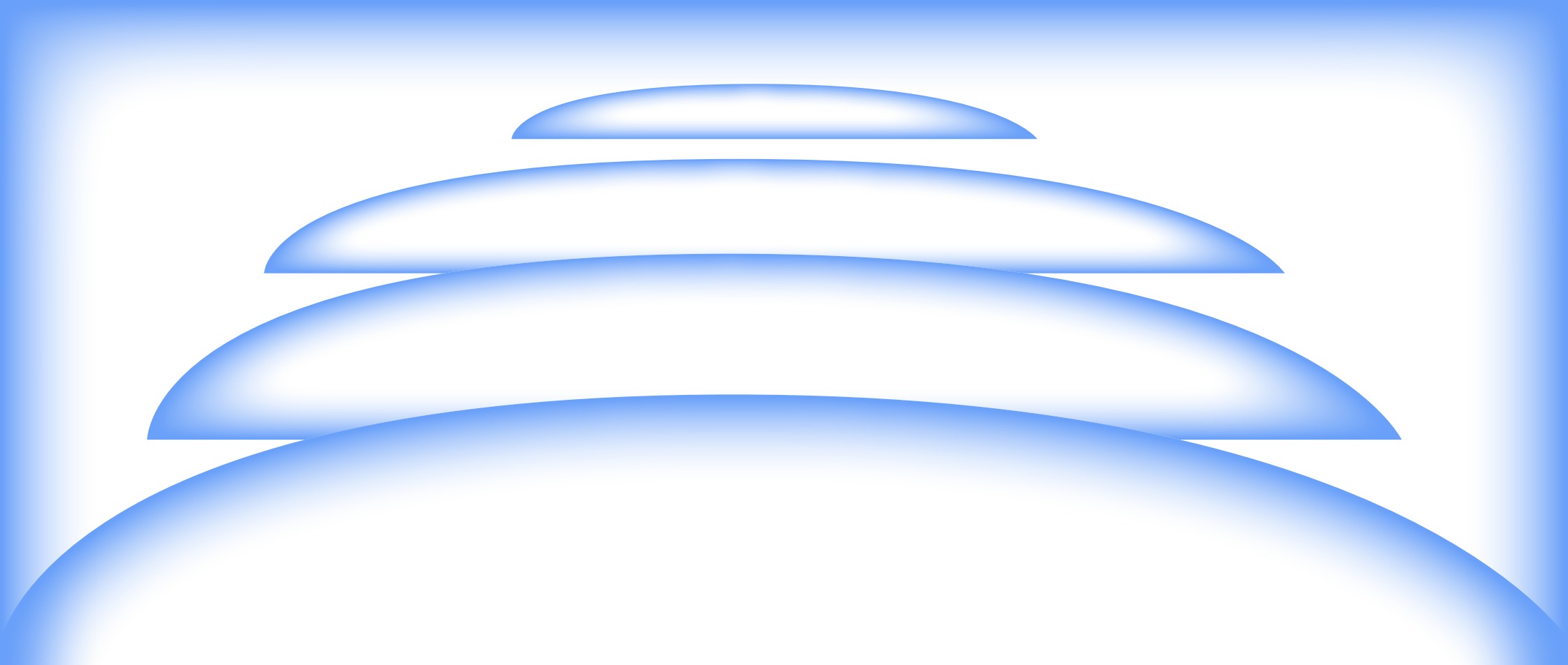


A group of people is seen from behind, planting small evergreen trees in a field. The scene is illuminated by a warm, golden sunset, with the sun low on the horizon. The people are wearing casual outdoor clothing, and the ground is covered with small saplings in black pots. The overall atmosphere is one of environmental stewardship and community effort.

REN 
SUSTAINABILITY
AT A GLANCE
2023



THE FUTURE BEGINS TODAY

With this in mind, we are dedicated to constructing a more sustainable tomorrow, promoting carbon neutrality through an economic transition, and maintaining an active role in promoting positive outcomes for society and the planet.

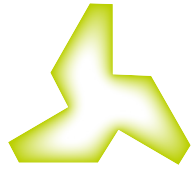


SUSTAINABILITY APPROACH

POSITIONING

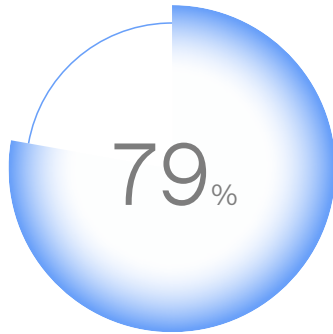
TO FULFILL OUR MISSION AT THE **HEART OF THE ENERGY TRANSITION**, CREATING VALUE AND A **POSITIVE IMPACT** ON PEOPLE AND ECOSYSTEMS, WITH **RESPONSIBLE LEADERSHIP**, FOR A MORE SUSTAINABLE FUTURE.



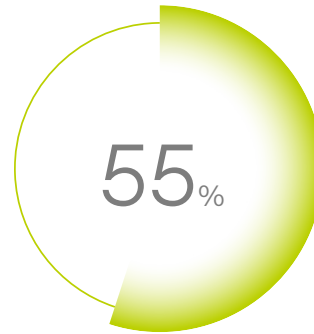


ENERGY TRANSITION AND CLIMATE CHANGE

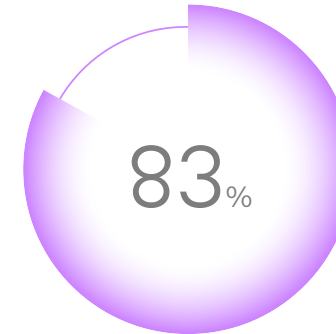
CONTRIBUTION TO THE SDG



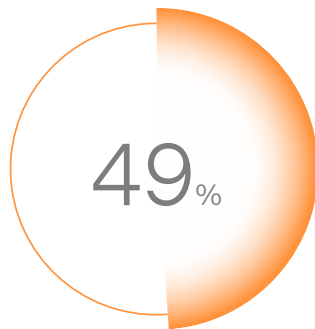
INSTALLED POWER FROM
RENEWABLE SOURCES IN THE
NATIONAL ELECTRICITY SYSTEM



GREEN ENERGY IN
REN'S OPERATIONS



CAPEX OF ACTIVITIES ALIGNED
WITH THE EUROPEAN
ENVIRONMENTAL TAXONOMY



ELECTRIFIED FLEET



4,322,497 GJ
ENERGY CONSUMED



214,189 tCO₂eq
TOTAL GREENHOUSE GAS
EMISSIONS

29,437 tCO₂eq

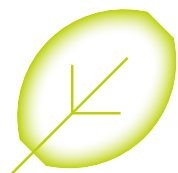
SCOPE 1

112,479 tCO₂eq

SCOPE 2

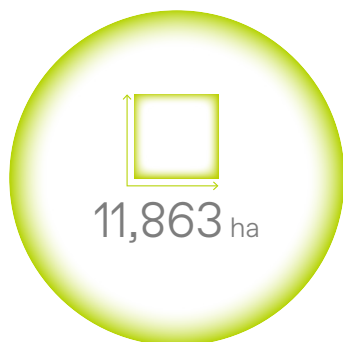
72,273 tCO₂eq

SCOPE 3

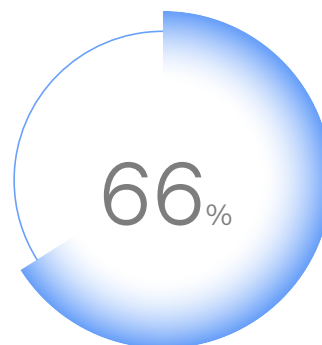


GESTÃO DO CAPITAL NATURAL

CONTRIBUTION TO THE SDG



INTERVENED AREA
IN 2023



ACCESS CORRIDORS LOCATED
IN FORESTS

6

TEAMS

PREVENTION AND SURVEILLANCE
IN OPERATION

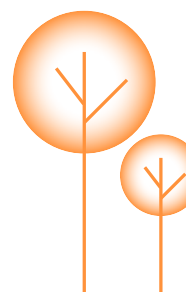
24HOURS/ DAY

BETWEEN JUNE AND SEPTEMBER



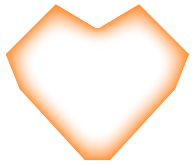
26

ENVIRONMENTAL IMPACT
ASSESSMENTS STUDIES



4,092 ha

PLANTED AREA BETWEEN
2010 AND 2023



VALUING OUR PEOPLE

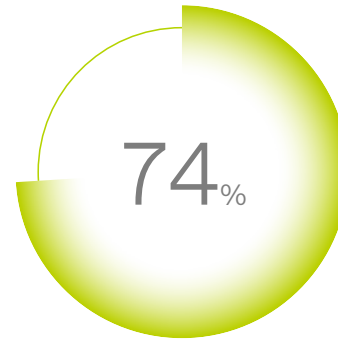
CONTRIBUTION TO THE SDG



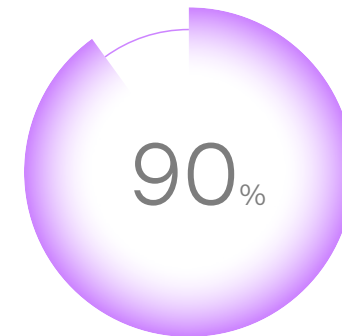
748
EMPLOYEES

25%
WOMEN

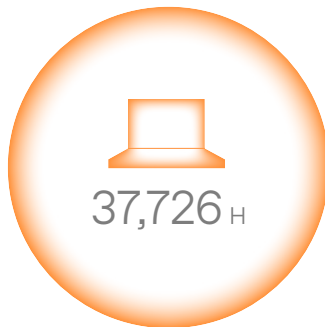
33%
WOMEN IN FIRST LINE
MANAGEMENT POSITIONS



EMPLOYEES WITH
FLEXIBLE SCHEDULE



LEVEL OF EMPLOYEE
ENGAGEMENT



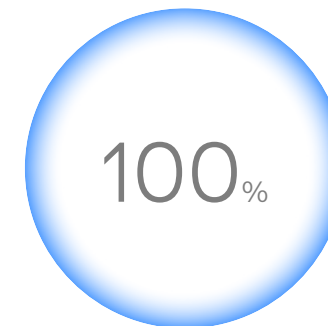
TRAINING

94%

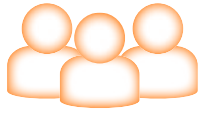
LEVEL OF TRAINING
SATISFACTION

51_H

AVERAGE OF TRAINING
PER EMPLOYEE



EMPLOYEES ELEGIBLE FOR
PERFORMANCE EVALUATION



CREATING VALUE FOR STAKEHOLDERS

CONTRIBUTION TO THE SDG



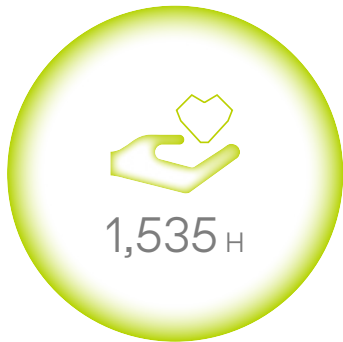
670 k€
COMMUNITY INVESTMENT



20
ENTITIES SUPPORTED THROUGH THE REN PARTICIPATORY BUDGET



7
VEHICLES DONATED



1,535 H

CORPORATE VOLUNTEERING

254

VOLUNTEERS

43

CORPORATE VOLUNTEERING ACTIONS



39,298

OWNERS OF ACCESS CORRIDORS CONTACTED



RESPONSIBLE GOVERNANCE

CONTRIBUTION TO THE SDG



15

MEMBERS OF THE BOARD OF DIRECTORS



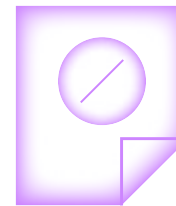
33%
WOMEN



47%
INDEPENDENT MEMBERS



6.4 YEARS
AVERAGE MANDATE LENGTH



15%

KPI IN THE VARIABLE COMPONENT OF EXECUTIVE DIRECTORS' REMUNERATION



2

COMPLAINTS REGISTERED, DULY ANALYZED AND DEALT WITH



96%

EMPLOYEES THAT CONCLUDED IN 2023 THE ETHICS, CODE OF CONDUCT AND PREVENTION OF CORRUPTION RISKS TRAINING

REN SUSTAINABILITY AT A GLANCE 2023

 [Click here to access our Integrated Report](#)

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