across AVANGRID's non-financial reports and it's web-based resources.
102-55	GRI Content Index	GRI Reporting Initiative Index
102-56	Current practice for external assurance for the report	The report has been reviewed by our Internal Audit team. AVANGRID has not sought external assurance of our sustainability report. However, all GRI indicators are also reported to the Iberdrola Sustainability report that has been assured by an External Independent Assurance, performed by PwC. This assurance covers the full Sustainability Report, and therefore, the full environmental and social information included in the Report. Also, in this Assurance is included the revision of the approach and activities of IBERDROLA's Stakeholder Engagement.

Material Topics

GRI 103: Management Approach		
103-1	Explanation of material topics and their boundaries	AVANGRID's response to each of the material topic identified can be found on the following sections in the 2020 Sustainability Report: <ul style="list-style-type: none"> - Diversity and equal opportunity: section "Our Workforce" - Energy transition: section "2020 Business Overview" - Occupational health and safety: section "Environmental Health and Safety" - Customer satisfaction: section "2020 Business Overview achievements" - Climate change: sections "Climate Change Risk Management" and "Greenhouse Gas Emissions" - Economic and financial performance: sections "2020 Review and Outlook" and "Our Business Activities"
103-2	The management approach and its components	Refer to the narrative of the sections of the 2020 sustainability report identified in indicator 103-1

Indicator	Description	Response / Reference to Information
Category: Economic Performance		
103-2	Management Approach	See Task Force on Climate-related Financial Disclosure on pages 31-33 of the 2020 Sustainability report
201-1	Direct economic value generated and distributed	See AVANGRID Form 10-k for 2020 including AVANGRID's financial statements for the year ended December 31, 2020. Please also see Key Performance Indicators section beginning on page 68 of AVANGRID 2020 sustainability report.
201-2	Financial implications and other risks and opportunities due to climate change	<p>Today, AVANGRID is well-positioned to take advantage of the following opportunities, among others, thanks to its leadership in renewable energy, smart grids, and its commitment to the transition towards a low-carbon and climate-resistant economy:</p> <ul style="list-style-type: none"> - Investment opportunities and improved competitive advantage. Legislative and regulatory changes encouraging decarbonization through greater electrification, the development of renewable energy and the integration thereof into the electricity system through smart grids and backup capacity, technological innovation, etc. - New services and markets. Demand for new energy services and products related to the energy transition (e.g. electric mobility, demand-side management, smart grids, energy storage, etc.). - Advantages in the acquisition of financing. Growing pressure on the financial sector and capital markets, which favors those companies with an ambitious decarbonization strategy, low exposure to assets linked to climate change and good positioning on the sustainability and transparency indexes. - Strengthening of corporate reputation. Result of a leadership position in the energy transition. - Sustainable creation of value. Maximization of the social dividend for all Stakeholders.
201-3	Defined benefit plan obligations and other retirement plans	Pages 72, 74, 94 and 140 of the AVANGRID Form 10-K for 2020.
201-4	Financial assistance received from government	Section "Note 21. Grants, Government Incentives and Deferred Income" on Page 146 of the AVANGRID Form 10-K for 2020.
Market Presence		
202-1	Entry-level wage compared to legal minimum wage (%)	128.7 (2020) 128.2 (2019) 146 (2018)
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	During the construction and operation of its facilities, AVANGRID also carries out certain infrastructure activities that are unrelated to its facilities and without a specific commercial purpose, but rather that are intended to meet the needs of the social environment, resolving existing shortcomings in the local communities.
203-2	Significant indirect economic impacts	<p>Potentially negative effects can be considered to include the following:</p> <ul style="list-style-type: none"> • Environmental risks, which may give rise to undesirable consequences for the environment, such as spills and improper emissions, or waste management; though very unlikely, these situations might occur despite the ever more demanding standards applied to the operational practices developed by the group. • The landscape impact of the facilities, especially large ones, and the possible negative effects (during construction or operation) on traditional activities, particularly in the rural environment, such as ranching, hunting or fishing.
Procurement Practices		
204-1	Proportion of spending on local suppliers	97% of total purchases are from local U.S. suppliers. Please see page 67 of AVANGRID 2020 Sustainability Report. Please see the Suppliers section of www.avangrid.com for information about AVANGRID's supplier selection process and Supplier Code of Ethics.
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Ethics, Integrity and Compliance on pages 58-61 of AVANGRID 2020 Sustainability Report. Please also see the Compliance Policies and Compliance Program sections of www.avangrid.com .

Indicator Description Response / Reference to Information

Category: Environmental

Energy		
103-2	Management Approach	AVANGRID ensures optimization in the use of energy throughout its entire value chain (production, transmission, distribution, marketing and end use), contemplating energy efficiency from a three-fold perspective: <ul style="list-style-type: none"> • As an electricity generator and distributor, it seeks to improve efficiency by introducing the most advanced technologies, equipment and digitization. • As an energy consumer, AVANGRID promotes the ongoing improvement of energy efficiency across all its activities (offices and buildings, mobility, etc.). • As an electricity supplier, the company informs, promotes and supplies comprehensive efficiency solutions aligned with the emission reduction strategy, thereby contributing to more efficient use of energy by consumers, whilst encouraging the reduction of the environmental impact of their energy habits and consumption.
301-1	Use of raw materials	Natural Gas (Nm3): 586,150,493 Diesel oil (m3): 240 PRODUCTION WITH LOCAL SOURCES: 87.60%
302-1	Energy consumption within the organization	Internal Energy Consumption (GJ): 11,368,860 Energy consumption within the organization (internal consumption) includes the consumption of energy at Avangrid's facilities, buildings and offices, and is calculated as Energy consumption within the organization (GJ) = Fuel consumption + Energy purchased - Energy sold (non-renewable) - Steam sold. <ul style="list-style-type: none"> • Fuel Consumption (Natural Gas, GJ): 21,481,078 • Purchased Energy (GJ): 416,986
302-2	Energy consumption outside of the organization	The most significant consumption of energy outside of the organization is consumption associated with the transport of fuel by motorway, with trips to/from work by group employees, and with business travel (planes and motorways). This information is included in the scope 3 of greenhouse gas emissions inventory.
302-3	Energy intensity	Fossil fuel consumption (tep/GWh) in 2020: <ul style="list-style-type: none"> - Cogeneration (Klamath): 187 - TOTAL AVANGRID: 23 Intensity of internal energy consumption (GJ/GWh) in 2020: <ul style="list-style-type: none"> - Cogeneration (Klamath): 4.0 - TOTAL AVANGRID: 0.5 Generation technologies (% energy production) in 2020 Wind (85.60%) Hydro (0.54%) Solar and other renew (1.12%) Cogeneration (12.41%)
302-4	Reduction of energy consumption	Renewables: Annual primary energy savings through the production of renewable energy (GJ): 69,734,274 Cogeneration: Annual savings through the supply of steam (GJ): 647,204 Reduction of energy consumption associated with improved efficiency (GJ): 115
EU11	Average performance of thermal generation facilities (%)	Klamath Cogeneration Power Plant: 47.53%
EU12	Transmission and distribution network losses (%)	Transmission: 1.36% Distribution: 4.16%
EU30	Average availability factor of generation technologies (%)	Cogeneration: 97.34% Wind: 95.50%

Indicator	Description	Response / Reference to Information
Biodiversity		
103-2	Management Approach	See Avangrid Biodiversity Policy. See pages 38 to 41 of AVANGRID 2020 Sustainability Report. See also the Biodiversity section of
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Onshore wind farms: 32 hectares are inside National Forest Systems
304-2	Significant impacts of activities, products, and services on biodiversity	<p>MAIN ACTIVITIES during the phases of a facility's life-cycle that might have an impact on biodiversity are:</p> <ul style="list-style-type: none"> • Construction phase: Entry of vehicles and machinery. Opening of pathways and changes in plant cover or the seabed. Generation of noise, vibrations and turbidity in the water. Prolonged human presence (which temporarily affects the behavior of species of fauna, and is generally reversible). Changes in landscape. • Operation phase: Emissions. Changes in the natural system of rivers and barrier effect of hydroelectric developments (affecting the ecosystems and habitat of certain species). Presence of facilities. Changes in vegetation to maintain power line corridors, etc. Discharges and spills. • Decommissioning phase: Use of machinery and vehicles to remove and demolish existing facilities. Prolonged human presence (which temporarily affects the behavior of species of fauna, and is generally reversible). <p>POTENTIAL IMPACTS:</p> <ul style="list-style-type: none"> • General impacts: Loss of habitat and species. Increase in greenhouse gases and climate change. Pollution of the atmospheric, edaphic and/or aquatic environment. • Impact on avifauna: Electrocutions. Collisions. • Impact on terrestrial fauna: Electrocutation. Trapping. • Impact on ichthyofauna: Changes in water quality. Discharges/spills into the hydrological environment. • Impact on flora: Production and spread of fires. Deterioration in the edaphic environment.
304-3	Habitats protected or restored	<p>Protection of fauna, avifauna and chiropteran:</p> <ul style="list-style-type: none"> • Power lines: Activities aimed at the protection of fauna on projects, such as contractor training and on-site monitoring. • Power Lines: Four osprey nests were relocated. • Wind farms: Continued tracking and monitoring of avifauna and bats at wind farms. Performance of livestock management tasks and the removal of carcasses. • Wind farms: The Manzana wind project has implemented a geofencing technology to monitor the risks to the California condor. A large portion of the condors in the southern California population have been fitted with radiofrequency technologies and a global positioning system to monitor their movements. When a condor fitted with a transmitter crosses the geofence boundary around Manzana, a third party remotely supervising the condor's movements notifies the Avangrid Renewables National Control Centre, which applies restrictions on the turbines. • Wind farms: Correction of substations and pylons of the evacuation lines at six wind farms in accordance with the directives issued by the Avian Power Line Interaction Committee (APLIC) for protection against electrocution and fauna collision.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Critically Endangered: 1, Endangered: 11, Vulnerable: 6, Near threatened: 10, Least Concern: 20, Other: 2 TOTAL: 52

Indicator	Description	Response / Reference to Information
EU13	Principal actions taken during 2020\	<p>Networks - Wetland recovery:</p> <ul style="list-style-type: none"> - Creation and establishment of new wetlands, including the planting of 969 trees on 4.4 acres, to offset the impacts on wetlands associated with RG&E gas projects. <p>Onshore wind farms:</p> <ul style="list-style-type: none"> - Continuation with the monitoring and maintenance of Habitat Mitigation Areas (HMAs) associated with the wind farms. The HMAs have 44, 92 and 18 acres, preserved through activities such as controlling invasive species, excluding grazing and annual monitoring to document the progress of the recovery. - Mitigation bank paid to ensure 250 acres of forest habitat for the Indiana bat (<i>Myotis sodalis</i>). - Restoration and monitoring of pastures of a 6.6 a construction area of the Trimont repowering project. The rest of the site will be stabilized in late 2020.

Indicator	Description	Response / Reference to Information
Emissions		
103-2	Management Approach	See pages 31-34 of AVANGRID 2020 Sustainability Report. See also information about AVANGRID's carbon footprint available at www.avangrid.com/wps/portal/avangrid/sustainability/environment
305-1	Direct (Scope 1) GHG emissions	1,466,766 CO ₂ eq metric tons. See page 11 of Iberdrola Group 2020 GHG Report.
305-2	Energy indirect (Scope 2) GHG emissions	316,157 CO ₂ eq metric tons. See page 11 of Iberdrola Group 2020 GHG Report available on AVANGRID website.
305-3	Other indirect (Scope 3) GHG emissions	23,728,195 CO ₂ eq metric tons. See page 11 of Iberdrola Group 2020 GHG Report available on AVANGRID website.
305-4	GHG emissions intensity	51 g CO ₂ /kWh. See page 68 of AVANGRID 2020 Sustainability Report. It covers direct CO ₂ emissions from generation facilities.
305-5	Initiatives for reducing emissions	Renewables: Primary energy savings through the production of renewable energy: 8.5 mill CO ₂ eq mt Savings through the supply of steam: 77,000 CO ₂ eq mt
305-6	Emissions of ozone-depleting substances (ODS)	Not Material topic for AVANGRID.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NO _x : 149 mt, SO _x : 6 mt, Particulate: 19 MT See page 68 of AVANGRID 2020 Sustainability Report
Effluents and Waste		
103-2	Management Approach	See page 37 in the AVANGRID 2020 Sustainability Report. Water is a critical natural resource integral to AVANGRID's business. The company's awareness of this dependency and of the risks arising from water shortages has led it to set itself the objective of ensuring an increasingly rational and sustainable use of this resource. With 90% of AVANGRID's installed capacity being wind and solar that do not need water to generate electricity, we have one of the lowest water use intensities per MWh generated in the United States. The water is predominantly used in the steam cooling process at Klamath, our combined cycle co-generation plant in Oregon.
303-3	Water withdrawal	Water withdrawal for Klamath power generation: 3,351,213 m ³ Treated wastewater 98% See page 69 of AVANGRID 2020 Sustainability Report
303-4	Water discharge	1,446,193 m ³ See page 69 of AVANGRID 2020 Sustainability Report
306-3	Waste generated	HAZARDOUS WASTE: 683 mt produced NON-HAZARDOUS WASTE: 163,475 mt produced
306-4	Waste diverted from disposal	HAZARDOUS WASTE: 77 mt recovered/recycled/reused NON-HAZARDOUS WASTE: 4,222 mt recovered/recycled/reused
306-5	Waste directed to disposal	HAZARDOUS WASTE: 606 mt deposited/incinerated NON-HAZARDOUS WASTE: 159,253 mt deposited/incinerated

Indicator	Description	Response / Reference to Information
Environmental Compliance		
103-2	Management Approach	See Environmental Policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies
307-1	Non-compliance with environmental laws and regulations	Violation: A contractor that installed poles for Electric Ops and failed to comply with a wetlands permit (did not use track mats); NYSDEC issued a Consent Order to NYSEG and a civil penalty of \$11,000.
Supplier Environmental Assessment		
103-2	Management Approach	See "Supplier Sustainability" section on AVANGRID 2020 Sustainability report, page 64 and "AVANGRID's Supplier Code of Ethics" available on www.avangrid.com
308-1	New suppliers that were screened using environmental criteria	100% of suppliers (both new and existing) of general supplies and significant suppliers of fuel in Iberdrola Group are evaluated according to environmental and sustainability criteria.
308-2	Negative environmental impacts in the supply chain and actions taken	No supplier with a significant negative environmental impact has been detected. Furthermore, Iberdrola Group does not have major suppliers located in areas with water stress.

Indicator	Description	Response / Reference to Information
403-1	Occupational health and safety management system	<p>AVANGRID implemented a safety and health management system and an environmental management system during the year. The only existing legal requirements for implementing an occupational safety and health system are in the offshore wind power sector, which is still emerging. Both the renewables (onshore wind) and networks business areas have implemented a system compatible with ISO 45001.</p> <p>The Occupational Safety and Health Systems (ISO 45001) implemented by Avangrid cover all workers and operations in the renewable energy and networks businesses. The relatively small number of employees attached to the corporate center (Avangrid Management Corporation) are not covered by this management system, nor has a specific management system been devised to protect their safety while at work as they are considered low risk.</p> <p>Managing the health of employees: mental stress caused by COVID-19: AVANGRID offered its employees various wellness programmes in 2020, including physical, emotional, financial and social support. Among other initiatives, the “CuelUp” financial programme features modules on personal budgeting, emergency savings, debit card spending and retirement savings. Meanwhile, the physical health and wellness programmes include weight control programmes and walking challenges. In addition, a multi-faceted programme has been developed to address mental health awareness and stigma, including webinars, training for managers, mental health advocates and a digital “myStrength” package, which offers employees valuable tools for coping with stress, anxiety and depression.</p>
403-2	Hazard identification, risk assessment and incident investigation	<p>AVANGRID seeks to proactively identify and mitigate hazards in the workplace through risk assessment tools that identify hazards and assess risks. This process includes job reports, occupational hazard assessments and site safety inspections, which are audited as part of the internal audit program and also through annual external ISO audits. Employees receive hazard identification training annually and during their professional development. Moreover, the elements flagged through audits and spot checks are used to draw up action plans or to communicate best practices.</p> <p>AVANGRID encourages its workers to report hazards in the workplace through their chain of command or to the OSH unit. The company's policy prohibits discrimination or reprisal against any worker for reporting job-related hazards. Moreover, avenues are available to workers who would like to report a concern, including an external anonymous helpline.</p> <p>All AVANGRID workers have “Authority to stop work”, meaning the right to speak out and stop or walk away from work if they feel the situation is unsafe. In addition, the code of business ethics explicitly prohibits any form of reprisal against an employee for reporting a hazard, and this includes the implementation of work stoppages.</p> <p>Work-related incidents are investigated in accordance with AVANGRID’s incident management policy, which includes the tracking of all work-related incidents via the company's online registration system and a formal inquiry process that seeks to identify the direct cause and all contributing factors. The particular investigation method depends on the severity or potential severity of the incident or mishap.</p>
403-3	Occupational health services	<p>The specific programs established by AVANGRID include regular legal reviews to assess emerging and changing legal and health risks and to come up with plans to mitigate and reduce these risks. The findings of this review process are communicated to the organisation through regularly scheduled meetings involving senior management, employees and their representatives. The quality of this programme is assessed through regular internal and external audits.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>100% of employees are represented on health and safety committees. There is a safety committee at either the facility or job level, that ensures the representation of all employees.</p> <p>AVANGRID conducts formal worker consultation processes through a number of qualified workers, whereby workers nominated by their peers are consulted in relation to the development of the management system, and through a strategic safety board, where the leaders and representatives of senior workers are consulted. Panels of qualified safety workers and Avangrid’s strategic safety board meet monthly. These panels provide experience and knowledge on matters relating to OSH.</p>
403-5	Worker training on occupational health and safety	<p>AVANGRID workers receive technical and safety training through a combination of in-person training, classroom instruction and online training. Workers may not begin work until they are able to demonstrate the level of competence and knowledge necessary to do so safely. Technical training includes training on hazards, risks and controls associated with each job function.</p>
403-6	Promotion of worker health	<p>AVANGRID offers all employees a comprehensive package of benefits that includes medical, dental and vision coverage.</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>AVANGRID focuses on systems to mitigate occupational safety and health impacts, while seeking out opportunities to build robust systems that not only include measures to reduce the probability of an impact occurring, but also mitigate the potential consequences in the event of an actual impact or failure. The general idea is to focus on the development of systems that employ various types of controls to create layers protecting against incidents and mitigating impacts if an incident does materialise.</p>

Indicator	Description	Response / Reference to Information
403-8	Workers covered by an occupational health and safety management system	In the United States, no worker at AVANGRID has been excluded from the scope. The data collected is based on an assessment of the organisation's procedures, policies and metrics.
403-9	Work-related injuries	<p>NUMBER OF ACCIDENTS Men: 188 (fatal 0, with leave 41, with high consequences 1, without leave 111) Women: 20 (fatal 0, with leave 5, with high consequences 0, without leave 15)</p> <p>INJURY RATE: 3.31 SEVERITY INDEX: 0.11 ABSENTEEISM (hours lost): 284,821 - Occupational injury and illness: 10,576 - Common illness and COVID-19: 274,245</p>
403-10	Work-related ill health	Employees are not exposed to specific occupational or work-related diseases in the course of their work that may be considered to have a high level of incidence or to carry a high risk.

Training and Education

103-2	Management Approach	"Our Workforce" section on pages 45-46 of the 2020 Sustainability Report. See also Training section of the website www.avangrid.com/wps/portal/avangrid/peopleandtalent/careeradvancement/training .
404-1	Average hours of training per year per employee	<p>AVANGRID TOTAL: Hours of training per employee: 26.90h (Management 12.5 h Middle Managers and skilled technician 15.0h Skilled workers and support personnel 35.2h)</p> <ul style="list-style-type: none"> Men: 26.6h (Management 11.0h Middle Managers and skilled technician 15.4h Skilled workers and support personnel 33.6h) Women: 27.7h (Management 17.5h Middle Managers and skilled technician 14.2h Skilled workers and support personnel 39.6h)
404-2	Programs for upgrading employee skills and transition assistance programs	<p>"Our Workforce" section on pages 45-46 of the 2020 Sustainability Report. Please also see the People and Talent section of www.avangrid.com. https://www.avangrid.com/wps/portal/avangrid/peopleandtalent</p> <p>In 2020 Avangrid deployed LinkedIn Learning for all employees in the United States. The tool puts development in the hands of every employee by offering relevant and on-demand courses, from professional development through to technical training and preparation for a wide range of qualifications. In December Avangrid partnered with the Avangrid Foundation to offer "We Learn, We Give", whereby donations are made to educational centres for every hour of LinkedIn Learning completed by employees.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>A Professional Development Programmes (PDP) catalogue has been created and offered to all employees and leaders in order to link professional development tools to the behaviours. Meanwhile, webinars have been given to employees and managers alike to provide a clearer picture of how the behaviours are linked to their PDP.</p> <p>AVANGRID TOTAL: 43.7% (Management 78.4% Middle Managers and skilled technician 85.4% Skilled workers and support personnel 15.3%)</p> <ul style="list-style-type: none"> Men: 39.4% (Management 82.5% Middle Managers and skilled technician 84.1% Skilled workers and support personnel 11.8%) Women: 54.9% (Management 63.6% Middle Managers and skilled technician 88.0% Skilled workers and support personnel 25.6%)

Diversity and Equal Opportunity

103-2	Management Approach	<p>See Equal Opportunity Policy on avangrid website www.avangrid.com/wps/portal/avangrid/corporategovernance</p> <p>See Diversity and Integration section of the website www.avangrid.com/wps/portal/avangrid/peopleandtalent/whyavangrid/diversityintegration</p> <p>See Equality Plan section of the website www.avangrid.com/wps/portal/avangrid/peopleandtalent/whyavangrid/equalityplan</p>
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Indicator	Description	Response / Reference to Information
	Specific activities regarding equality	<p>AVANGRID has focused its efforts on improving levels of diversity, especially in early career and senior positions, by strengthening internal communities among employees and supporting an inclusive culture through policies and communications.</p> <p>AVANGRID has expanded its Business Resource (affinity) Groups, now having a total of five different groups: WomENergy, AVAN-Veterans, the AVANGRID Afro-American Council of Excellence, Pride @ AVANGRID and ¡Hola!. The Business Resource Groups aim to attract top-level candidates to the company, provide networking opportunities and generate visibility within the AVANGRID community to foster a sense of inclusion and belonging. New programmes have also been launched to support working families, including paid parental leave for parents of either gender (effective 1 January 2021), resources for the care of elderly family members and children, and various fertility, adoption and surrogacy benefits. As a further show of the organisation's commitment to strengthening the culture of diversity, equity and inclusion for all, the executive team have stepped up their communications to employees in order to convey the importance of Avangrid's commitment to DEI.</p> <p>We can already see the fruit of all the work that has been carried out across the organisation, with particular highlights including an increase in the representation of women and people of colour in early career positions in 2020, and the fact that over 29% of senior positions are now occupied by women.</p>
405-1	Diversity of governance bodies and employees	<p>BOARD OF DIRECTORS: See avangrid.com.com for the most up-to-date information on the composition of our board. Currently, with respect to the AVANGRID Board of Directors, 3 out of 14 are gender diverse and 1 out of 14 is racially diverse.</p> <p>EMPLOYEES: 1,978 (or 28%) of our 7,031 employees at December 31, 2020 were women. Employee demographics are shown on page 44 of AVANGRID 2020 Sustainability Report.</p> <p>Workforce by gender and age</p> <ul style="list-style-type: none"> - Men: 5,053 (743 up to 30 years old, 2,408 between 31 and 50 years old, 1,902 more than 51 years old) - Women: 1,978 (215 up to 30 years old, 899 between 31 and 50 years old, 864 more than 51 years old) <p>Workforce by gender and professional category</p> <ul style="list-style-type: none"> - Men: 40 (Management team); 1,885 (Middle Managers and skilled technician); 3,128 (Skilled workers and support personnel) - Women: 11 (Management team); 921 (Middle Managers and skilled technician); 1,046 (Skilled workers and support personnel)

Indicator	Description	Response / Reference to Information
Non-discrimination		
103-2	Management Approach	See Diversity and Integration section of the website www.avangrid.com/wps/portal/avangrid/peopleandtalent/whyavangrid/diversityintegration See Equality Plan section of the website www.avangrid.com/wps/portal/avangrid/peopleandtalent/whyavangrid/equalityplan
406-1	Incidents of discrimination and corrective actions taken	AVANGRID is committed to providing equal employment opportunities for all employees and to maintaining a work environment free of discrimination and harassment. The AVANGRID Board of Directors has adopted an Equity Opportunity Policy that articulates these principles and all AVANGRID employees are expected to comply with this policy and uphold these principles. In addition, the AVANGRID Board of Directors has adopted a Supplier Code of Ethics pursuant to which we require all suppliers, partners and independent contractors to comply with company policy and applicable law. Please see the Equal Opportunity Policy and Supplier Code of Ethics in the Corporate Governance section of www.avangrid.com . As part of its commitment to equal opportunity, Avangrid undertakes regular internal gender pay equity studies.
Freedom of Association and Collective Bargaining		
103-2	Management Approach	See Suppliers Code of Ethics on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There was no identification in 2020 of any contracting with suppliers that has generated incidents relating to freedom of association, collective bargaining, or the use of child or forced or compulsory labor, nor is there evidence of receiving complaints on these grounds. Our Purchasing Policy includes a specific section on respect for human rights. All suppliers are required to comply with all applicable employment laws, rules and regulations, including state, federal and applicable in-country laws and regulations regarding among other topics: equal opportunity and non-discrimination, human rights, Forced or compulsory labor (including slavery and human trafficking), child labor, freedom of association and collective bargaining.
Child Labor		
103-2	Management Approach	See Human Rights Policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies See Suppliers Code of Ethics on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies
408-1	Operations and suppliers at significant risk for incidents of child labor	There was no identification in 2020 of any contracting with suppliers that has generated incidents relating to freedom of association, collective bargaining, or the use of child or forced or compulsory labor, nor is there evidence of receiving complaints on these grounds. Our Purchasing Policy includes a specific section on respect for human rights. All suppliers are required to comply with all applicable employment laws, rules and regulations, including state, federal and applicable in-country laws and regulations regarding among other topics: equal opportunity and non-discrimination, human rights, Forced or compulsory labor (including slavery and human trafficking), child labor, freedom of association and collective bargaining.
Forced or Compulsory Labor		
103-2	Management Approach	See Human Rights Policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies See Suppliers Code of Ethics on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	There was no identification in 2020 of any contracting with suppliers that has generated incidents relating to freedom of association, collective bargaining, or the use of child or forced or compulsory labor, nor is there evidence of receiving complaints on these grounds. Our Purchasing Policy includes a specific section on respect for human rights. All suppliers are required to comply with all applicable employment laws, rules and regulations, including state, federal and applicable in-country laws and regulations regarding among other topics: equal opportunity and non-discrimination, human rights, Forced or compulsory labor (including slavery and human trafficking), child labor, freedom of association and collective bargaining.

Indicator	Description	Response / Reference to Information
Security Practices		
103-2	Management Approach	See Human Rights Policy and Corporate Security Policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies
410-1	Security personnel trained in human rights policies or procedures	All own security personnel and subcontracted security personnel have received human rights training
Rights of Indigenous Peoples		
103-2	Management Approach	See Human Rights Policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies
411-1	Incidents of violations involving rights of indigenous peoples	The Lund Hill (Washington) solar project water permit was appealed by the Confederated Tribes of the “Yakama Nation”. The competent government administration dismissed the appeal, restoring the permit.
Human Rights Assessment		
103-2	Management Approach	See Human Rights policy on the website www.avangrid.com/wps/portal/avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies
412-1	Operations that have been subject to human rights reviews or impact assessments	AVANGRID Human Rights Policy
412-2	Employee training on human rights policies or procedures	Employee training on human rights (hours): 69,952 (2020) 109,570 (2019) 15,238 (2018) Due to the importance that respect for human rights has for the company, there are various training initiatives to inform the entire organization of the social and labor rights affecting the activities of the company and to train all employees on the prevention of risks in the operations of the company, mitigation and the remediation of any violation of human rights. A virtual training on Human Rights was added in 2019.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In December 2020, Avangrid Networks' Board of Directors approved a contract in the amount of 299.42 million dollars (€269.7 million) for the construction of a transmission line within the framework of the New England Clean Energy Connect (NECEC) project for the construction of a 233 kilometre transmission line between Canada and New England, which will supply 1,200 MW of 100% hydroelectric power beginning in 2023. In Avangrid Renewables two wind turbine contracts associated with services were signed for projects to be completed during 2021. Two contracts for the supply of solar panels and one EPC contract for the construction of a generation facility were also executed. Our Purchasing Policy includes a specific section on respect for human rights. All suppliers are required to comply with all applicable employment laws, rules and regulations, including state, federal and applicable in-country laws and regulations regarding among other topics equal opportunity and non-discrimination, human rights, forced or compulsory labor (including slavery and human trafficking), child labor, freedom of association and collective bargaining.