



**Monitoring Report
Gender Indicators
2019–2022**

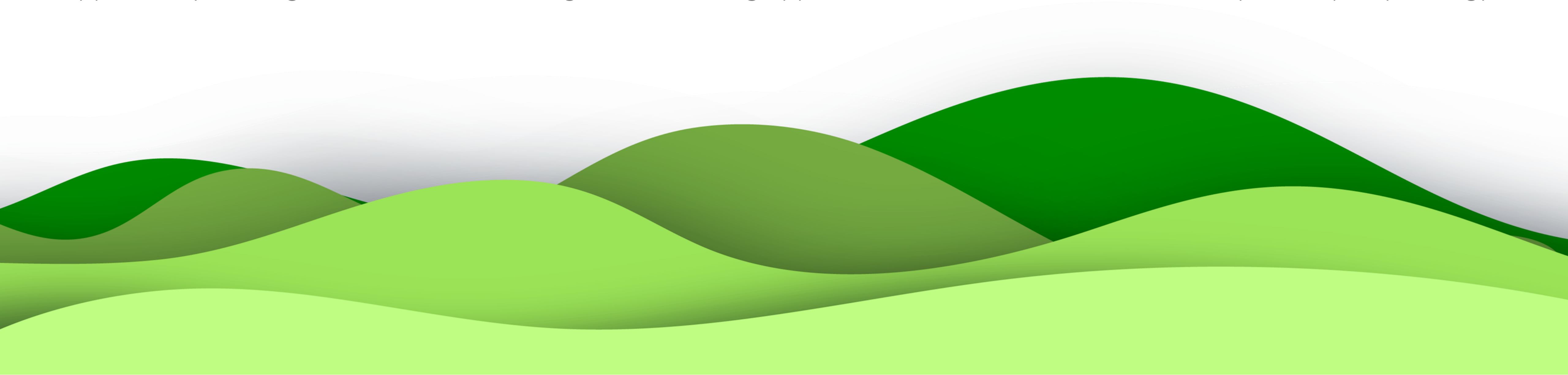
July 2023



The Gender Indicators Monitoring Report is a management tool that seeks to reflect the achievement of the implementation of REN's Gender Equality strategy and its follow-up.

The preparation of this report enables monitoring the evolution of the indicators over the years and the comparison with the Market's best practices, and also seeks to promote the transparency of information related to these matters by refining and structuring the data processing, as well as its disclosure.

The year 2022 was marked by the transition to a new organisational model, achieved through the implementation of a hybrid work model, better equipped to address the challenges posed by the accelerated energy transition. This new model continues to be supported by a strong commitment to an integrated well-being approach and a sustainable talent diversity and equality strategy.



Gender Indicators



GLOBAL CHARACTERISATION

		2022	2021	2020	2019
GENDER DIVERSITY					
MEN	%	74.7	75.3	75.8	75.7
WOMEN	%	25.3	24.7	24.3	24.3
EMPLOYEE DEPARTURES					
MEN	%	67.5	71.4	74.1	46.4
WOMEN	%	32.5	28.6	25.9	53.6
EMPLOYEE HIRES					
MEN	%	62.1	60.0	75.0	76.2
WOMEN	%	37.9	40.0	25.0	23.8
AVERAGE AGE					
MEN	YEARS	46.4	46.4	46.0	46.2
WOMEN	YEARS	43.9	44.2	43.6	43.0
AVERAGE LENGTH OF SERVICE					
MEN	YEARS	17.7	17.8	17.6	18.0
WOMEN	YEARS	14.9	15.3	14.9	14.4

FEMALE LEADERSHIP

		2022	2021	2020	2019
SENIOR MANGEMENT					
MEN	%	70.4	69.2	66.7	66.7
WOMEN	%	29.6	30.8	33.3	33.3
MIDDLE MANAGEMENT					
MEN	%	71.7	72.9	76.0	76.0
WOMEN	%	28.3	27.1	24.0	24.0
MANAGEMENT POSITIONS (WOMEN)	%	28.7	28.4	27.3	27.3

ACADEMIC QUALIFICATIONS

		2022	2021	2020	2019
PRIMARY EDUCATION					
MEN	%	84.6	82.5	83.7	85.4
WOMEN	%	15.4	17.5	16.3	14.6
SECONDARY EDUCATION					
MEN	%	87.7	88.2	88.2	87.9
WOMEN	%	12.3	11.8	11.8	12.1
HIGHER EDUCATION (BACHELOR'S DEGREE)					
MEN	%	71.0	71.6	72.1	72.0
WOMEN	%	29.0	28.4	27.9	28.0
POSTGRADUATE EDUCATION (PhD/MASTER'S)					
MEN	%	65.6	66.3	66.3	65.3
WOMEN	%	34.4	33.7	33.7	34.7
STEM TRAINING (WOMEN)	%	21.9	20.8	20.4	21.3
IT TRAINING (WOMEN)	%	20.0	19.4	19.4	21.7

FUNCTIONAL GROUP

		2022	2021	2020	2019
SPECIALISTS/EXPERTS					
MEN	%	71.1	71.7	72.1	72.0
WOMEN	%	28.9	28.3	27.9	28.0
TECHNICIANS/ADMINISTRATIVE STAFF					
MEN	%	82.1	82.6	82.7	82.8
WOMEN	%	18.0	17.5	17.3	17.2
TRAINEES					
MEN	%	56.3	33.3	41.2	53.3
WOMEN	%	43.8	66.7	58.8	46.7

Gender Indicators



BUSINESS AREAS

		2022	2021	2020	2019
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BUSINESS AND BUSINESS SUPPORT (WOMEN)	%	19.1	18.4	17.8	17.7
SUPPORT ROLES (WOMEN)	%	43.7	44.6	44.1	44.1

RECRUITMENT AND SELECTION

		2022	2021	2020	2019
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APPLICATIONS

MEN	%	62.0	53.0	54.0	53.0
WOMEN	%	38.0	47.0	46.0	47.0
ENGINEERING (WOMEN)	%	25.0	30.0	26.0	26.0
OTHER AREAS (WOMEN)	%	44.0	53.0	56.0	58.0

TRAINING AND DEVELOPMENT

		2022	2021	2020	2019
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TRAINING (PER EMPLOYEE)

MEN	HOURS	50.3	34.9	36.9	41.6
WOMEN	HOURS	56.9	34.5	35.1	49.0

TRAINING (TYPE/WOMEN)

BEHAVIOURAL	%	33.5	36.3	37.0	40.0
MANAGEMENT	%	30.6	35.0	33.3	27.4
QES	%	19.4	11.5	23.4	15.4
TECHNICAL	%	28.3	35.1	23.4	25.4
LEADERSHIP SCHOOL TRAINING (WOMEN/MANAGEMENT)	%	22.2	76.9	91.7	83.3

SALARY INDICATORS

		2022	2021
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GENDER PAY GAP (1)	%	-1.7	-2.0
TOTAL ANNUAL REMUNERATION RATIO(2)		3.8	3.8

SATISFACTION LEVELS (3) (POP)

		2022	2019	2017	2014
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TOP OF MIND QUESTION (4)		83.0	82.0	86.0	66.0
MEN	%	76.0	82.0	85.0	64.0
WOMEN	%	85.0	77.0	91.0	73.0
OVERALL SATISFACTION INDEX (5)		63.0	62.0	62.0	49.0
MEN	%	67.0	63.0	62.0	49.0
WOMEN	%	74.0	67.0	66.0	51.0

PARENTAL PROTECTION

		2022	2021	2020	2019
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BIRTHS (OVERALL)

MEN	%	3.01	4.16	3.98	3.69
WOMEN	%	3.98	2.91	5.36	2.91

PARENTAL LEAVE (FATHER)

REQUIRED	%	100	100.0	100.0	100.0
VOLUNTARY	%	100	81.8	85.7	94.4
30-DAY EXTENSION	%	68.8	59.9	76.2	61.1

WORKLIFE BALANCE

		2022	2021	2020	2019
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TIME OFF WORK (8H/YEAR)

MEN	%	26.2	36.5	15.0	30.5
WOMEN	%	30.7	46.5	23.8	41.9
"WORKING AT REN ENABLES ME TO BALANCE MY PERSONAL AND PROFESSIONAL LIFE" (FAVOURABLE RESPONSES POP)	%	74.0	-	-	75.0

NOTES:

- (1) Gender pay Gap – (Average pay [men] – Average pay [women]) / Average pay [men]
 (2) Total annual remuneration ratio – ratio between the total annual remuneration of the highest paid individual in the company and the total annual average remuneration of all employees.
 (3) The Organization Climate Study (POP) is conducted with a minimum interval of two years.
 (4) Answer to the question: "I am satisfied with working at REN"
 (5) Average of favourable answers to all questions