

> STAKEHOLDER RELATIONSHIP POLICY

1 SCOPE

This Policy applies to all REN Group companies, covering all recipients and under the terms and conditions laid down in the REN Group's Code of Conduct (available at [REN's Code of Conduct](#)), including employees and members of the corporate bodies of REN - Redes Energéticas Nacionais, SGPS, S.A. and of companies in which it holds, directly or indirectly, a majority stake in the share capital, more than half of the voting rights, or the ability to appoint at least half of the members of the management or supervisory body, regardless of whether their head office is in Portugal or abroad (abbreviated and jointly referred to as "REN Group"), without prejudice to other rules of conduct applicable to them, due to the performance of their duties.

This Policy is also applicable, disclosed, and communicated to proxies, representatives, contractors, and suppliers who are in any way authorised to act on behalf and/or represent any REN Group company.

Other suppliers to any REN Group company are also invited to comply with the principles set out in this Policy.

2 RELATIONSHIP WITH STAKEHOLDERS

In fulfilling its public service mission in the Portuguese energy sector, REN Group is committed to defending and promoting the principles of sustainable development, seeking to create value, on an ongoing basis, for its shareholders and other stakeholders.

The relationship with stakeholders is a strategic priority for REN and part of our sustainability strategy. While ensuring the safety, reliability, quality, and supply of electricity and gas, we seek stakeholder engagement and satisfaction, along with internal well-being, environmental protection, and a governance and ethics model.

REN Group considers as stakeholders all entities or people who impact or are impacted by its activity. The main stakeholder groups are: Employees, Shareholders, Financial Sector entities, Local Communities and Owners, Official Entities, Customers and Infrastructure Users, Associations and Strategic Partners, and Suppliers.

To tailor the relationship to each stakeholder group, REN Group has defined a set of mechanisms for better identifying their needs and expectations, by adopting different approaches and communication processes. Furthermore, REN Group has defined relationship processes with the main stakeholder groups, as well as the areas responsible for managing them.

Seeking to maintain a mutually positive relationship of integrity and ethics with its main stakeholders, REN Group undertakes to abide, by the following principles, in all its activities in its relations with stakeholders, as described above:

- > Act responsibly and build relationships based on ethics, integrity, sustainable development, and human rights.
- > Demand compliance with the legislation, regulations, and requirements in force applicable to its activities and to others to which it voluntarily adheres.
- > Consult on a regular basis with stakeholders regarding relevant sustainability issues (ESG - Environmental, Social and Governance), as one of the mechanisms to improve our performance in the fundamental pillars of the sustainability strategy.
- > Ensure consultation of stakeholders, namely Communities and Official Entities, within the scope of the licensing processes for new infrastructure.

- Ensure open, constructive, and transparent dialogue (listening, informing, and responding) with stakeholders to build and strengthen long-lasting and close relationships.
- Provide access to clear, understandable, and transparent information.
- Build partnerships and/or develop initiatives with local communities and society at large, aiming to promote sustainable development.

The results of the principles applied and of the initiatives developed within the scope of stakeholder relations are communicated on REN Group's main communication channels (website, apps, social networks, corporate reports).

3 REN GROUP'S CODE OF CONDUCT

This Policy is subject to the principles and procedures set out in REN Group's Code of Conduct and its Annexes (which include: A) Integrity Policy; and B) Procedures applicable to the processing of communications of irregularities and their investigation), available via the [link](#) (REN's Code of Conduct). They should be considered, in their versions in force at each moment, to be part of this Policy for all purposes.

Specifically, in the event of non-compliance or communication of irregularities related to this Policy, the provisions of REN Group's Code of Conduct and its corresponding Annexes shall apply.

4 DISCLOSURE

This Policy is disclosed to all its recipients and is available for consultation on REN's IT platforms (internet and intranet), as well as in paper form at REN's head office and main facilities, to consolidate the application of the principles and the adoption of the behaviour set out in it.

Lisbon, September 2022

The Board of Directors.