

GENERAL TERMS AND CONDITIONS OF THE IBERDROLA GROUP IN POLAND FOR THE CONTRACTING OF WORKS AND SERVICES

1. PURPOSE OF THE DOCUMENT

This document establishes the general contracting terms and conditions for an execution of Works and Services and Associated Equipment and Materials, that govern the relationships among the companies of the Iberdrola Group that are domiciled and incorporated under the laws of Poland, ("**Iberdrola**") and any third party entering into a Contract for such Works and Services ("**Supplier**"). Iberdrola and the Supplier are sometimes referred to herein as "**Party**" and collectively as "**Parties**".

2. SCOPE OF APPLICATION

2.1 These general terms and conditions ("**GTC**") shall apply to all of the contracting of Works and/or Services and any Associated Equipment and Materials, unless otherwise agreed by the Parties in a Contract. Therefore, contrary terms proposed by the Supplier (or that may be viewed as implied in the course of negotiations, or by common use, customs or practices) are hereby excluded and, for avoidance of doubt, shall not form part of the Contract.

2.2 These GTC shall form part of the contractual relationship regarding both Parties in connection with the execution of the Works and Services and shall, together with the other parts of the Contract, set out the reciprocal rights and obligations of the Parties.

2.3 The participation in a Request for Bid organised by Iberdrola for the presentation of a Bid by the Supplier shall automatically imply the awareness and acceptance by the relevant Supplier of these GTC in the event of being awarded the bid.

2.4 Any exception to any of these GTC by the Supplier shall be valid only if accepted in writing by Iberdrola. Such exceptions shall apply only to the referenced specific Contract and shall not affect any other contracts.

2.5 This document is available on the Iberdrola Group web site in the section "*Suppliers*", "*Purchasing Portal*".

3. DEFINITIONS

In these GTC, the following terms shall have the meaning given to them below:

"Associated Equipment and Materials" or "Equipment and /or Materials" means all goods, equipment, stock, machinery, apparatuses, components, subcomponents, items, elements, materials, reports, data, presentations, documents, software, materials, and any other assets or items (in any format) provided by the Supplier or on its behalf to Iberdrola that are related or ancillary to the Works and Services and Supply agreed upon by both Parties, that form part of and are defined and detailed in the Contract.

"Bid" means the proposal made by a potential Supplier in response to a Request for Bid, which shall be binding upon the potential Supplier during the term set forth therein, and which shall not be binding for Iberdrola, document or give rise to any binding obligation or liability on the part of any Iberdrola Group Company unless and until a Contract has been concluded in accordance with the terms of these GTC.

"Clause" means any clause set out in these GTC.

"Confidential Information" has the meaning given to it in Clause 7.1.

"Contract" is the set of documents that governs the relationship between the Parties with regards to specific Works and/or Services. Generally, it shall be comprised of the following documents:

- a) Document that formalises the agreement, whether it be in the form of a (i) written contract signed by both Parties, or (ii) an Order.
- b) Iberdrola Corporate Social Responsibility Policies
- c) Code of Ethics for Iberdrola Suppliers
- d) Appropriate technical documentation (technical specifications, a quality plan, programme, prevention of occupational risks, the environment, etc.)
- e) Particular Conditions, where applicable.
- f) The GTC
- g) The Bid

The Particular Conditions and the technical documentation that are issued for each award shall include the exceptions and variations agreed upon by both Parties. In the case of the technical documentation, such exceptions or variations can also be included in an annex thereto.

All of the aforementioned documents complement each other such that what is agreed upon and stipulated in all of them comprises the content of the award, which shall be interpreted by the entirety of the documents comprising it.

In the event of any contradiction between any of the documents which make up the Contract, that which appears first in the aforementioned documentation shall prevail.

The Supplier will have access to all the documents that are part of the Contract on the Iberdrola Group websites ("**Website**") or through the methods described under each Request for Bid, which will automatically imply their knowledge and acceptance by the Supplier.

Except for those cases where a different agreement is made, the Contract shall enter into force upon its formalisation, whether both parties signing the written contract or by the Supplier accepting the Order.

"Framework Agreement" means a global Order based on which Supply Orders are issued.

"Iberdrola Group" means Iberdrola, S.A. as a holding company and its affiliates, which are companies controlled by Iberdrola, S.A.

"Letter of Intent" means a non-binding agreement between the Parties setting forth the general understanding and agreement of the Parties with respect to the essential terms of a Supply and that formalizes the intention of the Parties to enter into more specific Contract.

"Order" means a binding document issued by Iberdrola and accepted by the Supplier. An Order is considered accepted by the Supplier: (i) at the moment the Supplier starts to fulfil the obligations set out in such Order; (ii) through issuing confirmation via any method that faithfully verifies acceptance; or (iii) when the Order consists of a Framework Agreement that is carried out through Supply Orders once fifteen (15) days have transpired since being issued.

"Particular Conditions" is the document that sets forth for each particular case the additional terms and conditions, clarifications and exceptions to these GTC or to any other documents included in the Contract.

"Personnel" means the workers, employees, managers and supervisors of the Supplier that will carry out or be involved in the execution of the Works and Services.

“Request for Bid” means the invitation issued by Iberdrola to a potential Supplier to take part in a bidding process that sets forth and specifies the Equipment and/or Materials to be supplied along with the documentation that the potential Supplier must include and the requirements to fulfil.

“Supplier” means the physical or legal person responsible for carrying out the Works or Services and which is a party to the Contract together with Iberdrola.

“Supply” means any supply or performance of the Works and Services (and the supply of any Associated Equipment and Materials, if applicable) by or on behalf of the Supplier.

“Supply Order” means a Supply request based on a Framework Agreement.

“Technical Specifications” means the document or set of documents normally prepared for each specific Works and/or Services that describes the technical requirements and, if necessary, the procedures for the verification of such requirements as demanded by Iberdrola.

“Time Schedule” means a schedule included as part of a Contract specifying the required delivery and related milestones and deadlines of Supplier with respect to the execution of Works and Services.

“Works and/or Services” are the specific works and/or services for which the Supplier has been contracted by Iberdrola and which are defined and detailed in the Contract.

1. EXECUTION OF WORKS AND/OR SERVICES

4.1. GENERAL

The Supplier shall be responsible for performing the Works and/or Services, together with any Associated Equipment and Materials, and the economic consequences or outcome thereof shall be exclusively on its account.

The Supplier must execute the Works and Services and Services and any Associated Equipment and Materials in strict compliance with all applicable laws and standards applicable to the Contract and with all the instructions of Iberdrola or its authorised contractors, consultants or agents.

4.1.1 The Supplier shall execute the Works and Services and any Associated Equipment and Materials in a timely and professional manner and, in any event, in accordance with the provisions of Clause 4.5 or any other specific execution deadlines set out in the Contract or that may be notified by Iberdrola at any time.

4.1.2 The Supplier shall be liable for and assume the cost of maintenance, care, handling, and transportation of all materials, equipment, and tools, as well as any drawings, specifications, information, data and other item provided by Iberdrola or on behalf of Iberdrola (hereinafter, **“Iberdrola Materials”**). The Supplier shall keep Iberdrola Materials safe and in good condition at its own risk until they are returned to Iberdrola. Similarly, the Supplier may not dispose of any Iberdrola Materials unless authorised to do so by Iberdrola, and it will use Iberdrola Materials exclusively following the instructions or written authorisations of Iberdrola.

4.1.3 The Supplier shall be obliged to construct, contribute, and maintain, at its own cost, all of the temporary installations and auxiliary buildings that it needs for offices, warehouses, workshops, changing rooms, sanitary facilities, etc., in the areas that are indicated for such by Iberdrola.

4.1.4 Should the performance of Works and Services include the provision of Associated Equipment and Materials, unless expressly stated otherwise in the Contract, the Supplier shall meet the requirements set forth in the terms of the document entitled “General Conditions of the Iberdrola Group for Contracting Equipment and Materials (Poland)”, which is available on the Iberdrola Group’s

website and, where this Clause 4.1.6 applies, is hereby expressly incorporated by reference into the Contract (the **“Equipment and Materials GTC”**).

4.1.5 The Supplier shall not do, or fail to do, anything that may cause Iberdrola and/or any Iberdrola Group company to lose any licence, authorisation, or permission upon which it relies for the purposes of conducting its business.

4.1.6 Iberdrola may suspend the Contract and contract out the Works and/or Services with a third party when there is a risk that such Works and/or Services may not be carried out by the Supplier, with the latter thereby incurring the cost overrun caused by this circumstance.

4.1.7 The Supplier hereby warrants and undertakes to Iberdrola that:

- a) It has the right, power, capacity, skills, experience and authority to enter into the Contract and to perform the Works and Services and supply the Associated Equipment and Materials;
- b) It shall perform the Works and Services and supply the Associated Equipment and Materials in accordance with all of the terms of the Contract, the reasonable satisfaction of Iberdrola, Good Industry Practice and in compliance with all laws applicable to the performance of the Works and Services and supply of the Associated Equipment and Materials;
- c) It shall use Personnel who are suitably skilled and experienced to perform tasks assigned to them, and in sufficient number to ensure that the Supplier's obligations are fulfilled in accordance with the Contract;
- d) All Works and Services and Associated Equipment and Materials shall conform with all descriptions and specifications set out in the Contract, and the Works and Services and Associated Equipment and Materials shall be of satisfactory quality and shall be fit for any purpose expressly or impliedly made known to the Supplier by Iberdrola;
- e) It shall (having regard to the terms of the Technical Specification) use the best available quality goods, materials, standards and techniques, and ensure that the Works and Services, and all goods and materials supplied and used in the Associated Equipment and Materials or transferred to Iberdrola, shall be free from defects in workmanship, installation and design;
- f) The use by Iberdrola and/or any Iberdrola Group Companies of the Works and Services, Associated Equipment and Materials and/or any other items provided by or on behalf of the Supplier or are otherwise used by the Supplier in connection with the provision of the Supply under and/or pursuant to the Contract shall not infringe the Intellectual Property Rights of any third party;
- g) It has and shall continue to have all licences, permissions, authorisations, consents and permits required to perform its obligations under the Contract;
- h) It shall implement and observe sound environmental practices and procedures in connection with the performance of the Works and Services and/or supply the Associated Equipment and Materials;
- i) It shall observe fair employment practices and policies in relation to any staff that are engaged in the performance of the Works and Services and/or supply the Associated Equipment and Materials.
- j) The Supplier (and all staff engaged in the performance of the Works and services and/or supply the Associated Equipment and Materials) shall comply with all rules, policies and procedures (including, without limitation, health and safety practices and anti-corruption practices) notified to the Supplier in connection with the performance of the Works and Services and/or supply the Associated Equipment and Materials; and

- i) The Supplier shall afford Iberdrola or its duly authorised representatives such access to the Supplier's premises as may be reasonably necessary to enable Iberdrola to satisfy itself that the Supplier is complying with its obligations pursuant to the Contract, including in connection with the quality standards required under this Clause 4.1.7.

4.1.8. The Supplier shall neither be relieved of its obligations to provide any of the Works and Services and/or the Associated Equipment and Materials in accordance with the terms of the Contract, nor be entitled to an increase in any of the Prices, as the result of or in connection with any change in any law which impacts on the performance of the Supplier's obligations under the Contract and which comes into force on or after the effective date of the Contract. Any changes to the Contract that are required as a result of any change in law shall be documented in accordance with Clause 12.3, provided always, for the avoidance of doubt, there shall be no increase to any Prices and/or the rates of any of the Prices payable by Iberdrola under the Contract.

4.2 EXECUTION OF WORKS AND/OR SERVICES

4.2.1 The Supplier shall have a competent technician draft and sign the official project once it is necessary to do so (hereinafter, the "**Project**"). Iberdrola reserves the right to request that the Supplier, upon completion of the Works and/or Services in a facility, provide a corresponding certificate confirming the end of works or services, thus establishing that the Works and/or Services have been carried out according to the Project and that they shall be signed by a competent technician of the Supplier, which may be used, where appropriate, to obtain the administrative authorisation for the start-up of the facility.

The Supplier shall notify Iberdrola of the persons with qualified technical qualifications who shall act as managers or supervisors in charge of the Works and/or Services (hereinafter, the "**Manager**"), and who shall fulfil the requirements stipulated for that purpose by Iberdrola. The Managers shall assume the organisation, management, monitoring, and control of the activity developed by their Personnel, as well as the necessary coordination that is derived from the presence in the work environment of other companies to which they have subcontracted any activity, with the prior consent of Iberdrola. The Manager shall be responsible for the execution of the Works and/or Services under the proper technical and safety conditions, reporting any anomaly or incident that may occur to the representative of Iberdrola.

The fulfilment of this obligation by the Supplier does not relieve it of its obligations and responsibilities under the Contract or the applicable legislation. Consequently, any communication or notification that is submitted to the Manager shall be understood to have been submitted directly to the Supplier for all legal effects that may arise.

4.2.2 Iberdrola, for its part, shall appoint a representative who shall supervise the correct execution of the Works and/or Services in accordance with the conditions established in the Contract. Without prejudice to Iberdrola's other rights and defences under the Contract or in accordance with the applicable legislation, the Iberdrola representative shall inform the Manager of any anomalies observed and request as much information as deemed appropriate.

4.2.3 The Supplier shall not be relieved of its obligations, nor shall it be entitled to claim financial compensation or any type of variation in the agreed-upon prices in the event that any official provision or collective agreement should modify the working conditions established in the Contract during the term of the Contract.

4.2.4 Notwithstanding the provisions of Clause 9, Iberdrola shall provide the Supplier with all of the information related to the fulfilment of its obligations under the Contract that may be reasonably requested from the latter.

Likewise, the Supplier must communicate in writing—in detail and in a timely manner, where appropriate—its requirements with regards to materials, providing such to Iberdrola or its suppliers, it being understood that no delay shall be justifiable due to lack of material.

4.2.5 Upon total or partial completion of the Works and/or Services, the Manager shall be responsible for leaving the work area in perfect order and cleanliness, taking special care that both the facilities and access thereto are left in proper conditions with regards to security.

All of the elements cited in Clause 4.1 shall be withdrawn by the Supplier in the shortest possible time-frame and within fifteen (15) days following the completion of the Works and/or Services, restoring the land and facilities affected to their original situation as they were before the start of the works.

Once this period has ended without the Supplier having fulfilled the obligation set forth in the previous paragraph, Iberdrola may make the restitution by itself or by contracting a third party, with the resulting costs being borne by the Supplier, which shall have the right to compensation for the damages caused.

4.2.6 When the activities involved in the performance of the Contract are associated with the supply of electricity, gas and/or other utilities, the Supplier shall ensure that the performance of such activities complies with all applicable laws.

4.3 ORGANISATION OF THE SUPPLIER. PERSONNEL

4.3.1 Supplier shall act as an independent contractor and all Personnel employees by Supplier in the fulfilment of the Contract shall be employees of Supplier or its subcontractors and not employees of Iberdrola. Supplier is not an agent of Iberdrola and shall maintain complete control over its Personnel, including the selection and supervision of its Personnel in connection with the Supply, and exercising management and monitoring authority over the Personnel in accordance with applicable law. In particular, it shall undertake to comply with all the provisions set forth in labour legislation, social security, safety and health in the workplace, as well as with environmental legislation, and must make available any documents requested by Iberdrola that proves such requirements are met.

4.3.2 The Supplier shall ensure and demonstrate to Iberdrola the training of its personnel, especially its training on occupational risks and preventive measures planned for the workplace and in the contracted Works and/or Services, as well as the skill set required depending on the nature, occupational risks, and organisation of the prevention in the works that are stipulated by applicable legislation. If the Supplier must replace a member of its Personnel, this shall be done in such a way that there is complete continuity in the execution of the Works and/or Services.

Likewise, when requested to do so by Iberdrola, the Supplier shall guarantee and demonstrate the adequate training, skill set, and experience of the Personnel that it manages as well as the proper functioning, conservation, and maintenance of the equipment. The Supplier shall be liable for any damages, losses, detriment, and/or responsibilities derived from the improper use or anomalous operation thereof. The Supplier must keep a record of the controls carried out on these measures, as these may be required by Iberdrola.

4.3.3 The Supplier shall organise its Personnel assigned to the execution of the Works and/or Services so that their responsibilities and lines of action are clearly defined at all times and separate from those of Iberdrola.

All of the Supplier's Personnel involved in the execution of the Works and/or Services must carry visible accreditation on their persons that identifies them as employees of the Supplier and that indicates that the Supplier works for Iberdrola. Likewise, the Supplier and its Personnel shall maintain a proper relationship with Iberdrola personnel, users, owners, official bodies, local authorities, and any other third parties in order to preserve the image of Iberdrola. Any significant incidents in the relations with the aforementioned groups must be reported immediately. In the event of serious

justified cause, Iberdrola may request that the Supplier or subcontractor, as the case may be, replace the respective Personnel who had caused said incident.

4.3.4 In the execution of the Works and/or Services, the necessary measures that are considered to be included in terms of the prevention of occupational risks are those arising from the risk assessment of their own or subcontracted personnel, complying with the specifications established by Iberdrola in this matter and the normative regulations that may be applicable.

For these purposes, prior to the commencement of the Works and/or Services, Iberdrola shall inform the Supplier in writing of the risks inherent to the centre or place of work thereof as well as of other possible concurrent activities which could seriously or very seriously affect the risks of its Personnel. Iberdrola shall also notify the Supplier of any measures or instructions relating to health and safety which are geared towards avoiding or mitigating those risks and, where appropriate, the means of coordination and the established emergency instructions.

In the risk assessment that must be performed by the Supplier, they shall take into consideration the information provided by Iberdrola.

The Supplier undertakes to monitor compliance with these preventive measures and those of its subcontractors; it shall be committed to meeting its obligations with regards to corporate coordination in this matter by supplying and/or providing Iberdrola, prior to the start of the service, with the corresponding documentation demonstrating said compliance.

The Supplier shall be responsible for complying with the applicable regulations contained in the applicable legislation in terms of occupational health and safety relevant thereto as well as any other complementary measures necessary for the correct fulfilment of the purpose of the Contract.

In general, Iberdrola may require self-employed workers who perform professional services for Iberdrola (either directly or through provider companies) to provide the supporting documentation which demonstrates the risk assessment conducted on the works or the services for the purpose of the provisioning, to have training on these occupational risks, and to be medically fit to perform such work. Additionally, when the work to be carried out involves risks or circumstances that are normatively considered to be especially dangerous, Iberdrola may require that the aforementioned preventive activities be performed through an arrangement with a third-party prevention service.

4.3.5 The Supplier shall comply with labour, legal, and conventional regulations that are applicable thereunto as well as with social security provisions as regards the workers under their charge. For this purpose, Iberdrola shall supervise the fulfilment of the statutory labour obligations specified in the current legislation. It may at any time require that the Supplier—in addition to submitting the documentation requested for the Bid—provide the accreditation of the documents, inter alia, and that it indicates the following:

- a) Administrative authorisations that enable it to carry out the contracted activity, such, if applicable, the receipt of payment of the current annuity. If the Supplier is a foreign company, it must submit a certificate that proves its tax residence in its country of origin.
- b) A copy of the communications presented to the labour authority that are legally required (communication of the opening of the workplace).
- c) Parts of the registration of workers with Social Security or other official bodies, as appropriate.
- b) Certificate of the Social Security managing entity of being up-to-date on its payments as well as an express declaration that it does not benefit from any deferment agreement for debts with Social Security.
- c) Demonstration of the validity and coverage of the risks of incapacity for work (whether temporary or permanent), of death and occupational illness and, in general, of all insurance provided for in these GTC.

- d) List of the Supplier's workers who shall be executing the Works and/or Services at the Iberdrola facilities, including the individual specification of the given names, surnames, professional category.
- d) Certificate of residence, in the case of services provided by persons not residing in the country.
- e) The Supplier must report with regards to the hiring and dismissal of workers who perform the Works and/or Services, which shall be done forthwith or otherwise no later than the next business day.
- f) In the case of self-employed workers, the documents demonstrating registration with the CEIDG and tax identification number (NIP).
- e) Where applicable, a declaration by the representative of the Supplier which certifies that its subcontractor companies are up-to-date with their salary, Social Security, and occupational risk prevention obligations
- f) Economic and financial statements.
- g) Prior to the start of the Works and/or Services, documentation corresponding to the prevention of labour risks (safety studies, risk assessment, health and safety plan, preventive activity planning, etc.) and/or documentation demonstrating compliance with its legal obligations in matters of occupational health and safety with respect to workers involved in the Works and Services (assessment of risk and preventive measures, information and training in prevention, capacity development, medical aptitude, provision of protective equipment and safety equipment), and with respect to the established means of coordination, equipment, industrial vehicles, and means of work used. Likewise, it shall notify Iberdrola of any relevant incidents related to health and safety, resulting work accidents and monthly accident reports as requested by Iberdrola.
- h) Certificate signed by the agent of the Supplier (or the staff of each employee assigned to the Works and/or Services) demonstrating that the payment of salaries is up-to-date.

The failure to present said documents or the detection of irregularities therein shall permit Iberdrola to retain or compensate the pending payments, and to dissolve the Contract early.

4.4. FOLLOW-UP AND QUALITY

4.4.1 The Supplier shall guarantee and certify the satisfactory outcome and quality of the Works and/or Services to the satisfaction of Iberdrola, as well as the materials used in its execution, in accordance with the conditions expressed in the Contract, applicable laws and regulations, and good professional practice.

The act of initialising does not in and of itself imply the correct execution of the Works and/or Services.

4.4.2 Without prejudice to the provisions of Clause 6.4.1, Iberdrola may require that the Supplier demonstrate its compliance with the contractual specifications of the Equipment and Associated Materials, which it must provide under the Contract. Iberdrola may reject those documents which it does not deem appropriate; this shall not justify any delay in the execution of the Works and/or Services on the part of the Supplier on account of such a rejection.

4.4.3 The development and execution of the Works and/or Services by the Supplier shall be subject at all times to Iberdrola's right of information.

The Supplier must provide Iberdrola with all information that they deem appropriate in relation to Works and Services. The exercise of the right to information on the part of Iberdrola does not release the Supplier from its obligations and responsibility for the correct execution of the Works and/or Services.

In addition, the Supplier agrees to cooperate in the collection, compilation, and maintenance of data and information in its possession and whose submission is requested by Iberdrola or any company of the Iberdrola group by virtue of the law or contractual commitments expressly notified to the Supplier.

4.5 DEADLINES FOR THE EXECUTION OF WORKS AND SERVICES

Supplier shall comply the delivery terms and conditions for the execution of Works and Services including the Time Schedule set forth in the Contract and/or those notified at any moment by Iberdrola to the Supplier in accordance with the Contract.

4.6 ACCEPTANCE OF THE WORKS AND/OR SERVICES

4.6.1 Upon completing the execution of the Works and/or Services, the Supplier shall submit a final report of the Works and Services to Iberdrola, in the manner and with the content specified in the Contract (hereinafter, "**Completion Report**").

4.6.2 Provisional acceptance: In the Completion Report, the Supplier shall notify Iberdrola of the finalisation of the Works and/or Services so that Iberdrola may verify whether the technical requirements and the contractual obligations have been met with regards to the execution of the Works and/or Services. The Supplier shall then proceed without delay to carry out a provisional submission and make such available to Iberdrola.

- a) If the inspection carried out is satisfactory, Iberdrola shall issue a document wherein it declares the provisional acceptance of the Works and/or Services ("**Provisional Acceptance Certificate**").
- b) Otherwise, Iberdrola shall issue a certificate which documents the defects or faults detected in the Works and/or Services, the corrective measures that the Supplier must implement, and the deadlines by which these must be corrected. Once the established deadlines have lapsed (or, if earlier, on the date on which the Supplier confirms that the notified defects have been ratified), the inspection shall be carried out again by Iberdrola. The latter shall perform the tests and examinations it deems appropriate.

a. If Iberdrola finds the result of this second inspection to be satisfactory, it shall issue the Provisional Acceptance Certificate.

b. If the Works and/or Services are not acceptable to Iberdrola, the latter may choose between (i) terminating the Contract, or (ii) issuing a new document with the defects observed and granting the Supplier a new term for the correction thereof. In such case, the provisions of Clause 4.6.2 (b) above apply.

Any cost associated with the rectification of the defects shall be borne solely by the Supplier.

The acceptance (in accordance with Clause 4.6 or otherwise) of the Works and/or Services does not relieve the Supplier of its obligations and responsibilities under the Contract.

4.6.3 Final acceptance. The Supplier shall request from Iberdrola a final acceptance of the Works and/or Services at the end of the guarantee period in accordance with the provisions of these GTC.

- a) If the Works and/or Services comply with the provisions of the Contract, Iberdrola shall issue a document in which it accepts and definitively receives the same ("Final Acceptance Certificate").
- b) Otherwise, Iberdrola shall issue a certificate in which it documents the defects or faults detected in the Works and/or Services, the corrective measures that the Supplier must implement, and the deadlines by which these must be corrected. The Supplier shall be obligated to correct said defects or faults within the prescribed time period.

Iberdrola may terminate the Contract, where applicable, if the term has lapsed without the Supplier having corrected the above. In any event, Iberdrola may require the appropriate compensation for damages and losses and execute the Performance Guarantee (as defined in Clause 5.4.).

4.6.4 Once issued by Iberdrola, the Final Acceptance Certificate of Works and/or Services shall put an end to the responsibilities of the Supplier set out in the Contract, except for hidden defects and with the exception of the commitments then in force, those expressly stipulated in the Final Acceptance Certificate and in the guarantees provided in these GTC.

4.7 GUARANTEES

The Supplier guarantees (i) that the Works and/or Services have been executed in strict accordance with the applicable laws and regulations, the Contract, and the uses and rules of good practice; (ii) that it has completed and complied exactly with the purpose for which these were contracted by Iberdrola; (iii) that the Equipment and Materials used in the execution of the Works and/or Services comply with the agreed-upon specifications, the required norms and legal requirements, and are suitable for the purpose that, explicitly or implicitly, Iberdrola has communicated to the Supplier with regards to their intentions and, moreover, that these have not been previously used; and (iv) that the use by Iberdrola, or by any other company of the Iberdrola Group, of the Works and/or Services, the Equipment and Associated Materials, and/or any other item supplied or used by the Supplier in the execution of the same under the Contract, does not infringe on the intellectual property rights of any third party.

The guarantees established in this Clause shall not limit the application of those others that were agreed upon in the Contract nor of those that are imposed by law, custom, or commercial uses.

- (i) The guarantee is extended for the duration of time stipulated in the Contract and, failing that, for one (1) year from the date of the Provisional Acceptance Certificate, regardless of its execution period and the type of activity it handles, without prejudice to applicable legislation.
- (ii) If Iberdrola notifies the Supplier of the existence of any deficiencies in the Works and/or Services during the guarantee period, the latter shall perform the repair, replacement, adjustment, or modification necessary for the fulfilment of the guarantee at its own expense and within the term indicated by Iberdrola. The choice between the aforementioned alternatives and the appropriate time for implementing these shall be determined by Iberdrola.

The time spent on the repair, the replacement of elements, or the execution of new works for the Works and/or Services shall not be calculated as being within the established guarantee period.

If the Supplier does not carry out the required corrections within a prudent time period in compliance with the date indicated by Iberdrola, the latter shall be authorised -after notifying the Supplier- to conduct the repairs by itself or through a third party, with any related expenses assigned to the Supplier. In a case such as this, Iberdrola shall be equipped to execute the Performance Guarantee (as defined below), and the Supplier shall be obligated, furthermore, to reimburse Iberdrola for any and all damages and losses that may have been caused by non-compliance with its obligations.

- (iii) The parts of the Works and/or Services that have been repaired, replaced, adjusted or modified by virtue of the warranty in this Clause, shall be covered by the warranty for an additional period until the later date of either (i) twelve (12) months from the date on which the defective Work and/or Service become available again or (ii) the end of the initial term of the two mentioned options being applicable.
- (iv) The acceptance of the Works and/or Services and the lapse of the guarantee period of the same do not release the Supplier from its liability for faults or hidden defects or for any other responsibility that may be required thereof according to the applicable legislation.

- (v) The compliance guarantees given by the Supplier shall be applicable in order to ensure compliance.

4.8. REMEDIES

4.8.1 If the Supplier does not execute the Works and/or Services, or does not supply any of the Equipment and Associated Materials on the required delivery date, Iberdrola may, without prejudice to other rights and defences, exercise one or more of the following rights:

- a. terminate the Contract with immediate effect through written notification to the Supplier;
- b. reject to accept any other supply that the Supplier attempts, expects or intends to make or deliver;
- c. if Iberdrola has paid any sum in advance for Works and/or Services and Associated Equipment and Materials that have not been supplied or performed by Supplier, require the Supplier to refund such sums to Iberdrola;
- d. require the Supplier to reimburse Iberdrola for additional costs, losses or expenses incurred by Iberdrola which are in any way attributable to the Supplier's failure to supply the Works and/or Services and Associated Equipment and Materials contracted with third parties;
- e. withholding payment under the applicable Contract;
- f. offsetting any amounts due and payable by Supplier to Iberdrola pursuant to any other agreement between Supplier and Iberdrola; and/or
- g. calling the bonds granted by the Supplier.

4.8.2 If the Supplier has performed (or has failed to perform) any aspects of the supply of the Works and Services and/or any Associated Equipment and Materials in a way that does not comply without complying with any of the obligations, commitments, guarantees or warranties, or requirements set out in the Contract, Iberdrola may –without prejudice to other rights and defences, and whether or not it has accepted the Works and Services— exercise one or more of the following rights (whether or not it has accepted the Equipment and Materials and/or any Associated Services):

- a) reject any Equipment and Associated Materials (in whole or in part), whether or not title has passed to Iberdrola, and to return these to the Supplier at the Supplier's own risk and expense;
- b) require the Supplier to repair or replace any of the Equipment and Associated Materials as regards the Works and Services, and or properly re-perform the Works and Services;
- c) exercise any of the rights provided in letters a) to g) of Clause 4.8.1.

4.8.3 These GTC shall also apply to any good or service substituted or repaired by the Supplier.

4.8.4 Iberdrola's rights and remedies under this clause are in addition to its rights and remedies under the remainder of the Contract and any applicable legislation.

4.9 INSURANCE

Without prejudice to the liabilities established for the parties to the Contract, the Supplier must contract and maintain in full force and effect –with insurance companies of recognised prestige and solvency, and with authorisation to operate within the scope of development of the Contract— each and every insurance coverage that is indicated below:

- Mandatory insurance and/or mandatory subscription in accordance with current legislation.

Without prejudice to the provisions of these GTC with regards to subcontracting, this insurance must be required by the Supplier of its subcontractors where applicable.

- Insurance that covers the civil liability that safeguards –with a comprehensive nature and an insured sum of no less than PLN 13,000,000 per loss— the liability for losses arising from

all of the activity of the Supplier in relation to the Contract (including, at least, the liability for contamination and for the goods and/or work once delivered, for damages to Iberdrola goods under its control or custody as well as the responsibility for the transportation of Equipment or Associated Materials if it were carried out on behalf of the Supplier) resulting from:

- loss, damage to, or loss of use of third-party property, including that of Iberdrola.
- personal damage, including damage to personnel working for the Supplier and/or Iberdrola.

In the corresponding policy, the insurance companies must waive their right to subrogation that could be of assistance thereto with respect to Iberdrola.

The Supplier shall certify —prior to initiating the execution of the Contract and to the full satisfaction of Iberdrola (for example, through the timely certification of the Insurer)— the full validity, extent of coverage, and adequacy of the insurance corresponding to the conditions set forth herein, committing to expand the scope of these if Iberdrola deems this to be necessary. The fact that the Supplier has issued a copy of the required insurance policies or certification thereof shall not mean that Iberdrola has approved these or that they comply with the requirements.

The Supplier shall communicate to Iberdrola any changes that may affect the efficacy of the policies indicated in the above sections. In the event that a policy expires while the Contract is in force, it shall be necessary to provide evidence of its renewal as well as of the compliance of the requirements indicated in this clause. In addition, when so required by Iberdrola, a copy of the insurance contracts and a receipt confirming payment thereof shall also be provided.

2. ECONOMIC CONDITIONS

5.1 PRICES

5.1.1 Prices set forth in the Contract shall be the full and exclusive consideration for the execution of Works and/or Services and the supply of the Associated Equipment and Materials and shall be inclusive of all taxes, customs, duties and other public dues and the costs of package, supply, insurance, carriage, delivery and installation of the Equipment and Materials, unless otherwise agreed in writing by Iberdrola, considered as compensation for the Contract, meaning the total and final price.

All prices are given in Polish Zloty (PLN) except if Iberdrola and the Supplier have expressly agreed to use a different currency.

5.1.2 The prices shall be broken down into (i) the price of the Works and/or Services; (ii) the price of the Associated Equipment and Materials, and (iii) the VAT and relevant taxes, where applicable.

5.1.3 If Iberdrola considers it appropriate or necessary to implement a unit of the Works and/or Services not expressly included in the Contract that implies a change in the scope of the Contract and whose price has not been specified in the pricing table, the Supplier must implement the new unit of the Works and/or Services. The parties shall agree on the respective price based on the breakdown of other analogous units for which there is a unit price. The implementation of the new unit of the Works and/or Services shall not be subject to the timing of the agreement regarding its price; should there be any urgency or need, the unit must be executed prior to the same. Once the emergency has passed, the parties shall agree upon the price as soon as possible and formalise the documentation corresponding to the changes made.

5.1.4 The prices shall be considered fixed and non-revisable.

5.1.5 Changes in currency exchange rates shall not allow any variation or review on the agreed prices.

5.1.6 The Supplier shall not increase the Prices (whether on account of increased material, labour or transport costs, indexation, fluctuation in rates of exchange or otherwise) without the prior written consent of Iberdrola. No amount in addition to the Prices shall be payable by Iberdrola unless agreed in writing and either (i) signed by authorised representatives of Iberdrola or (ii) confirmed by the issue by Iberdrola of an amendment to the Contract.

5.2 Invoicing

5.2.1 The Supplier shall send a sole original invoice to Iberdrola's address indicated in the Contract and with the tax number of Iberdrola indicated therein. In addition to the formal requirements contained in current legislation, they must expressly contain the Contract number they correspond to, separately detailing the quantities and applicable unit prices, the taxable amount, applicable retention, type and sum of VAT, the total amount of the invoice and the sum to retain as a compliance warranty, all expressed in the currency stipulated in the Contract.

5.2.2 In no case may invoices be issued against the simple signing of the Contract.

5.2.3 Unless otherwise provided in the applicable Contract, the date of each invoice shall be the effective date of the acceptance of the relevant Supply by Iberdrola in accordance with the Contract and shall not be prior to the date on which, in accordance with the Contract, it is to be issued. Invoices may only be issued for the items received and registered in accordance with the abovementioned conditions of delivery.

5.2.4 Only one single Contract may be consigned for each invoice.

5.2.5 In general, upon receipt of all the Works and/or Services to the satisfaction of Iberdrola, the Supplier may submit for the acceptance the bill of calculations and subsequently the corresponding invoice.

The Works and/or Services shall be invoiced upon completion of the same, provided that the execution period is equal to or less than three months. If the period of time is longer, partial certifications of the Works and/or Services associated with the fulfilment of the agreed-upon conditions or milestones may be issued. In such case, an invoice shall be issued for each partial certification. In no case may the invoicing be prior to the date on which, pursuant to the Contract, the issuance thereof takes place.

5.2.6 The Supplier shall send the aforementioned calculations within one (1) month following the completion of the Works and/or Services.

5.2.7 Invoices that do not meet any of the above requirements or the requirements set forth in the Contract shall not be accepted and shall be returned. The partial non-fulfilment of any of the relevant obligations shall be considered as a failure to comply with all of them.

5.2.8 Items may be invoiced through the auto-invoicing system as long as the parties so agree in the Contract.

5.2.9 The payment of invoices shall not release the Supplier from its responsibilities or obligation contained in the Contract.

5.2.10 The Supplier shall maintain complete and accurate records of time spent and materials used by the Supplier in providing the Works and/or Services or supplying the Associated Equipment and Materials, and the Supplier shall allow Iberdrola to inspect such records at any time on Iberdrola's reasonable request.

5.3 PAYMENTS

5.3.1 All payments shall be done in the term of sixty (60) days starting with the receipt of the corresponding valid invoice that has been properly rendered in accordance with the Contract. The

effective date of payment of the invoice shall be the first payment date so established in the Iberdrola's administrative calendar after the invoice becomes due. The aforementioned administrative calendar shall establish at least one (1) payment day every month.

Payments shall only be made to the name of the Supplier and via transfer to an open bank account held by the Supplier, be it in the country where the Supplier or Iberdrola has contracted out for the Works and/or Services have a business domicile, or in the country where the Works and/or Services has been executed. As appropriate, the Supplier shall prove ownership and provide identifying details concerning the bank account where the payments are to be made. Iberdrola may retain any relevant payment, without incurring any liability, until the Supplier prove the ownership of the bank account.

In the event that Iberdrola is delayed in paying the price, late-payment interest shall apply that corresponds to a third of the interest type established for this purpose in the current legislation concerning this issue in the fight against defaults in business operations.

5.3.2 Should Iberdrola realise that the Supplier is in breach of its obligations in such a way that it may lead to liability or other direct action against Iberdrola, regardless of whether or not the Contract is executed, and as soon as it is aware of such a circumstance, Iberdrola may retain all the payments pending to be made to the Supplier in an amount that is sufficient to cover such liabilities; it may also pay such liabilities on the account of the Supplier.

This right of retention and payment on account of the Supplier shall extend to any damages resulting from the Supplier's breach referred to above, or any other case in which liability could be diverted to Iberdrola.

5.3.3 Iberdrola shall be entitled to withhold and offset any pending payment to the Supplier, from the amount that the Supplier owes to Iberdrola or any of the companies of the Iberdrola Group.

5.3.4 Payment of the price does not imply Iberdrola's acknowledgement of the Supplier having fulfilled all its obligations under the Contract or waive any rights Iberdrola might hold hereunder concerning the Supplier, expressly retaining the exercise of those rights without harm to any fulfilled payments.

5.3.5 Iberdrola shall withhold from payments those taxes that correspond to current legislation, meaning the Supplier must prove or certify as the case may be, prior to payment of the invoice, any exemptions or percentage reductions of the withholding, for reasons of residence or any other circumstance that bestows the right to a more favourable treatment.

5.3.6 In no case shall payments be made to a Supplier that is not current with its tax or social obligations until it resolves the issue.

5.3.7 Supplier shall not be entitled to assign its obligations or collection rights under the Contract without the prior written consent of Iberdrola.

5.4 PERFORMANCE GUARANTEE

The Supplier and Iberdrola agree that for each payment made in this regard that has no associated advance payment, Iberdrola shall withhold 10% (ten percent) of the sum as a warranty of fulfilment by the Supplier of its obligations under the Contract (hereinafter, the **Fulfilment Warranty**).

Iberdrola may accept to replace such deduction by the delivery of the Supplier to Iberdrola at the beginning of the Supply as a surety of a bank warranty for 10% (ten per cent) of the total amount of the Supply, issued by a financial entity accepted by Iberdrola, where the relevant expenses shall be on the Supplier's account.

The bank warranty terms and conditions shall expressly state the following:

- Its irrevocable and unconditional character, excluding the benefit of discussion, division and order.
- It shall be a first demand warranty, payable within a period of five days beginning with the requirement issued by Iberdrola.
- The validity period in agreement with the Contract plus an additional twelve (12) months.
- Subject to Polish legislation and under the jurisdiction of the courts of Warsaw.

Cancellations shall only be made after Iberdrola has issued its written consent.

5.5 PENALTIES

5.5.1 PENALTIES FOR NON-COMPLIANCE REGARDING OCCUPATIONAL HEALTH AND SAFETY

If Iberdrola detects any non-compliance by the Supplier of the specifications and regulations regarding the prevention of occupational risks provided for in the Contract or in the applicable legislation, it shall notify the latter, which shall rectify the deficiencies immediately.

Failure by the Supplier to comply with the specifications and regulations regarding the prevention of occupational risk shall allow Iberdrola to adopt (at its discretion) one or more of the following measures:

- reduction in the scope of the Contract.
- an economic penalty, the amount of which shall be determined by Iberdrola according to the severity of the non-compliance. The amount of the penalty shall range between a minimum of ten per cent (10%) and a maximum of thirty per cent (30%) of the invoice from the previous month. It shall be deducted from the payments pending to the Supplier or, if there are no outstanding payments, must be paid by the Supplier as a debt.
- temporary withdrawal of the qualification of the Supplier as a suitable supplier for Iberdrola.
- Immediate stoppage of the works until their rectification. During this period, no payment will be made, and the termination dates will not be affected.
- Total or partial termination of the Contract in case of recurrence or when the standards infringed upon are especially severe and completely removed from qualification.

The Supplier may also be penalised for not timely providing the information or documentation requested by Iberdrola in the exercise of their duty in monitoring the coordination of business activities, such as:

- Supporting documentation for the fulfilment of obligations in terms of occupational safety and health.
- Complaints raised by third parties regarding the works executed.
- Incidents or accidents involving their personnel that occurred during work.

5.5.2 Delay Liquidated damages

1. The time is an essential aspect of the Contract. Without prejudice to Iberdrola's other rights and remedies under the Contract and/or applicable legislation, should the Supplier fail to fulfil such Time Schedule or delivery deadlines established in the Contract or notified by Iberdrola, the Supplier shall

pay Iberdrola, as a penalty for the delay (the “Liquidated Damages”), an amount equal to one per cent (1%) of the final total price of the execution of the Works and/or Services and the supply of the Associated Equipment and Materials (defined as the initially agreed Prices plus any adjustments or reviews carried out according with the terms of the Contract resulting from modifications, extraordinary work, revision of prices, or any other reason) for each full calendar week’s delay.

Without prejudice to Iberdrola’s other rights and remedies under and/or pursuant to the Contract and/or law, such delay penalty shall never exceed fifteen per cent (15%) of the final total price of the Contract, defined as the initially agreed price of the Contract plus any adjustments or reviews carried out according with the terms hereunder.

The delay Liquidated Damages shall apply and be due immediately upon the Supplier failure to comply with the Time Schedule or the established deadlines.

Notwithstanding the foregoing, if damages caused to Iberdrola as a result of the delay can be quantified and they represent an amount that is higher than the Liquidated Damages calculated in accordance with the above, Iberdrola may request additionally such excess through the indemnification of damages.

Regardless of the application of the above paragraphs, should the Supplier not keep to the timeline, any loss, penalty, claim or action suffered or incurred by Iberdrola to a third party due to breach of applicable contractual commitments to third parties, which are directly related to the relevant supply, shall be fully met by the Supplier.

2. Iberdrola is allowed to deduct any Liquidated Damages due from the payment of any pending invoices.

3. In no event shall the payment of any Liquidated Damages excuse Supplier from performance of any of its other obligations under this Contract or prejudice Iberdrola’s rights under the Contract or applicable law.

4. This Clause 5.5.2 is without prejudice to any other Liquidated Damages applicable to the Supplier’s performance of the Works and/or Services and the supply of the Associated Equipment and Materials that are set out in any other part of the Contract.

5. Where any delay payments, service credits and/or Liquidated Damages payments are due or payable by the Supplier (and/or applied by Iberdrola to reduce any Prices that are payable to the Supplier) in accordance with the terms of the Contract in connection with any breach and/or failure by the Supplier, the Parties acknowledge and agree that:

1. the amount(s) and/or rate(s) of the relevant delay payments;
2. the amount(s) and/or rate(s) of the relevant delay payments, service credits and/or Liquidated Damages payments (as applicable) that are set out in or are applied pursuant to the Contract: i) do not constitute a penalty; ii) represent a reasonable, proportionate and legitimate adjustment to the Prices to reflect the reduced value to Iberdrola and/or other Iberdrola Group companies of the relevant services provided by the Supplier as a result of the relevant breach and/or failure by the Supplier; and iii) in any event (and without prejudice to Clause 5.5.2 b), are proportionate to the legitimate commercial interest of Iberdrola in ensuring that the Supplier performs the relevant obligation in accordance with the terms of the Contract, and include, without limitation, a genuine pre-estimate of the minimum amount of the losses that will be suffered or incurred by Iberdrola and/or other Iberdrola Group companies as a result of the relevant breach or failure by the Supplier; and

3. unless expressly stated to the contrary in the Contract, the payment or application of any delay payments, services credits and/or liquidated damages payments shall not be Iberdrola's sole or exclusive remedy in connection with the relevant breach or failure by the Supplier.

5.6 TAXES

5.6.1 All the taxes, duties, compensation quotas, contributions and public prices or fees resulting from the execution of the Contract shall be on the account of the Supplier, except for those which correspond to Iberdrola in accordance with applicable legislation.

5.6.2 The party responsible for a specific importation shall be responsible for all the duties, taxes and other encumbrances related to such importation.

5.6.3 Iberdrola and the Supplier shall cooperate on obtaining the exemptions and other tax benefits that apply to the Supply and they shall further undertake to jointly establish, together with Iberdrola, the best way for the determining thereof. When, due to the lack of diligence or any other reason attributable to the Supplier, Iberdrola loses a tax benefit applicable to the Supply, Iberdrola may discount the amount relevant to such benefit from the agreed price.

1. ASSIGNMENT AND SUBCONTRACTING

6.1 Supplier shall not assign or otherwise transfer the Contract or any other rights, interests or obligations thereunder without the prior written consent of Iberdrola, and any attempted assignment in violation hereof shall be null and void.

Iberdrola shall have the right to assign, subcontract or otherwise transfer the Contract or any rights, obligations or interests thereunder to any other company belonging to its Group or to any third party without obtaining the prior consent of Supplier.

6.2 Supplier shall neither subcontract nor permit any portion of the Supply to be subcontracted without the prior written consent of Iberdrola.

Any time the Supplier desires to raise the possibility of subcontracting or modifying an activity, proper authorisation must be expressly of the subcontractor, the aspect of supply it would be responsible for, the name of the company proposed to act as subcontractor, the duration of said subcontract and the region in which it would function. In the event Iberdrola expressly authorises a subcontract in accordance with this Clause, the Supplier shall be the sole responsible party answerable to Iberdrola for the entire scope of supply under the terms of the Contract.

Therefore, the Supplier recognises and agrees that said authorisation shall not release, waive or otherwise relieve Supplier in any way from the responsibilities under the Contract, meaning it remains responsible for all acts or omissions committed by subcontractors and its Personnel, whose acts or omissions are considered to have been committed by the very same Supplier. An obligation on the Supplier under and/or pursuant to the Contract to do, or to refrain from doing, any act or thing shall include an obligation upon the Supplier to ensure that all subcontractors and Personnel also do, or refrain from doing, such act or thing.

The Supplier shall expressly indicate in the Contract or other documentation executed with the assignee or subcontractor the latter's obligation of meeting all the requirements set forth in the Contract that binds Iberdrola to the Supplier, indicating the technical and quality requirements, terms of execution, and also Iberdrola's right to have access to the assignee's or the subcontractor's facilities, and to obtain all the documentation that certifies the above.

In addition, the Supplier shall expressly include in the Contract or other documentation executed with the subcontractor the latter's waiver of any action against Iberdrola derived from the Contract or from the subcontracting agreement.

Any assignee or subcontractor shall have to prove and give evidence of the fulfilment of and compliance with relevant and required technical qualification for carrying out the subcontracted work, if so requested by Iberdrola.

In the event that Iberdrola should accept a subcontracting proposal, said acceptance shall be understood as awarded during the term indicated in the request, and any changes (in terms of time frame, company, subcontracted services, region, etc.) shall require an additional prior and express authorisation by Iberdrola. Notwithstanding the foregoing, Iberdrola shall be able to rescind said authorisation at any time, by simply issuing to the Supplier communication to this effect in the manner described in these GTC.

6.3 Should the Supplier subcontract or assign Works and/or Services, it shall require the subcontractors or assignees to comply with all the provisions set forth in applicable legislation and standards concerning social security and workplace safety and hygiene, as well as environmental legislation providing Iberdrola with all the relevant certifying documentation evidencing such compliance. The Supplier shall obtain from the relevant subcontractor or assignee written confirmation of awareness of its provision, which shall be sent to Iberdrola on or before the date on which the subcontractor or assignee starts executing its work. Even if Iberdrola does not demand this confirmation, the Supplier remains responsible for providing it.

6.4 The Supplier shall not accept the imposition of subcontractors, as they must be chosen solely based upon the objective criteria of technical solvency and ultimate service quality to be provided Iberdrola. Any imposition intent shall be rejected and notified to Iberdrola using the Supplier Ethics Mailbox: <https://www.iberdrola.com/contact/whistle-blower-channel-mailbox-ethics?sentTipo=&sentCod=>

Non-compliance with the obligations described in the above paragraph shall be considered non-compliance with the Supplier's Code of Ethics.

6.5 In any case, the Supplier shall be responsible, under the terms of the Polish law, for the performance of the Works and/or Services by the subcontractors. In case of any of these making a claim, judicially or extra-judicially, or announcing their intention to do so, against Iberdrola, the latter will be entitled to withhold any amounts or warranties, and any amounts owed to the Supplier, in order to cover the principal amount claimed plus any other reasonable amounts budgeted for expenses and costs that could arise, to direct said retained sums to the direct payment of the claimed amounts.

2. CONFIDENTIAL INFORMATION

7.1 The Supplier undertakes to maintain in the strictest confidence:

- (i) all information obtained from IBERDROLA and/or any IBERDROLA Group Company or third parties (whether verbally or in writing and in any format) regarding the Contract, and/or any other activity of IBERDROLA and/or any IBERDROLA Group Company (including, without limitation, the Request for Bid, the Bid, THE Contract and any other information relating to IBERDROLA's and/or any IBERDROLA Group Company's respective customers, personnel, contractors, business and/or activities and any Company Data or personal data, as defined below); and
- (ii) all information created, developed or formulated from any of the information referred to in Clause 7.1(i),

together, the "**Confidential Information**".

For the purpose of the Contract, "Company Data" means any information that related to the operation or functionality of plans, factories, networks, or grids of IBERDROLA or its affiliates or to which the IBERDROLA or its affiliates have access, including, without limitation, infrastructure information and internal financial information.

Confidential Information is considered to be “Protected Information” for the purpose of implementing the necessary cyber-security and information protection measures set forth in these GTC.

The Supplier and its Representatives (as defined below) may have access to commercially sensitive information which could give a competitive advantage, where applicable, to market regulated power sales companies. Therefore, unless IBERDROLA expressly advises the Supplier otherwise, the disclosure of such information by the Supplier and/or any of its Representatives to any of these companies (whether or not they belong to IBERDROLA Group) is prohibited. The purpose of this Clause is to comply, where applicable, with the provisions of the Code of Incompatible Activities for the IBERDROLA Group Companies with regulated activities published on the www.iberdrola.com corporate website.

The following will not be considered Confidential Information:

- i. if it is in the public domain on the disclosure date by IBERDROLA or later becomes so without any non-compliance with this Clause 7 on the part of the Supplier;
- ii. if it is known to or is legally in the possession of the Supplier, without any restriction or obligation of confidentiality regarding it, before the disclosure date by IBERDROLA;
- iii. if it is legitimately obtained from a third party not subject to obligations of confidentiality; or
- iv. if it is developed independently by the Supplier without using Confidential Information.

7.2 Should the Supplier be legally required to disclose any Confidential Information by any competent judicial or administrative authority (including but not limited to, oral questions, interrogations, requests for Confidential Information or documents, civil, administrative or criminal investigations or similar proceedings), it shall immediately and prior to disclosing any Confidential Information, communicate such requirement and the relevant information to IBERDROLA in writing, such that IBERDROLA may initiate relevant actions, including seeking an appropriate protective order, aimed at preventing, whenever legally possible, the disclosure of such Confidential Information or waive compliance with this provision.

7.3 If in the absence of a protective order or the receipt of a waiver hereunder, Supplier is nonetheless advised by legal counsel that it is legally compelled to disclose such information, Supplier shall furnish only that part of the Confidential Information that, in the opinion of its legal advisers, it is obliged to disclose, and will use its best efforts to ensure the Confidential Information disclosed is treated confidentially, including making any applications or requests, for confidential treatment in the event that IBERDROLA has no standing to make such application or request.

In the absence of specific instruction by the competent authority regarding the part of the Confidential Information that must be disclosed by legal imperative, any decision on this must be taken by the Supplier after consultation with IBERDROLA.

7.4 Supplier may only disclose Confidential Information to its Representatives provided that (i) the disclosure is necessary to carry out Supplier’s obligations under the Contract, and (ii) such Representatives are bound by the same confidentiality obligations set forth in the Contract, and (iii) Supplier shall remain responsible for any breach of the obligations set forth in the Contract to the same extent as if Supplier caused such breach.

7.5. The Supplier guarantees and undertakes (i) that the Confidential Information to which it and/or its Representatives (as defined below) has access will be protected with adequate security measures to prevent the Confidential Information from being disclosed to third parties, including, but not limited to, in accordance with the provisions of Clause 9 below; and (ii) that it shall have and shall ensure that its Representatives exercise the degree of care and take the actions necessary to comply with the confidentiality obligations imposed under this Clause 7.

7.6 The confidentiality obligations described in this Clause 7 shall remain in force indefinitely.

7.7 The Supplier shall be liable for any breach of the confidentiality obligations set forth in the Contract by any of its shareholders, administrators, Personnel, assignees, subcontractors or professional advisers (hereinafter, "**Representatives**") who have had access to the Confidential Information. IBERDROLA reserves the right to take pertinent legal actions to defend its interests regarding the breach of confidentiality.

7.8 The Supplier will indemnify IBERDROLA for all losses, claims damages, expenses and costs suffered or incurred by IBERDROLA and/or any IBERDROLA Group company arising directly or indirectly from the breach by the Supplier and/or by any of its Representatives of the confidentiality obligations provided for in this Clause 7 or the disclosure or unauthorised use of the Confidential Information.

8. PERSONAL DATA PROTECTION

For the purposes of the Contract, the term "**personal data**" means any information processed by the Iberdrola Group relating to an identified or identifiable natural person ("Data Subject"). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

Personal data are considered to be "**Protected Information**" for the purpose of implementing the necessary cyber-security and information protection measures set forth in these GTC.

8.1. Personal data of representatives and contact persons

The personal data of the representatives of the Parties and those of the designated persons of contact who may take part in the Contract, shall be processed, respectively, by each Party, acting independently as data controller. Such data shall be processed for the purposes of managing the Contract. The legal basis of such processing is the legitimate interest of the parties to manage the Contract.

The personal data shall be processed for as long as the Contract is in force or, until the expiry of the statute of limitation of any available legal actions. The data shall be only processed by the Parties, and those third parties to which they are by law or contract obliged to disclose.

The Data Subject may exercise, in the terms established in the applicable laws, the rights of access, to rectification, to erasure (right to be forgotten), to restriction, to object, to data portability, as well as not to be subject to automated individual decision-making, including profiling, by means of serving a written notice to each Party to the addresses indicated in the Contract.

Iberdrola informs that has appointed a Data Protection Officer, which can be contacted via email: dpoiei@iberdrola.com.

Where the rights of the Data Subjects are not properly satisfied, the data subject has the right to lodge a claim to the President of the Office for the Protection of Personal Data (ul. Stawki 2, 00 - 193 Warsaw).

Each Party expressly agrees to inform their employees and other contact persons of the terms of this clause and shall hold the other party harmless and indemnify it from any damages arising from the breach of this obligation.

8.2. Other processing activities

The Parties agree that, in the event that activities other than those regulated in Clause 8.1 are carried out, which involve the processing by either Party as data processors and/or data controllers, they will regulate their obligations in a data protection annex provided by Iberdrola.

9. CYBER-SECURITY AND INFORMATION SECURITY

The Supplier must comply with the cybersecurity and information security measures regulates in the cybersecurity annexes provided by Iberdrola.

10. SUSPENSION AND TERMINATION 10.1 CONTRACT SUSPENSION

Iberdrola may, by written notice, direct Supplier to suspend performance of any or all of the Works and/or Services pursuant to any Contract for a specified period of time.

If such suspension is caused by the default of Supplier or any other cause that allows Iberdrola to terminate the Contract, Iberdrola (without prejudice to its rights under Clause 10.2, which shall subsist during any period of suspension) shall not be obliged to pay the prices and/or any other costs, fees, charges or other amounts to the Supplier during any period of suspension.

If such suspension is not caused by the default of Supplier, Supplier will be compensated an equitable amount for any part of the Works and/or Services satisfactorily performed by Supplier as of the date of such suspension in accordance with the payment terms of the applicable Contract, and any other equitable amounts directly related to the Supply performed prior to suspension, provided that such amounts are reasonably documented by Supplier and accepted by Iberdrola.

Upon receipt of such notice to suspend, Supplier shall: (i) suspend its performance of the Works and/or Services, (ii) place no further orders in connection with the Supply, (iii) suspend all orders related to the Works and/or Services, (iv) protect and maintain the Works and/or Services, and (v) otherwise mitigate Iberdrola's costs and liabilities for those portions of the Works and/or Services suspended. Supplier shall promptly resume the Supply upon receipt of instructions from Iberdrola to do so, subject to equitable adjustments to the schedule and cost for performing the Works and/or Services, as may be agreed to by the Parties.

Supplier recognizes and accepts that the exercise of the suspension right in accordance with this Clause 10.1 by Iberdrola shall not give right to Supplier to any additional payment or compensation pursuant to the Contract.

10.2 CONTRACT TERMINATION

10.2.1 The Contract may be terminated, wholly or partially, upon mutual agreement between the parties.

Should this occur, the parties shall endorse a termination agreement that shall stipulate payment for completed work, or any that stands at an advanced state upon the moment of termination notification.

10.2.2 The Contract can be fully or partially terminated by Iberdrola without the Supplier being able to seek compensation, penalty or liability in the following cases:

- a) Non-compliance on the part of the Supplier of any of the Contract duties.
- b) When there are delays in the delivery terms caused by the Supplier that permit the application of delay penalties on three occasions.
- c) When, for reasons attributable to the Supplier, the performance of the Works and/or Services is suspended or stopped or there is no continuity or due diligence in the execution thereof, including when such events are due to strikes or conflicts whether or not they are beyond the purview of the Supplier's company.

- d) Dissolution, transformation, merger, takeover or any other structural modification to the company, change of control, fundamental change to the corporate purpose, reduction of capital or death of the Supplier.
- e) If the Supplier seeks bankruptcy status, insolvency, or if any other type of insolvency status were to occur, or if, pursuing the request of a third party, it is party to a judicial resolution, likewise, if the Supplier were to be submitted to judicial proceedings or subject to collections or if it recognises its incapacity to generally fulfil its debt obligations when they come due or were to initiate renegotiation of the entirety or a substantial part of its payment duties, or were to carry out any other similar action or measure, legal or private, that would produce identical results.
- f) When Contract compliance implies a conflict of interest for the Supplier or for Iberdrola.
- g) When the Supplier contracts with companies that compete with Iberdrola or any of the Iberdrola Group's companies.
- h) When so ordered by any administrative or judicial authority or legally required by any third party.
- i) Upon the unilateral will of Iberdrola, through written notification to the Supplier with a prior notice period of one (1) month, without the need for any justification whatsoever.
- j) The draw-down of any or all of the assets and/or businesses of the Supplier, as well as ceasing or the threat to cease its business activity.
- k) If Iberdrola, acting reasonably, considers any conduct, act or omission of the Supplier (or its Personnel or sub-contractors) to be harmful to the interests and/or reputation of Iberdrola, so that it affects compliance with the Supplier's Code of Ethics.
- l) In the event the credit risk of the Supplier reduces or invalidates the assessment requirement of such risk for Iberdrola.
- m) Should there be substantial changes in the financial, monetary or debt markets, decreases in the credit ratings or similar circumstances that could affect the liquidity, solvency or asset situation of Iberdrola.

Whenever one of the above causes occurs, Iberdrola shall be able to fully or partially put an early end to the Contract, and must reliably communicate this to the Supplier without such an early termination giving rise to any compensation or penalty in favour of the Supplier and with Iberdrola assuming the sole duty of paying the amounts that had accrued to the Supplier until such a moment for work already carried out.

The Supplier, upon receiving termination communication issued by Iberdrola, it shall cease any work or activity connected to the Supply or, as appropriate, it shall follow the instructions given by Iberdrola concerning the termination of supply already under way. Additionally, at the request of Iberdrola, it shall return or deliver to Iberdrola all documents, information and any other material it possesses and that contains Protected Information, being likewise obligated to compensate Iberdrola for damage or harm it suffers as a result of non-compliance by the Supplier and early termination of the Contract.

Expiry or termination of the Contract for whatever reason shall not affect the accrued rights of the parties at the date of expiry or termination and, in particular, the right to recover damages, therefore after termination the provisions of the Contract that expressly or implicitly have such an intention shall remain in force.

11. LIABILITY

The Supplier is solely liable to Iberdrola for the due execution of the Contract, including any duty to repair damages and give compensation for any harm that may result. The approval by Iberdrola of documents or proposals prepared by the Supplier or its Personnel in fulfilling the Contract, or carrying out reviews, tests or trials, while still to Iberdrola's satisfaction, shall not free the Supplier from its liability nor mean that said responsibility is shared by Iberdrola.

The recommendations or observations formulated by Iberdrola during Contract execution, or any reviews, tests or trials shall not exempt the Supplier from such liability or have it lessened, nor excuse the Supplier from complying with the terms of the Contract, except for those cases in which Iberdrola demanded the pursuit of said recommendations or observations and with the express reservation of the Supplier regarding compliance.

A strike during Contract execution shall never constitute an exculpatory reason for liabilities.

The contractual risks, obligations and responsibilities of the Supplier are not limited by taking out the insurance policies referred to in these GTC, and as a result, the amount and scope of the duties and responsibilities that arise from taking on such risks shall not be reduced in any way by the named insurance policies or failure to contract or have sufficient coverage for them to the detriment of Iberdrola or third parties.

Supplier specifically and expressly agrees to indemnify, defend, and hold harmless Iberdrola and its officers, directors, Personnel and agents (hereinafter collectively "**Indemnitees**") against and from any and all claims, demands, suits, losses, costs and damages of every kind and description, including attorneys' fees and/or litigation expenses, brought or made against or incurred by any of the Indemnitees to the extent resulting from or arising out of any acts or omissions of Supplier, its employees, agents, representatives or subcontractors of any tier, their employees, agents or representatives in the performance or non-performance of Supplier's obligations under Contract or in any way related to a Supply.

The indemnity obligations under this Clause 12.1 shall include without limitation:

- a. Loss of or damage to any property of Iberdrola, Supplier or any third party; and
- b. Bodily or personal injury to, or death of any person(s), including employees of Iberdrola, or of Supplier or its subcontractors of any tier.

The invalidity, in whole or part, of any of the foregoing paragraphs will not affect the remainder of such paragraph or any other paragraph in this Clause. Supplier's indemnity obligation under this Clause shall not extend to any liability to the extent caused by the sole gross negligence or wilful misconduct of any of the Indemnities.

12. OTHER CLAUSES

12.1 Sanctions

Neither the Supplier, its subsidiaries nor to the knowledge of the Supplier, any of their employees, directors, officers or agents or any persons acting on their behalf ("Related Persons") are currently or can reasonably be expected to be in the future the subject of (a) any U.S. sanctions administered or enforced by the Office of Foreign Assets Control of the U.S. Department of the Treasury ("OFAC") or (b) any measures equivalent to such OFAC measures administered or enforced by (i) the European Union, (ii) Her Majesty's Treasury, (iii) the U.S. government or (iv) the United Nations Security Council (collectively, "Sanctions"), nor is the Company located, organized or resident in a country or territory that is subject of Sanctions.

Notwithstanding anything in the Contract to the contrary, in the event that the Supplier or any of the Related Persons are subject of any Sanctions: (i) the Supplier shall immediately notify Iberdrola; (ii) Iberdrola shall have the right to unilaterally terminate the Agreement without penalty; and (iii) the

Supplier shall defend, indemnify and hold harmless Iberdrola against any and all costs, damages, losses, liabilities, expenses judgements, fines, settlements and any other amounts of any nature, including reasonable attorney's fees, arising from, cause by or related to the Supplier or any of the Related Persons being subject of any Sanctions.

12.2 Notices

All notifications, requests and other communications that must occur between the parties shall be done in writing and be considered complete, if they are, primarily, supplied using a sure communication informatics system implement by Iberdrola for such a purpose and that provides adequate warranties over the validity and the propriety of the provided information. Otherwise, the communications shall be (i) delivered personally (ii) sent by fax or email (with receipt confirmation), or (iii) sent by mail (with delivery confirmation) to the address given for each party in the Contract, being obligated to give warranty notice of any address change or transfer.

12.3 Amendments or supplements

12.3.1 Iberdrola may request a change to the timing, nature, description or extent of the performance of the Works and/or Services (and the supply of any Associated Equipment and Materials) at any time. Any change that is agreed in writing and signed by both parties shall be subject to the terms of the Contract.

13.3.2 Except as expressly provided to the contrary in the Contract, no variation to the Contract shall be binding upon the parties unless made in writing and signed by authorised representatives of each of the parties.

12.4 Industrial and intellectual property

The Supplier recognises that Iberdrola is and shall remain the exclusive owner of the industrial and intellectual property rights that arise from Contract execution, for an unlimited period and globally, with the power to assign it to third parties, and pursue any means of exploitation, support or diffusion methods. Therefore, the Supplier shall provide any documents needed for effective transfer of rights as a function of this Clause, following applicable legislation at all times and/or in all regions, and for inscription in any patent office or intellectual property registry.

The Supplier warrants authorship and originality of the results of industrial and intellectual property that may arise from Contract execution, as well as the peaceful enjoyment of rights that are bestowed through this document, stating that no commitments or levies of any kind are or shall be contracted contingent to it. The Supplier shall hold Iberdrola harmless from all claims that may arise from a third party with respect to authorship, originality or ownership of the rights bestowed upon Iberdrola through this document, being liable to Iberdrola for all actions or claims that may be asserted.

Iberdrola shall have the right to name the attorneys or solicitors it wants as representation and defence in legal actions or administrative proceedings that come up in this regard, and the Supplier shall handle all expenses, allowances and fees that must be paid to these professionals.

The endorsement of the Contract does not imply the assignment of any intellectual or industrial property rights owned by IBERDROLA, unless there is express written authorisation. Any use, publication or printing by the Supplier of the trade names, trademarks, emblems, logotypes, or any other distinctive symbol of Iberdrola or its partners shall require prior approval in writing by Iberdrola.

12.5 Codes and standards

Without prejudice to the Supplier's other obligations under and/or pursuant to the Contract, as a general rule, and except as expressly specified otherwise in the Contract the Equipment and

Materials and any Associated Services shall be designed, manufactured, inspected and tested in accordance with the applicable legislation of Poland.

Prudent industrial practices shall be followed for the design, manufacturing, inspection and test processes with regard to any provision not regulated by the applicable legislation and standards.

12.6 Language and units of measure

The Contract, all the documents, plans and notifications by and between the Supplier and Iberdrola and the instructions and specifications plates shall be in Polish or English.

International Measurement System units shall be used in all the documents and plans, and all the recording or indexing instruments shall be designed without exception in units of the aforementioned system.

12.7 Licences, permits and authorisations

Each party shall obtain and maintain, on its own account, the licences, permits and authorisations required to fulfil the contractual obligations, save to the extent that other specific obligations regarding the obtaining and/or maintaining of any particular licences, permits and/or authorisations are set out elsewhere in the Contract.

Each party shall provide the other with reasonable assistance for obtaining and maintaining such licences, permits and authorisations. In particular, the Supplier shall supply Iberdrola with information and documents such as plans, diagrams, calculations, etc. that may be required by the competent bodies to authorise the commissioning of the facility to which the Equipment and Materials are incorporated.

In the cases of importation, both parties, regardless of the established delivery condition, shall obtain and maintain, on their own account, any exportation and importation licences, permits and authorisations required by any government authority in their respective countries.

12.8 Force majeure

12.8.1 For the purposes of these GTC, an event or circumstance of force majeure is an event that:

- (a) prevents or delays the affected Party from complying with its obligations in accordance with the Contract or these GTC; and
- (b) is beyond the reasonable control of the affected Party; and
- (c) is not the result of fault or negligence of any of the Parties; and
- (d) could not have been prevented by the party that experiences it, through the exercise of due diligence.

The above-mentioned four (4) conditions must be met for the relevant fact to be considered as an event of force majeure. Economic difficulties of either of the parties shall not be deemed to be an event of force majeure.

In any case, the events considered as force majeure shall include, without limitation, the following:

- Earthquakes, tidal waves, fires, floods or other natural disasters officially declared as catastrophes by the competent authorities and in accordance with applicable legislation.
- Damage caused by terrorist acts or produced in a time of war or by sedition or riots.

- Legal strikes that exceed the scope of the Supplier's business and whose termination does not depend on the supplier's decision.

In all cases of force majeure, the affected parties shall notify the other party in writing no later than seven (7) days after the Party became aware, or should have become aware, of the relevant event or circumstance constituting Force Majeure.

The party invoking an event of force majeure shall carry the burden of proof.

Upon receipt of the aforementioned notification, the parties shall be relieved from complying with their duties in light of the Contract while the force majeure persists. As soon as possible, the parties shall conduct good faith negotiations in order to proceed with the Contract compliance. In any case, the party affected by the force majeure event must pursue any reasonable effort to mitigate the effects of said cause in order to enable the ongoing execution of the Contract. A Party shall give notice to the other Party when it ceases to be affected by the Force Majeure.

Iberdrola shall be entitled to terminate the Contract (without Iberdrola having any liability to the Supplier) with immediate effect by notice to the Supplier in the event that a force majeure event affects the Supplier's performance of all or any significant part of its obligations under the Contract for a continuous period of seven (7) days or for multiple periods which total more than 15 days.

Should the parties not reach an agreement regarding the application of force majeure, the situation shall be resolved in accordance with Clause 12.10 below.

12.8.2 Consequences of Force Majeure

- (a) Neither Party shall be entitled to recover from the other any costs, damages, losses or expenses (including those relating to prolongation) arising or occasioned from Force Majeure.
- (b) No liability of either Party which arose before the occurrence of the Force Majeure shall be excused as a result of the occurrence;
- (c) a Force Majeure shall not be the basis for pricing changes or additional compensation under the Contract; and
- (d) each Party shall be responsible for its own expenses and costs related to a Force Majeure.

12.9 Severability

If any term or provision of these GTC or the Contract is determined by a court of competent jurisdiction to be invalid, illegal or incapable of being enforced by any rule of Law or public policy, all other terms, provisions and conditions therein shall nevertheless remain in force and effect. Upon such determination, the parties shall negotiate in good faith to modify these GTC or the Contract so as to achieve the original intention of the parties as closely as possible to the fullest extent permitted by law, to the end that the object of the agreement is fulfilled to the extent possible.

Any right, term or conditions of these GTC or the Contract may be waived at any time by the party that is entitled to the benefit thereof, but no such waiver shall be effective unless set forth in a written instrument duly executed by the party waiving such right, term or condition. Notwithstanding the foregoing, no failure or delay by any party in exercising any right hereunder shall operate as a waiver thereof nor shall any single or partial exercise preclude any other further exercise thereof or the exercise of any other right hereunder. The exercise of rights or options contained in the Contract by one of the parties shall not impede nor limit the exercise of any other right that may also be contained therein.

12.10 Information Update

The Supplier commits to keeping the information provided to Iberdrola on the purchasing platform complete and up to date during the term of the Contract.

12.11 Change of corporate structure

The Supplier is obliged to notify Iberdrola, without undue delay, of the transformation, merger, spin-off or global assignment of assets and liabilities, including the international transfer of the registered office, dissolution, change of control, essential change of the corporate purpose, capital reduction or any other circumstance that could affect its corporate structure.

12.12 Law and Jurisdiction

12.12.1 These GTC and the Contract shall be governed by the laws of Poland.

12.12.2 Any dispute arising in connection to the Contract shall be definitively resolved by the courts of the city of Warsaw.

12.12.3 Where a party considers that a dispute exists (the “**Dispute**”) that Party shall give formal written notice to the other party of the existence of the Dispute.

12.12.4 All Disputes between the Parties shall be in the first instance referred by the parties to their relevant respective representatives for resolution.

12.12.5 If any Dispute cannot be resolved by the Parties’ relevant representatives within thirty (30) working days after the date of referral under Clause 12.10.3, the dispute shall be definitively resolved pursuant to the Clause 12.10.2.

13 CORPORATE SOCIAL RESPONSIBILITY OF THE SUPPLIER

In complying with the provisions of this GTC and the Contract carrying out the Services, the Supplier shall endeavour:

- a. To promote good practices for support and respect for the protection of human rights;
- b. To avoid involvement of any kind in the abuse of the said rights;
- c. To respect the freedom of union membership and the right to collective bargaining, subject to applicable legislation;
- d. To eliminate all kinds of forced labour, understood as any work or service required of an individual under the threat of any penalty and for which the individual does not voluntarily offer his services;
- e. To avoid any form of child labour in his organisation, observing the minimum age for contracting Personnel in accordance with current applicable legislation and implementing the appropriate, reliable mechanisms for verifying the age of his employees
- f. To eliminate all discrimination in employment and occupation. For these purposes, it shall be considered as discrimination any distinction, exclusion or preference based on race, colour, gender, religion, political leaning, national or social origin whose purpose is to cancel or alter equal opportunities in employment and occupation; and
- g. To keep a preventive focus on environmental issues in order to achieve sustainable development, limiting the activities whose impact on the environment is questionable.

The Supplier undertakes to comply with current applicable legislation governing the aforementioned principles.

The Supplier undertakes to notify Iberdrola of any situation in which the breach of the aforementioned principles is noticed, as well as the plan for correcting the situation. If such correction plan is not implemented by the Supplier in a reasonable term, Iberdrola reserves the right to terminate and cancel the Contract or Accepted Order with no liability or responsibility on its side.

Supplier shall establish the aforementioned principles as part of the terms and conditions of any agreement it enters into with any subcontractor or assignee.

At all times during the term of the Contract, the Supplier shall allow Iberdrola's personnel to review the level of fulfilment with the principles established in this clause.

14 BUSINESS ETHICS

The Supplier represents, warrants and undertakes as follows:

- (a) General
 - i. The Supplier is duly organized and validly existing under the laws of the state of its organization and has all requisite legal power and authority to execute the Contract and carry out its obligations thereunder.
 - ii. The Supplier is currently and will in the future be in compliance with all relevant laws and regulations applicable to its performance under the contract, including but not limited to any anti-bribery laws.
 - iii. The Supplier will maintain in full force and effect all licenses and permits required for its performance under the Contract.
 - iv. The Supplier further agrees to cooperate fully in the collection, compilation and maintenance of data within its possession or control as may be required to be reported by Iberdrola under any statutes, regulations, orders or other contractual commitments.
 - v. No director, officer, employee or representative of the Supplier has (or will have during the term of the contract) any personal or business interest that would present an actual, potential or apparent conflict of interest with the performance of the Contract determined by Iberdrola in its sole discretion. Conflicts of interest include, but are not limited to: (i) gifts or payments made directly or indirectly to an existing employee of Iberdrola, its parents or affiliates, by the Supplier at any time prior to, during, or following the term of the contract; (ii) having an existing employee of Iberdrola serve as officer, director, consultant, advisor, representative or be an employee of the Supplier; or (iii) any officer, director, employee, related legal entity or representative of the Supplier being related in any way (personal, business interest or otherwise) to an employee of Iberdrola without the Supplier first disclosing such relationship to Iberdrola in writing prior to the execution of the Contract.
- (b) Standard of Conduct. The Supplier will at all times employ the highest standards of honesty, integrity and fair dealing in rendering its services under the Contract. Further, the Supplier will make no representations or guarantees concerning Iberdrola or its services that are false, misleading or inconsistent with Iberdrola's instructions to the Supplier or with representations contained in any promotional materials, literature, manuals or price lists published and supplied by Iberdrola from time to time and, further, will do nothing to damage the reputation of Iberdrola or its services.
- (c) Reviews of the Supplier. The Supplier allows Iberdrola to carry out at any time of a background review of the Supplier including, but not limited to, financial and potential criminal matters, and it hereby expressly ratifies any such reviews conducted by Iberdrola prior to the execution of the

Contract. Upon Iberdrola's request, the Supplier agrees to provide Iberdrola written notice of the address, telephone number and contact information for its business offices.

(d) Notification. The Supplier will notify Iberdrola in writing immediately upon the occurrence of any of the following events: (1) any claim or notification made or threatened against or in relation to the Supplier, Iberdrola or any other party with respect to the supply; (2) any change in the ownership of the Supplier; or (3) any action or event that may cause the Supplier to become involved in a conflict of interest with Iberdrola.

(e) Anti-Corruption. The Supplier represents, warrants and undertakes that:

i. it has and will continue to comply with all applicable anti-corruption laws. The Supplier agrees that it has not and will not, directly or indirectly, offer, promise, pay, authorize or give, money or anything of value to corruptly (1) influence any official act or decision, in any way relating to the Contractor or any related activity, of any Covered Party, any government, any government-owned or controlled entity or any government instrumentality; (2) secure any improper advantage in connection with the Contractor any related activity; or (3) obtain or retain business, or to direct business to any person or entity, in connection with the Contractor related activity.

For purposes of the Contract, a "Covered Party" includes any official, officer, employee or representative of any: (i) federal, state, provincial, county or municipal state government or any department or agency thereof; (ii) public international organization or any department or agency thereof; or (iii) company or other entity owned or controlled by any government, including state-owned, operated or controlled utilities or other energy-related concerns; as well as any political party or party official, or any candidate for political office.

- ii. it has maintained and agrees that it will maintain completed and accurate books and records related to the Contractor or any related activity, including records of payments to any third parties, in accordance with generally accepted accounting principles. The Supplier agrees that it will grant Iberdrola access to such books and records for inspection from time to time upon reasonable notice by Iberdrola. Such notice shall be deemed reasonable if it occurs at least fourteen (14) calendar days prior to the noticed inspection date.
- iii. no political contributions or charitable donations or other payments of anything of value have been or will be given, offered, promised or paid by the Supplier or at the request of any Covered Party that is in any way related to the Contractor or any related activity, without Iberdrola's prior written approval.
- iv. if Iberdrola reasonably and in good faith believes that the Supplier has violated any of the anti-corruption terms of these GTC, the Supplier will cooperate in good faith with Iberdrola to determine whether such a breach has occurred.

Non-compliance with any of the terms of this clause will constitute a material breach of these GTC.

15. ENVIRONMENTAL CONDITIONS

The Supplier undertakes to fulfil as many duties as fall to it by application of current environmental legislation, notwithstanding any modifications which may take place in the future concerning this area. In particular, the Supplier must comply with environmental legislation concerning packaging, labelling and return of packaging of products, and transport of hazardous substances and preparations. These examples are provided as illustrative, not exhaustive.

As far as possible, the Supplier must supply products and material with ecologically-sound labelling and must reuse and recycle waste resulting from the products or materials supplier.