

The background is a teal color with a pattern of dark, thin tree branches and leaves, creating a natural, organic feel.

# *act*4nature

Empresas pela biodiversidade

Individual commitments

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## REN's commitments to act4nature Portugal

REN is strongly committed to the energy transition in the geographies where it operates and aims to be recognized as an environmentally responsible company, act in accordance with the best environmental management practices and play an active role in preventing climate change.

A culture of sustainability necessarily prioritizes the defense of the environment and the implementation of practices that simultaneously protect, conserve and restore both ecosystems and biodiversity. REN recognizes its mission and develops a set of projects and initiatives aligned with such purpose, namely: i) Chair in Biodiversity (as a founding member of Biopolis, the Chair in Biodiversity promotes a line of work and research on management and biodiversity conservation, including technological development applied to biodiversity); ii) actively seek to monitor and minimize the environmental impacts of its activities, in addition to the promotion and restoration of biodiversity and ecosystems, rationally using natural resources and contributing to the prevention of rural fires; iii) The Supplier Code of Conduct encourages the implementation of more efficient and environmentally friendly technologies, while also minimizing the potential negative impact on

biodiversity; iv) the AGIR prize for 2023 is dedicated to the "Promotion of Sustainable Development" and the "Heroes of All Species" initiative aims to raise awareness among young people about the importance of protecting biodiversity, preserving the forest and conserving animal species and vegetables and v) the reforestation of native species, implementation of compensatory measures and ensuring the compatibility of infrastructure with birdlife and adherence to the transnational strategy to combat invasive exotic species (*cortaderia selloana*).

With this document, REN reinforces its commitment as a signatory part to Act4nature Portugal, through the proposal to develop new initiatives and the preparation and publication of strategic documents that allow the reinforcement of Biodiversity themes in the company's activities.

“REN's adherence to act4nature Portugal reflects the commitment we have to the preservation of biodiversity, in particular with environmental and forest protection. We believe that only with everyone's commitment, we can leave a better and more sustainable world for the next generations.”

Rodrigo Costa  
President of the Board of Directors and REN CEO

The implementation of the act4nature Portugal common commitments is ensured by REN, through the implementation of the following individual commitments:

SMART Individual Commitments **	Monitoring Indicators	Social monitoring indicators (if applicable)	Start   End Date	Correspondence with the 10 common commitments											
				1	2	3	4	5	6	7	8	9	10		
By December 2025, establish at least 2 local partnerships, with involvement of local communities, in order to promote and develop new projects that apply nature-based solutions to promote biodiversity or ecosystem services in the management of vegetation in easement areas, thus contributing with a direct impact to solve concrete problems.	Number of established partnerships (or with Nature-based solutions or Ecosystem Services benefited/valued)	(2 in total)	jul 23 – dec 25		x									x	
By December 2025, promote at least 4 specific projects for conservation and restoration of Nature, in addition to legal obligations.	Number of finished projects	(4 in total)	jul 23 – dec 25		x									x	
By December 2025, develop and publish a Strategy for Natural Capital Management.	REN's website publication		nov 23 – dec 25	x		x	x	x			x				
Between July 2023 and December 2025, develop at least 3 new initiatives to promote Biodiversity with community involvement,	Number of carried out initiatives	(3 in total)	jul 23 – dec 25		x									x	

supporting associations, companies and non-profit organizations.															
Until December 2025, promote training sessions with the participation of at least 50% of employees from the operation and maintenance areas, contributing to the increase of knowledge and/or skills for biodiversity management.	% of employees enrolled in training sessions		jul 23 – dec 25												x
By December 2025, ensure the participation of at least 20% of employees in environmental volunteering actions aimed at promoting biodiversity or ecosystem services, promoting awareness and acquisition of new knowledge on the themes of these actions.	% of employees engaged employees in environmental volunteering actions	(20 % in total)	jul 23 – dec 25												x
Until December 2025, support R&D investment in the field of Biodiversity, developing at least one innovation project and publishing/disseminating at least two scientific studies in co-authorship with REN.	Number of scientific studies published in co-authorship with REN Development of an innovation project aligned with biodiversity management commitments	(2 studies) (1 project)	jul 23 – dec 25												x
Until December 2025, report annually, in a clear and transparent manner, progress made in fulfilling the individual commitments of act4nature Portugal, publishing a section specifically dedicated to this report encompassing the period covered by this commitment."	Inclusion of a section dedicated to reporting the evolution of act4nature commitments in the annual report	(annual report)	jul 23 – dec 25												x

\* Specific | Measurable | Additional | Realistic | Time-bound