

Atlantica

Sustainable Infrastructure

HUMAN RIGHTS POLICY

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1. Purpose and Scope

Atlantica Sustainable Infrastructure plc (the "Company" or "Atlantica") is committed to the highest standards of integrity and ethical business conduct. This Human Rights Policy formalizes our long-standing commitment to uphold and respect human rights.

This Policy aims to ensure respect for human rights in all our day-to-day activities, implementing the commitments defined by our policies and international reference standards, directives and conventions, and establishing the procedures to ensure compliance with them.

This Human Rights Policy applies to the Company and each of its subsidiaries, including all directors, officers and employees, and in all geographic locations, regardless of the local practices.

In those assets and joint ventures where Atlantica does not have operational control, the Company will do everything it reasonably can to encourage joint ventures and partners follow similar principles.

2. Internal and External References

A. International Standards, Directives, and Conventions

This Policy transposes to Atlantica's activities the human rights commitments and procedures defined by the following international human rights standards, directives and conventions:

- i. United Nations Global Compact.
- ii. United Nations Guiding Principles on Business and Human Rights, including the International Bill on Human Rights such as:
 - ✓ Universal Declaration of Human Rights,
 - ✓ International Covenant on Civil and Political Rights and
 - ✓ International Covenant on Economic, Social and Cultural Rights
- iii. OECD Due Diligence Guidance for Multinational Enterprises.
- iv. Directive of the European Parliament and of the Council on Corporate Due Diligence and Corporate Accountability.
- v. Principles concerning fundamental rights set out in the International Labor Organization's (ILO) Core Conventions.

B. Internal References

The following internal documents, publicly available on Atlantica's website, are linked to and support the principles set out in this Policy:

- ✓ Code of Conduct.
- ✓ Supplier Code of Conduct.
- ✓ Corporate Governance Guidelines.
- ✓ Anti-Bribery and Corruption Policy.

3. Principles

Atlantica's Principles include, but are not limited to:

- Rejecting forced or compulsory labor and child labor.
- Respecting diversity and not tolerating discrimination and harassment.
- Providing just, favorable and safe working conditions.
- Freedom of association and collective bargaining.
- Providing equal opportunities and fair wages.
- Respecting rights of local communities.
- Zero tolerance to corruption.

Detailed information of our Principles is disclosed in the Internal References previously described.

4. Commitments

Atlantica is committed to respecting, supporting and promoting internationally recognized human rights and internal policies. Through this Policy we commit to:

- Comply with applicable laws and Company policies, including International Standards, Directives, and Conventions, as well as internal policies.
- Guarantee that Atlantica will not be complicit in human rights abuses or disrespect.
- Identify, prevent, monitor and mitigate industry-specific human rights related risks.
- Evaluate the Company's effectiveness on its human rights assessment and apply responses to non-compliances if those are identified.
- Collaborate with partners and suppliers to uphold the same values, policies and practices to ensure respect of internationally recognized human rights.
- Ensure the proper functioning of a system to implement grievance mechanisms, with a guarantee of confidentiality and non-retaliation.
- Monitor and transparently report on our human rights performance.

5. Policy Compliance

The Compliance Committee is responsible for ensuring the correct implementation of the Policy. In particular, the Compliance Officer monitors the implementation of this Human Rights Policy in the Compliance Committee, which is held once a month.

The Policy is effective from the date of its approval and for an indefinite period and may be updated or revised if considered necessary. All revisions will be subject to approval by the Board of Directors of Atlantica Sustainable Infrastructure Plc.

Non-compliance with this Policy, including concerns, may be reported anonymously or otherwise to the Company's Compliance Committee at compliance@atlantica.com or through our Whistleblowing Channels, as set out below:

- **Email:** You may send an email including as much relevant information as possible to the following email address: whistleblowerchannel@atlantica.com
- **Website:** In the Corporate Governance section of the website, you will find a form you can complete at:

<http://www.atlantica.com/web/en/company-overview/corporate-governance/whistleblower-channel/>

The Company guarantees confidentiality and no retaliation of any kind against anyone who reports an issue. These principles may be suspended if a person does not act in good faith or if it was otherwise required under the law.

6. Communication and Training

The Human Rights Policy shall be circulated through specific communication initiatives. Training initiatives will be carried out in order to ensure that the Policy is properly understood by all Atlantica employees.

We seek to provide a climate of confidence where employees are encouraged to raise issues and we aim for a swift and appropriate resolution to any concerns raised.

This Policy was approved by the Board of Directors in December 2021.