

# Knowledge Management Policy

February 16, 2023

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

## 1. Purpose

The effective development, dissemination, sharing, and protection of AVANGRID’s intellectual capital enhances operational efficiency and is a key element in creating sustainable value for AVANGRID’s shareholders. As part of the AVANGRID Group’s efforts to implement best practices in knowledge management, this Policy sets forth the main principles that will guide the AVANGRID Group in the appropriate dissemination, sharing and protection of existing knowledge and the implementation of initiatives, procedures and tools that enable its directors, officers and employees to benefit from the continuous learning and cultural exchange opportunities available to all companies controlled by Iberdrola, S.A.

## 2. Principles

To achieve these goals, the AVANGRID Group will endeavor to:

- a) identify the existing knowledge held by each person and working group within the AVANGRID Group and promote the further development of such diverse knowledge in an inclusive manner. To the extent strategically beneficial and permitted by applicable law, the AVANGRID Group will make existing and newly developed knowledge accessible to all other members of the AVANGRID Group in order to maximize operational efficiency;
- b) integrate the AVANGRID Group’s tangible and intangible assets in order to create an intelligent organizational structure that rewards continuous learning, innovation, and digital transformation, to the extent strategically beneficial and permitted by applicable law;
- c) align knowledge management with the competencies and requirements set out in the AVANGRID Group’s strategy;
- d) develop standard systems of knowledge management, identification, and protection across the AVANGRID Group that streamlines the proper dissemination and sharing of knowledge within the AVANGRID Group, enhances operational efficiencies, and fosters diversity and inclusion. This will include identifying, developing and implementing the resources necessary to foster knowledge sharing to the greatest extent possible through efficient internal dissemination and training; where appropriate, creating and enhancing organizational networks throughout the AVANGRID Group; and enhancing the cohesion of existing working groups and teams;
- e) evaluate the existing knowledge within the AVANGRID Group in a consistent manner so that the Board of Directors and, where appropriate, management, can assess the effectiveness of the initiatives implemented under this Policy, make changes and improvements where necessary, and promote new innovations in knowledge management; and
- f) respect the intellectual and intangible property rights of third parties in the knowledge management of the AVANGRID Group.



Take care of the environment.  
Print in black and white and only if necessary.