

PERSEO PLEDGE REGULATIONS

1. Background to the pledge

With a history of over 170 years, today Iberdrola is a global energy leader, the number-one producer of wind power and one of the world's biggest electricity utilities by market capitalisation. The group supplies energy to almost 100 million people in dozens of countries, has more than 600,000 shareholders, a workforce comprising almost 39,000 employees and assets worth more than €123 billion.

The group is leading the transition towards a sustainable energy model and today is one of the companies with the lowest emissions and an international benchmark for its contribution to the fight against climate change and to sustainability. Additionally, Iberdrola was recognized by the European Commission as the most innovative Spanish utility and the third one at European level. In the short term, the utility will assign 330 million euros by 2022 for R&D activities, reaching 400 million euros by 2025.

Iberdrola is strongly committed with rural areas as key stakeholders for the energy transition, with several initiatives and projects to promote innovation, entrepreneurship and the generation of local employment, to boost the economic activity of these regions and to decarbonize rural activities, for the consolidation of a zero emissions energy model.

2. Description of the pledge

In this context, Iberdrola will focus on the objective to promote innovation, entrepreneurship and sustainability at rural areas in those geographies the group operates (for this call, specifically Spain and Portugal) throughout the identification of Startup Villages that could be eligible to become a Sustainable Startup Village.

Note:

Potential definition of start-up village: It is related to villages willing to execute activities helping themselves to become stronger, connected, resilient and prosperous areas and communities, having approximately a population equal or lower than 25.000 inhabitants.

This initiative would be oriented to create new opportunities to attract businesses and job opportunities around reforestation and usage of land for sustainable activities that helps to improve biodiversity and reduce or capture CO₂ emissions, via innovative solutions supporting the digitalization, monitoring and maintenance of these sites (e.g. reforestation sites).

Such Startup Villages must have a clear strategy and plan on the promotion of entrepreneurship, innovation and sustainability. It will be considered, among others:

- Planned initiatives such as events, coworking spaces or others with focus on creating new business opportunities and talent attraction.
- The village's strategy regarding rural and demographic challenges.

- The village's plan regarding sustainability with special focus on renewable energy, demand electrification (mobility and heat) and decarbonization of other rural activities.
- Grants and public support for new businesses creation (i.e. start-ups) and talent attraction.
- Grants and public support regarding sustainable initiatives.

3. Participants

Candidates taking part in this Pledge (the “**Participant/s**”) may be individuals or entities.

To participate, each Startup Village should get registered and allow the project to use the information for this scouting and to be included and shown in the repository. This information will refer to:

Relevant aspects related to innovation, entrepreneurship and sustainability:

- Number of start-ups and entrepreneurs associated to each Startup Village (if any).
- Innovation and entrepreneurship activities (e.g. Coworking spaces, events, matchmaking, etc) to be carry out.
- Number and brief description of activities developed by the Startup Villages before 2022.
- Strategy and plan regarding innovation and sustainability including grants and public support.

General aspect of the village:

- Number of inhabitants (maximum of 25.000 inhabitants approx.).
- A brief description of the village and its commercial/business/entrepreneurial activity.
- Content showing innovation, entrepreneurial and sustainable initiatives (e.g. pictures, videos, news, etc.)
- Availability of recent reforestation land or land to be reforested (preferably owned by the town council), including land characteristics (dimensions, location, etc.)

In either case, the Participants and/or team members must be at least 18 years old, be of legal age and have full legal capacity in the jurisdiction where they live.

If you take part in the pledge through a team or a legal entity, the proposal must be presented by a representative who will be the only valid interlocutor during the pledge and they will be empowered to represent the team and will be liable vis-à-vis the team or legal entity.

4. Overview

The Participant will submit the information to <https://reina.startupole.eu/iberdrola-pledge> in relation to the pledge described in section 2 (collectively referred to as the “**Proposal**”).

Each Participant may submit one or more Proposals.

Participation in this pledge does not give any protection regarding intellectual property rights against third parties. We recommend that Participants take steps to protect their intellectual property rights before submitting their Proposal.

By submitting the Proposal, the Participant agrees to this regulation and declares, under their own responsibility, that they are the owner of or have rights to use any intellectual property rights relating to the proposal and there are no conflicts of interest, if applicable.

Perseo and/or the relevant Iberdrola group company reserve the right to reject any Proposals that do not comply with this regulation.

5. Prize

The prize will consist on a collaboration with Perseo which will support the cost of implementing innovative solutions for the digitalization, monitoring and maintenance of the reforestation site, for **up to 5 awarded proposals** (depending on the quality of applicants). This could include:

- Land reforestation (if needed).
- Implementation of innovative solutions for the digitalization, monitoring and maintenance of the reforested site.
- Identification as “Sustainable Startup Village” and promotion of the initiatives on social media and public events.
- Guidance and support on other sustainable initiatives such as renewable energy, mobility or heat electrification.

Additionally, the village will be awarded with a Startup OLÉ '22 package. Winning the Challenge gives no rights other than the prize described.

Perseo may choose the winner according to its own criteria and may declare the competition void if none of the proposals fulfils its expectations.

6. Statements and guarantees:

By taking part in the pledge, the Participant manifests and guarantees that:

1. The information contained in the Proposal presented is correct, reliable and complete.
2. The Participant holds all rights, including but not limited to all intellectual property rights and has obtained each and every consent, approval and licence necessary to present the Proposal and take part in the pledge. No third-party rights are infringed.
3. Perseo and/or the relevant Iberdrola group company do not need to verify the authenticity of the ownership of the rights over the Proposal and the exclusive responsibility for any problems arising from claims from any third parties that may arise rests with the Participants.
4. The Participant has not violated any laws to participate in the pledge.
5. The Participant releases and exempts Iberdrola and/or the relevant Iberdrola group company and its subsidiaries, affiliates, employees and agents, from all responsibility for any injury, loss or damage of any kind derived from or related to the Proposal and the Participation in the pledge.
6. The Participant has been notified of the zero tolerance to corruption by Iberdrola and complies and will comply with principles equivalent to those assumed by Iberdrola in its Code of Ethics, which is available at <https://www.iberdrola.com/corporate-governance/corporate-governance-system/purpose-values-code-ethics>.

7. Applications

Proposals will be submitted via <https://reina.startupole.eu/iberdrola-pledge> and must be written in Spanish or English.

Each Proposal must include:

1) General information:

- Participant data. If the participant is a team or a legal entity, the representative submitting the application must identify themselves as such and will include a certificate of their power of attorney to represent the team or legal entity.
- Link to the website (optional).
- Address (city, country).
- Contact information (contact person, job title, email, telephone number).

2) Relevant aspects related to innovation, entrepreneurship and sustainability:

- Number of start-ups and entrepreneurs associated to each Startup Village (if any).
- Innovation and entrepreneurship activities (e.g. Coworking spaces, events, matchmaking, etc) to be carry out.
- Number and brief description of activities developed by the Startup Villages before 2022.
- Strategy and plan regarding innovation and sustainability including grants and public support.

3) General aspect of the village:

- Number of inhabitants (maximum of 25.000 inhabitants approx.).
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8. Schedule

Proposals must be submitted between **20/12/2021 at 00:00 GMT** and **28/02/2022 at 00:00 GMT**. All Participants will receive confirmation that their Proposals have been received. Any proposals received after this period will be rejected.

Proposals will be evaluated internally by Perseo and/or by employees of the relevant Iberdrola group company.

Perseo and/or the relevant Iberdrola group company may contact Participants at any time to request such additional information as they consider necessary.

Participants should send their questions and suggestions by email to:
IberdrolaChallenge@iberdrola.es.

The evaluation process will end by March 2022, when Perseo will notify the winner.

Perseo will declare the competition void if none of the Proposals meet Iberdrola's expectations.

After notifying the winner, Perseo and/or the relevant Iberdrola group company will publish the name and details of the winner, with a description of the winning Proposal and the reasons that it has been chosen, on the Iberdrola website and on Iberdrola group social networks.

9. Changes to the Regulation

Perseo may amend this regulation at any time and at its own discretion. This includes changes to the deadlines established, modifications to events, locations, prizes and specifications of the Challenge. Perseo will publish/notify participants of any changes to this regulation on the <https://reina.startupole.eu/iberdrola-pledge> website.

10. Cancellation, modification or suspension of the Pledge in case of irregularities

Perseo reserves the right to cancel, modify or suspend participation by unfair participants and/or the pledge as a whole if it considers that a participant has cheated or has introduced a virus, worm, internet bot, etc., or if a catastrophic event occurs, or any other unforeseen or unexpected event that cannot reasonably be controlled or anticipated (also called force majeure) which may affect the impartiality and/or integrity of this pledge.

Perseo and/or the Iberdrola group company may disqualify or prohibit participation of any unfair participant in any future competition.

11. Data protection

Inversiones Financieras Perseo, S.L., with registered address at Plaza Euskadi 5, Bilbao 48009, Spain, hereby informs that the personal data of the Participant included when registering the Proposal will be processed by Perseo as the data controller for the purpose of operating this Pledge.

The legal basis for processing the Participant's data is the Participant's consent, granted when the Participant registers for the Pledge and accepts this Regulation. The Participant has the right to withdraw the consent given at any time without this affecting the legality of the data processing by virtue of the consent granted by the Participant before it was withdrawn.

If, as a result of the participation by the Participant in the Pledge, the Participant provides personal data belonging to third parties, before submitting this personal data, the Participant must inform those third parties that their personal data will be processed in accordance with the aforementioned documentation.

The Participant's personal data will not be communicated to any third parties. This notwithstanding, the personal data will be made available to service providers in connection with the management of the platform <https://reina.startupole.eu/iberdrola-pledge>.

The personal data provided by the Participant will be stored for as long as needed to comply with the Pledge, as detailed above. Also:

- If the Proposal is not selected, the personal data will be deleted.
- If the Proposal is selected, the personal data processed by Inversiones Financieras Perseo, S.L. will be governed by the corresponding agreement.

However, the personal data provided may be kept, duly blocked, for the time required by law and the applicable regulations.

Perseo has implemented the necessary technical and organisational measures to protect Participants' data from accidental loss or unauthorised alteration, access, use or disclosure, and has also established procedures to react to any security incident that could affect Participants' data.

The Participant has the right to access their personal data being processed, as well as the right to request the rectification of incorrect data, or, where appropriate, request the deletion of their data when no longer necessary for the purposes for which they were obtained, and also has the right to object to or limit the processing of their data. Participants may also withdraw their consent at any time.

Participants may also exercise their rights, free of charge, by writing to the data protection officer at perseo@iberdrola.es.

If the Participant is not satisfied after exercising their rights, they may submit a complaint to the Spanish Data Protection Agency.

12. Costs and taxes

Participants will assume any costs and taxes related to their participation in the Pledge and to their receipt of the prize, if applicable. It is recommended that Participants check the costs, charges and taxes applicable in the laws of the jurisdiction in which they reside or in which they are obliged to pay taxes.

13. Limitation of liability

Perseo or the relevant Iberdrola group company are not liable for problems related to computers, networks or any other problems that could cause the delay, loss or damage of any participation.

14. Translation of this Regulation

This Regulation has been drafted in English. In case of any discrepancies between the original and the translation, the English version will prevail.

15. Applicable law and jurisdiction

This Pledge and its regulations are governed by Spanish law. The courts of the city of Madrid, Spain will have exclusive jurisdiction to settle any disputes.