

# Recruiting and Hiring 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 Recruiting and Hiring 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 believes that our employees are our most strategic asset and that a skilled, diverse, and motivated workforce is critical to developing a successful business enterprise. Recruiting, hiring, training, and promoting the most qualified people is essential to achieving Avangrid’s strategic goals. This Policy contributes to the achievement of goal five (Gender Equality) and goal eight (Decent Work and Economic Growth) of the Sustainable Development Goals approved by the member states of the United Nations.

## 2. Principles

To achieve these goals, Avangrid will:

- a) employ standard recruiting and hiring procedures for use within the Avangrid Group that:
  - i) articulate Avangrid’s policy to recruit, hire, train, and promote without regard to race, color, marital status, religion, sex, sexual orientation, gender identity or expression, age, national origin or ancestry, citizenship status, physical or mental disability, genetic information, veteran status, uniformed service member status or any other status protected by federal, state or local law;
  - ii) enable the identification, hire, and promotion of the most qualified candidates by prohibiting discriminatory employment practices and ensuring that all employment decisions are based on individual merit, qualifications, and competence as they relate to the particular position, and promote the principle of equal employment opportunity; and
  - iii) comply with applicable federal, state and local laws and regulations.
- b) recruit and hire the most qualified individuals by providing competitive rewards programs and a safe, inclusively diverse, positive and collaborative work environment that promotes balance between work and non-work/life demands; and
- c) implement measures to promote equal opportunity and ensure that the recruitment, hiring, training, development, and promotion processes are objective, impartial, and avoid participation by employees with family or other personal relationships with a particular candidate.