

People Management Policy

October 18, 2023

The Board of Directors of Avangrid, Inc. (“Avangrid”) oversees the management of Avangrid and its business with a view to enhance the long-term value of Avangrid. Avangrid is a member of the group of companies controlled by Iberdrola, S.A. The Board of Directors of Avangrid (the “Board of Directors”) has adopted this People Management Policy (this “Policy”) to assist in exercising its responsibilities to Avangrid and its shareholders. This Policy is subject to periodic review and modification by the Board of Directors from time to time. This Policy and Avangrid’s certificate of incorporation, by-laws, corporate governance guidelines and other policies pertaining to corporate governance and regulatory compliance, risk, sustainable development, and social responsibility (collectively, the “Governance and Sustainability System”) form the framework of governance of Avangrid and its subsidiaries (collectively, the “Avangrid Group”). Avangrid’s Governance and Sustainability System is inspired by and based on a commitment to ethical principles, transparency and leadership in the application of best practices in good governance and is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance.

1. Purpose

The Board of Directors considers its employees to be Avangrid’s most strategic asset. Avangrid cares for all employees of the Avangrid Group and endeavors to offer its employees a good, safe working environment based on equal opportunity that cultivates diversity, inclusion, professional development, and work-life balance. This Policy sets forth the main principles of a people management model that enables the Avangrid Group to recruit, promote, and retain talent, encourages the personal and professional growth of its workforce, empowers all employees to share in the Avangrid Group’s success while furthering Avangrid’s strategic objectives, and contributes to the achievement of goal eight (Decent Work and Economic Growth) of the Sustainable Development Goals approved by the member states of the United Nations.

2. Principles

In the management of its people, Avangrid will:

- a) establish an appropriate framework of employee relations and measures that enable the Avangrid Group to operate pursuant to corporate and social requirements while promoting its strategic objectives;
- b) develop consistent people management processes that promote Avangrid’s unique business culture in all companies of the Avangrid Group, while respecting and complying with all applicable laws and regulations;
- c) conduct employee relations based on equal opportunity, non-discrimination, and respect for diversity and promote a positive working environment that facilitates inclusion, work and non-work/life balance, and respect for employees’ personal lives by fostering appropriate levels of digital connection to and disconnection from work responsibilities;
- d) establish competitive rewards programs that enable the Avangrid Group to recruit, hire, and promote the most qualified candidates and foster balance between work and non-work/life demands;
- e) appreciate the contribution of all employees to the Avangrid Group’s successful business enterprise;
- f) establish measures to ensure that employees with family and personal connections to the Avangrid Group are not favored or discriminated against in the hiring and promotion processes while ensuring that the principle of equal opportunity is respected; and
- g) throughout the talent recruitment, selection, hiring, and promotion process, ensure that all Avangrid Group employees act in an ethical, honest and professional manner and comply with all applicable laws, regulations and policies, including, without limitation, the Code of Business Conduct and Ethics.

3. Key Achievements

In order to achieve these objectives, Avangrid has:

- a) adopted a Recruiting and Hiring Policy setting forth the main principles guiding the Avangrid Group's practices with respect to recruiting, hiring, training and promotion;
- b) adopted an Equal Opportunity Policy, Sexual and Other Unlawful Harassment/Anti-discrimination Prevention Policy, and Diversity, Equity and Inclusion Policy articulating Avangrid's commitment to cultivating inclusive diversity and the principles of equal employment opportunity for all employees and providing employees with a work environment free of violence, discrimination and harassment;
- c) adopted an Environmental, Health and Safety Policy setting forth the main principles guiding the Avangrid Group's efforts to create a safe and healthy work environment for all employees;
- d) adopted a Knowledge Management Policy setting forth the main principles guiding the Avangrid Group's knowledge management, including, without limitation, the dissemination, sharing, and protection of existing knowledge and implementation of initiatives, procedures and tools that enable continuous learning and innovation;
- e) established the Avangrid's Human Resources Division, which provides consistent guidelines for the management of the Avangrid Group's employees and implements and monitors people management policies and procedures across the Avangrid Group;
- f) established channels of dialogue and communication with employees such as committees or subcommittees with employee members, employment climate surveys, meetings with senior management, employee meetings, and Avangrid's internal and external websites;
- g) implemented measures that enable employee participation in international mobility programs, which foster the exchange of experiences, knowledge and culture, professional development, and talent retention;
- h) established employee training and other wellness programs that foster inclusive diversity and personal and professional growth; and
- i) established a group-wide environmental, health and safety system that reflects environmental, health and safety best practices, complies with and seeks to exceed all applicable health and safety requirements, and seeks continuous improvement.

4. Principles of Ethical Conduct

The Board of Directors has approved a Code of Business Conduct and Ethics that sets forth the principles of conduct required of all directors, officers and other employees of the Avangrid Group, regardless of job category or geographic or functional location. The Compliance Unit is responsible for promoting awareness of and ensuring compliance with the Code of Business Conduct and Ethics. The Compliance Unit resolves questions regarding the content, interpretation and application of the Code of Business Conduct and Ethics. The Compliance Unit also investigates complaints received concerning potential violations and works with other management groups to recommend remediation. The Compliance Unit maintains independence from management, reporting directly to the Governance and Sustainability Committee of Avangrid's Board of Directors.

5. Corporate Volunteering

The Avangrid Group is committed to seeking sustainable development in the communities in which it does business and has developed a corporate volunteering program promoting employee participation in volunteer actions to put into practice the Purpose and Values of the Avangrid Group. These programs (a) contribute to social well-being and community service; (b) strengthen a sense of belonging to the Avangrid Group; and (c) promote the values of participation, commitment, responsibility, and teamwork.