

Diversity, Equity and Inclusion Statement in Procurement and Supplier Relations

At Iberdrola we are **committed** to continuing to be **leaders of a better future** by creating **sustainable value** for people. To this end, we have established an ambitious **sustainable development strategy** based on the delivery of a **social dividend to the communities** in which we operate, **generating value for all our stakeholders**.

In this context, promoting diversity and inclusion is a key priority for Iberdrola as it contributes to progress towards a **fairer society**, as well as being an ethical imperative and the most effective way to boost innovation, productivity and corporate reputation. This priority, shared and valued in the relationship with our suppliers, is one more way to expand our social impact, generating a multiplier effect.

Therefore, through this statement, we reinforce our commitment and will take the following steps to provide buying opportunities and maximize representation, in the acquisition process, to **small businesses and other businesses belonging to minority and/or marginalized groups**:

- We will create conditions that facilitate **greater participation of suppliers with these characteristics in our supply chain**, aware of their ability to offer competitive and high-quality goods and services whose business model is aligned with our business strategy.
- We will help suppliers interested in **advancing their D&I practices** through initiatives such as best practice sharing, mentoring, education, and supplier outsourcing, which is a competitive differentiator.
- We will **make visible and recognize** suppliers that have demonstrated a clear commitment to the subject.

We will work together to act as a promoter of sustainable development and thus meet the needs of society.

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