



**REN's Gender
Equality Plan
2024**



Who we are

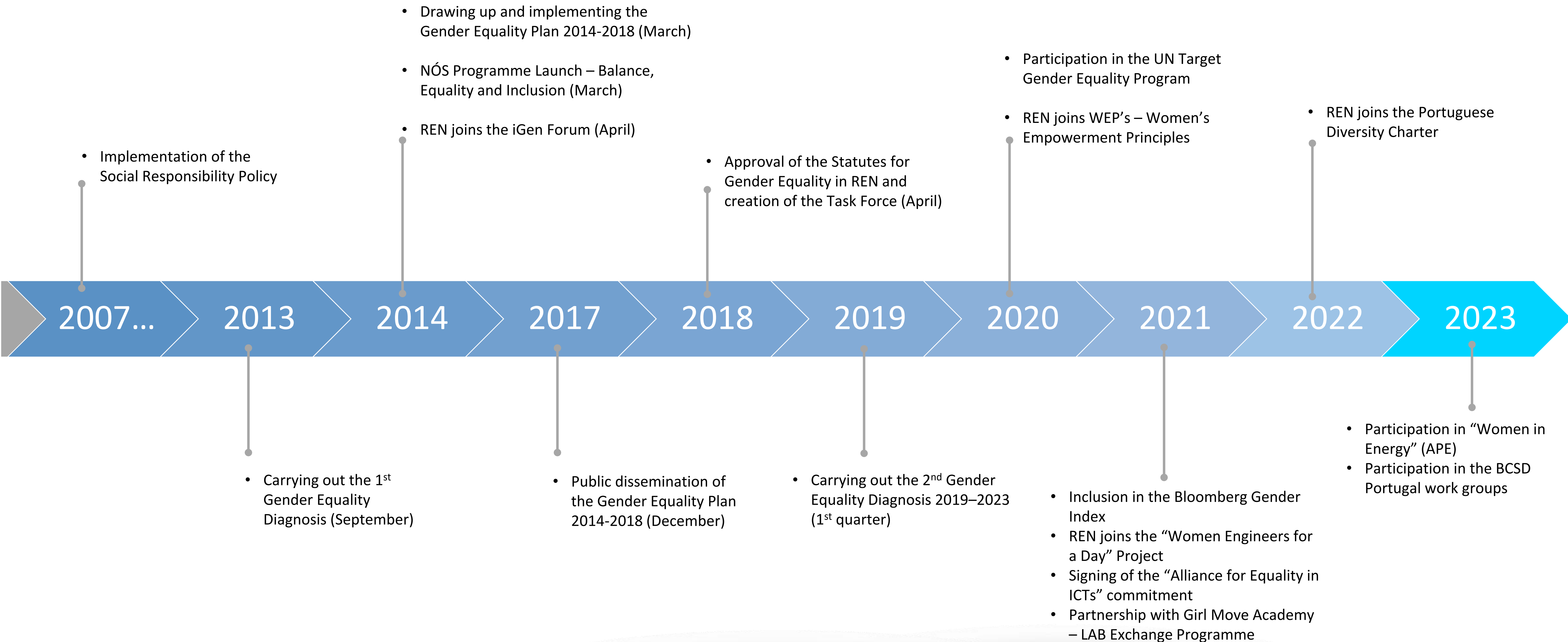


REN – Redes Energéticas Nacionais operates in two large business areas: the transmission of very-high-voltage electricity and the overall technical management of the Electricity System; and the transmission of high-pressure natural gas and the overall technical management of the Natural Gas System, thus ensuring the receipt, storage, and regasification of LNG and the underground storage of natural gas. Furthermore, we hold the natural gas distribution concession in the northern coastal region of Portugal and we are involved in the telecommunications industry through RENTELECOM.

REN also has a holding in the share capital of Electrogas, a Chilean company that owns a major gas pipeline in the central region of Chile and the entire share capital of Transemel, which operates 92 km of electricity transmission lines and five substations.

We are proud of the public service we provide and the quality levels we achieve, which place us among the best ranked companies in the sector at international level. We believe our success is down to a highly competent and motivated workforce, which is why we invest in the development of our employees and in attracting new talent, and we believe gender **has no bearing on talent**.

Our pathway is towards equality



Methodology to draw up the Plan

Over the years, REN has been a pioneer as regards Gender Equality in the Portuguese market, by promoting policies and practices that ensure equal opportunities, equal rights and freedoms, and recognising and valuing the role of women and men in society and in REN's success as an organisation. REN has been a member of the iGen Forum since 2014, accepting the undertaking to strengthen its Gender Equality policies and strategies, both internally and externally.

In compliance with Law No. 62/2017, of 1 August, REN discloses its equality plan on an annual basis with a set of measures to be implemented in the reference year, in line with the strategic goals and commitments made on this issue.

To draw up this plan, a diagnosis was carried out following the guidelines of the “Equality Plans Elaboration Script (annual)”, which gave rise to the measures presented.

REN's Gender Equality Plan is assessed, monitored and reviewed annually by appraising whether the targets defined for each of the measures have been met, with a view to incorporating new measures and/or modifying the existing ones.

We now present the **Gender Equality Plan 2024**.



REN's Gender Equality Plan 2024

Dimension: Strategy, Mission and Values

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Accept the undertaking to promote equality between women and men 	<ul style="list-style-type: none"> Define measurable strategic goals to promote equality between women and men, aligned with the ESG policy 	<ul style="list-style-type: none"> Ratio between the No. of women in 1st line management positions and the total number of 1st line management positions 	<ul style="list-style-type: none"> > 1/3 of women occupying 1st line management positions by 2030 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs
	<ul style="list-style-type: none"> Internal disclosure of REN's Gender Equality Annual Report Internal and External publication of the Gender Indicators Monitoring Report 	<ul style="list-style-type: none"> Internal/external disclosure date of both documents 	<ul style="list-style-type: none"> Disclosure in the 2nd half of 2024 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs
	<ul style="list-style-type: none"> Organise internal and/or external events to raise awareness about the issue of gender equality 	<ul style="list-style-type: none"> Number of events in 2024 	<ul style="list-style-type: none"> Holding of 2 events in 2024 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

REN's Gender Equality Plan 2024

Dimension: Strategy, Mission and Values

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none">• Promote and consolidate external relationships within the scope of promoting equality between women and men	<ul style="list-style-type: none">• Establish cooperation relationships with public entities and/or civil society organisations that fight to promote equality between women and men	<ul style="list-style-type: none">• No. of participations in gender equality initiatives organised by external entities• No. of participations in Diversity and Inclusion forums and work groups	<ul style="list-style-type: none">• Participation in initiatives in accordance with the schedule of the entities, by the end of 2024:<ul style="list-style-type: none">✓ iGen – Forum Organisations for Equality✓ Portuguese Diversity Charter (APPDI)✓ Girl Move Academy✓ “Women Engineers for a Day”✓ PWN Lisbon✓ BCSD Portugal✓ “Women in Energy” (APE)	<ul style="list-style-type: none">• Human Resources Department	<ul style="list-style-type: none">• Being budgeted

REN's Gender Equality Plan 2024

Dimension: Equal job opportunities

Sub-dimension: Advertisements, Selection and Recruitment

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none">• Fight against structural barriers to equality between women and men• Contribute to a better balance between women and men in the company	<ul style="list-style-type: none">• Ensure, whenever possible, the representativeness of the under-represented gender in the recruitment and selection processes• Guide the specialised selection and recruitment external entities to ensure, whenever possible, the minimum representativeness of the under-represented gender	<ul style="list-style-type: none">• Ratio between the No. of applicants of the under-represented gender and the total No. of applicants in the recruitment process	<ul style="list-style-type: none">• 1/3 of the applicants in the recruitment and selection process belongs to the under-represented gender, by the end of 2024	<ul style="list-style-type: none">• Human Resources Department	<ul style="list-style-type: none">• No costs

REN's Gender Equality Plan 2024

Dimension: Equal working conditions

Sub-dimension: Professional Career Promotion/Advancement

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Encourage the balanced participation of women and men in the decision-making positions 	<ul style="list-style-type: none"> Develop the pool of female talent in the operational business units 	<ul style="list-style-type: none"> Ratio between the No. of women identified in the talent pool and the total No. of employees in the talent pool Draw up a development plan geared towards the pool of female talent, which allows the identification of talent to take on 1st line management positions 	<ul style="list-style-type: none"> Develop the pool of female talent, by the end of 2024 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

Dimension: Equal working conditions

Sub-dimension: Performance Assessment

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Ensure a fair and objective assessment process for women and men 	<ul style="list-style-type: none"> Training geared towards the Human Resources team on gender equality and non-discrimination in Performance Assessment processes 	<ul style="list-style-type: none"> Ratio between the No. of team members who are trained and the total number of team members allocated to the processes 	<ul style="list-style-type: none"> Entirety of the team allocated to the processes to be trained by the end of 2024 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

REN's Gender Equality Plan 2024

Dimension: Equal working conditions

Sub-dimension: Salaries

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> • Ensure the principle of equal pay for equal work or for work of equal value 	<ul style="list-style-type: none"> • Training geared towards the Human Resources team on how to analyse the functions and/or assess the work positions, and how to determine pay, to prevent gender bias 	<ul style="list-style-type: none"> • Ratio between the No. of team members who are trained and the total number of team members allocated to the processes 	<ul style="list-style-type: none"> • 1/2 of the team allocated to the processes to be trained by the end of 2024 	<ul style="list-style-type: none"> • Human Resources Department 	<ul style="list-style-type: none"> • Being budgeted
	<ul style="list-style-type: none"> • Consolidate pay equity analysis in accordance with the various norms – legal, regulatory, and international standards and practices 	<ul style="list-style-type: none"> • Carrying out the report based on the pay equity analysis 	<ul style="list-style-type: none"> • Pay equity analysis completed by the end of 2024 	<ul style="list-style-type: none"> • Human Resources Department 	<ul style="list-style-type: none"> • No costs
<ul style="list-style-type: none"> • Promote pay transparency 	<ul style="list-style-type: none"> • Disclosure of indicators of Equal Pay in the Annual Integrated Report 	<ul style="list-style-type: none"> • No. of indicators of Equal Pay in the Annual Integrated Report 	<ul style="list-style-type: none"> • Disclosure of the “Living Wage” in the 2023 Annual Report 	<ul style="list-style-type: none"> • Human Resources Department 	<ul style="list-style-type: none"> • No costs

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